

ANNEX 1

U4 monitoring, evaluation, and learning logframe 2017–2021 (2020 results)

Goal: The harmful impact of corruption on sustainable and inclusive development is reduced

Long-term outcome (0.0.1 – 0.0.3): U4 partners, governments and other stakeholders' anti- corruption competence, policies, strategies, dialogue and interventions better take into account the insights and approaches most likely to reduce corruption

Intermediate outcome 1 (1.0.1 – 1.0.7): Policymakers and practitioners that have read U4 publications have a better understanding of anti- corruption issues and approaches

Output 1.1 (1.1.1 – 1.1.5): Knowledge on anti- corruption practice and policy is produced and promoted

Output 1.2 (1.2.1 – 1.2.2): The U4 website is operational, regularly updated and promoted

Intermediate outcome 2 (2.0.1 – 2.0.5): Policymakers and practitioners that have taken an online course or attended an in- country workshop have a better understanding of anti- corruption issues and approaches

Output 2.1 (2.1.1 – 2.1.4): In-country workshops are held

Output 2.2 (2.2.1 – 2.2.8): Online training courses are run

Intermediate outcome 3 (3.0.1 – 3.0.3): Ideas and insights on corruption and how to reduce corruption are exchanged, analysed and further developed amongst experts and novices

Output 3.1 (3.1.1 – 3.1.5): Anti- corruption events are facilitated by U4

Output 3.2 (3.2.1 – 3.2.2): U4 staff participate in and contribute to non-U4 anti- corruption events

Output 3.3 (3.3.1 – 3.3.2): Links between people and institutions are forged and maintained

Indicator		Baseline (2016)	2017	2018	2019		2020	
			Actual	Actual	Target	Actual	Target	Actual
0.0.1	U4's research, advice, insights and training have influenced U4 partners and other international actors' global strategies, policies, guidelines and/or training material to better take into account the insights and approaches most likely to reduce corruption (MoV: Impact stories generated from multiple sources)	Not systematically gathered; however, a few instances are known – see 2018 annual report.	Not available	No global-level examples of U4 impact were identified. Note, however, that the search was not comprehensive.	Yes	"Impact": ¹ 2 (Firedrill Test and G77 Draft Resolution for COsP2020) Outcome: 3 See selected examples highlighted in the report for details.	Yes	"Impact": ² COVID-19 Brief referenced by IMF, UNODC and OECD and several U4 COVID-19 outputs informing further discussions on the topic UNODC Report "Time is now: Addressing the gender dimensions of corruption" where U4 material was mentioned 22 times and U4 Gender Adviser was part of the expert group reviewing the document. Outcomes 1 and 3. See information detailed in the report.
0.0.2	U4's research, advice, insights, training and workshops have influenced U4 partners, governments and other stakeholders' policies, strategies, guidelines, training material, coordination, interventions and/or laws at the country level to better take into account the insights and approaches most likely to reduce corruption (MoV: Impact stories generated from multiple sources)	Not systematically gathered. However, a few instances known.	Not available	Yes. The non-exhaustive search for 2018 and earlier identified 40 outcome examples + 33 "impact" examples	Yes	Yes. The non-exhaustive search identified 12 "impact" 1 and 12 outcome examples. See selected examples highlighted in the report for details	Yes	Yes. The non-exhaustive search identified 17 outcome examples + 5 "impact" examples listed below: UK Aid effectiveness inquiry Lebanon - Anti-corruption bills Ghana - Agriculture sector Ukraine - EU Anti-corruption Initiative Uganda - Anti-corruption in NGO management.
0.0.3	# of instances where U4 was contacted and subsequently shared advice, evidence and/or insights with journalist, parliamentarians, commissions, NGOs, governments, U4 partners, other international agencies or other actors (excluding in relation to U4 workshops, Helpdesk, online training and headquarter visits) (MoV: U4 records on external engagement)	Not systematically gathered; however, several instances known: e.g. U4 gave oral and written evidence to a UK parliamentary committee in 2016	Data not gathered systematically. However, several examples identified. See 2018 annual report.	Not systematically gathered. However, 17 registered examples.	15	28 registered examples (in addition to advice provided through the usual channels), with the following actors: ³ U4 partner (8) Media/journalist (7) Multilateral organisation (6) Official body of donor country (non-U4 partner) (2) NGO (1); Independent consultant (1); Consultancy firm (1); Academic/think tank (1); Other (1)	15 (in addition to advice provided through the usual channels)	36 registered examples of advice provided in 2020 (in addition to the advice provided through the usual channels) to the following actors: U4 partner (3) Media / journalist (4) Multilateral organisation (8) Official body of donor country (non-U4 partner) (1) NGO (13) Other (2) Academic / think tank (5)

¹ Defined as people/institutions taking action of some form and using/incorporating U4 knowledge or expertise into these actions.

² Defined as people/institutions taking action of some form and using/incorporating U4 knowledge or expertise into these actions.

³ The actual number is likely higher due to underreporting. U4 is also working to more accurately define the threshold for what counts.

Indicator	Baseline (2016)	2017	2018	2019		2020	
		Actual	Actual	Target	Actual	Target	Actual
1.0.1 % of readers/participants that state that specific U4 resources have been beneficial or contributed to results in their work in the past year (MoV: U4 user survey)	Not available (2016 survey used a different Likert scale)	All: 51% (41% F; 58% M; 100% unspecified)	Not measured ⁴	50%	Will be measured autumn 2020	50%	All: 71% Covering 2019–2020 in the question.
		U4 partner: 50% (43% F; 52% M; no unspecified respondents)					Bilateral donors: 68%
1.0.2 % of readers that expect to use the knowledge gained from U4 publications (MoV: U4 user survey)		All: 85% (84% F; 86% M; 77% unspecified)	Not measured	85%	Will be measured autumn 2020	85%	All: 91%
		U4 partner 80% (83% F; 76% M; no unspecified respondents)					Bilateral donors: 100%
1.0.3 % of readers/participants that strongly agree or agree that U4 knowledge products are relevant for their work (MoV: U4 user survey)		All: 91% (93% F; 90% M; no unspecified respondents)	Not measured	90%	Will be measured autumn 2020	90%	All: 90%
		U4 partner 95% (94% F; 95% M; no unspecified respondents)					Bilateral donors: 95%
		All: 48% strongly agreed while 43% agreed					All: 45% strongly agreed, 45% agreed
1.0.4 % of readers/participants that agree that U4 resources contributed to changing their attitude or behaviour in relation to anti- corruption (MoV: U4 user survey)		All: 49% (47% F; 49% M; 100% unspecified)	Not measured	50%	Will be measured autumn 2020	50%	All: 63%
							Bilateral donors: 53%
1.0.5 Helpdesk users find Helpdesk answers to be useful for their work (MoV: TI Helpdesk user survey, U4 follow-up via emails and phone calls) ⁵	100% Note: sample size = 3	60% of Helpdesk users found the answer to be "very good" or "excellent" in terms of usefulness. Note: sample size = 5.	100% of Helpdesk users found the answer to be "very good" or "excellent" in terms of usefulness. Note: sample size = 4	Yes	Most Helpdesk users found the answers useful ⁶	Yes	93% of respondents stated that the usefulness of the Helpdesk response was either "very good" (27%) or "excellent" (66%).
1.0.6 # of known U4 publication citations (e.g. journal articles, policy documents, etc.) (MoV: targeted search)	Not available	U4 publications from the last five years (2013–2017) cited 203 times U4 publications from four years ago (2013) cited 95 times	U4 publications from the last five years (2014–2018) cited 124 times ⁷ U4 publications from four years ago (2014) cited 34 times U4 publications from five years ago (2013) cited 89 times	Not set; indicator measured every two years	Measured every second year; will be measured autumn 2020	U4 publications from the last 5 years cited 130 times	Citation search is cancelled due to capacity constraints caused by staff-turnover.

⁴ The U4 user survey is conducted approximately every two years. As a survey was administered in the first quarter of 2018 (to capture 2017 results), a new survey was not carried out for 2018 results.

⁵ Indicator revised from "% of Helpdesk users that find Helpdesk answers to be "very good" or "excellent" in terms of usefulness for their work" and its means of verification expanded to include U4 follow-up via emails and phone calls as results from the TI Helpdesk user survey are not statistically significant.

⁶ Three Helpdesk users were interviewed, and four Helpdesk users responded to the Helpdesk user survey. Of these, 67% and 75% respectively found the answers to be "very good" or "excellent" in terms of usefulness for their work.

⁷ In addition, 2013–2018 academic publications based on U4 research were cited five times in 2017 and three times in 2018. 2017 and 2018 figures are based primarily on a Google scholar search and as such exclude many citations in policy document and other non-academic publications. The figures also don't include references to U4's website, blogs and other outputs. Due to time constraints, the search was limited to 2018–2013 U4 publications. Given that 2013 and 2014 publications were the most frequently cited in 2017 and 2018, total citation figures

Indicator	Baseline (2016)	2017	2018	2019		2020	
		Actual	Actual	Target	Actual	Target	Actual
1.0.7 # of visits to the U4 website (MoV: google analytics, CMI data, TI data)	Sessions: 134,324 Users: 97,471 Origin: 33% Europe. 24% Asia. 20% Americas. 19% Africa. 3% Oceania. Landing page: 44% publications. 4% theme page Additional traffic: Downloads cmi.no: 17,555	Sessions: 104,969 Users: 76,497 Origin: 35% Europe. 24% Asia. 18% Americas. 18% Africa. 4% Oceania. Landing page: 40% publications. 5% theme page. Additional traffic: Downloads cmi.no: 20,979	Sessions: 99,132 Users: 74,549 Origin: 32% Europe. 23% Asia. 23% Americas. 19% Africa. 3% Oceania. Landing page: 53% publications. 5% topic page. ⁸ Additional traffic: Downloads cmi.no: 20,696. Visitors to Helpdesk answers on TI website: 40,330.	Sessions: 125,000. Users: 90,000	Sessions: 276,328 Users: 214,952 Origin: 30% Asia. 26% Africa. 21% Europe. 15% North America. 4% South + Central America and Caribbean. 3% Oceania. Landing page: 58% Publications and 21% topic pages. Additional traffic: Downloads from cmi.no: Not available, likely equivalent to 2018. ⁹ Views of U4 Helpdesk answers on TI website: 37,021.	Sessions: 260,000 Users: 200,000	Sessions: 505,110 Users: 384,363 Origin: 34% Asia 23 % Africa 21% Europe 15% North America 5% South/Central America + Caribbean 3 % Oceania Landing page: 71% Publications 15% topic page Additional traffic to cmi.no: 413 U4 publications accessed: 39,562 downloads and 33,525 page views. Views of U4 Helpdesk answers on TI website: 29,983.
1.1.1 # of peer reviewed U4 publications (MoV: communication records)	18 (8 briefs, 5 issues, 3 joint publications)	10 (5 briefs, 5 issues). In addition, 1 publication was updated and 5 were translated.	15 (7 Briefs, 8 Issues)	20 ¹⁰	20 (4 Briefs, 13 Issues, 2 Guides, 1 Report). 4 of these were funded outside core-U4 budget. In addition, 5 translations of new or existing publications were published.	20	29 (13 Briefs, 14 Issues, 1 Guide, 1 Practice Insight). 5 of these were funded outside core- U4 budget. In addition, 6 translations of new or existing publications were published.
1.1.2 # of blog posts, opinion pieces and similar publications by U4 staff published (MoV: communication records)	3 blog posts and 4 opinion pieces	8 blog posts and 3 PENs	7 blog posts ¹¹	5	1 opinion piece ¹²	9	44 (34 Blog posts, 10 PENs)
1.1.3 # of fully developed Helpdesk answers prepared (MoV: admin records)	20 (3 updates of previous answers)	24 (21 published)	33 (24 of which published)	Minimum 25 (demand driven)	32 (of which 16 published) ¹³	Minimum 25 (demand driven)	28 (of which 2 are published)
1.1.4 # / % of U4 publications that take into account inclusion/diversity in their analysis and/or recommendations (MoV: gender/inclusion checklist)	Not available	Not measured	Central focus of 1 of 7 briefs and 2 of 24 published Helpdesk answers ¹⁴	7 (of which central focus in 2)	15 (75%): 1 with central attention given 7 with significant attention given 7 with limited attention given (This is excluding HD answers)	7 (of which 1 with central focus and 2 with significant focus)	17% (8 publications in total: 3 with significant attention, 5 with limited attention)
1.1.5 See indicator 4.0.1 (collaboration)							

would likely be significantly higher if we had expanded the search parameters. The 2006 U4 Issue Corruption in the Education Sector, for example, is still being cited.

8 Other landing pages include: the frontpage, search function and the glossary.

9 Technical difficulties counting U4 publications downloads from cmi.no will be sorted out, and numbers added later.

10 50% of the 39 publications listed in the 2019 workplan. This target takes into account the potential for research and publication processes to take more than a year, as well as the occasional need to cancel a publication due to challenges with the author, staff turnover, etc.

11 In addition, eight newsletters were sent out in 2018: two event follow-up newsletters to event participants (following the Finland Headquarter visit and Mali workshop); four general newsletters to all subscribers; and two focal point updates to Steering committee members.

12 Blogging frequency is being boosted in 2020 with at around 15 planned for the first half of the year.

13 Some Helpdesk answers are not suitable for general dissemination. Reasons include a) not enough credible material being available to produce a publishable answer; b) sensitivities around the topic; or c) the inquiry being so specific that it does not merit broader publication. The remaining others are either in progress (7) or awaiting publication (3).

14 Gender/inclusion was a central focus of the Brief *Close the political gender gap to reduce corruption: How women's political agenda and risk aversion restricts corrupt behaviour* and the Helpdesk answers *Mainstreaming gender and human rights in anti-corruption programming and Women's empowerment and corruption in Uganda*. In 2018, U4 also prepared and put a basic guide to gender and anti-corruption programming on the website. Several forthcoming publications also touch on the issue of inclusion/gender, including a publication on work permit quotas in Jordan and a publication on youth fellowships with integrity trendsetters in Nepal. The research for these papers was carried out in 2018.

Indicator	Baseline (2016)	2017	2018	2019		2020	
		Actual	Actual	Target	Actual	Target	Actual
1.2.1	% of visitors to the website that strongly agree or agree that the U4 website is easy to use (MoV: U4 user survey)	Not available	Not measured (indicator added in 2018)	Not measured (will be measured the next time a U4 user survey is conducted)	80%	Will be measured in autumn 2020	80%
							All: 78% Bilateral donors: 69%
1.2.2	# / % of basic guides whose content has been updated during the year (MoV: communication records)	Not set	Not measured	48% (12 of 25) ¹⁵	80%	19% (5 out of 27)	80%
							30% (10 of 30)
2.0.1	% of in-country workshop participants that expect to use the knowledge gained in their work (MoV: end of workshop questionnaire)	93%	90%	97%	90%	90%	90%
							96% Sample size= 53 respondents
2.0.2	Actionable recommendations coming out of in-country workshop (or U4 partner debrief) have either been carried out or are in the process of being carried out (MoV: post workshop interviews and U4 partner M&E of workshops) ¹⁶	Not available	Not systematically tracked; however, a follow-up study by GIZ of GIZ hosted workshops found the GIZ-SDC hosted workshop in Moldova and the GIZ/BMZ-OECD hosted workshop in Honduras contributed to concrete actions. See the narrative report for details.	Post-workshop interviews were conducted with hosts of the first 4 of 6 single engagement 2018 workshops. Some workshops ended with concrete plans or recommendations. Others did not. In both cases, interviews did not reveal significant instances of concrete post-workshop action, indicating that either no action has yet been taken or hosts are unaware of action that has been taken (a genuine possibility when, e.g., the contact person has moved to a new post). ¹⁷	Yes	Post-workshop interviews were conducted with hosts of 4 of the 10 workshops conducted in 2019: Cambodia, Afghanistan-Indonesia, Uganda and Horn of Africa. Several instances where the workshops directly or indirectly participated to produce concrete outcomes where identified. See the Internal monitoring, evaluation and learning section on the annual report for more details.	Yes
							Post-workshops interviews will be conducted in 2021 due to the fact that 3 of the 4 events happened in the last quarter of 2020. U4 has identified one actionable recommendation from the Ghana engagement where GAC sent the recommendations of the workshop to the main political parties in the countries

¹⁵ 68% (17 of 25) of planned for topic pages were published, of which 71% (12) have basic guides. Due to capacity constraints, basic guides and topic pages were not prioritised to the extent planned.

¹⁶ The indicator has been revised from "Average % of actionable recommendations coming out of each in-country workshop (or U4 partner debrief) that have either been carried out or are in the process of being carried out" due to measurement challenges identified when piloting the MoV.

¹⁷ During the interviews, hosts still expressed satisfaction with the workshops and that the workshops objectives themselves had been achieved. They had also received positive feedback from workshop participants right after the workshop but were unable to provide evidence for/ concrete examples of changes since. Reasons for the lack of information and follow-up are diverse: change of personnel/ their responsibilities; resource constraints to follow-up with participants; no contact with participants; a loss of momentum and coordination among U4 partners after the workshop, e.g. caused by a vacation period; etc. These findings do not rule out workshop follow-up actions and impact altogether, but we did not have resources to further investigate this with other U4 partners and participants in the country.

Indicator		Baseline (2016)	2017	2018	2019		2020	
			Actual	Actual	Target	Actual	Target	Actual
2.0.3	% of participants that completed an expert led online course strongly agree or agree that they will be more confident in addressing corruption challenges in their work after taking the course (MoV: end of course questionnaire)	86%	89%	All courses: 91% (44% strongly agree, 47% agree Essentials II: 90% Justice: 100% Health: 83%	90%	All courses: ¹⁸ 95% (38% strongly agree; 57% agree) ¹⁹ Essentials II Spring: 100% Justice: 100% CRM Spring: 86% CRM Autumn; Essentials II Autumns; Gender; Health: Not available	90%	Total average all courses: 95% Essentials II 98% Justice: 93% NRM: 98% NRM (FR): 100% CRM: 95% Gender: 90% Health: 99%
2.0.4	Online course participants have concrete ideas regarding how to put into practice the insights gained from the course (MoV: online course 'next steps' exercise)	Not available	Not measured	Yes, to varying degrees. See 2018 annual report.	Yes	Yes, to varying degrees. Follow-up interviews suggest that knowledge has been applied in participants' specific work practice. See 2019 annual report.	Yes	Yes, to varying degrees. Written feedback has been received for several courses out of which in 33% the participants indicated concrete ideas to put into actions gained from the course
2.0.5	See indicator 1.0.1 and indicator 1.0.4 (U4 resources)							
2.1.1	# of in-country workshops run (MoV: admin data)	5	7 (0 deep engagement workshops)	6 (1 part of a deep engagement) ²⁰	12 (4 deep engagement workshops; 1 postponed from 2018)	10 (3 part of a deep engagement: Cambodia, Palestine I and Palestine II) (2 other deep engagement workshops – Mozambique I and Mozambique II – were supposed to take place but had to be cancelled)	8	4 Ghana – in country Serbia – online Zimbabwe health – online Zimbabwe strategy – online
2.1.2	% of participants that strongly agree or agree that the composition of participants was good (workplace, sectors, positions, etc.) (MoV: end of workshop questionnaire and participant lists)	Not available	74% (29% agree, 45% strongly agree)	Not measured in 2018; will be measured again in 2019	70%	81% (of the 88% of respondents that answered the question)	70%	89% Sample size: 53 respondents
2.1.3	% of participants that were satisfied or highly satisfied with the workshop (MoV: end of workshop questionnaire)	95%	92% (55% satisfied, 37% highly satisfied)	91% (65% satisfied, 26% highly satisfied)	90%	81% (of the 86% of respondents that answered this question)	90%	98% Sample size: 53 respondents

18 Excluding the Autumn courses (Essentials II, CRM, Health and Gender) for which the user satisfaction surveys were not carried out due to a technical issue. We have now fixed this issue and will be attentive that the surveys are systematically conducted.

19 The figures reflect those who took the survey – not everyone did.

20 The second Cambodia workshop was shifted to early 2019. Sri Lanka and Afghanistan workshops were cancelled due to political instability/security challenges.

Indicator	Baseline (2016)	2017	2018	2019		2020	
		Actual	Actual	Target	Actual	Target	Actual
2.1.4 # / % of workshops that integrate inclusion/diversity (MoV: gender/inclusion checklist)	Not available	Not measured	0 (diversity in facilitators, speakers and participants; however, not integrated into the content itself) ²¹	Limited attention in 3 workshops	5 (50%); ²² 1 with significant attention given 4 with limited attention given	Limited attention in 4 workshop (50%)	Limited attention in 1 workshop (25%)
2.2.1 # of short, self-paced modules available (MoV: admin data)	1 (Managing Corruption Risks in Development Cooperation)	1 (Managing Corruption Risks in Dev Cooperation)	2 (1 of which also in French): Essentials I + Managing Corruption Risks in Dev Cooperation	2 (1 of which also in French and Spanish)	2 (1 of which also in French and Spanish)	2 (1 of which also in French and Spanish): Essentials I + Managing Corruption Risks in Dev Cooperation	2 (1 of which is available in French and Spanish; Arabic translation in preparation): Essentials I and Managing Corruption Risks in Development Cooperation
2.2.2 # of individuals that both enrol in and start a short, self-paced module (MoV: admin data)	140 participated	242 enrolled	369 enrolled in Essentials I English and 2 enrolled in Essentials I French ²³	550	1050 for Essentials I (all languages) ²⁴	550 for Essentials I (all languages)	2566 enrolled for Essentials I (all languages).
2.2.3 # of in-depth, expert-led online training courses run (MoV: admin data)	10 (4 AC Basics; 1 Health; 1 Education; 2 NRM; 1 Political Finance; 1 Mainstreaming)	4 (2 Essential s; 1 Health; 1 NRM)	5 (3 Essentials II; 1 Health; 1 Justice) ²⁵	8	7 (NRE postponed to 2020)	8 of 11 (2 Essentials II; 3 natural resource; 2 corruption risk management; 1 justice; 1 health; 1 gender; 1 fragile states). Start developing: education + ISO 37001 certification.	Total courses 17 Essentials II : 4 Justice sector: 2 NRM: 2 NRM (FR): 1 CRM : 3 Gender: 1 Health Sector: 4

21 Inclusion/gender was not a requested (or suggested) topic for workshops in 2018. Starting in 2019, U4 will look for opportunities to bring in an inclusion/gender lens, regardless of the topic. Five of the six workshops in 2018 were facilitated by both a man and woman. Twenty-nine percent of external persons contributing to in-country workshops (e.g. as a speaker) were women and 93% were based in, and citizens of, the region where the workshop was held. U4 works with the host to select participants based on the objective of the workshop. There is therefore significant variety in the workshop participant composition – with some being more diverse (in terms of occupation, gender, ethnicity, etc.) than others. In total, 58% of workshop participants were male, 39% were female and 3% did not register their gender.

22 Of the participants that provided gender-related information, 55% were male and 45% were female.

23 Data on the number that both enrolled and started is unavailable. At least 229 completed the module. However, the completion rate is likely higher as a technical issue resulted in not all completions being recorded. U4 is working to rectify this glitch. Figures for Managing Corruption Risk in Development Cooperation are not included as a) the module is not part of the formal e-learning portfolio and b) it is a public good that does not require registration.

24 Figures for Managing Corruption Risk in Development Cooperation are not included as a) the module is not part of the formal e-learning portfolio and b) it is a public good that does not require registration.

25 One fewer Essentials II courses than planned was run; the Natural Resources and Energy course will be run in 2019.

Indicator	Baseline (2016)	2017	2018	2019		2020	
		Actual	Actual	Target	Actual	Target	Actual
2.2.4 # of individuals that both enrol in and start an in- depth, expert led online training course (MoV: admin data)	179 enrolled	83 enrolled (45 in Essential s; 18 in Health; 20 in NRM)	Total: 148 ²⁶ Essentials II Pilot: 36 ²⁷ Essentials II Spring: 30 (22F; 8M) Essentials II Autumn: 17 (12F; 5M) Justice: 31 (16F; 15M) Health: 34 (23F; 11M)64F; 49M)	200 (app. 25 in each course)	Total: 216 enrolled, of which 113 started (64F; 49M) Essentials II Spring: 34 enrolled, of which 17 started Essentials II Autumn: 45 enrolled, of which 20 started Justice: 20 enrolled, of which 16 started CRM Spring: 20 enrolled, of which 13 started CRM Autumn: 21 enrolled, of which 14 started Gender: 39 enrolled, of which 15 started Health: 37 enrolled, of which 18 started	275 (approximately 25 individuals in each of the 11 courses)	Total enrolled 562, of which 498 started (242F; 320M) Essentials II 133 enrolled, of which 118 started Justice 58 enrolled, of which 52 started NRM 65 enrolled, of which 58 started NRM Autumn FR: 35 enrolled, of which 25 started CRM 107 enrolled, of which 103 started Gender 36 enrolled, of which 27 started Health 128 enrolled, of which 115 started
2.2.5 # and % of individuals that start the expert led online training course Essentials II that complete the course (MoV: admin data)	Not applicable	Not applicable (course available starting 2018)	39%: 32 (24 F; 8 M) of 83 enrolled completed ²⁸	30 (app. 15 in each course)	73%: 27 (11F; 16M) of 37 that started completed	30 (approximately 15 individuals in each of the 2 courses)	66%: 78 (34M; 44F) of 118 that started completed the course.

²⁶ Data on the number that both enrolled and started the course is not available. However, a definition of 'started' has now been agreed to, allowing for this distinction to be captured starting in 2019. Note that some persons enrolled in more than one expert-led course. They have been counted once for each course.

²⁷ The gender breakdown is unavailable.

²⁸ Data for the percent that start a course that complete the course is unavailable. A definition of 'started' has now been agreed to, allowing for this.

Indicator	Baseline (2016)	2017	2018	2019		2020	
		Actual	Actual	Target	Actual	Target	Actual
2.2.6 # and % of individuals that start an expert led online training course on a specialised topic that complete the course (MoV: admin data)	63% enrolled in an expert led course passed ²⁹	Specialised courses: 84% of enrolled passed (32 of 38) All expert led-courses (including AC basics): 70% of enrolled passed (58 of 83)	Total: 43%: 28 of 65 enrolled completed ³⁰ Total by gender: F: 44%: 17 of 39 enrolled completed M: 42%: 11 of 26 enrolled completed Justice: 35%: 11 of 31 enrolled completed Health: 50%: 17 of 34 enrolled completed	90 (app. 15 in each course)	Total: 68%: 52 out of 76 that started completed Total by gender: F: 76%: 37 of 49 that started completed; M: 56%: 15 out of 27 that started Completed Justice: 63%: 10 of 16 that started completed CRM: 74%: 20 of 27 that started completed Gender: 67%: 10 of 15 that started completed Health: 67%: 12 of 18 started completed	135 (approximately 15 individuals in each of the 9 courses)	Total: 67%. 256 out of 380 p. that started completed the course. Total by gender: Female 65%; 134 of 205 that started completed the course Male: 71% - 122 of 173 that started completed the course. Justice 75%: 39 out of 52 that started completed NRM 62%; 36 out of 58 that started completed NRM FR 84%; 21 out of 25 that started completed CRM 47% - 49 out of 103 that started completed Gender 81.5% - 22 out of 27 that started completed Health 77% - 89 of 115 that started completed
2.2.7 # of new or significantly enhanced modules and courses offered (MoV: admin data)	1 (self- paced module)	0	4	6 (3 new; 3 enhanced)	3 newly developed (CRM; Spanish version of EI, Gender), 2 enhanced (EII; Health) ³¹	5 (2 new, 3 significantly enhanced). Plus, start developing 2 more	2 new courses: NRM in English and French 1 course significantly enhanced: Corruption in the Health Sector
2.2.8 # / % of online modules and training courses that integrate inclusion/diversity (MoV: gender/inclusion checklist)	Not available	Not measured	Of the three expert led courses, 1 (Essentials II) gives significant attention to inclusion/gender and 1 (Justice) gives limited attention to inclusion/gender ³²	100% (ranging from central to limited focus)	71%: 1 with central attention given (Gender); 4 with limited attention given (Health, Justice, CRM I - II)	100% (ranging from central to limited focus)	66% of expert-led courses (8 out of 12); 1 with central focus given (Gender); 5 with significant attention given (Health, NRS, Justice) and one with limited attention (Justice spring)

²⁹ This figure combines specialised courses and AC basics.

³⁰ Data for the percent that start a course that complete the course is unavailable. A definition of 'started' has now been agreed to, allowing for this distinction to be captured starting in 2019. Past feedback indicates that the main reason for not starting a course or not completing a course is lack of time, including unanticipated work obligations and travel. We have, and will continue to, find new ways to increase completion rates. Recent efforts include reducing the number of weeks a course takes to complete and simplifying assignments.

³¹ By the end, of 2019, we had newly developed the Corruption Risk Management (CRM) course; the Gender and Corruption course; and we translated the Essentials I into Spanish (thereby now offering it in 3 languages, including English and French). We have enhanced the Essentials II course and the Health course, which was completely overhauled. The overall target of 6 courses newly developed or enhanced has not been achieved due to postponement of NRM course to spring 2020.

³² The Essentials II courses included a module on the importance of paying attention to gender in anti-corruption programming. The Justice sector course indirectly addressed inclusion/diversity. In 2019, the Health sector course is being revised to, among other things, include content on gender and corruption in the health sector. U4 also plans to develop a gender and corruption online course for 2019. We also aim to have a focus on gender balance when it comes to our course participants. Sixty-five percent of individuals that enrolled in the Justice, Health and Spring and

Indicator	Baseline (2016)	2017	2018	2019		2020	
		Actual	Actual	Target	Actual	Target	Actual
3.0.1 # of experts collaborating with U4 to write a publication, undertake research, contribute to an online course and/or in-country workshop (MoV: collaboration template)	Not available	Not available	Total: 104 ³³ By gender: 41% female; 59% male By geographic location: 57% Europe; 16% Northern America; 1% South America; 4% Oceania; 13% Asia; 9% Africa	100	97 ³⁴ By gender : 41% female; 56% male; 3% non - relevant (organisations) By geographic location: 53% Europe; 16% Northern America; 12% Asia; 13% Africa; 2% South America; 2% Oceania; 1% Middle East)	100 (focus will be on collaboration that adds value)	71 ³⁵ By gender: 46% female; 51% male; 3% unspecified. By geographic location: 43% Europe; 18% Asia; 12% Africa; 10% North America; 10% Oceania; 4% South America; 3% Central America.

- Autumn Essentials II courses were female, whilst 35% were male. The completion rate for enrolled participants (including those that enrolled but never started the course) is similar for women and men: 44% versus 41%.
- 33 These figures were retrospectively compiled in the first quarter of 2019 and as such may underreport actual collaboration levels. It doesn't include Helpdesk answer peer reviewers, copy editors or website developers. It also focuses exclusively on individuals and institutions collaborating with U4 to produce U4 outputs. In addition to this form of collaboration, U4 provides advice and support to other institutions and jointly collaborates with other on projects outside of U4's 'core' work.
- Type of collaboration:* Of the 104, 34 contributed to briefs and issues, 22 served as peer reviewers, 19 contributed to in-country workshops, 15 contributed to Helpdesk answers, 11 contributed to online courses and three contributed in other ways. Individuals that contributed to more than one output have been recorded under the output they had the largest contribution to.
- Geographic base:* 57% Europe (primarily Northern Europe), 16% Northern America, 1% South America, 4% Oceania, 2% South-East Asia, 8% Southern Asia, 4% Western Asia, 5% Eastern Africa, 1% Southern Africa and 3% Western Africa. The majority contributed to either in-country workshops (54%) or publications (33%). No collaborations based in the Caribbean, Central America, Central Asia, Eastern Asia, Melanesia, Micronesia, Middle Africa, Northern Africa or Polynesia.
- Nationality:* 48% Europe, 15% Northern America, 2% South America, 5% Oceania, 1% Caribbean, 3% South-Eastern Asia, 10% Southern Asia, 3% Western Asia, 7% Eastern Africa, 1% Northern Africa, 1% Southern Africa and 5% Western Africa. No collaborations with individuals with nationalities from: Central America, Central Asia, Eastern Asia; Melanesia, Micronesia, Middle Africa or Polynesia.
- New vs. repeat:* 73% worked with U4 for the first time, 21% had worked with U4 in the past, 6% unknown.
- 34 These figures do not include Helpdesk answer peer reviewers, copy editors, website developers or people participating to U4 events. It also focuses exclusively on individuals and institutions collaborating with U4 to produce U4 outputs. In addition to this form of collaboration, U4 provides advice and support to other institutions and jointly collaborates with other on projects outside of U4's 'core' work.
- Type of collaboration:* Of the 97, 39 contributed to briefs and issues, 15 served as peer reviewers, 6 contributed to in-country workshops, 18 contributed to Helpdesk answers, 5 contributed to online courses, 14 contributed to several outputs.
- Geographic base:* Data on geographic location was unavailable for 7 of the collaborators. Excluding these collaborators, 53% Europe (primarily Northern Europe), 16% Northern America, 2% South America, 2% Oceania, 1% Eastern Asia, 7% South-East Asia, 1% Southern Asia, 3% from Asia Pacific, 8% Eastern Africa, 2% Southern Africa, 2% Western Africa, 1% from Middle Africa and 1% from Middle east. No collaborations based in: the Caribbean, Central America, Central Asia, Western Asia, Melanesia, Micronesia, Northern Africa or Polynesia.
- Nationality:* Data on nationality by region was unavailable for 7 of the collaborators. Excluding these collaborators, 50% Europe, 17% Northern America, 3% South America, 1% Oceania, 8% South-Eastern Asia, 3% Southern Asia, 2% Asia Pacific, 1% Western Asia, 9% Eastern Africa, 2% Southern Africa, 2% Western Africa and 1% Middle Africa. No collaborations with individuals with nationalities from: Central America, Central Asia, Eastern Asia; Melanesia, Micronesia, Middle East or Polynesia, Caribbean, Northern Africa.
- New vs. repeat:* Data on the occurrence of collaboration was unavailable for 7 of the collaborators. Excluding these collaborators, 64% worked with U4 for the first time, 36% had worked with U4 in the past.
- 35 These figures do not include Helpdesk answer peer reviewers, copy editors, website developers or people participating to U4 events. It also focuses exclusively on individuals and institutions collaborating with U4 to produce U4 outputs. In addition to this form of collaboration, U4 provides advice and support to other institutions and jointly collaborates with other on projects outside of U4's 'core' work.
- Type of collaboration:* Of the 71, 13 contributed to briefs and issues, 11 served as peer reviewers, 6 were presentations at U4 events, 6 contributed to online courses, 1 contributed to in country workshops, 3 contributed to several outputs and 15 to other type of outputs including PI, PEN, blogs, among others.
- Geographic base:* Data on geographic location was unavailable for 3 of the collaborators. Excluding these collaborators, 43% Europe, 12% South Asia, 10% Northern America, 10% Oceania, 6% West Africa, 4% East Asia, 4% South America, 4% South Africa, 3% Central America, 1% North Africa and 1% from West Asia.
- Nationality:* Data on nationality by region was unavailable for 4 of the collaborators. Excluding these collaborators, 37% Europe, 12% Northern America, 12% South East Asia, 10% South America, 7% West Africa, 7% Oceania, 4% East Africa, 3% Middle Africa, 1% Central America, 1% South Asia, 1% East Asia and 1% South Africa,.
- New vs. repeat:* Of the 71 collaborations, 56% worked with U4 for the first time, 44% had worked with U4 in the past.

Indicator		Baseline (2016)	2017	2018	2019		2020	
			Actual	Actual	Target	Actual	Target	Actual
3.0.2	U4 contact persons agree that the headquarter visit objectives were achieved (MoV: post headquarter visit follow up interview or questionnaire)	Not available	Not measured	Post-workshop interviews for 2 of the 3 HQ visits indicate that 1 HQ visit met its objective while 1 did not ³⁶	Yes	Not available	100% agree	No headquarter visits took place in 2020
3.0.3	% of in-country workshop applications that are jointly prepared by two or more U4 partners (where applicable) (MoV: application oversight template)	Not measured	64% (16 out of 25 applications)	73% (16 out of 22 applications) ³⁷	75%	79% (11 out of 14 applications)	75%	57% (8 out of 14 applications)
3.1.1	# of headquarter visits held (MoV: events oversight template)	3 (Finland, SDC and Danida)	9 (Norad, Danida x2, BMZ, DFAT, Finland, SDC, Sida and DFID)	3 (Finland, KfW and BMZ/ GIZ)	Minimum 3 (note: demand driven)	1 (Australia)	3	0
3.1.2	# of U4 partner forums and seminars held (MoV: events oversight template)	1 seminar	1 seminar	1 forums + 1 seminar + 2 virtual forums	1 forum + 1 seminar	1 forum + 1 seminar	1 forum + 1 seminar + 1 virtual partner forum + 2 virtual learning forums	2 partner forums
3.1.3	# of Bergen Hub (anti-corruption research group) events held (MoV: administrative reporting)	Not available	7	6	6	3	6	1 (online)
3.1.4	# of additional anti-corruption and corruption related events held – excluding in-country workshops (MoV: events oversight template)	1	2 by U4 together with another other organiser	2 by U4 plus 2 by U4 together with another other organiser	1 joint	6 (co-organised with others)	1	14 (6 by U4 sole; 8 jointly organized by U4 + others)
3.1.5	# of individuals that attended a U4 event (approximate) including in-country workshops (MoV: events oversight template)	200 (50 at events, 150 at in- country workshops; HQ visits unknown)	505 (60 at events, 155 at HQ visits, 290 at in-country workshops)	330 (65 at events; 65 at HQ visits; 200 at in- country workshops)	300	(112 for HQ visits and partners forum/seminar; 481 at events – incl. Bergen Hub and co- organised events; 387 at in-country workshop)	350	Total: 762 648 (other U4 events, incl. joint events and Bergen Hub) 114 (In-country workshop)
3.2.1	# of non-U4 events where U4 staff had an active presence (MoV: events oversight template)	31	20	24 ³⁸	15	23	15 (strategic targeting)	44 (under the role of speaker/ presenter or facilitator/ pannelist)
3.2.2	Approximate # of people that were exposed to U4 knowledge and resources at external events (MoV: events oversight template)	2000	1600	1370	1000	4250	2000 (strategic targeting)	1958 (events where U4 had an active role)
3.3.1	See indicators 3.1.2 and 3.2.4 (workshops + online training)							
3.3.2	See indicators 4.1.5 and 4.2.1 (events)							

³⁶ A post-HQ visit interview with Finland was conducted before this indicator was developed and as such does not provide the necessary information to contribute to this indicator.

³⁷ One of the applications was not jointly prepared because there is only one U4 partner present in the country.

³⁸ For 2018, one staff member recalled declining nine events. In the future, we will consistently track this information as well.