

OUTCOME XM-DAC-41146-NER\_D\_2.1

B - Baseline      M - Milestones      T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
By 2027, the most vulnerable populations, particularly women, girls, boys and people with special needs, improve: their food and nutrition security, management of natural resources and living environment, and strengthen their resilience to climate change including in areas affected by conflicts (Outcome 3 UNSDCF).	SP_D_0.2.4 Number of innovative financing instruments introduced that include gender equality objectives (Desk Review)	(Baseline)	-	N/A
		2022 (Milestone)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-
	SP_D_0.4.2 SDG indicator 5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; SDG indicator 5.a.1 (b) Share of women among owners or rights-bearers of agricultural land, by type of tenure (Desk Review)	2020 (Baseline)	TBD	N/A
		2022 (Milestone)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	20	-

  

- SDG Indicator :
- Common Indicator :
- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_2.1	2022 (Baseline)	TBD	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)	-	-
<ul style="list-style-type: none"> <li>SDG Indicator :</li> <li>Common Indicator :</li> </ul>			
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)	-	-
	2025 (Target)	-	-
<ul style="list-style-type: none"> <li>SDG Indicator :</li> <li>Common Indicator :</li> <li>Complementary Indicator :</li> </ul>			
SP_D_4.4	2022 (Baseline)	82	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"> <li>SDG Indicator :</li> </ul>			

#### OUTPUT NER\_D\_2.1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
-------------------	---------------------	------	------	-----------------

Rural women and youth in agricultural value SP\_D\_0.2.a

chains have access to climate-resilient productive assets tailored to their needs, including access to land, quality inputs, water and energy, to increase their productivity

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

---

SP\_D\_0.2.c

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

---

SP\_D\_0.2.d

Number of tools introduced that support innovative financing and accountability, including related to digital financing, for gender equality (CO)

---

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\_0.4.a

Number of institutions with strengthened capacities to improve the provision of

essential services, goods and/or resources  
for women (CO, RO, HQ)

---

**OUTPUT NER\_D\_2.1.2**

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
The number of small and medium scale agro-processing units as well as multifunctional platforms (MFPs) with renewable energy sources have increased and are strengthened in order to increase women's income and alleviate domestic work	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 NER\_D\_2.1.3**

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
National and local disaster risk reduction mechanisms integrate the specific and strategic needs of women and girls from a gender-sensitive perspective to strengthen the resilience of women and girls to climate and security shocks	SP_D_0.7.a  Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas (CO, RO, HQ)			

**OUTCOME XM-DAC-41146-NER\_D\_3.1**

B - Baseline      M - Milestones      T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
By 2027, the population, particularly women, children, adolescents, youth (boys and girls)	SP_D_0.2.3	2010 (Baseline)	1	N/A

and vulnerable groups, have increased, more inclusive and equitable access to quality basic social services, decent employment, social protection and protection from harmful practices - (Outcome 2. UNSDCF)

Percentage of national budget allocated to gender equality and women's empowerment out of total budget (CO)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
	● Complementary Indicator :		
SP_D_0.2.4	2022 (Baseline)	TBD	N/A
Number of innovative financing instruments introduced that include gender equality objectives (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.4.1	2022 (Baseline)	Yes	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)	-	-
	2023 (Milestone)	-	TRUE
	2024 (Milestone)	-	-
	2025 (Target)	-	-
	• Complementary Indicator :		
SP_D_0.5.3	2012 (Baseline)	12.3	N/A
SDG indicator 5.6.1: Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
	• SDG Indicator :		
• Common Indicator :			
SP_D_0.7.2	2022 (Baseline)	65	N/A
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)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.1	2021 (Baseline)	7,8	N/A
SDG 5.2.1: Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual, or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
• SDG Indicator :			
• Common Indicator :			
• Complementary Indicator :			
SP_D_3.2	(Baseline)	-	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)	-	-
• SDG Indicator :			
• Common Indicator :			
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	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-



territories) (UNDP) (Not for unit reporting)

- SDG Indicator :

---

**OUTPUT NER\_D\_3.1.2**

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Populations, especially women, children, adolescents, youth (boys and girls) and vulnerable groups (internally displaced women/girls, refugees and migrants) in regions with a high prevalence of harmful practices benefit from GBV prevention and care services and use essential sexual and reproductive health services	SP_D_01.b			
	Percentage of UN Country Teams reports to the CEDAW Committee submitted (Desk Review)			
	SP_D_01.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)			
	SP_D_01.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_03.a			

Number of research and/or practice-based initiatives undertaken to advance data, evidence and knowledge, including standardised methods to assess, monitor, measure and/or achieve behaviour and/or social/gender norms change (CO)

---

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\_0.3.e

Number of draft policies with monitoring/reporting mechanisms developed by partners to address gender-based discrimination and/or combat gender stereotypes (CO)

---

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.b

SP\_D\_0.4.D

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)

---

OUTPUT NER\_D\_3.1.3

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Public and private partners, including UN system agencies, have advanced gender equality through gender-sensitive policies, strategies and financing instruments	<p>SP_D_0.1.e</p> <p>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)</p>			
	<p>SP_D_0.1.f</p> <p>Number of institutions that have increased capacities to design and implement institutional reforms/strategies/policies that promote gender equality and women’s empowerment (CO)</p>			
	<p>SP_D_0.2.c</p> <p>Number of national partners with capacities to apply Gender Responsive Budgeting tools in the budget cycle (CO)</p>			
	<p>SP_D_0.2.d</p> <p>Number of tools introduced that support innovative financing and accountability, including related to digital financing, for gender equality (CO)</p>			

---

SP\_D\_0.3.c

Number of data collection initiatives conducted or supported by UN Women that include behaviour and/or social/gender norms dimensions (CO)

---

SP\_D\_0.3.f

Number of countries with a process to design and implement VAW prevention strategies, or with VAW prevention interventions based on global norms and standards (CO)

---

SP\_D\_0.7.b

GLOBAL/UNIT: Number of UN System coordination mechanisms in which UN-Women is actively engaged that drive progress on gender mainstreaming mandates and commitments at global, regional and country levels

---

SP\_D\_0.7.d

Percentage of UN Joint-Programmes with a focus on gender equality in which UN-Women participates as a Participating United Nations Organization (derived from QCPR indicator 1.4.17) (CO, RO)

---

**OUTPUT NER\_D\_3.1.5**

<b>OUTCOME STATEMENT</b>	<b>INDICATOR STATEMENT</b>	<b>YEAR</b>	<b>BMTS</b>	<b>REPORTED RESULT</b>
Women and young people, especially marginalized and displaced girls, who have returned have access to second chance education and quality vocational training and find ways of socio-economic integration in synergy with formal social protection programmes and traditional solidarity mechanisms	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_0.4.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.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)			

---

OUTPUT NER\_D\_3.1.7

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
: Businesses and cooperatives run by women and girls, including youth, benefit from an appropriate economic framework by strengthened entrepreneurial capacities and access to finance and public markets to reinforce investments	<p>SP_D_0.2.a</p> <p>Number of partners with capacities to integrate gender equality into fiscal laws/policies/standards (CO, RO, HQ)</p>			
	<p>SP_D_0.4.b</p> <p>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)</p>			
	<p>SP_D_0.4.c</p> <p>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)</p>			

OUTCOME XM-DAC-41146-NER\_D\_4.1

B - Baseline      M - Milestones      T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
By 2027, national and local institutions improve the application of legal and regulatory frameworks, efficiency, accountability, inclusiveness, and equity in the implementation of public policies to promote the provision of quality public services to communities and families in target areas, including during humanitarian emergencies (Outcome 1).	SP_D_0.1.7  Number of adopted National Action Plans on Women, Peace and Security with monitoring indicators (CO)	2020 (Baseline)	Yes	N/A
		2022 (Milestone)	-	-
		2023 (Milestone)	-	FALSE
		2024 (Milestone)	-	-
		2025 (Target)	Yes	-
	SP_D_0.5.5  Proportion (and number) of active female participants [who are refugees, returnees, asylum seekers, IDPs, or stateless] in leadership/management structures (Desk Review)	2021 (Baseline)	15	N/A
		2022 (Milestone)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-
<ul style="list-style-type: none"> <li>• Common Indicator :</li> </ul>				



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.6.3	2022 (Baseline)	8	N/A
Number of countries demonstrating use of gender statistics, analysis, and policy relevant research (CO, RO, HQ) <ul style="list-style-type: none"> <li>Complementary Indicator :</li> </ul>	2022 (Milestone)	-	-
	2023 (Milestone)	-	1
	2024 (Milestone)	-	-
	2025 (Target)	-	-
	SP_D_0.7.6	2010 (Baseline)	0
Percentage of HCT response plans and strategies that demonstrate the integration of gender equality (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
	SP_D_4.2	(Baseline)	-
Percentage of women mediators, negotiators, and signatories in major peace processes (Desk Review) <ul style="list-style-type: none"> <li>Common Indicator :</li> </ul>	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

#### OUTPUT NER\_D\_4.1.5

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Women and girls affected (IDPs, refugees, migrants, host communities) by crises benefit from lifesaving protection, livelihoods	SP_D_0.4.c Number of women's organizations with			

and recovery services and their needs are taken into account through gender mainstreaming in humanitarian coordination and peacebuilding mechanisms

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
<p>Women and youth, including elected women and those in uniform (army force) have strengthened their leadership capacity and have participated in peace and security response including in decision-making spheres at national, local and community levels and at cross-border</p>	<p>SP_D_0.2.e Percent of gender responsive budget allocated in peacebuilding funding mechanisms (Desk Review)</p>			
	<p>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)</p>			
	<p>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)</p>			
	<p>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</p>			

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 NER\_D\_4.1.11**

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
<p>Women's and youth civil society organizations and networks are equipped and act as "change agent" for conflict prevention, peace building, social cohesion, and community stabilization</p>	<p>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)</p>			
	<p>SP_D_0.4.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)</p>			

---

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)

---

OUTPUT NER\_D\_4.1.12

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Gender statistics are accessible to all users and can be analyzed, communicated, and used to conduct evidence-based advocacy, mainstreaming gender into policies and programmes at national, local level	SP_D_0.3.c			
	Number of data collection initiatives conducted or supported by UN Women that include behaviour and/or social/gender norms dimensions (CO)			
	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)			

OUTCOME XM-DAC-41146-NER\_O\_1

B - Baseline      M - Milestones      T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Advancing business transformation	SP_O_1A	(Baseline)	-	N/A
	Implementation rate for regular resources (Desk Review)	2022 (Milestone)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-

	2025 (Target)	-	-
SP_O_IB	(Baseline)	-	N/A
Implementation rate for other resources (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

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



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_1H	(Baseline)	-	N/A
Percentage of country offices applying environmental and social standards in UN-Women programmes in line with United Nations standards (QCPR 2.3.4) (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
● QCPR Indicator :			
SP_O_3C	(Baseline)	-	N/A
Number of leadership and culture initiatives at corporate level that advance and promote inclusive and transformative leadership approaches and models (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_O_3F	(Baseline)	-	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)	-	-
	2025 (Target)	-	-

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

B - Baseline

M - Milestones

T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
advancing partnership and resourcing effectively influencing for impact and scale	SP_O_2A	(Baseline)	-	N/A
	<ul style="list-style-type: none"> <li>• QCPR Indicator :</li> </ul> Funding received from (a) public partners (b) private sector (QCPR 4.3.5) (Desk Review)	2022 (Milestone)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-
SP_O_2B	Contributions received through pooled and thematic funding mechanisms (Desk Review)	(Baseline)	-	N/A
		2022 (Milestone)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_2C	(Baseline)	-	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)	-	1
	2023 (Milestone)	-	100
	2024 (Milestone)	-	-
	2025 (Target)	-	-
	(Baseline)	-	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)	-	-
	2025 (Target)	-	-
	(Baseline)	-	N/A
SP_O_2E	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
	(Baseline)	-	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)	-	-
	2025 (Target)	-	-
	(Baseline)	-	N/A

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_2F	(Baseline)	-	N/A
Rating of UN-Women Youth2030 performance on meaningful youth engagement, as set out in the Youth2030 Scorecard:(i) Policies and processes for meaningful youth engagement(ii) Diversity of youth (groups) engaged (iii) Meaningful youth engagement in the year in: (a) design, development, monitoring and evaluation of Strategic Plans ; (b) support to Governments/ inter-governmental processes; (c) UN-led programmes, projects and campaigns(QCPR 1.4.25) (CO, RO, HQ)	2022 (Milestone)	-	yes
	2023 (Milestone)	-	100
	2024 (Milestone)	-	-
	2025 (Target)	-	-

- QCPR Indicator :

#### OUTCOME XM-DAC-41146-NER\_O\_3

B - Baseline      M - Milestones      T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Nurturing an empowerment workforce and advancing an inclusive UN Women culture	SP_O_3A	(Baseline)	-	N/A
	Percentage UN Women presences exceeding minimum criteria of Presence Governance Framework (Desk Review)	2022 (Milestone)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-
SP_O_3B	(Baseline)	-	N/A	

Percentage of regions and HQ divisions that meet corporate minimum requirements in line with country office growth (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
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)	-	-
	(Baseline)	-	N/A
SP_O_3G	(Baseline)	-	N/A
Percentage of UN Women Offices in United Nations common premises (QCPR 3.5.10) (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
	(Baseline)	-	N/A
• QCPR Indicator :	(Baseline)	-	N/A
SP_O_4D	(Baseline)	-	N/A
	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
Extent to which personnel perceive UN Women to empower, engage and nurture their workforce in order to strengthen inclusive culture (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
	(Baseline)	-	N/A

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4E	(Baseline)	-	N/A
UN-Women has: A) Certified to the Secretary-General and the UN Women Executive Board that it has reported all allegations of Sexual exploitation and abuse (SEA) that have been brought to its attention and has taken all appropriate measures to address such allegations, in accordance with established rules and procedures for dealing with cases of staff misconduct B) Developed a sexual harassment action plan using a victim-centered approach for their actions and provided a report on the actions taken to their respective governing bodies. (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

OUTCOME XM-DAC-41146-NER\_O\_4

B - Baseline M - Milestones T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Assure an accountable organization through principled performance	SP_O_4A	(Baseline)	-	N/A
	Average time to select a candidate/complete a recruitment process (Desk Review)	2022 (Milestone)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-

SP_O_4B	(Baseline)	-	N/A
Percentage of senior managers (P5 Heads of office and above) that participate in corporate surveys and leadership programmes within their first 2 years in position (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4C	(Baseline)	-	N/A
Percentage of all International Professional staff (P1 to D2) from programme countries (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_O_4D	(Baseline)	-	N/A
Extent to which personnel perceive UN Women to empower, engage and nurture their workforce in order to strengthen inclusive culture (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_O_4E	(Baseline)	-	N/A
UN-Women has: A) Certified to the Secretary-General and the UN Women Executive Board that it has reported all allegations of Sexual exploitation and abuse (SEA) that have been brought to its attention and has taken all appropriate measures to address such allegations, in accordance with established rules and procedures for dealing with cases of staff misconduct B) Developed a sexual harassment action plan using a victim-centered approach for their actions and provided a report on the actions taken to their respective governing bodies. (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4F	(Baseline)	-	N/A
Percentage of UN-Women female staff among international professional and national staff All international professional staff: i. P-1 ii. P-2 iii. P-3 iv. P-4 v. P-5 vi. D1 and above All National Officers: i. National Officer-A ii. National Officer-B iii. National Officer-C iv. National Officer-D v. National Officer-E (QCPR 3.6.7 / 3.6.8 / 3.6.9) (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
• QCPR Indicator :			
SP_O_4G	(Baseline)	-	N/A
Percentage of the relevant indicators from the UNDIS accountability framework where UN-Women has met or exceeded the standard (QCPR 1.4.28) (CO, RO, HQ)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
• QCPR Indicator :			

OUTCOME XM-DAC-41146-NER\_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	(Baseline)	-	N/A
	Percentage of non-core funding that is	2022 (Milestone)	-	-

directly applied towards the Strategic Note (Desk Review)	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_O_5B	(Baseline)	-	N/A
Percentage of evaluations rated "good and above" (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_5C	(Baseline)	-	N/A
Percentage all country office, regional office and HQ units' using signature interventions for programming (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_O_5F	(Baseline)	-	N/A
Number of (i) joint evaluations; (ii) independent system-wide evaluations (QCPR 5.4.3) (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
• QCPR Indicator :			
SP_O_5G	(Baseline)	-	N/A
Percentage of (i) joint evaluations; (ii) independent system-wide evaluations in which UN-Women engaged (QCPR 5.4.3) (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
• QCPR Indicator :			