

Country-Level Data for Mozambique country

Outcome XM-DAC-41146-MOZ_O_1

[OUTCOME MOZ_O_1](#) [XM-DAC-41146-MOZ_O_1](#)

Nurturing an empowered workforce and advancing an inclusive UN-Women culture

OUTCOME DETAILS

SDG alignment



Impact areas

Organizational outputs

Policy Marker

GENDER EQUALITY

Humanitarian Scope

No

UN System Function

Outcome Description

Nurturing an empowered workforce and advancing an inclusive UN-Women culture: 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

RESOURCES

\$749.76 K

Planned Budget

Actual Budget

PLANNED BUDGET

ACTUAL BUDGET AND SHORTFALL

EXPENSES



OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : 2023-2026

OUTCOME MOZ_O_1

B - Baseline

M - Milestones

T - Target

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS

REPORTED RESULT

Nurturing an empowered workforce and advancing an inclusive UN-Women culture

Average time to select a candidate/complete a recruitment process (Desk Review)

2021 (Baseline)

10 weeks

N/A

2023 (Milestone)

-

-

2024 (Milestone)

-

-

2025 (Milestone)

-

-

2026 (Target)

8 weeks

-

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)	2021 (Baseline)	53	N/A
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	65	-
	2026 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
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)	2021 (Baseline)	50	N/A
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Target)	60	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
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)	(Baseline)	-	N/A
	2023 (Milestone)	-	50
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Target)	-	-

OUTPUT INDICATOR AND RESULTS

OUTPUT MOZ_O_1.1

OUTCOME STATEMENT

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

Planned Budget:

\$1.82 M

Actual Budget and Shortfall:

\$40.11 K

Shortfall: \$1.78 M

Expenses:

\$31.93 K

INDICATOR STATEMENT

Number of UN Agencies that implement performance indicators on GE (gender marker or similar accountability tools to track commitment under the UNDAF)

YEAR

BMTS

REPORTED RESULT

2017 (Baseline)

3

N/A

2023 (Milestone)

-

12

2024 (Milestone)

-

-

2025 (Milestone)

-

-

2026 (Target)

8 weeks

-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Amount of One Fund allocated to joint initiatives on GEWE	2017 (Baseline)	141,000	N/A
	2023 (Milestone)	-	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	60%	-
	2026 (Target)	95% Very Good	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
N° of initiatives where UN Women takes substantive leadership on a GEWE related issue	2017 (Baseline)	7	N/A
	2023 (Milestone)	-	International 50% and 56% Nationals
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Target)	A). 60% International. B)60% National	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
% of UNCT SWAP Gender Scorecard minimum criteria met or exceeded	2019 (Baseline)	8	N/A
	2023 (Milestone)	-	95%
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Target)	100%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Diversity was an element considered in all recruitments	2021 (Baseline)	Yes	N/A
	2023 (Milestone)	-	TRUE
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Target)	-	-