

OUTCOME XM-DAC-41146-ETH\_D\_1.1

B – Baseline      M – Milestones      T – Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
All people in Ethiopia enjoy the rights and capabilities to realize their potential in equality and with dignity.	ETH_D_1.1B  (UNSDCF 1.2.5.) Proportion of recommendations of the 8th state report on CEDAW implemented.	2020 (Baseline)	30%	N/A
		2022 (Milestone)	45%	0
		2023 (Milestone)	55%	-
		2024 (Milestone)	65%	-
		2025 (Target)	75%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.1.4	2020 (Baseline)	7	N/A
Number of laws that were adopted, revised or repealed to advance gender equality and women's empowerment (CO)	2022 (Milestone)	0	0
	2023 (Milestone)	1	-
	2024 (Milestone)	3	-
	2025 (Target)	3	-
• Complementary Indicator: UNAIDS			
• Complementary Indicator: UNDP			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.1.5	2020 (Baseline)	3	N/A
Number of national and/or local (multi) sectoral strategies, policies and/or action plans that are adopted with a focus on gender equality (CO)	2022 (Milestone)	-	0
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	1	-
<ul style="list-style-type: none"> <li>• Complementary Indicator: UNAIDS</li> <li>• Complementary Indicator: UNDP</li> <li>• Complementary Indicator: UNFPA</li> <li>• Complementary Indicator: UNICEF</li> </ul>			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.3.1	2016 (Baseline)	Women (15–49): 63% Men: 28%	N/A
Extent of bias in gender equality attitudes and/or gender social norms among individuals (CO)	2022 (Milestone)	-	0
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
<ul style="list-style-type: none"> <li>Complementary Indicator: UNAIDS</li> <li>Complementary Indicator: UNFPA</li> <li>Complementary Indicator: UNICEF</li> </ul>	2025 (Target)	Women (15–49): 58% Men: 22%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.3.3	2020 (Baseline)	Yes	N/A
Number of countries and/or other actors with comprehensive and coordinated VAW prevention strategy (CO)	2022 (Milestone)	Yes	FALSE
	2023 (Milestone)	Yes	-
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-
• Complementary Indicator: UNDP			
• Complementary Indicator: UNFPA			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.4.1	2021 (Baseline)	No	N/A
Number of countries where there has been an increase in the number of women who access services after experiencing violence or discrimination (CO)	2022 (Milestone)	Yes	TRUE
	2023 (Milestone)	Yes	-
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-
<ul style="list-style-type: none"> <li>• Complementary Indicator: UNAIDS</li> <li>• Complementary Indicator: UNFPA</li> </ul>			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.5.4  Level of influence of civil society organizations working on gender equality and women's empowerment, including women's organizations, in key normative, policy and peace processes (CO, RO, HQ)	2020 (Baseline)	0	N/A
	2022 (Milestone)	-	2:03
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.7.2  Percentage of UNCTs that conducted the comprehensive UNCT-SWAP Gender Equality Scorecard in the past four years, and met or exceeded requirements for at least 60% of UNCT-SWAP standards (derived from QCPR indicator 1.4.15) (Desk Review)	2020 (Baseline)	No	N/A
	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	Yes, met or/exceeded	-



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.7.3	2020 (Baseline)	60%	N/A
Percentage of UN Sustainable Development Cooperation Frameworks that have: a) a dedicated gender equality outcome; and/or b) that mainstream gender equality perspectives across Cooperation Framework outcomes (derived from QCPR indicator 1.4.16) (Desk Review)	2022 (Milestone)	65%	-
	2023 (Milestone)	70%	-
	2024 (Milestone)	75%	-
	2025 (Target)	80%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.7.6  Percentage of HCT response plans and strategies that demonstrate the integration of gender equality (Desk Review)	2020 (Baseline)	No	N/A
	2022 (Milestone)	Yes	-
	2023 (Milestone)	Yes	-
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.2  SDG 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence (Desk Review)	2018 (Baseline)	Physical violence: 23% Sexual violence: 10% Spousal violence: 34% Sexual harassment: TBC	N/A
	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	Physical violence: 20% Sexual violence: 9% Spousal violence: 32% Sexual harassment: TBC	-
<ul style="list-style-type: none"> <li>SDG Indicator: 5.2.2</li> <li>Common Indicator: UNDP</li> <li>Common Indicator: WHO</li> </ul>			

## OUTPUT ETH\_D\_1.1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
The Government of Ethiopia, the UN system, and development partners have enhanced capacities and strengthened political will to advance gender equality principles and practices in all initiatives relating to expanding women and young women's access to decent work and participation in civic life, and (humanitarian) decision making processes especially marginalised and disadvantaged young women	ETH_D_1.1.1A  Percentage increase in the knowledge/skills of trainees in the capacity building training subject matter	2016 (Baseline)	0	N/A
		2022 (Milestone)	100	120
		2023 (Milestone)	200	0
		2024 (Milestone)	300	
		2025 (Target)	300	-
	ETH_D_1.1.1C  Transformational Leadership Training Curriculum institutionalised in Amhara Regional State	2016 (Baseline)	No	N/A
		2024 (Milestone)	-	-
		2025 (Target)	-	-

ETH_D_1.1.D	2016 (Baseline)	0	N/A
Number of women MPs able to integrate gender into parliamentary discussions	2024 (Milestone)	-	-
	2025 (Target)	-	-
ETH_D_1.1.E	2016 (Baseline)	0	N/A
Number of MPs (male and female) that were able to integrate gender in their committee work and legislation	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_D_0.1.e	2020 (Baseline)	4	N/A
Number of partners that have increased capacities to advance gender equality and women's empowerment through national and/or local (multi) sectoral strategies, policies and/or action plans (CO, HQ)	2022 (Milestone)	4	1
	2023 (Milestone)	5	3
	2024 (Milestone)	7	
	2025 (Target)	9	-
SP_D_0.4.a	2020 (Baseline)	14	N/A
Number of institutions with strengthened capacities to improve the provision of essential services, goods and/or resources for women (CO, RO, HQ)	2022 (Milestone)	6	8
	2023 (Milestone)	9	11
	2024 (Milestone)	11	
	2025 (Target)	15	-
SP_D_0.4.d	2020 (Baseline)	0	N/A
Number of women accessing information, goods, resources and/or services through UNW supported platforms and programs in	2022 (Milestone)	8500	15395
	2023 (Milestone)	19358	13256

humanitarian and development settings  
(CO, HQ)

2024 (Milestone)

16000

2025 (Target)

18100

-

## OUTPUT ETH\_D\_1.1.2

### OUTCOME STATEMENT

### INDICATOR STATEMENT

### YEAR

### BMTS

### REPORTED RESULT

National and sub-national governments, the UN system, development partners, and civil society, produce and use evidence, have improved knowledge, capacity and resources as well as political will to develop, adopt, implement, and monitor legislation, policies, strategies, programs and systems to reduce gender inequality and combat VAWG in all its forms, including CRSV and other violence in crisis and conflict affected settings

ETH\_D\_1.1.2A

Number of women leaders engaged in mentoring women leaders at lower level leadership positions

2020 (Baseline)

0

N/A

2024 (Milestone)

-

-

2025 (Target)

-

-

ETH\_D\_1.1.2B

Number of vulnerable women reached with assistance in Amhara and Oromia Region

2020 (Baseline)

TBD

N/A

2024 (Milestone)

-

-

2025 (Target)

-

-

SP\_D\_0.1.a

Number of governments that undertake national review processes in response to global intergovernmental outcomes (CO)

2020 (Baseline)

Yes

N/A

2022 (Milestone)

Yes

TRUE

2023 (Milestone)

No

FALSE

2024 (Milestone)

Yes

2025 (Target)

No

-

SP\_D\_0.1.d

Number of partners that have increased capacities to promote/influence gender

2020 (Baseline)

10

N/A

2022 (Milestone)

10

7

2023 (Milestone)

16

3

responsive legislation (CO, HQ)	2020 (Milestone)	10	0
	2024 (Milestone)	22	
	2025 (Target)	26	-
SP_D_0.1.f	2020 (Baseline)	16	N/A
Number of institutions that have increased capacities to design and implement institutional reforms/strategies/policies that promote gender equality and women's empowerment (CO)	2022 (Milestone)	2	0
	2023 (Milestone)	4	0
	2024 (Milestone)	6	
	2025 (Target)	9	-
SP_D_0.1.g	2021 (Baseline)	No	N/A
Number of national AIDS coordinating bodies and/or national multi-sectoral HIV programmes that have strengthened capacity to integrate gender-responsive actions into national HIV strategies (CO)	2022 (Milestone)	Yes	TRUE
	2023 (Milestone)	Yes	TRUE
	2024 (Milestone)	Yes	
	2025 (Target)	Yes	-
SP_D_0.1.h	2020 (Baseline)	10	N/A
Number of multi-stakeholder dialogue processes to promote engagement of governments with civil society and other partners to advance gender equality and women's empowerment (CO, RO, HQ)	2022 (Milestone)	11	12
	2023 (Milestone)	19	24
	2024 (Milestone)	25	
	2025 (Target)	30	-
SP_D_0.3.b	2020 (Baseline)	5	N/A
Number of community or organizational level UN Women programmes that address	2022 (Milestone)	2	2
	2023 (Milestone)	3	3

behaviour and/or social/gender norms – using evidence/practice-based methodologies (CO, HQ)	2020 (Baseline)	-	-
	2024 (Milestone)	3	
	2025 (Target)	3	-
SP_D_0.4.b	2020 (Baseline)	No	N/A
Number of countries supported to develop and/or implement guidelines, protocols and standard operating procedures to strengthen EVAWG services in line with the Essential Services Package (CO)	2022 (Milestone)	-	TRUE
	2023 (Milestone)	-	TRUE
	2024 (Milestone)	-	
	2025 (Target)	Yes	-
SP_D_0.4.e	2020 (Baseline)	Yes	N/A
Number of countries with multi stakeholder initiatives in place to prevent and respond to sexual violence including sexual harassment in public and/or private spaces (CO, HQ)	2022 (Milestone)	Yes	1
	2023 (Milestone)	Yes	1
	2024 (Milestone)	Yes	
	2025 (Target)	Yes	-
SP_D_0.7.a	2020 (Baseline)	2	N/A
Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas (CO, RO, HQ)	2022 (Milestone)	9	5
	2023 (Milestone)	9	10
	2024 (Milestone)	-	
	2025 (Target)	9	-
SP_D_0.7.c	2020 (Baseline)	0	N/A
Number of interagency products or services with a focus on gender equality and	2022 (Milestone)	1	3

women's empowerment developed and made available (CO, RO, HQ)

2023 (Milestone)

1 1

2024 (Milestone)

1

2025 (Target)

1 -

### OUTPUT ETH\_D\_1.1.3

#### OUTCOME STATEMENT

#### INDICATOR STATEMENT

#### YEAR

#### BMTS

#### REPORTED RESULT

National and subnational governments and civil society, including local women's organisations and networks have capacity to design and implement gender-responsive policy and regulatory frameworks, strategies and tools that ensure equitable, safe, and dignified response and recovery mechanisms to enable women and girls who are affected by conflict, humanitarian crisis and displacement to rebuild their lives in sustainable ways, particularly focusing on those that are marginalised and vulnerable

SP\_D\_0.4.c

Number of women's organizations with increased capacities to deliver and/or monitor the quality of services, resources and goods for women in humanitarian and development settings (CO, HQ)

2020 (Baseline)

6

N/A

2022 (Milestone)

3

21

2023 (Milestone)

4

8

2024 (Milestone)

6

2025 (Target)

7

-

### OUTCOME XM-DAC-41146-ETH\_D\_1.2

B - Baseline

M - Milestones

T - Target

#### OUTCOME STATEMENT

#### INDICATOR STATEMENT

#### YEAR

#### BMTS

#### REPORTED RESULT

All people in Ethiopia live in a cohesive, just, inclusive and democratic society.

ETH\_D\_1.2A

(UNSDCF 1.2.1) Proportion of women in leadership in the Executive branch at federal and target regions (disaggregated by persons with disabilities and age)

2020 (Baseline)

Federal (33%), Regional Data Cabinet Level (Amhara (11%), Oromia (28%))

N/A

2022 (Milestone)

TBD

33



2023 (Milestone)	TBD	-
2024 (Milestone)	TBD	-
2025 (Target)	50%	-

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INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ETH_D_1.2B  (UNSDCF 2.3.1) Extent to which gender and vulnerability responsive national architecture for peace are operational at federal, regional and sub-regional levels.	2020 (Baseline)	0	N/A
	2022 (Milestone)	1	High>70%
	2023 (Milestone)	2	-
	2024 (Milestone)	3	-
	2025 (Target)	4	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.1.7	2021 (Baseline)	No	N/A
Number of adopted National Action Plans on Women, Peace and Security with monitoring indicators (CO)	2022 (Milestone)	Yes , first draft of NAP developed	FALSE
	2023 (Milestone)	Yes, after consultative process, final draft of NAP adopted at ministerial level	-
	2024 (Milestone)	Yes, NAP adopted at the Council of Ministers' level and/or implementation started	-
	2025 (Target)	Yes , the Steering Committee has met to monitor the progress of implementation and 1 Regional Action Plan drafted	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.5.4	2020 (Baseline)	0	N/A
Level of influence of civil society organizations working on gender equality and women's empowerment, including women's organizations, in key normative, policy and peace processes (CO, RO, HQ)	2022 (Milestone)	1:4 and 1:2	1:3 and 1:0
	2023 (Milestone)	1:4 and 1:3	-
	2024 (Milestone)	1:4 and 1:3	-
	2025 (Target)	1:4 and 1:3	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.6.1	2020 (Baseline)	50%	N/A
Percentage of gender-specific Sustainable Development Goals (SDGs) indicators with available data (Desk Review)	2022 (Milestone)	60%	-
	2023 (Milestone)	65%	-
	2024 (Milestone)	70%	-
	2025 (Target)	75%	-
<ul style="list-style-type: none"> <li>Complementary Indicator: UNFPA</li> <li>Complementary Indicator: UNICEF</li> </ul>			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.6.2	2020 (Baseline)	0	N/A
Number of national plans and strategies that integrate gender statistics as an objective or strategy (CO, RO, HQ)	2022 (Milestone)	1	0
	2023 (Milestone)	1	-
	2024 (Milestone)	1	-
	2025 (Target)	1	-
• Complementary Indicator: UNICEF			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.6.3	2020 (Baseline)	No	N/A
Number of countries demonstrating use of gender statistics, analysis, and policy relevant research (CO, RO, HQ)	2022 (Milestone)	Yes	1
	2023 (Milestone)	Yes	-
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-
• Complementary Indicator: UNICEF			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.7.8  Number of UNCTs implementing UN-system commitments and advocacy on women's equal participation in elections and temporary special measures in their support to Member States (CO)	2021 (Baseline)	Yes	N/A
	2022 (Milestone)	Yes	TRUE
	2023 (Milestone)	Yes	-
	2024 (Milestone)	Yes	-
	2025 (Target)	-	-



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_1.1	2021 (Baseline)	Federal 41.4% and Regional 41%	N/A
SDG 5.5.1: Proportion of seats held by women in (a) national parliaments, (b) local governments and (c) executive positions/ministers (cabinets) held by women (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	Federal 50% and Regional 50%	-
	2025 (Target)	-	-
<ul style="list-style-type: none"> <li>• SDG Indicator: 5.5.1</li> <li>• Common Indicator: UNDP</li> </ul>			

## OUTPUT ETH\_D\_1.2.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Women's leadership is increased at all levels through improved knowledge, capabilities, gender responsive policy and institutional frameworks, systems and tools that advance it at all levels, including women with disabilities and young women.	ETH_D_1.2.1A	2018 (Baseline)	0	N/A
	Percentage increase in the understanding of target community/CBO members towards gender equality and women's right to political participation	2024 (Milestone)	-	-
		2025 (Target)	-	-
SP_D_0.5.e  Number of women and girls, including women and girls living with and/or affected by HIV, with increased capacities to participate in public life and exercise leadership (CO, RO, HQ)		2021 (Baseline)	2340	N/A
		2022 (Milestone)	2760	3403
		2023 (Milestone)	3604	500
		2024 (Milestone)	4050	
		2025 (Target)	5000	-

SP_D_0.5.f	2020 (Baseline)	4	N/A
Number of initiatives developed and implemented to prevent, monitor and mitigate violence against women in politics (VAWP) and in public life (including gender equality advocates in civil society organizations working on gender equality and women's empowerment, especially women's organizations) (CO, RO, HQ)	2022 (Milestone)	3	2
	2023 (Milestone)	5	1
	2024 (Milestone)	9	
	2025 (Target)	13	-

## OUTPUT ETH\_D\_1.2.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
The GoE, its institutions, women's organisations, humanitarian actors, and civil society have strengthened knowledge, evidence, capacities, resources, political will, mechanisms, and accountability frameworks and platforms to ensure women and girls' rights and access to justice, and to provide protection and gender responsive services across the humanitarian-development-peace-security nexus	ETH_D_1.2.2A	2016 (Baseline)	0	N/A
	Number of media reports and positive tonality generated by media personnel trained by UN Women that highlight the work of women leaders	2022 (Milestone)	2	1
		2023 (Milestone)	3	2
		2024 (Milestone)	5	
		2025 (Target)	5	-
	ETH_D_1.2.2B	2019 (Baseline)	N/A	N/A
	Number of journalists trained on gender sensitive reporting in politics and peace processes (disaggregated by sex)	2024 (Milestone)	-	-
		2025 (Target)	-	-
	SP_D_0.4.f	2020 (Baseline)	0	N/A
	Number of people who have access to justice and the proportion of whom are women (CO,	2022 (Milestone)	200	613
		2023 (Milestone)	1100	576

HQ)	2020 (Milestone)	1100	570
	2024 (Milestone)	596	
	2025 (Target)	770	-
SP_D_0.6.a	2020 (Baseline)	0	N/A
Number of inter-agency coordination mechanisms governing the production of multi-level disaggregated gender statistics and sex-disaggregated data, established or strengthened (CO, RO, HQ)	2022 (Milestone)	1	0
	2023 (Milestone)	1	1
	2024 (Milestone)	1	
	2025 (Target)	1	-
SP_D_0.6.d	2020 (Baseline)	2	N/A
Number of platforms/web-based databases for dissemination of multi-level disaggregated gender statistics, sex-disaggregated data and knowledge developed (CO)	2022 (Milestone)	2	2
	2023 (Milestone)	3	2
	2024 (Milestone)	3	
	2025 (Target)	3	-
SP_D_0.6.e	2020 (Baseline)	No	N/A
Number of countries with institutionalized user-producer dialogues to increase accessibility, quality and demand for multi-level disaggregated gender statistics, sex-disaggregated data and knowledge (CO)	2022 (Milestone)	Yes	FALSE
	2023 (Milestone)	Yes	FALSE
	2024 (Milestone)	Yes	
	2025 (Target)	Yes	-

## OUTPUT ETH\_D\_1.2.3

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
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Gender and vulnerability responsive peace architecture at federal, regional and sub-regional levels prevent and respond to violations of women's and girls' rights in conflict, and women and their organizations have improved capacities to participate in conflict prevention, resolution, reconciliation, and peace building, in alignment with global normative frameworks.	ETH_D_1.2.3A	2016 (Baseline)	4	N/A
	Number of male MPs /regional members of council and political leaders publicly committed to taking action through HeForShe Solidarity Movement.	2024 (Milestone)	-	-
		2025 (Target)	-	-
	ETH_D_1.2.3B	2019 (Baseline)	4	N/A
	(UNSDCF 2.3.2) Number of national and regional Women and Youth networks with strengthened capacity for conflict prevention, peace building, reconciliation and social cohesion.	2022 (Milestone)	3	4
		2023 (Milestone)	6	7
		2024 (Milestone)	15	
		2025 (Target)	20	-
	SP_D_0.5.c	2020 (Baseline)	2	N/A
	Number of dialogues, mechanisms, platforms and/or coalitions created and sustained that enable meaningful and safe participation and engagement by gender equality advocates and civil society organizations working on gender equality and women's empowerment, especially women's organizations, in decision-making (CO, RO, HQ)	2022 (Milestone)	2	1
		2023 (Milestone)	-	5
		2024 (Milestone)	6	
		2025 (Target)	8	-
	SP_D_0.7.h	2020 (Baseline)	0	N/A
	Number of Peacebuilding processes inclusive of young women supported by UN Women / UNFPA (CO)	2022 (Milestone)	1	0
		2023 (Milestone)	1	1
		2024 (Milestone)	1	

	2024 (Milestone)	1	
	2025 (Target)	1	-

## OUTPUT ETH\_D\_1.2.4

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Women's movements, feminist civil society organizations and the media have evidence, strategies, resources, partnerships, skills, and tools that enable them to support women and girls to claim their rights and actively participate in political, economic and civic spaces.	ETH_D_1.2.4A	2016 (Baseline)	0	N/A
	Number of researches including MoWCA's study on women in leadership and master's thesis on aspects of participation and representation of Ethiopian women in politics and decision-making	2024 (Milestone)	-	-
		2025 (Target)	-	-
SP_D_0.3.b	Number of community or organizational level UN Women programmes that address behaviour and/or social/gender norms – using evidence/practice-based methodologies (CO, HQ)	2021 (Baseline)	1	N/A
		2022 (Milestone)	1	1
		2023 (Milestone)	1	1
		2024 (Milestone)	2	
		2025 (Target)	2	-
SP_D_0.5.a	Amount of funding disbursed annually in support of civil society organizations, especially women's organizations, working towards the achievement of gender equality and women's empowerment, through UN-Women programmes and grant-giving (CO, RO, HQ)	2020 (Baseline)	0	N/A
		2022 (Milestone)	1,075,000 USD	3122318
		2023 (Milestone)	2488270	1869536
		2024 (Milestone)	1,440,000 USD	
		2025 (Target)	1,540,000 USD	-

SP_D_0.5.d	2021 (Baseline)	14	N/A
Number of civil society organizations working on gender equality and women's empowerment, especially women's organizations, that have strengthened capacity to exercise their leadership role towards the achievement of gender equality and women's empowerment (CO, RO, HQ)	2022 (Milestone)	10	11
	2023 (Milestone)	18	7
	2024 (Milestone)	24	
	2025 (Target)	30	-

### OUTCOME XM-DAC-41146-ETH\_D\_1.3

B – Baseline      M – Milestones      T – Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
All people in Ethiopia benefit from an inclusive, resilient and sustainable economy	SDG Indicator 5.c.1: Proportion of countries with systems to track and make public allocations to gender equality and women's empowerment (Desk Review)	2020 (Baseline)	No	N/A
		2022 (Milestone)	Partially	-
		2023 (Milestone)	Partially	-
		2024 (Milestone)	Yes	-
	• SDG Indicator: 5.c.1	2025 (Target)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.2.2  Number of countries that incorporate gender equality targets within national investment and financing frameworks (CO)	2020 (Baseline)	No	N/A
	2022 (Milestone) Yes, assessment of fiscal policies is done		FALSE
	2023 (Milestone) Yes, policy dialogue on outcomes of the assessment convened		-
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.2.4  Number of innovative financing instruments introduced that include gender equality objectives (Desk Review)	2018 (Baseline)	3	N/A
	2022 (Milestone)	1	-
	2023 (Milestone)	2	-
	2024 (Milestone)	3	-
	2025 (Target)	4	-



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.4.3	2020 (Baseline)	No	N/A
Number of countries where multi-sectoral systems, strategies or programs are implemented to advance women's equal access to and use of services, goods and/resources, including social protection (CO)	2022 (Milestone)	-	TRUE
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
<ul style="list-style-type: none"> <li>Complementary Indicator: UNICEF</li> </ul>			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_2.1  SDG 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location (Desk Review)	2020 (Baseline)	Urban women: 10 hours Rural women: 12 hours *Average	N/A
	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	Urban women: 6 hours Rural women: 8 hours	-

- SDG Indicator: 5.4.1
- Common Indicator: ILO

## OUTPUT ETH\_D\_1.3.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
The GoE at national and sub-national levels, and gender machineries and women's civil society organizations, have increased capability, tools and political will to integrate, monitor and respond to gender inequalities in planning, financing and budgeting, including investments in micro, small and medium enterprises (MSMEs).	ETH_D_1.3.1A	2016 (Baseline)	0	N/A
	Number of gap analyses conducted by UN Women on gender-responsiveness of the Public Finance Management System of MoFEC and BoFECs	2022 (Milestone)	1	1
		2023 (Milestone)	2	4
		2024 (Milestone)	3	
		2025 (Target)	4	-
	ETH_D_1.3.1B	2016 (Baseline)	0	N/A
	Number of Federal and Regional Finance and Economic Cooperation and key stakeholders supported with targeted tools to address the identified gaps in gender-responsive public finance management	2022 (Milestone)	600	1452
		2023 (Milestone)	3856	7540
		2024 (Milestone)	4856	
		2025 (Target)	6000	-
ETH_D_1.3.1C		2016 (Baseline)	0	N/A

ETH_D_1.3.1C	2016 (Baseline)	0	N/A
Number of Experts of Ministries/Bureaus of Finance and Economic Cooperation that reported an increase in knowledge on gender-responsive public finance management	2022 (Milestone)	15	106
	2023 (Milestone)	25	176
	2024 (Milestone)	30	
	2025 (Target)	35	-
ETH_D_1.3.1D	2016 (Baseline)	No	N/A
Gender Equality Strategy developed by MoFEC to ensure gender responsiveness of PFM	2024 (Milestone)	-	-
	2025 (Target)	-	-
ETH_D_1.3.1E	2016 (Baseline)	0	N/A
Percentage of trained auditors that reported an increase in knowledge on gender performance audit	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_D_0.2.a	2018 (Baseline)	2	N/A
Number of partners with capacities to integrate gender equality into fiscal laws/policies/standards (CO, RO, HQ)	2022 (Milestone)	2	3
	2023 (Milestone)	3	3
	2024 (Milestone)	4	
	2025 (Target)	5	-
SP_D_0.2.b	2018 (Baseline)	2	N/A
Number of gender financing assessments conducted by government partners (CO)	2022 (Milestone)	1	1
	2023 (Milestone)	1	0

SP_D_0.2.c  Number of national partners with capacities to apply Gender Responsive Budgeting tools in the budget cycle (CO)	2024 (Milestone)	2	
	2025 (Target)	2	-
	2020 (Baseline)	3	N/A
	2022 (Milestone)	2	8
	2023 (Milestone)	13	11
	2024 (Milestone)	4	
	2025 (Target)	5	-

## OUTPUT ETH\_D\_1.3.2

### OUTCOME STATEMENT

### INDICATOR STATEMENT

### YEAR

### BMTS

### REPORTED RESULT

GoE, humanitarian actors and women's civil society organisations have and use increased evidence, capacities, resources, approaches and political will to tackle discriminatory social norms, practices and legislation in formal and informal employment sectors, and expand women's access to decent jobs, livelihood opportunities, and gender-responsive social protection, including young, vulnerable and marginalised women including as part of humanitarian and early recovery interventions

ETH\_D\_1.3.2A

Number of parliamentarians with technical capacity on gender-responsive planning and budgeting

2016 (Baseline)

0

N/A

2024 (Milestone)

-

-

2025 (Target)

-

-

ETH\_D\_1.3.2B

Number of sectors questioned about their plan and budget from a gender perspective by Fed. & Regional parliamentarians

2016 (Baseline)

1

N/A

2024 (Milestone)

-

-

2025 (Target)

-

-

SP\_D\_0.4.a

Number of institutions with strengthened capacities to improve the provision of

2020 (Baseline)

14

N/A

2022 (Milestone)

10

8

2023 (Milestone)

15

28

essential services, goods and/or resources for women (CO, RO, HQ)	2020 (Milestone)	10	20
	2024 (Milestone)	20	
	2025 (Target)	25	-
SP_D_0.4.c  Number of women's organizations with increased capacities to deliver and/or monitor the quality of services, resources and goods for women in humanitarian and development settings (CO, HQ)	2020 (Baseline)	10	N/A
	2022 (Milestone)	3	24
	2023 (Milestone)	27	27
	2024 (Milestone)	10	
	2025 (Target)	15	-

#### OUTCOME XM-DAC-41146-ETH\_D\_1.4

B - Baseline      M - Milestones      T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
All people in Ethiopia live in a society resilient to environmental risks and adapted to climate change.	ETH_D_1.4A  (UNSDCF 4.2) Gender transformative approaches and practices have been promoted among actors working on climate action, agriculture ,agri-business and disaster risk management – Government, private sectors, academic and research institutions.	2019 (Baseline)	No	N/A
		2022 (Milestone)	Yes	TRUE
		2023 (Milestone)	Yes	-
		2024 (Milestone)	Yes	-
		2025 (Target)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.4.3  Number of countries where multi-sectoral systems, strategies or programs are implemented to advance women's equal access to and use of services, goods and/resources, including social protection (CO)	2020 (Baseline)	No	N/A
	2022 (Milestone)	Yes	FALSE
	2023 (Milestone)	Yes	-
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-
• Complementary Indicator: UNICEF			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_4.3	(Baseline)	-	N/A
Percentage of women and girls as direct beneficiaries in coordinated humanitarian responses (Not for unit reporting)	2022 (Milestone)	-	0
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

## OUTPUT ETH\_D\_1.4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
The GoE at national and subnational levels has capacity, evidence, and tools to develop and adopt gender and vulnerability responsive prevention, preparedness and disaster recovery legislation, strategies, and systems, to address climate and disaster risk adaptation, mitigation and environmental sustainability.	ETH_D_1.4.1A	2018 (Baseline)	0	N/A
	Number of sectors reporting against gender-sensitive indicators on SDGs under Tier I	2024 (Milestone)	-	-
		2025 (Target)	-	-
	ETH_D_1.4.1B	2018 (Baseline)	2	N/A
	Number of gender-responsive surveys conducted	2024 (Milestone)	-	-
		2025 (Target)	-	-
	SP_D_0.4.a	2020 (Baseline)	1	N/A
	Number of institutions with strengthened capacities to improve the provision of essential services, goods and/or resources for women (CO, RO, HQ)	2022 (Milestone)	2	2
		2023 (Milestone)	3	3
		2024 (Milestone)	4	
		2025 (Target)	5	-

## OUTPUT ETH\_D\_1.4.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
The GoE and women's civil society organizations have capacity to strengthen normative frameworks, institutions, systems and capacities to promote gender equitable benefit sharing from the use of natural resources, and women and girls' leadership in disaster risk management, environmental governance and climate related planning .	ETH_D_1.4.2A  (UNSDCF 4.2.1) Number of gender-responsive initiatives undertaken by relevant institutions to support equitable access and benefit in sharing of natural resources and biodiversity.	2020 (Baseline)	1	N/A
		2022 (Milestone)	2	2
		2023 (Milestone)	3	4
		2024 (Milestone)	4	
		2025 (Target)	7	-
	SP_D_0.4.a  Number of institutions with strengthened capacities to improve the provision of essential services, goods and/or resources for women (CO, RO, HQ)	2021 (Baseline)	13	N/A
		2022 (Milestone)	14	14
		2023 (Milestone)	16	15
		2024 (Milestone)	18	
		2025 (Target)	20	-
	SP_D_0.6.c  Number of gender statistics and sex-disaggregated data collection initiatives, including in emerging areas conducted or analyzed (CO)	2020 (Baseline)	6	N/A
		2022 (Milestone)	2	3
		2023 (Milestone)	5	3
		2024 (Milestone)	5	
		2025 (Target)	7	-

## OUTCOME XM-DAC-41146-ETH\_O\_1

B - Baseline

M - Milestones

T - Target



OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Assuring an accountable organization through principled performance	SP_O_1A	2021 (Baseline)	94%	N/A
	Implementation rate for regular resources (Desk Review)	2022 (Milestone)	100%	-
		2023 (Milestone)	100%	-
		2024 (Milestone)	100%	-
		2025 (Target)	100%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_1B  Implementation rate for other resources (Desk Review)	2020 (Baseline)	70%	N/A
	2022 (Milestone)	85%	-
	2023 (Milestone)	85%	-
	2024 (Milestone)	85%	-
	2025 (Target)	85%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_ID  Percentage of risk units meeting Enterprise Risk Management policy and framework requirements (Desk Review)	2021 (Baseline)	97%	N/A
	2022 (Milestone)	100%	-
	2023 (Milestone)	100%	-
	2024 (Milestone)	100%	-
	2025 (Target)	100%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_IE	2021 (Baseline)	0	N/A
A) Percentage of agreed long outstanding internal audit recommendations B)	2022 (Milestone)	14%	-
Percentage of agreed long outstanding external audit recommendations	2023 (Milestone)	14%	-
management need to complete action (Desk Review)	2024 (Milestone)	14%	-
	2025 (Target)	14%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_1F	2020 (Baseline)	97%	N/A
Percentage of offices compliant with a) Business continuity plans and processes b) Occupational Safety and Health requirements c) UNSMS Security policies (Desk Review)	2022 (Milestone)	100%	-
	2023 (Milestone)	100%	-
	2024 (Milestone)	100%	-
	2025 (Target)	100%	-

## OUTPUT ETH\_O\_1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN-Women is an accountable and trustworthy development organization that manages its financial and other resources with integrity and in line with its programmatic ambitions and fiduciary obligations.	ETH_O_1.1A	2015 (Baseline)	3	N/A
	The number of gender responsive plans and initiatives of RCM and UNLT	2024 (Milestone)	-	-
		2025 (Target)	-	-
	ETH_O_1.1B	2015 (Baseline)	1	N/A
	Number of tools used by RCM Clusters and UNLT	2024 (Milestone)	-	-
		2025 (Target)	-	-
	ETH_O_1.1C	2015 (Baseline)	1	N/A
	Number of gender-responsive flagship AU initiatives implemented by RCM Clusters and UNLT	2024 (Milestone)	-	-
		2025 (Target)	-	-

ETH_O_1.ID	2016 (Baseline)	No	N/A
Gender levelling tool is integrated in the new UNDAF and in the strategic interventions of the joint work plans throughout the implementation period of the UNDAF	2024 (Milestone)	-	-
	2025 (Target)	-	-
ETH_O_1.IE	2016 (Baseline)	1	N/A
Number of trainings held for UN staff members on gender mainstreaming	2024 (Milestone)	-	-
	2025 (Target)	-	-
ETH_O_1.IF	2016 (Baseline)	12	N/A
Coordinating structures on GEWE held	2024 (Milestone)	-	-
	2025 (Target)	-	-
ETH_O_1.IG	2017 (Baseline)	1	N/A
Number of gender responsive UN system initiatives in support of AU regional initiatives	2024 (Milestone)	-	-
	2025 (Target)	-	-
ETH_O_1.IH	2018 (Baseline)	3	N/A
The number of gender responsive plans and initiatives of RCM and UNLT	2024 (Milestone)	-	-
	2025 (Target)	-	-
ETH_O_1.II	2018 (Baseline)	3	N/A
The number of gender responsive plans and	2024 (Milestone)	-	-

initiatives of RCM and UNLT

2025 (Target) - -

OUTCOME XM-DAC-41146-ETH\_O\_2

B - Baseline M - Milestones T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Advancing partnerships & resourcing; Effectively influencing for impact & scale	SP_O_2C	2021 (Baseline)	0	N/A
	Percentage of UN-Women’s field offices and relevant HQ Units that implemented dedicated initiatives to engage with non-traditional partners (CO, RO, HQ)	2022 (Milestone)	2	1
		2023 (Milestone)	6	-
		2024 (Milestone)	7	-
		2025 (Target)	9	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_2D  Number of partnerships to support UN-Women's mission including (1) resourcing for Gender Equality (financial or non-financial), (2) Convening, (3) Responsible Business Practices, (4) Influencing and/or Knowledge sharing. (Desk Review)	2021 (Baseline)	12	N/A
	2022 (Milestone)	20	-
	2023 (Milestone)	24	-
	2024 (Milestone)	28	-
	2025 (Target)	32	-



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_2E	2021 (Baseline)	15%	N/A
UN women's increased influence as per percentage of mentions in top tier media, number of unique visitors to UN Women websites and followers on all UN Women social media channels (Desk Review)	2022 (Milestone)	5%	-
	2023 (Milestone)	5%	-
	2024 (Milestone)	5%	-
	2025 (Target)	5%	-

## OUTPUT ETH\_O\_2.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN-Women effectively leverages and expands its partnerships, communications and advocacy capabilities to increase support for and financing of the gender equality agenda, while securing sustainable resourcing for the delivery of its own mandate.	ETH_O_2.1A	2015 (Baseline)	3	N/A
	Number of knowledge products developed by UNW Ethiopia CO and available for use by partners	2022 (Milestone)	5	1
		2023 (Milestone)	6	1
		2024 (Milestone)	7	
		2025 (Target)	8	-
	ETH_O_2.1B	2016 (Baseline)	0	N/A
	Number of policy dialogues, publications and programs that cite UN Women knowledge products	2022 (Milestone)	3	1
		2023 (Milestone)	4	1
		2024 (Milestone)	5	
		2025 (Target)	6	-
	ETH_O_2.1C	2019 (Baseline)	3	N/A
	Number of knowledge products developed by	2024 (Milestone)	-	-

UNW Ethiopia CO and available for use by partners

2025 (Target) - -

OUTCOME XM-DAC-41146-ETH\_O\_3

B - Baseline M - Milestones T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Advancing business transformation	SP_O_3E  Number of cross-regional knowledge exchange initiatives which promote innovative ways of working / promising practices (CO, RO, HQ)	(Baseline)	-	N/A
		2022 (Milestone)	-	0
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_3G	2021 (Baseline)	100%	N/A
Percentage of UN Women Offices in United Nations common premises (QCPR 3.5.10) (Desk Review) <ul style="list-style-type: none"> <li>QCPR Indicator: 3.5.10</li> </ul>	2022 (Milestone)	100%	-
	2023 (Milestone)	100%	-
	2024 (Milestone)	100%	-
	2025 (Target)	100%	-

## OUTPUT ETH\_O\_3.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN-Women strategically plans for and transforms its business model to deliver impact at scale, through agile and ethical leadership rooted in a continuous improvement culture	ETH_O_3.1A	2015 (Baseline)	85%	N/A
	Percentage spending per delivery reports and One App tools compliance	2024 (Milestone)	-	-
		2025 (Target)	-	-
Office rent paid on time	ETH_O_3.1B	2015 (Baseline)	100%	N/A
	Office rent paid on time	2024 (Milestone)	-	-
		2025 (Target)	-	-
Number of travel done by staff member	ETH_O_3.1C	2015 (Baseline)	20	N/A
	Number of travel done by staff member	2024 (Milestone)	-	-
		2025 (Target)	-	-
Procurement Plan compliance rate	ETH_O_3.1D	2015 (Baseline)	100%	N/A
	Procurement Plan compliance rate	2024 (Milestone)	-	-

		2025 (Target)	-	-
ETH_O_3.IE		2016 (Baseline)	2	N/A
Number of retreats annually		2024 (Milestone)	-	-
		2025 (Target)	-	-
ETH_O_3.IF		2015 (Baseline)	6	N/A
Number of Learning Sessions organized		2024 (Milestone)	-	-
		2025 (Target)	-	-
ETH_O_3.IH		2017 (Baseline)	2	N/A
Number of staff members who have completed relevant certification according to office needs		2024 (Milestone)	-	-
		2025 (Target)	-	-

## OUTCOME XM-DAC-41146-ETH\_O\_4

B – Baseline      M – Milestones      T – Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Nurturing an empowered workforce and advancing an inclusive UN-Women culture	SP_O_4A	2021 (Baseline)	16 weeks	N/A
	Average time to select a candidate/complete a recruitment process (Desk Review)	2022 (Milestone)	15 weeks	-
		2023 (Milestone)	15 weeks	-
		2024 (Milestone)	15 weeks	-

2025 (Target)

15 weeks -

**OUTPUT ETH\_O\_4.1****OUTCOME STATEMENT****INDICATOR STATEMENT****YEAR****BMTS****REPORTED RESULT**

With its unique and inclusive culture, UN-Women is an employer of choice with a diverse and highly performing cadre of personnel that embodies UN values.

ETH\_O\_4.1A

Number of African Ministers of Gender/Women develop and review their country gender strategies and policies

2016 (Baseline)

30

N/A

2024 (Milestone)

-

-

2025 (Target)

-

-

ETH\_O\_4.1B

Number of AUC departments that adopt and implement gender-responsive plans and initiatives

2015 (Baseline)

7

N/A

2024 (Milestone)

-

-

2025 (Target)

-

-

ETH\_O\_4.1C

Number of AU peace and security related processes that include specific considerations for gender equality and participation of women

2016 (Baseline)

TBD

N/A

2024 (Milestone)

-

-

2025 (Target)

-

-

ETH\_O\_4.1D

Number of AU policy processes that include specific considerations for gender equality and participation of women

2019 (Baseline)

0

N/A

2024 (Milestone)

-

-

2025 (Target)

-

-

OUTCOME XM-DAC-41146-ETH\_O\_5

B – Baseline      M – Milestones      T – Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Effective normative, programmatic and coordination products, services and processes	SP_O_5A	2021 (Baseline)	36%	N/A
	Percentage of non-core funding that is directly applied towards the Strategic Note (Desk Review)	2022 (Milestone)	45%	-
		2023 (Milestone)	50%	-
		2024 (Milestone)	55%	-
		2025 (Target)	60%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_5B	2021 (Baseline)	80%	N/A
Percentage of evaluations rated “good and above” (Desk Review)	2022 (Milestone)	80%	–
	2023 (Milestone)	100%	–
	2024 (Milestone)	100%	–
	2025 (Target)	100%	–

## OUTPUT ETH\_O\_5.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN-Women efficiently and effectively discharges of all business processes that advance integrated delivery of its normative, operational and coordination mandate at HQ, Regional and Country level, including through shared services	ETH_O_5.1A	2021 (Baseline)	NA	N/A
	Average time to complete finance, payment and liquidation processes	2022 (Milestone)	7 days	6 days
		2023 (Milestone)	7 days	2 weeks
		2024 (Milestone)	7 days	
		2025 (Target)	7 days	–