

# Country-Level Data for Nepal country Outcome XM-DAC-41146-NPL\_O\_4

[OUTCOME NPL\\_O\\_4](#) [XM-DAC-41146-NPL\\_O\\_4](#)

**Nurturing an empowered workforce and advancing an inclusive UN-Women culture**

## OUTCOME DETAILS

### SDG alignment



### Impact areas

#### Organizational outputs

#### Policy Marker

GENDER EQUALITY

### Humanitarian Scope

No

### UN System Function

### Outcome Description

Nurturing an empowered workforce and advancing an inclusive UN-Women culture

RESOURCES

\$622.41 K

Planned Budget

Actual Budget

PLANNED BUDGET

ACTUAL BUDGET AND SHORTFALL

EXPENSES



OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : 2023-2027

OUTCOME NPL\_O\_4

B - Baseline

M - Milestones

T - Target

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS

REPORTED RESULT

Nurturing an empowered workforce and advancing an inclusive UN-Women culture

Average time to select a candidate/complete a recruitment process (Desk Review)

2022 (Baseline)

16

N/A

2023 (Milestone)

10

-

2024 (Milestone)

10

-

2025 (Milestone)

9

-

2026 (Milestone)

9

-

2027 (Target)


9

-

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)	-	-

## OUTPUT INDICATOR AND RESULTS

### OUTPUT NPL\_O\_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
<p>With its unique and inclusive culture, UN Women NCO is an employer of choice with a diverse and highly performing cadre of personnel that embodies UN values.</p> <p>Planned Budget: <b>\$3.78 M</b></p> 	Staff retention rate per annum	2022 (Baseline)	91	N/A
		2023 (Milestone)	95	3
		2024 (Milestone)	95	-
		2025 (Milestone)	95	-
		2026 (Milestone)	95	-
		2027 (Target)	95	-

Actual Budget and Shortfall:  
**\$2.48 M**

Shortfall: \$1.30 M



Expenses:  
**\$1.55 M**



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of donor reports submitted by the Country Office meeting quality standards	2017 (Baseline)	80	N/A
	2023 (Milestone)	15	24
	2024 (Milestone)	15	-
	2025 (Milestone)	15	-
	2026 (Milestone)	20	-
	2027 (Target)	20	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Cost saving by adopting and implementing common UN services for procurement, finance, ICT, logistics and facility services	2017 (Baseline)	USD 36,397	N/A
	2023 (Milestone)	3	2
	2024 (Milestone)	3	-
	2025 (Milestone)	4	-
	2026 (Milestone)	4	-
	2027 (Target)	4	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of compliance by the office with COAT indicators (programme portfolio, revenue, PMD, security, SBAA, evaluation, ERM, month-end closure, ageing advance, management ratio)	2017 (Baseline)	80	N/A
	2023 (Milestone)	85	100
	2024 (Milestone)	90	-
	2025 (Milestone)	95	-
	2026 (Milestone)	100	-
	2027 (Target)	100	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Average time taken for the identification of qualified candidates and completion of the recruitment (advertisement to agreement) process	2016 (Baseline)	3.5 months	N/A
	2023 (Milestone)	85	100
	2024 (Milestone)	85	-
	2025 (Milestone)	90	-
	2026 (Milestone)	90	-
	2027 (Target)	90	-



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of country office staff trained on technical and soft skills (distributive and participatory leadership, evaluation, care management, mentoring, communication, operations process and diversity)	2017 (Baseline)	80	N/A
	2023 (Milestone)	100	100
	2024 (Milestone)	100	-
	2025 (Milestone)	100	-
	2026 (Milestone)	100	-
	2027 (Target)	100	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of staff completing UN Women mandatory courses	2017 (Baseline)	72	N/A
	2023 (Milestone)	100	100
	2024 (Milestone)	100	-
	2025 (Milestone)	100	-
	2026 (Milestone)	100	-
	2027 (Target)	100	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of recommendation from the NCO all staff survey focusing on leadership, direction and change management taken forward	2017 (Baseline)	62	N/A
	2023 (Milestone)	2	4
	2024 (Milestone)	2	-
	2025 (Milestone)	2	-
	2026 (Milestone)	2	-
	2027 (Target)	2	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of audit recommendations implemented	2015 (Baseline)	100	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Percentage of compliance related to IT infrastructure standards	2017 (Baseline)	66	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of mock-drills on the business continuity plan (BCP)	2016 (Baseline)	2	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Average time taken for the procurement of services of > USD 50,000 (From advertisement to agreement)	2016 (Baseline)	13 weeks	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-