

# Country-Level Data for Kenya country Outcome XM-DAC-41146-RD\_O\_8

OUTCOME RD\_O\_8 [XM-DAC-41146-RD\\_O\\_8](#)


**Output 4. 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.

## OUTCOME DETAILS

### SDG alignment



### Impact areas

 Empowered people

### Organizational outputs

#### Policy Marker

GENDER EQUALITY

#### Humanitarian Scope

No

#### UN System Function

Direct support and service delivery

### Outcome Description

Output 4. 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

**\$1.44 M**

Planned Budget

**\$0.00**

Actual Budget

PLANNED BUDGET



OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : 2023-2026

OUTCOME RD\_O\_8

B - Baseline

M - Milestones

T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Output 4. 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.	SP_O_4A Average time to select a candidate/complete a recruitment process (Desk Review)	2021 (Baseline)	6	N/A
		2023 (Milestone)	-	-
		2024 (Milestone)	4	-
		2025 (Milestone)	-	-
		2026 (Target)	3	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4G	2022 (Baseline)	6	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)	13	67
	2024 (Milestone)	20	-
	2025 (Milestone)	26	-
	2026 (Target)	33	-

- QCPR Indicator :

## OUTPUT INDICATOR AND RESULTS

### OUTPUT RD\_O\_8.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Output 4.1. HR management initiatives that ensure the Country Office has sufficient expertise and talent to implement the SN.  Planned Budget: <b>\$2.76 M</b>	RD_O_8.1B	2021 (Baseline)	60	N/A
	Indicator 4.1.2: Percentage of UN Women personnel who deem the work culture is inclusive, empowering, engaging, and nurturing as measured by the Quarterly Healthy Working Environment Survey. (Aligned to GLOBAL SP indicator O 4.4)	2023 (Milestone)	-	75
		2024 (Milestone)	70	-
		2025 (Milestone)	-	-
		2026 (Target)	75	-

Actual Budget and Shortfall:  
**\$0.00**

Shortfall: \$2.76 M



Expenses:  
**\$0.00**

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
RD_O_8.1C	2021 (Baseline)	50	N/A
Indicator 4.1.3 :KCO indicator. Percentage of annual learning and development (L&D) plans for personnel implemented	2023 (Milestone)	-	100
	2024 (Milestone)	75	-
	2025 (Milestone)	-	-
	2026 (Target)	100	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
RD_O_8.1D	2022 (Baseline)	3	N/A
Indicator 4.1.4: : (Aligned to GLOBAL SP indicator O 3.5) Number of cross-regional knowledge exchange initiatives which promote innovative ways of working/promising practices i.e. working groups (Finance & Budget working group, HACT, Procurement working group), learning cafes (examples learning Friday, staff Induction, regional exchange programmes, communities of practice, whole- office structured partner induction & capacity building.	2023 (Milestone)	-	3
	2024 (Milestone)	1	-
	2025 (Milestone)	-	-
	2026 (Target)	4	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
RD_O_8.1E	2022 (Baseline)	33	N/A
3.4: (KCO indicator) Percentage of UN-Women personnel who have progressed career & contract wise within the office	2023 (Milestone)	-	29.6
	2024 (Milestone)	35	-
	2025 (Milestone)	-	-
	2026 (Target)	40	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
RD_O_8.1F	2023 (Baseline)	50	N/A
3.2 Percentage of senior management team and team leads that participate in leadership programmes	2023 (Milestone)	-	100
	2024 (Milestone)	70	-
	2025 (Milestone)	-	-
	2026 (Target)	100	-