

Annex C - Sub-Grant Employment Plan and Performance Indicators

Indicators ¹	Baseline					Planned <u>Additional</u> ² Employees in the Sub-Project						
1. Number of formal employees of the firm						Number of additional formal employment created by sub-project						
1.1. By gender, employment status and refugee status	Women				Women Total	Women				Women Total		
	<i>Employment Status</i>		<i>Status</i>				<i>Employment Status</i>		<i>Status</i>			
			Turkish	SuTP (ESSN Beneficiary)	SuTP (Not ESSN Beneficiary)				Refugees other than SuTP	Turkish	SuTP (Former ESSN Beneficiary ³)	
	C-Level Manager						C-Level Manager					
	Mid-Level Manager						Mid-Level Manager					
	Other Staff (if applicable)	Technical					Other Staff (if applicable)	Technical				
		Administrative						Administrative				
	<i>Women Refugees Total</i>						<i>Women Refugees Total</i>					
	Men				Men Total	Men				Men Total		
	<i>Employment Status</i>		<i>Status</i>				<i>Employment Status</i>		<i>Status</i>			
Turkish			SuTP (ESSN Beneficiary)	SuTP (Not ESSN Beneficiary)	Refugees other than SuTP				Turkish	SuTP (Former ESSN Beneficiary)	SuTP (Not ESSN Beneficiary)	

¹ For data that is not available in the Employment Plan, the number zero should be entered.

² Please indicate the number of additional employment that will be realized, not the total number of employees after new employment.

³ Named as a former ESSN Beneficiary is because once an ESSN Beneficiary is employed formally, he/she will not be ESSN beneficiary anymore.

	C-Level Manager							C-Level Manager								
	Mid-Level Manager							Mid-Level Manager								
	Other Staff (if applicable)	Technical						Other Staff (if applicable)	Technical							
		Administrative							Administrative							
	<i>Men Refugees Total</i>							<i>Men Refugees Total</i>								
	<i>Refugees Total</i>							<i>Refugees Total</i>								
	<i>Turkish Citizens Total</i>							<i>Turkish Citizens Total</i>								
	<i>Women/Total Ratio</i>							<i>Women/Total Ratio</i>								
	<i>Refugee/Total Ratio</i>							<i>Refugee/Total Ratio</i>								