

## Annex IV

### Revised Integrated Results and Resources Framework of UN-Women Strategic Plan 2018-2021

#### ***What is the revised Integrated Results and Resources Framework?***

This revised Integrated Results and Resources Framework (IRRF) is submitted as part of the Midterm Review of UN-Women's Strategic Plan, 2018-2021 and is based on lessons learned from the first two years of implementation of the Strategic Plan and analysis of trends in each Outcome area.

#### ***What type of adjustments have been made?***

In total, the 2021 targets of 16 indicators are adjusted upward, where progress and consultation indicated an opportunity to be more ambitious. Five indicators have been revised for greater clarity on what is measured, 13 to improve measurability. For seven indicators corrections were made to the source or method listed in the original IRRF. Two new indicators have been proposed to improve measurement of the related Outcome or Output. Three indicators that were non-functional (persistent data unavailability/discontinuation of work under funding constraint) were deleted. The percent of development results indicators at the Impact and Outcome levels that are Sustainable Development Goal indicators or directly calculated therefrom rose to 37 per cent (11 out of 30 indicators), out of which 7 indicators are on SDG 5.

The revised IRRF remains consistent with [the original IRRF](#) approved by the Executive Board in 2017. There are no proposed changes to the Impact and Outcome areas of the development results section and the four Output clusters of the organizational effectiveness and efficiency section of the IRRF. In making adjustments, particular attention has been paid to ensuring that proposed adjustments do not create a bias in the long-term analysis of performance. As such, this revised IRRF allows for a continued sense of trajectory in UN-Women's development and organizational effectiveness and efficiency results from the original IRRF approved in 2017 throughout the duration of the Strategic Plan.

#### ***What are the implications of COVID-19 and how have they been factored in the MTR?***

At the time of finalizing the Midterm Review, the COVID-19 global crisis unfolded, with dire implications foreseen across the world. Except for a very limited number of indicators for which direct implications were already identified (development results Output indicators 2.4.2, 2.7.1, 2.7.3 and organizational effectiveness and efficiency indicator O3.3), proposed adjustments to the IRRF do not currently factor in important shifts in needs and priorities related to the COVID-19 pandemic. UN-Women is undertaking a comprehensive and evidence-based reprioritization exercise in light of the pandemic and will present further adjustments to its Strategic Plan at the second regular session of the Executive Board in September 2020.

#### ***How should the information in the framework be read?***

Unless otherwise indicated, the baseline year for all indicators is 2017. All targets for development results are to be achieved by 31 December 2021, unless otherwise stated. Progress vis-à-vis the target is either reported on cumulatively or for the current reporting year. The source and methodology of measurement is indicated under each indicator.

***How does UN-Women report progress against the IRRF?***

UN-Women makes country-level data publicly available in the Report scorecard of [UN-Women's Strategic Plan data portal](#) which accompanies its report on implementation of the Strategic Plan 2018-2021 and which is presented to its Executive Board at its Annual Session each year. The data portal lists for each indicator which countries UN-Women considers to have met the criteria of that indicator. In 2020, at the mid-point of the Strategic Plan, a combined Executive Director's Annual Report and Midterm Review will be presented to the Executive Board.

***How is this document structured?***

This IRRF Annex is divided in two parts. Part I provides the revised IRRF, including both development results and organizational effectiveness and efficiency results. Part II outlines all adjustments made to the IRRF and explains the type of adjustment made.

[Part I – Revised IRRF](#)

[Part II – Overview of adjustments to the IRRF \(by Outcome area\)](#)

Part I – Revised IRRF

**Revised Integrated Results and Resources Framework of UN-Women’s Strategic Plan 2018-2021**  
(Updated May 2020)

 SDG Indicator

 QCPR Indicator

Indicators shared with UNDP, UNFPA and/or UNICEF are reflected in pink

(A)= Annual measurement

(C)= Cumulative measurement

| IMPACT: Achieve gender equality and empower all women and girls, including women’s full enjoyment of their human rights |   |  |            |      |      |             |  |                         |
|---|---|--|------------|------|------|-------------|--|-------------------------|
| #   | Indicator   | Baseline                                     | Milestones |      |      | Target 2021 | Source   | Possible disaggregation |
|   |   |  | 2018       | 2019 | 2020 |             |  |                         |
| Impact Indicator 1<br>(Indicator 1)   | Proportion of seats held by women in (a) national parliaments and (b) local governments (SDG indicator 5.5.1) | 23.4% <sup>1</sup><br>(national parliaments) |            |      |      |             | Report of the Secretary-General <i>Progress towards the Sustainable Development Goals</i> , Statistical Annex, Global Database and The SDGs Report (local governments)<br>IPU report <i>Women in parliament in 2018: The year in review</i> (national parliaments) |                         |

<sup>1</sup> This data refers to (a) national parliaments.

| #  | Indicator  | Baseline  | Milestones |      |      | Target 2021 | Source   | Possible disaggregation  |
|--|--|---|------------|------|------|-------------|--|--|
|  |  |   | 2018       | 2019 | 2020 |             |  |  |
| <b>Impact indicator 2</b><br>(Indicator 2)   | Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural) (SDG indicator 1.1.1)  | 10.9 <sup>2</sup><br>(2013)<br>Employed Population: 9.2% (2017)<br>Employed Adults: 8.3% (2017)<br>Employed Youth: 14.7% (2017)<br>Employed Male: 9.1% (2017)<br>Employed Female: 9.4% (2017) |            |      |      |             | Report of the Secretary-General <i>Progress towards the Sustainable Development Goals</i> , Statistical Annex, Global Database and The SDGs Report                   | Sex<br>Age<br>Employment status<br>Geographic location (urban/rural) |
| <b>Impact indicator 3</b><br>(Indicator 3)   | 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 (SDG indicator 5.2.1) | 19.0% <sup>3</sup><br>(physical and/or sexual violence in 15-49 age group)<br>(2005-2016)   |            |      |      |             | Report of the Secretary-General <i>Progress towards the Sustainable Development Goals</i> , Statistical Annex, Global Database and The SDGs Report                   | Form of violence<br>Age  |
| <b>Impact indicator 4</b><br>(Indicator 4)   | Percentage of peace agreements with specific provisions to improve the security and status of women and girls (indicator 8 of Secretary-General's Report on Women, Peace and Security)   | 25% (2015-2017)   |            |      |      | 30%         | Gender PA-X peace agreement databases, maintained by the University of Edinburgh ( <a href="https://www.peaceagreements.org/">https://www.peaceagreements.org/</a> ) |  |
| <b>Impact indicator 5</b><br>(Indicator 5)   | Number of deaths, missing persons and directly affected persons attributed to disasters per 100,000 population (SDG indicators 1.5.1, 11.5.1, 13.1.1)  | Global data not available <sup>4</sup>  |            |      |      |             | Report of the Secretary-General <i>Progress towards the Sustainable Development Goals</i> , Statistical Annex, Global Database and The SDGs Report                   | Sex  |
| <b>Outcome 1: A comprehensive and dynamic set of global norms, policies and standards on gender equality and the empowerment of all women and girls is strengthened and implemented</b><br><i>Indicative multi-year budget: \$29.2 million (USD)</i> |  |   |            |      |      |             |  |  |

<sup>2</sup> This data refers to “Proportion of population below the international poverty line of US\$ 1.90 per day”. Adults refer to persons aged 25 and above; youth refers to those between 15 and 24 inclusive. Source: Statistical Annex of the Secretary General’s Report on the Progress towards the Sustainable Development Goals, 2018 version.

<sup>3</sup> This data refers to “Proportion of ever-partnered women and girls aged 15-49 years subjected to physical or sexual violence by a current or former intimate partner in the previous 12 months”

<sup>4</sup> Country level data are available but no global level aggregate

| #   | Indicator  | Baseline           | Milestones |      |                  | Target 2021     | Source                      | Possible disaggregation |
|---|--|--------------------|------------|------|------------------|-----------------|-----------------------------|-------------------------|
|   |  |                    | 2018       | 2019 | 2020             |                 |                             |                         |
| <b>Outcome 1 Indicator 1</b><br>(Indicator 1.1)   | Percentage of resolutions adopted by the General Assembly that integrate gender perspectives   | 33%<br>(2016)      |            |      |                  | 45%             | UN-Women desk review (A)    |                         |
| <b>Outcome 1 Indicator 2</b><br>(Indicator 1.2)   | Percentage of recommendations from the Secretary-General's report on the priority theme of the Commission on the Status of Women that are reflected in the Agreed Conclusions of the Commission on the Status of Women | 85%<br>(2016)      |            |      |                  | 90%             | UN-Women desk review (A)    |                         |
| <b>Outcome 1 Indicator 3</b><br>(Indicator 1.3)   | Percentage of voluntary national reviews to the High-Level Political Forum on Sustainable Development that integrate gender perspectives   | 77%<br>(2016)      |            |      |                  | 85%             | UN-Women desk review (A)    |                         |
| <b>Output 1: The capacity of governments and stakeholders is strengthened to assess progress in implementation of the Beijing Platform for Action, and other global normative and policy frameworks</b> |  |                    |            |      |                  |                 |                             |                         |
| <b>1.1</b><br>(Indicator 1.1.1)   | Number of countries supported by UN-Women to contribute to the review theme of the Commission on the Status of Women through voluntary national presentations  | 11                 | 11         | 12   | N/A <sup>5</sup> | 12              | UN-Women desk review (A)    |                         |
| <b>1.2</b><br>(Indicator 1.1.2)   | Percentage of Member States expressing satisfaction with the support provided by UN-Women for the annual session of the Commission on the Status of Women <sup>6</sup>   | 77%                | 77%        | 77%  | 78%              | 78%             | Survey to Member States (A) |                         |
| <b>1.3</b><br>(Indicator 1.1.3)   | Number of countries supported by UN-Women that undertake a 25-year review and appraisal of the implementation of the Beijing Platform for Action   | 0                  | 15         | 85   | 90               | 90 <sup>7</sup> | UN-Women desk review (C)    |                         |
| <b>1.4</b><br>(Indicator 1.1.4)   | Percentage of UN Country Teams' CEDAW reports submitted with UN-Women's support  | 77%<br>(2013-2016) | 77%        | 77%  | 83%              | 83%             | UN-Women desk review (A)    |                         |

<sup>5</sup> Based on the assumption that there will be no review theme because of Beijing+25 review

<sup>6</sup> Shared indicator with UN-Women's strategic framework 2018-2019

<sup>7</sup> The 25-year review and appraisal of the implementation of the Beijing Platform for Action is expected to be completed in 2020, therefore no additional countries will be supported in 2021

| #  | Indicator  | Baseline                    | Milestones |      |      | Target 2021 | Source   | Possible disaggregation |
|--|--|-----------------------------|------------|------|------|-------------|--|-------------------------|
|  |  |                             | 2018       | 2019 | 2020 |             |  |                         |
| <b>Output 2: Evidence-based dialogue is facilitated amongst governments and with civil society and other relevant actors in the context of intergovernmental processes</b> |  |                             |            |      |      |             |  |                         |
| <b>2.1</b><br><b>(Indicator 1.2.1)</b>   | Number of thematic briefings and dialogues convened by UN-Women at the global level in preparation for intergovernmental processes           | 6                           | 6          | 6    | 7    | 7           | UN-Women desk review (A)   |                         |
| <b>2.2</b><br><b>(Indicator 1.2.2)</b>   | Number of dialogues convened and platforms created by UN-Women for non-governmental organizations to contribute to global policy discussions | 286                         | 286        | 306  | 316  | 306         | UN-Women's Results Management System (A)   |                         |
| <b>Output 3: Knowledge on gender perspectives is expanded through provision of substantive inputs and dialogues to global intergovernmental processes</b>                  |  |                             |            |      |      |             |  |                         |
| <b>3.1</b><br><b>(Indicator 1.3.1)</b>   | Number of intergovernmental processes where UN-Women has provided substantive inputs to strengthen gender perspectives                       | 25<br>(2017)                | 28         | 28   | 28   | 28          | UN-Women desk review (A)   |                         |
| <b>Outcome 2: Women lead, participate in and benefit equally from governance systems</b><br><i>Indicative multi-year budget: \$249 million (USD)</i>                       |  |                             |            |      |      |             |  |                         |
| <b>Outcome 2 Indicator 1</b><br><b>(Indicator 2.1)</b>   | Number of legislative frameworks that promote gender balance in elections and decision-making bodies   | 42 <sup>8</sup>             |            |      |      | 70          | UN-Women's Results Management System (C)   |                         |
| <b>Outcome 2 Indicator 2</b><br><b>(Indicator 2.2)</b>   | Number of National Development Strategies that are gender-responsive   | 24                          |            |      |      | 46          | UN-Women's Results Management System (C)   |                         |
| <b>Outcome 2 Indicator 3</b><br><b>(Indicator 2.3)</b>   | Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment (SDG indicator 5.c.1)  | Insufficient data available |            |      |      |             | Report of the Secretary-General <i>Progress towards the Sustainable Development Goals</i> , Statistical Annex, Global Database and The SDGs Report |                         |

<sup>8</sup> There are in addition, legislated TSMs (including quotas and reserved seats with a 25-35% threshold of women's representation) in: Afghanistan, Algeria, Albania, Bangladesh, Brazil, Burkina Faso, Burundi, Cabo Verde, Egypt, El Salvador, Guinea, Haiti, Indonesia, Iraq, Jordan, Kenya, Kyrgyzstan, Liberia, Libya, Mali, Morocco, Niger, Paraguay, Rwanda, Serbia, South Sudan, Sri Lanka, Somalia, Sudan, Tanzania, Timor-Leste, Uganda

| #  | Indicator   | Baseline  | Milestones |      |      | Target 2021  | Source   | Possible disaggregation        |
|--|---|---|------------|------|------|--|--|--------------------------------|
|  |   |   | 2018       | 2019 | 2020 |  |  |                                |
| <b>Outcome 2<br/>Indicator 4</b><br><b>(Indicator 2.4)</b> | Percentage share of women in the police, judiciary, prosecution services, military and corrections  | Police:<br>9.56%<br><br>Judiciary:<br>40.63%<br><br>Prosecution services:<br>47.28%<br><br>Military:<br>-<br><br>Corrections:<br>20.23%<br><br>(2013-2017) <sup>9</sup> |            |      |      |  | UN Women calculations based on data collected biennially by the United Nations Office on Drugs and Crime (UNODC) in the UN Crime Trends Survey     | Disability status<br>Ethnicity |
| <b>Outcome 2<br/>Indicator 5</b><br><b>(Indicator 2.5)</b> | Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care (SDG indicator 5.6.1) | 51.8%<br>(2012)   |            |      |      |  | Report of the Secretary-General <i>Progress towards the Sustainable Development Goals</i> , Statistical Annex, Global Database and The SDGs Report | Age                            |
| <b>Outcome 2<br/>Indicator 6</b><br><b>(Indicator 2.6)</b> | Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex (SDG indicator 5.1.1)                      | Insufficient data available   |            |      |      |  | Report of the Secretary-General <i>Progress towards the Sustainable Development Goals</i> , Statistical Annex, Global Database and The SDGs Report |                                |
| <b>Outcome 2<br/>Indicator 7</b><br><b>(Indicator 2.7)</b> | Proportion of gender-specific Sustainable Development Goal (SDG) indicators with available data   | 26%   |            |      |      | TBC in 2020 when SDGs data is updated annually by UNSD | Women Count Data Hub<br><a href="https://data.unwomen.org/data-portal/sdg">https://data.unwomen.org/data-portal/sdg</a> (A)                        |                                |

<sup>9</sup> UN Crime Trends Survey does not include data collection on women in the military. Values for this indicator are based on latest available data within the year range 2013-2017 in relevant countries. Number of relevant countries with data available: 23 (Police); 21 (Judiciary); 8 (Prosecution Services); 22 (Corrections).

| #  | Indicator  | Baseline | Milestones |        |       | Target 2021 | Source                                   | Possible disaggregation  |
|--|--|----------|------------|--------|-------|-------------|--|--------------------------|
|  |  |          | 2018       | 2019   | 2020  |             |  |                          |
| <b>Output 4: More women of all ages fully participate, lead and engage in political institutions and processes</b> |  |          |            |        |       |             |  |                          |
| <b>4.1</b><br><b>(Indicator 2.4.1)</b>   | Number of gender equality reforms developed and/or being implemented by electoral stakeholders with UN-Women's technical support   | 40       | 55         | 65     | 80    | 90          | UN-Women's Results Management System (C) |                          |
| <b>4.2</b><br><b>(Indicator 2.4.2)</b>   | Number of women leaders, candidates and aspirants with strengthened capacities to engage in political life, with UN-Women's support  | 8,000    | 10,000     | 12,000 | 3,000 | 12,000      | UN-Women's Results Management System (A) | Age<br>Disability status |
| <b>4.3</b><br><b>(Indicator 2.4.3)</b>   | Number of gender equality initiatives developed and/or being implemented by parliamentary bodies (Legislative Parliamentary Committees/ Women Caucus/ Speaker of Parliament's Office/Secretariat of the Parliament), with UN-Women's support | 72       | 90         | 110    | 195   | 220         | UN-Women's Results Management System (C) |                          |
| <b>4.4</b><br><b>(Indicator 2.4.4)</b>   | Number of initiatives developed and/or being implemented to monitor violence against women in politics, with UN-Women's support  | 18       | 35         | 45     | 91    | 101         | UN-Women's Results Management System (C) |                          |
| <b>Output 5: More national and local plans and budgets are gender-responsive</b>                                   |  |          |            |        |       |             |  |                          |
| <b>5.1</b><br><b>(Indicator 2.5.1)</b>   | Number of high-quality national gender equality action plans developed, costed and/or being implemented with UN-Women's support  | 35       | 38         | 41     | 72    | 80          | UN-Women's Results Management System (C) |                          |
| <b>5.2</b><br><b>(Indicator 2.5.2)</b>   | Number of finance ministries with capacities to integrate gender-responsive budgeting in public finance management systems with UN-Women's support   | 22       | 24         | 31     | 75    | 84          | UN-Women's Results Management System (C) |                          |
| <b>5.3</b><br><b>(Indicator 2.5.3)</b>   | Number of national AIDS coordinating bodies and/or relevant sectoral ministries that have strengthened capacity to integrate gender-responsive actions into national HIV strategies, with UN-Women's support                                 | 14       | 19         | 23     | 45    | 48          | UN-Women's Results Management System (C) |                          |



| #   | Indicator   | Baseline   | Milestones |           |           | Target 2021 | Source                                   | Possible disaggregation               |
|---|---|--|------------|-----------|-----------|-------------|--|---------------------------------------|
|   |   |  | 2018       | 2019      | 2020      |             |  |                                       |
| <b>5.4</b><br><b>(Indicator 2.5.4)</b>  | Number of national women's machineries and women's organizations with capacities to advocate for gender-responsive budgets with UN-Women's support  | National women's machineries:<br>25<br>Women's organizations:<br>210 | 27<br>300  | 35<br>450 | 76<br>600 | 85<br>700   | UN-Women's Results Management System (C) |                                       |
| <b>Output 6: More and better quality data and statistics are available to promote and track progress of gender equality and women's empowerment</b> |   |  |            |           |           |             |  |                                       |
| <b>6.1</b><br><b>(Indicator 2.6.1)</b>  | Number of National Strategies for the Development of Statistics that integrate a gender perspective, developed or implemented with UN-Women's support   | 21   | 23         | 27        | 31        | 35          | UN-Women's Results Management System (C) |                                       |
| <b>6.2</b><br><b>(Indicator 2.6.2)</b>  | Number of national reports on (a) the implementation of the SDGs from a gender perspective or (b) the status of women, men, girls and boys in the country, developed with UN-Women's support                                  | 20   | 46         | 59        | 72        | 85          | UN-Women's Results Management System (C) |                                       |
| <b>6.3</b><br><b>(Indicator 2.6.3)</b>  | Number of national coordination mechanisms (i.e. multi-stakeholder governance mechanisms) governing the production of gender statistics established or strengthened with UN-Women's support                                   | 21   | 28         | 37        | 45        | 49          | UN-Women's Results Management System (C) |                                       |
| <b>6.4</b><br><b>(Indicator 2.6.4)</b>  | Number of data producers and users with strengthened capacities in the collection, analysis, dissemination and use of gender statistics, including in improving Tier II and Tier III SDGs indicators, with UN-Women's support | 1,690  | 1,700      | 1,700     | 1,700     | 1,700       | UN-Women's Results Management System (A) |                                       |
| <b>Output 7: More justice institutions are accessible to and deliver for women and girls</b>  |   |  |            |           |           |             |  |                                       |
| <b>7.1</b><br><b>(Indicator 2.7.1)</b>  | Number of personnel of formal and informal justice institutions whose capacities to provide justice to women are strengthened, with UN-Women's support  | 6,000  | 12,000     | 17,000    | 22,000    | 27,000      | UN-Women's Results Management System (C) | Sex<br>Disability status<br>Ethnicity |
| <b>7.2</b><br><b>(Indicator 2.7.2)</b>  | Number of affirmative action policies developed and/or being implemented, with UN-Women's support, to enhance women's participation in formal and informal justice delivery   | 26   | 49         | 67        | 78        | 91          | UN-Women's Results Management System (C) |                                       |

| #   | Indicator  | Baseline  | Milestones |        |        | Target 2021 | Source   | Possible disaggregation  |
|---|--|---|------------|--------|--------|-------------|--|--|
|   |  |   | 2018       | 2019   | 2020   |             |  |  |
| 7.3<br>(Indicator 2.7.3)  | Number of women accessing legal aid with UN-Women's support  | 10,500  | 20,000     | 20,000 | 20,000 | 20,000      | UN-Women's Results Management System (A)   | Disability status<br>Ethnicity                                 |
| <b>Outcome 3: Women have income security, decent work and economic autonomy</b><br><i>Indicative multi-year budget: \$292.8 million (USD)</i> |  |   |            |        |        |             |  |  |
| Outcome 3<br>Indicator 1<br>(Indicator 3.1)   | Proportion of time spent on unpaid domestic and care work, by sex, age and location (SDG indicator 5.4.1)  | Female:<br>18.4%<br>Male:<br>7.0% <sup>10</sup><br>(2000-2016)  |            |        |        |             | Report of the Secretary-General <i>Progress towards the Sustainable Development Goals</i> , Statistical Annex, Global Database and The SDGs Report | Sex<br>Age<br>Geographic location<br>(urban/rural)             |
| Outcome 3<br>Indicator 2<br>(Indicator 3.2)   | Proportion of population covered by social protection floors / systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work injury victims and the poor and the vulnerable (SDG indicator 1.3.1) | Total:<br>45.2%<br>Children:<br>34.9% <sup>11</sup><br>Mothers with newborns:<br>41.1% <sup>12</sup><br>Older persons: 67.9% <sup>13</sup><br>Unemployed: 21.8% <sup>14</sup><br>Persons with severe disabilities: 27.8% <sup>15</sup><br>Vulnerable: 24.7% <sup>16</sup><br>(2016) |            |        |        |             | Report of the Secretary-General <i>Progress towards the Sustainable Development Goals</i> , Statistical Annex, Global Database and The SDGs Report | Sex<br>Age<br>Employment status<br>Disability status<br>Income |
| Outcome 3<br>Indicator 3<br>(Indicator 3.3)   | Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex [SDG indicator 5.a.1 (a)]; Share of women among owners or rights-bearers of agricultural land, by type of tenure [SDG indicator 5.a.1 (b)]                      | Insufficient data available   |            |        |        |             | Report of the Secretary-General <i>Progress towards the Sustainable Development Goals</i> , Statistical Annex, Global Database and The SDGs Report | Sex (5.a.1 (a))  |

<sup>10</sup> Data represent global medians

<sup>11</sup> Proportion of children/households receiving child/family cash benefit.

<sup>12</sup> Proportion of mothers with newborns receiving maternity cash benefit.

<sup>13</sup> Proportion of population above statutory pensionable age receiving a pension.

<sup>14</sup> Proportion of unemployed persons receiving unemployment cash benefits.

<sup>15</sup> Proportion of population with severe disabilities collecting disability cash benefits.

<sup>16</sup> Proportion of vulnerable population receiving social assistance cash benefit.

| #   | Indicator   | Baseline             | Milestones |         |         | Target 2021 | Source                                   | Possible disaggregation   |
|---|---|----------------------|------------|---------|---------|-------------|--|---|
|   |   |                      | 2018       | 2019    | 2020    |             |  |   |
| <b>Outcome 3<br/>Indicator 4<br/>(Indicator 3.4)</b>  | Percent of firms with female participation in ownership   | 34.4%<br>(2010-2017) |            |         |         |             | World Bank Enterprise Surveys            |   |
| <b>Output 8: More policies promote decent work and social protection for women</b>                  |   |                      |            |         |         |             |  |   |
| <b>8.1<br/>(Indicator 3.8.1)</b>  | Number of legal, regulatory and/or policy frameworks aligned with international standards that create decent work for women developed and/or being implemented with support from UN-Women | 48                   | 87         | 117     | 143     | 164         | UN-Women's Results Management System (C) |   |
| <b>8.2<br/>(Indicator 3.8.2)</b>  | Number of gender-responsive macroeconomic policies (including fiscal, monetary and trade) developed and/or being implemented with support from UN-Women                                   | 12                   | 25         | 40      | 55      | 70          | UN-Women's Results Management System (C) |   |
| <b>8.3<br/>(Indicator 3.8.3)</b>  | Number of legal, regulatory and/or policy frameworks in support of gender-responsive social protection systems that are developed and/or being implemented with support from UN-Women     | 41                   | 50         | 70      | 90      | 110         | UN-Women's Results Management System (C) |   |
| <b>8.4<br/>(Indicator 3.8.4)</b>  | Number of legal, regulatory and/or policy frameworks that address unpaid care work developed and/or being implemented with support from UN-Women  | 12                   | 29         | 50      | 64      | 70          | UN-Women's Results Management System (C) |   |
| <b>Output 9: More women own, launch and/or better manage small and medium and large enterprises</b> |   |                      |            |         |         |             |  |   |
| <b>9.1<br/>(Indicator 3.9.1)</b>  | Number of women with strengthened capacities and skills to participate in the economy, including as entrepreneurs, with UN-Women's support  | 79,050               | 121,500    | 159,900 | 202,800 | 250,800     | UN-Women's Results Management System (C) | Geographic location (rural/urban)<br>Age<br>Migratory status<br>Disability status<br>Ethnicity<br>HIV/AIDS status |

| #   | Indicator  | Baseline | Milestones |         |         | Target 2021 | Source                                   | Possible disaggregation   |
|---|--|----------|------------|---------|---------|-------------|--|---|
|   |  |          | 2018       | 2019    | 2020    |             |  |   |
| <b>9.2</b><br><b>(Indicator 3.9.2)</b>  | Number of women entrepreneurs supported to access finance and gender-responsive financial products and services, with UN-Women's support                                   | 33,431   | 90,000     | 150,000 | 210,000 | 270,000     | UN-Women's Results Management System (C) | Geographic location (rural/urban)<br>Age<br>Migratory status<br>Disability status<br>Ethnicity<br>HIV/AIDS status |
| <b>9.3</b><br><b>(Indicator 3.9.3)</b>  | Number of government entities, companies, and/or international organizations that develop and/or implement gender-responsive procurement policies, with UN-Women's support | 37       | 60         | 90      | 415     | 470         | UN-Women's Results Management System (C) |   |
| <b>9.4</b><br><b>(Indicator 3.9.4)</b>  | Number of national and international signatories to the Women Empowerment Principles   | 1,703    | 2,000      | 2,300   | 2,600   | 2,900       | WEPs database (www.weps.org)             |   |
| <b>Output 10: More rural women secure access to productive resources and engage in sustainable agriculture</b>                                  |  |          |            |         |         |             |  |   |
| <b>10.1</b><br><b>(Indicator 3.10.1)</b>  | Number of new and/or improved gender-responsive policies on land developed and/or being implemented with the support of UN-Women   | 22       | 43         | 68      | 84      | 100         | UN-Women's Results Management System (C) |   |
| <b>10.2</b><br><b>(Indicator 3.10.2)</b>  | Number of rural women supported to gain access, use and/or control of productive resources by UN-Women   | 117,610  | 180,000    | 250,000 | 320,000 | 390,000     | UN-Women's Results Management System (C) | Age<br>Migratory status<br>Disability status<br>Ethnicity<br>HIV/AIDS status                                      |
| <b>10.3</b><br><b>(Indicator 3.10.3)</b>  | Number of countries that use the Buy from Women Platform to connect women farmers to information, markets and/or finance   | 1        | 6          | 11      | 12      | 15          | Buy from Women Platform (C)              |   |
| <b>Outcome 4: All women and girls live a life free from all forms of violence</b><br><i>Indicative multi-year budget: \$424.6 million (USD)</i> |  |          |            |         |         |             |  |   |

| #  | Indicator  | Baseline   | Milestones |      |      | Target 2021 | Source  | Possible disaggregation |
|--|--|--|------------|------|------|-------------|---|-------------------------|
|  |  |  | 2018       | 2019 | 2020 |             |   |                         |
| <b>Outcome 4 Indicator 1 (Indicator 4.1)</b> | Proportion of women who have experienced physical or sexual violence who seek help, by sector (health, police, justice, social services)   | Health:<br>2.7%<br>Police:<br>10.5%<br>Justice:<br>2.2%<br>Social services:<br>2.5%<br>(2005-2016) <sup>17</sup> |            |      |      |             | Demographic and Health Surveys and other national household surveys | Age                     |
| <b>Outcome 4 Indicator 2 (Indicator 4.2)</b> | Percentage of people who think it is justifiable for a man to beat his wife, disaggregated by sex  | Female:<br>34.8%<br>Male:<br>29.4%<br>(2000-2016) <sup>18</sup>  |            |      |      |             | Demographic and Health Surveys and other national household surveys | Age<br>Sex              |
| <b>Outcome 4 Indicator 3 (Indicator 4.3)</b> | Number of cities supported by UN-Women where data on the prevalence of sexual harassment against women and girls in public spaces is available   | 7  |            |      |      | 32          | UN-Women's Results Management System (C)                            |                         |
| <b>Outcome 4 Indicator 4 (Indicator 4.4)</b> | Number of countries that have adopted or strengthened legislation addressing violence against women and girls in private and public spaces that is (1) in line with best practices (2) is allocated a budget and (3) has an oversight mechanism for monitoring | 7  |            |      |      | 17          | UN-Women's Results Management System (C)                            |                         |
| <b>Outcome 4 Indicator 5 (Indicator 4.5)</b> | Number of countries with legislation (in line with best practices) to prevent, investigate, sanction and redress femicide/feminicide/gender-related killings of women  | 6  |            |      |      | 15          | UN-Women's Results Management System (C)                            |                         |

<sup>17</sup> Global average is derived from country surveys data that include women from different ages (mostly 15-49), different partner status (mostly all women vs. ever married/partnered) and women who experience different forms of violence (mostly physical and/or sexual by any perpetrator vs. by a partner and including other forms, i.e. psychological).

<sup>18</sup> Global average is derived mostly from latest available Demographic and Health Surveys (DHS) that include comparable data. Data from some other relevant national household surveys are included where data from (DHS) was not available. These latter surveys may include samples with different age ranges or partner status as compared with DHS, and some of them include only a sample of women (not men).

| #   | Indicator  | Baseline    | Milestones        |                   |              | Target 2021  | Source                                   | Possible disaggregation  |
|---|--|-------------|-------------------|-------------------|--------------|--------------|--|--------------------------|
|   |  |             | 2018              | 2019              | 2020         |              |  |                          |
| <b>Output 11: More countries and stakeholders are better able to prevent violence against women and girls and deliver essential services to victims and survivors</b> |  |             |                   |                   |              |              |  |                          |
| <b>11.1</b><br><b>(Indicator 4.11.1)</b>  | Number of National Action Plans and Strategies to end violence against women that have a component that addresses social norms, attitudes, and behavior transformation, developed with UN-Women's support  | 50          | 58                | 66                | 74           | 82           | UN-Women's Results Management System (C) |                          |
| <b>11.2</b><br><b>(Indicator 4.11.2)</b>  | Number of countries that have, with UN-Women's support, (1) conducted community activities with women and men, boys and girls on gender equality and respectful relationships and (2) developed national informal or formal education curricula on gender and violence against women in primary and/or secondary schools | 17          | 22                | 27                | 32           | 37           | UN-Women's Results Management System (C) |                          |
| <b>11.3</b><br><b>(Indicator 4.11.3)</b>  | Number of countries supported by UN-Women to improve guidelines, protocols, standard operating procedures (in line with best practices) on the provision of quality services for victims and survivors   | 24          | 32                | 40                | 48           | 56           | UN-Women's Results Management System (C) |                          |
| <b>11.4</b><br><b>(Indicator 4.11.4)</b>  | Number of countries that provide information about women's rights to access quality essential services for victims and survivors of violence, with UN-Women's support  | 56          | 61                | 66                | 71           | 76           | UN-Women's Results Management System (C) |                          |
| <b>11.5</b><br><b>(Indicator 4.11.5)</b>  | Number of people benefiting from projects supported by the UN Trust Fund to End Violence Against Women   | 6.4 million | N/A <sup>19</sup> | N/A <sup>20</sup> | 10.7 million | 13.5 million | UNTF EVAW global databases (A)           | Sex<br>Disability status |
| <b>Output 12: More cities and other settings have safe and empowering public spaces for women and girls</b>   |  |             |                   |                   |              |              |  |                          |
| <b>12.1</b><br><b>(Indicator 4.12.1)</b>  | Number of safe cities/safe public spaces partnerships in place which include women in decision-making positions  | 30          | 40                | 61                | 67           | 76           | UN-Women's Results Management System (C) |                          |

<sup>19</sup> N/A = Not Applicable

<sup>20</sup> Ibid

| #   | Indicator  | Baseline                         | Milestones |       |       | Target 2021 | Source   | Possible disaggregation |
|---|--|----------------------------------|------------|-------|-------|-------------|--|-------------------------|
|   |  |                                  | 2018       | 2019  | 2020  |             |  |                         |
| <b>12.2</b><br><b>(Indicator 4.12.2)</b>  | Number of local development plans developed or strengthened with the support of UN-Women that are gender-responsive and address sexual harassment against women and girls in public spaces               | 15                               | 32         | 46    | 61    | 78          | UN-Women's Results Management System (C)   |                         |
| <b>12.3</b><br><b>(Indicator 4.12.3)</b>  | Number of countries where different sectors address the elimination of sexual violence against women and girls in public spaces through the transformation of social norms                               | 35                               | 37         | 51    | 56    | 58          | UN-Women's Results Management System (C)   |                         |
| <b>12.4</b><br><b>(Indicator 4.12.4)</b>  | Number of partners supported by UN-Women whose knowledge and skills to influence legislation and policies on sexual violence against women and girls in public spaces are improved, disaggregated by sex | 6,327                            | 6,400      | 6,400 | 6,400 | 6,400       | UN-Women's Results Management System (A)   | Sex                     |
| <b>Outcome 5:</b><br><b><u>Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and from humanitarian action</u></b><br><i>Indicative multi-year budget: \$468.6 million (USD)</i> |  |                                  |            |       |       |             |  |                         |
| <b>Outcome 5 Indicator 1</b><br><b>(Indicator 5.1)</b>  | Number of adopted National Action Plans on women, peace and security with monitoring indicators  | 60 (2018) <sup>21</sup>          |            |       |       | 65          | UN-Women desk review (C)   |                         |
| <b>Outcome 5 Indicator 2</b><br><b>(Indicator 5.2)</b>  | Percentage of Security Council decisions with specific provisions to improve the security and status of women and girls  | 51% <sup>22</sup> (49/97) (2016) |            |       |       | 68%         | UN-Women desk review (A)   |                         |
| <b>Outcome 5 Indicator 3</b><br><b>(Indicator 5.3)</b>  | Percentage of Peacebuilding Fund funds in support of peacebuilding in projects that address women's specific needs, advance gender equality and/or empower women as their principal objective            | 10%                              |            |       |       | 16%         | UN-Women desk review (PBSO reports and Secretary-General's reports on Peacebuilding Fund and on peacebuilding) (A) |                         |

<sup>21</sup> No prior data available

<sup>22</sup> Includes resolutions and presidential statements

| #   | Indicator  | Baseline                    | Milestones |                   |      | Target 2021 | Source   | Possible disaggregation |
|---|--|-----------------------------|------------|-------------------|------|-------------|--|-------------------------|
|   |  |                             | 2018       | 2019              | 2020 |             |  |                         |
| <b>Outcome 5<br/>Indicator 4<br/>(Indicator 5.4)</b>  | Proportion of UN-led (or co-led) peace processes in which women were included in the mediation team; negotiating parties included senior women in their delegations; consultations with women's civil society organizations were held; and technical gender expertise was provided | 75%                         |            |                   |      | 100%        | UN Department of Political and Peacebuilding Affairs |                         |
| <b>Outcome 5<br/>Indicator 6<br/>(Indicator 5.6)</b>  | Percentage of humanitarian needs overviews that demonstrate gender analysis  | 44%                         |            |                   |      | 75%         | UN-Women desk review (A)                             |                         |
| <b>Outcome 5<br/>Indicator 8<br/>(Indicator 5.8)</b>  | Percentage of countries reporting on one or more targets of the Sendai Framework for Disaster Risk Reduction, using sex disaggregated data   | Insufficient data available |            |                   |      | TBD         | Sendai reporting mechanisms                          |                         |
| <b>Output 13: More commitments on women, peace and security are implemented by Member States and the UN system, and more gender equality advocates influence peace and security processes</b> |  |                             |            |                   |      |             |  |                         |
| <b>13.1<br/>(Indicator 5.13.1)</b>  | Number of institutions of the justice and security sectors with strengthened capacity to mainstream gender perspectives and promote the rights of women and girls in conflict, post-conflict and other crisis situations   | 144                         | 164        | 179               | 189  | 196         | UN-Women's Results Management System (A)             |                         |
| <b>13.2<br/>(Indicator 5.13.2)</b>  | Number of sexual and gender-based violence justice experts deployed to national, regional and international accountability mechanisms  | 19                          | 20         | 23                | 26   | 30          | UN-Women internal record of deployments (A)          |                         |
| <b>13.3<br/>(Indicator 5.13.3)</b>  | Number of civil society organizations and networks, directly supported by UN-Women to influence peace processes  | 400                         | 425        | 450               | 475  | 500         | UN-Women's Results Management System (A)             |                         |
| <b>13.4<br/>(Indicator 5.13.4)</b>  | Number of counter terrorism (CT) and countering/preventing violent extremism (C/PVE) policies and programmes that have integrated women peace and security priorities, developed and/or implemented with UN-Women's support  | 15                          | N/A        | N/A <sup>23</sup> | 19   | 20          | UN-Women desk review (A)                             |                         |

<sup>23</sup> No longer applicable due to indicator change in the MTR



| #  | Indicator  | Baseline                  | Milestones        |                   |             | Target 2021 | Source                                   | Possible disaggregation |
|--|--|---------------------------|-------------------|-------------------|-------------|-------------|--|-------------------------|
|  |  |                           | 2018              | 2019              | 2020        |             |  |                         |
| <b>Output 14: More women play a greater role and are better served by humanitarian response and recovery efforts</b>                             |  |                           |                   |                   |             |             |  |                         |
| <b>14.1</b><br><b>(Indicator 5.14.1)</b>   | Percentage of humanitarian country cluster systems with dedicated gender expertise in countries with UN-Women humanitarian presence                      | 57% (17/30)               | 63% (19/30)       | 70% (21/30)       | 77% (23/30) | 83% (25/30) | UN-Women's Results Management System (A) |                         |
| <b>14.2</b><br><b>(Indicator 5.14.2)</b>   | Number of women's organizations or institutions supported by UN-Women to play a role in humanitarian response and recovery                               | 200                       | 215               | 230               | 450         | 550         | UN-Women's Results Management System (A) |                         |
| <b>14.3</b><br><b>(Indicator 5.14.3)</b>   | Number of women and girls directly accessing UN-Women supported humanitarian services  | 121,000                   | 123,500           | 126,000           | 280,000     | 330,000     | UN-Women's Results Management System (A) | Age Disability status   |
| <b>Output 15: More women play a greater role in and are better served by disaster risk reduction and recovery processes</b>                      |  |                           |                   |                   |             |             |  |                         |
| <b>15.1</b><br><b>(Indicator 5.15.1)</b>   | Number of countries supported by UN-Women having undertaken gender-sensitive disaster risk assessments   | 19                        | 24                | 26                | 61          | 63          | UN-Women's Results Management System (C) |                         |
| <b>15.2</b><br><b>(Indicator 5.15.2)</b>   | Number of countries supported by UN-Women with Disaster Risk Reduction policy frameworks that address gender-specific disaster risks                     | 13                        | 16                | 19                | 45          | 47          | UN-Women's Results Management System (C) |                         |
| <b>15.3</b><br><b>(Indicator 5.15.3)</b>   | Number of countries supported by UN-Women with gender focal points in the national disaster platform, or its equivalent                                  | 8                         | 10                | 13                | 28          | 29          | UN-Women's Results Management System (C) |                         |
| <b>Organizational Effectiveness and Efficiency</b>   |  |                           |                   |                   |             |             |  |                         |
| <b>Output 1: Enhanced coordination, coherence and accountability of the UN system for commitments to gender equality and women's empowerment</b> |  |                           |                   |                   |             |             |  |                         |
| <i>Indicative multi-year budget: \$27.2 million (USD)</i>  |  |                           |                   |                   |             |             |  |                         |
| <b>1.1</b><br><b>(Indicator O1.1)</b>  | Percentage of ratings of reporting entities that meet or exceed UN-SWAP minimum standards<br><i>(Derived from QCPR indicator 42b)</i>                    | 58% (2018) <sup>24</sup>  | N/A <sup>25</sup> | N/A <sup>26</sup> | 60%         | 62%         | UN-SWAP annual reports (A)               |                         |
| <b>1.2</b><br><b>(Indicator O1.2)</b>  | Fraction of reporting UN entities that track and report on allocations and expenditures using gender markers<br><i>(Derived from QCPR indicator 42e)</i> | 24/65 (37%)<br><br>(2016) | 26/65 (40%)       | 28/65 (43%)       | 31/65 (48%) | 34/65 (52%) | UN-SWAP annual reports (A)               |                         |

<sup>24</sup> No prior data available with revised methodology

<sup>25</sup> No longer applicable due to indicator change in the MTR

<sup>26</sup> Ibid

| #   | Indicator  | Baseline            | Milestones        |                   |           | Target 2021 | Source                                   | Possible disaggregation |
|---|--|---------------------|-------------------|-------------------|-----------|-------------|--|-------------------------|
|   |  |                     | 2018              | 2019              | 2020      |             |  |                         |
| <b>1.3</b><br>(Indicator O1.3)  | Percentage of UNDAFs that feature gender results at the outcome level<br>(QCPR indicator 42g)  | 61%<br>(2016)       | 62%               | 64%               | 73%       | 74%         | UN DOCO (A)                              |                         |
| <b>1.4</b><br>(Indicator O1.4)  | Percentage share of total programme expenditure from joint programmes<br>(Derived from QCPR indicator 15g)   | 10%                 | 10%               | 15%               | 20%       | 25%         | UN-Women internal financial records (A)  |                         |
| <b>1.6</b><br>(Indicator O1.6)  | Number of UN entities receiving gender parity advice and/or technical assistance by UN-Women   | 30<br>(2016)        | 33                | 36                | 115       | 120         | UN-Women annual reporting (A)            |                         |
| <b>1.7</b><br>(Indicator O1.7)  | Fraction of UN Country Teams that have conducted a gender scorecard (UNCT-SWAP) in the past year (QCPR indicator 192 part i)   | 14/131              | n/a               | n/a               | 45/131    | 60/131      | IMS (managed by DCO) (A)                 |                         |
| <b>Output 2: Increased engagement of partners in support of UN-Women's mandate</b><br><i>Indicative multi-year budget: \$19.6 million (USD)</i> |  |                     |                   |                   |           |             |  |                         |
| <b>2.1</b><br>(Indicator O2.1)  | Number of initiatives led by UN-Women-supported civil society mechanisms (including the civil society advisory groups) towards achieving gender equality and women's rights  | TBC <sup>27</sup>   | N/A <sup>28</sup> | N/A <sup>29</sup> | TBC       | TBC         | UN-Women's Results Management System (A) |                         |
| <b>2.2</b><br>(Indicator O2.2)  | Percentage of UN-Women's field offices and relevant HQ Units that implemented dedicated initiatives to engage with the following non-traditional partners: a) organizations working with men and boys and/or b) faith-based organizations and actors | TBC <sup>30</sup>   | N/A <sup>31</sup> | N/A <sup>32</sup> | TBC       | TBC         | UN-Women's Results Management System (A) |                         |
| <b>2.3</b><br>(Indicator O2.3)  | Number of individual commitments made to HeForShe online and offline by men and boys   | 1,006,064<br>(2016) | 2,000,000         | 3,000,000         | 4,000,000 | 5,000,000   | HeForShe.org commitment database (C)     |                         |

<sup>27</sup> All baselines, milestones and targets marked as TBC, 'To be confirmed', will be gathered and set by the end of 2020

<sup>28</sup> No longer applicable due to indicator change in the MTR

<sup>29</sup> Ibid

<sup>30</sup> All baselines, milestones and targets marked as TBC, 'To be confirmed', will be gathered and set by the end of 2020

<sup>31</sup> Ibid

<sup>32</sup> Ibid

| #                                       | Indicator  | Baseline          | Milestones        |                   |        | Target 2021 | Source                                   | Possible disaggregation |
|---|--|-------------------|-------------------|-------------------|--------|-------------|--|-------------------------|
|   |  |                   | 2018              | 2019              | 2020   |             |  |                         |
| <b>2.4</b><br><b>(Indicator O2.4)</b>   | Number of UN-Women initiatives that are dedicated to engage youth for gender equality  | TBC <sup>33</sup> | N/A <sup>34</sup> | N/A <sup>35</sup> | TBC    | TBC         | UN-Women's Results Management System (A) |                         |
| <b>2.5</b><br><b>(Indicator O2.5)</b>   | Number of strategic partnerships with the corporate sector, integrating gender equality principles in their core business and/or value chains and at least two types of the following contributions to UN-Women's mandate: (i) financial; (ii) advocacy and visibility; (iii) expertise and staff time (similar to UNICEF) | 25                | 35                | 40                | 45     | 50          | UN Women's Annual Report (A)             |                         |
| <b>2.6</b><br><b>(Indicator O2.6)</b>   | Percentage of new Regional and Country Strategic Notes with a dedicated partnerships strategy  | 100%              | 100%              | 100%              | 100%   | 100%        | UN-Women's Results Management System (A) |                         |
| <b>2.7</b><br><b>(Indicator O2.7)</b>   | Number of media outlets that sign up to the Step it Up Media Compact   | 54<br>(2016)      | 68                | 81                | 95     | 108         | UN-Women's Communications Unit (C)       |                         |
| <b>2.8</b><br><b>(Indicator O2.8)</b>   | Number of visitors to the UN-Women global website  | 3.8 M<br>(2016)   | 4.1 M             | 4.4 M             | 4.7 M  | 4.9 M       | Website/social media/media analytics (A) |                         |
| <b>2.9</b><br><b>(Indicator O2.9)</b>   | Number of followers of UN-Women on social media  | 5.1 M<br>(2016)   | 6.5 M             | 8 M               | 9 M    | 10.2 M      | Website/social media/media analytics (A) |                         |
| <b>2.10</b><br><b>(Indicator O2.10)</b> | Number of mentions of UN-Women in the media  | 30,000<br>(2016)  | 33,000            | 36,000            | 39,000 | 42,000      | UN-Women's desk review (A)               |                         |

<sup>33</sup> All baselines, milestones and targets marked as TBC, 'To be confirmed', will be gathered and set by the end of 2020

<sup>34</sup> No longer applicable due to indicator change in the MTR

<sup>35</sup> Ibid

| #   | Indicator   | Baseline   | Milestones   |  |  | Target 2021  | Source                                   | Possible disaggregation |
|---|---|--|--|--|--|--|--|-------------------------|
|   |   |  | 2018   | 2019   | 2020   |  |  |                         |
| <b>2.11</b><br>(Indicator O2.11)  | Amount of total regular core resources and total non-core other resources from: <ul style="list-style-type: none"> <li>public partners</li> <li>private sector partners, including National Committees and individuals (similar to UNICEF)</li> </ul> (Derived from QCPR indicator 20a) | <i>Regular core resources</i><br>(i)Public partners: \$138,181,797<br>(ii)Private sector, national committees and individuals: \$3,478,694<br><br><i>Non-core resources</i><br>(i)Public partners: \$166,502,045<br>(ii)Private sector, national committees and individuals: \$11,575,230 (2016) | <i>Regular core for private and public</i><br>\$200 M<br><br><i>Non-core for private and public</i><br>\$240 M | <i>Regular core for private and public</i><br>\$200 M<br><br><i>Non-core for private and public</i><br>\$240 M | <i>Regular core for private and public</i><br>\$240 M<br><br><i>Non-core for private and public</i><br>\$260 M | <i>Regular core for private and public</i><br>\$260 M<br><br><i>Non-core for private and public</i><br>\$280 M | UN-Women's Annual Report (A)             |                         |
| <b>2.12</b><br>(Indicator O2.12)  | Contributions by donors other than the top 15 (Shared with UNFPA and UNICEF)  | \$64,332,303 (2016)  | \$70 M   | \$70 M   | \$75 M   | \$80 M   | UN-Women Annual Report (A)               |                         |
| <b>2.13</b><br>(Indicator O2.13)  | Contributions received through pooled and thematic funding mechanisms (Derived from QCPR indicators 15d and 15f) (Shared with UNFPA)  | \$30 M (2016)  | \$35 M   | \$45 M   | \$95 M   | \$95 M   | UN-Women financial desk review (A)       |                         |
| <b>Output 3: High quality of programmes through knowledge, innovation, results-based management and evaluation</b><br><i>Indicative multi-year budget: \$84.6 mil (USD)</i> |   |  |  |  |  |  |  |                         |
| <b>3.1</b><br>(Indicator O3.1)  | Number of initiatives implemented in partnership with the private sector to scale up innovations that address the challenges faced by women and girls   | 3  | 5  | 10   | 17   | 24   | UN-Women Innovation Team records (C)     |                         |
| <b>3.2</b><br>(Indicator O3.2)  | Number of UN-Women offices and units that pilot or scale up digital innovations   | 3  | 5  | 12   | 20   | 30   | UN-Women Innovation Team records (C)     |                         |
| <b>3.3</b><br>(Indicator O3.3)  | Percentage of UN-Women field offices indicating that UN-Women has undertaken activities in the country to support south-south, north-south or triangular cooperation (Derived from QCPR indicator 43d) (Similar to UNICEF)  | 28% (2016)   | 33%  | 38%  | 50%  | 55%  | UN-Women's Results Management System (A) |                         |

| #                                     | Indicator  | Baseline  | Milestones   |  |   | Target 2021   | Source  | Possible disaggregation |
|---------------------------------------|--|---|--|--|---|---|---|-------------------------|
|                                       |  |   | 2018   | 2019   | 2020  |   |   |                         |
| <b>3.4</b><br><b>(Indicator O3.4)</b> | Number of countries that have a UN-Women-led national gender equality profile based on gender data sets available, disaggregated by relevant characteristics   | 10  | N/A  | N/A  | 28  | 38  | UN-Women's Results Management System (C)        |                         |
| <b>3.5</b><br><b>(Indicator O3.5)</b> | Number of participants trained on gender-equality related topics via the Training Centre, disaggregated by sex and type of organization  | Total<br>35,240<br>(2016)<br>Female:<br>15,345<br>Male:<br>19,825   | 38,500   | 42,350   | 46,585  | 51,245  | E-learning campus (A)                           |                         |
| <b>3.6</b><br><b>(Indicator O3.6)</b> | Number of thematic communities of practice with systems for capturing, storing and sharing knowledge   | 14  | 14   | 16   | 32  | 34  | UN-Women's intranet (C)                         |                         |
| <b>3.7</b><br><b>(Indicator O3.7)</b> | <p>a. Number of citations of UN-Women's global reports (Progress of the World 's Women, World Survey on the Role of Women in Development, SDGs and Gender Report)</p> <p>b. Number of downloads of UN-Women's knowledge products</p> | <p>Progress of the World 's Women (POWW):<br/>75</p> <p>World Survey on the Role of Women in Development (WS):<br/>54</p> <p>SDGs and Gender report:<br/>0</p> <p>Data collection initiated in 2018</p> | <p>POWW:<br/>83</p> <p>WS: 59</p> <p>SDGs report: 50</p> <p>24,000</p> | <p>POWW:<br/>91</p> <p>WS: 65</p> <p>SDGs report: 55</p> <p>27,000</p> | <p>POWW:<br/>178</p> <p>WS: 205</p> <p>SDGs report: 144</p> <p>37,500</p> | <p>POWW: 228</p> <p>WS: 255</p> <p>SDGs report: 199</p> <p>37,500</p> | <p>UN-Women's desk review a(C)</p> <p>b (A)</p> |                         |

| #  | Indicator   | Baseline  | Milestones          |   |                     | Target 2021                                 | Source  | Possible disaggregation |
|--|---|---|---------------------|---|---------------------|---|---|-------------------------|
|  |   |   | 2018                | 2019  | 2020                |   |   |                         |
| <b>3.8</b><br>(Indicator O3.8)   | Percentage of Strategic Notes and Annual Reports that meet quality standards in results-based management        | Strategic Notes: TBC <sup>36</sup><br><br>Annual reports: TBC | Annual reports: 65% | Strategic Notes: 85%<br>Annual reports: 70% | Annual reports: TBC | Strategic Notes: TBC<br>Annual Reports: TBC | UN-Women's Results Management System (A)                                      |                         |
| <b>3.9</b><br>(Indicator O3.9)   | Percentage of programme staff trained on results based management   | 0%  | 55%                 | 65%   | 55%                 | 65%   | UN-Women e-learning module records (A)  |                         |
| <b>3.10</b><br>(Indicator O3.10)   | Percentage of planned evaluations being conducted<br><i>(Similar to UNICEF and UNFPA)</i>                       | 85%<br>(2016)   | 85%                 | 85%   | 85%                 | 85%   | Global Accountability and Tracking of Evaluation Use- GATE system (A)         |                         |
| <b>3.11</b><br>(Indicator O3.11)   | Percentage of evaluations rated "good and above" <i>(Similar to UNICEF and UNFPA)</i>                           | 100%<br>(2016)  | 100%                | 100%  | 74%                 | 80%   | UN-Women Global Evaluation Report Assessment and Analysis System (GERAAS) (A) |                         |
| <b>Output 4: Improved management of financial and human resources in pursuit of results</b><br><i>Indicative multi-year budget: \$72.3 mil (USD)</i> |   |   |                     |   |                     |   |   |                         |
| <b>4.1</b><br>(Indicator O4.1)   | Rating in the Aid Transparency Tracker<br><i>(Derived from QCPR indicator 25)</i><br><i>(Shared with UNFPA)</i> | 33<br>(2016)  | 45                  | 55  | 70                  | 80  | Aid Transparency Tracker (A)  |                         |
| <b>4.2</b><br>(Indicator O4.2)   | Percentage of donor reports submitted on time   | 60%   | 80%                 | 85%   | 90%                 | 95%   | Donor Agreement Management System (A)   |                         |
| <b>4.3</b><br>(Indicator O4.3)   | Percentage of feedback received from member states on donor reports that are positive                           | 85%<br>(2016)   | 85%                 | 85%   | 85%                 | 85%   | Donor Report survey (A)   |                         |

<sup>36</sup> All baselines, milestones and targets marked as TBC, 'To be confirmed', will be gathered and set by the end of 2020

| #                                | Indicator   | Baseline  | Milestones  |   |   | Target 2021   | Source  | Possible disaggregation |
|----------------------------------|---|---|---|---|---|---|---|-------------------------|
|                                  |   |   | 2018  | 2019  | 2020  |   |   |                         |
| <b>4.4</b><br>(Indicator O4.4)   | Percentage of Country and Multi-Country Offices that have adopted and implemented common service lines in:<br>i. Common procurement services<br>ii. Common finance services<br>iii. Common information, communication and technology (ICT) services<br>iv. Common logistics services<br>v. Common human resources services<br>vi. Common facility services, including Common Premises<br><i>(Derived from QCPR indicator 76c)</i><br><i>(Similar to UNICEF and UNFPA)</i> | i. 51%<br>ii. 51%<br>iii. 63%<br>iv. 41%<br>v. 51%<br>vi. 57% | i. 57%<br>ii. 53%<br>iii. 65%<br>iv. 47%<br>v. 53%<br>vi. 61% | i. 63%<br>ii. 55%<br>iii. 67%<br>iv. 51%<br>v. 59%<br>vi. 61% | i. 67%<br>ii. 57%<br>iii. 69%<br>iv. 55%<br>v. 63%<br>vi. 65% | i. 73%<br>ii. 59%<br>iii. 71%<br>iv. 57%<br>v. 67%<br>vi. 67% | UN-Women's Results Management System (A)                      |                         |
| <b>4.5</b><br>(Indicator O4.5)   | Structured dialogue on financing with the Executive Board held annually<br><i>(Derived from QCPR indicator 19)</i>  | Yes   | Yes   | Yes   | Yes   | Yes   | Executive Board Session documents (A)                         |                         |
| <b>4.6</b><br>(Indicator O4.6)   | Percentage of offices which have completed training on anti-fraud and accountability  | 0%  | 60%   | 80%   | 80%   | 85%   | UN-Women global databases (A)                                 |                         |
| <b>4.7</b><br>(Indicator O4.7)   | Implementation rate for regular resources<br><i>(Shared with UNFPA)</i>   | 85%<br>(2016)   | ≥85%  | ≥85%  | ≥85%  | ≥85%  | UN-Women Financial statements (A)                             |                         |
| <b>4.8</b><br>(Indicator O4.8)   | Implementation rate for other resources   | 79%<br>(2016)   | 80%   | 80%   | 80%   | 85%   | UN-Women Financial statements (A)                             |                         |
| <b>4.9</b><br>(Indicator O4.9)   | Percentage of Country Offices reporting on Greenhouse Gas emissions for travel and operations<br><i>(Similar to UNFPA and UNICEF)</i>   | 12%<br>(2016)   | 12%   | 20%   | 30%   | 50%   | UN-Women's field reporting (A)                                |                         |
| <b>4.10</b><br>(Indicator O4.10) | Average turnover time for the identification of qualified candidates and complete recruitment   | 15 weeks<br>(2016)  | 15 weeks  | 15 weeks  | 14 weeks  | 13 weeks  | UN-Women's Human Resources reporting (A)                      |                         |
| <b>4.11</b><br>(Indicator O4.11) | Percentage of annual performance management and development reviews completed on time   | 43%<br>(2016)   | 70%   | 75%   | 80%   | 85%   | UN-Women Performance Management and Development dashboard (A) |                         |

| #                                       | Indicator   | Baseline                    | Milestones |      |      | Target 2021 | Source                                     | Possible disaggregation |
|---|---|-----------------------------|------------|------|------|-------------|--|-------------------------|
|   |   |                             | 2018       | 2019 | 2020 |             |  |                         |
| <b>4.12</b><br><b>(Indicator O4.12)</b> | Percentage of staff members completing mandatory trainings  | 35%<br>(2016)               | 50%        | 60%  | 70%  | 75%         | UN-Women's Human Resources reporting (A)   |                         |
| <b>4.13</b><br><b>(Indicator O4.13)</b> | Percentage of internal audit recommendations implemented<br><i>(Similar to UNFPA)</i>                                 | 98%<br>(2018) <sup>37</sup> | ≥90%       | ≥90% | 90%  | 90%         | TeamMate+ audit application (A)            |                         |
| <b>4.14</b><br><b>(Indicator O4.14)</b> | Percentage of external audit recommendations implemented<br><i>(Similar to UNFPA)</i>                                 | 83%<br>(2016)               | ≥80%       | ≥80% | ≥80% | ≥80%        | Zero draft UNBoA 2016 Long Form Report (A) |                         |
| <b>4.15</b><br><b>(Indicator O4.15)</b> | Percentage of risk units meeting Enterprise Risk Management policy and framework requirements                         | 88%<br>(2015)               | 95%        | 100% | 100% | 100%        | Risk Management Compliance Assessment (A)  |                         |
| <b>4.16</b><br><b>(Indicator O4.16)</b> | Percentage availability and uptime of corporate ICT systems   | 99%                         | 99%        | 99%  | 99%  | 99%         | UN-Women ICT monitoring system (A)         |                         |
| <b>4.17</b><br><b>(Indicator O4.17)</b> | Percentage of ICT platforms that fully address cyber-security issues and architecture design inputs from the ICT team | 70%                         | 75%        | 80%  | 90%  | 95%         | UN-Women's ICT reporting (A)               |                         |
| <b>4.18</b><br><b>(Indicator O4.18)</b> | Percentage of offices compliant with business continuity plans and processes  | 80%<br>(2016)               | 90%        | 100% | 100% | 100%        | UN-Women's field reporting (A)             |                         |
| <b>4.19</b><br><b>(Indicator O4.19)</b> | Percentage of offices compliant with UN Security Risk Management requirements   | 95%<br>(2016)               | 100%       | 100% | 100% | 100%        | UN-Women's field reporting (A)             |                         |

<sup>37</sup> No prior data available with revised methodology



## Part II – Overview of adjustments to the IRRF (by Outcome area)

| #   | Indicator | Added, adjusted, or deleted indicator  | Type of adjustment   |
|---|-----------|--|--|
| <b>Development Results Section of IRRF</b>  |           |  |  |
| <b>Impact Indicators</b>  |           |  |  |
| 2 indicators revised  | 4         | Percentage of peace agreements with specific provisions to improve the security and status of women and girls (indicator 8 of Secretary-General’s Report on Women, Peace and Security)<br><br>Source: <del>Secretary-General’s report on Women, Peace and Security</del> <u>Gender PA-X peace agreement databases, maintained by the University of Edinburgh (<a href="https://www.peaceagreements.org/">https://www.peaceagreements.org/</a>)</u> | Source revised to improve measurement; consequently: baseline revised to 25%; 2021 target revised to 30% |
|   | 5         | Number of deaths, missing persons and directly affected persons attributed to disasters per 100,000 population (SDG indicators <u>1.5.1</u> , <u>11.5.1</u> , <u>13.1.1</u> )  | Revised to reflect that this SDG indicator monitors changes in three SDGs <sup>38</sup>                  |
| <b>Outcome 1: A comprehensive and dynamic set of global norms, policies and standards on gender equality and the empowerment of all women and girls is strengthened and implemented</b> |           |  |  |
| 1 indicator revised   | 1.1.4     | Percentage of UN Country Teams’ CEDAW reports submitted with UN-Women’s support  | 2020 milestone raised to 83%; 2021 target raised to 83%  |
| <b>Outcome 2: Women lead, participate in and benefit equally from governance systems</b>  |           |  |  |
| 8 indicators revised  | 2.7       | Proportion of sustainable development indicators produced at the national level with full disaggregation when relevant to the target, in accordance with the Fundamental Principles of Official Statistics (SDG 17.18.1)<br><br>Replaced with: <u>Proportion of gender-specific Sustainable Development Goal (SDG) indicators with available data</u>  | Revised to improve measurement, consequently: Source revised; 2017 Baseline revised to 26%;              |

<sup>38</sup> <https://unstats.un.org/sdgs/indicators/indicators-list/>

|   |                                |  |   |
|---|--------------------------------|--|---|
|   |                                |  | 2021 Target revised to TBC in 2020 when SDGs data is updated annually by UNSD   |
|   | 2.4.2                          | Number of women leaders, candidates and aspirants with strengthened capacities to engage in political life, with UN-Women's support  | Calculation method corrected to annual; consequently:<br>2020 milestone revised to 3,000 and 2021 target revised to 12,000 due to COVID-19 considerations |
|   | 2.4.3                          | Number of gender equality initiatives developed and/or being implemented by parliamentary bodies (Legislative Parliamentary Committees/ Women Caucus/ Speaker of Parliament's Office/Secretariat of the Parliament), with UN-Women's support | 2020 milestone raised to 195;<br>2021 target raised to 220  |
|   | 2.4.4                          | Number of initiatives developed and/or being implemented to monitor violence against women in politics, with UN-Women's support  | 2020 milestone raised to 91;<br>2021 target raised to 101   |
|   | 2.5.1                          | Number of high-quality national gender equality action plans developed, costed and/or being implemented with UN-Women's support  | 2020 milestone raised to 72;<br>2021 target raised to 80  |
|   | 2.5.2                          | Number of finance ministries with capacities to integrate gender-responsive budgeting in public finance management systems with UN-Women's support   | 2020 milestone raised to 75;<br>2021 target raised to 84  |
|   | 2.5.3                          | Number of national AIDS coordinating bodies and/or relevant sectoral ministries that have strengthened capacity to integrate gender-responsive actions into national HIV strategies, with UN-Women's support                                 | 2020 milestone raised to 45;<br>2021 target raised to 48  |
|   | 2.5.4<br>(women's machineries) | Number of national women's machineries and women's organizations with capacities to advocate for gender-responsive budgets with UN-Women's support   | 2020 milestone raised to 76;<br>2021 target raised to 85  |
| <b>Outcome 3: Women have income security, decent work and economic autonomy</b> |                                |  |   |
| 2 indicators revised  | 3.9.3                          | Number of government entities, companies, and/or international organizations that develop and/or implement gender-responsive procurement policies, with UN-Women's support   | 2020 milestone revised to 415;<br>2021 target raised to 470   |
|   | 3.9.4                          | Number of national and international signatories to the Women Empowerment Principles   | Source corrected to <u>WEPS database (www.weps.org)</u>   |

| <b>Outcome 4: All women and girls live a life free from all forms of violence</b>   |        |  |   |
|---|--------|--|---|
| 1 new indicator   | 4.11.5 | Number of people benefiting from projects supported by the UN Trust Fund to End Violence Against Women   | New indicator to capture results from the UN Trust Fund to End Violence against Women under Output 11 of this Outcome area              |
| <b>Outcome 5: Women and girls contribute and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and from humanitarian action</b> |        |  |   |
| 12 indicators revised   | 5.1    | <del>Proportion</del> <i>Number</i> of adopted National Action Plans on women, peace and security with <i>monitoring</i> indicators  | Revised to improve measurement; consequently: baseline revised to 60 (2018 <sup>39</sup> ); 2021 target revised to 65                   |
|   | 5.3    | Percentage of Peacebuilding Fund funds in support of peacebuilding in projects that address women's specific needs, advance gender equality and/or empower women as their <del>specific</del> <i>principal</i> objective   | Revised to improve measurement and source revised for clarity; consequently: Baseline revised to 10% (2018); 2021 Target revised to 16% |
|   | 5.4    | Proportion of UN-led (or co-led) peace processes in which women were included in the mediation team; negotiating parties included senior women in their delegations; consultations with women's civil society organizations were held; and technical gender expertise was provided | Source corrected to: UN Department of Political and Peacebuilding Affairs   |
|   | 5.5    | Percentage of UN coordinated humanitarian assistance funding that finances evidence-based gender equality and women's empowerment interventions  | Deleted. Persistent data unavailability.  |
|   | 5.6    | Percentage of humanitarian needs overviews <del>and response plans</del> that demonstrate gender analysis  | Revised for greater clarity   |
|   | 5.7    | Percentage of UN coordinated humanitarian assistance funding that is channeled to national and local women's organizations   | Deleted. Persistent data unavailability.  |
|   | 5.13.4 | Number of joint programmes or programmes developed with UN-Women on countering/preventing violent extremism with a gender analysis   | Revised for improved measurement and calculation method revised to annual, consequently:  |

<sup>39</sup> No prior data available

|  |        |   |   |
|--|--------|---|---|
|  |        | Replaced with: <i>Number of counter terrorism (CT) and countering/preventing violent extremism (C/PVE) policies and programmes that have integrated women peace and security priorities, developed and/or implemented with UN-Women's support</i> | 2020 Milestone revised to 19;<br>2021 Target revised to 20  |
|  | 5.14.2 | Number of women's organizations or institutions supported by UN-Women to play a role in humanitarian response and recovery  | 2020 milestone raised to 450;<br>2021 target raised to 550  |
|  | 5.14.3 | Number of women and girls directly accessing UN-Women supported humanitarian services   | 2020 milestone raised to 280,000;<br>2021 target raised to 330,000  |
|  | 5.15.1 | Number of countries supported by UN-Women having undertaken gender-sensitive disaster risk assessments  | 2020 milestone raised to 61;<br>2021 target raised to 63  |
|  | 5.15.2 | Number of countries supported by UN-Women with Disaster Risk Reduction policy frameworks that address gender-specific disaster risks  | 2020 milestone raised to 45;<br>2021 target raised to 47  |
|  | 5.15.3 | Number of countries supported by UN-Women with gender focal points in the national disaster platform, or its equivalent   | 2020 milestone raised to 28;<br>2021 target raised to 29  |
| <b>Organizational Effectiveness and Efficiency Section of IRRF</b> |        |   |   |
| 20 indicators revised  | O_1.1  | Percentage of ratings of reporting entities that meet or exceed UN-SWAP minimum standards (Derived from QCPR indicator 42b)   | Revised methodology to improve measurement; consequently:<br>baseline revised to 58% (2018 <sup>40</sup> );<br>2020 milestone revised to 60%;<br>2021 target revised to 62% |
|  | O_1.3  | Percentage of UNDAFs ( <i>now UNSDCFs</i> ) that feature gender results at the outcome level (QCPR indicator 42g)   | Revised for greater clarity; consequently:<br>2020 milestone raised to 73;<br>2021 target raised to 74  |
|  | O_1.5  | Number of qualified female candidate profiles provided to the Executive Office of the Secretary General by UN-Women for senior level appointments   | Deleted. Activity discontinued in 2019 due to lack of funding   |

<sup>40</sup> No prior data available with revised methodology

|        |  |   |
|--------|--|---|
| O_1.6  | Number of UN entities receiving gender parity advice and/or technical assistance by UN-Women   | Calculation method corrected to annual; consequently:<br>2020 milestone raised to 115;<br>2021 target raised to 120 |
| O_1.7  | Fraction of UN Country Teams that have conducted a gender scorecard (UNCT-SWAP) in the past year (QCPR indicator 192 part i)   | New indicator (already a QCPR indicator) to better capture UN Coordination results by UN-Women.                     |
| O_2.1  | Number of initiatives led by civil society advisory groups to support the achievements of UN-Women results<br><br>Replaced with: <i>Number of initiatives led by UN-Women-supported civil society mechanisms (including the civil society advisory groups) towards achieving gender equality and women's rights</i>  | Revised to improve measurement;<br>Revised baseline, 2020 milestone and 2021 target: TBC by the end of 2020         |
| O_2.2  | Percentage of new Strategic Notes and unit plans that incorporate specific engagements on a) engaging men and boys and/or b) faith-based organizations in their programmes<br><br>Replaced with: <i>Percentage of UN-Women's field offices and relevant HQ Units that implemented dedicated initiatives to engage with the following non-traditional partners: a) organizations working with men and boys and/or b) faith-based organizations and actors</i> | Revised to improve measurement;<br>Revised baseline, 2020 milestone and 2021 target: TBC by the end of 2020         |
| O_2.4  | Percentage of new Strategic Notes and annual work plans that incorporate gender-responsive interventions and targeted results on youth and gender equality<br><br>Replaced with: <i>Number of UN-Women initiatives that are dedicated to engage youth for gender equality</i>  | Revised to improve measurement;<br>Revised baseline, 2020 milestone and 2021 target: TBC by the end of 2020         |
| O_2.8  | Number of visitors to the UN Women <del>and Womenwatch</del> <i>global</i> websites  | Corrected for greater clarity   |
| O_2.13 | Contributions received through pooled and thematic funding mechanisms (Derived from QCPR indicators 15d and 15f) (Shared with UNFPA)   | 2020 milestone raised to \$95 million;<br>2021 target raised to \$95 million  |
| O_3.3  | Percentage of <del>UN-Women field country</del> <i>UN-Women field country</i> offices indicating that UN-Women has undertaken activities in the country to support south-south, north-south or triangular cooperation ( <i>Derived from</i> QCPR indicator 43d) (Similar to UNICEF)  | Revised to improve measurement and for greater clarity, consequently:   |

|          |   |  |   |
|----------|---|--|---|
|          |   |  | 2020 Milestone revised to 50%;<br>2021 Target revised to 55%  |
| O_3.4    | Percentage <del>Number</del> of <del>country offices</del> <i>countries</i> that have created a <i>UN-Women-led</i> national gender equality profile based on gender data sets available, disaggregated by relevant characteristics |  | Revised to improve measurement, consequently:<br>2017 baseline revised to 10;<br>2020 milestone revised to 28;<br>2021 target revised to 38 |
| O_3.6    | Number of thematic communities of practice with systems for capturing, storing and sharing knowledge  |  | 2020 milestone raised to 32;<br>2021 target raised to 34  |
| O_3.7-1a | a. Number of citations of UN-Women’s global reports (Progress of the World ‘s Women, World Survey on the Role of Women in Development, SDGs and Gender Report) - Progress of the World ‘s Women (POWW)                              |  | 2020 milestone raised to 178;<br>2021 target raised to 228  |
| O_3.7-1b | a. Number of citations of UN-Women’s global reports (Progress of the World ‘s Women, World Survey on the Role of Women in Development, SDGs and Gender Report) - World Survey on the Role of Women in Development (WS)              |  | 2020 milestone raised to 205;<br>2021 target raised to 255  |
| O_3.7-1c | a. Number of citations of UN-Women’s global reports (Progress of the World ‘s Women, World Survey on the Role of Women in Development, SDGs and Gender Report) - SDGs and Gender report   |  | 2020 milestone raised to 144;<br>2021 target raised to 199  |
| O_3.7b   | b. Number of downloads of UN-Women’s knowledge products   |  | Calculation method corrected to annual;<br>2020 milestone raised to 37,500;<br>2021 target raised to 37,500                                 |
| O_3.8    | Percentage of Strategic Notes and Annual Reports that meet quality standards in results-based management  |  | Revised methodology to improve measurement;<br>consequently:<br>baseline, 2020 milestone and 2021 target revised to TBC by the end of 2020  |
| O_3.9    | Percentage of programme staff trained on results-based management   |  | Per source, baseline corrected to 0 (2017); calculation method revised to annual to improve measurement. Consequently:                      |

|        |   |  |  |
|--------|---|--|--|
|        |   |  | 2020 milestone revised to 55;<br>2021 target revised to 65   |
| O_3.11 | Percentage of evaluations rated “ <del>satisfactory and above</del> ” “ <i>good and above</i> ” (Similar to UNICEF and UNFPA)   |  | Corrected for greater clarity;<br>consequently:<br>2020 milestone corrected to 74%;<br>2021 target corrected to 80%  |
| O_4.4  | Percentage of Country <i>and Multi-Country</i> Offices that have adopted and implemented common service lines in (Derived from QCPR indicator 76c) (Similar to UNICEF and UNFPA): ... |  | Revised for greater clarity  |
| O_4.6  | Percentage of offices which have completed training on anti-fraud and accountability  |  | Source corrected to UN-Women global databases  |
| O_4.13 | Percentage of internal audit recommendations implemented (Similar to UNFPA)<br><br>Source: <del>CARDS system</del> <i>TeamMate+ audit application</i>                                 |  | Revised methodology and source to improve measurement, consequently:<br>baseline revised to 98% (2018) <sup>41</sup> ;<br>2020 milestone revised to 90%;<br>2021 target revised to 90% |

\*No changes to level of ambition: among indicators assessed in 2019 as having exceeded their 2021 targets, for two indicators (Output indicators 2.7.1 and 2.7.3) no changes were made to remaining 2020 milestones and 2021 targets in the Strategic Plan as none are possible due to COVID-19 implications on the in-person nature of work under these indicators.

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<sup>41</sup> No prior data available with revised methodology