Country-Level Data for China country Outcome XM-DAC-41146-CHN_O_4

OUTCOME CHN_O_4   XM-DAC-41146-CHN_O_4

Improved management of financial and human resources in pursuit of results

OUTCOME DETAILS

SDG alignment

Outcome Description

Improved management of financial and human resources in pursuit of results

Impact areas

Empowered people

Organizational outputs

Policy Marker

GENDER EQUALITY

Humanitarian Scope

No

UN System Function

Support functions

RESOURCES

$746.96 K
Planned Budget

$867.98 K
Actual Budget

PLANNED BUDGET

ACTUAL BUDGET AND SHORTFALL

EXPENSES

Funding Partners

Regular resources (Core):

UN Women
$867,976

OUTCOME CHN_O_4

| | | | B - Baseline | M - Milestones | T - Target |

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Improved management of financial and human resources in pursuit of results	SP_O_4A SP O_4.1 : Rating in the Aid Transparency Tracker (Derived from QCPR indicator 25) (Shared with UNFPA) (Not for country reporting)	(Baseline)	–	N/A
		2021 (Milestone)	–	–
		2022 (Milestone)	–	–
		2023 (Milestone)	–	–
		2024 (Milestone)	–	–
		2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4B	(Baseline)	–	N/A
SP O_4.2: Percentage of donor reports submitted on time (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4C	(Baseline)	–	N/A
SP O_4.3: Percentage of feedback received from member states on donor reports that are positive (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4D	2020 (Baseline)	1	N/A
	2021 (Milestone)	1	True
SP O_4.4: Percentage of Country and Multi-Country Offices that have adopted and implemented common service lines in: i.Common procurement services ii. Common finance services iii. Common information, communication and technology (ICT) services iv. Common logistics services v.Common human resources services vi. Common facility services, including Common Premises (Derived from QCPR indicator 76c)(Similar to UNICEF and UNFPA)	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4E	(Baseline)	–	N/A
SP O_4.5: Structured dialogue on financing with the Executive Board held annually (Derived from QCPR indicator 19)(Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4F	(Baseline)	–	N/A
SP O_4.6: Percentage of offices which have completed training on anti-fraud and accountability (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4G	(Baseline)	–	N/A
SP O_4.7: Implementation rate for regular resources (Shared with UNFPA) (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4H	(Baseline)	–	N/A
SP O_4.8: Implementation rate for other resources (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4I	(Baseline)	–	N/A
SP O_4.9: Percentage of Country Offices reporting on Greenhouse Gas emissions for travel and operations (Similar to UNFPA and UNICEF) (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4J	(Baseline)	–	N/A
SP O_4.10: Average turnover time for the identification of qualified candidates and complete recruitment (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4K	(Baseline)	-	N/A
SP O_4.11: Percentage of annual performance management and development reviews completed on time (Not for country reporting)	2021 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4L	(Baseline)	–	N/A
SP O_4.12: Percentage of staff members completing mandatory trainings (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4M	(Baseline)	–	N/A
SP O_4.13: Percentage of internal audit recommendations implemented (Similar to UNFPA) (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4N	(Baseline)	–	N/A
SP O_4.14: Percentage of external audit recommendations implemented (Similar to UNFPA) (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_40	(Baseline)	–	N/A
SP O_4.15: Percentage of risk units meeting Enterprise Risk Management policy and framework requirements (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4P	(Baseline)	–	N/A
SP O_4.16: Percentage availability and uptime of corporate ICT systems (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4Q	(Baseline)	-	N/A
SP O_4.17: Percentage of ICT platforms that fully address cyber-security issues and architecture design inputs from the ICT team (Not for country reporting)	2021 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4R	(Baseline)	–	N/A
SP O_4.18: Percentage of offices compliant with business continuity plans and processes (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4S	(Baseline)	–	N/A
SP O_4.19: Percentage of offices compliant with UN Security Risk Management requirements (Not for country reporting)	2021 (Milestone)	–	–
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

OUTPUT INDICATOR AND RESULTS

OUTPUT CHN_O_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN Women China office has adequate offfice capacity to deliver results in gender equality and women's empowerment.	CHN_O_4.1A All China projects' & programmes' delivery percentages	2017 (Baseline)	n/a	N/A
		2021 (Milestone)	95%	95
		2022 (Milestone)	4 months for FTA	3.2 months for FTA
		2023 (Milestone)	11 weeks	–
		2024 (Milestone)	11 weeks	–
		2025 (Target)	11 weeks	–

Planned Budget:
$3.38 M

Actual Budget and Shortfall:
$2.90 M

Shortfall: $479.11 K

Expenses:
$2.30 M

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
CHN_O_4.1B Average turnover time for the identification of qualified candidates and complete recruitment (SP OEEF Output 4.8)	2021 (Baseline)	40 days	N/A
	2021 (Milestone)	35	35
	2022 (Milestone)	7	9
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
CHN_O_4.1D	2017 (Baseline)	n/a	N/A
Number of months national SC positions left vacant	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
CHN_O_4.1F Percentage of staff who have completed all required courses within 1 year of recruitment.	2017 (Baseline)	100%	N/A
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
CHN_O_4.1G	2017 (Baseline)	n/a	N/A
Percentage of programme teams who submit donor reports on time and with good quality ratings	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

OUTPUT CHN_O_4.2

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN Women China office has effective management on its financial and other resources with accountability, efficiency and transparency.	CHN_O_4.2A Implementation rate for regular resources.	2021 (Baseline)	95%	N/A
		2022 (Milestone)	95%	100
		2023 (Milestone)	–	–
		2024 (Milestone)	–	–
		2025 (Target)	–	–

Planned Budget:
$235.07 K

Actual Budget and Shortfall:
$221.70 K

Shortfall: $13.38 K

Expenses:
$205.92 K

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
CHN_O_4.2B # of monthly financial closure submitted on time	2017 (Baseline)	12	N/A
	2022 (Milestone)	98%	99
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
CHN_O_4.2C Percentage of relevant audit recommendations followed up within year	2017 (Baseline)	n/a	N/A
	2022 (Milestone)	0	0
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
CHN_O_4.2D $ of ageing advances to partners	2017 (Baseline)	n/a	N/A
	2022 (Milestone)	4	4
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
CHN_O_4.2E Percentage of capital assets tagged and correctly recorded in ATLAS	2017 (Baseline)	n/a	N/A
	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
CHN_O_4.2F	2017 (Baseline)	n/a	N/A
Percentage of staff who rate their IT equipment, IT support services, and office building services as "satisfactory" or "highly satisfactory"	2023 (Milestone)	–	–
	2024 (Milestone)	–	–
	2025 (Target)	–	–

OUTPUT CHN_O_4.3

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
With UN Women China office transited to a full pledged country office, advancing standard and streamlined business operations and administration to deliver results.	CHN_O_4.3A (linked to SP output indicator O.3.6) Number of SOPs developed and implemented to standardize and streamline business operations and administration.	2021 (Baseline)	1	N/A
		2022 (Milestone)	5	5
		2023 (Milestone)	–	–
		2024 (Milestone)	–	–
		2025 (Target)	–	–

Planned Budget:
$2.00 K

Actual Budget and Shortfall:
$0.00

Shortfall: $2.00 K

Expenses:

$0.00

Improved management of financial and human resources in pursuit of results

2022 is the first year of China CO to operate as a full-fledged country office since Delegation of Authority was granted in Oct 2021. The office established internal control measures and standardized operating procedures (SOP) for each business stream, ensured smooth transition and full adherence to UN Women’s standards for business operations. Among the SOPs developed for each business stream, the office also established the first ever China office local project appraisal committee (LPAC) for Pro Docu review and approval and partner agreement selection approval within Delegation of Authority (DoA) threshold. In 2022, UN Women China office maintained effective management on its financial resources and other resources with accountability, efficiency and transparency. The office developed effective monitoring tool to closely monitor financial resources planning, allocation, budgeting, commitment and expenditure. The office effectively implemented total planned budget of $3.5 million for the year of 2022 from regular resources and other resources, with total delivery rate at 91% and budget utilization rate at 100%. The office exercised rigid and standardized review and verification for all financial transactions to ensure fully abide by corporate financial rules and regulations. Moreover, the office strictly followed the requirements on monthly checklist to verify the indicators for all categories on financial management and project management are achieved. With quality assurance in place, the office has achieved targets for key performance indicators in 2022. Besides, the office has one Responsible Partner (RP) was included in UN Women's partner audit plan. The final audit opinion is unqualified opinion without any findings. Moreover, the office doesn’t have outstanding internal audit recommendations. To further strengthen cash transfer management to the RPs to ensure the entrusted fund from UN Women China office is properly utilized, the office organized two tailored clinical training to the existing two RPs in Aug on Fund Authorization and Certification of Expenditure (FACE) submission and UN Women's requirements on mandatory documentation review. The training built mutual understanding between the RPs and UN Women, and strengthened capacity of the RPs in FACE preparation and supporting documentation submission, and therefore increased efficiency and effectiveness of cash management to the RPs. The office ensured services and supplies available for smooth operations. Besides, the office implemented accessibility improvement plan based on accessibility assessment report which was led by UN Disability Theme Group (UNDTG), and UN Women China office was selected as best practice and shared experiences in UN Operations Management Team (UNOMT). China office has set up a solid business continuity plan (BCP) and contingency plan for remote working set-up when required, and exercises maximum flexibility for all staff to be accountable to their work whilst managing personal lives in the current challenging environment. In line with the duty of care, the office has invested in team building activities, daily stretch for all staff as part of promoting exercise/wellbeing and encouraging all staff to participate in the regional office led mental health wellbeing programmes. The office has 100% compliance rate in Business Continuity and Crisis Management (BCCMA). We are also fully compliant with the requirements under Security Risk Management (SRM) China. The office has warden system and emergency telephone tree in place and regularly updated. Moreover, to improve the staff skill in

emergency situation, the office organized First Aid Training in Aug 2022. With UN Women China office transited from project office to a full-fledged country office, the office reclassified one core position contractual modality and upgraded one core position in line with the organization’s corporate staffing structure and ensured the office has adequate core staff to perform the critical functions. In 2022 the office timely recruited three new service contract staff members, fifteen consultants, four new UNVs, four interns and processed contract amendments for existing contract holders to ensure full human resource capacity in place to deliver UN Women mandates. The average time in recruiting different categories of contract types have been greatly shortened, i.e. FTA 3.2 months, SC 1.7 months, UNV and Interns 1.5 months. The office established Staff Learning and Team Building Committee to maintain an inclusive, empowering and engaging working environment, which consists of a variety of team members incl. operations staff, HR, young consultant and intern, and project managers etc. The committee conducted needs assessment survey in the beginning of the year to promote participatory decision-making process and to better understand staff learning needs. Based on the survey results and in line with the planned activities in 2022 work plan, the office organized a broad range of team building activities and training sessions, which further enhanced solidarity and inspired a sense of joyfulness in working together and strengthened staff capacity in increasing efficiency and effectiveness. Besides, experiences shared in brown bag sessions also strengthened bonds among teams and the three informal meetings planned in a year between supervisors and team members further built trust among the teams to better support each other to achieve results.