



Results Matrix

Outcomes

Outcome:	1 Increased labor inclusion through the strengthening of skills
	CRF Indicator

Outputs: Annual Physical and Financial Progress

1 Implement a system to identify the demand for skills in the Panamanian labor market, with a gender focus, to generate information for the human capital formation ecosystem.						Physical Progress					Financial Progress									
Outputs	Output Description	Unit of Measure	Baseline	Baseline Year	Means of verification		2022	2023	2024	2025	EOP		2022	2023	2024	2025	EOP	Theme	Fund	Flags
1.1 Diagnostics and assessments completed	Diagnostic and recommendations to map the skills demanded by employers in Panamá	Diagnostics (#)	0	2022	Reports approved by the Bank	P	0	1	1	1	3	P	0	10000	20000	30000	60000	Labor Markets	W2E	
						P(a)	0	1	1	1	3	P(a)	0	10000	20000	30000	60000			
						A	0				0	A	0				0			
1.2 Tools designed/strengthened	Tools designed to inform the human capital development ecosystem about the skills demanded by employers in Panamá	Tools (#)	0	2022	Reports approved by the Bank	P	0	1	1	1	3	P	0	10000	20000	30000	60000	Labor Markets	W2E	
						P(a)	0	1	1	1	3	P(a)	0	10000	20000	30000	60000			
						A	0				0	A	0				0			
2 Characterize the policies to promote gender equity in Panamanian companies						Physical Progress					Financial Progress									
Outputs	Output Description	Unit of Measure	Baseline	Baseline Year	Means of verification		2022	2023	2024	2025	EOP		2022	2023	2024	2025	EOP	Theme	Fund	Flags
2.1 Diagnostics and assessments completed	Diagnostic and recommendations on the actions implemented by Panamanian companies to promote	Diagnostics (#)	0	2022	Reports approved by the Bank	P	0	1	0	0	1	P	0	40000	0	0	40000	Labor Markets	W2E	
						P(a)	0	1	0	0	1	P(a)	0	40000	0	0	40000			
						A	0				0	A	0				0			
2.2 Diagnostics and assessments completed	Dissemination of diagnostic results and recommendations	Diagnostics (#)	0	2022	Reports approved by the Bank	P	0	0	1	0	1	P	0	0	40000	0	40000	Labor Markets	W2E	
						P(a)	0	0	1	0	1	P(a)	0	0	40000	0	40000			
						A	0				0	A	0				0			
3 International forum on adaptive and inclusive adult learning systems						Physical Progress					Financial Progress									
Outputs	Output Description	Unit of Measure	Baseline	Baseline Year	Means of verification		2022	2023	2024	2025	EOP		2022	2023	2024	2025	EOP	Theme	Fund	Flags
3.1 Seminars organized	International Forum on Adult Learning Systems	Seminars (#)	0	2022	Attendance Reports	P	0	1	0	0	1	P	0	40000	0	0	40000	Labor Markets	W2E	
						P(a)	0	1	0	0	1	P(a)	0	40000	0	0	40000			
						A	0				0	A	0				0			
3.2 Seminars organized	Exchange of international best practices on adult learning systems	Seminars (#)	0	2022	Attendance Reports	P	0	0	1	0	1	P	0	0	10000	0	10000	Labor Markets	W2E	
						P(a)	0	0	1	0	1	P(a)	0	0	10000	0	10000			
						A	0				0	A	0				0			

Other Cost

Total Cost

	2022	2023	2024	2025	Total Cost
P		\$100,000.00	\$90,000.00	\$60,000.00	\$250,000.00
P(a)		\$100,000.00	\$90,000.00	\$60,000.00	\$250,000.00
A					