

Country-Level Data for Ethiopia country Outcome

XM-DAC-41146-ETH_O_4

Data as of:
14 May 2024

OUTCOME ETH_O_4 [XM-DAC-41146-ETH_O_4](#)

Nurturing an empowered workforce and advancing an inclusive UN-Women culture

OUTCOME DETAILS

SDG alignment



Outcome Description

Nurturing an empowered workforce and advancing an inclusive UN-Women culture

Impact areas



Empowered people

Organizational outputs

Policy Marker

GENDER EQUALITY

Humanitarian Scope

No

UN System Function

Support functions

RESOURCES

\$104.00 K

Planned Budget

\$50.00 K

Actual Budget

PLANNED BUDGET

ACTUAL BUDGET AND SHORTFALL

EXPENSES



OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : **2022-2025**

OUTCOME ETH_O_4

B – Baseline

M – Milestones

T – Target

OUTCOME STATEMENT

INDICATOR STATEMENT

YEAR

BMTS

REPORTED RESULT

Nurturing an empowered workforce and advancing an inclusive UN-Women culture

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)

- -

OUTPUT INDICATOR AND RESULTS

OUTPUT ETH_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. Planned Budget: \$1.43 M	ETH_O_4.1A	2016 (Baseline)	30	N/A
	Number of African Ministers of Gender/Women develop and review their country gender strategies and policies	2023 (Milestone)	-	-
		2024 (Milestone)	-	-
		2025 (Target)	-	-



Actual Budget and Shortfall:
\$1.21 M

Shortfall: \$219.29 K



Expenses:
\$1.17 M



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ETH_O_4.1B Number of AUC departments that adopt and implement gender-responsive plans and initiatives	2015 (Baseline)	7	N/A
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ETH_O_4.1C	2016 (Baseline)	TBD	N/A
Number of AU peace and security related processes that include specific considerations for gender equality and participation of women	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
ETH_O_4.1D Number of AU policy processes that include specific considerations for gender equality and participation of women	2019 (Baseline)	0	N/A
	2023 (Milestone)	-	-
	2024 (Milestone)	-	-
	2025 (Target)	-	-

STRATEGIC NOTE OUTCOME PROGRESS NOTE

SHOWING DATA OF : **2022**

Nurturing an empowered workforce and advancing an inclusive UN-Women culture

In 2022, UN Women Ethiopia ensured that all staff has been provided with the orientations on performance management, performance, and capacity development planning. Performance planning and review are done for all staff and areas for development/capacity building identified. In addition, UN Women has revitalized its Staff Learning and Development Team to develop the learning plan by coordinating with staff and management. As a result, several learning initiatives has been convened which empowered the staff with capacities and knowledge on strengthening results-based management, monitoring and data collections methods to ensure a culture of continuous learning and experience sharing. In addition, a number of initiatives for staff engagement including staff retreat, regular general staff meetings, programme and operations team meetings have been implemented by UN Women. These fora provided opportunity for staff to have better coordination of programmes, shared vision on targeted results and feeling of togetherness/oneness. Moreover, UN Women continued to ensure the implementation of sexual exploitation and abuse (SEA) and sexual harassment, as tackling sexual misconduct continues to be a priority for UN-Women and the UN system at large. UN Women Ethiopia ensured 100% compliance of staff with the completion of the mandatory course on SEA and sexual harassment. As part of its annual risk management process, the office assesses the risk on SEA and sexual harassment and identifies risk mitigation measures. To enhance a culture of accountability and continuous service improvement, UN Women has started the implementation of performance accountability systems including the Global Service Tracker and the Quarterly Business Review (QBR). The tools provided operational management data and compliance rates for management decision making and implementation of a continuous improvement system.