

# Country-Level Data for Mozambique country

## Outcome XM-DAC-41146-MOZ\_O\_1

[OUTCOME MOZ\\_O\\_1](#) [XM-DAC-41146-MOZ\\_O\\_1](#)

**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: 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

\$749.76 K

Planned Budget

Actual Budget

PLANNED BUDGET

ACTUAL BUDGET AND SHORTFALL

EXPENSES



OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : 2023-2026

OUTCOME MOZ\_O\_1

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	SP_O_4A Average time to select a candidate/complete a recruitment process (Desk Review)	2021 (Baseline)	10 weeks	N/A
		2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Milestone)	-	-
		2026 (Target)	8 weeks	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4D	2021 (Baseline)	53	N/A
Extent to which personnel perceive UN Women to empower, engage and nurture their workforce in order to strengthen inclusive culture (Desk Review)	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	65	-
	2026 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4F	2021 (Baseline)	50	N/A
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)	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Target)	60	-

- QCPR Indicator :

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4G	(Baseline)	-	N/A
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)	2023 (Milestone)	-	50
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	• QCPR Indicator :	2026 (Target)	-

## OUTPUT INDICATOR AND RESULTS

### OUTPUT MOZ\_O\_1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
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  Planned Budget: <b>\$1.82 M</b>	MOZ_O_1.1A	2017 (Baseline)	3	N/A
	Number of UN Agencies that implement performance indicators on GE (gender marker or similar accountability tools to track commitment under the UNDAF)	2023 (Milestone)	-	12
		2024 (Milestone)	-	-
		2025 (Milestone)	-	-
		2026 (Target)	8 weeks	-

Actual Budget and Shortfall:  
**\$40.11 K**

Shortfall: \$1.78 M

Expenses:  
**\$31.93 K**

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
MOZ_O_1.1B	2017 (Baseline)	141,000	N/A
Amount of One Fund allocated to joint initiatives on GEWE	2023 (Milestone)	-	N/A
	2024 (Milestone)	-	-
	2025 (Milestone)	60%	-
	2026 (Target)	95% Very Good	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
MOZ_O_1.1C	2017 (Baseline)	7	N/A
N° of initiatives where UN Women takes substantive leadership on a GEWE related issue	2023 (Milestone)	-	International 50% and 56% Nationals
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Target)	A). 60% International. B)60% National	-



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
MOZ_O_1.1D	2019 (Baseline)	8	N/A
% of UNCT SWAP Gender Scorecard minimum criteria met or exceeded	2023 (Milestone)	-	95%
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Target)	100%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
MOZ_O_1.E	2021 (Baseline)	Yes	N/A
Diversity was an element considered in all recruitments	2023 (Milestone)	-	TRUE
	2024 (Milestone)	-	-
	2025 (Milestone)	-	-
	2026 (Target)	-	-