

Country-Level Data for Bangladesh country Outcome

XM-DAC-41146-BGD_O_4

Data as of:
8 May 2024

OUTCOME BGD_O_4 [XM-DAC-41146-BGD_O_4](#)


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

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

\$21.99 K

Planned Budget

\$21.99 K

Actual Budget

PLANNED BUDGET



ACTUAL BUDGET AND SHORTFALL



EXPENSES



Funding Partners

Regular resources (Core):

 UN Women
\$21,990

OUTCOME BGD_O_4

B - Baseline M - Milestones T - Target

| 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 | SP_O_4A | (Baseline) | - | N/A |
| | Average time to select a candidate/complete a recruitment process (Desk Review) | 2022 (Milestone) | - | - |
| | | 2023 (Milestone) | - | - |
| | | 2024 (Milestone) | - | - |
| | | 2025 (Milestone) | - | - |
| | | 2026 (Target) | - | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| SP_O_4D | (Baseline) | - | N/A |
| Extent to which personnel perceive UN Women to empower, engage and nurture their workforce in order to strengthen inclusive culture (Desk Review) | 2022 (Milestone) | - | - |
| | 2023 (Milestone) | - | - |
| | 2024 (Milestone) | - | - |
| | 2025 (Milestone) | - | - |
| | 2026 (Target) | - | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| SP_O_4E | (Baseline) | - | N/A |
| UN-Women has: A) Certified to the Secretary-General and the UN Women Executive Board that it has reported all allegations of Sexual exploitation and abuse (SEA) that have been brought to its attention and has taken all appropriate measures to address such allegations, in accordance with established rules and procedures for dealing with cases of staff misconduct B) Developed a sexual harassment action plan using a victim-centered approach for their actions and provided a report on the actions taken to their respective governing bodies. (Desk Review) | 2022 (Milestone) | - | - |
| | 2023 (Milestone) | - | - |
| | 2024 (Milestone) | - | - |
| | 2025 (Milestone) | - | - |
| | 2026 (Target) | - | - |

OUTPUT INDICATOR AND RESULTS

OUTPUT BGD_O_4.1

| OUTCOME STATEMENT | INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|--|--|------------------|------|-----------------|
| <div>The BCO advances feminist leadership, with a focus on care, well-being and interdependence to promote a culture of inclusion, participation and collaboration</div> <div>Planned Budget: \$2.66 M</div> <div></div> <div>Actual Budget and Shortfall: \$2.67 M</div> <div>Shortfall: \$0.00</div> <div></div> <div>Expenses: \$2.64 M</div> <div></div> | <div>BGD_O_4.1A</div> <div>% of completion of annual office learning plan activities</div> | 2017 (Baseline) | 29 | N/A |
| | | 2022 (Milestone) | 3 | 3 |
| | | 2023 (Milestone) | 2.5 | - |
| | | 2024 (Milestone) | 2.5 | - |
| | | 2025 (Milestone) | 2.5 | - |
| | | 2026 (Target) | 2.5 | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| BGD_O_4.1B | 2015 (Baseline) | 60 | N/A |
| Percentage of planned procurement are done within 04 weeks (from requisition submission to delivery) [excluding procurement subject to PRC or imported from outside country. | 2022 (Milestone) | 6 | 3 |
| | 2023 (Milestone) | 5.5 | - |
| | 2024 (Milestone) | 5 | - |
| | 2025 (Milestone) | 4.5 | - |
| | 2026 (Target) | 4 | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| BGD_O_4.1C | 2017 (Baseline) | 80 | N/A |
| Percentage of personnel recruitment processes that are completed within 16 weeks for FTAs (from announcement to reference check) and 12 weeks for SCs | 2022 (Milestone) | 60% | 0 |
| | 2023 (Milestone) | 70% | - |
| | 2024 (Milestone) | 75% | - |
| | 2025 (Milestone) | 80% | - |
| | 2026 (Target) | 80% | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|--------------------------------------|------------------|------|-----------------|
| BGD_O_4.1D | 2018 (Baseline) | No | N/A |
| BCO Disaster Response Plan developed | 2022 (Milestone) | 2 | 2 |
| | 2023 (Milestone) | 4 | - |
| | 2024 (Milestone) | 6 | - |
| | 2025 (Milestone) | 8 | - |
| | 2026 (Target) | 10 | - |

| INDICATOR STATEMENT | YEAR | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| BGD_O_4.1E Achieving information security compliance is mandatory for all country offices. BCO is 73 % in 2019 and targeted 100% compliance in 2020 | 2019 (Baseline) | 73% | N/A |
| | 2023 (Milestone) | - | - |
| | 2024 (Milestone) | - | - |
| | 2025 (Milestone) | - | - |
| | 2026 (Target) | - | - |

STRATEGIC NOTE OUTCOME PROGRESS NOTE

SHOWING DATA OF : **2022**

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There has been evident progress in this area in 2022. The capacity and confidence of staff across all levels and contract modalities have increased as a result of the Country Office's continued investment in deepening the leadership bench with a feminist excellence approach. Over 30 per cent of all staff meetings have been co-chaired by support staff for the first time. A substantial commitment to staff learning across functions and thematic areas has further strengthened staff capacity on issues such as adaptive leadership, intersectionality, disability and inclusion, reporting, programme management, and resource mobilization. UN Women's initiatives, such as approachable senior management, a culture of recognition, with an emphasis on being self-directed and other-centric, and a participatory approach to decision-making, among others, have created an empowering and enabling environment for all personnel, as noted in the Human Resources Functional Analysis conducted in 2022. These efforts were supplemented by engagement with the regional Office of Ombudsman, under which UN Women is piloting the Respectful Workplace Facilitator (RWF) initiative as informal conflict resolution mechanism in select country offices including Bangladesh. The enhanced leadership and teamwork skills, as demonstrated by personnel's representation in the office-wide task teams and groups, have fostered a culture of personal and collective reflective learning. More than 70 per cent of staff are voluntarily engaged in at least one of the seven task teams, enabling cross-thematic and cross-functional collaboration on key internal and external agendas such as prevention of sexual exploitation and abuse (PSEA), disability and inclusion, youth engagement, and engaging men and boys. Out of the three task teams with an action plan, two over-achieved on their implementation (Disability and Inclusion, and Youth Task Team) exemplifying UN ideals and creating the space for transformative change. UN Women's joint leadership with UNFPA to undertake a table-top exercise on PSEA enhanced the UN Country Team (UNCT) members' capacity to deliberate on and better prepare for PSEA scenarios. A key lesson learned in 2022 is that progress in this regard is not linear. In order to facilitate a cultural shift in thinking and approach, it is essential that personnel and the office collectively reflect and explore our common values and vision, in an open and inclusive manner. To further strengthen the learning culture, the office will establish a

learning committee in 2023, in line with recommendations from the Human Resources Functional Analysis.