




**PERFORMANCE INDICATOR
03
ACHIEVEMENT OF GENDER-RELATED
SDG RESULTS**



03. Performance Indicator: Achievement of Gender-related SDG results¹

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>3a. Entity has achieved or is on track to achieve its planned gender-related results which will contribute to SDG achievement.</p>	<p>3bi. Entity has achieved or is on track to achieve its planned gender-related results which will contribute to SDG achievement.</p> <p>and</p> <p>3bii. Entity contributes to gender-related results through joint initiatives and/ or joint programmes or equivalent.</p>	<p>3ci. Entity has achieved or is on track to achieve its planned transformative results on gender equality and the empowerment of women which will contribute to SDG achievements.</p> <p>and</p> <p>3cii. Entity contributes to transformative gender-related results through joint initiatives and/ or joint programmes or equivalent.</p>



What are gender-related results that contribute to SDG achievement?

The ultimate goal of gender mainstreaming by UN system entities is to create the conditions for achieving results towards gender equality and the empowerment of women (GEEW). In fact, the potential of gender mainstreaming to lead to a transformation in gender relations with positive results for gender equality was first identified in the Beijing Platform for Action. This transformative potential has sometimes been referred to as the ‘revolutionary aspect’ of gender mainstreaming. ***The assumption is that institutionally robust gender mainstreaming will lead to enhanced gender-related results through humanitarian, development and peace and security interventions or assistance.***

All UN entities are asked to outline how expect to contribute to SDG achievement, with ***each entity contributing to a different mix of SDGs based on mandate area and size.*** Within their overall work, all entities are also expected to pursue ***specific gender-related results as part of their overall contribution to SDG achievement.*** This includes results that contribute not only towards SDG 5 (Gender Equality), but across all 17 SDGs.

The expected contributions are ***planned*** (e.g., *Performance Indicator 1 which focuses on strategic planning for gender-related SDG results*) and ***progress towards their achievement is monitored and reported*** on as part of the results-based management approach adopted system-wide. Results are defined as the ***output, outcome, or impact of an intervention or provision of assistance.*** These results can be ***intended or unintended, positive or negative.***

This indicator asks entities to report on the achievement (or progress towards achieving) their planned gender-related results that are expected to contribute to achieving the SDGs. Although Performance Indicator 1 focuses on planning at the strategic level, ***this indicator includes results planned at any level*** – corporate, regional, country, community, programme or project. It excludes institutional results (e.g., results on gender parity) which are captured under separate indicators of this framework. The

results to be reported here are those results which in some way support Member States and other stakeholders – either directly or indirectly – to achieve the SDGs at the national level.

Finally, **entities pursue gender-related results both individually and increasingly jointly with other agencies in line with UN reform efforts** to avoid duplication of efforts, enhance efficiencies and leverage comparative advantages to deliver enhanced and coordinated results. Both types of results will be reported under this indicator.

The goal is for the reporting against this indicator to provide **useful system-wide reporting on gender-related results achieved across the UN system** to enhance accountability and support the identification of gaps and areas for better collaboration. This requires some **prioritization of which results will be reported by mandate and sector/thematic area** based on what will provide the most value and would address existing information gaps.

Quadrennial Comprehensive Policy Review 2020 and 2024

The work of the United Nations system in partnership with governments at national level should “... ensure that the focus is on results and impact as opposed to processes alone”

The United Nations system should be “fully capable of delivering gender equality results”; and ensure “alignment of resources with expected outcomes.”

“Emphasizes that realizing gender equality and the empowerment of women and girls will make a crucial contribution to progress across all the goals and targets of the 2030 Agenda, and reiterates the calls upon all entities of the United Nations development system to continue to promote gender equality and the empowerment of all women and girls by enhancing and accelerating gender mainstreaming through the full implementation of the System-Wide Action Plan on Gender Equality and the Empowerment of Women..”



Who is the business owner for this indicator?

Strategic Planning and Reporting Units would act as the business owners for this indicator. For entities that do not have such units or focal points, the UN-SWAP Focal Point should identify the most appropriate business owner within the entity.



What are the requirements for this indicator?

There are **two key requirements** for this indicator that entities are asked to progressively achieve progress on during the UN-SWAP 3.0 period. As you can see, entities are asked to clarify what they achieve individually, as well as through collaboration with other UN entities.

Requirement 1: Entities should **achieve or be on track to achieve planned gender-related results** which will contribute to SDG achievement.

Requirement 2: Entities should contribute to the **achievement of results on GEEW through joint initiatives and/or joint programmes.**

A more in-depth explanation of each requirement is provided below, clearly indicating what is required to select each rating. These explanations are accompanied by additional sections containing **useful resources, examples** and a **step-by-step checklist** to support you to determine your entity's rating. The checklist includes information on the **reporting questions for each rating** you will encounter in the UN-SWAP 3.0 reporting platform, as well as suggestions of the **types of documents that can be uploaded** to support your rating.

Requirement 1: Achievement of entity specific gender-related results

Approach requirements	3a. and 3bi. Entity has achieved or is on track to achieve its planned gender-related results which will contribute to SDG achievement.
Meet requirements	
Exceed requirements	3ci. Entity has achieved or is on track to achieve its planned transformative results on gender equality and the empowerment of women which will contribute to SDG achievement.

To *approach and/or meet this requirement*, entities are asked to demonstrate that they have achieved or are **on track to achieve planned gender-related results that will contribute to SDG achievement**.

Again, **this indicator includes results planned at any level** – corporate, regional, country, community, programme or project. It excludes institutional results (e.g., results on gender parity) which are captured under separate indicators of this framework.

Examples of programmatic results include implementation of an international convention; implementation of regional agreements on gender equality and trade; the capacity of counterparts developed; working and living conditions of informal economy workers improved; and implementation of community programmes to halt gender-based violence. These may be single year or less, or multi-year initiatives. Results from emergency and humanitarian programming can also be captured under this Performance Indicator.

According to [UN Women's Handbook on Gender Mainstreaming for Gender Equality Results](#), these are defined as:

Gender-Related Results refer to gender responsive or gender specific results that have not reached a level of transformation – but have the potential to do so if pursued over time. They include:

- **Gender-responsive results** are those attained in the context of interventions focused on other objectives, Gender-responsive results must be:
 - Based on clear gender-equality objectives established through a gender-responsive baseline.
 - Identified and prioritized collaboratively with stakeholders.
 - Included from the design and planning stage and based on a sound and explicit gender-responsive analysis which impacts all subsequent phases of planning and implementation.
 - Explicitly incorporated into the monitoring and evaluation system and assessed at multiple points across the implementation cycle and supported by gender-responsive baselines, targets, and indicators, as well as sex- and age-disaggregated data and gender equality statistics; and
 - Given explicit attention in all capacity- building for results management carried out within organizations and provided to partners.

- **Gender-specific results** are targeted efforts that “focus on gender equality and empowerment of women as the primary objective.” A focus on gender-specific results is important for bringing attention to critical challenges and constraints to gender equality and women’s rights and empowerment.

Entities will be asked to **segregate their results overall by nexus areas –humanitarian, development and/or peace and security** and within each nexus area, **specific results have been prioritized for reporting**. This is meant to make reporting more manageable for entities, but please note that entities will still report if they have achieved or on track to achieve planned gender-related results and provide supporting evidence, **even if they do not have specific results related to the selected priority areas**.

Gender-Related Results for SDG Achievement	
Nexus	Results to Report (<i>preliminary proposal</i>)
<i>Humanitarian</i>	<ul style="list-style-type: none"> ○ Building capacities ○ Financing
<i>Development</i>	<ul style="list-style-type: none"> ○ Climate change, biodiversity loss and pollution ○ Affordable and clean energy (SDG 7) ○ Clean water and sanitation (SDG 6) ○ Industry, Innovation and Infrastructure (SDG 9) – e.g., inclusive digital technologies ○ Partnerships (SDG 17) <p><i>(Bullets 2 – 5 are SDGs which have zero gender-specific indicators)</i></p>
<i>Peace and Security</i>	○ TBD, in consultation with P&S colleagues regarding information gaps.
<i>HDP Nexus</i>	○ Results reported under this section should demonstrate nexus results.

Further guidance for results reporting under this indicator:

- Results reported can be of a **normative** (inter-governmental, laws, policies, etc.) or **operational** (programmatic and non-programmatic initiatives) nature.
 - For example, support to Member States and other counterparts, such as civil society, in achieving national, regional and international priorities, for example as set out in the SDGs. This can be through support to development and implementation of policies (i.e. normative results), capacity development, and technical cooperation.
 - Directly achieving results, in some cases working in partnership with non-state actors
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- Entities are **encouraged to report results that have been validated by an external assessment** (e.g., evaluation, review, etc.), but it is not strictly required.
- Entities should **aim to report achievement on the highest level of results planned** within their organization – e.g. corporate or country level, as opposed to community level – to demonstrate achievement or on track to achieve results.
- Entities are considered “**on track” to achieved results** if these are reasonably expected to be achieved by the planned completion date.
- Where entities have not had specific results on priority areas, they may **report specific noteworthy results**.

In order to *exceed requirements* for this indicator, entities are expected to demonstrate that they have achieved **transformative gender-related results**. While entities will need to determine and make explicit what constitutes a transformative results within their context (e.g., entity-specific definitions, guidance, etc.), the standard definition according to [UN Women’s Handbook on Gender Mainstreaming for Gender Equality Results](#), has been modified for the purposes of this indicator:

- **Gender Transformative Results** - those results than have been successful in contributing to a **change in the structures and power dynamics that underlie gender-based inequalities**, discrimination, and exclusion. Such results address the systemic and structural causes of gender inequality - such as challenging gender norms, stereotypes, sociocultural attitudes and behavior and power relations at all levels that reinforce inequality, discrimination, and exclusion. Often, these are higher level results achieved through consistent implementation of policies and programmes over a longer time period - but not always. They can be gender-responsive or gender-specific.

Entities may **report on transformative results that meet this definition within or outside of the priority areas**.

Requirement 2: Achievement of joint gender-related results

Approach requirements	N/A
Meet requirements	3bii. Entity contributes to gender-related results through joint initiatives and/ or joint programmes or equivalent .
Exceed requirements	3cii. Entity contributes to transformative gender-related results through joint initiatives and/ or joint programmes or equivalent .

To **meet** this indicator, entities should demonstrate that they have achieved gender-related results that contribute to SDG achievement through their **participation in joint initiatives and joint programmes**. The UN SDG defines these as:

- **Joint initiatives** are those initiatives where **two or more UN entities work together** from start to finish, on design, planning, and implementation of an intervention that is agreed as part of the inter-agency workplan, without formal agreement (project document) or inter-agency agreement. For example, when three entities join forces to work on improved adolescents' mental health, they plan the activities together, but they implement the activities under their ongoing entity-owned projects or programmes. A joint initiative **does not include** when one agency engages another entity (e.g. through UN2N agreement) as an implementing partner to carry out specific activities or when an agency requests support from another agency to deliver training in a specific area.
- **Joint programmes** are defined as a cooperation strategy that **involves achieving a catalytic development result that depends upon the comparative advantage of two or more participating UN organizations working together** as a team in a highly coordinated and integrated manner – e.g. through a formalized joint programme document that includes a results framework, workplan and budget. There is a clear strategic intent and strong programmatic rationale: (a) contribute to one or more outcomes, national development priorities and related SDGs and b) focus on one or more policy levers, with the potential to catalyze systemic change. Accountabilities, responsibilities and quality standards are clearly defined, and one of three funding modalities is utilized (parallel, consolidated or pass-through).

To exceed this indicator, entities should demonstrate that they have achieved **transformative** gender-related results that contribute to SDG achievement through their **participation in joint initiatives and joint programmes**.

Note: If the joint initiative or joint programme involves UN-SWAP entities, **when possible and beneficial, you can liaise to develop the reporting for this performance indicator**. This can

include developing one narrative that all entities upload and include or developing separate narratives focused on the achievement of results for different SDG targets through the joint initiative/programme.

Again, entities should aim to report against the priority areas but should report if they have engaged in joint initiatives and/pr programmes that have achieved gender-related results in any area.

THEMATIC RESULTS (under testing)

Three dedicated thematic results tabs have been introduced to the platform to collect qualitative data on the following focus areas:

Normative Results: A specific tab serves the purpose to collect additional information about the specific ways in which UN entities engage with Member States on gender-related issues in intergovernmental fora that contributed to a tangible outcome.

- Please indicate the intergovernmental fora in which your entity participated last year (e.g.: CSW, HLPF, UNGA, COP, Human Rights Council, UN Security Council, Peace Building Commission, G7, G20, International Labour Conference, World Health Assembly, ECOSOC, Regional fora (i.e. African Union, ASEAN, etc.))?
- Can you provide an example of how your entity's specific engagement contributed to the result (e.g.: policy advisory support, capacity-building, or advocacy, technical support (drafting resolutions/agreed conclusions), logistical support, staffing support, other)? Please share your observations on the effectiveness of the support provided.
- Please share the main concrete outcomes in gender equality and the rights and empowerment of women and girls that resulted from your technical assistance to these fora (e.g: the adoption of a gender-responsive policy, agreement on a resolution, increased capacity of Member States to advance gender equality, etc.)?

Humanitarian Action: A specific tab serves the purpose to collect additional information about the specific ways in which UN entities engage with Member States and humanitarian actors on gender-related issues in humanitarian contexts that contributed to a tangible outcome.

- Please indicate whether your entity has the means to monitor level of humanitarian financing to Women-Led Organizations (WLOs), whether it has established a percentage target of overall humanitarian financing that goes to WLOs which they are working towards meeting and whether that target has been met or exceeded
- Please explain whether the entity has a methodological note for the established target and any plans to move existing benchmark to a higher level.
- *In what ways has increasing funding to LWOs expanded your entities reach in delivering humanitarian assistance?*
- Please provide an example of an engagement (e.g., policy advice, capacity-building, technical support, logistical support, staffing support) with Member States and humanitarian actors on gender-related issues in humanitarian contexts in 2024 and the resulting humanitarian outcome (e.g., improved access to services for women and girls, shifts in gender-responsive humanitarian policies, enhanced protection mechanisms for women and girls, or measurable improvements in access to life-saving services and resources for affected populations)

GEAP additional questions: A specific tab serves the purpose to collect additional information about the GEAP implementation.

1. Has your entity developed its own specific GEAP action plan?
2. How many staff member(s) at USG and ASG level does your entity have and how many participated in a Gender Responsive Leadership training in 2024?
3. What type of resources has your entity allocated specifically for the implementation of the GEAP: Financial Resources, Human Resources, none?
For which GEAP pillars has your entity allocated funding: Clarion call, Gender

Responsive Leadership, Accountability for Gender Equality, Resources, Working with all stakeholders?

4. How much funding [USD] has your entity provided directly to local (country-level) women's organizations in Women, Peace and Security - Humanitarian Action? In which regions?
5. What specific types of support does your entity require to accelerate the implementation of the GEAP: technical assistance, capacity building, additional funding, policy guidance, Other (please describe)?
6. Can you highlight one good practice or successful initiative your entity has implemented in 2024 that significantly contributes to accelerating gender equality under the GEAP framework?

These tabs aim to provide a structured approach for capturing detailed, narrative insights on outcomes and progress related to these thematic areas.



Evidence base

Examples of documents to attach to substantiate the entity self-assessment for this indicator:

- Annual reports and/or donor reports demonstrating that results have been met
- Joint Programme / Programme documents or URLs
- Joint Initiative reports or URLs

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



Useful resources

- [The Gender Snapshot 2024 \(UN Women\)](#)
- [Results-Based Management Handbook \(UN SDG\)](#)
- [Handbook on Gender Mainstreaming for Gender Equality Results \(UN Women\)](#)
- [Gender-Transformative Programming: Selected Case Studies \(UNICEF\)](#)



Examples

Entity Results Achieved

United Nations Children's Fund (UNICEF): The Global Programme's Phase II applies an intersectional, gender-transformative approach to accelerate actions to end child marriage, contributing to SDG 5 on gender equality and the empowerment of all women and girls, and specifically to SDG target 5.3 to eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation. Focus on when and whom to marry; increasing political support, resources, gender-responsive policies and frameworks; engendering respect for laws, including international humanitarian law; and by improving data and evidence on what works. Results of the programme are showing to be transformative as they are contributing to changes in social norms, cultural values, power structures and the root causes of gender inequalities and discrimination. Given the longer-term nature of gender-

transformative change, UNICEF prioritizes the continuous monitoring of norms change across our work at community, systems and other levels.

In 2021, amidst the ongoing impact of the COVID-19 pandemic, innovative adjustments in implementation modalities (e.g. combination of in-person and virtual engagement) helped to mitigate the potential backslide in progress in ending child marriage. A gender-transformative accelerator tool was launched that assesses structural barriers to gender equality, leading to the development of actions across the gender continuum. It was field-tested in Ethiopia, India, Mozambique and the Niger in 2021 and scaled up in 2022.

Joint Results Achieved (forthcoming).