






I. Gender-related SDG Results

A. Results-based Management




01. Performance Indicator: Strategic Planning Gender-related SDG results

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>1ai. Main strategic planning document includes at least one high-level result on gender equality and the empowerment of women which will contribute to meeting SDG targets, and reference to SDG 5 targets</p>	<p>1bi. Main strategic planning document includes at least one high-level result on gender equality and the empowerment of women which will contribute to meeting SDG targets, and reference to SDG 5 targets</p> <p>and</p> <p>1bii. Entity has achieved or is on track to achieve the high-level result on gender equality and the empowerment of women</p>	<p>1ci. Main strategic planning document includes at least one high-level transformative result on gender equality and the empowerment of women which will contribute to meeting SDG targets, and reference to SDG 5 targets</p> <p>and</p> <p>1cii. Entity has achieved or is on track to achieve the high-level transformative result on gender equality and the empowerment of women</p>

02. Performance Indicator: Reporting on Gender-related SDG results




 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>2ai. Entity RBM system provides guidance on measuring and reporting on gender equality and the empowerment of women results</p> <p>or</p> <p>2aai. Systematic use of sex-disaggregated data in strategic plan reporting</p>	<p>2bi. Reporting to the Governing Body or equivalent on the high-level result on gender equality and the empowerment of women which will contribute to meeting SDG targets, including SDG 5</p> <p>and</p> <p>2bii. Systematic use of sex-disaggregated data in strategic plan reporting</p>	<p>2ci. Reporting to the Governing Body or equivalent on the high-level result on gender equality and the empowerment of women which will contribute to meeting SDG targets, including SDG 5</p> <p>and</p> <p>2cii. Systematic use of sex-disaggregated data in strategic plan reporting</p> <p>and</p> <p>2ciii. Reporting every two years to the Governing Body or equivalent on implementation of the entity's gender equality and empowerment of women policy</p>

03. Performance Indicator: Programmatic Gender-related SDG Results*¹




 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>3a. Results on gender equality and the empowerment of women are consistently included in programmatic initiative planning documents</p>	<p>3b. Programmatic results on gender equality and the empowerment of women are met or on track to be met</p>	<p>3c. Programmatic results on gender equality and the empowerment of women are met or on track to be met</p> <p>and</p> <p>3ci. Programmatic initiatives consistently include transformative gender equality and the empowerment of women results</p>

B. Oversight

04. Performance Indicator: Evaluation

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>4a. Meets some of the UNEG gender-related norms and standards in the UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluation</p>	<p>4bi. Meets the UNEG gender equality - related norms and standards</p> <p>and</p> <p>4bii. Applies the UNEG Guidance on Integrating Human Rights and Gender Equality in evaluation during all phases of the evaluation</p>	<p>4ci. Meets the UNEG gender equality - related norms and standards, applies the UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluation during all phases of the evaluation</p> <p>and</p> <p>4cii. Conducts at least one evaluation to assess corporate performance on gender mainstreaming or equivalent every 5-8 years</p>

05. Performance Indicator: Audit

 Approaches requirements	 Meets requirements	 Exceeds requirements




¹ *not captured in the Strategic Plan

<p>5a. Consultation takes place with the gender focal point/ department on risks related to gender equality and the empowerment of women, as part of the risk-based audit annual planning cycle</p>	<p>5b. Based on risks assessments at engagement level, internal audit departments have developed tools for auditing gender equality and the empowerment of women related issues (e.g. policy compliance, quality of reporting etc.) and apply these as appropriate in all relevant audit phases</p>	<p>5ci. Relevant gender equality findings are systematically presented in annual reports of the internal audit departments</p> <p>and</p> <p>5cii. Internal audit departments undertake a targeted audit engagement related to gender equality and the empowerment of women at least once every five years</p>
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II. Institutional Strengthening to Support Achievement of Results

C. Accountability




06. Performance Indicator: Policy

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>6a. Policies and plans being developed on gender equality and women’s empowerment, including gender mainstreaming and the equal representation of women</p>	<p>6b. Up-to-date policies and plans implemented on gender equality and women’s empowerment, including gender mainstreaming and the equal representation of women</p>	<p>6ci. Up to date policies and plans implemented on gender equality and women’s empowerment, including gender mainstreaming and the equal representation of women</p> <p>and</p> <p>6cii. Specific senior level mechanism in place for ensuring accountability for promotion of gender equality and the empowerment of women</p>

07. Performance Indicator: Leadership




 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>7a. Senior managers internally champion gender equality and the empowerment of women</p>	<p>7bi. Senior managers internally and publicly champion gender equality and the empowerment of women</p>	<p>7ci. Senior managers internally and publicly champion gender equality and the empowerment of women</p> <p>and</p> <p>7cii. Senior managers proactively promote improvements in UN-SWAP Performance Indicators where requirements are not met/exceeded</p>

08. Performance Indicator: Gender-responsive Performance Management




 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>8a. The entity's core values and/or competencies being revised to include assessment of gender equality and the empowerment of women</p>	<p>8b. Assessment of gender equality and the empowerment of women integrated into core values and/or competencies for all staff, with a particular focus on levels P4 or equivalent and above</p>	<p>8ci. Assessment of gender equality and the empowerment of women integrated into core values and/or competencies for all staff, with a particular focus on levels P4 or equivalent and above including decision making positions in all Committees, Missions and Advisory Bodies</p> <p>and</p> <p>8cii System of recognition in place for excellent work promoting gender equality and women's empowerment</p>

D. Human and Financial Resources




09. Performance Indicator: Financial Resource Tracking

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>9a. Working towards a financial resource tracking mechanism to quantify disbursement of funds that promote gender equality and women's empowerment</p>	<p>9b. Financial resource tracking mechanism in use to quantify disbursement of funds that promote gender equality and women's empowerment</p>	<p>9ci. Financial resource tracking mechanism in use to quantify disbursement of funds that promote gender equality and women's empowerment</p> <p>and</p> <p>9cii. Results of financial resource tracking influences central strategic planning concerning budget allocation</p>




10. Performance Indicator: Financial Resource Allocation

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>10a. Financial benchmark is set for implementation of the gender equality and women's empowerment mandate</p>	<p>10b. Financial benchmark for resource allocation for gender equality and women's empowerment mandate is met</p>	<p>10c. Financial benchmark for resource allocation for gender equality and women's empowerment mandate is exceeded</p>

11. Performance Indicator: Gender Architecture

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>11. Gender focal points or equivalent at HQ, regional and country levels are:</p> <ul style="list-style-type: none"> a. appointed from staff level P4 and above b. have written terms of reference c. at least 20 per cent of their time is allocated to gender focal point functions 	<p>11bi. Gender focal points or equivalent at HQ, regional and country levels are:</p> <ul style="list-style-type: none"> a. appointed from staff level P4 and above for both mainstreaming and representation of women b. have written terms of reference c. at least 20 per cent of their time is allocated to gender focal point functions <p>and</p> <p>11bii. Gender department/unit is fully resourced according to the entity mandate</p>	<p>11ci. Gender focal points or equivalent at HQ, regional and country levels are:</p> <ul style="list-style-type: none"> a. appointed from staff level P5 and above for both mainstreaming and representation of women b. have written terms of reference c. at least 20 per cent of their time is allocated to gender focal point functions d. specific funds are allocated to support gender focal point networking <p>and</p> <p>11cii. Gender department/unit is fully resourced according to the entity mandate</p>

12. Performance Indicator: Equal Representation of Women




 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>12a. Plan in place to achieve the equal representation of women for General Service staff and all professional levels in the next five years</p>	<p>12b. The entity has reached the equal representation of women for General Service staff and all professional levels</p>	<p>12c. The entity has reached the equal representation of women for General Service staff and all professional levels including the senior most levels of representation in Field Offices, Committees, Advisory Bodies and Funds linked to the entity irrespective of budgetary source</p>

13. Performance Indicator: Organisational Culture




 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>13a. Organizational culture partly supports promotion of gender equality and the empowerment of women</p>	<p>13b. Organizational culture fully supports promotion of gender equality and the empowerment of women</p>	<p>13ci. Organizational culture fully supports promotion of gender equality and the empowerment of women</p> <p>and</p> <p>13cii. ILO Participatory Gender Audit or equivalent carried out at least every five years</p>

E. Capacity




14. Performance Indicator: Capacity Assessment




 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>14a. Assessment of capacity in gender equality and women's empowerment for individuals in entity is carried out</p>	<p>14bi. Entity-wide assessment of capacity of all relevant entity staff at HQ, regional and country levels in gender equality and women's empowerment is carried out</p> <p>and</p> <p>14bii. A capacity development plan is established or updated at least every five years</p>	<p>14ci. Entity-wide assessment of capacity of all relevant entity staff at HQ, regional and country levels in gender equality and women's empowerment is carried out</p> <p>and</p> <p>14cii. A capacity development plan is established or updated at least every three years</p>

15. Performance Indicator: Capacity Development

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>15a. Working towards ongoing mandatory training for all levels of entity staff at HQ, regional and country offices</p>	<p>15b. Ongoing mandatory training for all levels of entity staff at HQ, regional and country offices</p>	<p>15ci Ongoing mandatory training for all levels of entity staff at HQ, regional and country offices</p> <p>and</p> <p>15cii. Senior managers receive tailored training during orientation</p>

F. Knowledge, Communication and Coherence

16. Performance Indicator: Knowledge and Communication		
 Approaches requirements	 Meets requirements	 Exceeds requirements
16a. Internal production and exchange of information on gender equality and women's empowerment	<p>16bi. Knowledge on gender equality and women's empowerment is systematically documented and publicly shared</p> <p>and</p> <p>16bii. Communication plan includes gender equality and women's empowerment as an integral component of internal and public information dissemination</p>	<p>16ci. Knowledge on gender equality and women's empowerment is systematically documented and publicly shared</p> <p>and</p> <p>16cii. Communication plan includes gender equality and women's empowerment as an integral component of internal and public information dissemination</p> <p>and</p> <p>16ciii. Entity is actively involved in an inter-agency community of practice on gender equality and the empowerment of women</p>

17. Performance Indicator: Coherence		
 Approaches requirements	 Meets requirements	 Exceeds requirements
17a. Participates in an ad hoc fashion in inter-agency coordination mechanisms on gender equality and the empowerment of women	<p>17bi. Participates systematically in inter-agency coordination mechanisms on gender equality and the empowerment of women</p> <p>and</p> <p>17bii. Participates in a UN-SWAP peer review process</p>	<p>17ci. Participates systematically in inter-agency coordination mechanisms on gender equality and the empowerment of women</p> <p>and</p> <p>17cii. Participates in a UN-SWAP peer review process</p> <p>and</p> <p>17ciii. Supports implementation of at least one UN-SWAP Performance Indicator in another entity</p>