

OUTCOME XM-DAC-41146-MKD_D_1.1

B – Baseline M – Milestones T – Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
By 2025, people in North Macedonia have universal access to rights- based quality social services – healthcare, education, and necessary social and child protection – rooted in systems resilient to emergencies (UNSDCF Outcome 2)	MKD_D_1.1A	2021 (Baseline)	2	N/A
	Number of laws/bylaws and policies/strategies in line with the Istanbul Convention	2022 (Milestone)	3	1
		2023 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.1.4	(Baseline)	-	N/A
Number of laws that were adopted, revised or repealed to advance gender equality and women's empowerment (CO)	2022 (Target)	-	1

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.1.5	(Baseline)	-	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)	-	1
	2023 (Target)	-	-

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.4.1	(Baseline)	-	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 (Target)	-	False

- Complementary Indicator :

OUTPUT MKD_D_1.1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Providers of general and specialist support services for victims of all forms of violence have the capacity to implement the standards enshrined in CEDAW and the Istanbul Convention	MKD_D_1.1.1A	2016 (Baseline)	1	N/A
	Number of amendments, and/or new GRB criteria/elements adopted in the legal and operational frameworks by the Government/Ministry of Finance.	2022 (Target)	33	27
	MKD_D_1.1.1B	2016 (Baseline)	12 GRB interventions introduced by local self-government units.	N/A
	N. of GRB interventions introduced by local self-government units to apply GRB in public finance management.			
	MKD_D_1.1.1C	2016 (Baseline)	45 public officials at central level and at least 200 local administration	N/A
	Number of public officials at central and local level that complete tailored training on			

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

OUTPUT MKD_D_1.1.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Civil Society Organizations have the capacities to promote favorable social norms, attitudes and behaviors to prevent violence against women and girls	MKD_D_1.1.2A	2016 (Baseline)	1 monitoring report at central level, no monitoring reports at local level	N/A
	Number of monitoring reports produced by central and local governments on budget allocations for GE	2022 (Target)	2326	2756
	MKD_D_1.1.2B	2016 (Baseline)	2 ministries implement participatory planning and budgeting to address identified needs and priorities of women and men; 10 municipalities implement participatory planning and budgeting to address identified needs and priorities of women and men	N/A
	MKD_D_1.1.2C	2018 (Baseline)	2	N/A

specific budgetary allocations in selected sectoral programmes that address the needs of women and the most vulnerable

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

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OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
By 2025, people in North Macedonia benefit from improved rule of law, evidence- based, anticipatory and gender responsive policies, greater social cohesion and effective service delivery by transparent, accountable and responsive institutions (UNSDCF Outcome 4)	MKD_D_1.2A	2019 (Baseline)	62	N/A
	Gender Equality Index for North Macedonia	2022 (Milestone)	63	64.5
		2023 (Target)	63	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
MKD_D_1.2B	2021 (Baseline)	No	N/A
System in place to make and track budgetary allocations for gender equality (SDG indicator 5.c1.)	2022 (Milestone)	no	False
	2023 (Target)	No	-

- SDG Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
MKD_D_1.2C	2021 (Baseline)	3	N/A
# of national strategies and laws/by laws that integrate gender equality priorities	2022 (Milestone)	5	5
	2023 (Target)	6	-

- Common Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.1.4	(Baseline)	-	N/A
Number of laws that were adopted, revised or repealed to advance gender equality and women's empowerment (CO)	2022 (Milestone)	-	1
	2023 (Target)	-	-

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.1.5	(Baseline)	-	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)	-	4
	2023 (Target)	-	-

- Complementary Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_D_0.2.1	(Baseline)	-	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)	-	-
	2023 (Target)	-	-

- SDG Indicator :

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)	2022 (Milestone)	-	-
	2023 (Target)	-	-
<ul style="list-style-type: none"> • SDG Indicator : • Common Indicator : 			

OUTPUT MKD_D_1.2.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Central government institutions and local self-government units have capacities to mainstream gender and systematically apply GRB in the policymaking and budgeting processes	MKD_D_1.2.1A	2016 (Baseline)		N/A
	Number of monitoring reports produced by gender advocates at the central and local levels to monitor government's commitments on GEWE	2022 (Milestone)	19	23
		2023 (Target)	23	-
	MKD_D_1.2.1B	2018 (Baseline)	1700	N/A
	# of women, including the most vulnerable groups, participating in outreach and empowerment actions to voice their needs and priorities	2022 (Milestone)	85	67
		2023 (Target)	85	-
SP_D_0.1.f		(Baseline)	-	N/A

Number of institutions that have increased capacities to design and implement institutional reforms/strategies/policies that promote gender equality and women's empowerment (CO)	2022 (Milestone)	-	45
	2023 (Target)	-	-
SP_D_0.2.c	(Baseline)	-	N/A
Number of national partners with capacities to apply Gender Responsive Budgeting tools in the budget cycle (CO)	2022 (Milestone)	-	45
	2023 (Target)	-	-

OUTPUT MKD_D_1.2.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Public oversight institutions have increased capacities to monitor and advocate for gender responsive policies and budgets	MKD_D_1.2.2A	2016 (Baseline)	2	N/A
	Number of gender related discussions initiated by MPs on government's expenditures in specific sectors pertinent to GEWE.	2022 (Milestone)	3	7
		2023 (Target)	5	-
MKD_D_1.2.2B	2018 (Baseline)	25/0	N/A	
# of key state and non-state actors trained on gender data and statistics				
MKD_D_1.2.2C	2018 (Baseline)	10	N/A	

of regional initiatives for exchange of knowledge and best practices on GRB

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)	-	4
	2023 (Target)	-	-

OUTPUT MKD_D_1.2.3

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
The Secretariat for EU Affairs, MLSP and IPA units in line ministries have the capacity to mainstream gender and align planning and programming with EU gender equality acquis	MKD_D_1.2.3A	2016 (Baseline)	4 good practices replicated by stakeholders	N/A
	Number of new good practices replicated by stakeholders (project implementing partners and National institutions) in the project countries as result of regional exchange	2022 (Milestone)	4	6
		2023 (Target)	7	-
MKD_D_1.2.3B	Number of project evaluations successfully completed	2016 (Baseline)	1	N/A
		2022 (Milestone)	40	78
		2023 (Target)	60	-
MKD_D_1.2.3C	# of awareness raising and PR products on GE in the context of government reform and EU accession priority areas	2021 (Baseline)	0	N/A
		2022 (Milestone)	5	4
		2023 (Target)	7	-

SP_D_0.1.f	(Baseline)	-	N/A
Number of institutions that have increased capacities to design and implement institutional reforms/strategies/policies that promote gender equality and women's empowerment (CO)	2022 (Milestone)	-	3
	2023 (Target)	-	-
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)	-	-

OUTPUT MKD_D_1.2.4

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
CSOs, women and women's organizations have enhanced capacities to voice their needs in planning and budgeting processes, and advocate for increased accountability for gender equality	MKD_D_1.2.4A	2021 (Baseline)	13	N/A
	# of CSOs and women's organizations that take initiatives for advocacy and empowerment of women, aimed at increasing women's involvement in local decision making and budgeting processes	2022 (Milestone)	18	26
		2023 (Target)	20	-
MKD_D_1.2.4B	# of women in local communities	2021 (Baseline)	1100	N/A
		2022 (Milestone)	1200	1683

participating in outreach and empowerment actions to voice their needs and priorities	2023 (Target)	1300	-
SP_D_0.5.c	(Baseline)	-	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)	2022 (Milestone)	-	2
	2023 (Target)	-	-

OUTPUT MKD_D_1.2.5

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UNCT has improved understanding and knowledge on gender mainstreaming and implementation of the SWAP Gender Equality Score Card	MKD_D_1.2.5A	2022 (Baseline)	1	N/A
	# of capacity building and networking activities for UNCT and RCO, on mainstreaming gender equality and empowerment of women	2022 (Milestone)	-	2
		2023 (Target)	2	-
SP_D_0.7.b		(Baseline)	-	N/A
GLOBAL/UNIT: Number of UN System coordination mechanisms in which UN-Women is actively engaged that drive progress on gender mainstreaming		2022 (Milestone)	-	8
		2023 (Target)	-	-

mandates and commitments at global,
regional and country levels

OUTCOME XM-DAC-41146-MKD_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

(Baseline)

- N/A

Implementation rate for regular resources
(Desk Review)

2022 (Milestone)

- -

2023 (Target)

- -

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_1B	(Baseline)	-	N/A
Implementation rate for other resources (Desk Review)	2022 (Milestone)	-	-
	2023 (Target)	-	-

OUTPUT MKD_O_1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN Women is an accountable organization that manages its financial and human resources with integrity, and in line with its mandate, program and commitment	MKD_O_1.1A	2015 (Baseline)	2	N/A
	Number of documents produced by HRGTG/PSD GE WG	2022 (Milestone)	-	100
		2023 (Target)	100	-
MKD_O_1.1B	NAP for SDG localization with gender mainstreamed	2015 (Baseline)	0	N/A
		2022 (Milestone)	100	100
		2023 (Target)	-	-
MKD_O_1.1C	New UNSDCF and CCA are gender mainstreamed	2019 (Baseline)	no	N/A
		2022 (Milestone)	-	True
		2023 (Target)	yes	-
MKD_O_1.1D	Number of successful project evaluations	2022 (Baseline)	TBD	N/A
		2022 (Milestone)	-	100

completed (rated satisfactory/very good or above)

2023 (Target)

TBD -

OUTCOME XM-DAC-41146-MKD_O_2

B - Baseline

M - Milestones

T - Target

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

OUTPUT MKD_O_2.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN Women effectively leverages and expands its partnerships, communications, sustainable resource mobilization and advocacy capabilities for the delivery of its own mandate.	MKD_O_2.1A	2018 (Baseline)	3	N/A
	Number of Joint thematic events/initiatives with stakeholders/partners (Government, civil society, private sector, regional and international organizations in FYR Macedonia)	2022 (Milestone)	10	10
		2023 (Target)	20	-

MKD_O_2.1B	2018 (Baseline)	80	N/A
Number of media articles/stories published on web and print media related to gender equality initiatives implemented by UN Women and strategic partners	2022 (Milestone)	-	286
	2023 (Target)	300	-
MKD_O_2.1C	2018 (Baseline)	0	N/A
N. of joint projects successfully implemented			
MKD_O_2.1D	2018 (Baseline)	1	N/A
Number of donors/partners committing funds for joint initiatives/events on GE in 2019-2021			

OUTCOME XM-DAC-41146-MKD_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_4F	(Baseline)	-	N/A
	Percentage of UN-Women female staff among international professional and national staff All international professional staff: i. P-1 ii. P-2 iii. P-3 iv. P-4 v. P-5 vi. D1 and above All National Officers: i. National Officer-A ii. National Officer-B iii. National Officer-C iv.	2022 (Milestone)	-	-
		2023 (Target)	-	-

- QCPR Indicator :

OUTPUT MKD_O_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN Women is an employer of choice with a diverse, inclusive and highly motivated and performing staff that embodies UN values	MKD_O_4.1A	2017 (Baseline)	1	N/A
	N. of donor reports submitted on time			
	MKD_O_4.1B	2017 (Baseline)	1	N/A
	N. of donor reports that meet quality standards	2022 (Milestone)	-	100
		2023 (Target)	100	-
	MKD_O_4.1C	2017 (Baseline)	100	N/A
	% of PMD input completed and submitted to ECARO on time	2022 (Milestone)	-	100
		2023 (Target)	100	-
	MKD_O_4.1D	2017 (Baseline)	90	N/A
	% of staff completed UN Women mandatory training courses			
	MKD_O_4.1E	2017 (Baseline)	80%	N/A

Implementation rate for programmes