

# Country-Level Data for Afghanistan country

## Outcome XM-DAC-41146-AFG\_O\_4

OUTCOME AFG\_O\_4 [XM-DAC-41146-AFG\\_O\\_4](#)

**ACO nurtures an empowered workforce and advances an inclusive UN Women culture capable of delivering together in as a cohesive team able to adapt to the new and emerging operating context**

### OUTCOME DETAILS

#### SDG alignment



#### Impact areas

Empowered people

#### Organizational outputs

##### Policy Marker

GENDER EQUALITY

##### Humanitarian Scope

No

##### UN System Function

Support functions

#### Outcome Description

ACO nurtures an empowered workforce and advances an inclusive UN Women culture capable of delivering together in as a cohesive team able to adapt to the new and emerging operating context

RESOURCES

\$4.68 M

Planned Budget

\$0.00

Actual Budget

PLANNED BUDGET



OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : 2023-2025

OUTCOME AFG\_O\_4

B - Baseline

M - Milestones

T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ACO nurtures an empowered workforce and advances an inclusive UN Women culture capable of delivering together in as a cohesive team able to adapt to the new and emerging operating context	SP_O_4C Percentage of all International Professional staff (P1 to D2) from programme countries (Desk Review)	2022 (Baseline)	50% (10 out of 20)	N/A
		2023 (Milestone)	54%	-
		2024 (Milestone)	55%	-
		2025 (Target)	55%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4F  Percentage of UN-Women female staff among international professional and national staff All international professional staff: i. P-1 ii. P-2 iii. P-3 iv. P-4 v. P-5 vi. D1 and above All National Officers: i. National Officer-A ii. National Officer-B iii. National Officer-C iv. National Officer-D v. National Officer-E (QCPR 3.6.7 / 3.6.8 / 3.6.9) (Desk Review)	2022 (Baseline)	i. P-1: 2022 (0%); ii. P-2 : 2022 (2.5%); iii. P-3: 2022 (11%); iv. P-4: 2022 (7.5%); v. P-5: 2022 (1.25%) and vi. D1 and above 2022 (0%)	N/A
	2023 (Milestone)	i. P-1 2023 (0%) ii. P-2 2023 (3.8%) iii. P-3 2023 (9.6%) iv. P-4 2023 (6.7%) v. P-5 2023 (1%) vi. D1 and above 2023 (1%)	-
	2024 (Milestone)	i. P-1 2024 (0%) ii. P-2 2024 (4%) iii. P-3 2024 (10%) iv. P-4 2024 (6%) v. P-5 2024 (1%) vi. D1 and above 2024 (1%)	-
	2025 (Target)	i. P-1 2025 (0%) ii. P-2 2025 (3%) iii. P-3 2025 (8%) iv. P-4 2025 (6%) v. P-5 2025 (1%) vi. D1 and above 2025 (1%)	-

- QCPR Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4G	2022 (Baseline)	0	N/A
Percentage of the relevant indicators from the UNDIS accountability framework where UN-Women has met or exceeded the standard (QCPR 1.4.28) (CO, RO, HQ)	2023 (Milestone)	56	56
	2024 (Milestone)	60	-
	2025 (Target)	65	-

- QCPR Indicator :

## OUTPUT INDICATOR AND RESULTS

### OUTPUT AFG\_O\_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ACO nurtures an empowered workforce and advances an inclusive UN Women culture capable of delivering together in as a cohesive team able to adapt to the new and emerging operating context	AFG_O_4.1A Continued implementation of cost recovery policy for ACO staff	2017 (Baseline)	100	N/A
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-

Planned Budget:

**\$19.84 M**

Actual Budget and Shortfall:

**\$18.34 M**

Shortfall: \$1.50 M

Expenses:

**\$11.62 M**

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_O_4.1B	2017 (Baseline)	10%	N/A
Percentage of positions filled within turn around time and as per HR rules and regulations	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_O_4.1C	2016 (Baseline)	0	N/A
Number of staff retreats convened	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_O_4.1D	2017 (Baseline)	No	N/A
Implement the Learning Dashboard and learning calendar to monitor that corporate certifications as per roles are completed within a timeframe post recruitment	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_O_4.1E Number of field offices established	2019 (Baseline)	0	N/A
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_O_4.1F	2019 (Baseline)	72%	N/A
% of staff who completed the on-line mandatory courses	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

**OUTPUT AFG\_O\_4.2**

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ACO personnel support delivery of results effectively and efficiently  Planned Budget: <b>\$12.92 M</b>	AFG_O_4.2A	2017 (Baseline)	5	N/A
	Number of operations business processes mapped and reviewed for simplification, automation and compliance with POM	2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-

Actual Budget and Shortfall:  
**\$233.86 K**

Shortfall: \$12.69 M

Expenses:  
**\$415.49 K**

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_O_4.2B	2017 (Baseline)	80	N/A
Percentage of Implementation of ERM for effective and comprehensive risk management in line with UN-Women ERM policy and guidelines	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_O_4.2C	2017 (Baseline)	10	N/A
Percentage of Implementation of Partner audit recommendations by target completion date	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_O_4.2D	2017 (Baseline)	100	N/A
Percentage of Implementation of Business Continuity Management, issues identified during BCP testing; security mainstreaming and country level security compliance Baseline:	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
AFG_O_4.2E	2019 (Baseline)	10%	N/A
Percentage of Implementation of Partner audit recommendations and IAS audit recommendations by target completion date	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-