

OUTCOME XM-DAC-41146-GTM_D_1.1

B - Baseline M - Milestones T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
By 2025, the prioritized population will have greater access, under conditions of equality and security, to spaces for political, and civic participation at the national and local levels, promoting urban and rural development from different spaces. (UNSDCF Pillar 3. Strong institutions. Outcome 3.3.)	SP_D_0.1.5 Number of national and/or local (multi) sectoral strategies, policies and/or action plans that are adopted with a focus on gender equality (CO)	2021 (Baseline)	1	N/A
		2022 (Milestone)	1	0
		2023 (Milestone)	1	-
		2024 (Milestone)	2	-
		2025 (Target)	2	-
		<ul style="list-style-type: none"> • Complementary Indicator: UNAIDS • Complementary Indicator: UNDP • Complementary Indicator: UNFPA • Complementary Indicator: UNICEF 		

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.2.4	2021 (Baseline)	0	N/A
Number of innovative financing instruments introduced that include gender equality objectives (Desk Review)	2022 (Milestone)	1	-
	2023 (Milestone)	1	-
	2024 (Milestone)	1	-
	2025 (Target)	1	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.7.8	2020 (Baseline)	No	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)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_1.1	(Baseline)	-	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)	(a) 31.8 % (b) 26.5 % (c) 30.0 %	-
	2025 (Target)	(a) 31.8 % (b) 26.5 % (c) 30.0 %	-

- SDG Indicator: 5.5.1
- Common Indicator: UNDP

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_4.1	(Baseline)	-	N/A
SDG 16.7.1: Proportions of positions in national and local institutions, including (a) the legislatures; (b) the public service; and (c) the judiciary, compared to national distributions, by sex, age, persons with disabilities and population groups in fragile, crisis or conflict-affected countries (or territories) (UNDP) (Not for unit reporting)	2022 (Milestone)	-	0
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

- SDG Indicator: 16.7.1

OUTPUT GTM_D_1.1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
: Women, Indigenous, Afro-descendant Garífuna and young women, and their organizations, increase their political participation as well as their capacities to influence relevant local and national decision-making processes.	GTM_D_1.1.1A	2017 (Baseline)	3	N/A
	Number of gender equality initiatives developed and/or being implemented by parliamentary bodies (Legislative Parliamentary Committees/ Women Caucus/ Speaker of Parliament's Office/Secretariat of the Parliament), with UN-Women's support	2022 (Milestone)	200	192
		2023 (Milestone)	200	50
		2024 (Milestone)	200	
		2025 (Target)	200	-
GTM_D_1.1.1B	Number of gender Legislative Parliamentary Committees/ Women Caucus/ Speaker of Parliament's Office/Secretariat of the	2017 (Baseline)	2	N/A
		2024 (Milestone)	-	-
		2025 (Target)	-	-

Parliament strengthened to increase women's representation and participation in decision-making at all levels.

GTM_D_1.1.1F	2017 (Baseline)	14	N/A
Percentage of CEDAW report's recommendations (VIII, IX) with compliance of the State, monitored on yearly bases with UN Women's support.	2024 (Milestone)	-	-
	2025 (Target)	-	-

GTM_D_1.1.1G	2017 (Baseline)	0	N/A
Number of research documents, policies, guides and reports on the participation and mechanisms for the advancement of women, according to recommendations of CEDAW, platform for action Beijing, SDG5, 2030 Agenda and other policy frameworks produced and disseminated.	2024 (Milestone)	-	-
	2025 (Target)	-	-

GTM_D_1.1.1H	2017 (Baseline)	4	N/A
Number of conventional and non-conventional reports submitted by the State to assess progress on the implementation of Maya, Garifuna, Xinca, Mestizo and Ladino women's rights' global normative and policy frameworks.	2024 (Milestone)	-	-
	2025 (Target)	-	-

GTM_D_1.1.1J	2017 (Baseline)	8	N/A
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Number of civil society women organizations and State institutions that have strengthened their knowledge, competences and tools to monitor and follow-up implementation of global normative and policy frameworks on women's rights, especially CEDAW, CERD, Beijing Platform for Action, UN SECRes on WPS, 2030 Agenda.	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_D_0.1.b	(Baseline)	-	N/A
Percentage of UN Country Teams reports to the CEDAW Committee submitted (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-
SP_D_0.5.c	2021 (Baseline)	1	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)	1	1
	2023 (Milestone)	1	6
	2024 (Milestone)	1	
	2025 (Target)	1	-
SP_D_0.5.d	2021 (Baseline)	3	N/A
Number of civil society organizations	2022 (Milestone)	3	12

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)	2023 (Milestone)	3	2
	2024 (Milestone)	3	
	2025 (Target)	3	-

OUTPUT GTM_D_1.1.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
: Gender equality mechanisms are strengthened and public institutions access knowledge products and technical assistance to prevent violence against women in spaces for political and electoral participation, to improve planning with a gender perspective, as well as to monitor investments that are gender-sensitive and with an ethnic marker.	GTM_D_1.1.2A Number of women leaders, candidates and aspirants with strengthened capacities to engage in political life, following and ethnic approach with UN-Women's support	2017 (Baseline)	0	N/A
		2022 (Milestone)	5	0
		2023 (Milestone)	5	0
		2024 (Milestone)	5	-
		2025 (Target)	5	-
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)		2021 (Baseline)	2	N/A
		2022 (Milestone)	2	1
		2023 (Milestone)	2	1
		2024 (Milestone)	2	
		2025 (Target)	2	-
SP_D_0.1.g Number of national AIDS coordinating bodies and/or national multi-sectoral HIV programmes that have strengthened		2021 (Baseline)	No	N/A
		2022 (Milestone)	No	FALSE
		2023 (Milestone)	Yes	TRUE

capacity to integrate gender-responsive actions into national HIV strategies (CO)	2024 (Milestone)	No	
	2025 (Target)	Yes	-
SP_D_0.2.c	2021 (Baseline)	2	N/A
Number of national partners with capacities to apply Gender Responsive Budgeting tools in the budget cycle (CO)	2022 (Milestone)	2	0
	2023 (Milestone)	2	0
	2024 (Milestone)	2	
	2025 (Target)	2	-
	2021 (Baseline)	0	N/A
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)	2022 (Milestone)	50	37
	2023 (Milestone)	100	0
	2024 (Milestone)	120	
	2025 (Target)	130	-
	2020 (Baseline)	0	N/A
SP_D_0.5.f	2022 (Milestone)	1	0
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)	2023 (Milestone)	1	2
	2024 (Milestone)	1	
	2025 (Target)	1	-

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OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
By 2025, the Guatemalan State will increase the access of the prioritized population to decent work, productive means, and economic services at the national and local levels, adequate for competitiveness and the climate business, within a framework of inclusive, sustainable, socio-economic development. (UNSDCF Pillar 1. Economic development. Outcome 1.1.)	GTM_D_2.1A	2021 (Baseline)	0	N/A
	GTM_D_2.1A Number of women who improve competitiveness and consolidate business thanks to the technical or financial support of UN Women.	2022 (Milestone)	30	77
	2023 (Milestone)	30	-	
	2024 (Milestone)	30	-	
	2025 (Target)	30	-	

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
GTM_D_2.1B	2020 (Baseline)	0	N/A
Number of women accessing new opportunities for dignified and decent work thanks to the support of UN Women.	2022 (Milestone)	20	77
	2023 (Milestone)	20	-
	2024 (Milestone)	20	-
	2025 (Target)	20	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.3.1	2021 (Baseline)	0	N/A
Extent of bias in gender equality attitudes and/or gender social norms among individuals (CO)	2022 (Milestone)	1	2
	2023 (Milestone)	1	-
	2024 (Milestone)	1	-
	2025 (Target)	1	-
<ul style="list-style-type: none"> • Complementary Indicator: UNAIDS • Complementary Indicator: UNFPA • Complementary Indicator: UNICEF 			

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)	Yes	-
	2025 (Target)	Yes	-

- Complementary Indicator: UNICEF

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_2.2	(Baseline)	-	N/A
SDG 8.3.1 Proportion of informal employment in total employment, by sector and sex (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	Not Available	-
	2025 (Target)	Not available	-
	<ul style="list-style-type: none"> • SDG Indicator: 8.3.1 • Common Indicator: FAO • Common Indicator: ILO • Complementary Indicator: UNAIDS • Complementary Indicator: UNDP • Complementary Indicator: UNICEF 		

OUTPUT GTM_D_2.1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
: Public and private institutions have improved the knowledge to design, implement and monitor policies, strategies, budgets for the generation of economic opportunities in business, entrepreneurship, and employment for women, and for the design and implementation of a comprehensive care system.	GTM_D_2.1.1A	2017 (Baseline)	2	N/A
	Number of legal, regulatory and/or policy frameworks aligned with international standards that promote gender-responsive social protection systems, that support decent work for women, and that address unpaid care work developed and/or being implemented with support from UN-Women	2022 (Milestone)	1	2
		2023 (Milestone)	1	3
		2024 (Milestone)	1	
		2025 (Target)	1	-
GTM_D_2.1.1B	Number of gender-responsive macroeconomic policies developed and/or being implemented with support from UN-	2017 (Baseline)	3	N/A
		2022 (Milestone)	3	5
		2023 (Milestone)	3	4

Women	2024 (Milestone)	3	
	2025 (Target)	3	-
SP_D_0.1.e	2021 (Baseline)	1	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)	2	2
	2023 (Milestone)	2	0
	2024 (Milestone)	2	
	2025 (Target)	2	-
	SP_D_0.1.h	2020 (Baseline)	1
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)	1	1
	2023 (Milestone)	1	2
	2024 (Milestone)	1	
	2025 (Target)	1	-

OUTPUT GTM_D_2.1.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
: The most excluded women and rural women have access to technical education opportunities, business strengthening and market linkage services and financial resources for integration into the labor market, the development and growth of their businesses, and to generate conditions of economic resilience to ensure their livelihoods against the adverse effects of climate change.	GTM_D_2.1.2A Number of women with strengthened capacities and skills to participate in the economy, including as entrepreneurs, with UN-Women's support	2017 (Baseline)	1140	N/A
		2022 (Milestone)	150	468
		2023 (Milestone)	150	762
		2024 (Milestone)	150	
		2025 (Target)	150	-
		GTM_D_2.1.2B	2017 (Baseline)	0

GTM_D_2.1.2B	2017 (Baseline)	0	N/A
Number of enterprises led by women who improve their access to goods and services	2022 (Milestone)	50	0
	2023 (Milestone)	50	618
	2024 (Milestone)	50	
	2025 (Target)	50	-
	GTM_D_2.1.2C		
Number of private companies with improved capacities to include gender-responsive policies, with the technical and political support of UN Women .	2017 (Baseline)	2	N/A
	2024 (Milestone)	-	-
	2025 (Target)	-	-
GTM_D_2.1.2D			
Number of products and services to promote female entrepreneurship made available through local economic development operators (including territorial platforms)	2017 (Baseline)	0	N/A
	2024 (Milestone)	-	-
	2025 (Target)	-	-
GTM_D_2.1.2E			
Number of knowledge products and tools available to improve women's position in value chains.	2017 (Baseline)	0	N/A
	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_D_0.1.d			
Number of partners that have increased capacities to promote/influence gender	2020 (Baseline)	0	N/A
	2022 (Milestone)	3	1
	2023 (Milestone)	3	2

responsive legislation (CO, HQ)

2024 (Milestone)	3
2025 (Target)	3 -

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B - Baseline M - Milestones T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
By 2025, the strengthened State institutions will increase citizen security, access to justice, and the transformation of conflicts, seeking greater coordination at the national and local levels. (UNSDCF Pillar 4. Peace, security and justice. Outcome 4.1.)	GTM_D_4.1A Number of VAW sentences issued by courts and tribunals specialized in femicide and other forms of VAW (UNSDCF Indicator 3.2.2)	2020 (Baseline)	Not available	N/A
		2022 (Milestone)	No Available	0
		2023 (Milestone)	No Available	-
		2024 (Milestone)	Not available	-
		2025 (Target)	Not available	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.5.4	2021 (Baseline)	Not Available	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)	TBD	1 process (Cedaw) with an incidence level of 4 in 2022
	2023 (Milestone)	TBD	-
	2024 (Milestone)	Not Available	-
	2025 (Target)	Not Available	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_4.2	(Baseline)	-	N/A
<ul style="list-style-type: none"> Percentage of women mediators, negotiators, and signatories in major peace processes (Desk Review) Common Indicator: UNDP 	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	Not Available	-
	2025 (Target)	Not Available	-

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

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_4.4	(Baseline)	-	N/A
SDG 1.5.1, 11.5.1, 13.1.1: Number of deaths, missing persons and directly affected persons attributed to disasters per 100,000 population (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
	<ul style="list-style-type: none"> • SDG Indicator: 1.5.1 • SDG Indicator: 11.5.1 • SDG Indicator: 13.1.1 		

OUTPUT GTM_D_4.1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
: State institutions consolidate their capacities and coordinate to develop initiatives for women's access to security, justice, transformative reparation; conflict transformation, sustaining peace and the rule of law.	GTM_D_4.1.1A Number of law proposals that respond to Women, Peace and Security commitments.	2017 (Baseline)	6	N/A
		2022 (Milestone)	1	1
		2023 (Milestone)	1	2
		2024 (Milestone)	1	-
		2025 (Target)	1	-
		GTM_D_4.1.1B Number of peace, security and justice state institutions that reform their strategies, policies and normative frameworks to enhance women's participation in state and ancestral justice delivery, in accordance with international commitments on Women, Peace, and Security.		2017 (Baseline)
2022 (Milestone)	10			0
2023 (Milestone)	10			1695
2024 (Milestone)	10			-
2025 (Target)	10			-

GTM_D_4.1.1C Number of ancestral justice bodies whose capacities to provide justice to Maya, Garifuna, Xinca, Mestizo and Ladino women are strengthened, with UN-Women's support.	2017 (Baseline)	4	N/A
	2024 (Milestone)	-	-
	2025 (Target)	-	-
GTM_D_4.1.1D Number of institutions that strengthen their capacities to investigate, prosecute and provide integral reparation for conflict and post-conflict related women's human rights violations, particularly sexual violence	2017 (Baseline)	1	N/A
	2024 (Milestone)	-	-
	2025 (Target)	-	-
GTM_D_4.1.1E Number of inter-institutional strategies, policies and normative frameworks to eradicate impunity, provide transforming reparation and prevent conflict and post-conflict related women's rights violations.	2017 (Baseline)	1	N/A
	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_D_0.1.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)	2021 (Baseline)	TBD	N/A
	2022 (Milestone)	1	0
	2023 (Milestone)	1	1
	2024 (Milestone)	1	-
	2025 (Target)	1	-

OUTPUT GTM_D_4.1.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
: Women, indigenous women, and defenders lead initiatives for improved protection, access to justice, transformative reparation, sustaining peace and the rule of law.	GTM_D_4.1.2A Number of women in decision making positions that increase their capacities to design, promote and negotiate measures to advance the Women, Peace and Security Agenda.	2017 (Baseline)	19	N/A
		2022 (Milestone)	2	2
		2023 (Milestone)	2	2
		2024 (Milestone)	2	-
		2025 (Target)	2	-
GTM_D_4.1.2B Number of civil society organizations and networks, directly supported by UN-Women to influence peace processes and participate in integral reparation for conflict and post-conflict related women's human rights violations, particularly sexual violence.	GTM_D_4.1.2B	2017 (Baseline)	5	N/A
		2024 (Milestone)	-	-
		2025 (Target)	-	-
GTM_D_4.1.2C Number of evidence based proposals generated by women organizations/women's human rights defenders to contribute to peace building, transitional justice, conflict resolution and women's access to justice processes.	GTM_D_4.1.2C	2017 (Baseline)	3	N/A
		2024 (Milestone)	2	
		2025 (Target)	2	-
SP_D_0.5.d		2020 (Baseline)	0	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)	2	0
	2023 (Milestone)	2	35
	2024 (Milestone)	2	
	2025 (Target)	2	-

OUTPUT GTM_D_4.1.3

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
: More women participate and lead humanitarian response and post-disaster recovery interventions, applying the humanitarian - peace - development triple nexus.	GTM_D_4.1.3A	2017 (Baseline)	9	N/A
	Number of inter-agency projects that respond to WPS's commitments and the seven-point action plan of the SG	2024 (Milestone)	-	-
		2025 (Target)	-	-
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)	TBD	N/A
		2022 (Milestone)	TBD	1
		2023 (Milestone)	TBD	5
		2024 (Milestone)	TBD	
		2025 (Target)	TBD	-
SP_D_0.7.b	GLOBAL/UNIT: Number of UN System coordination mechanisms in which UN-Women is actively engaged that drive	(Baseline)	-	N/A
		2022 (Milestone)	-	1
		2023 (Milestone)	-	5

progress on gender mainstreaming mandates and commitments at global, regional and country levels	2024 (Milestone)	1	
	2025 (Target)	1	-
SP_D_0.7.c	2020 (Baseline)	2	N/A
Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available (CO, RO, HQ)	2022 (Milestone)	0	0
	2023 (Milestone)	2	4
	2024 (Milestone)	0	
	2025 (Target)	1	-

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OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Ensure a responsible organization through principle-based performance: UN Women is a responsible and trustworthy development organization that manages its financial resources, among others, with integrity and consistency to its programmatic ambitions and fiduciary obligations.	SP_O_1A Implementation rate for regular resources (Desk Review)	2020 (Baseline)	99,92%	N/A
		2022 (Milestone)	100%	-
		2023 (Milestone)	100%	-
		2024 (Milestone)	100%	-
		2025 (Target)	100%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_ID	2020 (Baseline)	YES	N/A
Percentage of risk units meeting Enterprise Risk Management policy and framework requirements (Desk Review)	2022 (Milestone)	Yes	-
	2023 (Milestone)	Yes	-
	2024 (Milestone)	YES	-
	2025 (Target)	YES	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_IE	2020 (Baseline)	0%	N/A
A) Percentage of agreed long outstanding internal audit recommendations B)	2022 (Milestone)	0%	-
Percentage of agreed long outstanding external audit recommendations	2023 (Milestone)	0%	-
management need to complete action (Desk Review)	2024 (Milestone)	0%	-
	2025 (Target)	0%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_1F	2020 (Baseline)	yes	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)	Yes	-
	2023 (Milestone)	Yes	-
	2024 (Milestone)	YES	-
	2025 (Target)	yes	-

OUTPUT GTM_O_1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Assuring an accountable organization through principled performance: 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.	GTM_O_1.1A	2017 (Baseline)	23	N/A
	Percentage of UNDAF outcomes that have measurable activities and resources for gender equality.	2022 (Milestone)	100%	100
		2023 (Milestone)	100%	98
		2024 (Milestone)	100%	
		2025 (Target)	100%	-
GTM_O_1.1B	2017 (Baseline)	7	N/A	
	Number of joint programmes that UN Women leads, coordinates and participates at country level to support GE priorities identified in the UNDAF.	2022 (Milestone)	Yes	TRUE
		2023 (Milestone)	Yes	TRUE
		2024 (Milestone)	Yes	
		2025 (Target)	Yes	-
GTM_O_1.1C	2017 (Baseline)	25	N/A	
	Percentage share of total programme	2022 (Milestone)	0%	97

expenditure from joint programmes	2023 (Milestone)	0%	100
	2024 (Milestone)	0%	-
	2025 (Target)	0%	-
GTM_O_1.1D	2017 (Baseline)	60	N/A
Percentage of UN agencies that implement action plans on GEWE.	2024 (Milestone)	-	-
	2025 (Target)	-	-
GTM_O_1.1E	2017 (Baseline)	7	N/A
Number of UN entities receiving gender parity advice and/or technical assistance by UN-Women	2024 (Milestone)	-	-
	2025 (Target)	-	-

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B - Baseline M - Milestones T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Promotion of partnerships and resources; effectively influencing impact and scale: UN Women effectively leverages and expands its partnerships, communications, and advocacy capacities to increase support and funding for the gender equality program, while ensuring sustainable resources for the fulfillment of its own mandate.	SP_O_2A Funding received from (a) public partners (b) private sector (QCPR 4.3.5) (Desk Review) • QCPR Indicator: 4.3.5	2020 (Baseline)	\$2,900,625.49 USD	N/A
		2022 (Milestone)	\$ 3,500,000 USD	-
		2023 (Milestone)	\$ 3,500,000 USD	-
		2024 (Milestone)	\$ 3,500,000 USD	-
		2025 (Target)	\$ 3,500,000 USD	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_2B	2020 (Baseline)	Not Available	N/A
Contributions received through pooled and thematic funding mechanisms (Desk Review)	2022 (Milestone)	Yes	-
	2023 (Milestone)	Yes	-
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_2C	2020 (Baseline)	1	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)	Yes	100
	2023 (Milestone)	Yes	-
	2024 (Milestone)	1	-
	2025 (Target)	1	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_2D	2020 (Baseline)	1	N/A
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)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	1	-
	2025 (Target)	1	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_2E	2020 (Baseline)	80	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)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	160	-
	2025 (Target)	180	-

OUTPUT GTM_O_2.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Advancing Partnerships & Resourcing; Effectively influencing for impact & scale: 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.	GTM_O_2.1A	2017 (Baseline)	0	N/A
	Number of initiatives led by civil society advisory groups to support the achievements of UN-Women results	2022 (Milestone)	\$ 3,500,000 USD	0
		2023 (Milestone)	\$ 3,500,000 USD	0
		2024 (Milestone)	\$ 3,500,000 USD	
		2025 (Target)	\$ 3,500,000 USD	-
GTM_O_2.1B	2017 (Baseline)	1	N/A	
	Number of engagements with a) men and boys' organizations and/or b) faith-based organizations	2022 (Milestone)	Yes	TRUE
		2023 (Milestone)	Yes	TRUE
		2024 (Milestone)	Yes	
		2025 (Target)	Yes	-
GTM_O_2.1C	2017 (Baseline)	2299	N/A	
	Number of individual commitments made to	2022 (Milestone)	1	11

HeForShe online and offline by men and boys, at country level	2023 (Milestone)	1	4
	2024 (Milestone)	1	-
	2025 (Target)	1	-
GTM_O_2.ID	2017 (Baseline)	0	N/A
Number of initiatives implemented in partnership with the private sector to scale up innovations that address the challenges faced by women and girls.	2022 (Milestone)	120	TRUE
	2023 (Milestone)	140	TRUE
	2024 (Milestone)	160	-
	2025 (Target)	180	-

OUTCOME XM-DAC-41146-GTM_O_3

B - Baseline M - Milestones T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Fostering the transformation of the organization towards feminist excellence: UN Women strategically plans and transforms its business model to generate impact at scale, through agile and ethical leadership rooted in a culture of continuous improvement.	SP_O_3A Percentage UN Women presences exceeding minimum criteria of Presence Governance Framework (Desk Review)	2019 (Baseline)	1	N/A
		2022 (Milestone)	Yes	-
		2023 (Milestone)	Yes	-
		2024 (Milestone)	1	-
		2025 (Target)	1	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_3F	2020 (Baseline)	1	N/A
Number of Business Process improvement and innovation initiatives (major policy revisions are included), as part of UN Women continuous business transformation (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	1	-
	2025 (Target)	1	-

OUTPUT GTM_O_3.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Advancing business transformation: 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.	GTM_O_3.1A	2020 (Baseline)	Yes	N/A
	UN Women presences exceeding minimum criteria of Presence Governance Framework (SP indicator O 3.1)	2022 (Milestone)	Yes	TRUE
		2023 (Milestone)	Yes	TRUE
		2024 (Milestone)	Yes	
		2025 (Target)	Yes	-
GTM_O_3.1B	Percentage of programme staff trained on results based management	2017 (Baseline)	25	N/A
		2022 (Milestone)	1	0
		2023 (Milestone)	1	0
		2024 (Milestone)	1	
		2025 (Target)	1	-
GTM_O_3.1C	Number of lessons learned from the MTR and	2017 (Baseline)	0	N/A
		2024 (Milestone)	-	-

other evaluation processes that are implemented by the CO .

2025 (Target)

- -

OUTCOME XM-DAC-41146-GTM_O_4

B - Baseline

M - Milestones

T - Target

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS

REPORTED RESULT

Fostering an empowered workforce and promoting an inclusive UNW culture: With its unique and inclusive culture, UN Women is an employer of choice with a diverse and high-performing atmosphere that embodies UN values.

SP_O_4A

Average time to select a candidate/complete a recruitment process (Desk Review)

2020 (Baseline)

5

N/A

2022 (Milestone)

-

-

2023 (Milestone)

-

-

2024 (Milestone)

4.1

-

2025 (Target)

4

-

OUTPUT GTM_O_4.1

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS

REPORTED RESULT

Nurturing an empowered workforce and advancing an inclusive UN-Women culture: 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.

GTM_O_4.1A

Percentage of staff members completing mandatory trainings

2017 (Baseline)

86

N/A

2022 (Milestone)

4.5

5

2023 (Milestone)

4.3

0

2024 (Milestone)

4.1

2025 (Target)

4

-

GTM_O_4.1B

2017 (Baseline)

90

N/A

Percentage of internal audit recommendations implemented	2022 (Milestone)	5000	4400
	2023 (Milestone)	5000	21900
	2024 (Milestone)	5000	
	2025 (Target)	5000	-
GTM_O_4.1C	2017 (Baseline)	100	N/A
Compliance with business continuity plans and processes	2024 (Milestone)	-	-
	2025 (Target)	-	-
GTM_O_4.1D	2017 (Baseline)	84	N/A
Percentage of donor reports submitted on time.	2024 (Milestone)	-	-
	2025 (Target)	-	-
GTM_O_4.1E	2019 (Baseline)	No	N/A
Overall Information Security & Compliance Risk Level	2024 (Milestone)	-	-
	2025 (Target)	-	-

OUTCOME XM-DAC-41146-GTM_O_5

B - Baseline M - Milestones T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Effective products and services, as well as	SP O 5A	2020 (Baseline)	100%	N/A

programmatic norms and coordination processes: UN Women efficiently and effectively fulfills corporate processes that promote the integrated implementation of its normative, operational, and coordination mandate at headquarters, regional, and national levels, including through shared services.

Percentage of non-core funding that is directly applied towards the Strategic Note (Desk Review)

Year (Milestone)	2022 (Milestone)	2023 (Milestone)	2024 (Milestone)	2025 (Target)
	100%	100%	4%	6%
	-	-	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_5B	2010 (Baseline)	100%	N/A
Percentage of evaluations rated "good and above" (Desk Review)	2022 (Milestone)	100%	-
	2023 (Milestone)	100%	-
	2024 (Milestone)	100%	-
	2025 (Target)	100%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_5C	2020 (Baseline)	No	N/A
Percentage all country office, regional office and HQ units' using signature interventions for programming (Desk Review)	2022 (Milestone)	No	
	2023 (Milestone)	Yes	-
	2024 (Milestone)	YES	-
	2025 (Target)	YES	-

OUTPUT GTM_O_5.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Effective normative, programmatic and coordination products, services and processes: UN-Women efficiently and effectively discharges of all business processes that advance integrated delivery of its mandate.	GTM_O_5.1A	2020 (Baseline)	100%	N/A
	Percentage of non-core funding that is directly applied towards the Strategic Note (SP indicator O 5.1)	2022 (Milestone)	100%	9
		2023 (Milestone)	100%	12
		2024 (Milestone)	100%	-
		2025 (Target)	100%	-
GTM_O_5.1B	2020 (Baseline)	100%	N/A	
	Percentage of evaluations rated "good and above" (SP indicator O 5.2)	2022 (Milestone)	100%	100
		2023 (Milestone)	100%	0
		2024 (Milestone)	100%	-
		2025 (Target)	100%	-
GTM_O_5.1C	2020 (Baseline)	No	N/A	
	Percentage of all country office portfolios	2022 (Milestone)	No	FALSE

using signature interventions (SP indicator O
5.3)

2023 (Milestone)

Yes FALSE

2024 (Milestone)

Yes -

2025 (Target)

Yes -