Iceland
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Norway

Civil Society Fund

PROGRAMME INDICATORS GUIDANCE

Support Document

Civil Society Development Foundation

environmental partnership foundation

Resource Center for Roma Communities Foundation

Frivillighet Norge

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1. Objectives and scope of the Programme Indicators Guidance

This document provides guidance for the **outcomes and outputs indicators** of the EAA Civil Society Fund in Romania (hereinafter referred to as the CSF Romania or the "Programme"). It is intended to support the Applicants / Project Promoters in the project's development and implementation process.

The aim of this Guidance document is to operationalise the use of EAA CSF Romania indicators and ensure consistency in the methods of data collection, setting baseline and target values, reporting and disaggregation of data among all Applicants / Project Promoters. In case of the indicator where data is to be collected through **a self-assessment tool**, further guidance on the content is offered, to ensure a common approach at the Programme level.

This document should be read in conjunction with the **Guidelines for Applicants,** available at www.eeacivilsocietyfund.ro. In case of conflict between this **Programme Indicators Guidance** and the Guidelines for Applicants, the provision of the Guidelines for Applicants shall prevail.

2. Results-based management for the EEA Civil Society Fund

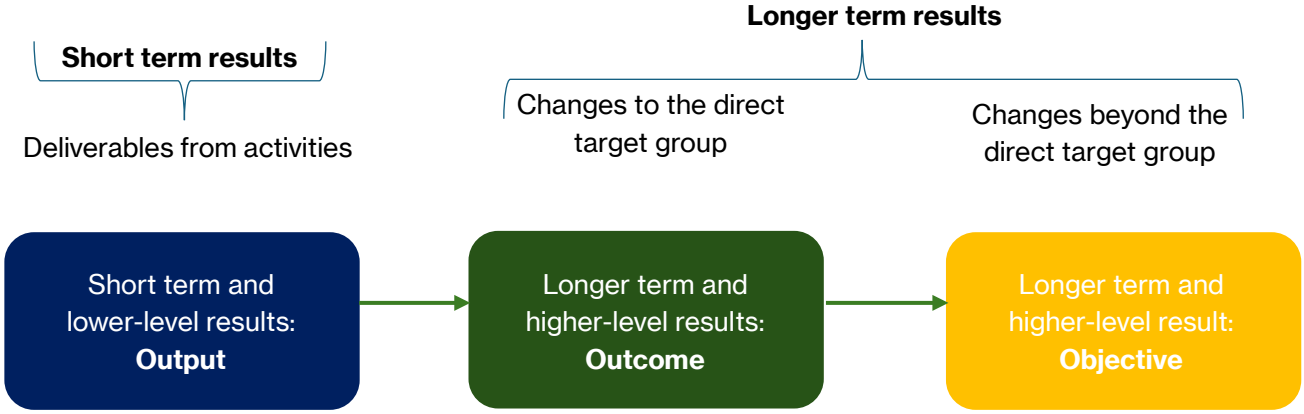
All programmes and funds supported by the EEA and Norway Grants shall follow the principles of results-based management.

In results-based management, focus is first and foremost on the overall results to be achieved. For the EEA Civil Society Fund, this means focus is on the overall objective. The overall objective is, "A vibrant and resilient civil society protecting and promoting democracy, the rule of law and human rights".

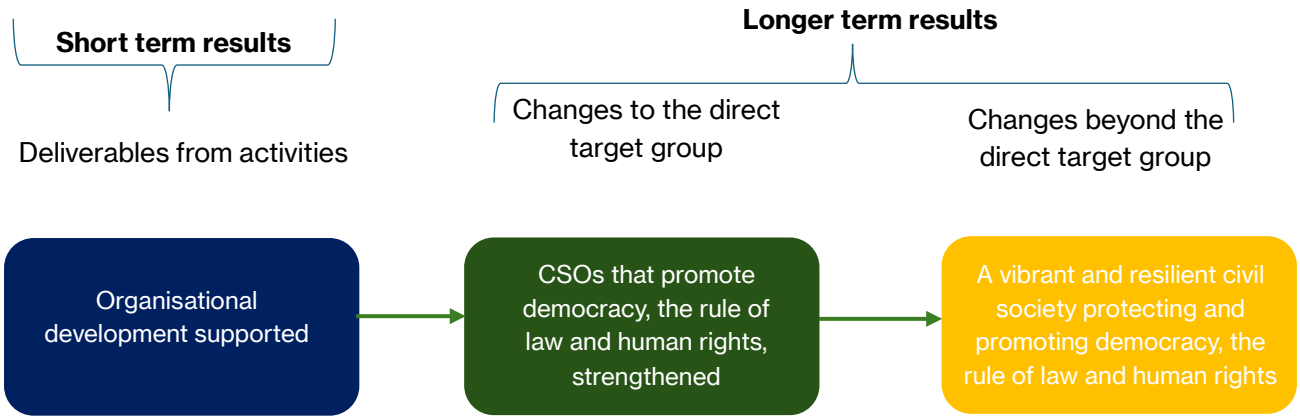
The next step in results-based management is to set a strategy for how to best achieve this overall objective. Results-based management offers a set of tools to do this, including result chains, result frameworks, monitoring, and evaluation. Risk management is also part of the achievement of results.

A result chain includes lower-level results that are called outputs, medium level results that are called outcomes, and finally the highest-level result that is the objective.

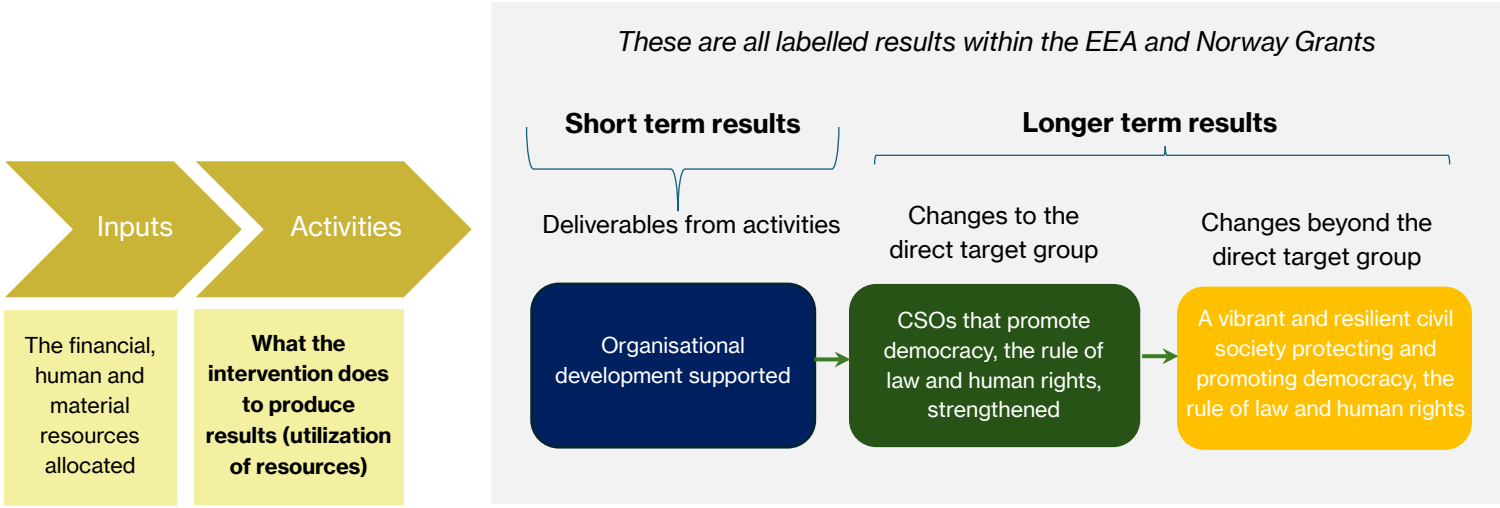
The result chain can be presented in a figure as follows:



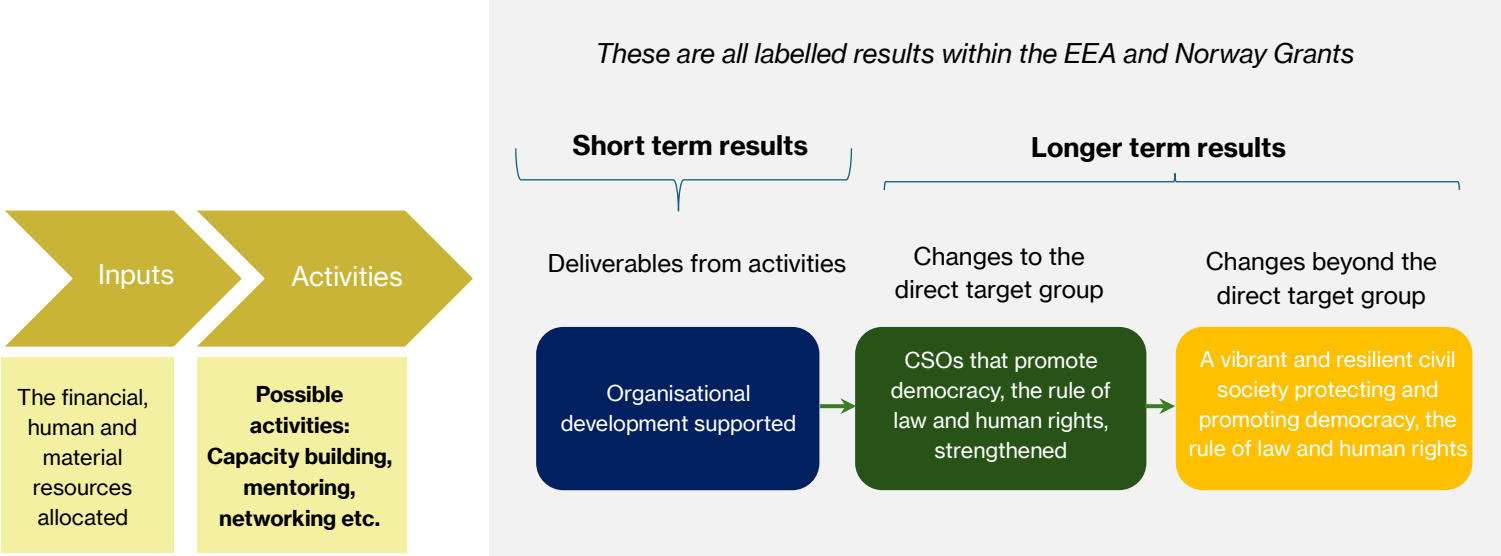
Here is one of the result chains for the EEA Civil Society Fund:

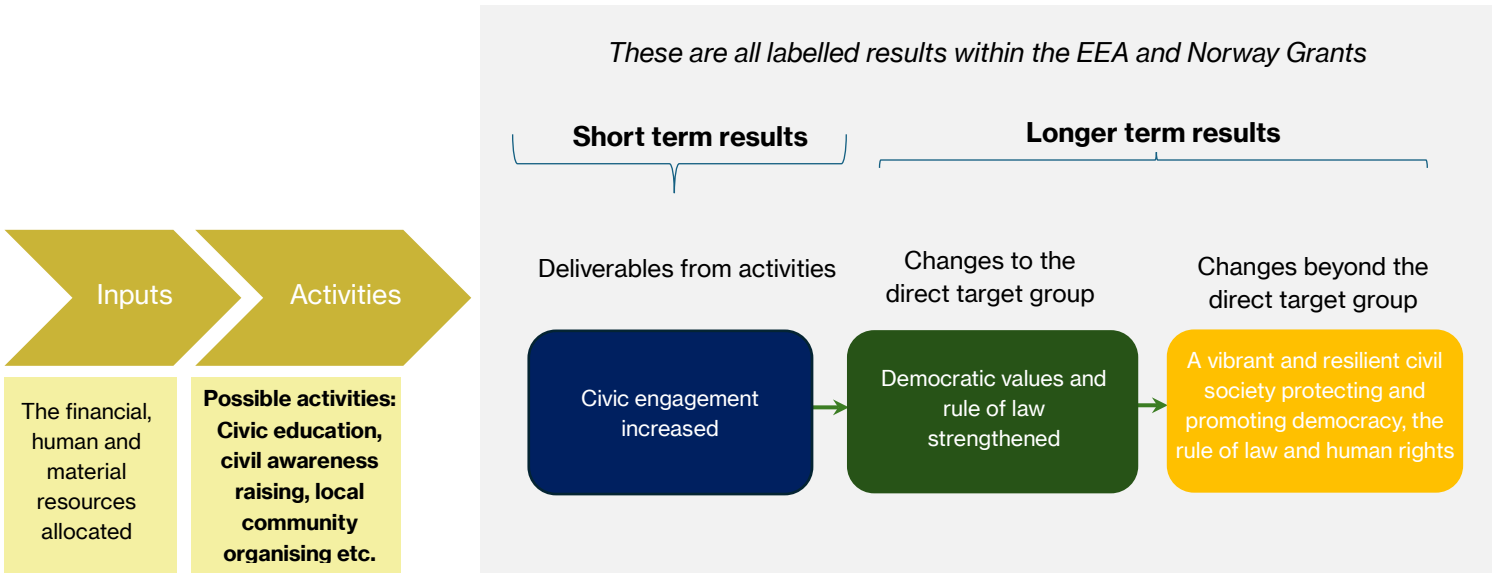


To achieve the outputs, it is necessary to implement activities using the available resources which can be called inputs. Together with the activities and inputs, the result chain can be presented in a figure as follows:



The two figures below provide general examples of some activities that may be identified to achieve two of the outputs and outcomes in the EEA Civil Society Fund.

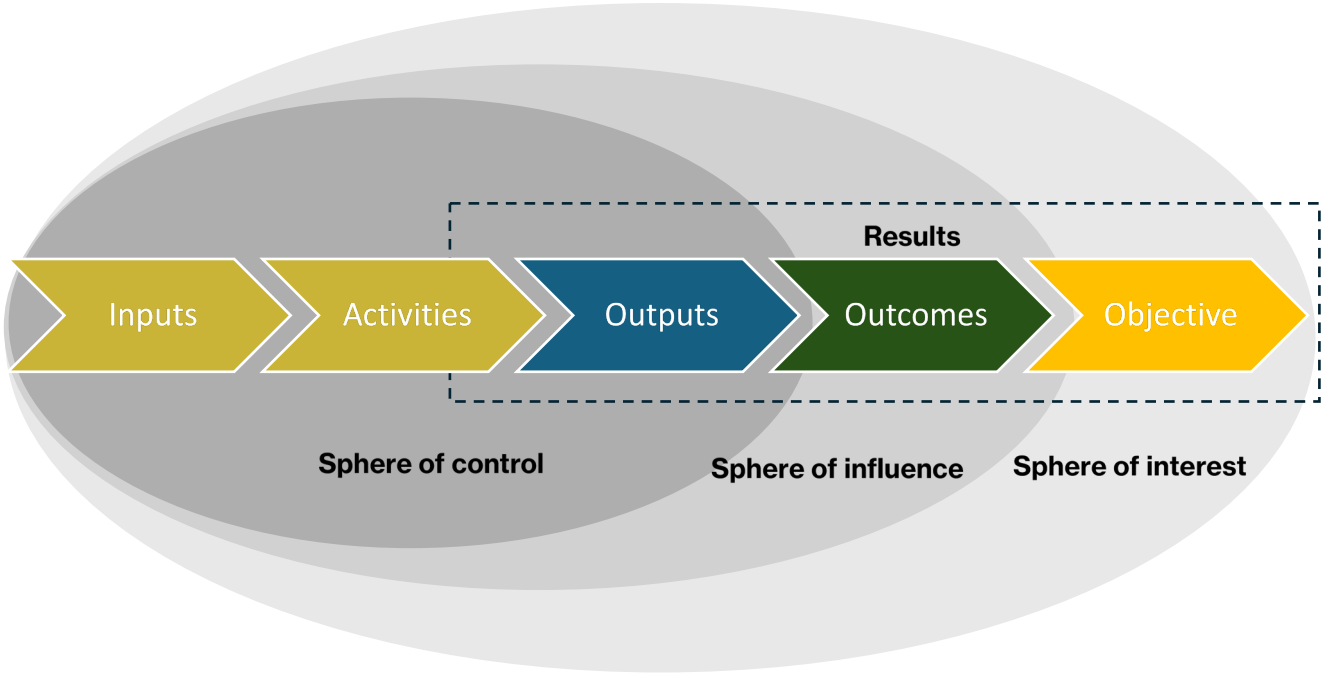




There are assumptions for how one level in the result chain connects to the next. For example, it is an assumption that if CSOs are supported to develop their organisations, then they will be stronger as CSOs. For each assumption it is useful to either provide evidence or plan for evidence through, for example an evaluation.

The higher up in the result chain, the less control stakeholders have on the achievement of the desired result. The evidence for how the previous level of the result chain contributes to this higher level of the result chain might also be more ambiguous.

Together with the inputs and activities, the different levels of control along the result chain can be presented in a figure as follows:



3. Key elements for project result-based management in the EEA Civil Society Fund

The EEA Civil Society Fund follows the Programme model. This means that the desired results at both the outcome and output levels will be derived from projects. As the Civil Society Results Framework specifies what is eligible for support, this means that all projects that would be eligible for support have to contribute to the results expected as per the results framework.

Every project must be situated only under one of the three outcomes (not multiple outcomes). Within the same outcome, projects may contribute to one or more outputs. In addition to contributing to one single outcome, all projects that include bilateral cooperation must also report on bilateral results, by providing the required information in the technical reports.

Each project within the Programme can also have its own specific results chains. Applicants are encouraged to check alignment between their project specific results chains with the overall Programme results chains. This can help preclude challenges in the implementation and reporting of the projects. However, Applicants are not required to develop or work with project specific results chains.

Progress against the EEA Civil Society Fund Programme results framework will be measured with the use of indicators. The indicators, including their unit of measurement, data sources of verification, baselines and targets will be agreed in the Grant Contract.

During implementation, the agreed indicators become a reporting tool. Project Promoters will be responsible for collecting and analysing data to report on the indicators and with narrative against the selected output(s) and outcome.

To ensure accountability and learning, Applicants may plan for an evaluation either during or even after project implementation, provided that any evaluation conducted after project completion is supported by the organisation's own resources.

4. Topics covered in this guidance and reporting of indicators

For each indicator, the following information is provided in this Guidance:

Topics covered	Information provided
Definition	Provides full definition of the indicator as used by the Fond Operator.
Unit of measure	The unit of measurement in which the indicator is expressed, e.g. “Number of people” or “Number of CSOs”.
Disaggregation	Disaggregation by gender, if requested.
Data collection and frequency of reporting	Provides recommendations on how the data is to be collected and how often the indicator should be reported by the Project Promoters.
Method of calculating the indicator values (baseline, target and achievement)	• Specific guidance is provided per indicator. • Guidance on how the baseline should be established, if necessary, is also provided. For indicators with a baseline value of "TBD" ("to be determined"), an actual initial value of the indicator will need to replace "TBD". Baseline data will be collected when the projects are contracted.

	• Guidance is provided on the reporting of disaggregated data, for example disaggregation based on gender. Disaggregation only applies to the achievement values of certain indicators.

5. EEA CSF Programme Indicators

#	Indicator	Disaggregation	Unit of measurement	Data sources	Baseline	Planned Target
Programme area objective: A vibrant and resilient civil society protecting and promoting democracy, the rule of law and human rights						
Outcome 1: Democratic values and rule of law strengthened						
1.	Number of national laws or policies developed or revised with civil society participation	N/A	Cumulative number	PP records	0	12
2.	Number of public institutions adopting recommendations from CSO monitoring reports (e.g., transparency measures, integrity standards)	N/A	Cumulative number	PP records	0	5
3.	Number of supported CSOs with a new or improved organisational policy on fundraising	N/A	Cumulative number	PP records	0	10
4.	Number of CSO staff who have completed a training course	Gender	Cumulative number	PP records	0	300
Output 1.1: CSO participation in democratic processes increased						
5.	Number of CSOs participating in consultations with a public institution	N/A	Cumulative number	PP records	0	20
6.	Number of people who participated in consultations with a public institution facilitated by CSOs	N/A	Cumulative number	PP records	0	2,500
7.	Number of policy analyses, legislative proposals, position papers, or research reports produced by supported CSOs	N/A	Cumulative number	PP records	0	15
Output 1.2: Civic engagement increased						
8.	Number of people who signed a CSO-led petition	N/A	Cumulative number	PP records	0	150,000
9.	Number of people who participated in consultations with a public institution facilitated by CSOs	N/A	Cumulative number	PP records	0	4,000

#	Indicator	Disaggregation	Unit of measurement	Data sources	Baseline	Planned Target
Output 1.3: Information integrity and media literacy increased						
10.	Number of media literacy or information integrity initiatives supported	N/A	Cumulative number	PP records	0	10
11.	Number of people who participated in CSO-led training courses on media literacy	N/A	Cumulative number	PP records	0	3,000
Outcome 2: Human rights strengthened						
12.	Number of new or improved policy, programme, or strategy documents that incorporate international / European human rights standards	N/A	Cumulative number	PP records	0	8
13.	Number of underserved beneficiaries reporting improved access to at least one fundamental right (education, health, employment, housing, justice)	N/A	Cumulative number	PP records	0	1,500
14.	Number of supported CSOs with a new or improved organisational policy on fundraising	N/A	Cumulative number	PP records	0	15
15.	Number of CSO staff who have completed a training course	N/A	Cumulative number	PP records	0	400
Output 2.1: Human rights, including anti-discrimination, and social justice supported						
16.	Number of advocacy/awareness-raising campaigns carried out	N/A	Cumulative number	PP records	0	15
17.	Number of human rights violations against Roma documented and reported by supported CSOs	N/A	Cumulative number	PP records	0	50
18.	Number of supported CSOs working on Roma women and girls' inclusion and empowerment	N/A	Cumulative number	PP records	0	5
19.	Number of supported Roma or pro-Roma CSOs working on Roma inclusion and empowerment	N/A	Cumulative number	PP records	0	12
20.	Number of human rights violations documented and	N/A	Cumulative number	PP records	0	100

#	Indicator	Disaggregation	Unit of measurement	Data sources	Baseline	Planned Target
	reported by supported CSOs					
21.	Number of displaced/refugee/migrant beneficiaries receiving assistance, including legal support, integration services, community initiatives including persons displaced by the war in Ukraine	N/A	Cumulative number	PP records	0	2,000
22.	Number of Roma engaged in project activities	N/A	Cumulative number	PP records	0	150
Output 2.2: Gender equality, including SRHR, and LGBTIQ+ rights supported						
23.	Number of human rights violations documented and reported by supported CSOs	N/A	Cumulative number	PP records	0	200
24.	Number of strategic litigation cases initiated by the supported CSOs	N/A	Cumulative number	PP records	0	15
25.	Number of supported CSOs working on gender equality or women's/girls' rights	N/A	Cumulative number	PP records	0	5
26.	Number of cases of survivors of domestic and gender-based violence (DGBV) supported	N/A	Cumulative number	PP records	0	300
Output 2.3: Climate action, environmental protection, and a just green transition supported						
27.	Number of advocacy/awareness-raising campaigns carried out on environmental rights/climate	N/A	Cumulative number	PP records	0	15
28.	Number of CSOs participating in consultations with a public institution	N/A	Cumulative number	PP records	0	25
29.	Number of advocacy campaigns or community mobilisation activities conducted on environmental degradation, pollution, biodiversity, or climate issues	N/A	Cumulative number	PP records	0	10
Outcome 3: CSOs that promote democracy, the rule of law, and human rights, strengthened						
30.	Number of supported CSOs that have diversified their funding base	N/A	Cumulative number	PP records	0	30

#	Indicator	Disaggregation	Unit of measurement	Data sources	Baseline	Planned Target
31.	Number of supported CSOs with improved overall organisational strength	N/A	Cumulative number	PP records	TBD	60
Output 3.1: Organisational development supported						
32.	Number of supported CSOs with a new or improved organisational policy on fundraising	N/A	Cumulative number	PP records	0	20
33.	Number of supported CSOs with a new or improved organisational policy on human resources management	N/A	Cumulative number	PP records	0	15

5.1. OUTCOME 1 - Democratic values and rule of law strengthened

1. Number of national laws or policies developed or revised with civil society participation (Outcome level indicator)
Definition: This indicator reflects greater effectiveness of advocacy / policy impact, civil society influence on policy and legal reforms and enhanced legitimacy /role of CSOs. Total count of government laws, policies or strategies developed or revised with CSO participation through the project implementation. ”Developed” means drafted, introduced, or newly established during project implementation period. ”Revised” means modified, updated, or amended from their original form to reflect new priorities, regulations, or contexts during the period of the project. ”Participation” of CSOs is defined as including at least one of these elements: a. A written public consultation has been carried out allowing sufficient time for CSOs to provide comments and comments were made by at least one organisation; b. CSOs have been part of working groups set up by the public institutions to draft policies; c. The lead ministry has reported on the outcome of CSO participation; d. The views of participants in the consultation process have been made public; e. A report was produced on the outcome of the public consultation including explanations of how comments by CSOs have been taken into account; f. CSOs have drafted proposals for new or revised laws or policies and initiated consultations with relevant public institutions.
Unit of measure/Achievement data: Cumulative number - total number of national laws or policies developed or revised with civil society participation since the start of project implementation period until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”.

Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

2. Number of public institutions adopting recommendations from CSO monitoring reports (e.g., transparency measures, integrity standards) (Outcome level indicator)
Definition: This indicator measures the extent to which public institutions engage with and respond to recommendations presented in CSO monitoring reports. ”Public institutions” include central, regional, and local authorities, as well as agencies, regulatory bodies, and other public sector entities. A recommendation is considered ”adopted” when a public institution has acknowledged, discussed, reviewed, endorsed, committed to consider, or initiated actions in response to recommendations from a CSO monitoring report. Evidence may include official correspondence, meeting records, public statements, consultations, action plans, policy discussions, draft measures, or implementation of changes linked to the recommendation.
Unit of measure/Achievement data: Cumulative number - total number of public institutions adopting recommendations from CSOs since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

3. Number of supported CSOs with a new or improved organisational policy on fundraising (Outcome level indicator)
Definition: This indicator measures the number of supported CSOs that have developed or enhanced fundraising policies, strategies or guidelines. Only policies, strategies or guidelines finalised and adopted by the organisation (e.g., by the management or board) should count towards this indicator. Any CSO, regardless of its role within the project, will be counted once, if the policy on fundraising was designed or improved through the project implementation.
Unit of measure/Achievement data: Cumulative number - total number of CSOs with a new or improved organisational policy on fundraising since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

4. Number of CSO staff who have completed a training course
(Outcome level indicator)

Definition: This indicator measures the total count of individual staff members from supported CSOs who have successfully completed at least one training course, mentoring programme, coaching programme, peer learning programme, or other capacity-building programme funded through the project implementation.

A ”training course” or mentoring/coaching/peer-learning programme is defined as a structured series of educational or skill-development sessions conducted over multiple hours (more than six). A CSO is considered to have "completed" the programme if their representative(s) met any stipulated criteria (e.g., minimum attendance, attendance of mandatory sessions, passing assessments, or obtaining a completion certificate). Only fully completed programmes count toward this indicator; partial attendance is not considered. Within each Technical Report submitted by Project Promoters the length of the training course attended by CSO staff will be specified.

To avoid double counting, each staff member should only be counted once, even if they participate in multiple courses/programmes.

Unit of measure/Achievement data: Cumulative number - total number of CSOs staff members who completed a training course during the project implementation period since its start and until the end of the reporting period.

Disaggregation: Gender

Anonymous code	Gender
Code 1	M/F/Other/Not specified
Code n	

Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters

Method of calculating the indicator value (baseline, target):
Baseline value is ”0”.
Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

Output 1.1 - CSO participation in democratic processes increased

5. Number of CSOs participating in consultations with a public institution
(Output level indicator)

Definition: This indicator reflects increased involvement of CSOs in shaping public policies, and increased role of CSOs in role in advocacy and collaborative governance.

Total number of CSOs engaging in consultations, dialogues, or discussions with a public institution (such as a government agency, legislative body, or local council) at any level (local or national) on policies, laws, strategies, programmes or other governance matters. The forms of CSO participation can vary in intensity, from one-time contributions to sustained involvement in policy development and monitoring processes. These can include:
a. Participation in formal meetings and public hearings organised by the public body where CSOs present their perspectives during scheduled meetings or hearings.
b. Participation of CSOs in expert panels or advisory committees where CSOs with relevant expertise advise or provide recommendations on specific issues.
c. Submission of position papers, reports, or formal recommendations on policies, legislation, or development plans by CSOs.
d. Provision of feedback on draft policies, laws or regulations by CSOs.

e. Workshops / stakeholder roundtables: CSOs collaborate with other stakeholders and public officials to deliberate on specific issues.
f. Online engagement: CSOs contribute their input through online surveys organised by public bodies. CSOs join online discussions hosted by public decision-makers.

Unit of measure/Achievement data: Cumulative number - total number of CSOs participating in consultations with a public institution since the start of project implementation until the end of the reporting period.

Disaggregation: N/A

Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters

Method of calculating the indicator value (baseline, target):
Baseline value is "0".
Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

6. Number of people who participated in consultations with a public institution facilitated by CSOs (Output level indicator)

Definition: This indicator reflects increased role of CSOs in organising and leading public dialogues and increased role of CSOs in reducing the gap between citizens and government.

Total number of individuals engaging in consultations, dialogues, or discussions with a public decision-making body (such as a government agency, legislative body, or local council) at any level (local or national) on policies, laws, or other governance matters, when the consultation/the participation of citizens is facilitated by supported CSOs. The forms of participation can vary in intensity, from one-time contributions to sustained involvement in policy development and monitoring processes. These can include:
a. Participation in formal meetings and public hearings organised by the public body where the individuals present their perspectives during scheduled meetings or hearings.
b. Participation of individuals in expert panels or advisory committees where those with relevant expertise advise or provide recommendations on specific issues.
c. Submission of position papers, reports, or formal recommendations on policies, legislation, or development plans.
d. Provision of feedback on draft policies, laws or regulations.
e. Workshops / stakeholder roundtables: The individuals collaborate with other stakeholders and public officials to deliberate on specific issues.
f. Online engagement: The individuals contribute their input through online surveys organised by public bodies. The individuals join online discussions hosted by public decision-makers.

Project Promoter / Project Partner staff numbers are NOT included.

Unit of measure/Achievement data: Cumulative number - total number of people who participated in consultations with a public institution, facilitated by CSOs, since the start of project implementation until the end of the reporting period.

Disaggregation: N/A

Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters

Method of calculating the indicator value (baseline, target):
Baseline value is "0".
Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

7. Number of policy analyses, legislative proposals, position papers, or research reports produced by supported CSOs (Output level indicator)
Definition: This indicator reflects increased role of CSOs in producing policy-relevant analysis or research and in formulating recommendations and legislative proposals. It measures the total number of policy-related documents developed during the project implementation period, including policy analyses, legislative proposals, position papers, and research reports. Only policy-related documents that are published and publicly available to stakeholders are counted under this indicator.
Unit of measure/Achievement data: Cumulative number - total number of policy-related documents (policy analyses, legislative proposals, position papers, or research reports) produced by supported CSOs since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

Output 1.2 - Civic engagement increased

8. Number of people who signed a CSO-led petition (Output level indicator)
Definition: This indicator reflects increased public mobilisation / activism around an issue and increased level of public support and engagement. Total count of individuals, including from other countries than the Beneficiary Country, who have signed a petition organised by a supported CSO that focuses broadly on advocating for democratic principles, human rights, gender equality, rule of law, civic engagement or climate action. To count towards this indicator, the petition should be initiated and managed by a supported CSO that seeks to influence policy, raise awareness, or advocate for change on issues in line with the CSF Programme. Signatories are individuals from any country who voluntarily add their names to the petition in support of the cause, either physically (in person) or digitally (through an online platform). The indicator is calculated as the total number of individual signatories who have added their names to a petition. This can be tracked by keeping records of signatures collected in different forms (physical, online, etc.). If possible, double counting of the same person signing several petitions should be avoided.
Unit of measure/Achievement data: Cumulative number - total number of people who signed a CSO-led petition since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

9. Number of people who participated in consultations with a public institution facilitated by CSOs (Output level indicator)
Definition: This indicator reflects increased role of CSOs in organising and leading public dialogues and increased role of CSOs in reducing the gap between citizens and government. Total number of individuals engaging in consultations, dialogues, or discussions with a public decision-making body (such as a government agency, legislative body, or local council) at any level (local or national) on policies, laws, or other governance matters, when the consultation/the participation of citizens is facilitated by supported CSOs. The forms of participation can vary in intensity, from one-time contributions to sustained involvement in policy development and monitoring processes. These can include: a. Participation in formal meetings and public hearings organised by the public body where the individuals present their perspectives during scheduled meetings or hearings. b. Participation of individuals in expert panels or advisory committees where those with relevant expertise advise or provide recommendations on specific issues. c. Submission of position papers, reports, or formal recommendations on policies, legislation, or development plans. d. Provision of feedback on draft policies, laws or regulations. e. Workshops / stakeholder roundtables: The individuals collaborate with other stakeholders and public officials to deliberate on specific issues. f. Online engagement: The individuals contribute their input through online surveys organised by public bodies. The individuals join online discussions hosted by public decision-makers. Project Promoter / Project Partner staff numbers are NOT included.
Unit of measure/Achievement data: Cumulative number - total number of people who participated in consultations with a public institution, facilitated by CSOs, since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

Output 1.3 - Information integrity and media literacy increased

10. Number of media literacy or information integrity initiatives supported (Output level indicator)
Definition: This indicator captures the increased engagement of CSOs in strengthening the media literacy and information integrity ecosystem. ”Media literacy” refers to the skills needed to critically assess, verify, and engage with information in online and offline environments, identify manipulation, understand the sources and intent behind messages, and navigate complex information ecosystems confidently and responsibly. ”Information integrity” refers to the accuracy, consistency, reliability, and trustworthiness of information in the public sphere, which can be undermined by manipulation, disinformation and hate speech. An initiative is defined as a structured set of activities, actions, or interventions designed to address a specific issue or objective.

Unit of measure/Achievement data: Cumulative number - total number of initiatives focused on media literacy and information integrity since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

11. Number of people who participated in CSO-led training courses on media literacy (Output level indicator)
Definition: This indicator reflects CSO engagement in knowledge-sharing and skill-building, and CSO role in empowering target groups with knowledge. It measures the total count of individuals who have fully completed at least one training course on media literacy led by CSOs, funded through the project implementation. ”Media literacy ”refers to the skills needed to critically assess, verify, and engage with information in online and offline environments, identify manipulation, understand the sources and intent behind messages, and navigate complex information ecosystems confidently and responsibly. A ”training course” is defined as a structured series of educational or skill-development sessions conducted over multiple hours (more than six). A person is considered to have "completed" the programme if met any stipulated criteria (e.g., minimum attendance, attendance of mandatory sessions, passing assessments, or obtaining a completion certificate). Only fully completed programmes count toward this indicator; partial attendance is not considered. Within each Technical Report submitted by Project Promoters the length of the training course attended will be specified. To avoid double counting, each person should only be counted once, even if they participate in multiple courses/programmes.
Unit of measure/Achievement data: Cumulative number - total number of people who participated in CSOs-led training courses since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

5.2. OUTCOME 2 – Human rights strengthened

12. Number of new or improved policy, programme, or strategy documents that incorporate international / European human rights standards (Outcome level indicator)
Definition: This indicator measures the total number of newly developed or revised official documents – such as policies, programmes, or strategies – developed with CSO participation that explicitly reference, align with, or integrate international or European human rights standards (e.g., UN treaties, the European Convention on Human Rights) or core human rights principles (e.g., participation, accountability, non-discrimination, transparency, and empowerment). It reflects the extent to which human rights norms are being mainstreamed into institutional planning and governance frameworks as a result of CSO participation and advocacy.
Unit of measure/Achievement data: Cumulative number - total number of official documents which incorporate international / European human rights standards, developed or revised since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

13. Number of underserved beneficiaries reporting improved access to at least one fundamental right (education, health, employment, housing, justice) (Outcome level indicator)
Definition: This indicator measures the number of individuals from underserved areas or specific underserved groups as defined at the Call, who report an improvement in their access to at least one fundamental right – education, health services, employment opportunities, adequate housing, or access to justice etc. – as a result of the project’s interventions. “Improved access” refers to self-reported positive changes in the availability, affordability, inclusiveness, or ability to effectively use relevant services, systems, or opportunities related to these rights. The indicator captures perceived improvements reported through well documented monitoring tools such as surveys, interviews, or feedback instruments, and reflects the extent to which project activities contribute to reducing barriers and strengthening the realization of fundamental rights for targeted populations.
Unit of measure/Achievement data: Cumulative number - total number of beneficiaries reporting improved access to at least one fundamental right since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

14. Number of supported CSOs with a new or improved organisational policy on fundraising (Outcome level indicator)
Definition: This indicator measures the number of supported CSOs that have developed or enhanced fundraising policies, strategies or guidelines. Only policies, strategies or guidelines finalised and adopted by the organisation (e.g., by the management or board) should count towards this indicator. Any CSO, regardless of its role within the project, will be counted once, if the policy on fundraising was designed or improved through the project implementation.
Unit of measure/Achievement data: Cumulative number - total number of CSOs with a new or improved organisational policy on fundraising since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

15. Number of CSO staff who have completed a training course (Outcome level indicator)
Definition: This indicator measures the total count of individual staff members from supported CSOs who have successfully completed at least one training course, mentoring programme, coaching programme, peer learning programme, or other capacity-building programme funded through the project implementation. A ”training course” or mentoring/coaching/peer-learning programme is defined as a structured series of educational or skill-development sessions conducted over multiple hours (more than six). A CSO is considered to have "completed" the programme if their representative(s) met any stipulated criteria (e.g., minimum attendance, attendance of mandatory sessions, passing assessments, or obtaining a completion certificate). Only fully completed programmes count toward this indicator; partial attendance is not considered. Within each Technical Report submitted by Project Promoters the length of the training course attended by CSO staff will be specified. To avoid double counting, each staff member should only be counted once, even if they participate in multiple courses/programmes.
Unit of measure/Achievement data: Cumulative number - total number of CSOs staff members who completed a training course during the project implementation period since its start and until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

Output 2.1 - Human rights, including anti-discrimination, and social justice supported

16. Number of advocacy/awareness-raising campaigns carried out (Output level indicator)
Definition: Total count of distinct advocacy or awareness-raising initiatives, whether physical or online, conducted by supported organisations/entities. These campaigns should be evidence-based and designed to promote awareness, engagement, or action on a specific issue. Single actions (such as an online petition) do not count towards this indicator. Rather, this indicator tracks structured efforts / multiple actions to influence public opinion, raise awareness, or mobilize support for a cause or policy through digital or in-person channels. Examples of digital channels include social media campaigns, email campaigns, webinars, and targeted advertising. Examples of physical channels include: community outreach events, public demonstrations, rallies or marches, distribution of printed materials, town hall meetings, workshops or public seminars, and street theatre, exhibitions, or door-to-door advocacy. A campaign is considered "carried out" when it has been fully implemented and demonstrates tangible activities, such as published content, hosted events, or disseminated materials. The same campaign repeated several times over the period implementation period should only be counted once.
Unit of measure/Achievement data: Cumulative number - total number of the advocacy/awareness raising campaigns carried out since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

17. Number of human rights violations against Roma documented and reported by supported CSOs (Output level indicator)
Definition: This indicator reflects increased capacity of CSOs to monitor, document and raise awareness of human rights issues affecting Roma, and increased role in accountability and advocacy for justice. Total count of human rights violations against Roma that have been formally documented and reported by supported CSOs to relevant authorities, institutions, or advocacy platforms at any levels (local, national, regional or international). Documentation includes collecting evidence, recording testimonies, and categorising violations based on legal or human rights frameworks. This indicator intends to help assess the scope and frequency of human rights violations against Roma in a given country. Human rights violations can be tracked through: a. Incident reports from human rights organisations, media sources, or legal bodies. b. Official complaints filed with national or international institutions. c. Surveys and interviews with victims, witnesses, or community monitors. d. Legal case tracking where human rights violations are brought before courts or tribunals. As much as possible, duplication of reports if multiple organisations document the same incident should be avoided.

Unit of measure/Achievement data: Cumulative number - total number of the documented and reported human rights violations against Roma since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

18. Number of supported CSOs working on Roma women and girls inclusion and empowerment (Output level indicator)
Definition: Total number of supported CSOs that are actively engaged in promoting the inclusion and empowerment of Roma women and girls. It reflects efforts to strengthen the capacity of organisations working to address gender-based discrimination, advance the rights of Roma women and/or girls, and foster their social and economic participation. To avoid double-counting with the indicator on CSOs working on the inclusion and empowerment of the general Roma population, only those working only on the inclusion and empowerment of Roma women and/or girls should count towards this indicator. Each supported CSO should be counted once, regardless of the number of projects it implements.
Unit of measure/Achievement data: Cumulative number - total number of supported CSOs working on Roma women and girls inclusion and empowerment since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

19. Number of supported Roma or pro-Roma CSOs working on Roma inclusion and empowerment (Output level indicator)
Definition: Total number of supported Roma or pro-Roma CSOs that are actively engaged in promoting the inclusion and empowerment of Roma individuals and/or communities. It reflects efforts to strengthen the capacity of organisations working to address discrimination, advance Roma rights, and foster social and economic participation. ”Roma CSOs” are understood as organisations where Roma individuals hold key leadership positions (e.g., directors, board members) and where Roma individuals and/or communities play a central role in decision-making, governance, and programme implementation (Roma-led organisations). ”Pro-Roma CSOs” are understood as non-Roma-led organisations that have a well-defined component of work focused on promoting Roma rights, inclusion, equality, or empowerment of Roma communities.

To avoid double-counting with the indicator on CSOs working specifically on the inclusion and empowerment of Roma women and/or girls, only those working only on general Roma inclusion and empowerment (general Roma population) should count towards this indicator.

Each supported CSO should be counted once, regardless of the number of projects it implements.

Whenever possible, this data should be disaggregated by CSOs size: grassroots or community-led initiatives vs. larger Roma/pro-Roma organisations.

Unit of measure/Achievement data: Cumulative number - total number of supported Roma or pro-Roma CSOs working on Roma inclusion and empowerment since the start of project implementation until the end of the reporting period.

Disaggregation: N/A

Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters

Method of calculating the indicator value (baseline, target):
Baseline value is ”0”.
Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

20. Number of human rights violations documented and reported by supported CSOs
(Output level indicator)

Definition: This indicator reflects increased capacity of CSOs to monitor, document and raise awareness of human rights issues and increased role in accountability and advocacy for justice.

Total count of human rights violations that have been formally documented and reported by supported CSOs to relevant authorities, institutions, or advocacy platforms at any levels (local, national, regional or international). Documentation includes collecting evidence, recording testimonies, and categorising violations based on legal or human rights frameworks. This indicator intends to help assess the scope and frequency of human rights violations in a given country. Human rights violations can be tracked through:
a. Incident reports from human rights organisations, media sources, or legal bodies.
b. Official complaints filed with national or international institutions.
c. Surveys and interviews with victims, witnesses, or community monitors.
d. Legal case tracking where human rights violations are brought before courts or tribunals.

As much as possible, duplication of reports if multiple organisations document the same incident should be avoided.

To avoid double-counting with the indicator on human rights violations against Roma, and the human rights violations related to other topics/issues, only the violations that are not related to Roma ethnicity should count towards this indicator.

Unit of measure/Achievement data: Cumulative number - total number of documented and reported human rights violations since the start of project implementation until the end of the reporting period.

Disaggregation: N/A

Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters

Method of calculating the indicator value (baseline, target):
Baseline value is ”0”.
Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

21. Number of displaced/refugee/migrant beneficiaries receiving assistance, including legal support, integration services, community initiatives including persons displaced by the war in Ukraine (Output level indicator)
Definition: This indicator measures the total number of displaced persons, refugees, and migrants who receive direct assistance/support through project-supported activities. The indicator includes beneficiaries who have migrated voluntarily or forcibly, including those seeking asylum due to persecution or conflict, and those granted international protection or refugee status under international protection law, including persons displaced by the war in Ukraine. Assistance and support may include shelter, medical care, food, legal aid and counselling, information on rights and procedures, education, language services, employment counselling, psychosocial support, and participation in community initiatives aimed at fostering social inclusion and community engagement. Individuals assisted with return do NOT count towards this indicator. To avoid double counting, each beneficiary should only be counted once when receive a form of project-supported assistance, even if he/she receives multiple services.
Unit of measure/Achievement data: Cumulative number - total number of displaced/refugee/migrant beneficiaries receiving assistance/support since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

22. Number of Roma engaged in project activities (Output level indicator)
Definition: This indicator counts the total number of self-reported Roma individuals who are engaged in project activities. Engagement can include a variety of activities, such as benefiting of services, participating in advocacy activities, organising events, providing services, capacity building, or administrative support (this is a non-exhaustive list). These individuals could be intermediate/end beneficiaries for projects, as well as staff, volunteers, external experts, consultants, facilitators, or community coordinators. Their involvement with project activities shall have been supported by or is a result of the project implementation. Any kind of support (including travel cost, subsistence, fees etc.) is acceptable. The ethnicity should be self-reported, meaning that this information should be provided directly and voluntarily by individuals, based on their personal understanding and preference, rather than being inferred, assumed, or assigned by others. This ensures that the data reflects each person's authentic identity. The option "prefer not to say' should always be offered. Each person engaged should be counted only once within the same project, regardless of the number of activities in which they participate. However, if the same person is involved in different types of activities across different projects implemented by the same CSO, they may be counted under both projects.
Unit of measure/Achievement data: Cumulative number - total number of Roma people engaged in project activities since the start of project implementation until the end of the reporting period.

Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

Output 2.2 - Gender equality, including SRHR, and LGBTIQ+ rights supported

23. Number of human rights violations documented and reported by supported CSOs (Output level indicator)
Definition: This indicator reflects increased capacity of CSOs to monitor, document and raise awareness of human rights issues related to gender equality, including SRHR, and LGBTIQ+, and increased role in accountability and advocacy for justice. Total count of human rights violations that have been formally documented and reported by supported CSOs to relevant authorities, institutions, or advocacy platforms at any levels (local, national, regional or international). Documentation includes collecting evidence, recording testimonies, and categorising violations based on legal or human rights frameworks. This indicator intends to help assess the scope and frequency of human rights violations in these specific areas, in a given country. Human rights violations can be tracked through: a. Incident reports from human rights organisations, media sources, or legal bodies. b. Official complaints filed with national or international institutions. c. Surveys and interviews with victims, witnesses, or community monitors. d. Legal case tracking where human rights violations are brought before courts or tribunals. As much as possible, duplication of reports if multiple organisations document the same incident should be avoided.
Unit of measure/Achievement data: Cumulative number - total number of human rights violations documented and reported by supported CSOs since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

24. Number of strategic litigation cases initiated by the supported CSOs (Output level indicator)
Definition: This indicator reflects CSOs' engagement in legal advocacy to influence policy, set legal precedents, or protect rights. The number of litigations (pre-suits and post-trial activities, disputes resolutions or process/judicial disputes) started/generated as a result of individuals or CSOs supported under CSF Programme on a topic related to this output.

Case litigated should include both the pre-suit and post-trial activities and also the alternative dispute resolution (mediation and arbitration). Litigations brought to Court include cases/appeals (including appeal in annulment and review, and appeal in the interest of the law) taken to any type of Court (including Tribunals, Courts of Appeal and High Court of Appeal) be it in Romania or other country. There are also considered the cases before the European Court of Human Rights (ECHR) or European Court of Justice and also the cases before the Romanian National Council for Combating Discrimination or Constitutional Court. There are also taken into consideration the cases where the CSO has only the role of "amicus curiae[1]" (e.g. before ECHR) and it is an exercise of a strategic importance for the organization and not only (demonstrating the level of juridical and technical expertise it holds). The cases could be either started as part of the project activities or started previously and only continued during the project and with the support of the project. Strategic litigation cases are specifically designed to achieve broader societal impact beyond the immediate interests of the parties involved, often aiming to set legal precedents, influence policy, or promote systemic change. The case can be on any topic (domestic and gender-based violence, violation of freedom of expression, restrictions to CSOs operations, etc.) relevant to this output and brought at any level (local, national, regional, international courts).
Unit of measure/Achievement data: Cumulative number - total number of strategic litigation cases initiated by the supported CSOs since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is "0". Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

25. Number of supported CSOs working on gender equality or women's/girls' rights (Output level indicator)
Definition: Total number of supported CSOs that are actively engaged in promoting gender equality or advocating for the rights of women and girls. It reflects efforts to strengthen the capacity of organisations working on gender-related issues. Each supported CSO should be counted once, regardless of the number of projects it implements.
Unit of measure/Achievement data: Cumulative number - total number of supported CSOs working on gender equality or women's/girls' rights since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is "0".

[1] *Amicus curiae* are someone who is not a party to a case and is not solicited by a party, but who assists a Court by offering information that bears on the case.

Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

26. Number of cases of survivors of domestic and gender-based violence (DGBV) supported (Output level indicator)
Definition: This indicator measures the total number of cases in which individuals who have experienced domestic and/or gender-based violence (DGBV) received support services from supported organisations/entities. A case refers to a distinct episode of support provided to a person in relation to a DGBV experience. One individual may be counted more than once if they receive support for separate and distinguishable cases (e.g., new incidents or new support episodes after a period of case closure). The indicator includes provision of tangible services, either directly or through referrals, such as: a. Counselling: Psychological or emotional support, including individual or group therapy. b. Legal aid: Legal advice, representation, or assistance navigating the justice system. c. Medical assistance: Access to physical or mental healthcare. d. Shelter: Temporary, safe housing for survivors fleeing violence. Counting rules: a. Count each case of support provided to a person in relation to a DGBV experience. b. A case must include the completion of at least one tangible session or interaction with a service provider. c. Do not count mere inquiries or referrals unless followed by an actual service interaction. d. If the same person is supported in multiple distinct episodes (e.g., after a new incident or after re-engaging services following case closure), each episode may be counted as a separate case – as long as there is clear documentation distinguishing the cases. e. Multiple services received within the same support episode count as one case.
Unit of measure/Achievement data: Cumulative number - total number of survivors of domestic and gender-based violence supported since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

Output 2.3 - Climate action, environmental protection, and a just green transition supported

27. Number of advocacy/awareness-raising campaigns carried out on environmental rights/climate (Output level indicator)
Definition: Total count of distinct advocacy or awareness-raising initiatives on environmental rights or climate, whether physical or online, conducted by supported organisations/entities. These campaigns should be evidence-based and designed to promote awareness, engagement, or action on a specific issue. Single actions (such as an online petition) do not count towards this indicator. Rather, this indicator tracks structured efforts / multiple actions to influence public opinion, raise awareness, or mobilize support for a cause or policy through digital or in-person channels. Examples of digital channels include social media campaigns, email campaigns, webinars, and targeted advertising.

Examples of physical channels include: community outreach events, public demonstrations, rallies, or marches; distribution of printed materials; town hall meetings, workshops, or public seminars; and street theatre, exhibitions, or door-to-door advocacy.

A campaign is considered "carried out" when it has been fully implemented and demonstrates tangible activities, such as published content, hosted events, or disseminated materials.

The same campaign repeated several times over the project implementation period should only be counted once.

Unit of measure/Achievement data: Cumulative number - total number of advocacy/awareness-raising campaigns carried out on environmental rights/climate since the start of project implementation until the end of the reporting period.

Disaggregation: N/A

Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters

Method of calculating the indicator value (baseline, target):
Baseline value is ”0”.
Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

28. Number of CSOs participating in consultations with a public institution
(Output level indicator)

Definition: This indicator reflects increased involvement of CSOs in shaping public policies, and increased role of CSOs in role in advocacy and collaborative governance.

Total number of CSOs engaging in consultations, dialogues, or discussions with a public institution (such as a government agency, legislative body, or local council) at any level (local or national) on policies, laws, strategies, programmes or other governance matters. The forms of CSO participation can vary in intensity, from one-time contributions to sustained involvement in policy development and monitoring processes. These include:
a. Participation in formal meetings and public hearings organised by the public body where CSOs present their perspectives during scheduled meetings or hearings.
b. Participation of CSOs in expert panels or advisory committees where CSOs with relevant expertise advise or provide recommendations on specific issues.
c. Submission of position papers, reports, or formal recommendations on policies, legislation, or development plans by CSOs.
d. Provision of feedback on draft policies, laws or regulations by CSOs.
e. Workshops / stakeholder roundtables: CSOs collaborate with other stakeholders and public officials to deliberate on specific issues.
f. Online engagement: CSOs contribute their input through online surveys organised by public bodies or CSOs join online discussions hosted by public decision-makers.

Unit of measure/Achievement data: Cumulative number - total number of CSOs participating in consultations with public institutions since the start of project implementation until the end of the reporting period.

Disaggregation: N/A

Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters

Method of calculating the indicator value (baseline, target):
Baseline value is ”0”.

Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

29. Number of advocacy campaigns or community mobilisation activities conducted on environmental degradation, pollution, biodiversity, or climate issues
(Output level indicator)

Definition: Total count of distinct advocacy campaigns conducted by supported organisations on environmental degradation, pollution, biodiversity, or climate issues.

These campaigns should be evidence-based and designed to promote engagement, or action on a specific issue. Single actions (such as an online petition) do not count towards this indicator. Rather, this indicator tracks structured efforts / multiple actions to mobilize support for a cause or policy through digital or in-person channels. Examples of digital channels include social media campaigns, email campaigns, and webinars. Examples of physical channels include: community outreach events, public demonstrations, rallies, or marches; distribution of printed materials; community/town hall meetings, workshops, neighbourhood consultations, or public seminars; and street theatre, exhibitions, or door-to-door advocacy.

A campaign is considered "carried out" when it has been fully implemented and demonstrates tangible activities, such as published content, hosted events, or disseminated materials.

The same campaign repeated several times over the project implementation period should only be counted once.

Unit of measure/Achievement data: Cumulative number - total number of advocacy campaigns or community mobilisation activities conducted on environmental degradation, pollution, biodiversity, or climate issues since the start of project implementation until the end of the reporting period.

Disaggregation: N/A

Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters

Method of calculating the indicator value (baseline, target):
Baseline value is ”0”.
Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

5.3. OUTCOME 3 - CSOs that promote democracy, the rule of law, and human rights, strengthened

30. Number of supported CSOs that have diversified their funding base
(Outcome level indicator)

Definition: This indicator reflects increased financial stability, sustainability and resilience.

It measures the total count of supported CSOs that have successfully expanded the variety of their funding sources as a result of the project implementation. ”Funding” refers to financial contributions, grants, donations, or sponsorships directly supporting the activities, programmes or operations of CSOs.

To count towards this indicator, the CSO must meet at least one of the following criteria:
a. Increased total number of distinct donors.
b. Funding secured from new types of donors (e.g., governments, individuals, private sector entities, foundations, international organisations/UN agencies).
c. Alternative income streams such as social enterprises, income-generating activities or membership fees have been developed.

d. A more balanced structure of funding between core/unearmarked funding, and earmarked funding is achieved. If a CSO has achieved greater funding diversification in several ways, it should still count once towards this indicator.
Unit of measure/Achievement data: Cumulative number - total number of CSOs that have diversified their funding base since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is "0". Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

31. Number of supported CSOs with improved overall organisational strength (Outcome level indicator)
Definition: This indicator captures the total number of supported civil society organisations (CSOs) that demonstrate an improvement in their overall organisational through the project implementation. Organisational development is assessed across a set of 10 dimensions included in the self-assessment tool available on the platform crestem.ong, ensuring consistency in measuring progress over time and across and within the Programme. The following dimensions will be assessed: Governance; Financial aspects; Knowledge management; Monitoring & evaluation; Organisational structure; Leadership; Human resource management; Beneficiary involvement; Advocacy & networking; External communication. Determining "improved overall organisational capacity": A CSO is considered to have an improved organisational strengths if it increases its score in at least three of the assessed organisational dimensions. Each CSO should undergo the same assessment twice – at the start (baseline) and towards the end (endline) of the project – to measure change over time.
Unit of measure/Achievement data: Cumulative number - total number of CSOs with improved overall organisational strength since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: First and Final Technical Report; self-assessment outputs with initial and final scores for each dimension
Method of calculating the indicator value (baseline, target): Baseline value: TBD based on the results of an initial assessment to be carried out after Grant Contract signature. It is used only for calculating the endline of the indicator. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

Output 3.1 - Organisational development supported

32. Number of supported CSOs with a new or improved organisational policy on fundraising (Output level indicator)
Definition: This indicator measures the number of supported CSOs that have developed or enhanced fundraising policies, strategies or guidelines. Only policies, strategies or guidelines finalised and adopted by the organisation (e.g., by the management or board) should count towards this indicator. Any CSO, regardless of its role within the project, will be counted once, if the policy on fundraising was designed or improved through the project implementation.
Unit of measure/Achievement data: Cumulative number - total number of CSOs with a new or improved organisational policy on fundraising since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.

33. Number of supported CSOs with a new or improved organisational policy on human resources management (Output level indicator)
Definition: This indicator measures the number of supported CSOs that have developed or enhanced policies, strategies, or guidelines aimed at increasing the organisational resilience and human resources' well-being and preventing burnout. This may include general policy/strategy documents, very specific policies (recruitment, training and development, performance evaluation, compensation and salary, occupational health and safety etc.) or related documents (internal regulations, codes of conducts, related procedures etc.). Only policies, strategies or guidelines finalised and adopted by the organisation (e.g., by the management or board) should count towards this indicator.
Unit of measure/Achievement data: Cumulative number - total number of CSOs with a new or improved organisational policy on human resources management since the start of project implementation until the end of the reporting period.
Disaggregation: N/A
Data collection and frequency of reporting: Within each Technical Report submitted by Project Promoters
Method of calculating the indicator value (baseline, target): Baseline value is ”0”. Target value: will be established by Project Promoters / Project Partners in the project proposals. The value must be in concordance with the project objectives and project budget.