

Country-Level Data for Ukraine country Outcome

XM-DAC-41146-UKR_O_4

Data as of:
17 May 2024

OUTCOME UKR_O_4 [XM-DAC-41146-UKR_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

\$296.50 K

Planned Budget

\$878.42 K

Actual Budget

PLANNED BUDGET



ACTUAL BUDGET AND SHORTFALL



EXPENSES



Funding Partners

Regular resources (Core):

 UN Women
\$878,424

OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : 2018-2022

OUTCOME UKR_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	2020 (Baseline)	no	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)	no	-
		2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4B	2020 (Baseline)	100%	N/A
SP O_4.2: Percentage of donor reports submitted on time (Not for country reporting)	2018 (Milestone)	-	-
	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4C	2020 (Baseline)	100%	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)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4D	2020 (Baseline)	60%	N/A
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)	2018 (Milestone)	-	-
	2019 (Milestone)	-	True
	2020 (Milestone)	i. 90%; ii. 0%; iii. 90%; iv. 30%; v. 50%; vi. 90%	True
	2021 (Target)	i. 90%; ii.20%; iii. 90%; iv. 50%; v. 60% vi. 90%	True

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4E	2020 (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 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4F	2020 (Baseline)	100%	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)	100%	-
	2021 (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) <ul style="list-style-type: none"> QCPR Indicator : 	2018 (Milestone)	-	-
	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Milestone)	-	-
	2023 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4H	2020 (Baseline)	100%	N/A
SP O_4.8: Implementation rate for other resources (Not for country reporting)	2018 (Milestone)	-	-
	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4I	2020 (Baseline)	100%	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)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4J	2020 (Baseline)	14 weeks	N/A
SP O_4.10: Average turnover time for the identification of qualified candidates and complete recruitment (Not for country reporting)	2018 (Milestone)	-	-
	2019 (Milestone)	-	-
	2020 (Milestone)	11 weeks	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4K	2020 (Baseline)	100%	N/A
SP O_4.11: Percentage of annual performance management and development reviews completed on time (Not for country reporting)	2018 (Milestone)	-	-
	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4L SP O_4.12: Percentage of staff members completing mandatory trainings (Not for country reporting)	2020 (Baseline)	95	N/A
	2018 (Milestone)	-	-
	2019 (Milestone)	-	-
	2020 (Milestone)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4M	2020 (Baseline)	92%	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)	95%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4N	2020 (Baseline)	100%	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)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_40	2020 (Baseline)	100%	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 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4P SP O_4.16: Percentage availability and uptime of corporate ICT systems (Not for country reporting)	2020 (Baseline)	0	N/A
	2018 (Milestone)	-	-
	2019 (Milestone)	-	-
	2020 (Milestone)	0	-
	2021 (Target)	-	-


INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4Q	2020 (Baseline)	20%	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 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4R	2020 (Baseline)	100%	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)	100%	-
	2021 (Target)	-	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP_O_4S	2020 (Baseline)	90%	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)	98%	-
	2021 (Target)	-	-

OUTPUT INDICATOR AND RESULTS

OUTPUT UKR_O_4.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UN Women Ukraine effectively manages its financial and human resources in pursuit of results Planned Budget: \$2.32 M 	UKR_O_4.1A Percentage of donor reports meeting the quality assurance standards	2017 (Baseline)	100%	N/A
		2018 (Milestone)	100%	
		2019 (Milestone)	100%	100%
		2020 (Milestone)	100%	100%
		2021 (Milestone)	100%	100
		2022 (Target)	100%	100

Actual Budget and Shortfall:

\$2.10 M

Shortfall: \$224.62 K



Expenses:

\$1.86 M



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UKR_O_4.1B Percentage of staff members completing mandatory trainings	2017 (Baseline)	100%	N/A
	2018 (Milestone)	100%	
	2019 (Milestone)	100%	94%
	2020 (Milestone)	100%	100%
	2021 (Milestone)	100%	100
	2022 (Target)	100%	85

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UKR_O_4.1C Percentage of relevant staff trained on ICF, SOP, DOA, ATLAS, RMS (annually)	2017 (Baseline)	100%	N/A
	2018 (Milestone)	100%	
	2019 (Milestone)	100%	100%
	2020 (Milestone)	100%	100%
	2021 (Milestone)	100%	100
	2022 (Target)	100%	100

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UKR_O_4.1D Percentage of office compliance under Security Compliance Survey	2017 (Baseline)	99.2%	N/A
	2018 (Milestone)	100%	
	2019 (Milestone)	100%	93,3%
	2020 (Milestone)	100%	97%
	2021 (Milestone)	100%	97.25
	2022 (Target)	100%	82

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UKR_O_4.IE Percentage of compliance with external audit recommendations	2017 (Baseline)	0%	N/A
	2018 (Milestone)	100%	
	2019 (Milestone)	100%	92%
	2020 (Milestone)	100%	100%
	2021 (Milestone)	100%	100
	2022 (Target)	100%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
UKR_O_4.1F Overall information Security and Compliance Risk Level	2017 (Baseline)	no	N/A
	2018 (Milestone)	n/a	-
	2019 (Milestone)	n/a	-
	2020 (Milestone)	yes	True
	2021 (Milestone)	yes	True
	2022 (Target)	yes	True

STRATEGIC NOTE OUTCOME PROGRESS NOTE

SHOWING DATA OF : **2022**

Improved management of financial and human resources in pursuit of results

Despite severe challenges due to the full-scale invasion, the CO has remained fully operational and continues to effectively manage financial and human resources in pursuit of results. Several learning sessions were conducted for the new team of the Norway-funded project, as they had changes in their management structure. Session on application of DoA was conducted with Project Manager a.i., session on PCA reporting, UN Women financial workflow, SOP, Atlas and budgeting was conducted by Finance associate for all Programme colleagues and Assistant of this project. In addition, several trainings for Implementing partners were conducted with aim to strengthen their capacity in financial reporting process. Colleagues responsible for logistics (drivers), administrative (Office Admin Assistant) and HR (HR Assistant) work continue to perform their functions. Due to security limitations, travel has been reduced but Security SOPs have been developed and the travel of staff is resuming with observance of security requirements. HR work has adapted and now includes reporting on staff movements, payment of danger pay and provision of staffing data to UNDSS. The war resulted in major staffing changes within the UN Women team in Ukraine, nevertheless, despite all the challenges, the number of staff is growing. Four international colleagues joined CO to support humanitarian response, and resource mobilization. All security requirements have been completed. Security and Safety Compliance Surveys have been timely completed, leading to the closing of offices in Kramatorsk and Severodonetsk and relocation of the Kyiv office to a security-compliant location. Risk Register was updated twice – at the beginning of the war in March and at the beginning of Transitional SN preparation in June. Business Continuity Plans including Transportation Plan are in place. Year-end certification has been timely completed by the office with very satisfactory delivery rates despite all challenges.