

Revised Integrated Results and Resources Framework of UN-Women Strategic Plan 2022-2025

Midterm Review

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, 2022-2025 and is based on lessons learned from the first two years of implementation of the Strategic Plan and analysis of trends.

What type of adjustments have been made?

The revised IRRF remains consistent with the original IRRF submitted to the Executive Board in 2021. There are no proposed changes to the Impact and Outcome areas of the development results section or to the organizational effectiveness and efficiency section of the IRRF. In making adjustments, particular attention has been paid to ensuring that 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 published in 2021 throughout the duration of the Strategic Plan. In total, the 2025 targets of 20 indicators are adjusted upward, where progress and consultation indicated an opportunity to be more ambitious, and downwards under 9. Two new indicators have been developed to improve measurement of UN-Women's humanitarian and UN system coordination work in the respective Outcome and Output. Six indicators that were non-functional (persistent data unavailability, methodological challenges, or to avoid overlap between indicators) were deleted. The additions and deletions mean a net reduction of four indicators, resulting in a total of 120 indicators. There is no change in SDG indicators, however with the reductions, the percent of development results indicators at the Impact and Outcome levels that are Sustainable Development Goal indicators rose from 31 to 33 per cent (14 out of 43 indicators), out of which 10 indicators are on SDG 5. The baselines, milestones and/or targets were established for 8 indicators, meaning that all indicators that had been anticipating BMTs now have them. Thirteen indicators have been revised for greater clarity on what is measured and/or to improve measurability. The list of possible disaggregations has been updated. For three indicators the listed source is updated.

How should the information in the framework be read?

Unless otherwise indicated, the baseline year for all indicators is 2021. All targets for development results are to be achieved by 31 December 2025, unless otherwise stated. Progress vis-à-vis the target is either reported on cumulatively or for the current reporting year.

How does UN-Women report progress against the IRRF?

UN-Women makes country-level data publicly available in its Transparency Portal (open.unwomen.org), an official annex of the Executive Director's Annual Report on the implementation of the Strategic Plan 2022-2025 which is presented to its Executive Board at the Annual Session each year. For each indicator, the Portal lists in which countries/territories UN-Women considers results to have been attained.

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

Key:

SDG Indicator:

Common and Complementary Indicators:

Italics is used when the indicator is complementary to indicate the relevant agency – e.g. (*UNICEF*)

Normal (unitalicized) font is used when the indicator is common to indicate the relevant agency – e.g. (UNICEF)

Quadrennial Comprehensive Policy Review (QCPR) indicators are marked in parentheses to indicate the set of 11 QCPR indicators adopted with UNDP, UNFPA and UNICEF – e.g. (QCPR)

Development Results

Vision and Impact Indicators

Vision: Achieve gender equality, the empowerment of all women and girls and the full enjoyment of their human rights

Short description and full impact statement	Indicator Number	Indicator	Baseline	Target 2025	Target 2030	Source of data	Possible disaggregations
Impact 1: Governance & Participation in Public Life (G&PPL) Women fully and equally participate in leadership and decision-making and women and girls benefit from gender-responsive governance	1.1	SDG 5.5.1: Proportion of seats held by women in (a) national parliaments, (b) local governments and (c) executive positions/ministers (cabinets) held by women ¹ (UNDP for 5.5.1 a) and b)	(a) 26.1 (b) 33.9 (c) 21.9	(a) 30.0 (b) 39.0 (c) 30.0	Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Official SDG reporting (1.1.a and 1.1.b); IPU and UN-Women Map on Women in Politics (1.1.c)	National parliaments Local governments Executive positions/ministers (cabinets) held by women
	1.2	SDG 3.3.1: Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations (UNAIDS, UNDP, UNFPA, <i>UNICEF</i> , WHO)	Women, all ages: 0.19; Men: 0.19; Adolescent girls and young women (15-24): 0.44 (2020)	Not Applicable (N/A)	By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	Official SDG reporting/UNAIDS	Sex Age

¹ UN-Women is the custodian of this SDG indicator; the official SDG indicator is made of parts (a) and (b). Part (c) will also be monitored by UN-Women

Short description and full impact statement	Indicator Number	Indicator	Baseline	Target 2025	Target 2030	Source of data	Possible disaggregations
Impact 2: Women's Economic Empowerment (WEE) Women have income security, decent work, and economic autonomy	2.1	SDG 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location (UNDP, UNICEF) ²	Female: 18.4%; Male: 7.0% (2013)	N/A	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	Official SDG reporting	Sex
	2.2	SDG 8.3.1: Proportion of informal employment in total employment, by sector and sex (ILO, UNDP)	60.2%; 56.8% female; 62.4% male (2019) ³	N/A	Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	Official SDG reporting	Sex
	2.3	SDG 1.3.1: Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable (FAO, ILO, UNAIDS, UNDP, UNICEF)	46.9 (2020) ⁴	N/A	Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	Official SDG reporting; UNAIDS	Sex HIV status
Impact 3: Ending Violence Against Women (EVAW)	3.1	SDG 5.2.1: Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual, or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age ⁵ (UNDP, UNFPA, UNICEF, WHO)	12.5 (2018) ⁶	N/A	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	Official SDG reporting	Form of violence Age

² UN-Women is co-custodian of this SDG indicator with UN Statistics Division (UNSD)

³ Data source: Based on "The Secretary General's Report on Sustainable Development Goals, Statistical Annex" (<https://unstats.un.org/sdgs/files/report/2021/secretarygeneral-sdg-report-2021—Statistical-Annex.pdf>). There is no global equivalent for this indicator, as it is collected per country. Latest data per country is available at the ILO database: https://www.ilo.org/shinyapps/bulkexplorer34/?lang=en&segment=indicator&id=SDG_0131_SEX_SOC_RT_A.

⁴ Proportion of population covered by at least one social protection benefit. Data source: Based on "The Secretary General's Report on Sustainable Development Goals, Statistical Annex" (<https://unstats.un.org/sdgs/files/report/2021/secretarygeneral-sdg-report-2021—Statistical-Annex.pdf>) and World Social Protection Report (2020-2022)

⁵ UN-Women is co-custodian of this SDG indicator with WHO, UNFPA, UNICEF, UNODC, UNSD and UNDP

⁶ Proportion of ever-partnered women and girls aged 15-49 subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months. Baseline year is 2018 with country-specific data ranging from 2000 to 2018.

Short description and full impact statement	Indicator Number	Indicator	Baseline	Target 2025	Target 2030	Source of data	Possible disaggregations
All women and girls live a life free from all forms of violence	3.2	SDG 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence ⁷ (UNFPA, WHO)	N/A	N/A	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	Official SDG reporting	Age
	3.3	SDG 5.3.2 Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/ cutting, by age (UNFPA, UNICEF, WHO)	41 ⁸	N/A	Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	Official SDG reporting	Age
	3.4	SDG 5.3.1: Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18 (UNFPA, UNICEF, WHO)	Before age 15: 4.8; Before age 18: 19 (2020)	N/A	Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	Official SDG reporting	Age
Impact 4: Women peace and security, Humanitarian & Disaster Risk Reduction (WPSH&DRR)	4.2	Percentage of women mediators, negotiators, and signatories in major peace processes (UNDP)	Mediators: 6%; Negotiators: 13%; Signatories: 6% (2019)	Mediators: 8%; Negotiators: 15%; Signatories: 7%		External global database	

⁷ UN-Women is co-custodian of this SDG indicator with WHO, UNFPA, UNICEF, UNODC, UNSD and UNDP

⁸ As reported by custodian agency UNICEF in UNICEF's 2022-2025 IRRF ([2022-11-Update IRRF of Strategic Plan 2022-2025-EN-2022.04.25.pdf \(unicef.org\)](#)). Data are available for a subset of 30 countries in which female genital mutilation is concentrated, with the latest available data from 2004-2020. Aggregates do not represent the world.

Short description and full impact statement	Indicator Number	Indicator	Baseline	Target 2025	Target 2030	Source of data	Possible disaggregations
<p>Women and girls contribute to, and have influence in, building sustainable peace and resilience and benefit equally from the prevention of conflicts and disasters, and from humanitarian action</p>	4.4	<p>SDG 1.5.1, 11.5.1, 13.1.1: Number of deaths, missing persons and directly affected persons attributed to disasters per 100,000 population</p>	57.39	N/A	<p>By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters; By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations; Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>	Official SDG reporting	Sex

Outcome and Output Indicators

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
<p>Outcome 1 <i>Global normative frameworks and gender-responsive laws, policies and institutions</i></p> <p>A comprehensive and dynamic set of global norms and standards on gender equality and the empowerment of all women and girls is strengthened and translated into gender-responsive laws, policies, and institutions.</p>	0.1.1	Percentage of resolutions adopted by the General Assembly, the Security Council and the Human Rights Council that integrate a gender perspective	54%	54%	53%	56%	55%	UN-Women HQ Database	
	0.1.2	Percentage of recommendations in 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 CSW	87%	88%	88%	90%	N/A	UN-Women HQ database	
	0.1.3	SDG 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 (UNAIDS, UNDP, UNFPA, UNICEF) ⁹	95 ¹⁰ ; Area 1: Overarching legal frameworks and public life: 70.9; Area 2: Violence against women: 78.0; Area 3: Employment and economic benefits: 76.7; Area 4: Marriage and family: 79.1 ¹¹	N/A	N/A	N/A	N/A	Official SDG reporting	Area 1: Overarching legal frameworks and public life Area 2: Violence against women Area 3: Employment and economic benefits Area 4: Marriage and family

⁹ UN-Women is co-custodian of this SDG indicator with World Bank and OECD. The relevant SDG Target is to 'End all forms of discrimination against all women and girls everywhere'.

¹⁰ 95 is the number of countries with data in the baseline year

¹¹ (1) Data are derived from an assessment of the country's legal frameworks completed by National Statistical Offices and/or National Women's Machinery, and legal practitioners/researchers on gender equality, using a questionnaire. (2) The score for each area of law (a number between 0 and 100) represents the percentage of achievement on average for the countries in the sample (unweighted average), per area of law. (3) 95 countries were included in the sample in 2020.

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
	0.1.4	Number of laws that were adopted, revised or repealed to advance gender equality and women's empowerment (UNAIDS, UNDP)	125 (2022-2023) ¹²	N/A ¹³	N/A ¹⁴	125	125	Field offices of UN-Women	Thematic Area
	0.1.5	Number of national and/or local (multi)sectoral strategies, policies and/or action plans that are adopted with a focus on gender equality (UNAIDS, UNDP, UNFPA, UNICEF)	156 (2022)	N/A ¹⁵	N/A ¹⁶	116	96	Field Offices of UN-Women	Thematic Area
	0.1.6	Number of legal and policy frameworks that promote gender balance in decision making institutions and processes (UNDP)	68	71	74	77	80	Field Offices of UN-Women	Thematic Area
	0.1.7	Number of adopted National Action Plans on Women, Peace and Security with monitoring indicators	86	92	94	96	100	UN-Women HQ database; Field Offices of UN-Women	
Output: Changes attributed to UN-Women in skills or abilities and capacities of individuals or institutions and/or the availability of new products and services contributing to Global normative	0.1.a	Number of governments that undertake national review processes in response to global intergovernmental outcomes	16	16	37	68	19	Field Offices of UN-Women; High-Level Political Forum;	
	0.1.b	Percentage of UN Country Teams reports to the CEDAW Committee submitted	90%	83%	83%	83%	83%	UN-Women HQ database	
	0.1.c	Number of tailored knowledge products made available by UN-Women to strengthen the development of gender-responsive intergovernmental outcomes	32	33	32	37	37	UN-Women HQ database	

¹² Baseline calculated as an average of results reported in 2022 and 2023 by field offices of UN-Women

¹³ Not applicable; baseline established and milestone and target set in the MTR

¹⁴ Not applicable; baseline established and milestone and target set in the MTR

¹⁵ Not applicable; baseline established and milestone and target set in the MTR

¹⁶ Not applicable; baseline established and milestone and target set in the MTR

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
<i>frameworks and gender-responsive laws, policies and institutions</i>	0.1.d	Number of partners that have increased capacities to promote/influence gender-responsive legislation (UNAIDS, UNDP)	318	322	334	346	356	Field Offices of UN-Women	
	0.1.e	Number of partners that have increased capacities to advance gender equality and women's empowerment through national and/or local (multi)sectoral strategies, policies and/or action plans (UNAIDS, UNDP, UNFPA)	692	535	544	553	562	Field Offices of UN-Women	
	0.1.f	Number of institutions that have increased capacities to design and implement institutional reforms/strategies/policies that promote women's representation and equal participation in decision making (UNDP)	73 (2021)	N/A ¹⁷	N/A ¹⁸	200	225	Field Offices of UN-Women	
	0.1.g	Number of national AIDS coordinating bodies and/or national multi-sectoral HIV programmes that have strengthened capacity to integrate gender-responsive actions into national HIV strategies (UNAIDS, UNDP, UNFPA)	15	20	25	30	35	Field Offices of UN-Women; UNAIDS Joint Programme Monitoring System	
	0.1.h	Number of multi-stakeholder dialogue processes to promote engagement of governments with civil society and other partners to advance gender equality and women's empowerment (UNDP, UNFPA)	1064 (2022)	N/A ¹⁹	N/A ²⁰	530	531	Field Offices of UN-Women	Thematic Area

¹⁷ No longer applicable due to changes in the MTR

¹⁸ No longer applicable due to changes in the MTR

¹⁹ No longer applicable due to changes in the MTR

²⁰ No longer applicable due to changes in the MTR

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
Outcome 2 Financing for gender equality Public and private financing advance gender equality through gender responsive financing policies, strategies and instruments	0.2.1	SDG Indicator 5.c.1: Proportion of countries with systems to track and make public allocations for gender equality and women’s empowerment ²¹	26	N/A	N/A	N/A	N/A	Official SDG Reporting	
	0.2.2	Number of countries that incorporate gender equality targets within national investment and financing frameworks	5	11	22	8	10	Field Offices of UN-Women	Thematic Area
	0.2.3	Percentage of national budget allocated to gender equality and women’s empowerment out of total budget (<i>UNICEF</i>)	1.0% ²²	1.0%	1.5%	2.5%	3.0%	Field Offices of UN-Women	Thematic Area
	0.2.4	Number of innovative financing instruments introduced that include gender equality objectives	260 (2023)	N/A ²³	N/A ²⁴	225	254	External global database	
Output: Changes attributed to UN-Women in skills or abilities and capacities of individuals or institutions and/or the availability of new products and services contributing to Financing for gender equality	0.2.a	Number of partners with capacities to integrate gender equality into fiscal laws/policies/standards	101	175	253	303	336	Field Offices of UN-Women	
	0.2.b	Number of gender financing assessments conducted by government partners	12	21	26	30	34	Field Offices of UN-Women	Thematic Area
	0.2.c	Number of national partners with capacities to apply Gender Responsive Budgeting tools in the budget cycle (<i>UNICEF</i>)	262	306	385	600	750	Field Offices of UN-Women	Thematic Area
	0.2.d	Number of tools introduced that support innovative financing and accountability, including related to digital financing, for gender equality (<i>UNDP, UNEP</i>)	24	51	72	91	110	Field Offices of UN-Women; UN-Women HQ database	Thematic Area

²¹ UN-Women is the custodian of this SDG indicator. The relevant SDG Target is to ‘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’.

²² The value is based on data from 18 countries, and thereby not globally representative

²³ No longer applicable due to changes in the MTR

²⁴ No longer applicable due to changes in the MTR

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
	0.2.e	Percent of gender-responsive budget allocated in peacebuilding funding mechanisms	47.0% ²⁵	47.0%	47.0%	47.5%	48.0%	UN-Women HQ database; External global database	
Outcome 3 Positive social norms, including through engaging men and boys More men and boys and women and girls adopt attitudes, norms and practices that advance gender equality and women's empowerment, including those that promote positive social norms	0.3.2	Number of institutions putting in place policies and practices to address gender-based discrimination and/or combat gender stereotypes (UNAIDS, UNDP, UNFPA, UNICEF, WHO)	145 (2023)	N/A ²⁶	N/A ²⁷	162	181	Field Offices of UN-Women; UN-Women HQ database; External global database	Thematic Area
	0.3.3	Number of countries with comprehensive and coordinated VAW prevention strategy at national and/or sub-national government levels (UNDP, UNFPA)	32	40	41	52	57	Field Offices of UN-Women; UN-Women HQ database; External global database;	
Output: Changes attributed to UN-Women in skills or abilities and capacities of individuals or	0.3.a	Number of research initiatives undertaken to advance data, evidence and knowledge, including standardised methods to assess, monitor, measure and/or achieve social/gender norms change (UNAIDS, UNFPA, UNICEF)	7 (2023)	N/A ²⁸	N/A ²⁹	10	12	Field Offices of UN-Women	Thematic Area

²⁵ Baseline data is derived from the Peace Building Fund

²⁶ Not applicable; baseline established and milestone and target set in the MTR

²⁷ Not applicable; baseline established and milestone and target set in the MTR

²⁸ Not applicable; baseline established and milestone and target set in the MTR

²⁹ Not applicable; baseline established and milestone and target set in the MTR

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
<i>institutions and/or the availability of new products and services contributing to Positive social norms, including through engaging men and boys</i>	0.3.b	Number of UN-Women programmes that address social/gender norms using evidence/practice-based methodologies at community and/or organizational levels (UNAIDS, UNDP, UNFPA, UNICEF)	264 (2023)	N/A ³⁰	N/A ³¹	271	280	UN-Women HQ database; Field Offices of UN-Women	Thematic Area
	0.3.d	Number of organizations/institutions with increased capacities to identify and/or address discriminatory social/gender norms change (UNAIDS, UNFPA)	97 (2023)	N/A ³²	N/A ³³	108	121	Field Offices of UN-Women; UN-Women HQ database	Thematic Area
	0.3.f	Number of countries with a process to design and implement VAW prevention strategies, or with VAW prevention interventions based on global norms and standards (UNDP, UNFPA)	33	37	37	55	60	Field Offices of UN-Women	
Outcome 4 <i>Women's equitable access to services, goods & resources</i> More women and girls have equitable access to high-quality public goods, services, and resources that are responsive to their needs	0.4.1	Number of countries where there has been an increase in the number of women who access services after experiencing violence or discrimination (UNAIDS, UNFPA)	28	36	32	32	29	UN-Women HQ database; Survey conducted by UN-Women; Field Offices of UN-Women	Thematic Area
	0.4.2	SDG indicator 5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; (b) Share of women among owners or rights-bearers of agricultural land, by type of tenure ³⁴ (FAO, UN-Habitat)	(a) 39; (b) 36 ³⁵	N/A	N/A	N/A	(a) 43	Official SDG reporting	(a) sex (b) type of tenure

³⁰ Not applicable; baseline established and milestone and target set in the MTR

³¹ Not applicable; baseline established and milestone and target set in the MTR

³² Not applicable; baseline established and milestone and target set in the MTR

³³ Not applicable; baseline established and milestone and target set in the MTR

³⁴ The relevant SDG Target is to 'Mobilize and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems'

³⁵ Baseline reflects reported 2021 figures for 5.a.1(a) which represents the unweighted average of the latest data available from 32 countries

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
	0.4.3	Number of countries where multi-sectoral systems, strategies or programmes are implemented to advance women's equal access to and use of services, goods and/resources, including social protection (UNICEF)	27	30	30	31	30	Field Offices of UN-Women; UNAIDS global database	Thematic Area
Output: Changes attributed to UN-Women in skills or abilities and capacities of individuals or institutions and/or the availability of new products and services contributing to Women's equitable access to services, goods & resources	0.4.a	Number of institutions with strengthened capacities to improve the provision of essential services, goods and/or resources for women (UNAIDS, UNDP, UNFPA, UNICEF, WHO)	814	892	958	3000	3500	Field Offices of UN-Women	Thematic Area
	0.4.b	Number of countries supported to revise, develop, or implement guidelines, protocols and standard operating procedures to improve EAWG services in line with the global Essential Services Package (UNDP, UNFPA, UNICEF, WHO)	35	31	29	23	24	Field Offices of UN-Women	Thematic Area
	0.4.c	Number of women's organizations with increased capacities to deliver and/or monitor the quality of services, resources and goods for women in humanitarian and development settings (UNAIDS, UNFPA)	790	959	813	2,870	3,300	Field Offices of UN-Women	Thematic Area
	0.4.d	Number of women accessing information, goods, resources and/or services through UN-Women-supported platforms and programmes in humanitarian and development settings (UNDP, UNFPA, UNICEF, WHO)	887,864	892,303	896,764	5,209,438	5,990,854	Field Offices of UN-Women	Thematic Area, LNOB
	0.4.e	Number of countries with multi stakeholder initiatives in place to prevent and respond to sexual violence including sexual harassment in public and/or private spaces (UNDP, UNFPA, UNICEF, WHO)	37	27	23	20	19	Field Offices of UN-Women	Setting

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
	0.4.f	Number of people who have access to justice and the proportion of whom are women (UNDP)	Number: 46,402 Share of women: 94%	Number: 53,491 Share of women: 93%	Number: 51,740 Share of women: 92%	Number: 53,006 Share of women: 93%	Number: 61,091 Share of women: 93%	Field Offices of UN-Women; UN-Women HQ database	Thematic Area, LNOB
Outcome 5 Women's voice, leadership & agency More women and girls exercise their voice, agency and leadership, including through an enabling environment that supports women's and youth organizations	0.5.1	Share of official development assistance (ODA) targeting gender equality channeled to civil society organizations, including women's organizations	6.7%	N/A ³⁶	N/A ³⁷	5%	6%	External global database	
	0.5.2	Number of reported acts of intimidation and reprisals experienced by gender equality advocates and civil society organizations working on gender equality and women's empowerment, including women's organizations, for cooperation with the UN (OHCHR)	54	N/A	N/A	N/A	N/A	OHCHR (annual SG report)	Thematic Area
	0.5.3	SDG 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 care³⁸ (UNAIDS, UNFPA, UNICEF, WHO)	57 (2022)	N/A	N/A	N/A	61	Official SDG reporting/ UNFPA	
	0.5.4	Number of normative, policy and peace and humanitarian processes influenced by civil society organizations	98 (2022-2023) ³⁹	N/A ⁴⁰	N/A ⁴¹	100	100	Field Offices of UN-Women	Thematic Area

³⁶ Due to the two-year lag in data availability, data on 2022 and 2023 will be reported in 2024 and 2025 respectively

³⁷ No longer applicable due to changes in the MTR

³⁸ The relevant SDG Target is to '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'

³⁹ Baseline calculated as an average of results reported in 2022 and 2023 by field offices of UN-Women

⁴⁰ No longer applicable due to changes in the MTR

⁴¹ No longer applicable due to changes in the MTR

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
	0.5.6	Percentage of HCTs that include membership of local women's organizations	38% (2022)	N/A ⁴²	N/A ⁴³	47%	61%	Field Offices of UN-Women	
Output: Changes attributed to UN-Women in skills or abilities and capacities of individuals or institutions and/or the availability of new products and services contributing to Women's voice, leadership & agency	0.5.a	Amount of funding disbursed annually in support of civil society organizations, especially women's organizations, working towards the achievement of gender equality and women's empowerment, through UN-Women programmes and grant-giving	69.8 million USD	77.0 million USD	77.0 million USD	77.4 million USD	77.8 million USD	UN-Women HQ database; Field Offices of UN-Women	Thematic Area
	0.5.b	Number of advocacy initiatives with partners to increase quality, flexible, core funding for civil society organizations working on gender equality and women's empowerment, especially women's organizations	30	56	82	204	226	UN-Women HQ database	Thematic Area
	0.5.c	Number of processes to enable meaningful and safe participation of advocates and civil society organizations working on gender equality and women's empowerment, in decision-making (UNAIDS, UNDP, UNFPA)	1107	464	446	5,842	7,011	Field Offices of UN-Women; UN-Women HQ database	Thematic Area
	0.5.d	Number of civil society organizations working on gender equality and women's empowerment, especially women's organizations, that have strengthened capacities to exercise their leadership role towards the achievement of gender equality and women's empowerment (UNAIDS, UNDP, UNFPA, OHCHR)	1100	1239	1306	6,276	6,590	Field Offices of UN-Women; UN-Women HQ database	Thematic Area

⁴² Not applicable; new indicator added in the MTR

⁴³ Not applicable; new indicator added in the MTR

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
	0.5.e	Number of women and girls including women and girls living with and/or affected by HIV, with increased capacities to participate in public life and exercise leadership (UNAIDS, UNDP, UNFPA, UNICEF)	79,011	77,784	90,718	94,236	98,477	Field Offices of UN-Women; UN-Women HQ database	Thematic Area, LNOB
	0.5.f	Number of initiatives developed and implemented to prevent, monitor and mitigate violence against women in politics and in public life (including gender equality advocates in civil society organizations working on gender equality and women's empowerment, especially women's organizations) (UNDP, OHCHR)	135	158	180	202	224	Field Offices of UN-Women; UN-Women HQ database	Thematic Area
<p>Outcome 6 <i>Production, analysis and use of gender statistics and sex-disaggregated data and knowledge</i></p> <p>Gender statistics, sex-disaggregated data and knowledge are produced, analyzed and used to inform policy-making, advocacy and accountability for delivering gender equality and women's empowerment results.</p>	0.6.1	Percentage of gender-specific Sustainable Development Goals (SDGs) indicators with available data (UNFPA, UNICEF)	40%	43%	46%	55%	60%	External global database	
	0.6.2	Number of national and regional plans and strategies that integrate gender statistics as an objective or strategy (UNICEF)	62	102	150	200	200	Field Offices of UN-Women; Women Count	
	0.6.3	Number of policies, plans and/or strategies that have been informed by gender and data statistics (UNICEF)	30	36	39	37	37	Field Offices of UN-Women; Women Count	

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
<i>Output: Changes attributed to UN-Women in skills or abilities and capacities of individuals or institutions and/or the availability of new products and services contributing to Production, analysis and use of gender statistics and sex-disaggregated data and knowledge</i>	0.6.a	Number of inter-agency coordination mechanisms governing the production of multi-level disaggregated gender statistics and sex-disaggregated data, established or strengthened	42	94	150	206	267	Field Offices of UN-Women; UN-Women HQ database	Thematic Area
	0.6.b	Number of data producers and users with strengthened capacities in the collection, analysis, dissemination and use of gender statistics	4050	4050	4500	5725	6000	Field Offices of UN-Women; Women Count	
	0.6.c	Number of gender statistics and sex-disaggregated data collection initiatives, including in emerging areas, conducted or analyzed (UNFPA)	78	155	243	335	428	Field Offices of UN-Women	Thematic Area
	0.6.d	Number of platforms/web-based databases for dissemination of multi-level disaggregated gender statistics, sex-disaggregated data and knowledge developed	34	51	64	75	80	Field Offices of UN-Women; Women Count	
	0.6.e	Number of countries with institutionalized user-producer dialogues to increase accessibility, quality and demand for multi-level disaggregated gender statistics, sex-disaggregated data and knowledge	13	14	16	16	16	Field Offices of UN-Women; Women Count	
	0.6.f	Number of countries with national gender equality profiles developed and published and informing national priorities	21	34	37	32	37	Field Offices of UN-Women; UN-Women HQ database	
<i>Outcome 7</i>	0.7.1	Percentage of ratings of reporting entities that meet or exceed UN-SWAP standards (derived from QCPR indicator 1.4.13)	70%	72%	55%	58%	62%	UN-SWAP database	

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
<p><i>UN system coordination for gender equality</i></p> <p>The UN system coherently and systematically contributes to progress on gender equality and the empowerment of women and girls</p>	0.7.2	Percentage of UNCTs that conducted the comprehensive UNCT-SWAP Gender Equality Scorecard in the past four years, and met or exceeded requirements for at least 60% of UNCT-SWAP standards (derived from QCPR indicator 1.4.15)	34.7%	N/A	N/A	N/A	N/A	UNCT-SWAP database	
	0.7.3	Percentage of UN Sustainable Development Cooperation Frameworks that have: a) a dedicated gender equality outcome; and/or b) that mainstream gender equality perspectives across Cooperation Framework outcomes (derived from QCPR indicator 1.4.16)	41.3%	N/A	N/A	N/A	N/A	IMS; UN-Women HQ database	
	0.7.4	Percentage of UNCTs meeting/exceeding requirements in preventing and eliminating all forms of violence and discrimination against women and girls through multisectoral and coordinated approaches (derived from QCPR indicator 1.4.22)	79%	N/A ⁴⁴	N/A ⁴⁵	80%	80%	Analysis led by UN-Women of QCPR indicator 1.4.22	Thematic Area
	0.7.5	Percentage of action points that show progress to advance the implementation of UN-system commitments on women, peace and security (S/2019/800, paragraph 120)	52% (2021)	N/A ⁴⁶	N/A ⁴⁷	62%	67%	UN-Women HQ database	Thematic Area
	0.7.6	Percentage of HCT response plans and strategies that demonstrate the integration of gender equality	54	55	60	65	70	UN-Women HQ database; External global database	Thematic Area

⁴⁴ Not applicable; baseline established and milestone and target set in the MTR

⁴⁵ Not applicable; baseline established and milestone and target set in the MTR

⁴⁶ Not applicable; baseline established and milestone and target set in the MTR

⁴⁷ Not applicable; baseline established and milestone and target set in the MTR

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
	0.7.7	Number of UN entities implementing disaster risk reduction, resilience or recovery initiatives with a focus on gender equality and women's empowerment (UNDP, UNICEF)	11 ⁴⁸	15	20	25	30	UN-Women HQ database	
	0.7.8	Number of UNCTs implementing UN-system commitments and advocacy on women's equal participation in elections and temporary special measures in their support to Member States	25	28	31	23	25	UN-Women HQ database; Field Offices of UN-Women; External global database	Thematic Area
	0.7.9	Number of countries that have endorsed a youth, peace and security framework (UNDP, UNFPA)	2	2	5	15	25	External global database	
Output: Changes attributed to UN-Women in skills or abilities and capacities of individuals or institutions and/or the availability of new products and services contributing to UN system coordination for gender equality	0.7.b	Number of UN system coordination mechanisms in which UN-Women is chair or co-chair that drive progress on gender mainstreaming mandates and commitments at global, regional, and country levels	34 (2022)	N/A ⁴⁹	N/A ⁵⁰	51	61	UN-Women HQ database; Field Offices of UN-Women	
	0.7.c	Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available	200	200	200	200	200	UN-Women HQ database; Field Offices of UN-Women	Thematic Area
	0.7.d	Percentage of UN Joint-Programmes with a focus on gender equality in which UN-Women participates as a Participating United Nations Organization (derived from QCPR indicator 1.4.17)	35%	38%	41%	44%	47%	IMS	Thematic Area

⁴⁸ The baseline is from 2020: Progress Report on the Implementation of the UN Plan of Action on DRR for Resilience

⁴⁹ Not applicable; new indicator added in the MTR

⁵⁰ Not applicable; new indicator added in the MTR

Short description and full outcome statement, or designation as output level	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data	Possible disaggregation
	0.7.e	Percentage of inter-agency pooled funds that are applying a gender marker and allocating 15% or more of their resources to programmes with gender equality and/or to women and girls as their principal objective (derived from QCPR indicators 1.4.20 and 1.4.21)	50%	51%	52%	39%	40%	External global database	Thematic Area
	0.7.f	Percentage of UN entities that track and report on allocations and/or expenditures on gender equality using gender equality markers and are allocating substantial resources to programmes with gender equality as their principal objective (derived from QCPR indicator 1.4.19)	27%	27%	27%	27%	28%	UN-SWAP database	
	0.7.g ⁵¹	Proportion out of total UNCTs with a Joint Work Plan in UN INFO 2.0 that allocated 70% or more of the UNCT annual funding framework available resources to activities with gender equality as a principal or significant objective (derived from QCPR indicator 1.4.18)	41	N/A	N/A	N/A	N/A	UN INFO; UNCT-SWAP database	
	0.7.h	Number of Peacebuilding processes inclusive of young women supported by UN-Women (UNFPA, UNICEF)	32	34	38	39	43	Field Offices of UN-Women; UN-Women HQ database	

⁵¹ No milestones or targets are currently set, in line with discussions with DCO and DESA in the context of the corresponding QCPR indicator

Organizational Effectiveness and Efficiency (OEE)

OEE Output Indicators

OEE short description and full output statement	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data
<p><i>OEE Output 1</i> <i>Assuring an accountable organization through principled performance:</i></p> <p>UN-Women is an accountable and trustworthy development organization that manages its financial and other resources with integrity and in line with its programmatic ambitions and fiduciary obligations</p>	O 1.1	Implementation rate for regular resources	93.8%	87.5%	87.5%	87.5%	87.5%	Administrative Data
	O 1.2	Implementation rate for other resources	87.7%	85%	85%	85%	85%	Administrative Data
	O 1.3	International Aid Transparency Initiative (IATI) publishing statistics score (QCPR)	87	89	91	92	93	External Global Database
	O 1.4	Percentage of risk units meeting Enterprise Risk Management policy and framework requirements	97%	90%	90%	95%	95%	UN-Women HQ database
	O 1.5	A) Percentage of agreed long outstanding internal audit recommendations B) Percentage of agreed long outstanding external audit recommendations management need to complete action	A) 9% B) 15%	A) 15% B) 15%	A) 14% B) 15%	A) 12% B) 15%	A) 10% B) 15%	UN-Women HQ database
	O 1.6	Percentage of offices compliant with A) business continuity plans and processes B) Occupational Safety and Health requirements C) UNSMS Security policies	96.6%	100%	100%	100%	100%	UN-Women HQ database
	O 1.7	Number of data standards being implemented from the UN Financial Data Cube (QCPR)	6	6	6	6	6	Administrative Data
	O 1.8	Percentage of country offices applying environmental and social standards in UN-Women programmes in line with United Nations standards (QCPR)	0	35%	40%	50%	80%	Administrative Data
	O 1.9	Percentage of UN-SWAP minimum standards met or exceeded (QCPR)	94%	88%	88%	88%	88%	UN-SWAP database
<p><i>OEE Output 2</i> <i>Advancing partnerships & resourcing; Effectively influencing for impact & scale:</i></p>	O 2.1	Funding received from: (a) public partners (b) the private sector (QCPR)	A) \$523.4 million B) \$21.6 million	A) \$530 million B) \$18 million	A) \$ 545 million B) \$20.7 million	A) \$545 million B) \$32.9 million	A) \$545 million B) \$34.1 million	Administrative Data
	O 2.2	Contributions received through pooled and thematic funding mechanisms	\$138.9 million	\$136.4 million	\$152.6 million	\$152.6 million	\$152.6 million	Administrative Data

OEE short description and full output statement	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data
UN-Women effectively leverages and expands its partnerships, communications and advocacy capabilities to increase support for and financing of the gender equality agenda, while securing sustainable resourcing for the delivery of its own mandate	O 2.3	Percentage of UN-Women's field offices and relevant HQ Units that implemented dedicated initiatives to engage in non-traditional partnerships	31%	34%	36%	38%	41%	Field Offices of UN-Women
	O 2.4	Number of partnerships to support UN-Women's mission including (1) resourcing for Gender Equality (financial or non-financial), (2) Convening, (3) Responsible Business Practices, (4) Influencing and/or Knowledge sharing	272	302	332	457	482	UN-Women HQ database
	O 2.5	UN-Women's increased influence as per percentage of mentions in top tier media, number of unique visitors to UN-Women websites and followers on all UN-Women social media channels	17% 11,500,000 12,500,000	5% 12,075,000 12,625,000	5% 12,680,000 12,750,000	5% 13,310,000 12,875,000	5% 14,000,000 13,000,000	Administrative Data
	O 2.6	Rating of UN-Women Youth2030 performance on meaningful youth engagement, as set out in the Youth2030 Scorecard: (i) Policies and processes for meaningful youth engagement (ii) Diversity of youth (groups) engaged (iii) Meaningful youth engagement in the year in: (a) design, development, monitoring and evaluation of Strategic Plans; (b) support to Governments/inter-governmental processes; (c) UN-led programmes, projects and campaigns (QCPR)	Getting Ready: 48% Moving Forward: 16% At Milestone 37%	Getting Ready: 41% Moving Forward: 20% At Milestone 39%	Getting Ready: 39% Moving Forward: 18% At Milestone 44%	Getting Ready: 21% Moving Forward: 29% At Milestone 51%	Getting Ready: 4% Moving Forward: 31% At Milestone 65%	Field Offices of UN-Women
<i>OEE Output 3 Advancing business transformation:</i> UN-Women strategically plans for and transforms its business model to deliver impact at scale, through agile and ethical leadership rooted in a continuous improvement culture	O 3.1	Percentage of UN-Women presences exceeding minimum criteria of Presence Governance Framework	39%	70%	80%	50%	70%	UN-Women HQ database
	O 3.2	Percentage of regions and HQ divisions that meet corporate minimum requirements in line with country office growth	0	20%	30%	30%	50%	UN-Women HQ database
	O 3.3	Number of leadership and culture initiatives at corporate level that advance and promote inclusive and transformative leadership approaches and models	6	6	8	8	8	UN-Women Records/Desk Review
	O 3.4	Field-to-HQ Ratio of Budgeted Posts	73 : 27	73.5 : 26.5	74: 26	74.5 : 25.5	75: 25	Administrative Data
	O 3.5	Number of cross-regional knowledge exchange initiatives which promote innovative ways of working/promising practices,	0	4	8	12	16	UN-Women Records/Desk Review
	O 3.6	Number of Business Process improvement and innovation initiatives (major policy revisions are included), which are part of UN-Women's continuous business transformation	3	5	5	5	5	Administrative Data

OEE short description and full output statement	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data
	O 3.7	Percentage of UN-Women Offices in United Nations common premises (QCPR)	69%	71%	73%	75%	77%	UN-Women HQ Database
<p><i>OEE Output 4</i> <i>Nurturing an empowered workforce and advancing an inclusive UN-Women culture:</i></p> <p>With its unique and inclusive culture, UN-Women is an employer of choice with a diverse and highly performing cadre of personnel that embodies UN values</p>	O 4.1	Average time to select a candidate/complete a recruitment process	16.0 weeks	15 weeks	15 weeks	15 weeks	14 weeks	UN-Women HQ database
	O 4.2	Percentage of senior managers (P5 Heads of office and above) that participate in corporate surveys and leadership programmes within their first 2 years in position	35%	80%	85%	90%	95%	UN-Women Records/Desk Review
	O 4.3	Percentage of IP staff from programme countries	45.7%	46%	46.3%	46.7%	47%	UN-Women HQ database
	O 4.4	Extent to which personnel perceive UN-Women to empower, engage and nurture their workforce in order to strengthen inclusive culture	50% (favorable score)	53% (favorable score)	55% (favorable score)	58% (favorable score)	60% (favorable score)	Survey conducted by UN-Women
	O 4.5	<p>UN-Women has:</p> <p>A. Certified to the Secretary-General and the UN-Women Executive Board that it has reported all allegations of Sexual exploitation and abuse (SEA) that have been brought to its attention and has taken all appropriate measures to address such allegations, in accordance with established rules and procedures for dealing with cases of staff misconduct.</p> <p>B. Developed a sexual harassment action plan using a victim-centered approach for their actions and provided a report on the actions taken to their respective governing bodies</p>	Yes	Yes	Yes	Yes	Yes	Other

OEE short description and full output statement	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data
	O 4.6	Percentage of UN-Women female staff among international professional and national staff All international professional staff: i. P-1 ii. P-2 iii. P-3 iv. P-4 v. P-5 vi. D1 and above All National Officers: i. National Officer-A ii. National Officer-B iii. National Officer-C iv. National Officer-D v. National Officer-E (QCPR)	P1: 100% P2: 83.7% P3: 75.5% P4: 80.9% P5: 82.9% D+: 75.0% NA: 89.5% NB: 75.4% NC: 80.1% ND: 100% NE: 100%	P1: 100% P2: 83.2% P3: 75.0% P4: 80.4% P5: 82.4% D+: 74.5%	P1: 100% P2: 82.7% P3: 74.5% P4: 79.9% P5: 81.9% D+: 74.0%	P1: 100% P2: 82.2% P3: 74.0% P4: 79.4% P5: 81.4% D+: 73.5%	P1: 100% P2: 81.7% P3: 73.5% P4: 78.9% P5: 80.9% D+: 73.5% NA: 87.5% NB: 73.4% NC: 78.1% ND: 100% NE: 100%	UN-Women HQ database
	O 4.7	Percentage of the relevant indicators from the UNDIS accountability framework where UN-Women has met or exceeded the standard (QCPR)	50%	51%	52%	53%	53%	Field Offices of UN-Women
<i>OEE Output 5</i> <i>Effective normative, programmatic and coordination products, services and processes:</i>	O 5.1	Percentage of non-core funding that is directly applied towards Strategic Notes	8%	9%	10%	12%	15%	Administrative Data
	O 5.2	Percentage of evaluations reports rated “good and above”	98%	90%	95%	98%	100%	UN-Women HQ database
	O 5.4	Average reaction time for first request in service tracker (any process/area)	1.2 days	1.5 days	1.5 days	1.5 days	1.5 days	UN-Women HQ database
	O 5.5	Percentage of expenditure on programming with a focus on gender equality (QCPR)	100%	100%	100%	100%	100%	Administrative Data

OEE short description and full output statement	Indicator Number	Indicator	Baseline	2022 milestone	2023 milestone	2024 milestone	Target 2025	Source of data
UN-Women efficiently and effectively discharges of all business processes that advance integrated delivery of its mandate at HQ, Regional and Country levels, including through shared services	O 5.6	Number and percentage of (i) joint evaluations; (ii) independent system-wide evaluations in which UN-Women engaged (QCPR)	(i) 33 & 29% (2022) (ii)10 & 9% (2022)	(i) 10 & 25% (ii)2 & 4%	(i) 10 & 25% (ii)2 & 4%	(i) 30 & 25% (ii)8 & 7%	(i) 30 & 25% (ii)8 & 7%	Administrative Data

Part II – Overview of adjustments to the IRRF

#	Indicator #	Added or adjusted indicator statement	Type of adjustment
Development Results Section			
<i>Outcome 1: Global normative frameworks and gender-responsive laws, policies and institutions</i>			
7 revisions	0.1.3	SDG 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	Footnote added
	0.1.4	Number of laws that were adopted, revised or repealed to advance gender equality and women's empowerment	Adoption of baseline: 125 (2022-2023), 2024 milestone: 125, and 2025 target: 125
	0.1.5	Number of national and/or local (multi)sectoral strategies, policies and/or action plans that are adopted with a focus on gender equality	Adoption of baseline: 156 (2022), 2024 milestone: 116, and 2025 target: 96; footnote added
	0.1.a	Number of governments that undertake national review processes in response to global intergovernmental outcomes	Data source updated
	0.1.c	Number of tailored knowledge products made available by UN-Women to the Commission on the Status of Women and the Security Council to strengthen the development of gender-responsive intergovernmental outcomes	Revised for greater clarity; 2024 milestone raised to 37, and 2025 target raised to 37
	0.1.f	Number of institutions that have increased capacities to design and implement institutional reforms/strategies/policies that promote gender equality and women's empowerment <i>women's representation and equal participation in decision making</i>	Revised to improve measurability, consequently: baseline revised to 73 (2021), 2024 milestone revised to 200, and 2025 target revised to 225
	0.1.h	Number of multi-stakeholder dialogue processes to promote engagement of governments with civil society and other partners to advance gender equality and women's empowerment	Baseline corrected to 1,064 (2022), 2024 milestone raised to 530, and 2025 target raised to 531
<i>Outcome 2: Financing for gender equality</i>			
4 revisions	0.2.2	Number of countries that incorporate gender equality targets within national investment and financing frameworks	2024 milestone revised to 8, and 2025 target revised to 10
	0.2.4	Number of innovative financing instruments introduced that include gender equality objectives	Data source updated; baseline revised to 260 (2023), 2024 milestone raised to 225, and 2025 target raised to 254
	0.2.c	Number of national partners with capacities to apply Gender Responsive Budgeting tools in the budget cycle	2024 milestone raised to 600, and 2025 target raised to 750
	0.2.d	Number of tools introduced that support innovative financing and accountability, including related to digital financing, for gender equality	Added HQ and ROs as reporting units

Outcome 3: Positive social norms, including through engaging men and boys			
9 revisions	0.3.1	Extent of bias in gender equality attitudes and/or gender social norms among individuals	Deleted due to methodological challenges
	0.3.2	Number of institutions putting in place policies and practices to address gender-based discrimination and/or combat gender stereotypes	Adoption of baseline 145 (2023), 2024 milestone: 162, and 2025 target: 181
	0.3.3	Number of countries and/or other actors with comprehensive and coordinated VAW prevention strategy <i>at national and/or sub-national government levels</i>	Statement revised for greater clarity; 2024 milestone raised to 52, and 2025 target raised to 57
	0.3.a	Number of research and/or practice-based initiatives undertaken to advance data, evidence and knowledge, including standardised methods to assess, monitor, measure and/or achieve behaviour and/or social/gender norms change	Statement revised for greater clarity Data source updated Added ROs and COs as reporting units Adoption of baseline: 7 (2023), 2024 milestone: 10, and 2025 target: 12
	0.3.b	Number of community or organizational level UN-Women programmes that address behaviour and/or social/gender norms using evidence/practice-based methodologies <i>at community and/or organisational levels</i>	Statement revised for greater clarity; adoption of baseline: 264 (2023), 2024 milestone: 271, and 2025 target: 280
	0.3.c	Number of data collection initiatives, conducted or supported by UN-Women that include behaviour and/or social/gender norms dimensions	Deleted to avoid overlap between indicators
	0.3.d	Number of organizations institutions with increased capacities to address discriminatory behaviour gender-based discrimination and/or social/gender norms change in their organisational culture	Statement revised for greater clarity; adoption of baseline: 97 (2023), 2024 milestone: 108, and 2025 target: 121
	0.3.e	Number of draft policies with monitoring/reporting mechanisms developed by partners to address gender-based discrimination and/or combat gender stereotypes	Deleted to avoid overlap between indicators
	0.3.f	Number of countries with a process to design and implement VAW prevention strategies, or with VAW prevention interventions based on global norms and standards	2024 milestone revised to 55, and 2025 target revised to 60
Outcome 4: Positive social norms, including through engaging men and boys			
4 revisions	0.4.a	Number of institutions with strengthened capacities to improve the provision of essential services, goods and/or resources for women	2024 milestone raised to 3000, and 2025 target raised to 3500
	0.4.b	Number of countries supported to <i>revise, develop, or implement</i> guidelines, protocols or standard operating procedures to strengthen <i>improve</i> EAWG services in line with the Essential Services Package	Statement revised for greater clarity
	0.4.c	Number of women's organizations with increased capacities to deliver and/or monitor the quality of services, resources and goods for women in humanitarian and development settings	2024 milestone raised to 2870, and 2025 target raised to 3300
	0.4.d	Number of women accessing information, goods, resources and/or services through UN-Women-supported platforms and programmes in humanitarian and development settings	2024 milestone raised to 5,209,438, and 2025 target raised to 5,990,854
Outcome 5: Women's voice, leadership & agency			
8 revisions	0.5.1	Share of official development assistance (ODA) targeting gender equality channeled to civil society organizations, including women's organizations	Revised to improve measurability 2021 baseline raised to 6.7%, 2024 milestone raised to 5%, and 2025 target raised to 6%

	0.5.4	Level of influence of civil society organizations working on gender equality and women's empowerment, including women's organizations, in key normative, policy and peace processes Revised statement: <i>Number of normative, policy, peace and humanitarian processes influenced by civil society organizations</i>	Revised to improve measurability Baseline revised to 98 (2022-2023), 2024 milestone revised to 100, 2025 target revised to 100 Footnote added
	0.5.5	Proportion of active female participants in leadership/management structures among refugees, returnees, asylum seekers, IDPs, or stateless individuals	Deleted due to persistent unavailability of data
	0.5.6	<i>Percentage of HCTs that include membership of local women's organizations.</i>	New indicator to better capture humanitarian results
	0.5.b	Number of advocacy initiatives with partners, to increase quality, flexible, core funding for civil society organizations working on GEWE, especially women's organizations	2024 milestone raised to 2024, and 2025 target raised to 231
	0.5.c	Number of dialogues, mechanisms, platforms and/or coalitions created and sustained that enable meaningful and safe participation and engagement by gender equality advocates and civil society organizations working on gender equality and women's empowerment, especially women's organizations, in decision-making	2024 milestone raised to 5,842, and 2025 target raised to 7,011
	0.5.d	Number of civil society organizations working on gender equality and women's empowerment, especially women's organizations, that have strengthened capacity to exercise their leadership role towards the achievement of gender equality and women's empowerment	2024 milestone raised to 6,276, and 2025 target raised to 6,590
	0.5.e	Number of women and girls, including women and girls living with and/or affected by HIV, with increased capacities to participate in public life and exercise leadership	2024 milestone raised to 94,236, and 2025 target raised to 98,477
Outcome 6: Production, analysis and use of gender statistics and sex-disaggregated data and knowledge			
6 revisions	0.6.1	Proportion of gender-specific Sustainable Development Goals (SDGs) indicators with available data	2024 milestone raised to 55%, and 2025 target raised to 60%
	0.6.2	Number of national and regional plans and strategies that integrate gender statistics as an objective or strategy	2024 milestone revised to 200, and 2025 target revised to 200
	0.6.3	Number of countries demonstrating use of gender statistics, analysis, and policy relevant research Revised to: <i>Number of policies, plans, and/or strategies that have been informed by gender data and statistics</i>	Revised for greater clarity
	0.6.b	Number of data producers and users with strengthened capacities in the collection, analysis, dissemination and use of gender statistics	2024 milestone raised to 5,725, and 2025 target raised to 6,000
	0.6.d	Number of platforms/web-based databases for dissemination of multi-level disaggregated gender statistics, sex-disaggregated data and knowledge developed	2024 milestone raised to 75, and 2025 target raised to 80
	0.6.f	Number of countries with national gender equality profiles developed and published with UN-Women support and informing national priorities	2024 milestone revised to 32, and 2025 target revised to 37

Outcome 7: UN system coordination for gender equality			
9 revisions	0.7.4	Fraction of UNCTs meeting/exceeding requirements in preventing and eliminating all forms of violence and discrimination against women and girls through multisectoral and coordinated approaches (derived from QCPR indicator 1.4.22)	Data source updated; adoption of baseline: 79% (2021), 2024 milestone: 80%, and 2025 target: 80%
	0.7.5	Extent of progress made against core <i>Percentage of action points that show progress to advance the implementation of UN-system commitments on women, peace and security (S/2019/800, paragraph 120)</i>	Revised for greater clarity; adoption of baseline: 52% (2021), 2024 milestone: 62%, and 2025 target: 67%
	0.7.8	Number of UNCTs implementing UN-system commitments and advocacy on women's equal participation in elections and temporary special measures in their support to Member States	2024 milestone revised to 23, and 2025 target revised to 25
	0.7.a	Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas	Deleted to avoid overlap between indicators
	0.7.b	<i>Number of UN system coordination mechanisms in which UN-Women is Chair or Co-Chair that drive progress on gender mainstreaming mandates and commitments at global, regional, and country levels</i>	New indicator to better capture UN system coordination results
	0.7.d	Fraction of UN Joint-Programmes with a focus on gender equality in which UN-Women participates as a Participating United Nations Organization (derived from QCPR indicator 1.4.17)	Data source updated
	0.7.e	Percentage of inter-agency pooled funds that are allocating 15% or more of their resources to programmes with gender equality and/or to women and girls as their principal objective (derived from QCPR indicators 1.4.20 and 1.4.21)	2024 milestone revised to 39, and 2025 target revised to 40
	0.7.f	Percentage of UN entities that track and report on allocations and/or expenditures on gender equality using gender equality markers and are allocating substantial resources to programmes with gender equality as their principal objective (derived from QCPR indicator 1.4.19)	2024 milestone revised to 27, and 2025 target revised to 28

#	Indicator #	Added or adjusted indicator statement	Type of adjustment
Organizational Effectiveness and Efficiency Section			
Output 2: Advancing partnerships & resourcing; Effectively influencing for impact & scale			
3 revisions	O 2.1	Funding received from (a) public partners; (b) the private sector (QCPR)	2024 milestone revised to (a) \$545 million, (b) \$32.9 million 2025 target revised to (a) \$545 million, (b) \$34.1 million
	O2.2	Contributions received through pooled and thematic funding mechanisms	2024 milestone revised to \$152.6 million, and 2025 target revised to \$152.6 million
	O 2.4	Number of partners to support UN-Women’s mission including (1) resourcing for Gender Equality (financial or nonfinancial), (2) Convening, (3) Responsible Business Practices, (4) Influencing and/or Knowledge sharing	2024 milestone raised to 457, and 2025 target raised to 482
Output 3: Advancing business transformation			
2 revisions	O 3.1	Percentage UN-Women presences exceeding minimum criteria of Presence Governance Framework	2024 milestone revised to 50%, and 2025 target revised to 70%
	O 3.2	Percentage of regions and HQ divisions that meet corporate minimum requirements in line with country office growth	2024 milestone revised to 30%
Output 4: Nurturing an empowered workforce and advancing an inclusive UN-Women culture			
1 revision	O 4.7	Percentage of the relevant indicators from the UNDIS accountability framework where UN-Women has met or exceeded the standard	Revised methodology; 2025 target revised to 53%
Output 5: Effective normative, programmatic and coordination products, services and processes			
2 revisions	O 5.3	Percentage of all country office, regional office and HQ units using signature interventions for programming	Deleted to avoid overlap between indicators
	O 5.6	Number and percentage of (i) joint evaluations; (ii) independent system-wide evaluations in which UN-Women engaged	Revised to improve measurability and interagency harmonization; consequently: baseline revised to (i) 33 & 29% (2022) (ii) 10 & 9% (2022) 2024 milestone raised to: (i) 30/25% (ii) 8/7% 2025 target raised to: (i) 30/25% (ii) 8/7%