

OUTCOME XM-DAC-41146-AFG_D_1.2

B - Baseline M - Milestones T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
By the end of 2025, more people in Afghanistan will benefit from an increasingly stable, inclusive, and employment-rich economy, with greater equality of economic opportunities and more resilient livelihoods, increased food production, and improved natural resources management.	AFG_D_1.2A Employment Rate (of those participating in the labour market) (15-65 years old).	2022 (Baseline)	50% (Men: 69%, Women 32%)	N/A
		2023 (Milestone)	3% increase	68% men 22% women
		2024 (Milestone)	10% increase	-
		2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_D_1.2B	2021 (Baseline)	34.1% (Men: 58%, Women: 11.2%)	N/A
Employment to Population Ratio (Proxy for SDG indicator 8.5.2)	2023 (Milestone)	2% increase	Female: 56% Male: 82%
	2024 (Milestone)	3% increase	-
	2025 (Target)	5% increase	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_D_1.2C	2020 (Baseline)	3	N/A
Domestic credit to private sector by banks (% of GDP) (Proxy for SDG indicator 9.3.2)	2023 (Milestone)	5	3
	2024 (Milestone)	8	-
	2025 (Target)	10	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_D_1.2D Proportion of total working age population (15-65 years old) in salaried employed in the private sector by sex (paid private salary includes all nongovernment jobs with a regular paycheque). (Non-SDG indicator)	2023 (Baseline)	6% (Men: 10%; Women: data not available)	N/A
	2023 (Milestone)	7%	Female: 96% of total employment in manufacturing
	2024 (Milestone)	8%	-
	2025 (Target)	10%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_D_1.2E	2022 (Baseline)	8440	N/A
Number of new domestic and foreign sectorial businesses registered. (Non-SDG indicator)	2023 (Milestone)	9500	8440
	2024 (Milestone)	10500	-
	2025 (Target)	12000	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.4.3	2022 (Baseline)	Yes	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)	2023 (Milestone)	Yes	TRUE
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-

- Complementary Indicator: UNICEF

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

- SDG Indicator: 5.5.1
- Common Indicator: UNDP

OUTPUT AFG_D_1.2.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Afghan women have increased knowledge and capacities to benefit from livelihood opportunities, including through access to entrepreneurship skills, finance, and markets	AFG_D_1.2.1A	2014 (Baseline)	38%	N/A
	% of female candidates supported with capacity building and access to best practice in lead to, during and after elections rks	2024 (Milestone)	-	-
		2025 (Target)	-	-
	AFG_D_1.2.1B	2014 (Baseline)	20%	N/A
	% Women candidates trained	2024 (Milestone)	-	-
		2025 (Target)	-	-
SP_D_0.1.e	(Baseline)	-	N/A	
	Number of partners that have increased capacities to advance gender equality and	2024 (Milestone)	-	-

women's empowerment through national and/or local (multi) sectoral strategies, policies and/or action plans (CO, HQ)	2025 (Target)	-	-
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SP_D_0.4.d	2022 (Baseline)	0	N/A
Number of women accessing information, goods, resources and/or services through UNW supported platforms and programs in humanitarian and development settings (CO, HQ)	2023 (Milestone)	800	4822
	2024 (Milestone)	1000	-
	2025 (Target)	1250	-

OUTPUT AFG_D_1.2.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Afghan women have enhanced access to employment opportunities in the private sector	AFG_D_1.2.2A	2014 (Baseline)	0	N/A
	Indicator 1.2.2.1: Number of networks supported with capacity building on election sensitization, monitoring and reporting	2024 (Milestone)	-	-
		2025 (Target)	-	-
	AFG_D_1.2.2B	2014 (Baseline)	0	N/A
	Indicator 1.2.2A: Number of prominent media houses/independent media professionals supported with gender sensitive advocacy and reporting on elections	2024 (Milestone)	-	-
		2025 (Target)	-	-
	AFG_D_1.2.2C	2014 (Baseline)	0%	N/A

% of prominent media houses and journalist trained on gender sensitive reporting, advocacy and social mobilization	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_D_0.4.d	2022 (Baseline)	0	N/A
Number of women accessing information, goods, resources and/or services through UNW supported platforms and programs in humanitarian and development settings (CO, HQ)	2023 (Milestone)	150	637
	2024 (Milestone)	300	-
	2025 (Target)	500	-

OUTCOME XM-DAC-41146-AFG_D_1.3

B – Baseline M – Milestones T – Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
By the end of 2025, more people in Afghanistan can participate in an increasingly socially cohesive, gender equal, and inclusive society, where the rule of law and human rights are progressively upheld, and more people can fully, equally, and safely participate in governance and decision-making.	AFG_D_1.3A Score in (i) Gender Inequality Index and (ii) Global Gender Gap Index scores. (Proxy for SDG indicator 5.1.1)	2022 (Baseline)	(i) 0.678 (167 out of 191 countries); (ii) 0.435 (146 out of 146 countries)	N/A
		2023 (Milestone)	Improvement on both	i. 167/170 ii. 0.405
		2024 (Milestone)	Improvement on both	-
		2025 (Target)	Improvement on both	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_D_1.3B	2023 (Baseline)	26%	N/A
Annual growth rate of direct, flexible, core and long-term funding from all sectors committed to civil society organizations working on gender equality and women's empowerment, including women's organizations. (Non-SDG indicator)	2023 (Milestone)	3% increase	38%
	2024 (Milestone)	7% increase	-
	2025 (Target)	10% increase	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.6.3	2022 (Baseline)	0	N/A
Number of countries demonstrating use of gender statistics, analysis, and policy relevant research (CO, RO, HQ)	2023 (Milestone)	8	12
	2024 (Milestone)	10	-
	2025 (Target)	10	-
<ul style="list-style-type: none"> Complementary Indicator: UNICEF 			

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)	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-
<ul style="list-style-type: none"> • SDG Indicator: 5.5.1 • Common Indicator: UNDP 			

OUTPUT AFG_D_1.3.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN Women ACO effectively leads, coordinates, and promotes accountability for the implementation of gender equality commitments across the international community's (UN system, Member States, and regional organizations) to ensure interventions and policies related to GEWE in Afghanistan are informed by the perspectives of Afghan women and girls, hence better able to respond to their needs.	AFG_D_1.3.1A	2018 (Baseline)	2	N/A
	Number of budget statements/plans/reports of the pilot GRB ministries illustrating gender-responsiveness.	2023 (Milestone)	15	10
		2024 (Milestone)	-	-
		2025 (Target)	-	-
AFG_D_1.3.1B	Number of inter-ministerial and inter-agency coordination and monitoring mechanisms supporting gender responsive budgeting, planning and reporting.	2018 (Baseline)	2	N/A
		2024 (Milestone)	-	-
		2025 (Target)	-	-
SP_D_0.7.b		2022 (Baseline)	14	N/A

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	2023 (Milestone)	15	15
	2024 (Milestone)	-	-
	2025 (Target)	-	-
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)	2022 (Baseline)	8	N/A
	2023 (Milestone)	14	20
	2024 (Milestone)	-	-
	2025 (Target)	-	-

OUTPUT AFG_D_1.3.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Diverse Afghan women leaders, including women human rights defenders (WHRDs), business women and women's civil society leaders, are enabled and empowered to advocate for gender equality and women's rights, women participation in economy in international and national policy forums.	AFG_D_1.3.2A	2010 (Baseline)	0	N/A
	Number of inter-ministerial and inter-agency coordination and monitoring mechanisms supporting gender responsive budgeting, planning and reporting	2024 (Milestone)	-	-
		2025 (Target)	-	-
AFG_D_1.3.2B Indicator 2.2.4 A GoIRA has viable models for promoting inclusive economic growth at the national (mini-industrial zone and integrating women in the military uniform value chain)	AFG_D_1.3.2B	2018 (Baseline)	1	N/A
	Indicator 2.2.4 A GoIRA has viable models for promoting inclusive economic growth at the national (mini-industrial zone and integrating women in the military uniform value chain)	2024 (Milestone)	-	-
		2025 (Target)	-	-

AFG_D_1.3.2C	2018 (Baseline)	0%	N/A
Indicator 2.2.2.4 D: % of women, men, and young people apply new market- related skills to enhance business.	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_D_0.4.d	2022 (Baseline)	28	N/A
Number of women accessing information, goods, resources and/or services through UNW supported platforms and programs in humanitarian and development settings (CO, HQ)	2023 (Milestone)	200	1742
	2024 (Milestone)	200	-
	2025 (Target)	200	-
SP_D_0.5.c	2022 (Baseline)	6	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)	2023 (Milestone)	16	21
	2024 (Milestone)	16	-
	2025 (Target)	16	-
SP_D_0.5.d	2022 (Baseline)	6	N/A
Number of civil society organizations working on gender equality and women's empowerment, especially women's	2023 (Milestone)	12	13
	2024 (Milestone)	12	-

organizations, that have strengthened capacity to exercise their leadership role towards the achievement of gender equality and women's empowerment (CO, RO, HQ)

2025 (Target)

12 -

OUTPUT AFG_D_1.3.3

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Civil society organizations, institutions, community leaders and other stakeholders benefit from knowledge on promotion of positive social norms, attitudes, and behaviors on gender equality and women empowerment at community, national and international level.	AFG_D_1.3.3A	2018 (Baseline)	No	N/A
	A set of recommendations inform the macroeconomic framework from the feminist macroeconomic lens.	2024 (Milestone)	-	-
		2025 (Target)	-	-
	AFG_D_1.3.3B	2018 (Baseline)	0	N/A
	Number of CSO staff trained in gender statistics and demonstrating improved practices to influence data collection and analysis	2024 (Milestone)	-	-
		2025 (Target)	-	-
SP_D_0.3.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)	2022 (Baseline)	0	N/A
		2023 (Milestone)	1	0
		2024 (Milestone)	2	-
		2025 (Target)	3	-

SP_D_0.3.d	2022 (Baseline)	0	N/A
Number of organizations/institutions with increased capacities to identify and/or address discriminatory behaviour and/or social/gender norms change (CO)	2023 (Milestone)	6	0
	2024 (Milestone)	6	-
	2025 (Target)	6	-

OUTPUT AFG_D_1.3.4

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN, Member States and regional organizations have access to gender-disaggregated data and gender analysis produced by UN Women in their policy, planning, and coordination frameworks to promote stronger accountability on gender equality and women empowerment.	AFG_D_1.3.4A	2018 (Baseline)	1	N/A
	Indicator 2.2.2.3 C: Number of women, men and young people having access to safe and secure market environment	2024 (Milestone)	-	-
		2025 (Target)	-	-
AFG_D_1.3.4B	Indicator 2.2.2.4 D: % of women, men, and young people apply new market-related skills to enhance business	2018 (Baseline)	0%	N/A
		2024 (Milestone)	-	-
		2025 (Target)	-	-
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)	2022 (Baseline)	12	N/A
		2023 (Milestone)	15	0
		2024 (Milestone)	21	-
		2025 (Target)	26	-

SP_D_0.6.f	2022 (Baseline)	No	N/A
Number of countries with national gender equality profiles developed and published with UN Women support and informing national priorities (CO)	2023 (Milestone)	No	FALSE
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-

OUTPUT AFG_D_1.3.5

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Women led-civil society organizations in Afghanistan have increased institutional capacity to advance their work across the full spectrum of human rights contributing to the strengthening and rebuilding of Afghan women civil society	AFG_D_1.3.5A	2018 (Baseline)	10%	N/A
	Indicator 2.2.1.1 A: (SEEJ Indicator 3.1a): % of survivors and vulnerable women participating/ resuming vocational and skills training (through various programmes such as life skills, educational programs, vocational skills training, business development, and entrepreneurship training)	2024 (Milestone)	-	-
		2025 (Target)	-	-
	AFG_D_1.3.5B	2018 (Baseline)	0%	N/A
	% of survivors participating in internships/ apprenticeship opportunities and quality of mentorship for them	2024 (Milestone)	-	-
		2025 (Target)	-	-
	AFG_D_1.3.5C	2018 (Baseline)	50	N/A
	% of survivors and vulnerable women participating in vocational and skills training	2024 (Milestone)	-	-

applied for seed capital/in-kind support	2025 (Target)	-	-
AFG_D_1.3.5D	2018 (Baseline)	0%	N/A
% of survivors and vulnerable women participating in vocational and skills training qualified for seed capital/in-kind support	2024 (Milestone)	-	-
	2025 (Target)	-	-
SP_D_0.5.a	2022 (Baseline)	3000000	N/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)	2023 (Milestone)	5900000	4283922
	2024 (Milestone)	4600000	-
	2025 (Target)	3100000	-
SP_D_0.5.d	2022 (Baseline)	16	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)	2023 (Milestone)	81	141
	2024 (Milestone)	130	-
	2025 (Target)	178	-

B - Baseline

M - Milestones

T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ACO maintains principled performance and accountability to achieve its programmatic ambitions	SP_O_1A	2022 (Baseline)	64%	N/A
	Implementation rate for regular resources (Desk Review)	2023 (Milestone)	75%	-
		2024 (Milestone)	85%	-
		2025 (Target)	95%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_IB	2022 (Baseline)	64%	N/A
Implementation rate for other resources (Desk Review)	2023 (Milestone)	75%	-
	2024 (Milestone)	85%	-
	2025 (Target)	95%	-

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

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_IE	2021 (Baseline)	94%	N/A
A) Percentage of agreed long outstanding internal audit recommendations B)	2023 (Milestone)	100%	-
Percentage of agreed long outstanding external audit recommendations	2024 (Milestone)	100%	-
management need to complete action (Desk Review)	2025 (Target)	100%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_IF	2022 (Baseline)	90% (a) 100% (B&C)	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)	2023 (Milestone)	100% (A,B &C)	-
	2024 (Milestone)	100% (A,B &C)	-
	2025 (Target)	100% (A,B &C)	-

OUTPUT AFG_O_1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN Women ACO operations integrates risk management, including security risk management	AFG_O_1.1A	2017 (Baseline)	2	N/A
	# of joint UN Programmes Developed where UN Women is a key partner	2024 (Milestone)	-	-
		2025 (Target)	-	-
Programme developed/ funded for supporting engendering CHF implementing partners	AFG_O_1.1B	2017 (Baseline)	0	N/A
	2024 (Milestone)	-	-	
		2025 (Target)	-	-
Number of UN Gender Working Group meetings hosted by UN Women	AFG_O_1.1C	2019 (Baseline)	2	N/A
	2024 (Milestone)	-	-	
		2025 (Target)	-	-

AFG_O_1.ID	2019 (Baseline)	0	N/A
Number of capacity building workshops conducted for UNCT members on gender mainstreaming, gender equality and women's empowerment	2024 (Milestone)	-	-
	2025 (Target)	-	-

AFG_O_1.IE	2019 (Baseline)	0	N/A
% share of total program budget from joint programmes	2024 (Milestone)	-	-
	2025 (Target)	-	-

OUTCOME XM-DAC-41146-AFG_O_2

B - Baseline M - Milestones T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ACO continues to sustain, generate and diversify strategic partnerships and resources to advance gender equality and women's rights in Afghanistan	SP_O_2A	2022 (Baseline)	\$72.1 million	N/A
	Funding received from (a) public partners (b) private sector (QCPR 4.3.5) (Desk Review)	2023 (Milestone)	\$80 million	-
		2024 (Milestone)	\$60 million	-
		2025 (Target)	40 million	-
	<ul style="list-style-type: none"> QCPR Indicator: 4.3.5 			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_2C	2022 (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)	2023 (Milestone)	1	0
	2024 (Milestone)	1	-
	2025 (Target)	1	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_2D	2022 (Baseline)	14	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)	2023 (Milestone)	15	-
	2024 (Milestone)	-	-
	2025 (Target)	10	-

OUTPUT AFG_O_2.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Resource mobilization strategy is implemented leading to an increase in support for and financing of GEWE issues in Afghanistan from traditional and non-traditional donors	AFG_O_2.1A	2017 (Baseline)	0	N/A
	information and knowledge products (telling the Story of UN Women's work) developed and disseminated internally and externally including those generated by the various data management platforms such as Gender Knowledge Data Hub on key gender issues/themes	2024 (Milestone)	-	-
		2025 (Target)	-	-
	AFG_O_2.1C	2016 (Baseline)	1 midterm	N/A
	Number of strategic review/ development conducted	2024 (Milestone)	-	-
		2025 (Target)	-	-
	AFG_O_2.1D	2019 (Baseline)	40%	N/A

Percentage of trained programme staff that use the knowledge they acquired through the RBM and RMS reporting trainings

2024 (Milestone)

- -

2025 (Target)

- -

OUTCOME XM-DAC-41146-AFG_O_3

B - Baseline

M - Milestones

T - Target

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS

REPORTED RESULT

ACO's reputation and operational approach is recognized as able to deliver impact at scale

SP_O_3A

2022 (Baseline)

Yes N/A

Percentage UN Women presences exceeding minimum criteria of Presence Governance Framework (Desk Review)

2023 (Milestone)

Yes -

2024 (Milestone)

Yes -

2025 (Target)

Yes -

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_3G	2022 (Baseline)	100%	N/A
Percentage of UN Women Offices in United Nations common premises (QCPR 3.5.10) (Desk Review)	2023 (Milestone)	100%	-
	2024 (Milestone)	100%	-
	2025 (Target)	100%	-

- QCPR Indicator: 3.5.10

OUTPUT AFG_O_3.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN Women ACO field presence is strengthened to enable delivery at scale	AFG_O_3.1A	2017 (Baseline)	no	N/A
	UN Women will have full financial coverage of its programme and operational needs at least 06 months before each implementation period	2024 (Milestone)	-	-
		2025 (Target)	-	-
	AFG_O_3.1B	2017 (Baseline)	NO	N/A
	UN Women ACO's Resource Mobilization and Partnership Strategy is updated twice in a year	2024 (Milestone)	-	-
		2025 (Target)	-	-

OUTCOME XM-DAC-41146-AFG_O_4

B - Baseline M - Milestones T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ACO nurtures an empowered workforce and advances an inclusive UN Women culture capable of delivering together in as a cohesive team able to adapt to the new and emerging operating context	SP_O_4C	2022 (Baseline)	50% (10 out of 20)	N/A
	Percentage of all International Professional staff (P1 to D2) from programme countries (Desk Review)	2023 (Milestone)	54%	-
		2024 (Milestone)	55%	-
		2025 (Target)	55%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4F 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 (Baseline)	i. P-1: 2022 (0%); ii. P-2 : 2022 (2.5%); iii. P-3: 2022 (11%); iv. P-4: 2022 (7.5%); v. P-5: 2022 (1.25%) and vi. D1 and above 2022 (0%)	N/A
	2023 (Milestone)	i. P-1 2023 (0%) ii. P-2 2023 (3.8%) iii. P-3 2023 (9.6%) iv. P-4 2023 (6.7%) v. P-5 2023 (1%) vi. D1 and above 2023 (1%)	-
	2024 (Milestone)	i. P-1 2024 (0%) ii. P-2 2024 (4%) iii. P-3 2024 (10%) iv. P-4 2024 (6%) v. P-5 2024 (1%) vi. D1 and above 2024 (1%)	-
	2025 (Target)	i. P-1 2025 (0%) ii. P-2 2025 (3%) iii. P-3 2025 (8%) iv. P-4 2025 (6%) v. P-5 2025 (1%) vi. D1 and above 2025 (1%)	-

- QCPR Indicator: 3.6.7
- QCPR Indicator: 3.6.8
- QCPR Indicator: 3.6.9

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4G	2022 (Baseline)	0	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)	2023 (Milestone)	56	56
	2024 (Milestone)	60	-
	2025 (Target)	65	-

- QCPR Indicator: 1.4.28

OUTPUT AFG_O_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ACO nurtures an empowered workforce and advances an inclusive UN Women culture capable of delivering together in as a cohesive team able to adapt to the new and emerging operating context	AFG_O_4.1A	2017 (Baseline)	100	N/A
	Continued implementation of cost recovery policy for ACO staff	2024 (Milestone)	-	-
		2025 (Target)	-	-
AFG_O_4.1B	Percentage of positions filled within turn around time and as per HR rules and regulations	2017 (Baseline)	10%	N/A
		2024 (Milestone)	-	-
		2025 (Target)	-	-
AFG_O_4.1C	Number of staff retreats convened	2016 (Baseline)	0	N/A
		2024 (Milestone)	-	-
		2025 (Target)	-	-

AFG_O_4.1D	2017 (Baseline)	No	N/A
Implement the Learning Dashboard and learning calendar to monitor that corporate certifications as per roles are completed within a timeframe post recruitment	2024 (Milestone)	-	-
	2025 (Target)	-	-
AFG_O_4.1E	2019 (Baseline)	0	N/A
Number of field offices established	2024 (Milestone)	-	-
	2025 (Target)	-	-
AFG_O_4.1F	2019 (Baseline)	72%	N/A
% of staff who completed the on-line mandatory courses	2024 (Milestone)	-	-
	2025 (Target)	-	-

OUTPUT AFG_O_4.2

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS

REPORTED RESULT

ACO personnel support delivery of results effectively and efficiently

AFG_O_4.2A

Number of operations business processes mapped and reviewed for simplification, automation and compliance with POM

2017 (Baseline)

5

N/A

2024 (Milestone)

-

-

2025 (Target)

-

-

AFG_O_4.2B

Percentage of Implementation of ERM for effective and comprehensive risk

2017 (Baseline)

80

N/A

2024 (Milestone)

-

-

2025 (Target)

-

-

management in line with UN-Women ERM policy and guidelines

AFG_O_4.2C	2017 (Baseline)	10	N/A
Percentage of Implementation of Partner audit recommendations by target completion date	2024 (Milestone)	-	-
	2025 (Target)	-	-
AFG_O_4.2D	2017 (Baseline)	100	N/A
Percentage of Implementation of Business Continuity Management, issues identified during BCP testing; security mainstreaming and country level security compliance Baseline:	2024 (Milestone)	-	-
	2025 (Target)	-	-
AFG_O_4.2E	2019 (Baseline)	10%	N/A
Percentage of Implementation of Partner audit recommendations and IAS audit recommendations by target completion date	2024 (Milestone)	-	-
	2025 (Target)	-	-

OUTCOME XM-DAC-41146-AFG_D_1.1

B - Baseline M - Milestones T - Target

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS REPORTED RESULT

By the end of 2025, more people in Afghanistan, particularly the most marginalized, can equitably access essential services that meet minimum quality standards.	AFG_D_1.1A % of women who say they can safely access assistance through distribution points or mobile teams (HRP indicator)	2022 (Baseline)	17	N/A
		2023 (Milestone)	30	36
		2024 (Milestone)	40	-
		2025 (Target)	50	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_D_1.1B	2023 (Baseline)	25	N/A
Percentage of women and girls who experienced violence who were able to access support services.	2023 (Milestone)	30	25
	2024 (Milestone)	40	-
	2025 (Target)	50	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.7.7	2022 (Baseline)	17	N/A
Number of UN entities implementing disaster risk reduction, resilience or recovery initiatives with a focus on gender equality and women's empowerment (Desk Review)	2023 (Milestone)	18	-
	2024 (Milestone)	19	-
	2025 (Target)	20	-

- Complementary Indicator: UNDP
- Complementary Indicator: UNICEF

OUTPUT AFG_D_1.1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Afghan women and girls' survivors of violence and those at risk have access to quality and available EAW/G services.	SP_D_0.4.c	2022 (Baseline)	6	N/A
	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)	2023 (Milestone)	9	25
		2024 (Milestone)	12	-
		2025 (Target)	15	-
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)	2022 (Baseline)	10027	N/A
		2023 (Milestone)	41390	14652
		2024 (Milestone)	70000	-
		2025 (Target)	41600	-

OUTPUT AFG_D_1.1.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
More women and girls benefit from humanitarian assistance interventions during and after crises	AFG_D_1.1.2A	2022 (Baseline)	2	N/A
	Number of partnerships with women organizations INGOs and UN agencies to fund programmatic activities for the benefit of vulnerable women and girls.	2023 (Milestone)	3	3
		2024 (Milestone)	4	-
		2025 (Target)	5	-
AFG_D_1.1.2B	2022 (Baseline)	120	N/A	
	Number of clusters members with improved knowledge on gender inclusion and women's participation in humanitarian action (HRP indicator)	2023 (Milestone)	150	180
		2024 (Milestone)	180	-
		2025 (Target)	200	-
SP_D_0.4.d	2022 (Baseline)	4600	N/A	
	Number of women accessing information, goods, resources and/or services through UNW supported platforms and programs in humanitarian and development settings (CO, HQ)	2023 (Milestone)	10000	34704
		2024 (Milestone)	12500	-
		2025 (Target)	15000	-
SP_D_0.5.d	2022 (Baseline)	200	N/A	
	Number of civil society organizations working on gender equality and women's empowerment, especially women's organizations, that have strengthened	2023 (Milestone)	210	70
		2024 (Milestone)	225	-
		2025 (Target)	240	-

capacity to exercise their leadership role towards the achievement of gender equality and women's empowerment (CO, RO, HQ)

2025 (Target)

240

-

OUTCOME XM-DAC-41146-AFG_O_5

B - Baseline

M - Milestones

T - Target

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS

REPORTED RESULT

ACO effectively plans for and delivers on UN Women's GEWE mandate through efficient and coordinated programmatic and strategic planning, and monitoring, evaluation and reporting of results

SP_O_5A

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

2010 (Baseline)

28.50%

N/A

2023 (Milestone)

40%

-

2024 (Milestone)

50%

-

2025 (Target)

50%

-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_5B	2022 (Baseline)	0	N/A
Percentage of evaluations rated "good and above" (Desk Review)	2023 (Milestone)	0	-
	2024 (Milestone)	100%	-
	2025 (Target)	100%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_5F	2021 (Baseline)	1	N/A
Number of (i) joint evaluations; (ii) independent system-wide evaluations (QCPR 5.4.3) (Desk Review)	2023 (Milestone)	1	-
	2024 (Milestone)	1	-
	2025 (Target)	1	-

- QCPR Indicator: 5.4.3