GENDER MONITORING MATRIX

Activities	Indicators / Targets		Responsibilities	Timeframe
Outcome of the Program: COVID-19 outbreak more effectively managed and its adverse social and economic impacts reduced				
1. Gender-responsive health measures undertaken to combat the spread of the COVID-19 pandemic	1.1	COVID-19 testing reaches at least 2,500 persons per 10,000 population (2019 baseline: None)	Ministry of Finance, Ministry of Health, Ministry of Economy, Ministry of Labor and Social Protection of the Population, and Entrepreneurship Development Fund	By 31 December 2021
2. Effective and inclusive response to the most affected sectors of economy and businesses provided.	2.1	National poverty rate is maintained at or below the average of pre-COVID-19 levels (2015−2019 average baseline: 5.2%)		
	2.2	Output of MSMEs as a share of GDP maintained at or above pre-COVID-19 level (2019 baseline: Output of MSMEs as a share of GDP at 23.3%)		
3. Sex-disaggregated data and gender analysis on country-wide COVID-19 mortality and morbidity rates produced	3.1	COVID-19 management information system developed with sex-disaggregated data available on infected cases, mortality and morbidity rates, suspected cases, active and recovered cases etc. (2020 baseline: None)		
Output 1: COVID-19 response and health system strengthening measures implemented				
1.1 Adequate protection provided to health workers exposed to COVID-19 cases	1.1.1	Appropriately sized personal protective equipment continuously supplied to at least 64,000 health care workers dealing with COVID-19 patients, including individual packages for female health care workers[a] (2019 baseline: Personal protective equipment not provided)	Ministry of Finance, Ministry of Health, and State Agency of Mandatory Health Insurance	By 31 December 2021
	1.1.2	The government provided additional payments (in the range of a three- to five-fold increase in monthly wages) to at least 64,000 health care workers dealing with COVID-19 patients, of which at least 65% are women (2019 baseline: None)		

Activities	Indicators / Targets		Responsibilities	Timeframe
1.2 Mechanisms to provide health care coverage for women and vulnerable populations implemented	1.2.1	At least 90% of the population covered under the mandatory health insurance, of which 50% are women (March 2020 baseline: 66% of the population)		
Output 2: Social protection for the poor and vulnerable households expanded				
2.1 Social safety net for the poor households expanded with prioritization given to women and vulnerable population	2.1.1	The number of low-income households receiving support under targeted social assistance increased to at least 80,000, covering 335,000 individuals, of which 50% are women (2019 baseline: 72,170 households)	Ministry of Finance, Ministry of Labor and Social Protection of the Population, State Social Protection Fund, Ministry of Education and State Committee for Affairs of Refugee and Internally Displaced Persons	By 31 December 2021
	2.1.2	Average monthly old-age pension payments increased by at least 15%, and more than 742,000 old-age pensioners continuously provided pensions, of which at least 63% are women (2019 baseline: Average monthly old-age pension payment AZN249.25 provided to 756,136 old-age pensioners, of which at least 63% were women)		
	2.1.3	Students from low-income families provided interest-free loans for higher education, of which at least 50% are girls (2019 baseline: No interest-free loans for higher education)		
	2.1.4	Monthly allowance of AZN33−AZN60 per person and subsidies for utility services paid to at least 495,306 internally displaced persons, of which at least 50% are women (2019 baseline: AZN22−AZN40 per person for 495,306 internally displaced persons)		
	2.1.5	Sex disaggregated database of beneficiaries developed including information on, but not limited to: (i) disaggregation by sex, age of end recipients; and (ii)		

Activities	Indicators / Targets		Responsibilities	Timeframe
		composition of households benefitted — male/female heads, number of dependents (2019 baseline: None)		
Output 3: Affected sectors supported to prevent job losses from the economic downturn				
3.1 Measures undertaken to promote women's access to economic opportunities and employment generated	3.1.1	At least 17,000 additional temporary public jobs created, of which at least 40% are provided to women (2019 baseline: 38,000 temporary jobs)	Ministry of Finance, Ministry of Labor and Social Protection of the Population, Ministry of Economy, Entrepreneurship Development Fund, Central Bank of Azerbaijan	By 31 December 2021
	3.1.2	At least 10% interest rate subsidy on bank loans provided to at least 1,990 MSMEs, of which at least 25% are owned by women (2019 baseline: Subsidies for interest rate not provided)		
	3.1.3	Sex disaggregated database on employment made available (2019 baseline: None)		
Program Management				
GMM implementation. A national M&E specialist will be hired as part of the core team of dedicated monitoring unit at the Ministry of Finance. The M&E specialist will help implement gender activities and monitor the GMM. The M&E specialist will work closely with the line ministries to ensure monitoring and reporting of the sex-disaggregated data and progress under GMM indicators, and documentation of good practices. All program quarterly reports, and review missions will adequately report on the progress of GMM implementation.				

COVID-19 = coronavirus disease, GDP = gross domestic product, GMM = gender monitoring matrix, M&E = monitoring and evaluation, MSMEs = micro, small and medium-sized enterprises.
[a] Menstrual hygiene kits in adequate number and quality.
Source: Asian Development Bank