PERFORMANCE INDICATOR 01

STRATEGIC PLANNING GENDER-RELATED SDG RESULTS

01. Performance Indicator: Strategic Planning Gender-related SDG results		
Approaches requirements	**Meets requirements**	**Exceeds requirements**
1ai. Main strategic planning document includes at least one high-level result on gender equality and the empowerment of women which will contribute to meeting SDG targets, and reference to SDG 5 targets	1bi. Main strategic planning document includes at least one high-level result on gender equality and the empowerment of women which will contribute to meeting SDG targets, and reference to SDG 5 targets **and** 1bii. Entity has achieved or is on track to achieve the high-level result on gender equality and the empowerment of women	1ci. Main strategic planning document includes at least one high-level transformative result on gender equality and the empowerment of women which will contribute to meeting SDG targets, and reference to SDG 5 targets **and** 1cii. Entity has achieved or is on track to achieve the high-level transformative result on gender equality and the empowerment of women

What is the Strategic Planning Gender-related SDG Results indicator?

The 2030 Agenda for Sustainable Development calls for all UN entities to support Member States in meeting the gender-related Sustainable Development Goals, which will also support achievement of all Goals. By integrating high-level results on gender equality and the empowerment of women (GEEW) in their main strategic planning documents UN entities commit to mainstreaming a gender perspective in their policies and programmes in all areas and at all levels, and to actively promote transformational change leading to gender equality and the empowerment of women.

This indicator refers to gender-responsive planning and delivery of results in alignment with the Goals. UN entities meet requirements if they include at least one high level result at the outcome or equivalent level in their strategic plans and can demonstrate they are achieving this result. Results at a lower level (e.g. output) do not meet requirements, and an introductory section that includes reference to GEEW also does not meet requirements. Entities exceed requirements if they include at least one high-level transformative result and can demonstrate they are achieving this result. In both cases results should be tied to the achievement of SDG 5.

The Beijing Platform for Action promotes both mainstreaming and targeted approaches to achieve GEEW, known as a twin-track approach. The SDG outcome document retains this twin-track approach by mainstreaming gender throughout and including targeted measures through SDG 5. **When mainstreaming gender into the main strategic planning document entities should bear in mind the need for a dual approach to implementing the SDGs, as appropriate to their mandate, as well as the need to link targeted and mainstreaming approaches.** The Guidance on mainstreaming gender considerations into strategic plans aims to support entities in reflecting GEEW in the most appropriate way into their main strategic planning document.

The rationale behind this Performance Indicator is that evidence demonstrates that unless entities include both a high-level result on GEEW and mainstream gender in their main strategic planning documents then they are unlikely to devote adequate attention to GEEW, and a sustained focus on this

area is key driver of institutional performance and achievement of results on GEEW. Where entities only mainstream gender in their main strategic planning documents evidence shows that entities, including senior managers, do not pay adequate attention or devote adequate attention to GEEW.

Entities are encouraged to report on any challenges they have had in including a high-level result at the outcome or equivalent level in their main strategic planning document. They are also encouraged to document whether the inclusion of a high-level result has fostered or hindered mainstreaming throughout other high-level results, and any challenges they face in both including a high level result and mainstreaming. The reason for this is that it is important to have an understanding of the **dynamics** behind the strategic planning processes in different parts of the UN system to determine the challenges to improvement in promoting GEEW.

Note: Performance Indicator 1 refers to the GEEW content of the entity main strategic planning document, while Performance Indicator 3 focuses on any entity work on GEEW that is not included in the main strategic planning document.

Entities that do not have a mandate to work on the SDGs should note this in UN-SWAP 2.0 reporting and are still required to include a high-level result related to GEEW to meet requirements. Please note that since the indicator focuses on results in the main strategic planning document, results in gender policies alone are not sufficient.

Evidence base

Examples of documents to attach to substantiate reporting:

- Strategic Plan/Strategic Framework or equivalent
- Management Plan
- Report on progress against results and indicators, e.g. to the Governing Body
- Donor reports

Note: Please identify a self-explanatory title for the documents uploaded onto the platform, particularly for those shared to the UN-SWAP Knowledge Hub.

The following table shows the inputs entities are required to provide in the UN-SWAP platform if the rating is "approaches", "meets" or "exceeds". For entities rating "missing", you may choose to provide input based on the key results achieved in the past year, or to enter "no information available".

1. High-level result(s) on gender equality and empowerment of women (Max:800 words) *	Extract the exact results statement directly from main strategic planning document and include here. No need for further illustration. If there is no results statement in the main strategic planning document included here the rating should be "missing".
2. Achievement in year/s (Max:800 words) (no longer mandatory as of 2021)	Note briefly progress towards the result, based on relevant indicator(s) and/or measures in the main strategic planning document
3. Internal evidence base (non-Secretariat) – include attachments	E.g., entity report on main strategic plan

and page numbers (Max:800 words) *	
4. Internal assessment of progress using entity assessment methodology for reporting on its main strategic planning document (Max:800 words) (no longer mandatory as of 2021)	e.g., not on track, on track, achieved
5. Specific SDG(s), target(s) and indicators to which result contributes *	Using the two drop down menus available on the platform, please select all relevant Sustainable Development Goals and the accompanying targets and indicators that your entity's high-level results on gender-equality contributed to in the reporting cycle. Kindly note that if you only select at the goal level, all targets under the goal will be automatically selected. As such, for better accuracy, **please indicate all relevant targets and indicators.**
6. Typology of UN system-wide contributions to support the achievement of gender equality and the empowerment of women and girls in the context of the SDGs	The reporting platform has **a drop-down box with 8 areas for contributions**. This was created to support aggregating results at the system-wide level. With regard to the entity's high-level gender-related SDG results, please select **a maximum of three areas** and prioritize them by importance (please see typology outlined on the next page): 1. UN System Change 2. Access to gender-responsive services 3. Financing for GEEW 4. Women's engagement and participation 5. Women's economic empowerment 6. Eliminate all forms of violence against all women and girls 5. Norms and Standards 6. Knowledge

7. Narrative on results to be completed by all entities (Max: 800 words) *

Complement the UN-SWAP rating noted above with a narrative on results illustrating the high-level result achieved. Organize the narrative by the typology of UN system-wide contributions (see above). Select a maximum of three areas in order of priority of focus and highlight which have been selected. In the narrative, make sure to establish the link between the high-level result and the SDGs. Include both targeted and mainstreamed results here.

<u>The narrative should also include reference to contributions to achieving SDG 5 results as appropriate. Please respond to these two questions:</u>

- What was achieved? The narrative should focus specifically on how programming has supported **achievement of GEEW results**, rather than on activities such as the number of trainings held.
- How was the result achieved and how were barriers to promotion of GEEW overcome (e.g. inter-agency cooperation, strong partnerships, leadership by Member States, etc.)?

8. Emerging crisis and global challenges, including COVID-19 crisis, response and recovery (no longer mandatory)	In regard to emerging crisis and global challenges, as well as COVID-19 and their impact on GEEW, please select the most relevant contribution from the entity in 2023: • Contribution to the delivery of a health response • Contribution to address the socioeconomic, humanitarian and human rights aspects of the crisis • Contribution to a recovery process addressing the climate crisis, inequalities, exclusion and gaps in social protection systems
9. In alignment with the previous selection, describe specific focus of existing gender-related strategic work as well as new activities and deliverables in response to emerging crisis and emergencies (no longer mandatory)	

Typology of UN system-wide contributions to support the achievement of gender equality and the empowerment of women in the context of the SDGs

1. UN System Change

Continue or scale up internal UN system change to enable gender equality and the empowerment of women and girls. This refers specifically to gender 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/V/N, DGACM and OLA can report on their work on gender mainstreaming and parity.

2. Access to gender-responsive services

This area of work contributes to the attainment of each of the 17 SDGs. It involves supporting rights holders to access gender responsive services, such as promotion of women's economic empowerment, health, water, housing, education, natural resources, agricultural services, and food assistance. Examples are providing 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 availability of, and access to, services.

3. Financing for GEEW

Provide support to countries with systems to track and make public allocations for gender equality and the empowerment of women. This area relates directly 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". The indicator for this target is Indicator 5.C.1 "Proportion of countries with systems to track and make public allocations for GEEW". 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". This includes support to gender budgeting, and capacity building of duty bearers, e.g. in Ministries of Finance.

4. Women's engagement and participation

Support the engagement of both women and men in attaining gender equality and the empowerment of women. 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.

5. Women's economic empowerment

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." This should include any programming on women's economic empowerment, including capacity development for duty bearers and rights holders.

6. Eliminate all forms of violence against all women and girls

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." This should include any programming on violence against women and girls, including capacity development for duty bearers and rights holders.

7. Norms and standards

Support policy strengthening 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".

8. Knowledge

Support knowledge generation, management and transfer to enhance integration of gender equality and the empowerment of women and girls across 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".

How to approach requirements

To approach requirements, at least one high-level entity result statement in the main strategic planning document should reflect the main work of the entity on GEEW, tied to the SDGs, including SDG 5. If this result statement is not included the rating should be "missing". **General statements in the main strategic planning document such as "The entity supports the mainstreaming of gender" do not qualify as high-level entity results.**

If the rating is “approaches”, entities may use the following table to expand on the rating **(no longer mandatory)**. This table has been included given the wide range of possible results under the “approaches” rating. For example, entities could be very close to meeting the result, or could not be tracking the result at all. In each case a clear rationale for choice of the rating should be provided. An example is provided below.

Very limited progress	Limited progress	Some progress	Reasonable progress but not on track
Use this rating when progress towards meeting the GEEW result is largely stalled.	Use this rating when movement towards meeting the result has started but considerably more effort is required.	Use this rating when there is some movement towards meeting the result but there is still some distance to go.	Use this rating when your entity is getting close to meeting the result but is not yet on track.

How to meet requirements

To meet requirements for this Performance Indicator, at least one high-level entity result statement in the main strategic planning document should reflect the main work of the entity on GEEW, tied to the SDGs, including SDG 5. **The specific reference to the SDGs should be drawn from the mandate of individual entities, as reflected in their GEEW policies or equivalent and/or Governing Body statements.**

*See *Additional Information* section below (pages 35 and 36) for examples of high-level result statements.

Entities that do not have a mandate to work on the SDGs should note this in UN-SWAP reporting and are still required to report on high level results related to GEEW.

In addition, to meet requirements, entities need to demonstrate, with supporting documentation as evidence, that the high-level result has been achieved, or is on track to be achieved. See below for details to be provided, and examples.

Please note that the current UN Secretariat Programme planning manual for PPB2025 recommends mainstreaming gender equality and empowerment of women (GEEW) in two ways, as appropriate:

- Showcase in the strategy, by providing programme specific information on activities, policies and strategies derived/in line with the UN SWAP 2.0
- Showcase in the results
  - Results and performance measures which contribute to GEEW
  - Performance measures which include indicators specific for measuring progress for GEEW

Reference to SDG 5

To meet requirements entities should outline in their main strategic planning document the ways in which they will promote achievement of SDG Goal 5 targets. This can be integrated into the gender-focused high-level result statement(s), or in a separate section of the entity strategic plan.

SDG 5 targets are as follows:

5.1 End all forms of discrimination against all women and girls everywhere
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
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
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
5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences
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 laws
5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
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

Entities can tie their reporting to ongoing high-level panels or equivalent work on SDG 5. For example the Secretary-General's High-Level Panel on Women's Economic Empowerment, established in 2016, brought together leaders from different constituencies – government, academia, civil society and global multilateral organizations – to launch a shared global agenda to accelerate women's economic empowerment in support of implementing the 2030 Agenda for Sustainable Development. The High-Level Panel reports highlighted the causes and manifestations of women's inferior status in the economy. When integrating work on SDG 5 into their central strategic planning documents entities can draw on the research of this Panel and equivalent research for other thematic areas.

In addition, to meet requirements for 1bii, entities should demonstrate while tracking achievement of results their contributions to SDG 5 targets. If reference to SDG 5 is integrated into the high-level results statement, then this should be covered under reporting on the result statement. If reference to SDG 5 is included elsewhere in the main strategic planning document, then reporting on achievements through strategic plan reporting will be necessary to meet requirements. Entities will therefore be required to demonstrate with appropriate evidence how they are supporting implementation of SDG 5.

How to exceed requirements

To exceed requirements the main strategic planning document should include at least one high-level **transformative** GEEW result and demonstrate, with supporting documentation as evidence, that this

result has been achieved. **Transformative results contribute to changes in social norms, cultural values, power structures and the root causes of gender inequalities and discrimination**. What constitutes a transformative GEEW result is outlined below, and **entities are required in their reporting to articulate why they consider their entity result as transformative.**

Additional Information: Commonly asked questions about this Performance Indicator

1. What constitutes the main strategic planning document?

While the format of the main strategic planning document differs across the UN system, most UN entities have a central strategic plan that governs their work. In the case of the Secretariat this is currently the Programme Budget, and in the case of Funds and Programmes the Strategic Plan. Entities with multiple strategic planning documents should either determine which is the most relevant for UN-SWAP reporting purposes, or report against all documents.

2. What is a high-level result?

High-level entity results statements are outcomes or expected accomplishments or equivalent that guide the strategic orientation of the entity. Sub-outcomes and outputs or equivalent are therefore not high-level entity results.

Experience has demonstrated that mainstreaming gender throughout entity high-level results alone is insufficient to promote the UN's GEEW mandate; therefore, a specific high-level result as well as mainstreaming is required, as in the SDGs.

Examples of high-level results that "Meet" the requirements for this indicator

The following results statements were all included in the main entity strategic planning document at a high level. Remember the high-level result needs to be included in your entity programme budget, strategic plan/framework or equivalent, that is the main document that directs the work of your entity. Including a high-level result in the gender policy or equivalent does not meet requirements. And there needs to be a result statement that is specific to GEEW – including gender-sensitive indicators or disaggregating data by sex is also not adequate.

ECA Subprogramme 6 (2022): GEEW: Result 1: harnessing the demographic dividend in Africa with gender equality; Result 2: assessing the cost of achieving Sustainable Development Goal 5 in five selected countries. Result 3: enhanced capacity of member States to address gender equality in the economic and digital transformation of African countries

ECLAC Proposed programme budget for 2022 - Subprogramme 5 - Mainstreaming the gender perspective in regional development: Result 1: expanding and strengthening capacity for gender statistics in Latin America and the Caribbean (result carried over from previous years); Result 2: strengthening statistical capacities from a gender perspective (result carried over from previous years); Result 3: increased capacity to formulate and develop gender equality policies (new result for 2022).

ESCAP Programme budget for 2023: Result 1: Harnessing innovative technologies to enhance women's access to financial services (under Subprogramme 2 Trade, investment and innovation)

UNCCD Strategic Framework 2018-2030: "Local people, especially women and youth, are empowered and participate in decision-making processes in combating DLDD"

FAO Updated Result framework 2022-25: Principle "Better Life: Promote inclusive economic growth by reducing inequalities (urban/rural areas, rich/poor countries, men/women) - BL1: Gender Equality and Rural Women's Empowerment – Outcome: Women's equal rights, access to and control over resources, services, technologies, institutions, economic opportunities and decision-making ensured,

and discriminatory laws and practice es eliminated, through gender-responsive policies, strategies, programmes and legal frameworks.

ILO Programme and Budget 2022-23: Outcome 6 "Gender equality and equal opportunities and treatment for all in the world of work."

WHO Programme Budget 2022-2023: "Improved access to quality essential health services irrespective of gender, age or disability."

UNODC Strategy (2021-2025): "Outcome 3. Violence against women is prevented, and increased access to gender-responsive justice for women and girl victims of violence or in vulnerable situations; Outcome 5. Comprehensive and gender-responsive penal and prison reforms implemented to reduce the overuse of imprisonment, prison overcrowding and other prison challenges, including radicalization and violent extremism in prisons"

3. What is the relation to the SDGs?

This Performance Indicator refers to the support that UN entities provide to Member States in achieving the SDGs, and not achievement of the SDGs themselves. The results statement should therefore be framed in the context of the UN system's contribution to achieving the SDGs.

Results statements that only include lists of "vulnerable" groups, including women, or which group women with others such as "women and children", do not meet the requirement for this Performance Indicator because the result is not focused on GEEW. As the UN has moved to a more inter-sectional approach it is important to ensure that the contexts of all relevant people, and particularly those left behind and furthest behind, are fully reflected appropriately in UN main strategic planning documents. Including a variety of "vulnerable" groups lumped together in one result statement does the opposite; it assumes that all these groups have similar needs and therefore require similar support. The "leave no one behind" and "reaching the furthest behind first" mandate of the SDGs is about recognising and celebrating difference rather than including "vulnerable" groups under one heading. In addition, it is universally agreed that women are for the most part left behind and furthest behind.[5]

4. What is a transformative result?

Entities should determine themselves what constitutes a transformative result in the context of their mandate and/or policy on GEEW, and clearly outline why the result is considered transformative when rating as "exceeds" requirements.

The SDG Outcome Document[6] defines transformative results as follows:

> We envisage a world of universal respect for human rights and human dignity, the rule of law, justice, equality and non-discrimination; of respect for race, ethnicity and cultural diversity; and of equal opportunity permitting the full realization of human potential and contributing to shared prosperity. A world which invests in its children and in which every child grows up free from violence and exploitation. A world in which every woman and girl enjoys full gender equality and all legal, social and economic barriers to their empowerment have been removed. A just, equitable, tolerant, open and socially inclusive world in which the needs of the most vulnerable are met.

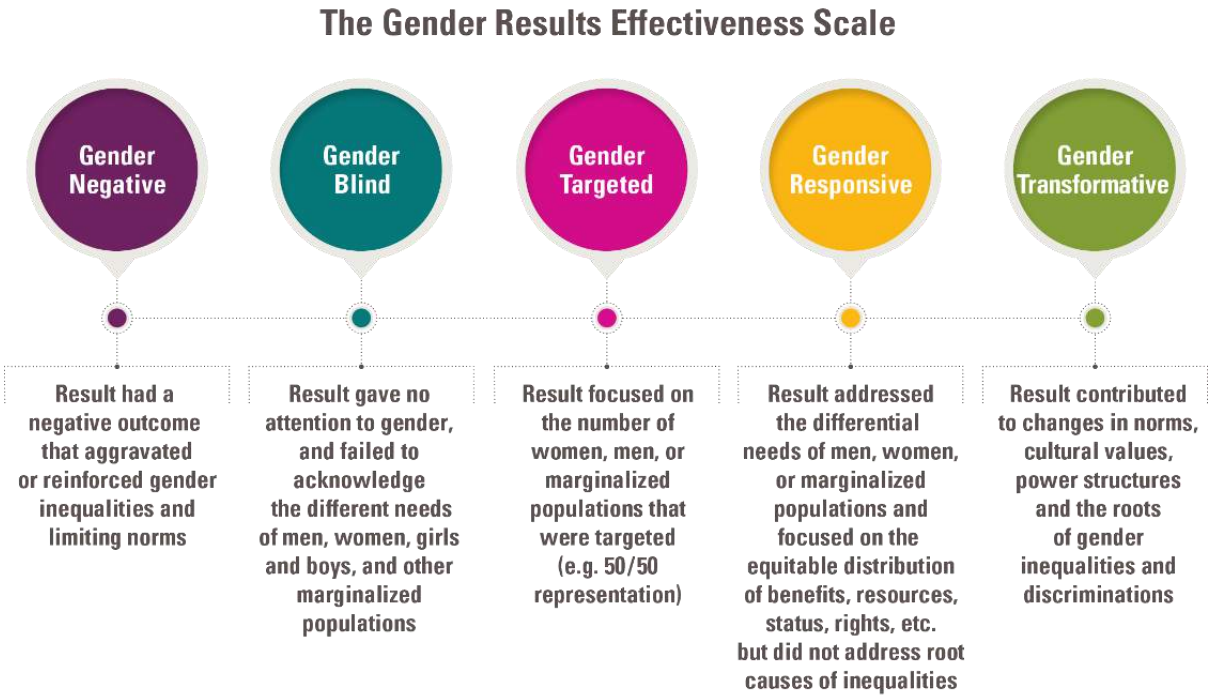
Transformative results contribute to changes in social norms, cultural values, power structures and the root causes of gender inequalities and discrimination. The CEB includes tackling root causes as central

[5] See the SDG analysis https://www.unwomen.org/en/digital-library/publications/2022/09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2022

[6] *Transforming our World: the 2030 Agenda for Sustainable Development,* A/RES/70/1, para 8.

to implementing the SDGs: "Preventing and resolving crises, addressing root causes, managing risk, building resilience and sustaining peace are shared objectives of the entire UN system."[7]

UNICEF has produced a useful guide[8] to transformative results which can be used to determine whether your entity results are transformative or not. Entities should also consider using the Gender Results Effectiveness Scale, included below, to determine the kind of result(s) included in their main strategic planning documents.



Source: Adapted from the Evaluation of UNDP Contribution to Gender Equality and Women's Empowerment, IEO, UNDP, 2015

Entities focus on structural change in their definition of transformative results, for example:

United Nations Development Programme (UNDP) Strategic Plan 2022-2025: "…To strengthen progress enough to withstand future shocks, it is essential to tackle the persistent, structural obstacles to gender equality. This means designing all interventions for deliberate impact on gender equality and putting equality at the centre of dialogues with partners… UNDP will work towards more inclusive economies that accelerate women´s economic empowerment. It will work with partners to foster innovative public policies, such as proposing options for counting unpaid care in national accounting systems…" In addition, **UNDP Gender Equality Global Programme** linked to the Gender Equality Strategy 2022-25 includes four transformative outcomes on gender equality and empowerment of women. The outcomes are focused on economies being inclusive, and women economically empowered, governance systems and States capabilities being ready to advance gender equality, green transition is accelerated and contributes to gender equality and organizational internal changes enable UNDP to deliver transformative results on gender equality.

To define transformative results, it is useful to consider the difference between a needs-based and a rights-based approach, with the latter more likely to be transformative. For example, building a school or a clinic and providing services is a needs-based approach, while organising women and men to demand access to services is a rights-based approach. Similarly running shelters for women who have

[7] *CEB common principles to guide the UN system's support to the implementation of the 2030 Agenda for Sustainable Development*. April 2016.
[8] https://www.unicef.org/media/125016/file/GTA-2022-Synthesis-Report.pdf

been subject to gender- based violence is a needs-based approach, while strengthening legislation to curb violence is a rights-based approach. The difference is the goal of ending gender inequality by changing its root causes, and the method of working.

When determining if your entity's main strategic plan includes transformative results, please consider the following points:

- The result should focus on changing the root causes of gender inequality and disempowerment of women
- The result statement should be developed through a participatory process consulting all key stakeholders
- The result should be based on local context
- Transformative change will likely take a considerable time to achieve, and entities need to demonstrate, in UN- SWAP 2.0 reporting, that they have designed interventions in a way that will facilitate that change and are on track to achieving what is planned

Examples of transformative gender-related results:
The following are examples of high-level transformative results from entity main strategic planning documents. All of the below statements, including in the narrative that supports them, focus on gender inequalities and how to change and transform the structures that cause these. They take a rights-based approach and take on board the need for changing norms, power structures and discrimination. If you are developing your strategic plan you can review these examples and determine if something similar could be included.

ESCWA's Proposed programme budget for 2023 configured its overall programme into six sub-programmes of inter-related topics. As such subprogramme 2 is dedicated to gender justice, population and inclusive development. The objective, to which this subprogramme contributes, is to achieve equitable and inclusive social development and reduce inequality, poverty and unemployment in line with the principle of leaving no one behind. This cluster, which houses the ESCWA Centre for Women, implements several projects that are fully dedicated to GEEW. These projects contribute to the overall objective of "to achieve gender justice for all women and girls in the Arab region". The projects focus on- five strategic pillars and are geared particularly towards the achievement of SDG5:

- Gender equality frameworks
- Violence against women and girls
- Women peace and security
- Gender mainstreaming in national institutions
- Women's economic empowerment

OHCHR Office Management Plan 2018-21 (extended to 2023): The Plan includes 4 high-level transformative result on gender equality and the empowerment of women which will contribute to meeting SDG targets:

Accountability pillar: • A.3 International, regional and national justice systems respond more effectively and without discrimination to gender-related crimes. (SDGs 5 and 16)

Non-discrimination pillar: • ND.3 Legal and social frameworks increasingly promote women's and girls' autonomy and choice and protect them from violence in all spheres, including in the digital space. (SDGs 5) • ND.4 Harmful gender stereotypes and social norms are increasingly recognized and challenged within the judiciary, media, and the other sectors with a view to their eradication. – (SDGs 5)

Development pillar: • D.4 Public health approaches, including sexual and reproductive health policies, comply with international human rights standards and provide access on a non-discriminatory basis, especially for children, adolescents, women and migrants. – (SDGs 3, 5)

Organizational Effectiveness Action Plan on Diversity and Inclusion: • OEAP result: OHCHR culture and workforce is more diverse and inclusive, staff are treated with equality, dignity and respect; and greater data usage informs decision making with accountability measures established.

UNFPA Strategic Plan 2022-2025: "Outcome 3: Gender equality, the empowerment of all women and girls, and reproductive rights are advanced in development and humanitarian settings."

UNICEF Strategic Plan 2022-2025: "Outcome Statement 1: Girls and boys, especially those that are marginalized and those living in humanitarian conditions, have access to high-impact health, nutrition, HIV and early childhood development (ECD) interventions from pregnancy to adolescence."

5. How should entities not working directly on results report on this Performance Indicator?

Those entities that do not work directly on achieving SDG-related results or that have a mainly administrative function (e.g. UNOG, UNOV, UNON, DGACM, DMSPC, DOS, OAJ, OLA, UNOMS, DSS) and Training and Research Institutes could consider reporting "not applicable" on this Performance Indicator and refer to the updated guidance in Annex 1 regarding reporting on Performance Indicator 3.

6. When and how often should reporting against this Performance Indicator take place?

The periodicity of reporting on the Performance Indicator should be annually. Secretariat entities will report on the 2023 Programme Budget in 2023 reporting.

Current practices and examples

Examples (note: these examples are adapted from entity strategic plans and do not reflect actual reporting by entities).

Example: Approaching Requirements

1. High-level result(s) on gender equality and empowerment of women (Max:800 words) *	*Enhanced common understanding, resolutions and actions at the intergovernmental level on effective policy frameworks for achieving social inclusion, gender equality, and well-being for all*
2. Achievement in year (Max:800 words) (no longer mandatory as of 2021)	*23 per cent increase in gender-sensitive recommendations used in the formulation of resolutions, decisions and agreed conclusions in two years (target 30%)*
3. Internal evidence base (non-Secretariat) – include attachments and page numbers (Max:800 words) *	*Secretariat Programme Performance Report (p. 44) notes a 23 per cent increase in gender-sensitive formulation of resolutions, decisions and agreed conclusions*
4. Internal assessment of progress using entity assessment mechanism (no longer mandatory as of 2021)	*Not on track*

5. Specific SDGs, target(s) and indicators to which result contributes	*10.2 By 2030 empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status* *5.1 End all forms of discrimination against all women and girls everywhere* *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*
6. Typology of UN system-wide contributions to support the achievement of gender equality and the empowerment of women and girls in the context of the SDGs *	Norms and standards

7. Narrative on results to be completed by all entities (Max:800 words) *:

In comparison to a 2015 baseline, "x" additional ECOSOC resolutions in 2016 and 2017 include reference to the importance of GEEW. This includes resolutions on the United Nations Inter-Agency Task Force on the Prevention and Control of Non-communicable diseases, Social Dimensions of the New Partnership for Africa's Development, Promoting the Rights of Persons with Disabilities and Strengthening the Mainstreaming of Disability in the Implementation of the 2030 Agenda for Sustainable Development, and Strengthening of the Coordination of Emergency Humanitarian Assistance of the UN. Together the added focus on GEEW issues will enhance the commitment of Member States to mainstreaming a gender perspective throughout their activities, hence contributing to SDG 10.2 on social inclusion as well as SDG 5.

Nevertheless, the entity was close to but did not meet its target of references (see Table below).

- How was the result achieved, what were the barriers, and how were barriers to promotion of GEEW overcome (e.g. inter-agency cooperation, strong partnerships, leadership by Member State)?

Barriers included concerns of particular Member States about the inclusion of GEEW and overall lack of technical capacity in inter-governmental processes concerning inclusion of GEEW in recommendations. Some Member States queried whether specific reference to GEEW was required in resolutions, decisions and agreed conclusions, given that it should be mainstreamed. Informals with Member States stressing the importance of the visibility of GEEW in resolutions, joint Member State meetings, location and supporting "gender champions" within Member States, and presentations by senior entity staff led to the increase in gender sensitive recommendations, decisions and agreed conclusions.

Approaches requirements table (no longer mandatory as of 2021)

Very limited progress	Limited progress	Some progress	Reasonable progress but not on track

Use this rating when progress towards meeting the GEEW result is largely stalled.	Use this rating when movement towards meeting the result has started but considerably more effort is required.	Use this rating when there is some movement towards meeting the result but there is still some distance to go.	Use this rating when your entity is getting close to meeting the result but is not yet on track: *For example, the entity set a target of 30% increase in recommendations, and 23% was achieved. This was due to staffing and resource constraints, as well as lack of support from some Member States. Work is ongoing to improve this performance during the biennium.*

Example: Meeting Requirements

1. Include the high-level result(s) on gender equality and empowerment of women (Max:800 words) *	*Rural women and men, and rural poor organizations, empowered to access productive resources, services and markets*
2. Achievement in year (no longer mandatory as of 2021)	*Rural poor organizations, government institutions and other relevant stakeholders have enhanced their capacities for rural poor empowerment and improved equitable access by poor men and women to productive resources, services, technologies and markets*
3. Internal evidence base (non-Secretariat) – include attachments and page numbers (Max:800 words) *	*Report to the Governing Body on the central strategic plan (p. 33)*
4. Internal assessment of progress using entity assessment mechanism (no longer mandatory as of 2021)	*On track – see evidence in the narrative below*

5. Specific SDGs, target(s) and indicators to which result contributes and linkage to SDG 5 *	*SDG 1.2: By 2030, reduce at least by half the proportion of men, women and children in poverty* *SDG 5: the strategic plan (p. 11) notes in a section separate from the results statement above:* *"Achieving gender equality remains a prominent focus, with a large span of activities supporting Member States addressing gender-based barriers to escaping rural poverty in agriculture, including through promoting women's leadership, women's economic empowerment through employment opportunities and social protection, and through increased agency and a stronger role in decision-making."* *The linkage is to SDG 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*
6. Typology of UN system-wide contributions to support the achievement of gender equality and the empowerment of women and girls in the context of the SDGs *	Women's economic empowerment

7. Narrative on results to be completed by all entities (Max:800 words) *:

- What was achieved?

In the 10 countries covered under this strategic outcome there are 42 million people below the poverty line, 65 per cent of whom are women, with female poverty located in particular in hard to reach rural areas and in households headed by women. There is also a clear correlation between people living with HIV/AIDS and poverty levels. 'Y' entity has supported a range of government and non-government organisations in these 10 countries, ranging from Ministries of Agriculture, to agriculture sector NGO networks, through policy input, pro-poor and pro-gender equality reform of markets, and facilitation of access to services for under-served women and men.

- How was the result achieved, what were the barriers, and how were barriers to promotion of GEEW overcome (e.g. inter-agency cooperation, strong partnerships, leadership by Member State)?

The main barriers identified were unequal gender and socio-economic structures which excluded under-served populations from markets and productive resources. 'Y' entity worked in coordination with UNCT sister agencies including WFP and the World Bank, as well as bilateral donors, to develop a 40-country joint programme focusing on supporting implementation of SDG 1.2, with a specific pro-poor and gender equality and empowerment focus throughout. Overall it is estimated that with the UN's and partner organisations support to Member States over five million people, of whom 3 million women, have been lifted above the poverty line.

Example: Exceeding Requirements

1. Include the high-level transformative result(s) on gender equality and empowerment of women (Max:800 words) *	*Outcome: Every woman and every male and female adolescent and youth everywhere, including those furthest behind, fully exercise their reproductive rights and are able to use integrated sexual and reproductive health (SRH) services, which include family planning, comprehensive maternal health and STIs and HIV services, free of coercion, discrimination and violence*
2. Achievement in year (Max:800 words) * (no longer mandatory as of 2021)	*Based on indicator(s) and/or measures corresponding to the high-level result(s):* *Capacities successfully enhanced for 25 Member States to develop and implement policies that prioritize access to SRH-RR information and services of those furthest behind including in humanitarian settings* *Achievement for year: 25 Member States*
3. Internal evidence base (non-Secretariat) – include attachments and page numbers (Max:800 words) *	*Annual report on Strategic Plan (attached, page 26-28) notes that an evaluation was carried out related to this outcome which demonstrates successful enhancement of capacity in 25 Member states*
4. Internal assessment of progress using entity assessment mechanism (no longer mandatory as of 2021)	*Achieved*
5. Specific SDGs, target(s) and indicators to which result contributes and linkage to SDG 5 *	*5.6 Proportion of women (aged 15-49) who make their own sexual and reproductive decisions* *5.6 Proportion of countries with laws and regulations that guarantee all women and adolescents access to sexual and reproductive health (SRH) services, information and education*
6. Typology of UN system-wide contributions to support the achievement of gender equality and the empowerment of women and girls in the context of the SDGs *	Access to gender-responsive services, Norms and standards

7. Narrative on results to be completed by all entities (Max:800 words) *:

1. What was achieved?

'X' entity successfully enhanced the capacity of 25 Members States, as evidenced by an independent evaluation (attached) by carrying out the following: development of training material and implementation of training for Ministries of Health and the Women's Machineries in 25 countries; ongoing support to revisions to SRH-related policies in 12 countries where interventions were necessary, including capacity development with senior policy analysts in 12 priority countries; and dissemination of guidance material on how to identify and support the rights of those left furthest behind. In seven priority countries with least access to SRH for those left furthest behind new policies on SRH were implemented which led to overall increases in access to SRH for minority groups by 50 per cent, in particular women with disabilities, from ethnic minorities, and hard to reach rural groups, covering in total over 10 million women.

2. How was the result achieved, what were the barriers, and how were barriers to promotion of GEEW overcome (e.g. inter-agency cooperation, strong partnerships, leadership by Member State)?

The main barrier encountered was lack of reproductive rights because of patriarchal norms and structures, failure to implement policy, and lack of technical capacity. The main strategy employed was South-South cooperation bringing together over 50 policy makers and policy analysts in five regional workshops to exchange strategies about implementing SRH policies and reaching those left behind first. This included an analysis of the main barriers to promoting access to SRH services, which included poverty, disability and availability of services. 'X' entity carried out surveys of participants six months after the workshops and 92 per cent of participants responded that they were fully satisfied with the workshops and had used workshop material extensively in their daily work. 'X' entity worked with UNCT partners in all 25 Member States, including through 11 Joint Programmes funded by the Government of Canada.