

Country-Level Data for Kenya country Outcome XM-DAC-41146-RD_O_8

OUTCOME RD_O_8 [XM-DAC-41146-RD_O_8](#)


Output 4. 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.

OUTCOME DETAILS

SDG alignment



Impact areas

 Empowered people

Organizational outputs

Policy Marker

GENDER EQUALITY

Humanitarian Scope

No

UN System Function

Direct support and service delivery

Outcome Description

Output 4. 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

\$1.44 M

Planned Budget

\$0.00

Actual Budget

PLANNED BUDGET



OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : 2023-2026

OUTCOME RD_O_8

B - Baseline

M - Milestones

T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Output 4. 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.	SP_O_4A Average time to select a candidate/complete a recruitment process (Desk Review)	2021 (Baseline)	6	N/A
		2023 (Milestone)	-	-
		2024 (Milestone)	4	-
		2025 (Milestone)	-	-
		2026 (Target)	3	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4G	2022 (Baseline)	6	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)	13	67
	2024 (Milestone)	20	-
	2025 (Milestone)	26	-
	• QCPR Indicator :	2026 (Target)	33

OUTPUT INDICATOR AND RESULTS

OUTPUT RD_O_8.1

OUTCOME STATEMENT

Output 4.1. HR management initiatives that ensure the Country Office has sufficient expertise and talent to implement the SN.

Planned Budget:
\$2.76 M



Actual Budget and Shortfall:
\$0.00

Shortfall: \$2.76 M



Expenses:
\$0.00

INDICATOR STATEMENT

RD_O_8.1B
Indicator 4.1.2: Percentage of UN Women personnel who deem the work culture is inclusive, empowering, engaging, and nurturing as measured by the Quarterly Healthy Working Environment Survey. (Aligned to GLOBAL SP indicator O 4.4)

YEAR

BMTS

REPORTED RESULT

YEAR	BMTS	REPORTED RESULT
2021 (Baseline)	60	N/A
2023 (Milestone)	-	75
2024 (Milestone)	70	-
2025 (Milestone)	-	-
2026 (Target)	75	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
RD_O_8.1C	2021 (Baseline)	50	N/A
Indicator 4.1.3 :KCO indicator. Percentage of annual learning and development (L&D) plans for personnel implemented	2023 (Milestone)	-	100
	2024 (Milestone)	75	-
	2025 (Milestone)	-	-
	2026 (Target)	100	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
RD_O_8.1D	2022 (Baseline)	3	N/A
Indicator 4.1.4: : (Aligned to GLOBAL SP indicator O 3.5) Number of cross-regional knowledge exchange initiatives which promote innovative ways of working/promising practices i.e. working groups (Finance & Budget working group, HACT, Procurement working group), learning cafes (examples learning Friday, staff Induction, regional exchange programmes, communities of practice, whole- office structured partner induction & capacity building.	2023 (Milestone)	-	3
	2024 (Milestone)	1	-
	2025 (Milestone)	-	-
	2026 (Target)	4	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
RD_O_8.1E	2022 (Baseline)	33	N/A
3.4: (KCO indicator) Percentage of UN-Women personnel who have progressed career & contract wise within the office	2023 (Milestone)	-	29.6
	2024 (Milestone)	35	-
	2025 (Milestone)	-	-
	2026 (Target)	40	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
RD_O_8.1F	2023 (Baseline)	50	N/A
3.2 Percentage of senior management team and team leads that participate in leadership programmes	2023 (Milestone)	-	100
	2024 (Milestone)	70	-
	2025 (Milestone)	-	-
	2026 (Target)	100	-