UN WOMEN

Country-Level Data for East & Southern Africa RO country Outcome XM-DAC-41146-ESA_O_4

OUTCOME ESA_O_4　　　XM-DAC-41146-ESA_O_4

Nurturing and empowered workforce

OUTCOME DETAILS

SDG alignment

Impact areas

Organizational outputs

Policy Marker

GENDER EQUALITY

Humanitarian Scope

No

UN System Function

Outcome Description

Nurturing and empowered workforce

RESOURCES

$5.70 M

Planned Budget   Actual Budget

PLANNED BUDGET	▬▬▬▬▬▬
ACTUAL BUDGET AND SHORTFALL	▬▬▬▬▬▬
EXPENSES	▬▬▬▬

OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : **2022-2025**

OUTCOME ESA_O_4

B - Baseline   M - Milestones   T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Nurturing and empowered workforce	Average time to select a candidate/complete a recruitment process (Desk Review)	(Baseline)	-	N/A
		2022 (Milestone)	-	-
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of all International Professional staff (P1 to D2) from programme countries (Desk Review)	(Baseline)	-	N/A
	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Extent to which personnel perceive UN Women to empower, engage and nurture their workforce in order to strengthen inclusive culture (Desk Review)	(Baseline)	-	N/A
	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN-Women has: A) Certified to the Secretary-General and the UN Women Executive Board that it has reported all allegations of Sexual exploitation and abuse (SEA) that have been brought to its attention and has taken all appropriate measures to address such allegations, in accordance with established rules and procedures for dealing with cases of staff misconduct B) Developed a sexual harassment action plan using a victim-centered approach for their actions and provided a report on the actions taken to their respective governing bodies. (Desk Review)	(Baseline)	-	N/A
	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

OUTPUT INDICATOR AND RESULTS

OUTPUT ESA_O_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
With its unique and inclusive culture, UN WOMEN is an employer of choice with a diverse and highly performing cadre of personnel that embodies UN values.	Percentage of International Professional staff (P1-D1) from Programme countries	2021 (Baseline)	50	N/A
		2022 (Milestone)	50	64.3
		2023 (Milestone)	60	54.5
		2024 (Milestone)	65	
		2025 (Target)	75	–

Planned Budget:
$23.83 M

Actual Budget and Shortfall:
$3.77 M

Shortfall: $20.06 M

Expenses:
$2.73 M

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Average time it takes to select a candidate/complete a recruitment process	2021 (Baseline)	60	N/A
	2022 (Milestone)	11	Medium 30-69%
	2023 (Milestone)	70	Medium 30-69%
	2024 (Milestone)	–	
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Extent to which personnel perceive UN Women to empower, engage and nurture their workforce in order to strengthen inclusive culture	2021 (Baseline)	50	N/A
	2022 (Milestone)	53	50
	2023 (Milestone)	55	55
	2024 (Milestone)	55	
	2025 (Target)	58	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN-Women has: A: Certified to the Secretary-General and the UN-Women Executive Board that it has reported all allegations of Sexual exploitation and abuse (SEA) that have been brought to its attention and has taken all appropriate measures to address such allegations, in accordance with established rules and procedures for dealing with cases of staff misconduct. B. i, Developed a sexual harassment action plan using a victim-centred approach for their actions; ii. provided a report on the actions taken to their respective governing bodies.	2021 (Baseline)	Yes	N/A
	2022 (Milestone)	Yes	TRUE
	2023 (Milestone)	Yes	TRUE
	2024 (Milestone)	Yes	
	2025 (Target)	Yes	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of annual performance management and development reviews completed on time	2021 (Baseline)	60	N/A
	2022 (Milestone)	70	78
	2023 (Milestone)	75	65
	2024 (Milestone)	75	
	2025 (Target)	80	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of staff members completing mandatory trainings	2021 (Baseline)	50	N/A
	2022 (Milestone)	60	90
	2023 (Milestone)	65	60
	2024 (Milestone)	75	
	2025 (Target)	85	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Average time to select a candidate/complete a recruitment process	2021 (Baseline)	16 weeks	N/A
	2022 (Milestone)	15 weeks	Medium 30-69%
	2023 (Milestone)	15 weeks	Medium 30-69%
	2024 (Milestone)	15 weeks	
	2025 (Target)	14 weeks	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
4.7 percentage of the relevant indicators from the UNDIS accountability framework where UN _Wmen has met or exceeded the standard (QCPR)	2022 (Baseline)	50	N/A
	2022 (Milestone)	50	0
	2023 (Milestone)	50	51
	2024 (Milestone)	51	
	2025 (Target)	52	-