

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 | SP_O_4A 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 |
|---|------------------|------|-----------------|
| SP_O_4F | 2022 (Baseline) | 49 | 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) | 49 | - |
| | 2024 (Milestone) | 50 | - |
| | 2025 (Milestone) | 50 | - |
| | 2026 (Milestone) | 50 | - |
| | 2027 (Target) | 50 | - |

- QCPR Indicator :

OUTPUT INDICATOR AND RESULTS

OUTPUT PAK_O_4.1

| OUTCOME STATEMENT | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|---|------------------|------|-----------------|
| PCO is an employer of choice with a diverse and highly performing cadre of personnel that embodies UN values. Planned Budget: \$4.71 M | PAK_O_4.1A PCO SN Indicator 4.1A: % of donor reports meeting quality standards and reporting deadlines | 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 |
|--|------------------|-----------|-----------------|
| PAK_O_4.1B | 2016 (Baseline) | 6-8 weeks | N/A |
| PCO SN Indicator 4.1B: Average turnover time for the identification of qualified candidates and complete recruitment | 2023 (Milestone) | 8 | 1 |
| | 2024 (Milestone) | 9 | - |
| | 2025 (Milestone) | 9 | - |
| | 2026 (Milestone) | 9 | - |
| | 2027 (Target) | 9 | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| PAK_O_4.1C | 2017 (Baseline) | 14 | N/A |
| PCO SN Indicator 4.1C: % of compliance with the Procurement Plans | 2023 (Milestone) | - | - |
| | 2024 (Milestone) | - | - |
| | 2025 (Milestone) | - | - |
| | 2026 (Milestone) | - | - |
| | 2027 (Target) | - | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| PAK_O_4.1D | 2017 (Baseline) | 30 | N/A |
| PCO SN Indicator 4.1D: % of staff members completing mandatory trainings | 2023 (Milestone) | - | - |
| | 2024 (Milestone) | - | - |
| | 2025 (Milestone) | - | - |
| | 2026 (Milestone) | - | - |
| | 2027 (Target) | - | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| PAK_O_4.1E | 2010 (Baseline) | 100 | N/A |
| PCO SN Indicator 4.1E: % of internal audit recommendations implemented | 2023 (Milestone) | - | - |
| | 2024 (Milestone) | - | - |
| | 2025 (Milestone) | - | - |
| | 2026 (Milestone) | - | - |
| | 2027 (Target) | - | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| PAK_O_4.1F | 2015 (Baseline) | 100 | N/A |
| PCO SN Indicator 4.1F: % of internal and external audits recommendations implemented | 2023 (Milestone) | - | - |
| | 2024 (Milestone) | - | - |
| | 2025 (Milestone) | - | - |
| | 2026 (Milestone) | - | - |
| | 2027 (Target) | - | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| PAK_O_4.1G | 2017 (Baseline) | 5 | N/A |
| PCO SN Indicator 4.1G: % of risk units meeting Enterprise Risk Management (ERM) policy and framework requirements | 2023 (Milestone) | - | - |
| | 2024 (Milestone) | - | - |
| | 2025 (Milestone) | - | - |
| | 2026 (Milestone) | - | - |
| | 2027 (Target) | - | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| PAK_O_4.1H | 2017 (Baseline) | 85 | N/A |
| PCO SN Indicator 4.1H: % compliance with business continuity plans and processes | 2023 (Milestone) | - | - |
| | 2024 (Milestone) | - | - |
| | 2025 (Milestone) | - | - |
| | 2026 (Milestone) | - | - |
| | 2027 (Target) | - | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| PAK_O_4.II | 2017 (Baseline) | 95 | N/A |
| PCO SN Indicator 4.II: % compliance with UN Security Risk Management requirements | 2023 (Milestone) | - | - |
| | 2024 (Milestone) | - | - |
| | 2025 (Milestone) | - | - |
| | 2026 (Milestone) | - | - |
| | 2027 (Target) | - | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| PAK_O_4.1J | 2021 (Baseline) | 7 | N/A |
| 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. | 2023 (Milestone) | - | - |
| | 2024 (Milestone) | - | - |
| | 2025 (Milestone) | - | - |
| | 2026 (Milestone) | - | - |
| | 2027 (Target) | - | - |