Annex III of the United Nations Entity for Gender Equality and the Empowerment of Women Strategic Plan 2014-2017

Development results framework (DRF)

Notes on the development results of the Strategic Plan

- All baselines for the development results are either comparable results of 2012 or best available information as of 31 December 2012 unless stated.
- All targets for the development results are for 31 December 2017 unless otherwise stated.
- Where UN-Women Country Office assessment is used as a basis for data for indicators and targets of the development results, UN-Women makes the country-level responses publicly available in its annual Data Companion with accompanies its report on Implementation of the Strategic Plan 2014-2017 which is presented to its Executive Board at its Annual Session each year. The Data Companion lists for each indicator which countries UN-Women considers to have met the criteria of that indicator, and partners are invited to review UN-Women's country level assessments with regard to the indicators and comment as they consider appropriate.
- The term "countries" in this results framework refers to countries where UN-Women has programmatic activities.

Impact 1: Women lead and participate in decision making at all levels

Impact Indicator 1A: Number of countries that have achieved more than 30% of women in parliamentary positions

Target: 60 countries have 30% or more women members of parliament by 2017

Baseline: 35 countries[1] have 30% or more women members of parliament (2013)

Source: Inter-Parliamentary Union (IPU) Women in Parliaments Database

Impact Indicator 1B: Number of countries that have achieved more than 30% of women in ministerial positions.

Target: 50 countries have 30% or more women ministers by 2017

Baseline: 27 countries[2] have 30% or more women ministers (2012)

Source: IPU/UN-Women Map of Women in Politics

Outcomes, indicators and targets	Output	Output indicators & target	Assumptions and Risks
1.1 Constitutions, legal frameworks, and policies to	**1.1.1** Enhanced capacity at national and sub-national levels to	**1.1.1a** Number of countries supported by UN- Women in which national partners adopt or	**Risks:** • Constitutional drafting

---

[1] Algeria, Andorra, Angola, Argentina, Belgium, Burundi, Costa Rica, Cuba, Denmark, Ecuador, Finland, Germany, Grenada, Guyana, Iceland, Italy, Mexico, Mozambique, Nepal, Netherlands, New Zealand, Nicaragua, Norway, Rwanda, Senegal, Serbia, Seychelles, Slovenia, South Africa, Spain, Sweden, the former Yugoslav Republic of Macedonia, Timor-Leste, Uganda, and United Republic of Tanzania

[2] Austria, Belgium, Benin, Bolivia (Plurinational State of), Bosnia and Herzegovina, Burundi, Cape Verde, Colombia, Denmark, Ecuador, Finland, Gambia, Germany, Iceland, Latvia, Lesotho, Liechtenstein, Netherlands, Nicaragua, Norway, Rwanda, South Africa, Spain, Switzerland, Sweden, Uganda and Venezuela (Bolivarian Republic of).

advance women's right to participate in decision making at national and local levels are reformed/adopted and implemented.	develop and implement constitutions, legal frameworks and policies that promote women's political participation	reform constitutional, legal and policy reforms on temporary special measures **Target:** 35 countries **Baseline:** 17 countries[3] as of end 2012 **Source:** UN-Women Annual Reports (surveys of UN-Women Country Offices) for 2014, 2015, 2016 and 2017	processes are delayed because of political instability • Political upheavals stall parliamentary and legislative processes • Gender equality not considered a priority in electoral administration • National partners, including parliaments, local governments and political parties have limited capacities to apply knowledge • Limited capacity of partners to put in place systems for gender responsive planning and policy making.
Indicator 1.1a: Number of countries with constitutional provisions that specifically promote women's participation in decision making **Target:** 2015 65 countries; 2017 60 countries **Baseline**: Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women country office reporting	**1.1.2** National institutions produce disaggregated data and statistics for gender responsive policy-making and service delivery	**1.1.2.a** Number of Electoral Management Bodies (EMB) in countries supported by UN Women reporting sex-disaggregated data **Target:** 15 **Baseline:** 3 countries[4] **Source:** UN-Women Annual Reports (surveys of UN-Women Country Offices) for 2014, 2015, 2016 and 2017	**Assumptions:** • There is political will to adopt reforms in countries where UN Women works • Some level of capacity and technical knowledge already exists among key national stakeholders, making it possible for the provision of knowledge and options to result in tangible and sustainable results. • UN Women's technical leadership in this area, coupled with the strengthened
	1.1.3 National and sub-national institutions have improved access	**1.1.3a** Number of countries in which knowledge provided by	

---

[3] Albania, Algeria, Brazil, Colombia, Democratic Republic of Congo, Haiti, Honduras, Kenya, Mexico, Morocco, Palestine, Papua New Guinea, Senegal, South Sudan, Timor Leste, Tunisia, Vanuatu

[4] Burundi, Tunisia, Pakistan

	to knowledge products and tools to formulate and implement gender responsive policies	UN-Women is available to support development of gender responsive policies. **Target:** 30 countries by 2017 **Baseline:** 16 countries[5] as of end 2012 **Source:** UN-Women Country Office reporting	leadership at the country level, will result in increased knowledge and policy guidance on gender responsive policies
1.2 Gender responsive measures (mechanisms, processes and services) promote women's leadership and participation in politics **Indicator 1.2a**: Number of countries with gender balance (>40% women) in boards of Electoral Management Bodies **Target:** 40 countries by 2017 **Baseline**: Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women Country	**1.2.1** Strengthened capacities of Parliaments and sub-national legislatures to adopt policies, legislation and procedures that promote gender equality and women's empowerment	**1.2.1a** Number of parliaments in countries supported by UN-Women that introduce legislative measures to promote gender equality and women's empowerment **Target:** 20 countries **Baseline:** Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women Annual Reports (surveys of UN-Women Country Offices) for 2014, 2015, 2016 and 2017	**Risks:** • Political upheavals stall parliamentary and legislative processes. • Lack of political will required to move forward gender responsive legislative measures. **Assumptions:** • Parliamentarians and/or parliamentary groups are supportive of advancing gender equality and women's empowerment through legislative reforms. • Parliament is functional and regularly passes legislation

[5] Afghanistan, Albania, Bhutan, Burundi, Democratic Republic of Congo, South Sudan, India, Iraq, Jamaica, Palestine, Tanzania, Thailand, Turkey, Egypt, Papua New Guinea, Nigeria

Office reporting **Indicator 1.2b:** Number of countries with gender equality committees in parliament **Target:** 80 countries **Baseline:** 53 countries **Source:** IPU "Parline" Database	**1.2.2** Strengthened capacities at all levels to promote women's participation in electoral processes both as candidates and voters	**1.2.2a** Number of countries supported by UN-Women that have increased the capacity of women candidates and party members to participate in political life **Target:** 45 **Baseline:** 9 countries[6] as of end 2012 **Source:** UN-Women Country Office reporting	
	1.2.3 Coordinated UN action through adoption of policies and guidance on TSM and electoral support on women's leadership and political participation.	**1.2.3a** Percentage of countries receiving UN electoral assistance where Electoral Management Bodies adopt reforms to promote women's participation as voters **Target:** 50% of countries with UN Electoral Assistance **Baseline:** Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women Annual Reports (surveys of UN-Women	

---

[6] Cape Verde; Tanzania; Jordan; India; PNG; Timor Leste; South Asia; Honduras and Nicaragua

		Country Offices) for 2014, 2015, 2016 and 2017	
1.3 Gender equality advocates influence constitutions, legal frameworks and policies to increase women's leadership and political participation **Indicator 1.3a**: Number of countries with national dialogues and policies influenced by gender equality advocates **Target**: TBD **Baseline:** Baseline from survey of UN-Women country offices end 2013 **Source:** UN-Women Annual Reports (surveys of UN-Women country offices) for 2014, 2015, 2016 and 2017; CEDAW national reporting	**1.3.1** Capacity of gender equality advocates strengthened to promote women's leadership and political participation	**1.3.1a** Number of countries supported by UN-Women where networks of academics, elected women and other opinion makers advocate for women's political participation **Target**: 45 **Baseline**: Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women Country Office reporting	**Risks:** • Lack of coordination and cohesion among networks and gender equality activists on advocacy messages • Lack of access of gender equality advocates to policy making forums. • Dialogue stakeholders block or resist women's participation **Assumptions:** • UN Women increased capacity at country level will allow for it to play a convening role amongst key partners and stakeholders to move forward national agendas to increase women's political participation.
	1.3.2 Strengthened dialogue mechanisms and enhanced policy space to enable gender equality advocates and civil society to promote political participation	**1.3.2a** Number of countries supported by UN Women where gender equality advocates and civil society have participated in national dialogues on political participation **Target:** 40 **Baseline:** Baseline from survey of	• Gender equality advocates are able to represent a broad constituency and seen as legitimate representatives • Some level of capacity and technical knowledge already exists among gender equality advocates making it possible for the advocacy to result in

		UN-Women Country Offices end 2013 **Source:** UN-Women Country Office reporting	tangible and sustainable results.

Impact 2: Women, especially the poorest and most excluded, are economically empowered and benefit from development

Impact Indicator 2A: Percentage of countries where there was a reduction in the share and overall number of women in vulnerable employment[7].

Target: 20%

Baseline: 0

Source: World Development Indicators of the World Bank, National Institute of Statistics, Key Labour Market Indicators and Travail Database of the ILO, UNSD, UN-Women Annual Reports for 2014, 2015, 2016 and 2017

Impact Indicator 2B: Percentage of countries where the gender pay gap was reduced and average earnings increased.

Target: 50%

Baseline: 0
Source: OECD, National Institute of Statistics, UN-Women Annual Reports (surveys of UN-Women country offices) for 2014, 2015, 2016 and 2017, UNSD

Outcomes, indicators and targets	Output	Output indicators & target	Assumptions and Risks
2.1 National plans, legislation, policies, strategies, budgets and justice mechanisms adopted and	**2.1.1** Enhanced capacity of legislators and policy makers in applying international standards,	**2.1.1a** Number of countries supported by UN-Women where legislators and policy makers	**Risks**: Reforms are not comprehensive

---

[7] Only reductions greater than 3% will be included under this indicator. Vulnerable employment is defined as unpaid family workers and own-account workers as a percentage of total employment.

implemented to strengthen women's economic empowerment **Indicator 2.1a**: Number of countries supported by UN Women which have a gender-responsive policy framework (including legislation, policies and budgets) in national, local or sectoral planning documents **Target**: 50 countries **Baseline**: 15 countries[8] as of end 2012 **Source:** UN-Women Annual Reports (surveys of UN-Women country offices) for 2014, 2015, 2016 and 2017	accountability mechanisms and budgetary allocations in national laws, policies, programs and regulations on women's economic empowerment	introduce proposals for gender responsive legislation and policies to advance women's economic empowerment **Target:** 36 countries **Baseline:** 16 countries[9] **Source:** UN-Women Annual Reports (surveys of UN-Women country offices) for 2014, 2015, 2016 and 2017	enough and do not address all relevant dimensions, including labour market and family related dimensions **Assumptions**: Stable and strong national and local political institutions Political will to undertake the challenging task of initiating reforms aimed at economically empowering women
	2.1.2 Decision makers have access to nationally-generated and disaggregated data and statistics on women's economic opportunities	**2.1.2a** Number of countries supported by UN-Women where national institutions produce nationally generated and disaggregated statistics on economic opportunities for women[10] **Target:** 47 countries	

---

[8] Bolivia, Colombia, Ecuador, India, Kyrgyzstan, Lao PDR, Mali, Moldova, Mozambique, Papua New Guinea, Philippines, South Sudan, Thailand, Vanuatu, Viet Nam

[9] Tanzania, Afghanistan, Argentina, Bolivia, Bosnia and Herzegovina, Fiji, Iraq, Mozambique, Thailand, Zimbabwe, Burundi, St. Lucia, Egypt, Nepal, Cambodia, Viet Nam

[10] Economic opportunities for women includes employment, skills training, and/or access to productive and unproductive resources such as financial services, land, agriculture extension services, ICT and skills training.

		Baseline: 12 countries[11] **Source:** UN-Women Annual Reports (surveys of UN-Women country offices) for 2014, 2015, 2016 and 2017; public information materials released by the National Institutes for Statistics	
2.2 Women's sustainable livelihoods enhanced by gender-responsive services[12] and access and control over means of production and resources[13] **Indicator 2.2a**: Number of countries that have taken to scale gender-responsive services **Targets**: 55 countries **Baseline:** 20 countries[14] **Source:** UN-Women Annual Reports (surveys of UN-Women	**2.2.1** Enhanced capacity at national and local levels to develop and implement gender-responsive public services and policies	**2.2.1a** Number of countries supported by UN-Women where public officials have received training and developed and/or implemented gender- responsive public services and policy **Target**: 45 countries **Baseline:** 10 countries[15] **Source**: Annual Reports (surveys of UN-Women country offices) for 2014, 2015, 2016 and 2017	**Risks**: Countries continue to focus on the urban centers and neglect the rural areas when up-scaling gender responsive services **Assumptions**: Territorial disparities in the distribution of gender responsive services
	2.2.2 Strengthened skills/	**2.2.2a** Number of countries	

---

[11] Albania, Brazil, Burundi, Nigeria, Morocco, Algeria, Papua New Guinea, Ecuador, Guatemala, Moldova, Viet Nam, Senegal

[12] This includes transport, utilities, markets, water, energy, agricultural extension, business support etc.

[13] This includes credit, information, tools, land, water, seeds and technology.

[14] Burkina Faso, China, Cote D'Ivoire, Georgia, India, Jordan, Mali, Moldova, Montenegro, Morocco, Mozambique, Niger, Palestine, Papua New Guinea, Senegal, Serbia, South Sudan, Tajikistan, Tanzania, Zimbabwe

[15] Tanzania, Kenya, Guatemala, Nepal, Papua New Guinea, Viet Nam, Liberia, Philippines, Mozambique, Zimbabwe

		supported by UN-Women where enterprise development assistance is accessible to women **Target:** 56 countries **Baseline**: 21 countries[16] as of end 2012 **Source:** UN-Women Annual Reports (surveys of UN-Women country offices) for 2014, 2015, 2016 and 2017; UNDAF reporting; SWAP reporting	
country offices) for 2014, 2015, 2016 and 2017; public information materials released by the National Institutes for Statistics, OECD statistics on women's access to land, property and bank loans	opportunities and enterprise development assistance for women to enhance their employment, sustainable livelihoods and resilience		
2.3 Gender equality advocates influence economic policies and poverty eradication strategies to promote women's economic empowerment and sustainable development **Indicator 2.3a:** Number of countries which have economic policies and poverty eradication strategies which are influenced by	**2.3.1** Enhanced capacity of gender equality advocates to influence poverty eradication policies including through communications and advocacy tools	**2.3.1a** Number of countries supported by UN-Women where gender equality advocates and their networks campaign for specific changes in laws and policies on economic empowerment and sustainable development **Target**: 29 countries **Baseline**: 19 countries[18] as at end 2012	**Risks**: The influence of gender-equality advocates on such policies and strategies is limited and does not translate in concrete results Gender equality advocates do not speak with one voice which weakens their political influence and negotiation power

---

[16] Tanzania, Burundi, Cote D'Ivoire, Ethiopia, Kenya, Liberia, Sierra Leone, Somalia, South Sudan, Uganda, Guatemala, Uruguay, Haiti, Nicaragua, Kyrgyzstan, Iraq, Jordan, Morocco, Mozambique, Zimbabwe, Rwanda

gender equality advocates **Target**: 50 countries **Baseline**: 15 countries[17] (2011 result) **Source:** UN-Women Annual Reports (surveys of UN-Women country offices) for 2014, 2015, 2016 and 2017; Poverty Reduction Strategy Papers; National Development Plan; CEDAW national reporting		**Source:** UN-Women Annual Reports (surveys of UN-Women country offices) for 2014, 2015, 2016 and 2017;CEDAW national annual reporting	**Assumptions**: Gender equality advocates are given the political space to participate in the development of economic policies and poverty eradication strategies
	2.3.2 Strengthened dialogue mechanisms and enhanced policy space enable gender equality advocates to engage at all levels of economic policy and poverty eradication processes	**2.3.2a** Number of countries supported by UN-Women where consultations were held between government and gender equality advocates prior to the development of the current national development and\or poverty reduction strategy **Target:** 14 countries **Baseline:** 9 countries[19] **Source:** UN-Women Annual Reports (surveys of UN-Women country offices) for 2014, 2015, 2016 and 2017; Poverty Reduction Strategy Papers, National Development Plan, CEDAW national annual reporting,	Gender equality advocates have the capacities to influence the development of economic policies and poverty eradication strategies

---

[18] Liberia, Brazil, Egypt, Ecuador, Peru, Indonesia, Jamaica, Trinidad and Tobago, Serbia, Tanzania, Tunisia, Bosnia and Herzegovina, Albania, Pakistan, Nepal, Fiji, Papua New Guinea, Cambodia, Thailand

[17] Bangladesh, Brazil, Cambodia, China, Ecuador, Egypt, Guatemala, Lao PDR, Mali, Morocco, Mozambique, Nepal, Pakistan, Philippines, Rwanda

[19] Kyrgyzstan, Tajikistan, Albania, Cambodia, Democratic Republic of Congo, Moldova, Zimbabwe, Nigeria, Rwanda

		UNDAF reporting	

Impact 3: Women and girls live a life free from violence

Indicator 3A: Number of countries that have national VAW prevalence data

Target: 120 by 2017; 105 by 2015

Baseline: 89

Source: DHS, compiled list of available national VAW data (maintained by various universities/partners)

Indicator 3B: Percentage of countries where national prevalence of physical and/or sexual violence experienced by women by an intimate partner has decreased.

Target: 10%

Baseline: 0%

Source: National VAW studies, Demographic Health Surveys and others as reflected in the compiled list of available national VAW data (maintained by various universities/partners)

Outcomes, indicators and targets	Output	Output indicators & target	Assumptions and Risks
3.1 Laws, policies and strategies adopted and implemented in line with international standards and informed by voices of women survivors of violence to prevent	**3.1.1** Strengthened capacity of national and local authorities to develop and implement laws, policies and strategies to prevent and respond to violence against women and girls and prevent	**3.1.1a** Number of countries supported by UN-Women where stakeholders have contributed to developing/revising VAW laws, policies and strategies	**Risks**: Reforms are not comprehensive enough and do not address all

and respond to violence against women and girls **Indicator 3.1a** Number of countries that have adopted National Action Plans (NAPs)/strategies on ending violence against women and girls. **Target**: 15 countries **Baseline:** 6 countries[20] **Source:** UN-Women Country Office reporting	impunity	**Target:** 65 **Baseline**: Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women Country Office reporting	relevant dimensions. **Assumptions**: National partners recognize the relevance of having VAW laws, policies and strategies informed by voices of women survivors
	3.1.2 National and local authorities and partners have access to international evidence-based practices to prevent and respond to violence against women and girls in private and public spaces, including practices related to working with men and boys	**3.1.2a** Number of countries supported by UN-Women where national and local authorities and partners have access to international evidence based practices to prevent and respond to violence against women and girls in private and public spaces **Target:** 65 **Baseline:** Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women Country Office reporting	
Indicator 3.1b: Number of countries that have adopted strengthened legislation addressing all forms of violence against women informed by voices of women survivors **Target**: TBD **Baseline**: 15 countries[21] **Source:** UN-Women Country Office reporting	**3.1.3** Strengthened and coordinated UN-system action to prevent and eliminate violence	**3.1.3a** Number of joint UN VAW programmes or other interagency initiatives in countries supported by UN-Women	

---

[20] Timor Leste, FYR Macedonia, Indonesia, Maldives, Sierra Leone, Uruguay
[21] Bolivia, Cape Verde, Colombia, Guatemala, India, Kenya, Kyrgyzstan, Maldives, Mexico, Nigeria, Pakistan, Senegal, Sierra Leone, Uganda, Viet Nam

	against women and girls, including interagency initiatives such as the Secretary-General's UNiTE to End Violence Against Women campaign and other joint programmes	**Target:** 100 **Baseline:** Baseline from survey of UN-Women Country Offices and Resident Coordinator Annual Reports end 2013 **Source:** UN-Women Country Office and Resident Coordinator annual reporting **3.1.3b** Number of UNCTs supported by UN Women whose work on EVAW includes engagement with men and boys **Baseline**: TBD **Target**: 40 countries **Source**: UN-Women country office reporting	
3.2 Women and girls use existing multi-sectoral, quality VAW services, which are survivor focused	**3.2.1** Improved availability of quality, multi-sectoral VAW services	**3.2.1a** Number of countries supported by UN-Women where quality multi-sectoral VAW services are available[22] **Target:** TBD	**Risk**: Existing multi-sectoral services are not easily accessible and available to women and girl

---

[22] Defined as at least 3 services available including through referral in line with national service standards.

		Baseline: Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women Country Office reporting	survivors. **Assumption**: Women and girls who survived violence will use the existing, available services if they have a certain level of quality to offer and are survivor-focused.
Indicator 3.2a: Level of use of multi-sectoral VAW support services by women survivors of VAW **Target**: TBD **Baseline**: TBD (less than 10 percent in developing countries) **Source:** UN-Women Country Office reporting based on national VAW studies			
	3.2.2 Strengthened capacity of multi-sectoral VAW service providers to provide quality, survivor focused support to women and girls	**3.2.2a** Number of countries supported by UN-Women where 70% of service providers supported by UN-Women deliver services in line with established quality guidelines **Target:** TBD **Baseline:** Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women Country Office reporting	Increased awareness of services leads to increased use by women and girls.
	3.2.3 Increased awareness of women and girls of availability of multi-sectoral VAW services	**3.2.3a** Number of partner organizations in counties supported by UN-Women that provide information to all women on availability of VAW services **Target**: TBD	

		Baseline: Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women Country Office reporting	

Impact 4: Peace and security and humanitarian action are shaped by women leadership and participation.

Impact Indicator 4A: Percentage change in women in leadership of peace missions.

Target: 20% increase

Baseline: 21%[23] of SRSGs to peacekeeping, political and peace building missions

Source: SG's annual report to the Security Council on Women and Peace and Security

Impact Indicator 4B: Average percentage of women participating in peace talks and transitional justice processes.

Target: 20% increase

Baseline: 28%[24] of truth and reconciliation commissioners are women; 28 per cent of negotiating parties to peace talks include women on their delegations

Source: SG's annual report to the Security Council on Women and Peace and Security

Outcomes, indicators and	**Output**	**Output indicators & target**	**Assumptions and Risks**

---

[23] As of 2012 SG's report on WPS to the Security Council
[24] As of 2012 SG's report on WPS to the Security Council

targets			
4.1 Women, Peace and Security commitments and accountability frameworks adopted and implemented in conflict and post-conflict situations **Indicator 4.1a**: Number of countries implementing WPS National Action Plans (NAP) or other relevant planning instruments **Target:** 60 countries **Baseline:** 40 countries[25] **Source:** Peacewomen.org (project of Women's International League for Peace and Freedom)	**4.1.1** UN-Women catalyzes UN system to meet WPS commitments	**4.1.1a** Percentage of UNCTs in Peacebuilding Fund eligible countries supported by UN-Women with implementation frameworks for the SG's 7 Point Action Plan **Target:** 80% **Baseline:** 40% **Source:** SG's annual report to the Security Council on Women and Peace and Security; UN Strategic Results Framework on Women, Peace and Security **4.1.1b** Percentage funding from the Peace Building Fund allocated to gender equality and women's empowerment in countries supported by UN-Women **Target:** 15% **Baseline:** 8%	**Risk**: Financial crisis results in reduced capacity in UNCT and other partners **Assumptions**: Member States continue to prioritize WPS agenda. Security situation in programme countries remains conducive to UN Women's work. Continued demand from government and UN partners for UN Women's technical expertise

---

[25] Denmark, UK, Sweden, Norway, Switzerland, Spain, Netherlands, Cote D'Ivoire, Austria, Uganda, Iceland, Finland, Liberia, Portugal, Belgium, Guinea, Chile, Sierra Leone, Rwanda, Philippines, Italy, France, Estonia, DRC, Canada, Bosnia and Herzegovina, Nepal, Lithuania, Georgia, Guinea-Bissau, Serbia, Ireland, Burundi, Slovenia, Croatia, Senegal, USA, Germany, Ghana, Australia

		Source: SG's annual report to the Security Council on Women and Peace and Security; UN Strategic Results Framework on Women, Peace and Security	
		4.1.1c Percentage of UN recovery funding allocated to Women's empowerment and gender equality in countries supported by UN-Women	
		Target: 20%	
		Baseline: Baseline from survey of UN-Women Country Offices end 2013	
		Source: UN-Women Country Office reporting	
	4.1.2 Member States more accountable for WPS commitments.	**4.1.2a** Percentage of NAPs supported by UN-Women that have concrete indicators for tracking progress	
		Target: 75%	
		Baseline: 47%	

		Source: UN-Women Annual Reports (surveys of UN-Women Country Offices) for 2014, 2015, 2016 and 2017	
4.2 Peace talks, recovery, conflict resolution and peace building planning processes and transitional justice processes include provisions on women's rights, participation and protection **Indicator 4.2a**: Percentage of UN supported peace agreements with specific provisions to improve the security and status of women and girls **Targets**:50% **Baseline**: 22% **Source:** SG's annual report to the Security Council on Women and peace and Security	**4.2.1** Gender equality advocates have enhanced capacities and opportunities to influence peace and security processes	**4.2.1a** Percentage of official peace and security fora where UN-Women-supported gender advocates contributed to gender equality commitments in the outcome **Target:** 80% **Baseline:** 50% **Source:** SG's annual report to the Security Council on Women and peace and Security; UN Strategic Results Framework on Women, Peace and Security	**Risk**: UN Women and partners lack timely information and entry points into peace and security processes **Assumptions**: Member States continue to wish to resolve conflicts through political negotiation Member States continue to prioritize women's participation.
4.3 Gender equality commitments adopted and implemented in humanitarian action which includes disaster risk reduction and preparedness, response and	**4.3.1** Evidence-based knowledge including performance measurement and accountability frameworks on gender-responsive humanitarian action, is accessible to policy-makers, practitioners and	**4.3.1a** Number of countries supported by UN-Women where there is evidence of the use of the *UN-Women Accountability to Gender in Humanitarian Action Report* to inform high level policy	**Risks**: With restricted resources and without membership of the IASC, UN Women is unable to establish a position of influence amongst

early recovery	decision-making bodies	discussions	existing and established intergovernmental humanitarian coordination bodies so as to ensure that commitments to gender equality in humanitarian action are adopted and implemented.
Indicator 4.3a: Percentage of intergovernmental outcome documents on humanitarian action with specific provisions to strengthen targeted action for gender equality and women's empowerment in humanitarian action **Target:** 25% (2015) 50% (2017) **Baseline:** Baseline from desk review of intergovernmental outcome documents by UN-Women HQ (Gender and Humanitarian Unit) end of 2013 **Source:** Annual desk review of intergovernmental outcome documents by UN-Women HQ (Gender and Humanitarian Unit)		**Target:** 16 (2015), 30 (2017) **Baseline**: 0 **Source:** UN-Women Country Office reporting **4.3.1b** Number of countries supported by UN-Women , where there is evidence of the use of country specific research/studies on Gender in Humanitarian Action to inform high level policy discussions **Target:**10 (2015), 30 (2017) **Baseline:** Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women Country Office reporting	**Assumptions**: • The core global intergovernmental humanitarian coordination mechanisms identify the need for a stand-alone advisory body to provide specific input on gender consideration in humanitarian action. • UN Women's contribution to the continuous development of best practice in humanitarian action is accepted at a peer-level by the core global intergovernmental humanitarian coordination mechanisms. • The IASC Sub-Working Group on Gender and Humanitarian Action is maintained as a stand-alone entity amongst the subsidiary bodies reporting to the IASC Working Group. • UN Women maintains its position as co-chair of the
	4.3.2 Enhanced national and regional capacity of institutions and partners to develop and implement gender-responsive policies and measures for humanitarian action	**4.3.2a** Number of countries supported by UN-Women where humanitarian and disaster institutions and partners demonstrate capacity to integrate a gender perspective into policies and measures for humanitarian action	

		Targets: 12 (2015), 30 (2017)	IASC Sub-Working Group on Gender and Humanitarian Action.
		Baseline: Baseline from survey of UN-Women Country Offices end 2013	• UN Women secures full membership of the IASC within the timeframe of the Strategic Plan.
		Source: UN-Women Country Office reporting based on review of policies and measures for humanitarian action	
	4.3.3 Existing coordination mechanisms are more gender-responsive and better analyze and address the distinct needs of women and girls.	**4.3.3a** Percentage increase in the number of humanitarian appeals and strategies that include a gender analysis. **Targets**: 75% (2017) **Baseline**: TBD **Source**: Consolidated Appeals Process or equivalent.	

Impact 5: Governance and national planning fully reflect accountability for gender equality commitments and priorities.

Indicator 5A: Number of countries that have increased budget allocation for gender equality commitments compared to 2013 levels

Target: 25 by 2017, 15 by 2015

Baseline: Baseline from survey of UN-Women Country Offices end 2013

Source: UN-Women Annual Reports (surveys of UN-Women Country Offices) for 2014, 2015, 2016 and 2017

Indicator 5B: Number of donor countries (DAC) that increased their allocation to gender equality

Proposed Target: : At least half of the DAC countries report increase in ODA marked as having gender equality as principal objective.

Baseline: 11 DAC countries[26] reported increase in ODA marked as having gender equality as a principal objective between 2009 and 2011.

Source: OECD (Gender-Net) and reports on OECD Gender Marker

Indicator 5C: Percentage of young women aged 15-24 who are living with HIV.

Proposed Target: 30% (2015)

Baseline: 65% (3.2 million out of total 4.9 million of young people aged 15-24 based on 2009 UNICEF/UNAIDS Report – *Opportunity in Crisis,* Table 1)

Source: UNAIDS (every two years)

---

[26] Australia, Canada, Finland, Greece, Ireland, Korea, Netherlands, Portugal, Spain, Sweden and Switzerland

Outcomes, indicators and targets	Output	Output indicators & target	Assumptions and Risks
5.1 National Development Strategies and other national sectoral plans with specific commitments to advance gender equality and women's empowerment adopted and implemented **Indicator 5.1a:** Number of countries where national action plans on gender equality are developed and implemented in alignment with the National Development Strategies. **Target**: 40 by 2017, 30 by 2015 **Baseline:** 21 countries[27] (2010) **Source:** UN-Women Annual Reports (surveys of UN-Women Country Offices) for 2014, 2015, 2016 and 2017; UNDP country reports, one UN pilots reports,	**5.1.1** Key government institutions at national and local levels have knowledge and tools to analyze, formulate and execute gender-responsive plans and budgets	**5.1.1a** Number of countries supported by UN-Women where Ministries of finance issue GRB guidelines. **Target**: 30 by 2017, 25 by 2015 **Baseline:** 17 countries[28] (2010) **Source:** UN-Women Annual Reports (surveys of UN-Women Country Offices) for 2014, 2015, 2016 and 2017; country planning documents i.e. national development strategies and sectoral plans, UNDP country reports, one UN pilots reports; reports on implementation of UN SWAP on Gender	**Risks:** Lack of political will and capacity Shift in government priorities **Assumptions:** Country context is conducive for work on gender equality Government partners (especially from Finance and Sector ministries) have the capacity or are willing to build capacity to formulate and implement gender responsive plans and budgets Gender Equality priorities have been agreed at country level and can inform NDS

---

[27] Cambodia, Honduras, Albania, Belize, Bosnia and Herzegovina, Cameroon, Colombia, Democratic Republic of the Congo, Georgia, Grenada, Liberia, Mali, Morocco, Niger, Pakistan, Rwanda, Serbia, Sierra Leone, St Kitts and Nevis, Tajikistan, Ukraine

[28] Bolivia, Bosnia and Herzegovina, Cameroon, Ecuador, Egypt, Ethiopia, Haiti, India, Indonesia, Mali, Nicaragua, Niger, Pakistan, Rwanda, Senegal, Tanzania, Zambia

FGE programme			
	5.1.2 Adoption and use of gender markers by UN entities that produce comparable data to track the adequacy of resource allocations to gender equality	**5.1.2a** Methodology and guidelines for a common UN Gender marker agreed and adopted by the UN system (CEB). **Target:** Methodology and guidelines developed and adopted **Baseline:** No methodology and guidelines available **Source:** UN-Women assessment **5.1.2b** Number of UN entities using the agreed gender marker **Target:** 8 UN agencies by 2017; 6 by 2015 **Baseline:** 4 UN agencies **Source:** Reports on implementation of UN-SWAP on Gender	
5.2 Mechanisms are in place to increase accountability of national	**5.2.1** Capacities of governments, gender equality advocates and women's groups to track budget	**5.2.1a** Number of countries where tools and knowledge provided by	**Risks** Government and gender equality advocates are not receptive to

government towards gender equality and to monitor implementation of gender equality commitments. **Indicator 5.2a:** Number of countries where systems are in place to track and make public allocations for gender equality and women's empowerment **Target:** 40 by 2017, 20 by 2015 **Baseline:** 18 countries[29] (2012) **Source** UN-Women Annual Reports (surveys of UN-Women Country Offices) for 2014, 2015, 2016 and 2017; FGE programme, OECD	allocations and expenditures strengthened	UN-Women are used by Government and gender equality advocates to monitor budget allocations and to track expenditures from a gender perspective **Target**: 40 by 2017, 20 by 2015 **Baseline:** 10 countries[30] (2012) **Source:** UN-Women Annual Reports (surveys of UN-Women Country Offices) for 2014, 2015, 2016 and 2017	available tools/knowledge for budget tracking and do not have capacity or resources for home-grown tracking tools Government (Finance/budget ministries) is not willing to make official budget documents available to Gender Equality Advocates and women's groups Governments and women's group disagree on findings from tracking exercises **Assumptions:** There is an official mandate and capacity to monitor governments' budgets from a gender perspective Governments are committed to developing or using gender responsive budget and expenditures tracking tools Official budget documents are accessible There are good working relations between governments and women's groups
	5.2.2 National dialogue mechanisms for promoting the implementation of gender responsive planning, budgeting and monitoring in place	**5.2.2a** Number of countries supported by UN-Women where multi-stakeholder forums and dialogue mechanisms involving Government institutions, CSOs and donors take place **Target:** 40 by 2017, 25 by 2015 **Baseline**: 8 countries[31] **Source:** UN-Women Annual Reports (surveys of UN-Women Country Offices) for 2014, 2015,	

---

[29] Afghanistan, Bolivia, Bosnia and Herzegovina, Bangladesh, Ecuador, Egypt, Ethiopia, FYR Macedonia, Guatemala, Kenya, Kyrgyzstan, Morocco, Nepal, Rwanda, Tanzania, Uganda, Uruguay, Zimbabwe
[30] Bosnia and Herzegovina, Egypt, Indonesia, Mexico, Mozambique, Kenya, Uganda, Ecuador, FYR Macedonia, Tanzania
[31] Albania, Burundi, India, Egypt, Morocco, Palestine, Ecuador, Peru

		2016 and 2017	
5.3 Gender-responsive national HIV/AIDS strategies, plans and budgets adopted and implemented **Indicator 5.3a**: Number of countries whose national strategic plans for HIV/AIDS incorporate gender-responsive actions[32] with budgets for implementation. **Target**: 60 countries **Baseline**: TBD **Source:** From survey of UN-Women Country Offices end 2013	**5.3.1** Key government institutions at national and local levels have the knowledge and tools to analyze, formulate and execute gender-responsive HIV plans and budgets	**5.3.1a** Number of countries supported by UN-Women where staff of national AIDS coordinating bodies and relevant sectoral ministries, who have completed trainings on gender equality dimensions of HIV, draft/review existing national strategies/budgets/plans to promote gender responsiveness **Target:** 40 (2015) 60 (2017) [33] **Baseline**: Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women Country Office reporting	**Risks**: Political commitment and national environment is not conducive towards addressing gender equality, including budgeting for gender equality outcomes, as part of the HIV response. **Assumptions**: Key government partners open to engage in capacity development, and to dialoguing and collaborating with WLHIV networks, groups and GE advocates. HIV/AIDS budget processes are established and transparent.
	5.3.2 Women living with HIV and women affected by HIV have strengthened capacities to have their priorities included in HIV strategies and budgets	**5.3.2a** Number of countries supported by UN-Women where representatives of organizations of women living with HIV and women affected by HIV participate in formal planning and review mechanisms of the national response to HIV and articulate and promote a common agenda for	

---

[32] Gender-responsive actions are those that take into account women's priorities and gender equality dimensions
[33] Note that need to be aligned with UNAIDS countries – and in particular, high-impact priority countries for HIV.

| | | influencing strategies and budgets for HIV

Target: 40 (2015)

60 (2017)[34]

Baseline: 13 countries[35]

Source: UN-Women Country Office reporting | |
|---|---|---|---|

Impact 6: A comprehensive and dynamic set of global norms, policies and standards on gender equality and women's empowerment is in place and is applied through action by Governments and other stakeholders at all levels.

Indicator 6A: Percentage of General Assembly resolutions that integrate gender perspectives

Target: 47%

Baseline: 37%[36]

Source: Analysis undertaken by UN-Women for the annual Secretary-General's Report to the General Assembly that focuses on the integration of a gender perspective in the work of intergovernmental bodies

Indicator 6B: Number of countries that have in place up-to-date national action plans or strategies for the implementation of the Beijing Platform for Action

Target: 175

---

[34] Note that need to be aligned with UNAIDS countries – and in particular, high-impact priority countries for HIV. This target refers to countries where UN-Women is providing coordinated support to national HIV responses.

[35] Tanzania, Barbados, Indonesia, Lao PDR, Jamaica, Pakistan, Papua New Guinea, Cambodia, Viet Nam, Philippines, Haiti, Georgia, Zimbabwe

[36] Based on 67th session of the General Assembly, 2012-13

Baseline: Baseline from survey of UN-Women Country Offices end 2013			
Source: UN-Women Country Office survey and/or Member States inputs to the review and appraisal of the implementation of the Beijing Platform for Action (Beijing+20)			
Outcomes, indicators and targets	**Output**	**Output indicators & target**	**Assumptions and Risks**
6.1 Global normative and policy framework for gender equality and women's empowerment strengthened and implemented **Indicator 6.1a**: Post-2015 development agenda incorporates gender equality as a priority theme and mainstreams gender equality in other themes **Target**: Yes **Baseline**: Yes[37] **Source:** Post 2015 development outcome document to be adopted by Member States	**6.1.1** Enhanced capacity of governments and stakeholders to assess progress in implementation of CEDAW, the Beijing Platform for Action, MDG 3, and other global normative and policy frameworks for gender equality and women's empowerment	**6.1.1a** Number of countries supported by UN-Women that report under CEDAW or the UPR **Target**: 40 **Baseline**: Baseline from survey of UN-Women Country Offices end 2013 **Source:** UN-Women Annual Reports (surveys of UN-Women Country Offices) for 2014, 2015, 2016 and 2017 **6.1.1b** Number of countries supported by UN Women to undertake a 20-year review and appraisal of the implementation of the Beijing Platform for Action	**Risks:** there may be no consensus among Member States on the desirability of a stand-alone gender equality theme and on the mainstreaming of gender themes **Assumptions:** Member States will adopt an intergovernmental document setting the post-2015 development agenda, and this document will include different priority themes

---

[37] The Millennium Development Goals include a goal focused on gender equality and integrate a gender perspective in several of the other goals through gender-responsive targets and indicators

		Target: 70	
		Baseline: 0	
		Source: UN-Women annual reporting	
		6.1.1c Number of countries in which communications and advocacy efforts related to the 20-year review and appraisal of the Beijing Platform for Action take place	
		Target: 100	
		Baseline: 0	
		Source: UN-Women annual reporting	
	6.1.2 Governments, civil society and other relevant partners convened, and evidence-based dialogue facilitated, in intergovernmental processes	**6.1.2a:** Number of multi stakeholder dialogues held at global, regional and national levels, convened by UN Women, in preparation for intergovernmental processes such as CSW, the elaboration the post 2015 development agenda, and the 20-year review and appraisal of the implementation of the Beijing Platform for Action	

		Target: 84	
		Baseline: 5[38]	
		Source: UN Women Annual Reports	
		6.1.2b: Percentage of official national delegations to high level global inter governmental meetings (such as CSW, meetings on the elaboration of the post 2015 development agenda and the Sustainable Development Goals, and the 20-year review and appraisal of the implementation of the Beijing Platform for Action among others) that include delegates from non-governmental organizations	
		Target: 50%	
		Baseline: 11%[39]	
		Source: UN-Women Annual Reports for 2014, 2015, 2016 and 2017 based on information received from UN Women country offices, UN Women CSAG (Civil Society Advisory Group) reports, CSO networks	

---

[38] 1 global and 4 regional dialogues held in preparation for CSW57 (2013); number of national dialogues TBD based on survey of UN-Women Country Offices end 2013

[39] This percentage is of national delegations to CSW57 (2013)

		such as Women's Major Group, NGO-CSW Committees, etc.	
	6.1.3 Gender equality and women's empowerment fully reflected in the future development agenda[40].	**6.1.3a:** Existence of stand-alone goal in the future development agenda on gender equality and women's empowerment **Target:** Yes **Baseline**: Yes[41] **Source:** Post 2015 development outcome document to be adopted by Member States **6.1.3b:** Percentage of goals in the future development agenda for which there are gender-responsive targets and indicators. **Target:** 75% **Baseline**: 50%[42] **Source:** Post 2015 development outcome document to be adopted by Member States	
6.2 Sectoral global policy and normative frameworks reflect gender equality and women's	**6.2.1** Substantive inputs and dialogue that expand knowledge on gender perspectives provided	**6.2.1a:** Number of intergovernmental fora where UN-Women supported dialogue on	**Risks:** there may be no consensus among Member States on reflecting a gender perspective in

---

[40] Includes both the Post-2015 Development Agenda and the Sustainable Development Goals.
[41] Millennium Development Goal 3 focused exclusively on gender equality and the empowerment of women
[42] 50% of the Millennium Development Goals included gender-responsive targets or indicators

empowerment perspectives **Indicator 6.2a**: Percentage of resolutions adopted by the Economic and Social Council that integrate gender perspectives **Target**: 50% **Baseline**: 43% (2012) **Source:** Analysis undertaken by UN-Women for the annual Secretary-General's report to the General Assembly that focuses on the integration of a gender perspective in the work of intergovernmental bodies	to global intergovernmental processes and issues	gender perspectives **Target**: 32 **Baseline**: Baseline from survey of UN-Women HQ Divisions end 2013 **Source:** UN-Women Annual Reports (surveys of UN-Women HQ divisions) for 2014, 2015, 2016 and 2017 **6.2.1b:** Percentage of reports of the Secretary-General to the General Assembly that integrate gender perspectives **Target**: 74% **Baseline**: 62%[43] **Source:** Analysis undertaken by UN-Women for the annual Secretary-General's report to the General Assembly that focuses on the integration of a gender perspective in the work of intergovernmental bodies	resolutions, in particular in resolutions with a narrow sectoral or procedural focus. In addition, UN Women may have limited capacity to engage with sectoral processes that have little connection with its priority areas, or that are taking place in locations where UN Women has no presence. **Assumptions:** intergovernmental bodies focused on sectoral issues continue to adopt resolutions, and in particular, in the Economic and Social Council
6.3 Strengthened linkages and	**6.3.1** The global normative and	**6.3.1a**: Number of national	**Risks:** there may be varying

---

[43] Based on 67th session of the General Assembly, 2012-2013

synergy established between normative frameworks and operational activities for gender equality and women's empowerment **Indicator 6.3a**: Number of countries that contribute inputs for the preparation of evidence-based reports on the priority theme of the Commission on the Status of Women **Target**: 235[44] **Baseline**: 28 (2013) **Source:** Member States' responses to the Note Verbale requesting inputs on the priority theme	policy framework for gender equality and women's empowerment benefits from and responds to implementation experience on the ground, women's voices and civil society perspectives.	consultations convened by UN-Women to facilitate the integration of civil society perspectives in intergovernmental processes **Target**: 120 **Baseline**: 0 (CSW 57) **Source:** UN-Women reporting **6.3.1b:** Percentage of recommendations in the reports of the Secretary-General on the priority theme of the CSW that are reflected in the Agreed Conclusions of the CSW **Target**: 95% **Baseline**: CSW57 **Source:** Analysis undertaken by UN-Women to compare the recommendations of the SG reports and the CSW agreed conclusions	interest on the part of Member States in contributing to the evidence-based reports on the priority theme of the Commission on the Status of Women, depending on the annual priority theme of the Commission **Assumptions:** Member States view the work of the Commission on the Status of Women as relevant, and they have the capacity to prepare evidence-based inputs

---

[44] This is a cumulative target over the SP period and takes into account a country being counted multiple times over the SP period.