

# Country-Level Data for Pakistan country Outcome

## XM-DAC-41146-PAK\_O\_4

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

**Nurturing an empowered workforce and advancing an inclusive UNWomen 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

Support functions

#### Outcome Description

Nurturing an empowered workforce and advancing an inclusive UNWomen 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

**\$659.19 K**

Planned Budget

**\$0.00**

Actual Budget

PLANNED BUDGET



OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : 2023-2027

OUTCOME PAK\_O\_4

B - Baseline

M - Milestones


T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Nurturing an empowered workforce and advancing an inclusive UNWomen 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	Average time to select a candidate/complete a recruitment process (Desk Review)	2022 (Baseline)	3 weeks	N/A
		2023 (Milestone)	3 weeks	-
		2024 (Milestone)	3 weeks	-
		2025 (Milestone)	3 weeks	-
		2026 (Milestone)	3 weeks	-
		2027 (Target)	3 weeks	-

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)	49	N/A
	2023 (Milestone)	49	-
	2024 (Milestone)	50	-
	2025 (Milestone)	50	-
	2026 (Milestone)	50	-
	2027 (Target)	50	-

## OUTPUT INDICATOR AND RESULTS

### OUTPUT PAK\_O\_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
<p>PCO is an employer of choice with a diverse and highly performing cadre of personnel that embodies UN values.</p> <p>Planned Budget: <b>\$4.71 M</b></p> 	<p>PCO SN Indicator 4.1A: % of donor reports meeting quality standards and reporting deadlines</p>	2017 (Baseline)	100	N/A
		2023 (Milestone)		13
		2024 (Milestone)		-
		2025 (Milestone)		-
		2026 (Milestone)		-
		2027 (Target)		-

Actual Budget and Shortfall:  
**\$3.39 M**

Shortfall: \$1.32 M



Expenses:  
**\$2.65 M**



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
PCO SN Indicator 4.1B: Average turnover time for the identification of qualified candidates and complete recruitment	2016 (Baseline)	6-8 weeks	N/A
	2023 (Milestone)	8	1
	2024 (Milestone)	9	-
	2025 (Milestone)	9	-
	2026 (Milestone)	9	-
	2027 (Target)	9	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
PCO SN Indicator 4.1C: % of compliance with the Procurement Plans	2017 (Baseline)	14	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
PCO SN Indicator 4.1D: % of staff members completing mandatory trainings	2017 (Baseline)	30	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
PCO SN Indicator 4.1E: % of internal audit recommendations implemented	2010 (Baseline)	100	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
PCO SN Indicator 4.1F: % of internal and external audits recommendations implemented	2015 (Baseline)	100	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
PCO SN Indicator 4.1G: % of risk units meeting Enterprise Risk Management (ERM) policy and framework requirements	2017 (Baseline)	5	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
PCO SN Indicator 4.1H: % compliance with business continuity plans and processes	2017 (Baseline)	85	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
PCO SN Indicator 4.1I: % compliance with UN Security Risk Management requirements	2017 (Baseline)	95	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
PCO SN Indicator 4.1J: Contribution to the Operations Management Team (OMT) and various OMT sub working groups – HR including gender parity, IT, Procurement including gender-responsive budgeting, Budget and Finance – as well as Security Cell to adopt and implement common services in line with BOS.	2021 (Baseline)	7	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Milestone)	-	-
	2027 (Target)	-	-