

# 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 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 |
|---|------------------|------|-----------------|
| 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) | (Baseline)       | -    | N/A             |
|   | 2023 (Milestone) | -    | -               |
|   | 2024 (Milestone) | -    | -               |
|   | 2025 (Milestone) | -    | -               |
|   | 2026 (Milestone) | -    | -               |
|   | 2027 (Target)    | -    | -               |

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

| 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) | (Baseline)       | -    | N/A             |
|   | 2023 (Milestone) | -    | -               |
|   | 2024 (Milestone) | -    | -               |
|   | 2025 (Milestone) | -    | -               |
|   | 2026 (Milestone) | -    | -               |
|   | 2027 (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             |
|  | 2023 (Milestone) | -    | 0               |
|  | 2024 (Milestone) | -    | -               |
|  | 2025 (Milestone) | -    | -               |
|  | 2026 (Milestone) | -    | -               |
|  | 2027 (Target)    | -    | -               |

## OUTPUT INDICATOR AND RESULTS

### OUTPUT NER\_O\_4.1

| OUTCOME STATEMENT   | INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|---|---|------------------|------|-----------------|
| <p>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.</p> <p>Planned Budget:<br/><b>\$2.17 M</b></p> | <p>Number of staff provided in the office organization chart 's with FTA contracts/agreements</p> | 2019 (Baseline)  | 0    | N/A             |
|   |   | 2023 (Milestone) | -    | 4               |
|   |   | 2024 (Milestone) | 10   | -               |
|   |   | 2025 (Milestone) | -    | -               |
|   |   | 2026 (Milestone) | -    | -               |
|   |   | 2027 (Target)    | -    | -               |

Actual Budget and Shortfall:  
**\$811.67 K**

Shortfall: \$1.36 M

Expenses:  
**\$677.46 K**

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

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

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

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

| INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| 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) | 2021 (Baseline)  | NA   | N/A             |
|   | 2024 (Milestone) | -    | -               |
|   | 2025 (Milestone) | -    | -               |
|   | 2026 (Milestone) | -    | -               |
|   | 2027 (Target)    | -    | -               |

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

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



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