

OUTCOME XM-DAC-41146-KHM_D_3.1

B – Baseline M – Milestones T – Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Cambodia has an enabling environment to better prevent, respond and prosecute all forms of gender-based violence [aligns to UN Women SP 2018-2021 Output 11]	KHM_D_3.1A	2018 (Baseline)	6	N/A
	Number of Laws, policies and protocols revised and/or adopted which support the prosecution and coordinated response around GBV which align with international standards	2019 (Milestone)	-	2
		2020 (Milestone)	-	8
		2021 (Milestone)	-	0
		2022 (Milestone)	-	8
		2023 (Target)	8	-
	• SDG Indicator :			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
KHM_D_3.1B	2022 (Baseline)	10	N/A
Percentage increase of budget allocation to Annual Operational Plan (AOP) for the 3rd NAPVAW implementation [UN Women SP 2018–2021 Output 12.2]	2019 (Milestone)	-	0
	2020 (Milestone)	-	0
	2021 (Milestone)	-	0
	2022 (Milestone)	-	23
• SDG Indicator :	2023 (Target)	10	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.4.1	2021 (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)	-	True
	2023 (Target)	Yes	-

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.4.3	2019 (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)	2022 (Milestone)	-	True
	2023 (Target)	Yes	-

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.2A	2020 (Baseline)	0	N/A
SP 4.12.1: Number of safe cities/safe public spaces partnerships in place which include women in decision-making positions	2019 (Milestone)	-	0
	2020 (Milestone)	-	NA
	2021 (Target)	0	NA

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.2B	2020 (Baseline)	0	N/A
SP 4.12.2: Number of local development plans developed or strengthened with the support of UN-Women that are gender-responsive and address sexual harassment against women and girls in public spaces	2019 (Milestone)	-	1
	2020 (Milestone)	-	NA
	2021 (Target)	0	NA

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.2C	2020 (Baseline)	yes	N/A
SP 4.12.3: Number of countries where different sectors address the elimination of sexual violence against women and girls in public spaces through the transformation of social norms	2019 (Milestone)	-	False
	2020 (Milestone)	-	NA
	2021 (Target)	yes	NA

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.2D	2020 (Baseline)	215	N/A
SP 4.12.4: Number of partners supported by UN-Women whose knowledge and skills to influence legislation and policies on sexual violence against women and girls in public spaces are improved, disaggregated by sex - TOTAL	2019 (Milestone)	-	66
	2020 (Milestone)	-	0
	2021 (Target)	150	NA

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.2E	(Baseline)	-	N/A
SP 4.12.5: Number of partners supported by UN-Women whose knowledge and skills to influence legislation and policies on sexual violence against women and girls in public spaces are improved, disaggregated by sex - TOTAL	2019 (Milestone)	-	-
	2020 (Milestone)	-	-
	2021 (Target)	-	-

OUTPUT KHM_D_3.1.3

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Legal actors, labor actors and CSO staff are able to advocate for and implement women-centred justice	KHM_D_3.1.3A	2015 (Baseline)	6	N/A
	CCO Indicator 3.1.1 A: Number of laws, policies and guidelines reviewed and drafted in line with international standards to strengthen responses to VAWG. [UN Women SP Output Indicator 11.3; EVAWG FPI]	2019 (Milestone)	+10%	61.1%
		2020 (Milestone)	+10%	61.1
		2021 (Milestone)	10%	0
		2022 (Milestone)	20%	0
		2023 (Target)	+10%	-
	KHM_D_3.1.3B	2017 (Baseline)	0	N/A
	CCO Indicator 3.1.1 B: Number of networks of feminist legal professionals established with support from UN Women Cambodia.			
	SP_D_0.4.a	(Baseline)	-	N/A

Number of institutions with strengthened capacities to improve the provision of essential services, goods and/or resources for women (CO, RO, HQ)

2022 (Target) - 3

SP_D_0.4.b

(Baseline) - N/A

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)

2022 (Target) - True

OUTPUT KHM_D_3.1.1

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS

REPORTED RESULT

The RGC has improved capacity to adopt, implement and monitor GBV legislation, policies and standards.

KHM_D_3.1.1A

2018 (Baseline)

0 N/A

The 3rd NAPVAW is adopted, adequately costed and implementation monitored through the Technical Working Group on Gender-GBV Sub-Working Group (TWG-GBV). [UN Women SP 2018-2021 Output 11.1]

2019 (Milestone)

1 1

2020 (Milestone)

1 0

2021 (Milestone)

1 1

2022 (Milestone)

1 0

2023 (Target)

1 -

KHM_D_3.1.1B

2017 (Baseline)

15 N/A

Number of RGC Line Ministries contributed to developing, reviewing and adopting laws, policies and strategies addressing GBV

2019 (Milestone)

+1 16

2020 (Milestone)

+1 17

through consultation with gender and LGBTIQ advocates. [UN Women SP 2018-2021 Output 11.3]	2021 (Milestone)	16	16
	2022 (Milestone)	16	16
	2023 (Target)	2	-
KHM_D_3.1.1C	2022 (Baseline)	28	N/A
Number of TWGG-GBV meetings conducted to monitor the implementation of the 3rd NAPVAW through development of AOP	2023 (Target)	30	-
SP_D_0.4.a	(Baseline)	-	N/A
Number of institutions with strengthened capacities to improve the provision of essential services, goods and/or resources for women (CO, RO, HQ)	2022 (Milestone)	-	3
	2023 (Target)	1	-
SP_D_0.4.b	(Baseline)	-	N/A
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)	2022 (Target)	-	True

OUTCOME XM-DAC-41146-KHM_D_3.2

B – Baseline M – Milestones T – Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Women, girls and LGBTIQ persons who experience violence are empowered to use available, accessible and quality essential services and recover from violence. [UN Women SP 2018-2021 Output 11]	KHM_D_3.2A Proportion of women age 15-49 who have ever experienced physical and sexual violence who seek services. • SDG Indicator :	2015 (Baseline)	10	N/A
		2019 (Milestone)	-	0
		2020 (Milestone)	+10%	0
		2021 (Milestone)	-	0
		2022 (Milestone)	+10%	0
		2023 (Target)	10	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.3.1	(Baseline)	-	N/A
Extent of bias in gender equality attitudes and/or gender social norms among individuals (CO)	2022 (Target)	-	No

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.4.1	2010 (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)	-	True
	2023 (Target)	Yes	-

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.4.3	2010 (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)	2022 (Milestone)	-	True
	2023 (Target)	Yes	-

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.1A	2020 (Baseline)	yes	N/A
SP 4.11.1: Number of National Action Plans and Strategies to end violence against women that have a component that addresses social norms, attitudes, and behavior transformation, developed with UN-Women's support	2019 (Milestone)	-	True
	2020 (Milestone)	-	True
	2021 (Target)	no	False

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.1B	2020 (Baseline)	yes	N/A
SP 4.11.2a: Number of countries that have, with UN Women's support, (1) conducted community activities with women and men, boys and girls on gender equality and respectful relationships and (2) developed national informal or formal education curricula on gender and violence against women in primary and/or secondary schools.	2019 (Milestone)	-	False
	2020 (Milestone)	-	False
	2021 (Target)	Yes	NA

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.1C	2020 (Baseline)	no	N/A
SP 4.11.3: Number of countries supported by UN-Women to improve guidelines, protocols, standard operating procedures (in line with best practices) on the provision of quality services for victims and survivors	2019 (Milestone)	-	True
	2020 (Milestone)	-	True
	2021 (Target)	yes	True

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.1D	2020 (Baseline)	yes	N/A
SP 4.11.4: Number of countries that provide information about women's rights to access quality essential services for victims and survivors of violence, with UN-Women's support	2019 (Milestone)	-	True
	2020 (Milestone)	-	True
	2021 (Target)	yes	True

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.IE	2020 (Baseline)	yes	N/A
SP 4.11.2b: Number of countries that have, with UN Women's support, (1) conducted community activities with women and men, boys and girls on gender equality and respectful relationships and (2) developed national informal or formal education curricula on gender and violence against women in primary and/or secondary schools.	2019 (Milestone)	-	False
	2020 (Milestone)	-	NA
	2021 (Target)	yes	NA

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.1F	2020 (Baseline)	No	N/A
SP 4.11.6a: Number of countries that have, with UN Women's support, put in place measures to address gender-based violence (GBV) during the COVID-19 pandemic, which a) integrate violence prevention and response into COVID- 19 response plans, b), c), d), e)	2020 (Milestone)	-	NA
	2021 (Target)	No	NA

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.1G	2020 (Baseline)	yes	N/A
SP 4.11.6b: Number of countries that have, with UN Women's support, put in place measures to address gender-based violence (GBV) during the COVID-19 pandemic, which a) , b) raise awareness through advocacy and campaigns, with targeted messages to both women and men, c), d), e)	2020 (Milestone)	-	True
	2021 (Target)	yes	NA

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.1H	2020 (Baseline)	No	N/A
SP 4.11.6c: Number of countries that have, with UN Women's support, put in place measures to address gender-based violence (GBV) during the COVID-19 pandemic, which a) , b) , c) provide options for women to report abuse and seek help without alerting perpetrators, d), e)	2020 (Milestone)	-	False
	2021 (Target)	No	True

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.II	2020 (Baseline)	No	N/A
SP 4.II.6d: Number of countries that have, with UN Women's support, put in place measures to address gender-based violence (GBV) during the COVID-19 pandemic, which a) , b) , c), d) ensure continued functioning of shelters for victims of violence and expand their capacity, e)	2020 (Milestone)	-	NA
	2021 (Target)	No	NA

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.1J	2020 (Baseline)	No	N/A
SP 4.11.6e: Number of countries that have, with UN Women's support, put in place measures to address gender-based violence (GBV) during the COVID-19 pandemic, which a) , b) , c), d), e) ensure women's access to justice through police and justice response to address impunity of perpetrators and protect women and their children	2020 (Milestone)	-	NA
	2021 (Target)	No	NA

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_3.1K	2020 (Baseline)	2	N/A
SP 4.11.7. Number of women's organizations with increased capacities to respond to and mitigate the pandemic, fight against COVID-19 related gender-based violence, racism, xenophobia, stigma, and other forms of discrimination, prevent and remedy human rights abuses, and ensure longer-term recovery	2020 (Milestone)	-	2
	2021 (Target)	2	2

OUTPUT KHM_D_3.2.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
GBV service providers (Health, Police, Justice, and Social Services) have capacity to deliver inclusive, quality and accessible essential services to survivors, including marginalised women and LGBTIQ persons.	KHM_D_3.2.1A	2017 (Baseline)	35%	N/A
	Percentage of trained GBV service providers (Health, Police, Justice, and Social Services) with increased knowledge to deliver inclusive quality and accessible essential services to survivors, including marginalised women and LGBTIQ. [UN Women SP 2018-2021 Output 11.4]	2019 (Milestone)	50%	75%
		2020 (Milestone)	55%	65%
		2021 (Milestone)	65%	84%
		2022 (Milestone)	85%	92.5
		2023 (Target)	65%	-
	KHM_D_3.2.1B	2017 (Baseline)	77%	N/A
	Percentage of trained judiciary and police with strengthened capacity to deliver justice for survivors of GBV in the formal and informal justice systems. [UN Women SP 2018-2021 Output 11.4]	2019 (Milestone)	83%	75%
		2020 (Milestone)	90%	0
		2021 (Milestone)	25%	0

	2022 (Target)	25%	25
KHM_D_3.2.1C	2018 (Baseline)	0%	N/A
Percentage of GBV survivors in target areas with increased knowledge of referral procedures and available services. [UN Women SP 2018-2021 Output 11.4]	2019 (Milestone)	+20%	0
	2020 (Milestone)	20%	0
	2021 (Milestone)	40%	71%
	2022 (Target)	-	0
SP_D_0.4.a	(Baseline)	-	N/A
Number of institutions with strengthened capacities to improve the provision of essential services, goods and/or resources for women (CO, RO, HQ)	2022 (Target)	-	3
SP_D_0.4.b	(Baseline)	-	N/A
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)	2022 (Target)	-	True

OUTPUT KHM_D_3.2.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Ministry of Women's Affairs (MOWA), Ministry of Labour and Vocational Training (MOLVT) and relevant line ministries effectively	KHM_D_3.2.2A	2018 (Baseline)	7	N/A
	Number of national and sub-national working	2019 (Milestone)	+2	7

supports referral and coordination networks at national and sub-national level.	groups on multi-sectoral service response to GBV established and strengthened. [UN Women SP 2018-2021 Output 11.4]	2020 (Milestone)	+4	9
		2021 (Milestone)	4	9
		2022 (Target)	9	9
KHM_D_3.2.2B	Percentage of sub-national working group members on multi-sectoral service response to GBV reporting an increased understanding on service coordination, referral, case management and documenting VAW administrative data. [UN Women SP 2018-2021 Output 11.4]	2018 (Baseline)	0%	N/A
2019 (Milestone)		70%	97%	
2020 (Milestone)		80%	85%	
2021 (Milestone)		70%	96%	
2022 (Target)		-	0	
KHM_D_3.2.2C	Increased percentage of GBV cases managed multi-sectorally according to Case Management Guidelines [UN Women SP 2018-2021 Output 11.4]	2018 (Baseline)	0%	N/A
2019 (Milestone)		10%	14%	
2020 (Milestone)		20%	19.3%	
2021 (Milestone)		30%	96%	
2022 (Target)		-	0	
KHM_D_3.2.2D	Percentage of GBV group members with capacity to manage cases multi-sectorally according to minimum service standard	2021 (Baseline)	0%	N/A
2022 (Target)		10%	25	
SP_D_0.4.a	Number of institutions with strengthened capacities to improve the provision of	(Baseline)	-	N/A
2022 (Target)		-	3	

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

SP_D_0.4.b	(Baseline)	-	N/A
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)	2022 (Target)	-	True

OUTPUT KHM_D_3.2.3

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Frontline service providers (health, social, and criminal justice), community based women peer networks and young gender advocates have capacity to implement and monitor policies and programmes in order to prevent and respond to GBV against women migrant workers through evidence-based practice.	KHM_D_3.2.3A Number of women migrants who access support services (Health, Police, Justice, and Social Services) for survivors of violence and trafficking. [UN Women SP 2018-2021 Output 11.4]	2018 (Baseline)	0	N/A
		2019 (Milestone)	TBD	0
		2020 (Milestone)	300	5
		2021 (Milestone)	100	11
		2022 (Milestone)	100	11
		2023 (Target)	250	-
		2023 (Target)	250	-
	KHM_D_3.2.3B Number of referrals for follow-up services for women migrants by front-line service providers. [UN Women SP 2018-2021 Output 11.4]	2018 (Baseline)	0	N/A
		2019 (Milestone)	TBD	0
		2020 (Milestone)	1	0
		2021 (Milestone)	1	0
		2022 (Milestone)	0	0

	2022 (Milestone)	0	0
	2023 (Target)	0	-
KHM_D_3.2.3C	2018 (Baseline)	0	N/A
# of countries with dedicated national strategies/action plans on eliminating VAW, which include women migrants.	2019 (Milestone)	0	-
	2020 (Milestone)	1	1
	2021 (Milestone)	1	0
	2022 (Target)	0	0
KHM_D_3.2.3D	2018 (Baseline)	0	N/A
# of information systems strengthened for women migrants who access support services (health, welfare, police, justice) for survivors of violence and trafficking.	2019 (Milestone)	0	-
	2020 (Milestone)	1	0
	2021 (Milestone)	1	1
	2022 (Milestone)	2	1
	2023 (Target)	1	-
KHM_D_3.2.3E	2018 (Baseline)	0	N/A
# of referral mechanisms for follow-up services for women migrants by front-line service providers.	2019 (Milestone)	0	-
	2020 (Milestone)	1	0
	2021 (Milestone)	1	1
	2022 (Target)	2	1
KHM_D_3.2.3F	2018 (Baseline)	0	N/A
# of users of community-based and women-led networks supported by UN Women active in preventing VAW and trafficking	2019 (Milestone)	30	-
	2020 (Milestone)	90	672
	2021 (Milestone)	100	654

	2021 (Milestone)	100	331
	2022 (Target)	50	232
KHM_D_3.2.3G	2018 (Baseline)	0	N/A
# of women migrants who are provided with information by networks.	2019 (Milestone)	200	-
	2020 (Milestone)	450	403
	2021 (Milestone)	400	1897
	2022 (Milestone)	500	1704
	2023 (Target)	1200	-
KHM_D_3.2.3H	2018 (Baseline)	0	N/A
# of women migrants who receive assistance from front-line service providers	2019 (Milestone)	100	-
	2020 (Milestone)	300	25
	2021 (Milestone)	145	105
	2022 (Milestone)	50	11
	2023 (Target)	50	-
KHM_D_3.2.3I	2018 (Baseline)	0	N/A
# of front-line service providers trained to handle women's protection/trafficking issues in a coordinated manner	2019 (Milestone)	30	-
	2020 (Milestone)	60	102
	2021 (Milestone)	0	88
	2022 (Milestone)	98	111
	2023 (Target)	25	-
KHM_D_3.2.3J	2018 (Baseline)	0	N/A
# of joint task forces (linking, for example,	2019 (Milestone)	2	-

criminal justice, labour, immigration and VAW) established on women's protection/trafficking.			
	2020 (Milestone)	2	0
	2021 (Milestone)	2	0
	2022 (Milestone)	0	0
	2023 (Target)	0	-
KHM_D_3.2.3K	2018 (Baseline)	0	N/A
# of research studies and knowledge materials produced focusing on safe and fair labour migration, and violence against migrant women	2019 (Milestone)	2	-
	2020 (Milestone)	2	3
	2021 (Milestone)	2	1
	2022 (Milestone)	2	1
	2023 (Target)	1	-
KHM_D_3.2.3L	2018 (Baseline)	0	N/A
# of ASEAN countries collecting data on violence against migrant women (administrative or prevalence data)	2019 (Milestone)	0	-
	2020 (Milestone)	0	
	2021 (Milestone)	0	0
	2022 (Milestone)	0	0
	2023 (Target)	0	-
KHM_D_3.2.3M	2018 (Baseline)	0	N/A
# persons reached through campaigns to address VAW, trafficking and gender based discrimination of women migrant workers.	2019 (Milestone)	2000	-
	2020 (Milestone)	2000	141190
	2021 (Milestone)	5000	72547
	2022 (Milestone)	2000	540175

	2023 (Target)	20000	-
KHM_D_3.2.3N	2022 (Baseline)	0	N/A
Number of women beneficiaries who reported benefit from GBV protection and prevention services	2022 (Milestone)	-	166
	2023 (Target)	500	-
KHM_D_3.2.3O	2022 (Baseline)	200	N/A
Number of women beneficiaries in JLO project target communities who reported benefit from life-saving information and resources.	2023 (Target)	600	-
SP_D_0.3.f	(Baseline)	-	N/A
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)	2022 (Milestone)	-	True
	2023 (Target)	Yes	-
SP_D_0.4.a	(Baseline)	-	N/A
Number of institutions with strengthened capacities to improve the provision of essential services, goods and/or resources for women (CO, RO, HQ)	2022 (Milestone)	-	3
	2023 (Target)	3	-
SP_D_0.4.b	(Baseline)	-	N/A

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)	2022 (Milestone)	-	True
	2023 (Target)	Yes	-
SP_D_0.4.f	(Baseline)	-	N/A
Number of people who have access to justice and the proportion of whom are women (CO, HQ)	2022 (Milestone)	-	0
	2023 (Target)	738	-

OUTCOME XM-DAC-41146-KHM_D_4.1

B – Baseline M – Milestones T – Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SN Outcome 4: National and sub-national responses to climate change and Disaster Risk Reduction incorporate and address the priorities and needs of all women in Cambodia.	KHM_D_4.1A Number of climate change/DRR related sectoral policies and action plans which have enhanced responsiveness to gender and human rights.	2018 (Baseline)	8	N/A
		2019 (Milestone)	-	0
		2020 (Milestone)	-	1
		2021 (Milestone)	-	9
		2022 (Milestone)	4	0
		2023 (Target)	2	-
	<ul style="list-style-type: none"> SDG Indicator : 			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
KHM_D_4.1B	2018 (Baseline)	0	N/A
Number of assessments or strategic evaluations use gendered evidence and data on climate and disaster risks and impacts. <ul style="list-style-type: none"> SDG Indicator : 	2019 (Milestone)	-	1
	2020 (Milestone)	-	2
	2021 (Milestone)	-	1
	2022 (Milestone)	3	0
	2023 (Target)	1	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
KHM_D_4.1C	2018 (Baseline)	0	N/A
Number of capacity building events on gender equality and women's rights in climate change and DRR that target officials, decision makers and women leaders .	2019 (Milestone)	-	4
	2020 (Milestone)	-	7
	2021 (Milestone)	-	3
	2022 (Milestone)	5	8
	2023 (Target)	2	-
• SDG Indicator :			

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

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.6.3 Number of countries demonstrating use of gender statistics, analysis, and policy relevant research (CO, RO, HQ)	2019 (Baseline)	0	N/A
	2022 (Milestone)	-	0
	2023 (Target)	3	-

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.7.7	(Baseline)	-	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)	2022 (Milestone)	-	-
	2023 (Target)	-	-

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_2.4	2019 (Baseline)	547017	N/A
SDG 11.5.1 Number of people whose livelihoods were disrupted or destroyed, attributed to disasters, by sex (Not for unit reporting)	2022 (Milestone)	-	4500000
	2023 (Target)	437614	4500000

- SDG Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_4.3A	2020 (Baseline)	no	N/A
SP 5.15.1: Number of countries supported by UN-Women having undertaken gender-sensitive disaster risk assessments	2019 (Milestone)	-	NA
	2020 (Milestone)	-	NA
	2021 (Target)	no	True

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_4.3B	2020 (Baseline)	no	N/A
SP 5.15.2: Number of countries supported by UN-Women with Disaster Risk Reduction (DRR) policy frameworks that address gender-specific disaster risks	2019 (Milestone)	-	NA
	2020 (Milestone)	-	NA
	2021 (Target)	no	True

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_4.3C	2020 (Baseline)	yes	N/A
SP 5.15.3: Number of countries supported by UN-Women with gender focal points in the national disaster platform, or its equivalent	2019 (Milestone)	-	NA
	2020 (Milestone)	-	NA
	2021 (Target)	yes	False

OUTPUT KHM_D_4.1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
RGC and key stakeholders have capacity to generate, analyse and use sex, age and diversity disaggregated data to inform disaster and climate change risk analysis and actions.	KHM_D_4.1.1A	2019 (Baseline)	TBC	N/A
	Number of government ministries/committees (MOE/NCSD, MOWA, MRD, MAFF, NCDD-S and NCDM) trained that reported to apply gender lens to understand different gender needs in their work.	2019 (Milestone)	TBC	2
		2020 (Milestone)	1	5
		2021 (Milestone)	2	1
		2022 (Milestone)	2	1
		2023 (Target)	2	-
	KHM_D_4.1.1B	2021 (Baseline)	3	N/A
	Number of national documents (report, training manual) are produced using information on gender statistic and climate change	2022 (Milestone)	2	1
		2023 (Target)	2	-
	KHM_D_4.1.1C	2021 (Baseline)	0	N/A
	Percentage of government official trained	2022 (Milestone)	75%	67.74

report having increased knowledge on gender statistic and climate change

2023 (Target)

75 -

SP_D_0.6.b

(Baseline)

- N/A

Number of data producers and users with strengthened capacities in the collection, analysis, dissemination and use of gender statistics (CO)

2022 (Milestone)

- 25

2023 (Target)

3 -

SP_D_0.6.c

(Baseline)

- N/A

Number of gender statistics and sex-disaggregated data collection initiatives, including in emerging areas conducted or analyzed (CO)

2022 (Target)

- 0

SP_D_0.6.f

(Baseline)

- N/A

Number of countries with national gender equality profiles developed and published with UN Women support and informing national priorities (CO)

2022 (Milestone)

- False

2023 (Target)

Yes -

OUTPUT KHM_D_4.1.2

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS

REPORTED RESULT

National climate change and DRR Regulatory and policy frameworks and climate change

KHM_D_4.1.2A

2018 (Baseline)

0 N/A

financing fulfil and protect human rights and gender equality commitments.	Number of policy papers/technical briefs mainstreamed gender analyses and technical inputs by key CC/DRR government institutions	2019 (Milestone)	2	3
		2020 (Milestone)	4	5
		2021 (Milestone)	3	1
		2022 (Milestone)	2	2
		2023 (Target)	1	-
KHM_D_4.1.2B	Percentage of government officials, women leaders trained report increased knowledge, skills and leadership to mainstreaming gender, human rights into climate change and DRR action.	2019 (Baseline)	0	N/A
		2020 (Milestone)	70%	113
		2021 (Milestone)	70%	0
		2022 (Milestone)	75%	75
		2023 (Target)	75	-
SP_D_0.1.d	Number of partners that have increased capacities to promote/influence gender responsive legislation (CO, HQ)	(Baseline)	-	N/A
		2022 (Target)	-	0
SP_D_0.1.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)	(Baseline)	-	N/A
		2022 (Milestone)	-	4
		2023 (Target)	3	-
SP_D_0.2.c		(Baseline)	-	N/A
		2022 (Milestone)	-	0

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

2022 (Milestone)

- 0

2023 (Target)

3 -

OUTPUT KHM_D_4.1.3

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS

REPORTED RESULT

Women and marginalised groups have capacity to meaningfully participate in, influence and lead climate change and DRR decision-making processes.

KHM_D_4.1.3A

Percentage of government officials in Gender Mainstreaming Action Groups and gender focal points (in MoE, MAFF, GCCC in MoWA, MRD, NCDM, NCDD-S) have increased capacities to mainstream gender and human rights into climate change and DRR action .

2019 (Baseline)

TBC

N/A

2019 (Target)

TBC

20%

KHM_D_4.1.3C

Number of consultations between government ministries or committees working on-climate change or DRR and CSOs/ gender advocates.

2018 (Baseline)

0

N/A

2019 (Milestone)

1

1

2020 (Milestone)

2

1

2021 (Milestone)

3

3

2022 (Milestone)

1

0

2023 (Target)

1

-

KHM_D_4.1.3D

Percentage of civil society representatives involved in the project who are able to lead and engage with the government and regional bodies on gender in climate change

2018 (Baseline)

40%

N/A

2019 (Milestone)

55%

0

2020 (Milestone)

70%

26

2021 (Milestone)

70%

0

and DRR policy dialogue.	2021 (Milestone)	70%	0
	2022 (Milestone)	2	1
	2023 (Target)	3	-
KHM_D_4.1.3E	2020 (Baseline)	0	N/A
Number of advocacy events conducted by grassroots HIV affected women's groups to raise livelihood issue and health care concerns the resulted from COVID 19 and Climate Change	2021 (Milestone)	2	0
	2022 (Milestone)	75%	71.50
	2023 (Target)	75	-
KHM_D_4.1.3F	2022 (Baseline)	0	N/A
Number of women beneficiaries reporting increased access to viable employment opportunities in targeted communities.	2023 (Target)	60	-
KHM_D_4.1.3G	2022 (Baseline)	0	N/A
Percentage of women beneficiaries that perceive reduced negative socio-economic impacts.	2023 (Target)	75	-
SP_D_0.1.d	(Baseline)	-	N/A
Number of partners that have increased capacities to promote/influence gender responsive legislation (CO, HQ)	2022 (Target)	-	0

SP_D_0.1.e	(Baseline)	-	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)	-	4
	2023 (Target)	3	-
SP_D_0.5.e	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)	-	61
	2023 (Target)	30	-

OUTCOME XM-DAC-41146-KHM_D_6.1

B – Baseline M – Milestones T – Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
The RGC resources, coordinates and transparently monitors implementation of international commitments to GE&WE, in consultation with rights holders including Young women and LGBTIQ persons.	KHM_D_6.1A Number of selected laws and policies that have been adopted, amended and implemented to comply with international norms and standards with UN Women support.	2018 (Baseline)	0	N/A
		2019 (Milestone)	-	0
		2020 (Milestone)	-	0
		2021 (Milestone)	-	0
		2022 (Milestone)	-	0
		2023 (Target)	4	-
	<ul style="list-style-type: none"> SDG Indicator : 			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
KHM_D_6.1B	2018 (Baseline)	0	N/A
Number of key government ministries able to report annually on gender budget allocations. • SDG Indicator :	2019 (Milestone)	-	0
	2020 (Milestone)	-	0
	2021 (Milestone)	-	0
	2022 (Milestone)	-	3
	2023 (Target)	5	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
KHM_D_6.1C	2018 (Baseline)	0	N/A
Number of new national gender indicators adopted and monitored in line with SDG5 • SDG Indicator :	2019 (Milestone)	-	0
	2020 (Milestone)	-	0
	2021 (Milestone)	-	0
	2022 (Milestone)	-	4
	2023 (Target)	2	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.1.3	(Baseline)	-	N/A
SDG 5.1.1: Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex (Desk Review)	2022 (Target)	-	-
<ul style="list-style-type: none"> • SDG Indicator : • Complementary Indicator : • Common Indicator : 			

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
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)	2010 (Baseline)	0	N/A
	2022 (Milestone)	-	1
	2023 (Target)	0	-

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.7.2	(Baseline)	-	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)	2023 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_6.1A	(Baseline)	-	N/A
SP 1.1.1: Number of countries supported by UN-Women to contribute to the review theme of the Commission on the Status of Women through voluntary national presentations (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	-	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_6.1B	(Baseline)	-	N/A
SP 1.1.2: Percentage of Member States expressing satisfaction with the support provided by UN-Women for the annual session of the Commission on the Status of Women(Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	-	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_6.1C	(Baseline)	-	N/A
SP 1.1.3: Number of countries supported by UN-Women that undertake a 25-year review and appraisal of the implementation of the Beijing Platform for Action(Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	-	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_6.1D	(Baseline)	-	N/A
SP 1.1.4: Percentage of UN Country Teams' CEDAW reports submitted with UN-Women's support (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	-	-
	2021 (Target)	-	-

OUTPUT KHM_D_6.1.3

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Young women and marginalised women, as well as LGBTIQ persons, have the feminist transformative leadership capacity, networks, and space to challenges negative social gender norms and to hold duty bearers accountable on GE&WE commitments, including the implementation of CEDAW COB and creating new knowledge on gender barriers of women participation in peacekeeping.	KHM_D_6.1.3A Percentage of Youth Leadership Academy (YLA) core group reported actions taken to integrate feminist leadership principles into their work.	2018 (Baseline)	0	N/A
		2019 (Milestone)	70%	70%
		2020 (Milestone)	70%	93%
		2021 (Milestone)	70%	0
		2022 (Target)	70%	100
	KHM_D_6.1.3B Percentage of CSO coalition members trained reported to integrate CEDAW principles, vision of SDGs and Beijing PfA into their advocacy work.	2018 (Baseline)	0	N/A
		2019 (Milestone)	60%	100%
		2020 (Milestone)	4	8
		2021 (Milestone)	70%	0
		2022 (Milestone)	70%	63
		2023 (Target)	90	-
	KHM_D_6.1.3C Number of joint CSO and activist-led	2018 (Baseline)	5	N/A
		2019 (Milestone)	4	5

initiatives on GE&WE commitments supported by UNW.	2020 (Milestone)	3	3
	2021 (Milestone)	3	4
	2022 (Milestone)	1	4
	2023 (Target)	1	-
KHM_D_6.1.3D	2018 (Baseline)	0	N/A
Number of advocacy events conducted by grassroots women's groups to raise livelihood and market concerns.	2019 (Milestone)	2	1
	2020 (Milestone)	8	10
	2021 (Milestone)	6	3
	2022 (Target)	-	0
KHM_D_6.1.3E	2019 (Baseline)	2	N/A
Number of advocacy events conducted by grassroots HIV affected women's groups to raise livelihood issue and health care concerns for HIV affected people, including women and children	2020 (Milestone)	2	3
	2021 (Milestone)	1	1
	2022 (Milestone)	40%	30
	2023 (Target)	9	-
KHM_D_6.1.3F	2021 (Baseline)	0	N/A
Number of assessment with Cambodia women peacekeeping force	2022 (Milestone)	0	0
	2023 (Target)	1	-
KHM_D_6.1.3G	2021 (Baseline)	0	N/A
Number of dialogues conducted among relevant government ministries on assessment findings related to women	2022 (Milestone)	0	0
	2023 (Target)	1	-

peacekeeping force

KHM_D_6.1.3H	(Baseline)	-	N/A
Number of UN Country Teams reports to the CEDAW Committee submitted (Desk Review)	2023 (Target)	-	-

KHM_D_6.1.3I	2022 (Baseline)	5	N/A
Number of UNCT SWAP GE Scorecard indicators (2020) is measured by UNCT/GTG under the 2019 – 2023 UNSDCF	2023 (Target)	5	-

SP_D_0.1.b	(Baseline)	-	N/A
Percentage of UN Country Teams reports to the CEDAW Committee submitted (Desk Review)	2022 (Milestone)	-	-
	2023 (Target)	-	-

SP_D_0.1.d	(Baseline)	-	N/A
Number of partners that have increased capacities to promote/influence gender responsive legislation (CO, HQ)	2022 (Milestone)	-	2
	2023 (Target)	0	-

SP_D_0.1.h	(Baseline)	-	N/A
Number of multi-stakeholder dialogue processes to promote engagement of	2022 (Milestone)	-	5

governments with civil society and other partners to advance gender equality and women's empowerment (CO, RO, HQ)

2023 (Target)

5 -

SP_D_0.3.d

(Baseline)

- N/A

Number of organizations/institutions with increased capacities to identify and/or address discriminatory behaviour and/or social/gender norms change (CO)

2022 (Milestone)

- 2

2023 (Target)

4 -

OUTCOME XM-DAC-41146-KHM_O_4

B - Baseline

M - Milestones

T - Target

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS

REPORTED RESULT

SN OEE Output Area 4: UN Women Programme Presence Operations and Management Systems deliver client-focused services and quality results

SP_O_4A

SP O_4.1 : Rating in the Aid Transparency Tracker (Derived from QCPR indicator 25) (Shared with UNFPA) (Not for country reporting)

2019 (Baseline)

55

N/A

2019 (Milestone)

-

-

2020 (Milestone)

0

-

2021 (Target)

-

-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4B	2019 (Baseline)	85%	N/A
SP O_4.2: Percentage of donor reports submitted on time (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	90%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4C	2019 (Baseline)	85%	N/A
SP O_4.3: Percentage of feedback received from member states on donor reports that are positive (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	0%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4D	2019 (Baseline)	no	N/A
SP O_4.4: Percentage of Country and Multi-Country Offices that have adopted and implemented common service lines in: i.Common procurement services ii. Common finance services iii. Common information, communication and technology (ICT) services iv. Common logistics services v.Common human resources services vi. Common facility services, including Common Premises (Derived from QCPR indicator 76c) (Similar to UNICEF and UNFPA)	2019 (Milestone)	-	NA
	2020 (Milestone)	0	NA
	2021 (Target)	no	True

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4E	2019 (Baseline)	Yes	N/A
SP O_4.5: Structured dialogue on financing with the Executive Board held annually (Derived from QCPR indicator 19)(Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	No	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4F	2019 (Baseline)	80%	N/A
SP O_4.6: Percentage of offices which have completed training on anti-fraud and accountability (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4G	2020 (Baseline)	85%	N/A
SP O_4.7: Implementation rate for regular resources (Shared with UNFPA) (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	90%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4H	2019 (Baseline)	80	N/A
SP O_4.8: Implementation rate for other resources (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	95	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4I	2019 (Baseline)	0	N/A
SP O_4.9: Percentage of Country Offices reporting on Greenhouse Gas emissions for travel and operations (Similar to UNFPA and UNICEF) (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	0	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4J	2019 (Baseline)	15 weeks	N/A
SP O_4.10: Average turnover time for the identification of qualified candidates and complete recruitment (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	0	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4K	2019 (Baseline)	90%	N/A
SP O_4.11: Percentage of annual performance management and development reviews completed on time (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4L	2019 (Baseline)	100%	N/A
SP O_4.12: Percentage of staff members completing mandatory trainings (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4M	2019 (Baseline)	90%	N/A
SP O_4.13: Percentage of internal audit recommendations implemented (Similar to UNFPA) (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4N	2019 (Baseline)	80%	N/A
SP O_4.14: Percentage of external audit recommendations implemented (Similar to UNFPA) (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4O	2019 (Baseline)	100%	N/A
SP O_4.15: Percentage of risk units meeting Enterprise Risk Management policy and framework requirements (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4P	2019 (Baseline)	99%	N/A
SP O_4.16: Percentage availability and uptime of corporate ICT systems (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4Q	2019 (Baseline)	80%	N/A
SP O_4.17: Percentage of ICT platforms that fully address cyber-security issues and architecture design inputs from the ICT team (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	90%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4R	2020 (Baseline)	100%	N/A
SP O_4.18: Percentage of offices compliant with business continuity plans and processes (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4S	2020 (Baseline)	100%	N/A
SP O_4.19: Percentage of offices compliant with UN Security Risk Management requirements (Not for country reporting)	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

OUTPUT KHM_O_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Output 4.1 UN Women Cambodia has human resources, operational capacity and resources to implement OEEF, support delivery of the DRF corporate requirements	KHM_O_4.1A Indicator 4.1a: Percentage of duly completed month-end checklists	2017 (Baseline)	100%	N/A
		2019 (Milestone)	100%	100
		2020 (Milestone)	100%	100%
		2021 (Milestone)	5	5
		2022 (Milestone)	5	5
		2023 (Target)	100	-
KHM_O_4.1B Indicator 4.1b: Average turnover time for completing recruitment process	KHM_O_4.1B	2017 (Baseline)	14 weeks	N/A
		2019 (Target)	14 weeks	14
KHM_O_4.1C Indicator 4.1.c: Percentage of annual performance management and development reviews completed on time	KHM_O_4.1C	2017 (Baseline)	60%	N/A
		2019 (Milestone)	100%	100%
		2020 (Milestone)	100%	100%

	2021 (Milestone)	95%	95%
	2022 (Milestone)	95%	82
	2023 (Target)	90	-
KHM_O_4.1D	2018 (Baseline)	100%	N/A
% compliance with UN MOSS and RSM	2019 (Milestone)	100%	100%
	2020 (Milestone)	100%	100%
	2021 (Milestone)	80%	80%
	2022 (Milestone)	80%	70
	2023 (Target)	80	-
KHM_O_4.1E	2018 (Baseline)	1	N/A
Number of updates of CCO business continuity plan	2019 (Target)	1	1
KHM_O_4.1F	2018 (Baseline)	80%	N/A
% of quarterly update and monitoring of UN Women CCO Risk Register	2019 (Milestone)	100%	100%
	2020 (Target)	100%	100%
KHM_O_4.1H	2020 (Baseline)	100%	N/A
% compliance with UN MOSS and RSM	2021 (Milestone)	100%	98%
	2022 (Milestone)	100%	80
	2023 (Target)	100	-
KHM_O_4.1I	2021 (Baseline)	60%	N/A

KHM_O_4.1	2021 (Baseline)	00%	N/A
% of CPE Recommendations being implemented/completed by UN Women Cambodia team/RO	2022 (Milestone)	100%	80
	2023 (Target)	100	-

OUTPUT KHM_O_4.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Output 4.2 Improved fiduciary oversight of resources through budget, procurement, finance, IT and facility management	KHM_O_4.2A Indicator 4.2 a: Percentage of resource mobilization target achieved	2017 (Baseline)	30%	N/A
		2019 (Milestone)	40%	40%
		2020 (Milestone)	60%	0
		2021 (Milestone)	60%	50%
		2022 (Milestone)	80%	70
		2023 (Target)	80	-
	KHM_O_4.2B Delivery rate (dis-aggregated by sources)	2018 (Baseline)	95%	N/A
		2019 (Milestone)	98%	98%
		2020 (Milestone)	99%	76
		2021 (Milestone)	100%	100%
		2022 (Milestone)	100%	100
		2023 (Target)	100	-
	KHM_O_4.2C % of external and internal audit recommendations implemented	2017 (Baseline)	100%	N/A
		2019 (Milestone)	100%	%
		2020 (Milestone)	70%	0

2021 (Milestone)	50%	0
2022 (Target)	-	0