

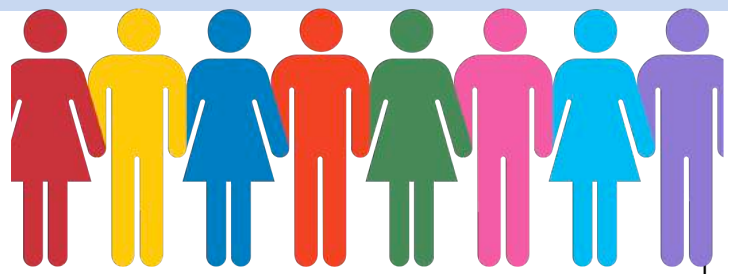
Theory of Change: UN-SWAP Reporting of System-wide Strategic Gender-related Results to support the 2030 Agenda

if the SDGs are to be achieved in a gender responsive manner then...

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*This FAQs accompanies the Theory of Change:
UN-SWAP Reporting of System-wide Strategic Gender-related
Results in Support of the 2030 Agenda.



1. What do we mean by a theory of change?

A theory of change is a hypothesis of how we believe we will contribute to change. Put simply, it is a tool that allows us to articulate the changes we seek, to clarify how we believe we will contribute to those changes, to unpack and address the assumptions that underlie our thinking and to clarify how we intend to mitigate the risks that are inevitably faced on any change pathway.

2. Why do we need a theory of change?

The global community has a shared vision: to achieve gender equality and the empowerment of all women and girls by 2030. This vision is clearly and consistently laid down in the 2030 Agenda for Sustainable Development and its accompanying sustainable development goals (SDGs).¹ The goals were agreed by 193 member states of the United Nations (UN) in September 2015 and apply to every country. It was agreed that gender equality and the empowerment of women is relevant across all the SDGs and is not limited to SDG 5.

The UN system aims to support Member States to attain this shared vision through its strong network of change agents² and through the implementation of targeted interventions.

The 2030 agenda is clear on what the global community needs to do to achieve gender equality and the empowerment of women and girls (GEEW). The SDG results come with clear indicators for gender equality and empowerment of women and girls (see Annex 1). Member States are expected to track and report on progress towards meeting these goals. The UN system is also expected to play its role in tracking and reporting on its system-wide contributions to SDG related results.

The UN reform agenda has placed a strong emphasis on collective and individual accountability and results, driving system-wide collaboration, coordination, coherence and country-contextual focus as a way to achieve anticipated results.

1 The 2030 Agenda commitments relating to gender equality and the empowerment of women and girls build on the 1995 Beijing Declaration and Platform for Action (1995), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1979), the UN Security Council Resolution 1325 on Women, Peace and Security (2000), the United Nations Millennium Declaration and relevant resolutions of the General Assembly and the Economic and Social Council, the agreed conclusions of the Commission on the Status of Women, and other applicable United Nations instruments, standards and resolutions.

2 66 of these entities are currently reporting annually on gender mainstreaming and, as of 2019, will be reporting on SDG results through the UN-SWAP accountability framework, through the Secretary-General's reporting to ECOSOC.

This requires new ways of working together³ as well as the development of a shared framework for planning, tracking and reporting on system wide results. The [UN System SDG action online database](#) provides a repository of UN actions, initiatives and plans on the implementation of the 2030 Agenda and the sustainable development goals (SDGs). It serves as a useful reference tool for learning about what UN system entities have been doing in support of the implementation of the 2030 Agenda and the sustainable development goals (SDGs). The UN "data cube" is another initiative under way that aims to provide for UN System-wide financial data reporting. There is as yet, however, no UN system-wide reporting framework on results relating to gender equality and the empowerment of women. This Theory of Change aims to support the development of such system-wide thinking on results. It is the first time, to our knowledge, that a systematic attempt has been made to plan for and consolidate results from across the UN system for a thematic area.

As part of this plan to consolidate system wide reporting across the entire UN system for a thematic area, the UN System Wide Action Plan (UN-SWAP) for implementation of the UN Chief Executives Board for Coordination Policy on Gender Equality and the Empowerment of Women (CEB/2006/2) was updated in 2017 and 2018 to include a focus on SDG-related results.⁴ To support this process, UN Women chaired an 11 member Inter-agency Working Group on Results (2017-2018). The Working Group put forward the idea of developing a shared framework or theory of change for mapping, planning, monitoring, reporting and learning on system-wide contributions to gender equality and the empowerment of women and girls, within the context of the SDGs.⁵

It then became evident that there was a strong appetite amongst entities for developing a system-wide theory of change for gender equality and the empowerment of women and girls. Entities recognize that a theory of change is a useful methodology for systematized and coordinated planning, implementation, learning, monitoring

3 See 2017 Report of the Secretary-General "Repositioning the United Nations development system to deliver on the 2030 Agenda: our promise for dignity, prosperity and peace on a healthy planet".

4 On the UN-SWAP, see <http://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>. The inclusion of SDG-related results in SWAP 2.0 does not mean that the organisational change focus will be lost- on the contrary 13 organisational change indicators from SWAP 1.0 are transferring to SWAP 2.0. Reporting will therefore continue to provide an annual snapshot of where the UN as an organization stands overall with regard to gender mainstreaming within its own structures and for its own staff. In addition, however, SWAP 2.0 will allow for some additional reporting on UN-system wide contribution to SDG-related results.

5 See report on the work of the working group March 2018 "Piloting of UN SWAP 2.0 indicators on results Main points". While this document focuses on the SDGs, it also acknowledges and draws on commitments in the context of Beijing +20.

and evaluation of social change initiatives. A core principle of results based management is that change requires an understanding of causal linkages. To achieve change it is essential to formulate a hypothesis of how such change would occur. This requires establishing logical linkages within a well-defined theory of how the change will happen.⁶ In the specific case of gender equality and the empowerment of women and girls, a shared theory of change will allow the UN system to be clear as to how it is planning to contribute to the long-term goals defined by the 2030 Agenda in a way that ensures that resources are used to optimal benefit, based on the UN's comparative advantage. It will also support us moving forward to design tangible interventions to achieve transformative and sustainable gender equality results.

A theory of change differs from a more traditional logical framework approach in that it recognises that the operational context- organisational, national, regional and global- is constantly shifting and evolving, with new unforeseen risks and issues emerging all the time. This means that we are constantly having to dig up and challenge our assumptions. A theory of change approach will allow the UN to evolve as staff learn, to test and modify assumptions and adapt to emerging opportunities and challenges. A theory of change approach also allows for entities to pull out their contributions to change, thus broadening out thinking from planning for results that can solely be attributed to their efforts.

3. What was the methodology for developing this theory of change?

A theory of change is, by necessity, a participatory logical thought exercise. It aims to articulate how and why change is expected to happen in a given context and it therefore needs to adequately represent what the entities intend to achieve and how – to the satisfaction of those who will use it.⁷ A theory of change working group was therefore set up to develop this theory of change. The working group is composed of 14 entities, representing the full spectrum of UN entities i.e. Funds and Programmes, Secretariat entities, Training and Research and Specialised Entities. Members are: ECA, ESCWA, IOM, OHCHR, UN Habitat, UNAIDS, UNDSS, UNESCO, UNICRI, UNICEF, UNIDO, UNODC, UNU and WHO. All entities were informed of this initiative and invited to participate and comment on a draft document.

6 See Annex 1 of JIU/REP/2017/6 “Results-based management in the United Nations development system. Analysis of progress and policy effectiveness. Summary Report”. Joint Inspection Unit Geneva 2017.

7 See UNICEF's 2014 briefing paper on Theory of Change by Patricia Rogers.

In June 2018, a “draft for discussion” document was developed and circulated to the Working Group with a set of exploratory questions. Responses to these questions led to a further round of discussion questions, which were explored during a series of mixed entity conference calls. A revised document was then drafted and circulated to the Working Group for comments. Further to additional revisions, the draft was shared with all UN-SWAP gender focal points and tested out at the annual meeting of all UN-SWAP gender focal points in Geneva in Autumn 2018. Various questions were discussed. One of these was whether the “internal change” focus should be integrated across all change areas. It was concluded that whilst this may make the most sense logically, the internal change focus was of such importance and needs to be measured separately that it was agreed to maintain it as a stand-alone change area.

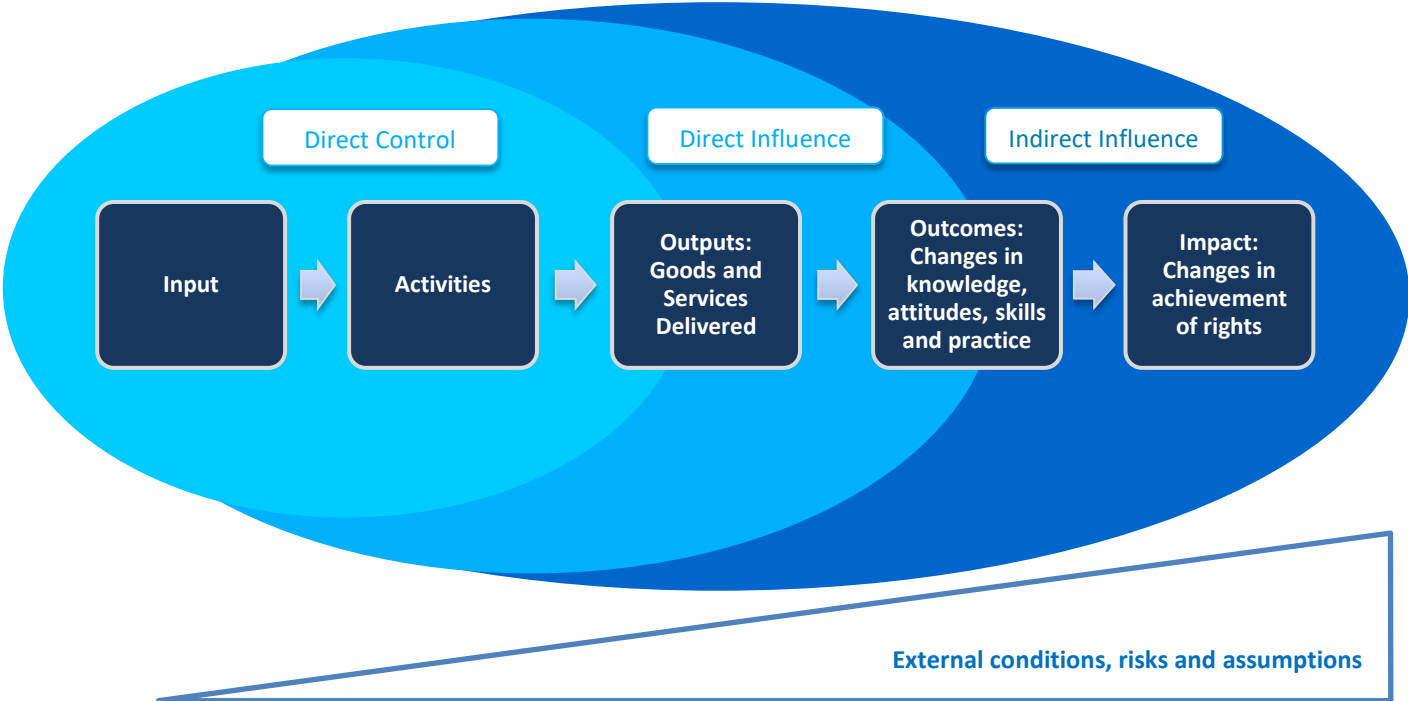
The draft was then revised again further to comments. A final draft is currently being circulated for a final round of comments.

4. What level of change should the UN System be held accountable for?

The theory of change separates out the results which the UN is planning to achieve from those to be achieved by Member States. It recognizes that not everything is within our control or direct sphere of influence. We should be held accountable for what is within our control and sphere of direct influence, and how this will contribute to implementation of the 2030 Agenda and its SDGs. Figure 1 positions the types of results that are being sought alongside the UN-system's ability to control and/or influence them i.e. to contribute to them. It also shows that as the system moves from output to outcome and impact level⁸, our assumptions and the risks faced in attaining results become more significant.

⁸ In this document, outputs are defined as products, goods and services, which result from an intervention. Outcomes are defined as changes in the institutional and behavioural capacity and performance of the primary duty-bearers. Impact refers to changes in conditions and wellbeing. For these definitions, we have drawn on [United Nations Development Group \(2011\) “Results-based management handbook: Harmonizing RBM concepts and approaches for improved development results at country level”](#). Retrieved from <https://undg.org/wp-content/uploads/2016/10/UNDG-RBM-Handbook-2012.pdf> and the OECD DAC (2014) Glossary of Key Terms in Evaluation and Results Based Management, which defines outcomes more broadly as “the likely or achieved short-term and medium-term effects of an intervention's outputs”. See Annex 2 for discussion around these definitions.

Figure 1. UN-System control and influence in terms of contribution to supporting Member States to achieve gender equality and the empowerment of women and girls across the SDGs,



⁹ The spheres of influence results chain model was developed by Steve Montague (<http://www.pmn.net>)

5. Why are activities and interventions not specified in the Theory of Change?

The specific activities and interventions that will lead to the required outputs and outcomes should be defined by each of the UN system's 68 entities, in line with their mandate.

6. How do the Theory of Change and the UN-SWAP 2.0 fit together?

This theory of change is complementary to the purpose of UN-SWAP 2.0, which supports common performance standards for the gender-related work of all UN entities, ensuring greater coherence and accountability, and ultimately results for people.

UN-SWAP 2.0 is the accountability framework for the UN System Wide Action Plan (UN-SWAP) for implementation of the UN Chief Executives Board for Coordination Policy on Gender Equality and the Empowerment of Women (CEB/2006/2). The initial focus of UN-SWAP 1.0 was on internal processes for mainstreaming.

UN-SWAP 2.0 broadens the points of accountability to include some limited accountabilities for results. It has a five-year implementation period.

In contrast, this theory of change:

- has a longer term vision (2030 rather than 5 years)
- has a broader learning, planning and communication purpose and a deeper focus on results than the three SWAP 2.0 indicators
- goes beyond the corporate HQ level focus on the UN SWAP 2.0 and should also be used by country teams for collaboration, joint planning and learning. It therefore also complements the UNCT SWAP Scorecard
- will also support broader reporting on transformative and qualitative changes, in addition to quantitative reporting.

The typology developed as part of the theory of change will be used as part of UN SWAP 2.0 reporting in 2019. 2019 will be the first year that the UN System will systematically report on gender equality and the empowerment of women and girls *results* through the UN-SWAP accountability framework. Entities will be asked to report on which SDGs they are contributing to and which changes, as per this theory of change, they are working towards, using a drop down menu. There will also be the opportunity to add qualitative data, including stories of change. Data from UNCT SWAP Scorecard reporting will also support the results reporting process.

This first round of reporting on results will provide us with data to establish a 2019 baseline of UN System wide contributions to gender responsive implementation of the SDGs. After the first year of UN system reporting, the next step will be to develop shared/agreed targets through an analysis of system-wide gaps, complementarities and opportunities and to explore how the theory of change and the data it elicits can be used for planning. The theory of change working group recommends revisiting the theory of change once the baseline has been established. The baseline would be used to discuss priority shared targets, where the UN has and will seek to further develop its system-wide comparative advantage and thus be the “go to place” for the defined GEEW expertise¹⁰ to support Member States in achieving the SDGs and the vision for gender equality and the empowerment of women and girls by 2030.

7. How are “outputs” and “outcomes” defined?

Initially the OECD DAC Glossary of Key Terms in Evaluation and Results Based Management was used to provide the working definitions of outputs and outcomes. The working definitions proved challenging in terms of finding a concrete interpretation that worked for all entities and that recognised the different stages entities are at in terms of reporting on results. A recent paper entitled “Useful Theory of Change Models”¹¹ in fact concluded that the most helpful theories of change “*deliberately avoid explicit labelling of results along the impact pathway as different levels of outputs and especially outcomes, such as immediate, intermediate, and final outcomes. These output and outcome labels have no inherent meaning and are not helpful in developing a theory of change—indeed they often lead to wasted debate. Rather, it is the sequence that is important.*” The author also concludes that those using labels such as “goods and services, reach, capacity change, behavioural change (...) have intuitive meaning and provide a good analytical structure for developing a theory of change.

This version of the theory of change pragmatically attempts to marry the two approaches, using traditional RBM language and then noting the specific change that is being expected. In this way, it hopes to meet the needs of the different entities.

10 Existing examples of working towards shared outcomes include FAO, IFAD, WFP, and UN Women's joint program on economic empowerment of rural women and UNAIDS' work to bring together 11 entities. Following on from the Dalberg report, it would make sense to look at where UN system wide contributions are strongest and seek to expand and replicate those successes.

11 John Mayne (2015) Canadian Journal of Program Evaluation / La Revue canadienne d'évaluation de programme 30.2 (Fall / automne), 119–142 doi: 10.3138/cjpe.230

It is important to note that this theory of change is calibrated specifically in relation to what the UN-system is contributing to. For example, while “adoption of a new Member State Policy on gender equality” might be an *output* for a Member State, it is not an output for the UN-system. The UN can only support the adoption of such a policy. “Adoption of a new Member State Policy on gender equality” in this theory of change would therefore be positioned at outcome level in that it is a result that the UN-system has contributed to but does not have direct control over. However, “adoption of a new UN Policy” would be an output for the UN-system.

8. How were the UN System-wide change areas defined?

In order to develop the content of the theory of change, the working group first developed a typology of change areas. The requirement was that each UN system entity could locate itself within the typology, considering the entity-specific mission and mandate.¹² Furthermore, the typology needed to respond to previous attempts to pull out common areas of UN system wide intervention as well as to the SDG goals, targets and indicators. The typology was therefore informed by:

- SDG targets and indicators, as laid down in the Revised list of global Sustainable Development Goal indicators contained in the Report of the Inter-Agency and Expert Group on Sustainable Development Goal Indicators (E/CN.3/2017/2)
- the functional typology from the December 2017 Secretary-General report on Repositioning the United Nations development system to deliver on the 2030 Agenda
- the work of UN Women (Nicole Van Huyssteen) on mapping out the type of results contained within UN entity strategic plans
- the Dalberg report “System-wide outline of the Functions and capacities of the UN development system”
- UN Women's Strategic Plan 2018-2021

12 The draft typology was circulated to the working group with the question “Can you see your entity in this typology?” On the basis of responses, the typology was further refined. The aim being to have a typology that works for all entities. In terms of language used within the typology, there was a discussion around whether the language should be activity, output or outcome centred. It was concluded that it needed to be loose enough to cover all three as entities’ contributions might be at different levels of the results chain.

- The six target areas proposed by the Inter Agency Network on Women and Gender Equality (IANWGE) for Beijing+25.

The working group agreed on a typology of eight change areas. These are seen as best reflecting the work that the UN system is currently undertaking in relation to gender equality and the empowerment of women and girls. Some entities may contribute to multiple types of intervention; some may only be contributing to one due to the nature of their mandate or due to other factors. At a minimum ALL entities must be contributing to internal UN organisational change, as per commitments within UN SWAP 2.0, the UN Strategy on Gender Parity and the UNCT-SWAP Scorecard. The typology is highlighted in Table 1 below.

9. How will we use the theory of change?

Moving forward, the UN will regularly review our theory of change- using it as a tool to assess or challenge our assumptions. We will seek to use this learning to help us review, test, revise and sharpen our strategies, approaches and planning. We will need to learn with, and effect change with, many other agents of change, from civil society to donors and governments, and most importantly, those people affected directly targeted by SDG related interventions.¹³

This theory of change will be useful for:

- Demonstrating to Member States and other key stakeholders the results the UN-system is achieving towards gender equality and the empowerment of women and girls in the context of the SDGs and the links between work at regional, global and country level.¹⁴
- Coherent and systematic UN system wide coordination and planning to build on the UN system’s comparative advantage in terms of gender equality and the empowerment of women and girls expertise. System wide identification of areas of complementarity, gaps and overlaps, good practices will support synergistic working in relation to gender equality and the empowerment of women and girls, which in turn will lead to strengthened corporate and country level effectiveness.
- Positioning UN system staff and offices at regional and country level as offering a comparative advantage in terms of identified areas of gender equality and the empowerment of women and girls expertise, which will also support applications for pooled funds.

13 See Valters, C (2015) “Theories of Change: Time for a Radical Approach to Learning in Development” for more discussion on some of the principles underlying the approach taken in this document.

14 The latter through UN Gender Teams and UN Gender Plans (incorporated into UNDAFs) to achieve GEEW results for people.

Table 1: Typology of current UN system-wide contributions to support the achievement of gender equality and the empowerment of women and girls in the context of the SDGs

Contributions to gender balanced power relations

1. Women lead, participate in and are represented equally within gender-responsive governance systems

Support to interventions on women’s engagement in governance and leadership, such as capacity development of duty bearers, rights holders and civil society. Examples could include facilitation of community and civic understanding of women’s right to political participation as well as the benefits of such participation. This area contributes to SDG Target 5.5 “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life”, SDG Target 5.1 “End all forms of discrimination against all women and girls everywhere” and multiple other indicators that require women’s full participation in the decisions that affect them (e.g. Indicator 5.6.1 “Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care”). This includes support to civil society.

2. Women are economically empowered, have income security and decent work¹⁵

Support to any programming on women’s economic empowerment, including capacity development for duty bearers and rights holders. Examples could include: building capacity and raising awareness about the gender implications of economic growth and macroeconomic policies; promoting decent employment for women through the adoption and implementation of legal and labour market reforms, and expansion of social protection coverage and; supporting efforts to recognize, reduce and redistribute unpaid care work through investments in social care and physical infrastructure and the adoption of gender-equitable policies that support the reconciliation of unpaid care work with paid work. This contributes to SDG 5.a: “Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national law.”

3. Women and girls live a life free from violence, stigma and stereotypes

Support to interventions targeting stigma, stereotypes and violence against women and girls, including capacity development for duty bearers and rights holders. Examples could include facilitation of contextually appropriate, strong and effective partnerships between member States and the Regional Communities, civil society organizations, academia and private sector at national, regional and global levels to transform gendered power relations through tackling violence against women and girls, and gender-based stigma and stereotypes or supporting the development of punitive measures and access to justice for survivors of violence. This contributes to SDG 5.2: “Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation” as well as to all other SDGs where women and girls are unable to fully access their rights due to stigma and stereotypes.

Contributions to enabling environment for gender equality and the empowerment of women and girls

4. Rights holders have access to gender-responsive services

Support rights holders to access gender responsive services, such as health, water, housing, education, natural resources, agricultural services, and access to food as well as services that support women’s financial autonomy and decent work. Examples are providing sanitary materials and school lunches for girls so they can attend school, staffing with more female health care assistants to encourage women to attend health care centres, and providing seeds grown mainly by women. This also includes capacity development for both rights holders and duty bearers in relation to access to services. It also requires ensuring that UN entities delivering direct support and delivery to rights holders, including crisis affected populations, of SDG-related services at country and regional levels have themselves a) fully integrated a gender lens across all interventions and b) delivered direct services relating to SDG goals in a gender responsive manner. This area of work contributes to the attainment of each of the 17 SDGs.¹⁶

5. Availability of appropriate financing for gender equality and the empowerment of women and girls

Support countries with systems to track and make public allocations for gender equality and the empowerment of women and girls. This includes support to gender budgeting, and capacity building of duty bearers in gender mainstreaming across all budgetary decisions and processes as well as in allocating dedicated resources for gender equality and the empowerment of women and girls, e.g. in Ministries of Finance as well as working with rights holders to ensure they are actively engaged in requesting gender budgeting. This area relates directly

¹⁵ Women’s economic empowerment refers to the capacity of women to participate in, contribute to and benefit from growth processes in ways that recognise the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of the benefits of growth. It increases women’s access to economic resources and opportunities including jobs, financial services, autonomy, property and other productive assets, skills development and market information. It is a prerequisite for sustainable development. See OECD Women’s economic empowerment and for examples of actions see See UN Women Theory of Change for thematic priority 5 More policies promote decent work and social protection for women.

¹⁶ Specifically it refers to indicators 1.3.1, 1.b.1, targets 5.2, 5.4, 5.A, 5.B, indicators 3.1.1, 3.1.2, 3.7.1, 3.8.1, 4.1.1, 4.2.1, 4.2.2, 4.3.1, 4.5.1, 8.8.2, 11.2.1, 11.7.1, 13.b.1, 16.7.1, 16.7.2. See Annex 1 for text of all indicators.

to SDG 5, Target 5.C: “Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels”.¹⁷

6. Comprehensive set of norms, policies and standards on gender equality and the empowerment of women is implemented

Support adoption and strengthening of policies and enforceable legislation and legal adherence, including national standards development, to enable gender equality and the empowerment of women and girls, in alignment with agreed gender equality and human rights norms and standards. This directly relates to SDG Target 5.1 “End all forms of discrimination against all women and girls everywhere”, Indicator 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” as well as Target 5.C: “Adopt and strengthen policies and enforceable legislation for gender equality”.

7. Internal UN System Changes enable gender equality and the empowerment of women and girls

Continue/ scale up internal UN system change to enable gender equality and the empowerment of women and girls. This refers specifically to mainstreaming throughout the entities’ work and includes staff systematically engaging in gender analysis, gender responsive planning, implementation, monitoring and evaluation, in programming, human resource management, leadership, internal and external policy development and every other activity that staff engage in. This focus on having a fully gender responsive UN system will make a direct contribution to the attainment of SDG 5 and will contribute to all other SDGs. This is the results area where non-programmatic entities such as UNOG, DGACM or OLA can report on their work on provide gender responsive services and developing an enabling environment for gender equality in the workplace, including towards gender parity.

8. Knowledge is generated, managed and transferred to enhance integration of GEEWG across the SDGs

Support knowledge generation, management and transfer to enhance integration of gender equality and the empowerment of women and girls across the SDGs. Knowledge products could, for example, include collation and dissemination of good practices in supporting women’s engagement in governance and leadership, in transforming social norms and providing quality gender responsive services at community and individual level, in the prevention of and response to violence against women and girls and to their economic empowerment as well as in building an evidence base demonstrating the impacts of, for example, gender responsive budgeting, policy making and implementation in the attainment of the SDGs. This relates to SDG 17, target 17.9 “Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the sustainable development goals, including through North-South, South-South and triangular cooperation”.¹⁸

17 The indicator for this target is Indicator 5.C.1 “Proportion of countries with systems to track and make public allocations for gender equality and women’s empowerment”. Also relevant is SDG Indicator 1.b.1 “Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups”.

18 It also supports the development of sex disaggregated data as per indicators 1.1.1. 1.2.1 1.2.2 1.4.2, 2.3. 2, for example. While gender equality and the empowerment of women and girls is one of the 17 Sustainable Development Goals it is also recognised as integral to all dimensions of inclusive and sustainable development. Integrating a gender lens across all SDG related work is therefore essential. This area of work includes, for example, supporting members states to ensure that all relevant SDG related indicators are sex disaggregated (for example SDG indicators 1.1.1. 1.2.1 1.2.2 1.4.2, 2.3.2) and that there is adequate oversight, monitoring and reporting on the mainstreaming of gender equality and the empowerment of women and girls across all SDG related work.

10. What are the relevant gender norms and standards?

The 2030 Agenda commitments relating to gender equality and the empowerment of women and girls build on the 1995 Beijing Declaration and Platform for Action (1995), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1979), the UN Security Council Resolutions 1325, 1820, 1888, 1889, 1960, 2106, 2122 and 2242 on Women, Peace and Security, the United Nations Millennium Declaration and relevant resolutions of the General Assembly and the Economic and Social Council, the agreed conclusions of the Commission on the Status of Women, and other applicable United Nations instruments, standards and resolutions. For example, the Universal Declaration of Human Rights (1948), the UN Charter (1945), the International Conference on Population and Development (1994), the Vienna Declaration and Programme of Action (1993) etc.

11. How is the work of entities *not* directly involved in SDG delivery reflected in this theory of change?

The hypothesis is that everything that non-programmatic entities do is still contributing to the SDGs. If the UN integrates a gender lens across all its work this will inevitably contribute to SDG 5. For example, if there is gender parity in the UN this will be a contribution to gender equality and women's empowerment and therefore to SDG 5. If services delivered by the UN, such as conference facilitation or procurement for example, are delivered in a gender responsive manner, this will also contribute to SDG 5 etc.

Entities such as UNDSS, UNOG, DGACM, UNU or OLA play a key role in attaining gender equality and the empowerment of women through primarily changing structures, processes and staff training that will lead to greater awareness among personnel within the UN. Activities would include ensuring that staff systematically engage in gender analysis, gender responsive planning, implementation, monitoring and evaluation, be it in human resource management, leadership, internal and external policy development, service delivery, efforts to attain gender parity and every other activity that staff engage in. This focus on having a fully gender responsive UN system will make a direct contribution to the attainment of SDG 5 and will contribute to ensuring that all other SDGs are delivered in a gender responsive manner.

12. How will we monitor, report on and communicate our theory of change?

Reporting on the changes outlined in the Theory of Change will require multiple sources of data, much of which will be captured through UN-SWAP 2.0 reporting. Each entity will be able to use a drop down menu in the UN-SWAP 2.0 reporting mechanism to

select which work area(s) and resulting (expected) changes it is contributing to. UN Women will use the data to report on system-wide progress annually through the Secretary-General's Report to the ECOSOC on gender mainstreaming.

It will be important to triangulate from existing reporting, including:

- UN SWAP 2.0 reports from entities ¹⁹
- UNCT-SWAP gender scorecard reports, annual Strategic Summaries of Coordination Results prepared by RCOs/UNCTs, UN INFO, UNDAF reports and evaluations, which provide detailed country level stories of change regarding specific gender equality and the empowerment of women and girls SDG results
- Reports from the UN System Wide Strategy on Gender Parity, including Secretariat level data from the dashboard
- Independent entity level evaluations and meta-evaluations
- System wide evaluations and system wide meta-evaluations
- UNDAF reports, evaluations and reviews





UN entities' Annual Reports and any reports to governance bodies and any assessments, reviews, or evaluations on their SDG strategy and implementation, as well as gender-focused SDG studies





- The Quadrennial Comprehensive Policy Review (QCPR) may offer additional analysis as well as multi-entity data.
- Convention work reporting on the situation of the country and government action vis-à-vis specific issues
- Donor reports and donor evaluations (e.g. MOPAN) etc.








We aim to be able to report on data for UN-SWAP 2.0 performance indicators as well as the changes outlined in the theory of change. It should be noted that not all entities will be in a position to report on all changes. Some will be able to report at the level of delivery of goods and services, whilst others may be able to report on this, as well as on capacity and behaviour change- owed to the nature of their mandate and work.



¹⁹ 66 out of the 70 UN entities are required to report on the UN SWAP. All 66 reported in 2017.

Annex 1: SDG results and associated gender related indicators

SDG result	SDG Indicators
 <p>1 NO POVERTY</p>	<p>1.1.1. 1.2.1 1.2.2 1.4.2 Indicators sex disaggregated 1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable 1.b.1 Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups</p> <p><i>(6 out of 123 indicators)</i></p>
 <p>2 ZERO HUNGER</p>	<p>2.3.2 Sex disaggregated</p> <p><i>(1 out of 14)</i></p>
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>3.1.1 Maternal mortality ratio 3.1.2 Proportion of births attended by skilled health personnel 3.3.1 No new HIV infections per 1,000 uninfected population, by sex, age and key populations 3.7.1 Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods 3.7.2 Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in age group 3.8.1 Coverage of essential health services</p> <p><i>(6 out of 26)</i></p>
 <p>4 QUALITY EDUCATION</p>	<p>4.1.1 Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex 4.2.1 Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial wellbeing, by sex 4.2.2 Participation rate in organized learning (one year before the official primary entry age), by sex 4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex 4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated 4.6.1 Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex 4.7.1 Extent to which (i) global citizenship education and (ii) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in: (a) national education policies, (b) curricula, (c) teacher education and (d) student assessment 4.a.1 Proportion of schools with access to: (a) electricity; (b) the Internet for pedagogical purposes; (c) computers for pedagogical purposes; (d) adapted infrastructure and materials for students with disabilities; (e) basic drinking water; (f) single-sex basic sanitation facilities; and (g) basic handwashing facilities (as per the WASH indicator definitions)</p> <p><i>(8 out of 11)</i></p>

<p>5 GENDER EQUALITY</p> 	<p>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</p> <p>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</p> <p>5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence</p> <p>5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18</p> <p>5.3.2 Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age</p> <p>5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location</p> <p>5.5.1 Proportion of seats held by women in national parliaments and local governments</p> <p>5.5.2 Proportion of women in managerial positions</p> <p>5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care</p> <p>5.6.2 Number of countries with laws and regulations that guarantee women aged 15- 49 years access to sexual and reproductive health care, information and education</p> <p>5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure</p> <p>5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women’s equal rights to land ownership and/or control</p> <p>5.b.1 Proportion of individuals who own a mobile telephone, by sex</p> <p>5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women’s empowerment</p> <p><i>(14* out of 14)</i></p>
<p>6 CLEAN WATER AND SANITATION</p> 	<p>0</p> <p><i>(0* out of 11)</i></p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>0</p> <p><i>(0* out of 6)</i></p>
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>8.3.1 Proportion of informal employment in non-agriculture employment, by sex</p> <p>8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities</p> <p>8.5.2 Unemployment rate, by sex, age and persons with disabilities</p> <p>8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age</p> <p>8.8.1 Frequency rates of fatal and nonfatal occupational injuries, by sex and migrant status</p> <p>8.8.2 Increase in national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status</p> <p>8.9.2 Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex</p> <p><i>(7* out of 17)</i></p>

<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>0 (0* out of 12)</p>
<p>10 REDUCED INEQUALITIES</p> 	<p>10.2.1 Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities (1* out of 11)</p>
<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities 11.7.1 Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities 11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months (3* out of 15)</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>0 (0* out of 13)</p>
<p>13 CLIMATE ACTION</p> 	<p>13.b.1 Number of least developed countries and small island developing States that are receiving specialized support, and amount of support, including finance, technology and capacity-building, for mechanisms for raising capacities for effective climate change-related planning and management, including focusing on women, youth and local and marginalized communities (1* out of 7)</p>
<p>14 LIFE BELOW WATER</p> 	<p>0 (0* out of 10)</p>
<p>15 LIFE ON LAND</p> 	<p>0 (0* out of 14)</p>

 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age 16.1.2 Conflict-related deaths per 100,000 population, by sex, age and cause 16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation 16.2.3 Proportion of young women and men aged 18-29 years who experienced sexual violence by age 18 16.7.1 Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions 16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group</p> <p><i>(6* out of 23)</i></p>
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>0</p> <p><i>(0 out of 25)</i></p>