

Country-Level Data for West & Central Africa RO

country Outcome XM-DAC-41146-WCA_O_4

[OUTCOME WCA_O_4](#) [XM-DAC-41146-WCA_O_4](#)

Nurturing a diverse and empowered workforce and advancing an inclusive UN Women culture:

OUTCOME DETAILS

SDG alignment



Impact areas



Empowered people

Organizational outputs

Policy Marker

GENDER EQUALITY

Humanitarian Scope

No

UN System Function

Support functions

Outcome Description

The team works in an environment that is perceived as inclusive and embodies UN and UN Women values, strengthens leadership and team capacity, promotes an environment of continuous learning, promotes a culture of accountability, tackles discrimination when needed, effectively implements recruitments, giving due consideration to diversity, is respectful and applies safeguarding measures and follows standards of conduct. This is done through the participation in, amongst others, the Leadership Dialogues, Value Conversations, team and leadership development programmes, feedback exercises, completion of mandatory training and performance management processes, PSEA and SH training, e-learning (e.g. UNSCC)

RESOURCES

\$329.80 K

Planned Budget

\$310.80 K

Actual Budget

PLANNED BUDGET

ACTUAL BUDGET AND SHORTFALL

EXPENSES



Funding Partners

Regular resources (Core):

 UN Women
\$310,798

OUTCOME WCA_O_4

B - Baseline M - Milestones T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Nurturing a diverse and empowered workforce and advancing an inclusive UN Women culture:	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
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
	2024 (Milestone)	-	
	2025 (Target)	-	-

OUTPUT INDICATOR AND RESULTS

OUTPUT WCA_O_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Nurturing a diverse and empowered workforce and advancing an inclusive UN Women culture: Planned Budget: \$2.69 M	Level of general satisfaction of CO/PP staff on WCARO Human resources services	2017 (Baseline)	6.29	N/A
		2022 (Milestone)	TBD	0%
		2023 (Milestone)	TBD	2
		2024 (Milestone)	TBD	
		2025 (Target)	TBD	-

Actual Budget and Shortfall:
\$1.12 M

Shortfall: \$1.57 M

Expenses:
\$857.58 K

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Level of satisfaction of CO/PP staff on quality of support for Human Resources	2017 (Baseline)	6.53	N/A
	2022 (Milestone)	i: 100%, ii: 50%; iii: 50%	0%
	2023 (Milestone)	ii: 50%; iii: 50%	80
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Level of satisfaction of CO/PP staff on rapidity of responses on Human resources	2017 (Baseline)	5.93	N/A
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of CO/PP staff who consider that over the past 12 months the relationship with WCARO Human Resources unit: Has improved; remained the same; has deteriorated	2017 (Baseline)	46.9%; 44.9%; 8.1%	N/A
	2022 (Milestone)	Yes	TRUE
	2023 (Milestone)	Yes	TRUE
	2024 (Milestone)	Yes	
	2025 (Target)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Level of general satisfaction of CO/PP staff on WCARO: Finances, Admin. and ICT services; Procurement services; Travel services	2017 (Baseline)	6.08; 6.31; 6.05	N/A
	2022 (Milestone)	Yes	TRUE
	2023 (Milestone)	Yes	TRUE
	2024 (Milestone)	Yes	-
	2025 (Target)	Yes	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Level of satisfaction of CO/PP staff on quality of support in: Finances, Admin. and ICT services; Procurement services	2017 (Baseline)	6.23; 6.25	N/A
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Level of satisfaction of CO/PP staff on rapidity of responses on: Finances & Administration services; Procurement services	2017 (Baseline)	5.72; 5.70	N/A
	2022 (Milestone)	100%	0%
	2023 (Milestone)	100	5
	2024 (Milestone)	100	-
	2025 (Target)	100	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of CO/PP staff who consider that over the past 12 months the relationship with WCARO Finances, Admin. and ICT units: has improved; remained the same; has deteriorated	2017 (Baseline)	43.6%; 50.9%; 5.5%	N/A
	2022 (Milestone)	-	80
	2023 (Milestone)	-	75
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of CO/PP staff who consider that over the past 12 months the relationship with WCARO Procurement unit: has improved; remained the same; has deteriorated	2017 (Baseline)	44.7%; 48.9%; 6.4%	N/A
	2022 (Milestone)	30	100%
	2023 (Milestone)	70	95
	2024 (Milestone)	-	
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of CO/PP staff who consider that over the past 12 months the relationship with WCARO Travel unit: has improved; remained the same; has deteriorated	2017 (Baseline)	44.7%; 53.2%; 2.1%	N/A
	2024 (Milestone)	-	-
	2025 (Target)	-	-