

Annex I
of the UN-Women strategic plan, 2011-2013

UN-Women Development Results Framework

1.0 Introduction

As noted in Section IV of this Plan, UN-Women is committed to providing concrete and measurable results, targets, indicators and baselines in its Development Results Framework (DRF), keeping in mind the following:

- a. Member States call for United Nations organizations to use nationally generated and globally comparable data in their official documents. UN-Women has sought to align with this. There are significant gaps in availability of nationally generated data in some areas (e.g. women's poverty, violence against women etc.) and in capacities to analyze what exists. As such, in the proposed development results for each goal area, UN-Women is proposing to provide assistance to countries to build their capacities for data generation, use and analysis in the relevant area. This will be done in cooperation with national statistical institutes, the United Nations regional commissions, and other United Nations organizations.
- b. There are a limited number of relevant globally agreed targets. In the absence of these, the DRF identifies indicators and targets focused on United Nations Country Team or United Nations system performance in relation to requests for support from Member States at national, regional or global levels. .
- c. A number of the targets and indicators will require gathering more information, including about specific programming that United Nations country teams (UNCTs) are supporting. Preliminary information is available on this in: a) the analysis that UN-Women has undertaken of Resident Coordinator annual reports; b) the background scan undertaken for the joint evaluation of joint programming on gender equality; and c) the Field Capacity Assessment. However, even where preliminary information exists, it needs to be validated through dialogue with each UNCT. For targets based on an as-yet unconfirmed baseline, we have indicated "to be developed" and will do so by the end of 2011.

2.0 Note on goal linkages: inputs, outputs, outcomes

As illustrated in the following table, there is a clear linkage from inputs, to outputs, to outcomes and the eventual achievement of the goals.

Outcome level results are focused on supporting Member States, at their request, to *implement their priorities for advancing gender equality* in the relevant thematic areas.¹ These relate to changes in: (1) adoption and/or implementation of strengthened or revised laws and policies (e.g., the normative framework); (2) service delivery and budgets for gender equality concerns; (3) collective capacities and influence of governmental and non-governmental gender equality advocates and specialists, including groups representing women who are marginalized; and (4) political will and expanded constituencies to move gender equality.

¹ A number of indicators have global baseline data to facilitate monitoring or have an identified source of information outside of UN-Women; the remaining indicators will require UN-Women to develop the baseline and monitoring mechanisms. Baselines and targets for outcomes will be revised and/or established within the first 6 months of the UN-Women strategic plan implementation.

Level of results	Type of change anticipated	Link to UN-Women and UN partners
Strategic Plan Goals	<i>Changes in women's access to resources & services in relation to economic empowerment, leadership & representation, conflict, post-conflict and humanitarian emergencies and ending violence against women. Changes in accountability of institutions to gender equality, with a focus on the institutions that determine national plan and budgets and data, as well as the UN system and UN inter-governmental institutions</i>	↑ Plausible contribution
Strategic Plan Outcomes	<i>Changes in the introduction, strengthening and implementation of laws and policies; in supply of services & budgets; in influence of gender equality advocates to incorporate their priorities in mainstream policies and call for accountability; and in political will and expanded constituencies to move gender equality forward</i>	↑ Significant contribution
Strategic Plan Outputs	<i>Changes in advocacy and capacity development, knowledge generation and evidence including data and statistics and media and communications tools</i>	↑ Full attribution
UN-Women Inputs	<i>Provision of technical expertise, resources, UN system legitimacy, dialogue space</i>	Full attribution

Output level results, likewise, are divided into four categories and describe the results that UN-Women is wholly responsible for delivering, with partners, at national, regional and global level. These include changes in capacity (knowledge, awareness, advocacy skills, resources, tools) and changes in the availability of relevant knowledge, including of data/evidence on gender equality issues. Finally, the *inputs* that UN-Women will contribute to realize the outputs are also visualized. These inputs are technical expertise, financial resources, advocacy, creating spaces for dialogue and partnerships, and bringing the legitimacy of the United Nations system to efforts to advance gender equality.

The following tables present each of the DRF goals, along with their associated outcomes, indicators and targets. Baselines are included where information is available.

Development Results Goal 1: Women’s increased leadership and participation in the decisions that affect their lives.

Indicators and Proposed Targets:

Proportion of seats held by women in national parliaments and local councils.

Proposed Target: *By the end of 2017, in at least 30% of the countries² that have a UN programme /joint programme on women’s political participation³ women reach 30% of representation in national parliaments and local councils.*

Baseline: *To be established end 2011*

Proportion of women in leadership positions in political parties.

Proposed Target: *By the end of 2017, in 30% of the countries that have a UN programme/joint programme on women and politics, women increase their share of leadership positions in political parties according to nationally agreed targets.*

Baseline: *To be established end 2011*

Proportion of female professionals in service delivery institutions in select countries and sectors (police, justice).

Proposed Target: *By the end of 2017, at least 30% of professionals in the police and justice sectors are women in 30% of countries that have a relevant UNCT programme.*

Baseline: *To be established end 2011*

Proportion of Resident Coordinators who are women.

Proposed Target: *By end of 2017, 50% of RCs are women*

Baseline: *37% as of 2011*

Outcomes	Indicators and Proposed Targets
<p>1.1 Constitutions, legal frameworks, and policies to advance women’s right to participate in decision making are reformed/adopted and implemented.</p>	<p>Number of countries which incorporate temporary special measures⁴ for women in constitutional reforms, electoral and other laws. Proposed Target: <i>by 2017, at least 25 additional countries incorporate temporary special measures for women (2013: 7 countries, 2015: 15 countries; 2017: 25 countries).</i> Baseline: <i>41 countries have constitutions/legal frameworks that incorporate temporary special measures for women.</i></p>

² The term “countries” in the DRF refers to the programme countries where UN-Women supports and/or coordinates UNCT joint programming/joint programmes to support national priorities on gender equality.

³ In response to national demand.

⁴ Temporary Special Measures could relate to parliamentary representation, local level political positions and/or appointed positions in government.

Outcomes	Indicators and Proposed Targets
	<p>Percentage of countries with a UN-Women supported programme/joint programme on women's political participation, including those with grants from the Fund for Gender Equality (FGE), which show increase in the number of female candidates for elections at the national level put forward by political parties.</p> <p>Proposed Target: <i>In 20% of countries with UN-Women-supported programmes/joint programmes on women's political participation, more women are put forward as candidates (2013: 5% of countries, 2015: 10% of countries, 2017: 20% of countries).</i></p> <p>Baseline: <i>To be established end 2011</i></p>
<p>1.2 Gender responsive electoral management, oversight and dispute resolution services promote women's leadership and participation in politics and public administration.</p>	<p>Number of countries with UN-Women/UNCT coordinated support where election management bodies establish dispute resolution services for women during and post election periods.</p> <p>Proposed Target: <i>by 2017, dispute resolution services for women during and post election periods are established with UN-Women/UNCT coordinated support in at least 20 countries. (2013: 5 countries, 2015: 12 countries; 2017: 20 countries)</i></p> <p>Baseline: <i>To be established end 2011</i></p> <p>Percentage of countries with UN-Women support for elections that put processes in place (e.g. ID cards) to ensure that marginalized women have the means to vote.</p> <p>Proposed Target: <i>in at least 40% of countries with UN-Women support for elections, processes are in place to ensure that marginalized women have the means to vote by 2017. (2013: 15% of countries, 2015: 25% of countries; 2017: 40% of countries with UN-Women support for elections)</i></p> <p>Baseline: <i>To be established end 2011</i></p>
<p>1.3 Strengthened gender responsive recruitment and retention in public service delivery institutions⁵ (for instance, local government services, business licensing and registration, agricultural extension, basic social services etc).</p>	<p>Number of countries with UN-Women/UNCT support that have incorporated gender responsive recruitment and retention policies in public service delivery institutions in designated sectors.</p> <p>Proposed Target: <i>By 2017, there are public service institutions in at least 25 countries supported by the UN-Women/UNCTs that have incorporated gender responsive recruitment and retention policies in public service delivery institutions. (2013: 8 countries; 2015: 20 countries; 2017: 25 countries)</i></p> <p>Baseline: <i>To be established end 2011</i></p>

⁵ Gender-responsiveness relates to the existence of incentive systems, performance measures and oversight mechanisms to ensure that men and women have equal access to jobs in public service delivery.

Outcomes	Indicators and Proposed Targets
<p>1.4 Gender equality advocates and their organizations effectively influence political parties, service delivery organizations, media organizations and local governments to promote gender equality in leadership and participation.</p>	<p>Percentage of countries with UN-Women/UNCT support In which gender equality advocates are able to effectively influence decisions in political parties, media organizations and service delivery institutions to promote gender equality in leadership and participation. Proposed Target: By 2017 in at least 30% of countries with UN-Women coordinated support gender equality advocates effectively influence decision making to promote gender equality in leadership and participation in political parties, media organizations, and service delivery institutions (10% in 2013, 15% in 2015 and 30% in 2017) Baseline: To be established in 2011</p>
<p>Inter-governmental Outcomes</p> <p>1.5 Resolutions resulting from intergovernmental processes provide stronger mandates and targets including the use of temporary special measures to enhance women’s participation in decision making at all levels.</p>	<p>Percentage of resolutions in the General Assembly (GA) that contain action recommendations on women’s participation in decision making. Proposed Target: To be established end 2011 Baseline: To be established end 2011</p>
<p>Inter-agency Coordination Outcomes</p> <p>1.6 Common approach for UN system in place on policy advice related to Temporary Special Measures to promote women’s leadership and participation in decision making.</p>	<p>CEB adoption and approval of joint guidance note on Temporary Special Measures. Proposed Target: CEB approval by mid 2012. Baseline: No joint guidance note in place.</p>

Indicative Outputs	Indicators and Proposed Targets
<p>Enhanced knowledge and awareness of media professionals about gender sensitive reporting during national or local elections.</p>	<p>Number of countries in which media professionals have increased knowledge and awareness about gender sensitive reporting during national or local elections. Proposed Target: Media reporting practices are gender responsive in at least 20 selected countries (where national or local level elections are being held by 2017): (10 countries by 2013; 15 countries by 2015 and 20 countries by 2017). Baseline: To be established end 2011</p>

Indicative Outputs	Indicators and Proposed Targets
<p>Women's groups and gender equality advocates build capacities to influence political parties, service delivery institutions, community organizations and local governments.</p>	<p>Women's groups and gender equality advocates report changes in their capacity to influence decision-makers in political parties, service delivery institutions, and local governments Proposed Target: <i>Qualitative target: By 2017 80% of countries (2013: 30%, 2015: 50% and 2017: 80%) where UN-Women provides support in this goal area, including from the FGE, show evidence of capacity changes resulting from technical and knowledge resources and education/training provided by UN-Women</i></p>
<p>Diverse groups of women leaders at all levels have access to relevant training and professional education on political leadership skills supported by grants from the Fund for Gender Equality.</p>	<p>Number and diversity of women leaders that access training and professional education on political leadership through programmes supported by the FGE. Proposed Target: <i>By 2017, 50% of participants in professional education opportunities on political leadership provided by grantees of the FGE countries (2013: 30%, 2015: 40% and 2017: 50%) are from under-represented groups (e.g., indigenous women, disabled women, rural women, young women, etc.)</i> Baseline: <i>To be established end 2011</i></p>

Development Results Goal 2: Increased economic empowerment of women, especially of those who are most excluded

Indicators and Proposed Targets:

MDG1 - Women’s access to full employment and decent work

MDG3 - Share of women in non-agricultural wage employment

Proposed Targets: To be established end 2011

Source: ILO Key International Labour Market Indicators. Other sources of information for the indicators below are from: ILO *Global Employment Trends for Women*, UN Statistics Division, UNCTAD, FAO, IFAD, OECD, UNEP, The World Bank, UN-Women and other strategic development partners.

Outcomes	Indicators and Proposed Targets
<p>2.1 Legislation, policies and strategies to strengthen women’s economic empowerment and access to resources are adopted and implemented, especially for the informal sector.</p>	<p>Number of countries that have adopted measures to ensure women’s equal access to and control over productive assets, decent work and social protection. Proposed Target: By 2017, at least 20 countries where the UN provides coordinated support strengthen legal protections for women in the informal sector, especially rural and indigenous women and migrant and domestic women workers.(8 countries by 2013; 14 countries by 2015; 20 countries by 2017) Baseline: To be established 2011 <u>Source:</u> Women’s Economic Opportunity Index (EIU), ILO and UN-Women.</p> <p>Number of private sector companies that have committed to gender equality. Proposed Target: By 2015, replication / adoption by 500 private sector companies of the Gender Equity Seal or the Women’s Empowerment Principles. (250 companies by 2013, 500 by 2015) Baseline: Gender Equity Seal – 10 companies; Women’s Empowerment Principles – 180 companies. <u>Source:</u> UN-Women, UN Global Compact.</p> <p>Number of countries that incorporate gender equality and women’s economic empowerment in the coordination, implementation and monitoring of the Enhanced Integrated Framework (EIF) for trade-related assistance for Least Developed Countries and General Agreement on Trades in Services (GATS) Mode 4. Proposed Target: by 2017, 20 countries incorporate women’s economic empowerment in the coordination, implementation and monitoring of the EIF for trade-related assistance for LDCs</p>

Outcomes	Indicators and Proposed Targets
	<p><i>and GATS Mode 4. (5 countries by 2013, 10 by 2015, 20 by 2017)</i> Baseline: <i>To be established in 2011</i> Source: EIF Executive Secretariat.</p>
<p>2.2 Gender-responsive infrastructure and services (transport, utilities, water, energy, etc.) enhance women’s sustainable livelihoods.</p>	<p>Number of countries where gender-responsive infrastructure and services (transport, utilities, water, solar energy, etc.) contribute to increased productivity and income for women, including at the household level. Proposed Target: <i>By 2017, proven practices are documented of improvements in women’s livelihoods due to gender-responsive infrastructure in at least 20 countries in which UN-Women/UNCT are providing support in this area. (10 countries in 2013; 15 countries in 2015 and 20 countries in 2017)</i> Baseline: <i>To be established in 2011</i></p> <p>Number of countries that replicate models of women-friendly markets. Proposed Target: <i>By 2017, replication in 15 countries of successful models of women-friendly markets. (5 countries in 2013; 10 countries in 2015 and 15 countries in 2017)</i> Baseline: <i>Two models currently supported by UN-Women, including through the FGE.</i> Source: UN-Women.</p> <p>Number of eligible countries that – with World Bank and UN support - present gender-responsive proposals to IDA16. Proposed Target: <i>by 2013, at least 24 Least-developed Countries present gender-responsive proposals to IDA 16.</i> Baseline: <i>To be established</i></p>
<p>2.3 Gender equality advocates influence economic and labour policies and strategies to promote women’s economic empowerment.</p>	<p>Percentage of countries with economic and labour policies that are aligned with key demands from gender equality advocates⁶. Proposed Target: <i>By 2017, in 50% of countries where UN joint programmes support women’s economic empowerment, economic and labour policies are aligned with key demands from gender equality advocates. (in 2013: 15%; in 2015: 30% and in 2017: 50% of countries)</i> Baseline: <i>To be established in 2011</i></p>

⁶ Demands for gender-responsive economic and labour policies vary from country to country and sector to sector, but often include the need for high-quality and affordable child care, social protection for informal sector workers, measures to address wage gaps, and other provisions.

Outcomes	Indicators and Proposed Targets
<p>Inter-governmental Outcomes</p> <p>2.4 Global policy and normative frameworks for women's economic empowerment reaffirmed and deepened.</p>	<p>Percentage of CSW and GA (Second and Third Committees) outcomes that contain action-oriented recommendations focused on women's economic empowerment. Proposed Target and Baseline: <i>To be established</i></p> <p>Percentage of major intergovernmental outcomes (including ECOSOC Annual Ministerial Reviews, Rio+20 outcome, UNCTAD XIII, GFMD, GA UN High Level Dialogue on Migration and Development 2013 UNFCCC etc.) that contain action-oriented recommendations focused on women's economic empowerment. Proposed Target and Baseline: <i>To be established</i></p>
<p>Inter-agency Coordination Outcomes</p> <p>2.5 Strengthened coordination of the UN system and key international partners (including multi-lateral development banks) on women's economic empowerment.</p>	<p>Adoption of CEB strategy and action plan on women's economic empowerment. Proposed Target: <i>UN action plan on women's economic empowerment agreed by end 2011.</i> Baseline: <i>No such action plan currently exists</i></p> <p>Extent to which initiatives in the Global Migration Group (GMG) Plan of Action on Empowering Women Migrant Workers integrate a gender equality and empowerment of women perspective on migration. Proposed Target: <i>All major initiatives in the Global Migration Group Work Plan integrate a gender equality and empowerment of women perspective on migration by mid-2012.</i> Baseline: <i>To be established</i></p>

Indicative Outputs	Indicators and Proposed Targets
<p>Member States have access to nationally-generated knowledge and statistics on women's economic opportunities and constraints.</p>	<p>Number of countries that conduct time-use studies. Proposed Target: <i>By end 2017, time use studies are being conducted – with UN-Women support - in at least 25 countries. (5 countries in 2013, 10 in 2015, 25 in 2017)</i> Baseline: <i>To be established</i></p>
<p>Gender equality advocates increase their participation in key venues for economic policy making at global, regional, national and local levels.</p>	<p>Number of countries in which economic decision-making bodies at all levels show increased representation of gender equality advocates. Proposed Target: <i>By 2017, gender equality advocates secure representation in key economic decision making bodies in 60 countries in which UN-Women is providing support, including through the FGE (30 countries in 2013; 50 countries in 2015; 60 countries in 2017)</i> Baseline: <i>In 2010: in 19 countries (and regional/global forums) where UN-Women was providing support, gender equality advocates secured representation in key economic decision-making forums</i></p>

Indicative Outputs	Indicators and Proposed Targets
<p>Women at all levels have access to training and professional education opportunities to enhance their economic engagement and leadership</p>	<p>Number of countries where training and professional education opportunities are available for women at all levels to support their economic engagement and leadership, including through grants from the FGE.</p> <p>Proposed Target: <i>Training and professional education opportunities made available for women to enable them to engage in issues of economic empowerment in 75 countries (2013: 25 countries; 2015: 40 countries; 2017; 75 countries)</i></p> <p>Baseline: <i>To be established</i></p>

Development Results Goal 3: Prevent violence against women and girls and expand access to victim/survivor services

Indicators and Proposed Targets:

Prevalence of physical and/or sexual violence against women.

Proposed Target: By 2017, 30% of countries that have a UN joint initiative on EAW advance primary prevention (e.g. sustained communications for social change campaigns, community mobilization, educational systems, early childhood interventions).

Baseline: To be established

Source: UN-Women reports, based on country data where available (including from WHO, IVAWS, DHS, other surveys)

Number of countries that show improvement in women survivors' access to health, legal, police, or integrated crisis center services.

Proposed Target: By 2017, at least 20% of countries that are supported by a UN joint initiative on EAW register at least 30% increase in the number of women survivors who are able to access health, legal, police, integrated crisis centers or other related services.

Baseline: To be established

Source: Country data where available (including from - WHO, IVAWS, DHS, UN-Women and UN Trust Fund to End VAW reporting)

Outcomes	Indicators and Proposed Targets
<p>3.1 Laws, policies, and strategies are <u>adopted</u> to respond to and prevent violence against women, in line with international standards.</p>	<p>Number of countries with new or revised national legislation addressing Domestic Violence Against Women and Girls (VAWG) and Sexual violence. Proposed Targets: Domestic Violence: By 2015, fifteen additional countries adopt domestic violence legislation; (5 countries in 2013; 15 in 2015) Sexual Violence: By 2015, twelve additional countries (4 countries in 2013; 12 in 2015) adopt sexual violence legislation. Baseline: 123 countries have domestic violence laws; 140 countries have legislation on sexual violence; 103 have legislation on sexual harassment and 106 have legislation on trafficking. Source: Country data in SG Database, UN-Women reports.</p> <p>Number of countries with new/revised multi-sectoral National Action Plans (NAPs) and coordination mechanisms dedicated to addressing VAWG. Proposed Target: by 2017, with UNCT support, -20 additional countries develop and implement multi-sectoral NAPs on ending VAWG. (10 countries in 2013 and 20 in 2017) Baseline: 65 National Action Plans on ending VAWG in 2010 (not including NAPs for SC resolution 1325). Source: SG Database.</p>

Outcomes	Indicators and Proposed Targets
<p>3.2 Laws, policies and strategies that respond to and prevent violence against women and girls are <u>implemented</u>.</p>	<p>Number of countries that adopt and implement minimum quality standards for service delivery to respond to VAWG. Proposed Target: By 2017, with UNCT support, at least 15 countries adopt and implement quality standards for service delivery on EVAW. (5 countries in 2013; 10 in 2015 and 15 in 2017) Baseline: To be established by end of 2011 Source: Country data in SG database.</p> <p>Number of UN joint programming initiatives on HIV and AIDS that incorporate integrated services for HIV and EVAW. Proposed Target: UN joint programming on HIV and AIDS incorporates integrated services for HIV and EVAW in at least 20 countries by 2017. (7 countries in 2013, 14 countries by 2015, and 20 countries by 2017) Baselines: To be established by end of 2011</p> <p>Changes in stakeholders' feedback on performance of justice system personnel at national and local level towards improved response on violence against women. Proposed Target: By 2017, positive feedback on responsiveness of the justice system is recorded from women survivors of violence in at least 60% of countries in which UN-Women/UNCT is supporting programmes on women's access to justice. (2013: 20% of countries; 2015: 40% of countries; 2017: 60% of countries) Baselines: To be established by end of 2011</p>
<p>3.3 Women from excluded groups are able to effectively influence policies, actions and budgets to address VAWG.</p>	<p>Percentage of new/revised national and local EVAW policies, strategies and budgets that make specific provisions for rural, indigenous, ethnic and racial minorities, migrant women, women with disabilities, and women living with HIV and AIDS, married adolescents, and/or other excluded groups. Proposed Target: 25% of multi-sectoral national action plans by 2017. (10% by 2013; 15% by 2015 and 25% by 2017) Baseline: To be established</p>
<p>Inter-governmental Outcomes</p> <p>3.4 Resolutions adopted by inter-governmental bodies and recommendations by human rights mechanisms reaffirm and strengthen commitments to EVAW.</p>	<p>Number of resolutions, agreements and recommendations that provide further guidance on effective strategies for EVAW between 2012 and 2017. Proposed Target: To be established Baseline: To be established Source: Resolutions of the GA, ECOSOC subsidiary bodies, Human Rights Council, Security Council, CEDAW, CRC, etc.</p>

Outcomes	Indicators and Proposed Targets
<p>Inter-agency Coordination Outcomes</p> <p>3.5 UN system-wide framework for action to end VAWG adopted and implemented.</p>	<p>Agreed upon framework for action in place that delineates responsibility and accountability for EVAW amongst UN organizations. Proposed Target: <i>by end-2011, framework for action is agreed.</i> Baseline: <i>No comprehensive framework currently exists.</i></p> <p>Percentage of commitments from the framework for action that have been fulfilled by UN organizations. Proposed Targets: <i>by 2017, 75% of commitments in the framework for action have advanced.(20% in 2013, 40% in 2015 and 75% in 2017)</i> Baselines: <i>NA</i></p>

Indicative Outputs	Indicators and Proposed Targets
<p>Local authorities have access to model approaches and standardized training programmes for increasing women and girls' safely in public spaces.</p>	<p>Number of Safe Cities model approaches that are tested, evaluated and adopted for up-scaling by local authorities. Proposed Targets: <i>By 2017, safe city models replicated in 35 additional cities; (by 2013, an additional ten cities; by 2015, an additional ten cities; and by 2017, an additional fifteen cities).</i> Baseline: <i>Approximately 20 cities undertaking Safe City programmes in 2010</i> Source: UN-Women, UN-HABITAT, UNICEF.</p>
<p>Member States have access to nationally-generated knowledge and statistics on VAW.</p>	<p>Number of countries that, with UN-Women/UNCT support, conduct relevant research/studies on VAW Proposed Target: <i>To be established end 2011</i> Baseline: <i>To be established end 2011</i></p>
<p>Member States have access to high-quality UN resources that offer knowledge and proven practice for ending VAWG.</p>	<p>Percentage of Member States' users of the UN-Women Virtual Knowledge Center who are satisfied with the resources offered. Proposed Target: <i>80% satisfaction reported in annual user survey 2011</i> Baseline: <i>To be established</i></p>
<p>Social mobilization for 'zero tolerance' on VAW expanded at global, regional and national levels.</p>	<p>Number of country responses in the Secretary General's Database on EVAW. Proposed Target: <i>Between 2012 and 2017, annual increment of 10 more countries reporting.</i> Baseline: <i>114 countries.</i> Reach of SG Campaign, including <i>Say No</i>, and public awareness outreach at global, regional and country levels. Proposed Target: <i>By 2013, 200 men leaders actively engaged; by 2015, 500 men leaders</i></p>

Indicative Outputs	Indicators and Proposed Targets
	<p><i>actively promoting SG UNiTE campaign at all levels</i> Baseline: Fifteen men leaders agreed for SG’s UNiTE campaign</p>
<p>Individuals working in judiciary, as court officers and as law enforcement have the opportunity to enhance their knowledge and skills on responding to violence against women.</p>	<p>Number of countries in which South-South exchanges for judiciary, court officers and/or law enforcement take place to promote training and education opportunities on international and national commitments to combat violence against women and girls. Proposed Target: <i>South-South exchanges provided in at least 24 countries per year. By 2013, 8 countries have benefitted from south-south exchanges; by 2015, 16 countries; by 2017, 24 countries.</i> Baseline: <i>To be established</i></p>

Development Results Goal 4: Women’s leadership in peace, security and humanitarian response.

Indicators and Proposed Targets:

Percentage of benefits received by women and girls from temporary employment programmes and reparations in conflict or crisis situations;

Proposed Targets: *By 2017, women and girls receive 40% of benefits from crisis or conflict-response temporary employment programmes supported by UN organizations/UNCTs.*

Baselines: *To be established by end of 2011*

Percentage of multi-donor trust funds that is used for women’s empowerment and gender equality in post-conflict and post-crisis recovery, including for elections and reparations.

Proposed Targets: *By 2017, at least 15% of funds from UN-administered MDTFs in conflict or crisis contexts are dedicated to promoting and protecting women’s rights and empowerment priorities.*

Baseline: *To be established by end of 2011*

Incidents of sexual violence in conflict and post-conflict situations.

Proposed Target: *By 2017, reduction by 50% of incidences of sexual violence as a tactic of war.*

Baseline: *To be established in 2012*

The percentage of women who are appointed to national and local government positions where the UN has integrated missions.

Proposed Targets: *By 2017, women achieve at least 30% of nationally and locally appointed government positions in half of the countries where UN has integrated missions.*

Baseline: *To be established*

Outcomes	Indicators and Proposed Targets
4.1 Gender equality commitments adopted and implemented in conflict, post-conflict and humanitarian emergencies.	<p>Percentage of ceasefire and peace agreements with specific provisions to improve the security and status of women and girls. Proposed Targets: <i>By 2017, 50% of ceasefire agreements include sexual violence as a prohibited act; and 50% of peace agreements make provisions for justice for war crimes committed against women. (20% of agreements by 2013; 30% in 2015; 50% in 2017)</i> Baseline: <i>To be established</i></p> <p>Percentage of mediators, negotiators and technical experts in formal peace negotiations who are women. Proposed Targets: <i>by 2015, 20% of mediators, negotiators, and technical experts in UN-administered peace negotiations are women. (10% in 2013; 20% in 2015)</i></p>

Outcomes	Indicators and Proposed Targets
	<p>Baseline: As of 2011, no UN mediators are women; and less than 8% of negotiators in peace processes are women.</p> <p>Extent to which Truth and Reconciliation Commissions include provisions to address the rights and participation of women and girls.</p> <p>Proposed Targets: By 2017, all Truth and Reconciliation Commissions supported by the UN (supported/coordinated by UN-Women) include provisions to address the rights and participation of women and girls.</p> <p>Baseline: To be established</p>
<p>4.2 Gender equality advocates effectively influence peace talks, recovery/peace building planning processes and transitional justice processes.</p>	<p>Proportion of peace talks, recovery/peace building, planning processes and transitional justice processes that incorporate demands of gender equality advocates.</p> <p>Proposed Target: By 2017, 50% of peace talks/recovery/peace building, planning and transitional justice processes incorporate demands of gender equality advocates (By 2013, 20%, 2015, 30%, 2017, 50%)</p> <p>Baseline: To be established end 2011</p>
<p>Inter-governmental Outcomes</p> <p>4.3 Relevant intergovernmental forums explicitly address women’s rights, protection, and participation in conflict and humanitarian emergency situations.</p>	<p>Number and type of actions taken by the Security Council related to resolutions 1325 (2000), 1820, 1888, 1889 and 1960.</p> <p>Actions taken by the AU Peace and Security Council, the Council of the EU, the Peace-Building Commission (PBC), the GA, and other relevant intergovernmental bodies related to advancing resolutions 1325, 1820, 1888, 1889 and 1960.</p>
<p>Inter-agency Coordination Outcomes</p> <p>4.4 Strengthened coordination in the UN system on women, peace and security programming and initiatives (e.g. implementation of Security Council resolutions 1325, 1820, 1888, 1889 and 1960).</p>	<p>Extent to which 7-point action plan on UN Security Council resolutions 1325 and 1820 are being implemented.</p> <p>Proposed Target: By 2017, all the agreements in the 7-point action plan on UN Security Council resolutions 1325 and 1820 are implemented (50% by 2013; 70% by 2015).</p> <p>Baseline: To be established</p> <p>Joint UN system data collection on indicators on women, peace and security, and follow up on strategic implementation framework.</p> <p>Proposed Target: By 2014, a strategic framework for UN’s implementation of resolution 1325 is under implementation and progress tracking based on indicators has begun.</p> <p>Baseline: To be established</p>
<p>4.5 National security sector and UN security sector structures, humanitarian clusters, and</p>	<p>Percentage of Force commander Directives and multi-dimensional Mission Concepts of Operations (CONOPs), for military and policy that incorporate human rights and SGBV</p>

Outcomes	Indicators and Proposed Targets
partners in UN Action against Sexual Violence in Conflict better equipped to promote and protect women's rights.	<p>prevention⁷ Proposed Targets: By 2017, 75% (25% by 2013; 50% by 2015);</p> <p>Percentage of Post Disaster Needs Assessment processes that include a senior gender advisor and allocate a minimum of 15% of proposed budgets to women's empowerment and gender equality. Proposed Target: 75% by 2017 (25% by 2013; 50% by 2015). Baselines: Available end 2011</p>

Indicative Outputs	Indicators and Proposed Targets
Increase in number of countries that adopt National Action Plans on 1325	<p>Number of countries that adopt Plans for implementation of resolution 1325, including National Action Plans on 1325. Proposed Target: 25 new countries adopt NAPs, amongst which 50% are conflict or crisis-affected countries by 2015. (12 new countries by 2013) Baseline: 28 NAPs currently finalized</p>
Increase in number of women who have access to UN supported security sector capacity building activities	<p>Number of participants in UN supported security sector capacity-building activities who are women. Proposed Target: 40% of participants in UN-supported security sector capacity-building and training activities are women by 2015. (2013: 30%; 2015: 40%) Baseline: To be established</p>
Enhanced capacity (knowledge, skills, opportunities, resources) of gender advocates to influence peace talks, recovery/peace building planning processes and transitional justice processes	<p>Proportion of conflict/post conflict countries in which gender equality advocates have enhanced capacity (knowledge, skills, opportunities, resources) to influence peace talks, recovery/peace building planning processes and transitional justice processes Proposed Target: By 2017, in 50% of countries with peace talks, recovery/peace building planning processes and transitional justice processes gender equality advocates have the capacities to participate in and influence such processes (15% in 2013, 25% in 2015 and 50% in 2017)</p>
Improved attention to gender equality issues in UN reports to the Security Council.	<p>Extent to which gender equality issues are addressed in country-specific reports to the Council Proposed Target: By 2015, SG makes concrete recommendations on addressing women's and girls' rights in 50% of countries and thematic issues on the Security Council's agenda (40% by 2014; 50% by 2015) Baseline: To be established</p>

⁷ Traditional Missions do not address SGBV, only multi-dimensional PKOs are applicable

Development Result Goal 5: National planning and budgeting processes promote stronger institutional accountability to gender equality commitments.

Indicators and Proposed Targets:

Percentage increase in the share of financing for gender equality and women’s empowerment in OECD ODA

Proposed Target: *To be established*

Baseline: *4.1% of screened sector allocable ODA is marked as having gender equality as a ‘principal’ objective; 32.8% of screened sector allocable ODA is marked as having gender equality as a ‘significant’ objective*

Source: OECD Gender marker

Increase in the share of budgets of UN Agencies that are focused on gender equality and women’s empowerment.

Proposed Target: *15% of UN budgets focused on gender equality and women’s empowerment*

Baseline: *To be established*

Source: UN agency gender markers⁸

Outcomes	Indicators and Proposed Targets
<p>5.1 National development strategies (NDSs) and other national sectoral plans with specific commitments to advance gender equality and women’s empowerment adopted and implemented.</p>	<p>Percentage of countries whose NDSs and other cross sectoral strategies (including National Strategic Plans on AIDS, poverty reduction strategies, etc.) incorporate priorities and targets on gender equality and women’s priorities. Proposed Target: <i>by 2017, 75% of countries in which the UN is providing coordinated support to national planning include agreed gender equality priorities and budgets (including those set out in national plans of action and national policies for gender equality). (25% of countries in 2013; 50% in 2015 and 75% in 2017)</i> Baseline: <i>To be established</i> Source: UNAIDS (Monitoring and tracking matrix for the Agenda for Accelerated Country Action on women, girls, gender equality and HIV/AIDS)</p> <p>Number of additional countries that show annual increases in the expenditures by National Machineries for Women. Proposed Target: <i>By 2017, 20 additional countries show annual increase in spending of NWMs.(10 additional countries in 2013, 15 in 2015 and 20 in 2017)</i></p>

⁸ Varying versions of “gender markers” have been adopted by UNDP and UNICEF, while OCHA, UNFPA and other agencies are piloting some versions. The purpose of the marker is to track allocation of resources in support of agencies’, and in some cases the UN System’s, commitment to gender equality and the empowerment of women.

Outcomes	Indicators and Proposed Targets
	Baseline: 69 countries (UN-Women)
5.2 Mechanisms for monitoring implementation of gender equality commitments regularly generate analysis and evidence on gaps and performance.	<p>Availability of government analysis on sex-disaggregated service delivery and benefit from institutional gender audits. Proposed Target: By 2015, government agencies in at least 15 countries conduct institutional gender audits and sex disaggregated service benefit incidence. (5 countries in 2013; 15 countries in 2015) Baseline: To be established</p> <p>Instances where Public Expenditure Reviews (PERs) and Public Expenditure Tracking Systems (PETS) and benefit incidence analysis are focused on gender equality. Proposed Target: By 2013, with UN-Women technical support to (PERs or PETS) 10 countries carry out public expenditure reviews (PERs) and public expenditure tracking. Baseline: To be established</p>
5.3 Gender equality advocates and their organizations effectively influence decision making to promote gender equality in national development strategies/plans including those on HIV/AIDS	<p>Number of countries where gender equality advocates have influenced the formulation of NDS/National Development Plans. Proposed Target: By 2015, in 80% of countries where UN Women is present and national development strategies are being formulated, key priorities of gender equality advocates are incorporated into such plans, including those on HIV and AIDS. (30% of countries where UN-Women is providing support in 2013; 60% in 2015 and 80% in 2017) Baseline: To be established</p>
<p>Inter-governmental Outcomes</p> <p>5.3 The global normative and policy frameworks that influence development planning and financing contain action for the implementation of GE/WE goals.</p>	<p>Resolutions and decisions of policy forums that influence development planning and financing incorporate a gender equality and women’s rights perspective.</p> <p>Number of goals, indicators and targets to enhance accountability to gender equality that are adopted and monitored in the new Declaration of Commitment on HIV/AIDS 2011-2015. Proposed Target: By 2015, at least 50% of the main demands of gender equality advocates are incorporated into relevant global normative frameworks that influence development planning and financing (e.g, in FfD, UNDCF, MDG+, Declaration of Commitment on HIV/AIDS 2011-2015 and High Level Forum IV on Aid Effectiveness (Busan, 2011) Baseline: To be established</p>
<p>Inter-agency Coordination Outcomes</p> <p>5.4 Adoption and use of a common gender marker across the UN system and UNCTs to</p>	<p>Number of UN agencies that adopt a gender marker and report the adequacy of resource allocation for gender in their annual reports. Proposed Target: Gender marker adopted by 8 UN agencies by the end of 2013. Baseline: Gender marker adopted by UNDP, UNICEF, UNFPA and IASC (OCHA).</p>

Outcomes	Indicators and Proposed Targets
track the adequacy of resource allocations related to gender equality.	<p>Number of UNCTs that adopt and apply a gender marker to UNDAF resource frameworks Proposed Targets: <i>By end 2013 all UN Country Teams in 8 Delivering as One pilots adopt gender marker.</i> Baseline: <i>No UNCTs are applying the gender marker at country level</i></p>

Indicative Outputs	Indicators and Proposed Targets
Enhanced knowledge and skills of national partners in gender analysis in planning and budgeting.	<p>Number of countries in which partner agencies (govt, NWM and women's organizations) demonstrate a positive change in individual and institutional capacity for mainstreaming gender analysis in planning and budgeting processes. Proposed Target: <i>By 2017, in at least 50 additional countries, national partners are skilled to conduct gender analysis of planning and budgeting (20 additional countries in 2013; 40 in 2015 and 50 in 2017)</i> Baseline: <i>National partners in 32 countries in 2010 have the skills for gender analysis of plans and budgets</i></p> <p>Number of gender budget analysis and gender performance audits of government agencies that are produced in programme countries (including World Bank PERs on gender equality) per year. Proposed Target: <i>By 2017, 50 countries produce gender analysis of budgets and/or gender performance audits of government agencies (20 in 2013, 20 in 2015 and 50 in 2017)</i> Baseline: <i>To be established end 2011</i></p>
National women's machineries and other gender equality advocates, including HIV+ women's groups, have the knowledge, skills and tools to effectively participate in decision making venues.	<p>Number of countries in which gender equality advocates/organizations effectively articulate and promote a common gender equality agenda for influencing national planning and budgeting processes. Proposed Target: <i>In at least 30 additional countries by 2017 (10 additional in 2013, 15 in 2015 and 30 in 2017)</i> Baseline: <i>To be established end 2011</i></p> <p>Number of countries in which HIV-positive women's advocates/organizations effectively articulate and promote a common gender equality agenda for influencing national-level processes on HIV/AIDS. Proposed Target: <i>In at least 15 additional countries by 2017 (5 additional in 2013, 10 in 2015 and 15 in 2017)</i> Baseline: <i>To be established</i></p>

Development Results Goal 6: A comprehensive set of global norms, policies and standards on gender equality and women’s empowerment is in place that is dynamic, responds to new and emerging issues, challenges and opportunities and provides a firm basis for action by Governments and other stakeholders at all levels.

Outcomes	Indicators and Proposed Targets
<p>6.1 Global policy and normative framework for gender equality and women’s empowerment is reaffirmed, strengthened and deepened.</p>	<p>Percentage of recommendations (on remaining challenges in the implementation of the Platform for Action) that are contained in the reports of the Secretary-General are reflected in the Agreed Conclusions of CSW. Proposed Target: By 2017, 50% of the recommendations contained in the reports of the Secretary-General are reflected in the Agreed Conclusions of CSW. Baseline: To be established end 2011</p> <p>Number of action recommendations by ECOSOC on mainstreaming a gender perspective. Proposed Target: Outcomes of the Annual Ministerial Review (AMR) clearly reflect a gender perspective Baseline: To be established end 2011</p> <p>Number of action recommendations by the General Assembly in regard to follow-up to the FWCW. Proposed Target: Gender-specific resolutions in the Second and Third Committees of the General Assembly take up recommendations from the SG reports. Baseline: To be established end 2011</p>
<p>6.2 Increase in the extent to which sectoral global policy and normative frameworks reflect gender equality and women’s empowerment perspectives.</p>	<p>Proportion of resolutions and decisions of the functional commissions of the Economic and Social Council that incorporate a gender equality and women’s empowerment perspective. Proposed Target: by 2017, 50 % of resolutions reflect a gender perspective. Baseline: To be established end 2011</p> <p>Number of follow-up action recommendations of the Security Council in regard to the implementation of its resolution 1325 (2000). Proposed Target: To be established end 2011 Baseline: To be established end 2011</p>

Outcomes	Indicators and Proposed Targets
	<p>Outcomes of key global intergovernmental normative processes reflect a gender equality and women's empowerment perspective and include gender-specific recommendations. Proposed Target: <i>by 2017, key global intergovernmental normative processes reflect a gender equality and women's empowerment perspective, and in particular Rio+ 20, MDG events, the Global Migration Forum, UNCTAD XIII, and climate change talks (COP 17).</i> Baseline: <i>To be established end 2011</i></p>
<p>6.3 The global normative and policy framework for gender equality and women's empowerment is consistently reflected in the work of UN-Women at the regional and national levels, in the areas of thematic focus, and in turn, benefit from implementation experience on the ground.</p>	<p>Increased numbers of references to global UN instruments, standards and resolutions that support, address and contribute to gender equality and the empowerment of women in UN-Women country-level programme and project documents. Proposed Targets: <i>by 2013, new programme and project documents at the national level contain outcome statements that link to the global UN instruments, standards and resolutions; by 2013, UN-Women regional/country offices report on the contribution to the implementation of CSW agreed conclusions.</i> Baseline: <i>To be established end 2011</i></p> <p>UN-Women's reporting to inter-governmental bodies reflects national-level experience in the implementation of global instruments, standards and resolutions. Proposed Targets: <i>by 2012, UN-Women reports to intergovernmental bodies reflect national-level experience in the implementation of global instruments, standards and resolutions.</i> Baseline: <i>To be established end 2011</i></p>