# Country-Level Strategic Plan Indicator Data for Pakistan

**OUTCOME XM-DAC-41146-PAK_O_1**

B - Baseline          M - Milestones          T - Target

| 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 | SP_O_1A<br><br>Implementation rate for regular resources (Desk Review) | 2022 (Baseline) | 96 | N/A |
| | | 2022 (Milestone) | – | – |
| | | 2023 (Milestone) | 96 | – |
| | | 2024 (Milestone) | 96 | – |
| | | 2025 (Target) | 96 | – |
| | SP_O_1B<br><br>Implementation rate for other resources (Desk Review) | 2022 (Baseline) | 89 | N/A |
| | | 2022 (Milestone) | – | – |
| | | 2023 (Milestone) | 90 | – |
| | | 2024 (Milestone) | 90 | – |
| | | 2025 (Target) | 90 | – |

|---|---|---|---|
| SP_O_1D<br><br>Percentage of risk units meeting Enterprise Risk Management policy and framework requirements (Desk Review) | 2022 (Baseline) | 100 | N/A |
| | 2022 (Milestone) | – | – |
| | 2023 (Milestone) | 100 | – |
| | 2024 (Milestone) | 100 | – |
| | 2025 (Target) | 100 | – |
| SP_O_1E<br><br>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 (Baseline) | A) 0% / B) 0% | N/A |
| | 2022 (Milestone) | – | – |
| | 2023 (Milestone) | A) 0% / B) 0% | – |
| | 2024 (Milestone) | A) 0% / B) 0% | – |
| | 2025 (Target) | A) 0% / B) 0% | – |
| SP_O_1F<br><br>Percentage of offices compliant with a) Business continuity plans and processes b) Occupational Safety and Health requirements c) UNSMS Security policies (Desk Review) | 2022 (Baseline) | 98.3 | N/A |
| | 2022 (Milestone) | – | – |
| | 2023 (Milestone) | 100 | – |
| | 2024 (Milestone) | 100 | – |
| | 2025 (Target) | 100 | – |

**OUTCOME XM-DAC-41146-PAK_O_2**

B - Baseline          M - Milestones          T - Target

| 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 | SP_O_2C<br><br>Percentage of UN-Women's field offices and relevant HQ Units that implemented dedicated initiatives to engage with non-traditional partners (CO, RO, HQ) | (Baseline) | – | N/A |
| | | 2022 (Milestone) | – | 100 |
| | | 2023 (Milestone) | – | – |
| | | 2024 (Milestone) | – | – |
| | | 2025 (Target) | – | – |
| | SP_O_2D<br><br>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) | 2010 (Baseline) | 133 | N/A |
| | | 2022 (Milestone) | – | – |
| | | 2023 (Milestone) | 5 | – |
| | | 2024 (Milestone) | 10 | – |
| | | 2025 (Target) | 15 | – |

**OUTCOME XM-DAC-41146-PAK_O_3**

B - Baseline        M - Milestones        T - Target

| 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 | SP_O_3G<br><br>Percentage of UN Women Offices in United Nations common premises (QCPR 3.5.10) (Desk Review)<br><br>● QCPR Indicator : | 2022 (Baseline) | Yes | N/A |
| | | 2022 (Milestone) | – | – |
| | | 2023 (Milestone) | Yes | – |
| | | 2024 (Milestone) | Yes | – |
| | | 2025 (Target) | Yes | – |

B - Baseline          M - Milestones          T - Target

| OUTCOME STATEMENT | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|---|---|---|---|
| Nurturing an empowered workforce and advancing an inclusive UNWomen 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 | SP_O_1E<br><br>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) | (Baseline) | - | N/A |
| | | 2022 (Milestone) | - | - |
| | | 2023 (Milestone) | - | - |
| | | 2024 (Milestone) | - | - |
| | | 2025 (Target) | - | - |
| | SP_O_4A<br><br>Average time to select a candidate/complete a recruitment process (Desk Review) | 2022 (Baseline) | 3 weeks | N/A |
| | | 2022 (Milestone) | - | - |
| | | 2023 (Milestone) | 3 weeks | - |
| | | 2024 (Milestone) | 3 weeks | - |
| | | 2025 (Target) | 3 weeks | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|---|---|---|
| SP_O_4F | 2022 (Baseline) | 49 | 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) | 49 | – |
| | 2024 (Milestone) | 50 | – |
| | 2025 (Target) | 50 | – |

- QCPR Indicator :

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**OUTCOME XM-DAC-41146-PAK_D_1.1**

| | B - Baseline | M - Milestones | T - Target |
|---|---|---|---|

| OUTCOME STATEMENT | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|---|---|---|---|
| By 2027, women, girls and transgender persons in Pakistan, especially those at greatest risk of being left behind, benefit from an enabling environment where they are empowered and reach their fullest potential; and their human, social, economic, cultural and political rights are fully protected and upheld. | SP_D_1.1<br><br>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) | 2018 (Baseline) | 20.2% (2019) 16.9% (2018) 4.9% (2018) | N/A |
| | | 2022 (Milestone) | – | – |
| | | 2023 (Milestone) | – | – |
| | | 2024 (Milestone) | – | – |
| | | 2025 (Target) | – | – |

- SDG Indicator :
- Common Indicator :

| SP_D_3.2 | 2020 (Baseline) | 39% | 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 :

**OUTPUT PAK_D_1.1.1**

| OUTCOME STATEMENT | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|---|---|---|---|
| National and sub-national government institutions are capacitated to formulate, implement and monitor laws and policies and in the collection, analysis and use of gender-disaggregated statistics and SDG data, in line with national and international GEWE commitments. | SP_D_0.1.f<br><br>Number of institutions that have increased capacities to design and implement institutional reforms/strategies/policies that promote gender equality and women's empowerment (CO) | | | |
| | SP_D_0.6.b<br><br>Number of data producers and users with strengthened capacities in the collection, analysis, dissemination and use of gender statistics (CO) | | | |
| | SP_D_0.7.b<br><br>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

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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)

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## OUTPUT PAK_D_1.1.2

| OUTCOME STATEMENT | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|---|---|---|---|
| Empowerment of women and girls is promoted through supporting gender responsive policies, programmes, strategies, instruments for the provision of public and private financing and institutional development and strengthening. | SP_D_0.2.a<br><br>Number of partners with capacities to integrate gender equality into fiscal laws/policies/standards (CO, RO, HQ) | | | |
| | SP_D_0.2.c<br><br>Number of national partners with capacities to apply Gender Responsive Budgeting tools in the budget cycle (CO) | | | |

## OUTPUT PAK_D_1.1.3

| OUTCOME STATEMENT | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|---|---|---|---|
| Justice sector institutions and service providers are capacitated, and evidence-based advocacy addressing harmful social norms is advanced, so that women are protected from harmful practices, benefit from safer environments and have equitable access to services and information. | SP_D_0.4.a<br><br>Number of institutions with strengthened capacities to improve the provision of essential services, goods and/or resources for women (CO, RO, HQ) | | | |

## OUTPUT PAK_D_1.1.4

| OUTCOME STATEMENT | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|---|---|---|---|
| Women and girls' voice, agency and awareness of rights is strengthened in an enabling environment, so that they exercise their rights, actively and meaningfully participate in communities and rise to leadership positions in both public and private spheres. | SP_D_0.7.a<br><br>Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas (CO, RO, HQ) | | | |

## OUTPUT PAK_D_1.1.5

| OUTCOME STATEMENT | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|---|---|---|---|
| Women and girls, especially those most vulnerable and marginalized, benefit from a rights based, gender responsive and conducive environment that ensures their active participation in and benefit from the economy. | SP_D_0.4.d<br><br>Number of women accessing information, goods, resources and/or services through UNW supported platforms and programs in humanitarian and development settings (CO, HQ) | | | |

## OUTCOME XM-DAC-41146-PAK_O_5

B - Baseline          M - Milestones          T - Target

| OUTCOME STATEMENT | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|---|---|---|---|
| Effective normative, programmatic and coordination products, services and | SP_O_5B | 2022 (Baseline) | 80% | N/A |

| processes: UN-Women efficiently and effectively discharges of all business processes that advance integrated delivery of its mandate at HQ, Regional and Country levels, including through shared services | Percentage of evaluations rated "good and above" (Desk Review) | 2022 (Milestone) | – | – |
| | | 2023 (Milestone) | 80% | – |
| | | 2024 (Milestone) | 90% | – |
| | | 2025 (Target) | 100% | – |
| | SP_O_5D | 2022 (Baseline) | 24 business hours | N/A |
| | Average reaction time for first request in service tracker (any process/area) (Desk Review) | 2022 (Milestone) | 24 business hours | – |
| | | 2023 (Milestone) | 24 business hours | – |
| | | 2024 (Milestone) | 24 business hours | – |
| | | 2025 (Target) | 24 business hours | – |