Country-Level Data for Afghanistan country Outcome XM-DAC-41146-AFG_O_4

OUTCOME AFG_O_4   XM-DAC-41146-AFG_O_4

ACO nurtures an empowered workforce and advances an inclusive UN Women culture capable of delivering together in as a cohesive team able to adapt to the new and emerging operating context

OUTCOME DETAILS

SDG alignment

Impact areas

 Empowered people

Organizational outputs

Policy Marker

GENDER EQUALITY

Humanitarian Scope

No

UN System Function

Support functions

Outcome Description

ACO nurtures an empowered workforce and advances an inclusive UN Women culture capable of delivering together in as a cohesive team able to adapt to the new and emerging operating context

RESOURCES

$4.68 M

Planned Budget

$0.00

Actual Budget

PLANNED BUDGET

OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : **2023-2025**

OUTCOME AFG_O_4

			B - Baseline	M - Milestones	T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ACO nurtures an empowered workforce and advances an inclusive UN Women culture capable of delivering together in as a cohesive team able to adapt to the new and emerging operating context	Percentage of all International Professional staff (P1 to D2) from programme countries (Desk Review)	2022 (Baseline)	50% (10 out of 20)	N/A
		2023 (Milestone)	54%	–
		2024 (Milestone)	55%	–
		2025 (Target)	55%	–

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)	2022 (Baseline)	i. P-1: 2022 (0%); ii. P-2 : 2022 (2.5%); iii. P-3: 2022 (11%); iv. P-4: 2022 (7.5%); v. P-5: 2022 (1.25%) and vi. D1 and above 2022 (0%)	N/A
	2023 (Milestone)	i. P-1 2023 (0%) ii. P-2 2023 (3.8%) iii. P-3 2023 (9.6%) iv. P-4 2023 (6.7%) v. P-5 2023 (1%) vi. D1 and above 2023 (1%)	–
	2024 (Milestone)	i. P-1 2024 (0%) ii. P-2 2024 (4%) iii. P-3 2024 (10%) iv. P-4 2024 (6%) v. P-5 2024 (1%) vi. D1 and above 2024 (1%)	–
	2025 (Target)	i. P-1 2025 (0%) ii. P-2 2025 (3%) iii. P-3 2025 (8%) iv. P-4 2025 (6%) v. P-5 2025 (1%) vi. D1 and above 2025 (1%)	–

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)	2022 (Baseline)	0	N/A
	2023 (Milestone)	56	56
	2024 (Milestone)	60	–
	2025 (Target)	65	–

OUTPUT INDICATOR AND RESULTS

OUTPUT AFG_O_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ACO nurtures an empowered workforce and advances an inclusive UN Women culture capable of delivering together in as a cohesive team able to adapt to the new and emerging operating context	Continued implementation of cost recovery policy for ACO staff	2017 (Baseline)	100	N/A
		2024 (Milestone)	–	–
		2025 (Target)	–	–

Planned Budget:

$19.84 M

Actual Budget and Shortfall:

$18.34 M

Shortfall: $1.50 M

Expenses:

$11.62 M

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of positions filled within turn around time and as per HR rules and regulations	2017 (Baseline)	10%	N/A
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of staff retreats convened	2016 (Baseline)	0	N/A
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Implement the Learning Dashboard and learning calendar to monitor that corporate certifications as per roles are completed within a timeframe post recruitment	2017 (Baseline)	No	N/A
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of field offices established	2019 (Baseline)	0	N/A
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
% of staff who completed the on-line mandatory courses	2019 (Baseline)	72%	N/A
	2024 (Milestone)	–	–
	2025 (Target)	–	–

OUTPUT AFG_O_4.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ACO personnel support delivery of results effectively and efficiently	Number of operations business processes mapped and reviewed for simplification, automation and compliance with POM	2017 (Baseline)	5	N/A
		2024 (Milestone)	–	–
		2025 (Target)	–	–

Planned Budget:

$12.92 M

Actual Budget and Shortfall:

$233.86 K

Shortfall: $12.69 M

Expenses:

$415.49 K

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of Implementation of ERM for effective and comprehensive risk management in line with UN-Women ERM policy and guidelines	2017 (Baseline)	80	N/A
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of Implementation of Partner audit recommendations by target completion date	2017 (Baseline)	10	N/A
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of Implementation of Business Continuity Management, issues identified during BCP testing; security mainstreaming and country level security compliance Baseline:	2017 (Baseline)	100	N/A
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of Implementation of Partner audit recommendations and IAS audit recommendations by target completion date	2019 (Baseline)	10%	N/A
	2024 (Milestone)	–	–
	2025 (Target)	–	–