UN WOMEN

Country-Level Data for Fiji country Outcome XM-DAC-41146-FIJ_O_4

OUTCOME FIJ_O_4   XM-DAC-41146-FIJ_O_4

Improved management of financial and human resources in pursuit of results

OUTCOME DETAILS

SDG alignment

Impact areas

 Principled performance

Organizational outputs

Policy Marker

GENDER EQUALITY

Humanitarian Scope

No

UN System Function

Capacity development and technical assistance

Support functions

Outcome Description

Improved management of financial and human resources in pursuit of results

RESOURCES

$870.60 K
Planned Budget

$916.96 K
Actual Budget

PLANNED BUDGET

ACTUAL BUDGET AND SHORTFALL

EXPENSES

Funding Partners

Regular resources (Core):

UN Women
$916,964

OUTCOME FIJ_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_1A	(Baseline)	–	N/A
	Implementation rate for regular resources (Desk Review)	2022 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_1B	(Baseline)	-	N/A
Implementation rate for other resources (Desk Review)	2022 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_1D	(Baseline)	–	N/A
Percentage of risk units meeting Enterprise Risk Management policy and framework requirements (Desk Review)	2022 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_1E	(Baseline)	–	N/A
A) Percentage of agreed long outstanding internal audit recommendations B) Percentage of agreed long outstanding external audit recommendations management need to complete action (Desk Review)	2022 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_1F	(Baseline)	-	N/A
Percentage of offices compliant with a) Business continuity plans and processes b) Occupational Safety and Health requirements c) UNSMS Security policies (Desk Review)	2022 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4A	(Baseline)	–	N/A
SP O_4.1 : Rating in the Aid Transparency Tracker (Derived from QCPR indicator 25) (Shared with UNFPA) (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	0	–
	2021 (Milestone)	0	–
	2022 (Milestone)	0	–
	2023 (Target)	–	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4B	2019 (Baseline)	80%	N/A
SP O_4.2: Percentage of donor reports submitted on time (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	90%	–
	2021 (Target)	95%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4C	2019 (Baseline)	85%	N/A
SP O_4.3: Percentage of feedback received from member states on donor reports that are positive (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	85%	–
	2021 (Milestone)	85%	–
	2022 (Target)	85%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4D	2019 (Baseline)	50%	N/A
	2018 (Milestone)	–	–
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)	2019 (Milestone)	–	True
	2020 (Milestone)	60%	True
	2021 (Milestone)	70%	True
	2022 (Target)	75%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4E	2019 (Baseline)	No	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)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	No	–
	2021 (Milestone)	No	–
	2022 (Target)	No	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4F	2019 (Baseline)	Yes	N/A
SP O_4.6: Percentage of offices which have completed training on anti-fraud and accountability (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	Yes	–
	2021 (Milestone)	Yes	–
	2022 (Target)	Yes	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4G	2019 (Baseline)	85%	N/A
SP O_4.7: Implementation rate for regular resources (Shared with UNFPA) (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	85%	–
	2021 (Milestone)	85%	–
	2022 (Target)	85%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4H	2019 (Baseline)	80%	N/A
SP O_4.8: Implementation rate for other resources (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	80%	–
	2021 (Milestone)	80%	–
	2022 (Target)	80%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4I	2019 (Baseline)	0%	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)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	0%	–
	2021 (Milestone)	0%	–
	2022 (Target)	0%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4J SP O_4.10: Average turnover time for the identification of qualified candidates and complete recruitment (Not for country reporting)	2019 (Baseline)	10 weeks	N/A
	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	10 weeks	–
	2021 (Milestone)	10 weeks	–
	2022 (Target)	10 weeks	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4K	2019 (Baseline)	80%	N/A
	2018 (Milestone)	–	–
SP O_4.11: Percentage of annual performance management and development reviews completed on time (Not for country reporting)	2019 (Milestone)	–	–
	2020 (Milestone)	85%	–
	2021 (Milestone)	85%	–
	2022 (Target)	85%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4L	2019 (Baseline)	80%	N/A
SP O_4.12: Percentage of staff members completing mandatory trainings (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	80%	–
	2021 (Milestone)	80%	–
	2022 (Target)	80%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4M	2019 (Baseline)	90%	N/A
SP O_4.13: Percentage of internal audit recommendations implemented (Similar to UNFPA) (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	90%	–
	2021 (Milestone)	90%	–
	2022 (Target)	90%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4N	2019 (Baseline)	80%	N/A
SP O_4.14: Percentage of external audit recommendations implemented (Similar to UNFPA) (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	90%	–
	2021 (Milestone)	90%	–
	2022 (Target)	90%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4O	2019 (Baseline)	95%	N/A
SP O_4.15: Percentage of risk units meeting Enterprise Risk Management policy and framework requirements (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	100%	–
	2021 (Milestone)	100%	–
	2022 (Target)	100%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4P	2019 (Baseline)	99%	N/A
SP O_4.16: Percentage availability and uptime of corporate ICT systems (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	99%	–
	2021 (Milestone)	99%	–
	2022 (Target)	99%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4Q	2019 (Baseline)	80%	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)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	90%	–
	2021 (Milestone)	95%	–
	2022 (Target)	95%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4R	2019 (Baseline)	70%	N/A
SP O_4.18: Percentage of offices compliant with business continuity plans and processes (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	85%	–
	2021 (Milestone)	95%	–
	2022 (Target)	99%	–

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4S	2019 (Baseline)	50%	N/A
SP O_4.19: Percentage of offices compliant with UN Security Risk Management requirements (Not for country reporting)	2018 (Milestone)	–	–
	2019 (Milestone)	–	–
	2020 (Milestone)	100%	–
	2021 (Milestone)	100%	–
	2022 (Target)	100%	–

OUTPUT INDICATOR AND RESULTS

OUTPUT FIJ_O_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Improved stewardship of resources through budget, financial, HR, ICT and risks management	FIJ_O_4.1A Satisfactory self-audits, at least 2 per year and at least 1 office every two years	2017 (Baseline)	1	N/A
		2018 (Milestone)	–	1
		2019 (Milestone)	2	0
		2020 (Milestone)	2	0
		2021 (Milestone)	2	2
		2022 (Target)	2	2

Planned Budget:
$2.91 M

Actual Budget and Shortfall:
$2.67 M

Shortfall: $230.97 K

Expenses:
$2.45 M

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
FIJ_O_4.1C	2016 (Baseline)	80 %	N/A
	2018 (Milestone)	–	
Full compliance with month-end closure and year-end closure checklist and instruction	2019 (Milestone)	100%	100%
	2020 (Milestone)	100%	90
	2021 (Milestone)	100%	100
	2022 (Target)	100%	100

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
FIJ_O_4.1D	2017 (Baseline)	40%	N/A
Percentage of annual performance management and development reviews completed on time	2018 (Milestone)	–	
	2019 (Milestone)	100%	100%
	2020 (Milestone)	100%	100
	2021 (Milestone)	100%	100
	2022 (Target)	100%	100

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
FIJ_O_4.1E	2017 (Baseline)	1	N/A
Number of reviews of the Enterprise Risk Management Framework per year	2018 (Milestone)	–	3
	2019 (Milestone)	4	4
	2020 (Milestone)	4	–
	2022 (Target)	4 (annually 2018-2022)	–

STRATEGIC NOTE OUTCOME PROGRESS NOTE

SHOWING DATA OF : **2022**

Improved management of financial and human resources in pursuit of results

As the 2022 was the year of partial recovery from the isolation caused by COVID-19 imposed restrictions for Fiji office and increased restrictions for other field offices due to COVID19 escalation in the region, the MCO maintained flexibility in ensuring the employees had enough space and time for the smooth transition from 100% working from home modality to going back to the office arrangements: the colleagues enjoyed hybrid working arrangement with no stress attitude for the overall MCO work performance remaining at a top-quality level. The MCO kept all core and critical programme positions occupied for most of the year. Though Fiji MCO Representative position was vacant for 4 months, the office ensured sufficient backstopping arrangements to ensure smooth operations and delivery of results. The human resources requirement, caused by the successful fund raising efforts was met throughout the whole reporting period, though the office faced challenges in retaining staff and personell in most of offices where Fiji MCO operates (primarily due to staff and personnel carreer growth opprotunities and better pay packages provided by other non UN Entities in the region). Even though MCO was able to perform all activities uninterrupted, with the high level of the delivery (above 90%). Regular all staff and operations meeting, as well as staff working meetings and retreats were held, to maintain clear, transparent communication within MCO team, to review new corporate pocilicies and guidelines, as well as operational flows, ensuring the MCO team is on the same page and adheres to the consistent work practice, in line with the corporate requirements. Despite turbulent economic and political landscape, triggered by COVID19 escalation in most of field offices, affecting MCO operations, all programmatic activities were finalized in full agreement with initial worplan, thanks to very close support and full engagement from the side of the MCO management and programme leads.