OUTCOME XM-DAC-41146-ETH_D_1.1

B - Baseline   M - Milestones   T - Target

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

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Number of laws that were adopted, revised or repealed to advance gender equality and women's empowerment (CO)	2022 (Milestone)	0	0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

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.1.5	2020 (Baseline)	3	N/A
Number of national and/or local (multi) sectoral strategies, policies and/or action plans that are adopted with a focus on gender equality (CO)	2022 (Milestone)	–	0
	2023 (Milestone)	–	0
	2024 (Milestone)	–	–
● Complementary Indicator :	2025 (Target)	1	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.3.1	2016 (Baseline)	Women (15-49): 63% Men: 28%	N/A
Extent of bias in gender equality attitudes and/or gender social norms among individuals (CO)	2022 (Milestone)	–	0
	2023 (Milestone)	–	0
	2024 (Milestone)	–	–
● Complementary Indicator :	2025 (Target)	Women (15-49): 58% Men: 22%	–

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

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.4.1 Number of countries where there has been an increase in the number of women who access services after experiencing violence or discrimination (CO)	2021 (Baseline)	No	N/A
	2022 (Milestone)	Yes	TRUE
	2023 (Milestone)	Yes	TRUE
	2024 (Milestone)	Yes	–
● Complementary Indicator :	2025 (Target)	Yes	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.5.4 Level of influence of civil society organizations working on gender equality and women's empowerment, including women's organizations, in key normative, policy and peace processes (CO, RO, HQ)	2020 (Baseline)	0	N/A
	2022 (Milestone)	–	2:03
	2023 (Milestone)	–	2:02
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.7.2	2020 (Baseline)	No	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)	Yes, met or/exceeded	–

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

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

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.2 SDG 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence (Desk Review) • SDG Indicator : • Common Indicator :	2018 (Baseline)	Physical violence: 23% Sexual violence: 10% Spousal violence: 34% Sexual harassment: TBC	N/A
	2022 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	Physical violence: 20% Sexual violence: 9% Spousal violence: 32% Sexual harassment: TBC	–

OUTCOME XM-DAC-41146-ETH_D_1.2

B - Baseline   M - Milestones   T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
All people in Ethiopia live in a cohesive, just, inclusive and democratic society.	ETH_D_1.2A (UNSDCF 1.2.1) Proportion of women in leadership in the Executive branch at federal and target regions (disaggregated by persons with disabilities and age)	2020 (Baseline)	Federal (33%), Regional Data Cabinet Level (Amhara (11%), Oromia (28%)	N/A
		2022 (Milestone)	TBD	33
		2023 (Milestone)	TBD	36
		2024 (Milestone)	TBD	–
		2025 (Target)	50%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ETH_D_1.2B (UNSDCF 2.3.1) Extent to which gender and vulnerability responsive national architecture for peace are operational at federal, regional and sub-regional levels.	2020 (Baseline)	0	N/A
	2022 (Milestone)	1	High>70%
	2023 (Milestone)	2	Medium 30-69%
	2024 (Milestone)	3	–
	2025 (Target)	4	–

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

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.5.4	2020 (Baseline)	0	N/A
Level of influence of civil society organizations working on gender equality and women's empowerment, including women's organizations, in key normative, policy and peace processes (CO, RO, HQ)	2022 (Milestone)	1:4 and 1:2	1:3 and 1:0
	2023 (Milestone)	1:4 and 1:3	2:03
	2024 (Milestone)	1:4 and 1:3	–
	2025 (Target)	1:4 and 1:3	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.6.1	2020 (Baseline)	50%	N/A
Percentage of gender-specific Sustainable Development Goals (SDGs) indicators with available data (Desk Review)	2022 (Milestone)	60%	–
	2023 (Milestone)	65%	–
	2024 (Milestone)	70%	–
● Complementary Indicator :	2025 (Target)	75%	–

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

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

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

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_1.1	2021 (Baseline)	Federal 41.4% and Regional 41%	N/A
SDG 5.5.1: Proportion of seats held by women in (a) national parliaments, (b) local governments and (c) executive positions/ministers (cabinets) held by women (Desk Review)	2022 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	Federal 50% and Regional 50%	–
	2025 (Target)	–	–

- SDG Indicator :
- Common Indicator :

OUTCOME XM-DAC-41146-ETH_D_1.3

B - Baseline   M - Milestones   T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
All people in Ethiopia benefit from an inclusive, resilient and sustainable economy	SP_D_0.2.1	2020 (Baseline)	No	N/A
	SDG Indicator 5.c.1: Proportion of countries with systems to track and make public allocations to gender equality and women's empowerment (Desk Review)	2022 (Milestone)	Partially	–
		2023 (Milestone)	Partially	–
		2024 (Milestone)	Yes	–
	• SDG Indicator :	2025 (Target)	Yes	–

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

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

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

- Complementary Indicator :

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

OUTCOME XM-DAC-41146-ETH_D_1.4

B – Baseline   M – Milestones   T – Target

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

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

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_4.3	(Baseline)	-	N/A
Percentage of women and girls as direct beneficiaries in coordinated humanitarian responses (Not for unit reporting)	2022 (Milestone)	-	0
	2023 (Milestone)	-	49.51
	2024 (Milestone)	-	-
	2025 (Target)	-	-

OUTCOME XM-DAC-41146-ETH_O_1

B - Baseline   M - Milestones   T - Target

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

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

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_1D	2021 (Baseline)	97%	N/A
	2022 (Milestone)	100%	–
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_1E	2021 (Baseline)	0	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)	14%	–
	2023 (Milestone)	14%	–
	2024 (Milestone)	14%	–
	2025 (Target)	14%	–

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

OUTCOME XM-DAC-41146-ETH_O_2

B - Baseline   M - Milestones   T - Target

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

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

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_2E 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)	2021 (Baseline)	15%	N/A
	2022 (Milestone)	5%	–
	2023 (Milestone)	5%	–
	2024 (Milestone)	5%	–
	2025 (Target)	5%	–

OUTCOME XM-DAC-41146-ETH_O_3

B - Baseline   M - Milestones   T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Advancing business transformation	SP_O_3E Number of cross-regional knowledge exchange initiatives which promote innovative ways of working / promising practices (CO, RO, HQ)	(Baseline)	–	N/A
		2022 (Milestone)	–	0
		2023 (Milestone)	–	3
		2024 (Milestone)	–	–
		2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_3G	2021 (Baseline)	100%	N/A
Percentage of UN Women Offices in United Nations common premises (QCPR 3.5.10) (Desk Review)	2022 (Milestone)	100%	–
	2023 (Milestone)	100%	–
• QCPR Indicator :	2024 (Milestone)	100%	–
	2025 (Target)	100%	–

OUTCOME XM-DAC-41146-ETH_O_4

B - Baseline   M - Milestones   T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Nurturing an empowered workforce and advancing an inclusive UN-Women culture	SP_O_4A	2021 (Baseline)	16 weeks	N/A
	Average time to select a candidate/complete a recruitment process (Desk Review)	2022 (Milestone)	15 weeks	–
		2023 (Milestone)	15 weeks	–
		2024 (Milestone)	15 weeks	–
		2025 (Target)	15 weeks	–

OUTCOME XM-DAC-41146-ETH_O_5

B - Baseline   M - Milestones   T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT

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

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