

Country-Level Data for Niger country Outcome XM-DAC-41146-NER_O_4

OUTCOME NER_O_4 [XM-DAC-41146-NER_O_4](#)

Assure an accountable organization through principled performance

OUTCOME DETAILS

SDG alignment



Impact areas

 Empowered people

Organizational outputs

Policy Marker

GENDER EQUALITY

Humanitarian Scope

No

UN System Function

Support functions

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

\$353.51 K

Planned Budget

\$0.00

Actual Budget

PLANNED BUDGET



OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : 2023-2027

OUTCOME NER_O_4

B - Baseline

M - Milestones

T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Assure an accountable organization through SP_O_4A principled performance	Average time to select a candidate/complete a recruitment process (Desk Review)	(Baseline)	-	N/A
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Milestone)	-	-
		2026 (Milestone)	-	-
		2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4B	(Baseline)	-	N/A
Percentage of senior managers (P5 Heads of office and above) that participate in corporate surveys and leadership programmes within their first 2 years in position (Desk Review)	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4C	(Baseline)	-	N/A
Percentage of all International Professional staff (P1 to D2) from programme countries (Desk Review)	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4D	(Baseline)	-	N/A
Extent to which personnel perceive UN Women to empower, engage and nurture their workforce in order to strengthen inclusive culture (Desk Review)	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4G	(Baseline)	-	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)	-	0
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

- QCPR Indicator :

OUTPUT INDICATOR AND RESULTS

OUTPUT NER_O_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
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.	NER_O_4.1A Number of staff provided in the office organization chart 's with FTA contracts/agreements	2019 (Baseline)	0	N/A
		2023 (Milestone)	-	4
		2024 (Milestone)	10	-
		2025 (Milestone)	-	-
		2026 (Milestone)	-	-
		2027 (Target)	-	-

Planned Budget:
\$2.17 M

Actual Budget and Shortfall:
\$811.67 K

Shortfall: \$1.36 M

Expenses:
\$677.46 K

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
NER_O_4.1B Percentage of UN WOMEN staff having completed all required training modules online	2019 (Baseline)	20%	N/A
	2023 (Milestone)	-	100
	2024 (Milestone)	100	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
NER_O_4.1C Completion of PMDs in the team	2021 (Baseline)	TBC	N/A
	2023 (Milestone)	Yes	TRUE
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
NER_O_4.1D	2021 (Baseline)	TBC	N/A
Completion of mandatory training in the team	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
NER_O_4.1E	2021 (Baseline)	Yes	N/A
Participation in the annual Leadership Dialogue exercise	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
NER_O_4.1F	2021 (Baseline)	YES	N/A
Diversity was an element considered in all recruitments	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
NER_O_4.1G	2021 (Baseline)	Yes	N/A
Timeline for international staff (FTA and TA) recruitments is followed as agreed in the selection strategy	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
NER_O_4.1H	2021 (Baseline)	NA	N/A
Completion of the E-Certificate on Leadership & Management - Blueline on-line leadership courses (might be the whole certificate or specific courses, ie: Leveraging Diversity or Ethical Leadership)	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
NER_O_4.1I	2021 (Baseline)	NA	N/A
Roll out of Team Development Learning Journeys (to be funded by units)	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
NER_O_4.1J	2021 (Baseline)	NA	N/A
Participation in the Scenario-based PSEA and SH training courses for all personnel	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
NER_O_4.1K	2021 (Baseline)	Yes	N/A
Participation in Mental health and wellbeing initiatives	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-