

Country-Level Strategic Plan Indicator Data for Ethiopia

Data as of:
27 July 2024

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.	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	Number of laws that were adopted, revised or repealed to advance gender equality and women's empowerment (CO)	2022 (Milestone)	0	-
		2023 (Milestone)	1	-
		2024 (Milestone)	3	-
		2025 (Target)	3	-
	- Complementary Indicator: UNAIDS - Complementary Indicator: UNDP			
	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)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	1	-
	- Complementary Indicator: UNAIDS - Complementary Indicator: UNDP - Complementary Indicator: UNFPA - Complementary Indicator: UNICEF			

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)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	Women (15-49): 58% Men: 22%	-
- Complementary Indicator: UNAIDS - Complementary Indicator: UNFPA - Complementary Indicator: UNICEF			
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			
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	-
- Complementary Indicator: UNAIDS - Complementary Indicator: UNFPA			

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)	-	-
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	-
SP_D_0.7.3 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)	2020 (Baseline)	60%	N/A
	2022 (Milestone)	65%	-
	2023 (Milestone)	70%	-
	2024 (Milestone)	75%	-
	2025 (Target)	80%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.7.6	2020 (Baseline)	No	N/A
Percentage of HCT response plans and strategies that demonstrate the integration of gender equality (Desk Review)	2022 (Milestone)	Yes	-
	2023 (Milestone)	Yes	-
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-
SP_D_3.2	2018 (Baseline)	Physical violence: 23% Sexual violence: 10% Spousal violence: 34% Sexual harassment: TBC	N/A
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)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	Physical violence: 20% Sexual violence: 9% Spousal violence: 32% Sexual harassment: TBC	-

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	SP_D_0.1.e 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)			

making processes especially marginalised
and disadvantaged young women

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)

SP_D_0.4.d

Number of women accessing information,
goods, resources and/or services through
UNW supported platforms and programs in
humanitarian and development settings
(CO, HQ)

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	SP_D_0.1.a Number of governments that undertake national review processes in response to global intergovernmental outcomes (CO)			
	SP_D_0.1.d Number of partners that have increased capacities to promote/influence gender responsive legislation (CO, HQ)			
	SP_D_0.1.f Number of institutions that have increased capacities to design and implement institutional reforms/strategies/policies that promote gender equality and women's empowerment (CO)			
	SP_D_0.1.g 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)			

SP_D_01.h

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)

SP_D_03.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)

SP_D_04.b

Number of countries supported to develop and/or implement guidelines, protocols and standard operating procedures to strengthen EAWG services in line with the Essential Services Package (CO)

SP_D_04.e

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)

SP_D_0.7.a

Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas (CO, RO, HQ)

SP_D_0.7.c

Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available (CO, RO, HQ)

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)

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
All people in Ethiopia live in a cohesive, just, inclusive and democratic society.	SP_D_0.1.7 Number of adopted National Action Plans on Women, Peace and Security with monitoring indicators (CO)	2021 (Baseline)	No	N/A
		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	–
	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)	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) - Complementary Indicator: UNFPA - Complementary Indicator: UNICEF	2022 (Milestone)	60%	-
	2023 (Milestone)	65%	-
	2024 (Milestone)	70%	-
	2025 (Target)	75%	-
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) Complementary Indicator: UNICEF	2022 (Milestone)	1	-
	2023 (Milestone)	1	-
	2024 (Milestone)	1	-
	2025 (Target)	1	-
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) Complementary Indicator: UNICEF	2022 (Milestone)	Yes	1
	2023 (Milestone)	Yes	-
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.7.8	2021 (Baseline)	Yes	N/A
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)	2022 (Milestone)	Yes	TRUE
	2023 (Milestone)	Yes	-
	2024 (Milestone)	Yes	-
	2025 (Target)	-	-
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)	-	-
• SDG Indicator: 5.5.1 • Common Indicator: UNDP			

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.	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)			

SP_D_0.5.f

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)

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	SP_D_0.4.f			
	Number of people who have access to justice and the proportion of whom are women (CO, HQ)			
	SP_D_0.6.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)			
	SP_D_0.6.d			
	Number of platforms/web-based databases for dissemination of multi-level disaggregated gender statistics, sex-disaggregated data and knowledge developed (CO)			
	SP_D_0.6.e			
	Number of countries with institutionalized user-producer dialogues to increase accessibility, quality and demand for multi-level disaggregated gender statistics, sex-			

OUTPUT ETH_D_1.2.3

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
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.	SP_D_0.5.c 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)			
	SP_D_0.7.h Number of Peacebuilding processes inclusive of young women supported by UN Women / UNFPA (CO)			

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.	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)			
	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)			
	SP_D_0.5.d 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)			

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
All people in Ethiopia benefit from an inclusive, resilient and sustainable economy	SP_D_0.2.1	2020 (Baseline)	No	N/A
	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)	2022 (Milestone)	Partially	–
		2023 (Milestone)	Partially	–
		2024 (Milestone)	Yes	–
	• SDG Indicator: 5.c.1	2025 (Target)	Yes	–
	SP_D_0.2.2	2020 (Baseline)	No	N/A
	Number of countries that incorporate gender equality targets within national investment and financing frameworks (CO)	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	2018 (Baseline)	3	N/A
Number of innovative financing instruments introduced that include gender equality objectives (Desk Review)	2022 (Milestone)	1	-
	2023 (Milestone)	2	-
	2024 (Milestone)	3	-
	2025 (Target)	4	-
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)	-	-
Complementary Indicator: UNICEF			
SP_D_2.1	2020 (Baseline)	Urban women: 10 hours Rural women: 12 hours *Average	N/A
SDG 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location (Desk Review)	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

17/27

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).

SP_D_0.2.a

Number of partners with capacities to integrate gender equality into fiscal laws/policies/standards (CO, RO, HQ)

SP_D_0.2.b

Number of gender financing assessments conducted by government partners (CO)

SP_D_0.2.c

Number of national partners with capacities to apply Gender Responsive Budgeting tools in the budget cycle (CO)

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	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)			
	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)			

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.	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	2020 (Baseline)	No	N/A
		2022 (Milestone)	Yes	FALSE
		2023 (Milestone)	Yes	-
		2024 (Milestone)	Yes	-

(CO)

2025 (Target)

Yes -

- Complementary Indicator: UNICEF

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)

- -

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.

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)

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 .	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)			
	SP_D_0.6.c			
	Number of gender statistics and sex-disaggregated data collection initiatives, including in emerging areas conducted or analyzed (CO)			

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%	-
SP_O_IB	2020 (Baseline)	70%	N/A
Implementation rate for other resources (Desk Review)	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%	-
SP_O_IE A) Percentage of agreed long outstanding internal audit recommendations B) Percentage of agreed long outstanding external audit recommendations management need to complete action (Desk Review)	2021 (Baseline)	0	N/A
	2022 (Milestone)	14%	-
	2023 (Milestone)	14%	-
	2024 (Milestone)	14%	-
	2025 (Target)	14%	-
SP_O_IF Percentage of offices compliant with a) Business continuity plans and processes b) Occupational Safety and Health requirements c) UNSMS Security policies (Desk Review)	2020 (Baseline)	97%	N/A
	2022 (Milestone)	100%	-
	2023 (Milestone)	100%	-
	2024 (Milestone)	100%	-
	2025 (Target)	100%	-

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 Percentage of UN-Women's field offices and relevant HQ Units that implemented dedicated initiatives to engage with non-traditional partners (CO, RO, HQ)	2021 (Baseline)	0	N/A
		2022 (Milestone)	2	1
		2023 (Milestone)	6	-
		2024 (Milestone)	7	-
		2025 (Target)	9	-
	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%	-

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	(Baseline)	-	N/A
	Number of cross-regional knowledge exchange initiatives which promote innovative ways of working / promising practices (CO, RO, HQ)	2022 (Milestone)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-
	SP_O_3G	2021 (Baseline)	100%	N/A
	Percentage of UN Women Offices in United Nations common premises (QCPR 3.5.10) (Desk Review)	2022 (Milestone)	100%	-
		2023 (Milestone)	100%	-
		2024 (Milestone)	100%	-
		2025 (Target)	100%	-

- QCPR Indicator: 3.5.10

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	–

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%	–
	SP_O_5B	2021 (Baseline)	80%	N/A
	Percentage of evaluations rated “good and	2022 (Milestone)	80%	–

above" (Desk Review)

2023 (Milestone)

100% -

2024 (Milestone)

100% -

2025 (Target)

100% -