Country-Level Data for East & Southern Africa RO country Outcome XM-DAC-41146-ESA_O_4

OUTCOME ESA_O_4   XM-DAC-41146-ESA_O_4

Nurturing and empowered workforce

OUTCOME DETAILS

SDG alignment
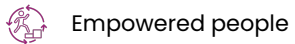
Outcome Description

Nurturing and empowered workforce

Impact areas

Empowered people

Organizational outputs

Policy Marker

GENDER EQUALITY

Humanitarian Scope

No

UN System Function

Support functions

RESOURCES

$5.70 M
Planned Budget

$3.77 M
Actual Budget

PLANNED BUDGET

ACTUAL BUDGET AND SHORTFALL

EXPENSES

Funding Partners

Regular resources (Core):

UN Women
$3,624,682

Other resources (Non-Core)/ Funding Partners:

Sweden $143,811

TOTAL OTHER RESOURCES (NON-CORE)
$143,811

OUTCOME ESA_O_4

B - Baseline   M - Milestones   T - Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Nurturing and empowered workforce	SP_O_4A Average time to select a candidate/complete a recruitment process (Desk Review)	(Baseline)	–	N/A
		2022 (Milestone)	–	–
		2023 (Milestone)	–	–
		2024 (Milestone)	–	–
		2025 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4C	(Baseline)	-	N/A
Percentage of all International Professional staff (P1 to D2) from programme countries (Desk Review)	2022 (Milestone)	-	-
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (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 (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 (Target)	-	-

OUTPUT INDICATOR AND RESULTS

OUTPUT ESA_O_4.1

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.	ESA_O_4.1A Percentage of International Professional staff (P1-D1) from Programme countries	2021 (Baseline)	50	N/A
		2022 (Milestone)	50	64.3
		2023 (Milestone)	60	–
		2024 (Milestone)	65	–
		2025 (Target)	75	–

Planned Budget:
$11.18 M

Actual Budget and Shortfall:
$3.77 M

Shortfall: $7.41 M

Expenses:
$2.73 M

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ESA_O_4.1B	2021 (Baseline)	60	N/A
	2022 (Milestone)	11	Medium 30-69%
Average time it takes to select a candidate/complete a recruitment process	2023 (Milestone)	70	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ESA_O_4.1C Extent to which personnel perceive UN Women to empower, engage and nurture their workforce in order to strengthen inclusive culture	2021 (Baseline)	50	N/A
	2022 (Milestone)	53	50
	2023 (Milestone)	55	–
	2024 (Milestone)	55	–
	2025 (Target)	58	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ESA_O_4.1D	2021 (Baseline)	Yes	N/A
	2022 (Milestone)	Yes	True
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. i, Developed a sexual harassment action plan using a victim-centred approach for their actions; ii. provided a report on the actions taken to their respective governing bodies.	2023 (Milestone)	Yes	–
	2024 (Milestone)	Yes	–
	2025 (Target)	Yes	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ESA_O_4.1E	2021 (Baseline)	60	N/A
	2022 (Milestone)	70	78
Percentage of annual performance management and development reviews completed on time	2023 (Milestone)	75	–
	2024 (Milestone)	75	–
	2025 (Target)	80	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ESA_O_4.1F	2021 (Baseline)	50	N/A
Percentage of staff members completing mandatory trainings	2022 (Milestone)	60	90
	2023 (Milestone)	65	–
	2024 (Milestone)	75	–
	2025 (Target)	85	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ESA_O_4.1G	2021 (Baseline)	16 weeks	N/A
Average time to select a candidate/complete a recruitment process	2022 (Milestone)	15 weeks	Medium 30-69%
	2023 (Milestone)	15 weeks	–
	2024 (Milestone)	15 weeks	–
	2025 (Target)	14 weeks	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ESA_O_4.1H	2022 (Baseline)	50	N/A
4.7 percentage of the relevant indicators from the UNDIS accountability framework where UN _Wmen has met or exceeded the standard (QCPR)	2022 (Milestone)	50	0
	2023 (Milestone)	50	–
	2024 (Milestone)	51	–
	2025 (Target)	52	–