

# Country-Level Strategic Plan Indicator Data for Rwanda

Data as of:  
4 May 2024

OUTCOME XM-DAC-41146-RWA\_D\_1.1

B – Baseline M – Milestones T – Target

| OUTCOME STATEMENT   | INDICATOR STATEMENT  | YEAR  | BMTS | REPORTED RESULT |
|---|--|---|------|-----------------|
| A diverse cohort of women leaders is formed to lead in governance at local and national level | 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) | (Baseline)  | -    | N/A             |
|   |  | 2022 (Milestone)  | -    | -               |
|   |  | 2023 (Milestone)  | -    | -               |
|   |  | 2024 (Milestone)  | -    | -               |
|   |  | 2025 (Target)   | -    | -               |
|   |  | <ul style="list-style-type: none"> <li>SDG Indicator :</li> <li>Common Indicator :</li> </ul> |      |                 |
|   | SDG 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location (Desk Review)   | (Baseline)  | -    | N/A             |
|   |  | 2022 (Milestone)  | -    | -               |
|   |  | 2023 (Milestone)  | -    | -               |
|   |  | 2024 (Milestone)  | -    | -               |
|   |  | 2025 (Target)   | -    | -               |
|   |  | <ul style="list-style-type: none"> <li>SDG Indicator :</li> <li>Common Indicator :</li> </ul> |      |                 |

OUTPUT RWA\_D\_1.1.1

| OUTCOME STATEMENT | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|-------------------|---------------------|------|------|-----------------|
|-------------------|---------------------|------|------|-----------------|

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|   |  |
|---|--|
| Women’s capacity to compete for leadership positions and to lead decision making processes at local and national level strengthened | SP_D_01.h<br>Number of multi-stakeholder dialogue processes to promote engagement of governments with civil society and other partners to advance gender equality and women's empowerment (CO, RO, HQ) |
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OUTPUT RWA\_D\_1.1.3

| OUTCOME STATEMENT  | INDICATOR STATEMENT   | YEAR | BMTS | REPORTED RESULT |
|--|---|------|------|-----------------|
| Organizational capacities, outreach and convening power of networks that promote women's leadership and participation in decision making organs enhanced | SP_D_0.1.d<br><br>Number of partners that have increased capacities to promote/influence gender responsive legislation (CO, HQ)   |      |      |                 |
|  | SP_D_0.1.e<br><br>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) |      |      |                 |

OUTCOME XM-DAC-41146-RWA\_D\_1.2

|  |  | B - Baseline      M - Milestones      T - Target |      |                 |
|--|--|--|------|-----------------|
| OUTCOME STATEMENT  | INDICATOR STATEMENT  | YEAR   | BMTS | REPORTED RESULT |
| Women are perceived as equally legitimate and effective leaders as men throughout all spheres of society | 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 (Milestone)                                 | -    | -               |
|  |  | 2024 (Milestone)                                 | -    | -               |

- SDG Indicator :
- Common Indicator :

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**OUTPUT RWA\_D\_1.2.1**

| OUTCOME STATEMENT  | INDICATOR STATEMENT  | YEAR | BMTS | REPORTED RESULT |
|--|--|------|------|-----------------|
| Community awareness of gender equality and civic understanding of women's right to equal participation in decision making increased. | SP_D_0.5.b<br><br>Number of advocacy initiatives with partners, to increase quality, flexible, core funding for civil society organizations working on GEWE, especially women's organizations (Desk Review)  |      |      |                 |
|  | SP_D_0.5.c<br><br>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) |      |      |                 |

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## OUTPUT RWA\_D\_1.2.2

| OUTCOME STATEMENT   | INDICATOR STATEMENT  | YEAR | BMTS | REPORTED RESULT |
|---|--|------|------|-----------------|
| Enhanced capacity of media and educational institutions to propagate gender equality as social goal and positively portray women's leadership | SP_D_0.4.d<br>Number of women accessing information, goods, resources and/or services through UNW supported platforms and programs in humanitarian and development settings (CO, HQ) |      |      |                 |

## OUTPUT RWA\_D\_1.2.3

| OUTCOME STATEMENT   | INDICATOR STATEMENT  | YEAR | BMTS | REPORTED RESULT |
|---|--|------|------|-----------------|
| Individual and networks of men and boys, women and girls mobilized in favor of gender equality and respectful relationships | SP_D_0.5.c<br>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) |      |      |                 |

## OUTCOME XM-DAC-41146-RWA\_D\_1.3

B - Baseline

M - Milestones

T - Target

| OUTCOME STATEMENT   | INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|---|--|------------------|------|-----------------|
| Implementation of gender equality and women's empowerment commitments strengthened at national and local levels | SP_D_2.1   | (Baseline)       | -    | N/A             |
|   | SDG 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location (Desk Review) | 2022 (Milestone) | -    | -               |
|   |  | 2023 (Milestone) | -    | -               |
|   |  | 2024 (Milestone) | -    | -               |
|   |  | 2025 (Target)    | -    | -               |
|   | <ul style="list-style-type: none"> <li>SDG Indicator :</li> <li>Common Indicator :</li> </ul>                |                  |      |                 |

#### OUTPUT RWA\_D\_1.3.1

| OUTCOME STATEMENT  | INDICATOR STATEMENT  | YEAR | BMTS | REPORTED RESULT |
|--|--|------|------|-----------------|
| National Gender Machinery Institutions' capacity to coordinate and oversee gender mainstreaming at national and local level strengthened | SP_D_0.1.a   |      |      |                 |
|  | Number of governments that undertake national review processes in response to global intergovernmental outcomes (CO)         |      |      |                 |
|  |  |      |      |                 |
|  | SP_D_0.1.d   |      |      |                 |
|  | Number of partners that have increased capacities to promote/influence gender responsive legislation (CO, HQ)                |      |      |                 |
|  |  |      |      |                 |
|  | SP_D_0.1.f   |      |      |                 |
|  | Number of institutions that have increased capacities to design and implement institutional reforms/strategies/policies that |      |      |                 |

promote gender equality and women's  
empowerment (CO)

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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)

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### OUTPUT RWA\_D\_1.3.3

| OUTCOME STATEMENT   | INDICATOR STATEMENT   | YEAR | BMTS | REPORTED RESULT |
|---|---|------|------|-----------------|
| Capacities to execute gender-responsive development strategies, sector strategies, district development plans and budgets by Government institutions at national and local levels increased | SP_D_0.1.d  |      |      |                 |
|   | Number of partners that have increased capacities to promote/influence gender responsive legislation (CO, HQ)   |      |      |                 |
|   | 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) |      |      |                 |
|   | SP_D_0.1.f  |      |      |                 |
|   | 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_0.1.h  |      |      |                 |
|   | Number of multi-stakeholder dialogue processes to promote engagement of governments with civil society and other partners to advance gender equality and  |      |      |                 |



women's empowerment (CO, RO, HQ)

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SP\_D\_0.2.b

Number of gender financing assessments  
conducted by government partners (CO)

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SP\_D\_0.2.c

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

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SP\_D\_0.2.d

Number of tools introduced that support  
innovative financing and accountability,  
including related to digital financing, for  
gender equality (CO)

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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)

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SP\_D\_0.3.b

Number of community or organizational level UN Women programmes that address behaviour and/or social/gender norms – using evidence/practice-based methodologies (CO, HQ)

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SP\_D\_0.3.d

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

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SP\_D\_0.4.f

Number of people who have access to justice and the proportion of whom are women (CO, HQ)

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SP\_D\_0.5.b

Number of advocacy initiatives with partners, to increase quality, flexible, core funding for civil society organizations working on GEWE, especially women's organizations (Desk Review)

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SP\_D\_0.5.c

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)

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SP\_D\_0.5.d

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)

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SP\_D\_0.5.e

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)

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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)

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SP\_D\_0.6.b

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

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SP\_D\_0.6.c

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

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SP\_D\_0.6.f

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

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SP\_D\_0.7.a

Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas (CO, RO, HQ)

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SP\_D\_0.7.b

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.c

Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available (CO, RO, HQ)

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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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SP\_D\_0.7.f

Percentage of UN entities that track and report on allocations and/or expenditures on gender equality using gender equality markers and are allocating substantial resources to programmes with gender

equality as their principal objective (derived from QCPR indicator 1.4.19) (Desk Review)

#### OUTCOME XM-DAC-41146-RWA\_D\_2.1

B – Baseline

M – Milestones

T – Target

| OUTCOME STATEMENT  | INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|--|------------------|------|-----------------|
| New opportunities are unlocked for women to benefit from Rwanda's expanding private sector markets | SP_D_2.1   | (Baseline)       | -    | N/A             |
|  | SDG 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location (Desk Review) | 2022 (Milestone) | -    | -               |
|  |  | 2023 (Milestone) | -    | -               |
|  |  | 2024 (Milestone) | -    | -               |
|  |  | 2025 (Target)    | -    | -               |
|  |  |                  |      |                 |
|  | SP_D_2.2   | (Baseline)       | -    | N/A             |
|  | SDG 8.3.1 Proportion of informal employment in total employment, by sector and sex (Desk Review)             | 2022 (Milestone) | -    | -               |
|  |  | 2023 (Milestone) | -    | -               |
|  |  | 2024 (Milestone) | -    | -               |
|  |  | 2025 (Target)    | -    | -               |
|  |  |                  |      |                 |

#### OUTPUT RWA\_D\_2.1.1

| OUTCOME STATEMENT | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|-------------------|---------------------|------|------|-----------------|
|-------------------|---------------------|------|------|-----------------|

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Women have enhanced skills and access to  
finance and markets to leverage business  
opportunities

Number of women accessing information,  
goods, resources and/or services through  
UNW supported platforms and programs in  
humanitarian and development settings  
(CO, HQ)

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SP\_D\_0.5.e

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)

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## OUTPUT RWA\_D\_2.1.2

| OUTCOME STATEMENT  | INDICATOR STATEMENT   | YEAR | BMTS | REPORTED RESULT |
|--|---|------|------|-----------------|
| Women's capacity and opportunities to access remunerated off-farm employment increased | SP_D_0.1.e<br>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) |      |      |                 |
|  | SP_D_0.2.a<br>Number of partners with capacities to integrate gender equality into fiscal laws/policies/standards (CO, RO, HQ)  |      |      |                 |

## OUTPUT RWA\_D\_2.1.3

| OUTCOME STATEMENT  | INDICATOR STATEMENT   | YEAR | BMTS | REPORTED RESULT |
|--|---|------|------|-----------------|
| Corporate sector actors demonstrate increased understanding of and commitment to implement gender equality and women's empowerment practices | SP_D_0.1.e<br>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) |      |      |                 |
|  | SP_D_0.6.d  |      |      |                 |



Number of platforms/web-based databases for dissemination of multi-level disaggregated gender statistics, sex-disaggregated data and knowledge developed (CO)

#### OUTCOME XM-DAC-41146-RWA\_D\_2.3

B – Baseline

M – Milestones

T – Target

#### OUTCOME STATEMENT

#### INDICATOR STATEMENT

#### YEAR

#### BMTS

#### REPORTED RESULT

Women farmers and cooperatives' engagement in higher segments of the food and agricultural value chains is increased

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 :

(Baseline)

- N/A

2022 (Milestone)

- -

2023 (Milestone)

- -

2024 (Milestone)

- -

2025 (Target)

- -

SP\_D\_2.2

SDG 8.3.1 Proportion of informal employment in total employment, by sector and sex (Desk Review)

- SDG Indicator :
- Common Indicator :
- Complementary Indicator :

(Baseline)

- N/A

2022 (Milestone)

- -

2023 (Milestone)

- -

2024 (Milestone)

- -

2025 (Target)

- -

# OUTPUT RWA\_D\_2.3.1

| OUTCOME STATEMENT  | INDICATOR STATEMENT   | YEAR | BMTS | REPORTED RESULT |
|--|---|------|------|-----------------|
| Women agripreneurs' access to productive and transformative inputs, technologies and services strengthened | SP_D_0.1.e<br>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) |      |      |                 |
|  | SP_D_0.1.f<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_0.1.g<br>Number of national AIDS coordinating bodies and/or national multi-sectoral HIV programmes that have strengthened capacity to integrate gender-responsive actions into national HIV strategies (CO)    |      |      |                 |
|  | SP_D_0.2.d<br>Number of tools introduced that support innovative financing and accountability,  |      |      |                 |

including related to digital financing, for  
gender equality (CO)

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## OUTPUT RWA\_D\_2.3.2

| OUTCOME STATEMENT  | INDICATOR STATEMENT   | YEAR | BMTS | REPORTED RESULT |
|--|---|------|------|-----------------|
| Women farmers benefit from dedicated production and marketing platforms linking them to national, regional and international supply chains | SP_D_0.4.d<br>Number of women accessing information, goods, resources and/or services through UNW supported platforms and programs in humanitarian and development settings (CO, HQ)                |      |      |                 |
|  | SP_D_0.5.e<br>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) |      |      |                 |
|  | SP_D_0.6.d<br>Number of platforms/web-based databases for dissemination of multi-level disaggregated gender statistics, sex-disaggregated data and knowledge developed (CO)                         |      |      |                 |

## OUTCOME XM-DAC-41146-RWA\_D\_3.1

B – Baseline

M – Milestones

T – Target

| OUTCOME STATEMENT   | INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|---|--|------------------|------|-----------------|
| Communities and other stakeholders are better able to prevent and respond to violence against women and girls and deliver essential services to victims | SP_D_3.1   | (Baseline)       | -    | N/A             |
|   | SDG 5.2.1: Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual, or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age (Desk Review) | 2022 (Milestone) | -    | -               |
|   |  | 2023 (Milestone) | -    | -               |
|   |  | 2024 (Milestone) | -    | -               |
|   |  | 2025 (Target)    | -    | -               |
|   | <ul style="list-style-type: none"> <li>• SDG Indicator :</li> <li>• Common Indicator :</li> <li>• Complementary Indicator :</li> </ul>   |                  |      |                 |

#### OUTPUT RWA\_D\_3.1.1

| OUTCOME STATEMENT  | INDICATOR STATEMENT  | YEAR | BMTS | REPORTED RESULT |
|--|--|------|------|-----------------|
| Increased awareness among communities to prevent and respond to S/GBV including available services (health, social, justice, economic) | SP_D_0.3.c<br><br>Number of data collection initiatives conducted or supported by UN Women that include behaviour and/or social/gender norms dimensions (CO) |      |      |                 |

OUTPUT RWA\_D\_3.1.2

| OUTCOME STATEMENT  | INDICATOR STATEMENT   | YEAR | BMTS | REPORTED RESULT |
|--|---|------|------|-----------------|
| Strengthened capacity of relevant institutions /service providers to provide quality services to S/GBV victims | SP_D_0.4.a  |      |      |                 |
|  | Number of institutions with strengthened capacities to improve the provision of essential services, goods and/or resources for women (CO, RO, HQ) |      |      |                 |
|  | SP_D_0.4.f  |      |      |                 |
|  | Number of people who have access to justice and the proportion of whom are women (CO, HQ)   |      |      |                 |

OUTCOME XM-DAC-41146-RWA\_D\_3.2

|  |   | B - Baseline      M - Milestones      T - Target |      |                 |
|--|---|--|------|-----------------|
| OUTCOME STATEMENT  | INDICATOR STATEMENT   | YEAR   | BMTS | REPORTED RESULT |
| Attitudes and behaviours related to women's and girl's rights to enjoy spaces free from VAW improved | SP_D_0.3.3  | (Baseline)                                       | -    | N/A             |
|  | Number of countries and/or other actors with comprehensive and coordinated VAW prevention strategy (CO) | 2022 (Milestone)                                 | -    | False           |
|  |   | 2023 (Milestone)                                 | -    | -               |
|  |   | 2024 (Milestone)                                 | -    | -               |
|  |   | 2025 (Target)                                    | -    | -               |
|  | • Complementary Indicator :   |  |      |                 |

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**OUTPUT RWA\_D\_3.2.1**

| OUTCOME STATEMENT   | INDICATOR STATEMENT  | YEAR | BMTS | REPORTED RESULT |
|---|--|------|------|-----------------|
| Women and girls, men and boys at community level are mobilized in favour of respectful relationships, gender equality and safety in public spaces | SP_D_0.3.e<br>Number of draft policies with monitoring/reporting mechanisms developed by partners to address gender-based discrimination and/or combat gender stereotypes (CO) |      |      |                 |

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## OUTPUT RWA\_D\_3.2.2

| OUTCOME STATEMENT  | INDICATOR STATEMENT  | YEAR | BMTS | REPORTED RESULT |
|--|--|------|------|-----------------|
| Transformative initiatives on GBV in public spaces developed and integrated into formal operating frameworks and procedures to increase safety for women and girls, men and boys | SP_D_0.3.d   |      |      |                 |
|  | Number of organizations/institutions with increased capacities to identify and/or address discriminatory behaviour and/or social/gender norms change (CO)                      |      |      |                 |
|  | SP_D_0.4.e   |      |      |                 |
|  | Number of countries with multi stakeholder initiatives in place to prevent and respond to sexual violence including sexual harassment in public and/or private spaces (CO, HQ) |      |      |                 |

## OUTCOME XM-DAC-41146-RWA\_O\_1

B - Baseline      M - Milestones      T - Target

| OUTCOME STATEMENT   | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|---------------------|------|------|-----------------|
| Enhanced coordination, coherence and accountability of the UN system for commitments to gender equality and women's empowerment |                     |      |      |                 |



B – Baseline

M – Milestones

T – Target

| OUTCOME STATEMENT   | INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|---|--|------------------|------|-----------------|
| Increased engagement of partners in support of UN-Women's mandate | SP_O_2B  | (Baseline)       | -    | N/A             |
|   | Contributions received through pooled and thematic funding mechanisms (Desk Review)  | 2022 (Milestone) | -    | -               |
|   |  | 2023 (Milestone) | -    | -               |
|   |  | 2024 (Milestone) | -    | -               |
|   |  | 2025 (Target)    | -    | -               |
|   | SP_O_2C  | (Baseline)       | -    | 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) | -    | 1               |
|   |  | 2023 (Milestone) | -    | -               |
|   |  | 2024 (Milestone) | -    | -               |
|   |  | 2025 (Target)    | -    | -               |

| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| SP_O_2E  | (Baseline)       | -    | N/A             |
| 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) | 2022 (Milestone) | -    | -               |
|  | 2023 (Milestone) | -    | -               |
|  | 2024 (Milestone) | -    | -               |
|  | 2025 (Target)    | -    | -               |

#### OUTCOME XM-DAC-41146-RWA\_O\_3

B - Baseline      M - Milestones      T - Target

| OUTCOME STATEMENT   | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|---------------------|------|------|-----------------|
| High quality of programmes through knowledge, innovation, results-based management and evaluation |                     |      |      |                 |

#### OUTCOME XM-DAC-41146-RWA\_O\_4

B - Baseline      M - Milestones      T - Target

| OUTCOME STATEMENT  | INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|--|---|------------------|------|-----------------|
| Improved management of financial and human resources in pursuit of results | SP_O_4A   | (Baseline)       | -    | N/A             |
|  | Average time to select a candidate/complete a recruitment process (Desk Review) | 2022 (Milestone) | -    | -               |
|  |   | 2023 (Milestone) | -    | -               |
|  |   | 2024 (Milestone) | -    | -               |

|   |                  |   |     |
|---|------------------|---|-----|
|   | 2024 (Milestone) | - | -   |
|   | 2025 (Target)    | - | -   |
| SP_O_4D   | (Baseline)       | - | N/A |
| Extent to which personnel perceive UN Women to empower, engage and nurture their workforce in order to strengthen inclusive culture (Desk Review) | 2022 (Milestone) | - | -   |
|   | 2023 (Milestone) | - | -   |
|   | 2024 (Milestone) | - | -   |
|   | 2025 (Target)    | - | -   |

| INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| 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. National Officer-D v. National Officer-E (QCPR 3.6.7 / 3.6.8 / 3.6.9) (Desk Review) | 2022 (Milestone) | -    | -               |
|   | 2023 (Milestone) | -    | -               |
|   | 2024 (Milestone) | -    | -               |
|   | 2025 (Target)    | -    | -               |

- QCPR Indicator :