

REPRESENTATION OF WOMEN IN THE UN SYSTEM

This document serves as a complementary addition to the Secretary-General's Report on the 'Improvement in the status of women in the United Nations system' (reporting period from 1 January 2019 to 31 December 2021). Prepared by UN-Women, the Report stems from its mandate to monitor and report on the status of women and progress of gender parity in the UN system.

The data visualization presented here draws from information featured in the Secretary-General's Report. Personnel statistics are collected by the United Nations System Chief Executives Board for Coordination (CEB). Additional quantitative and qualitative data are collected through a biennial survey distributed across the United Nations.

See more details in the Report [available on this page](#).

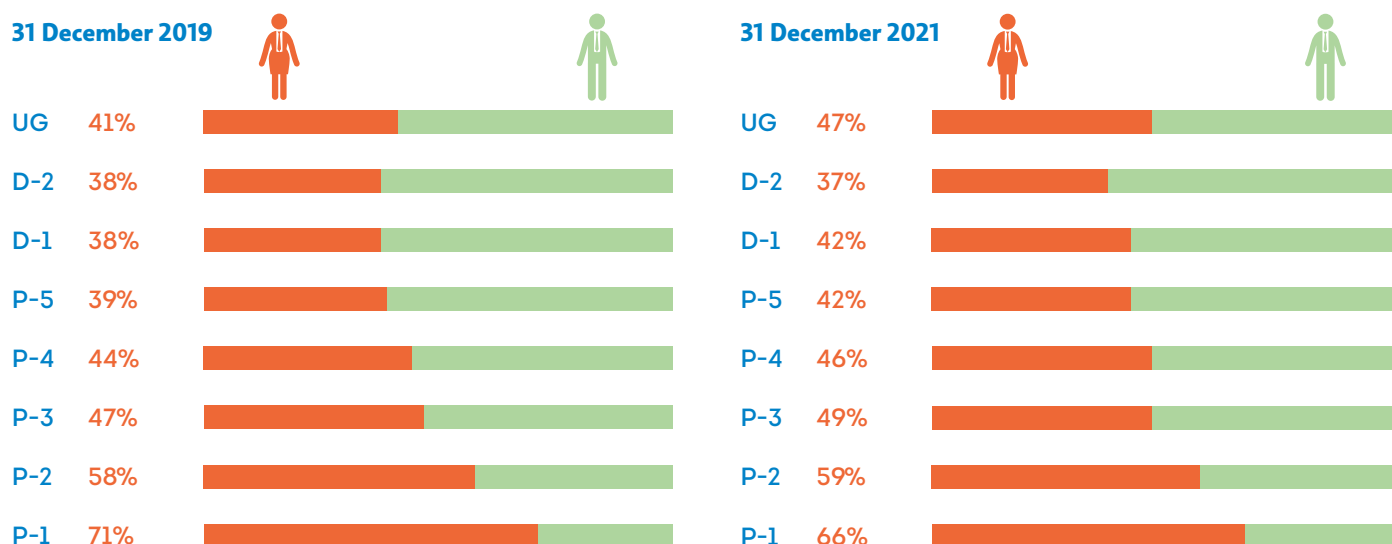
Recent improvement in the Status of Women in the UN System

The number of United Nations entities that have reached gender parity increased from **5 in 2017** to **27** in 2023.

The representation of women in the Professional and higher categories in the United Nations system increased from **45.3 per cent to 47 per cent** from 2019-2021

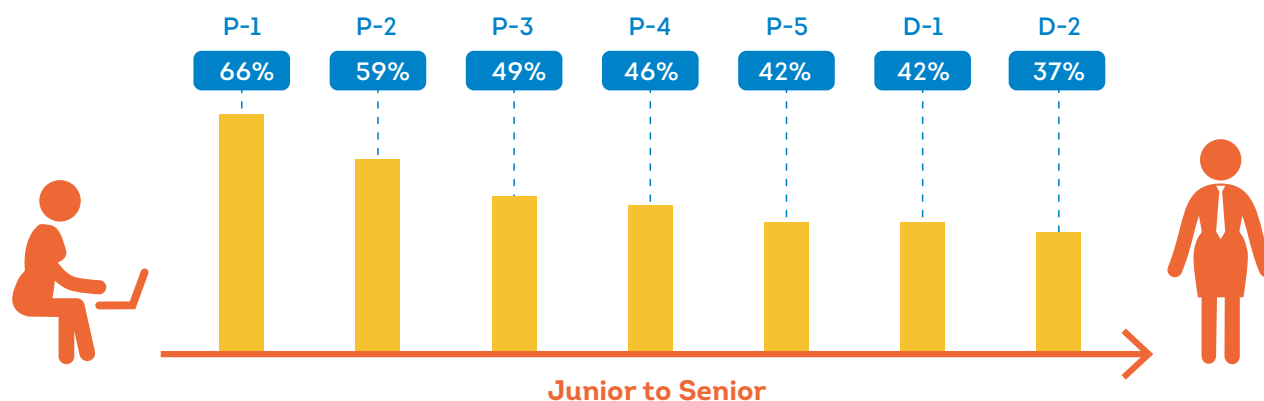
Women's representation at headquarters locations achieved parity for the first time, with **51.3 per cent**.

Representation by Level



UG Footnote: The UG level encompasses all levels above D-2, including Under-Secretary-General, Assistant Secretary-General, heads of specialized agencies and heads of funds and programmes.

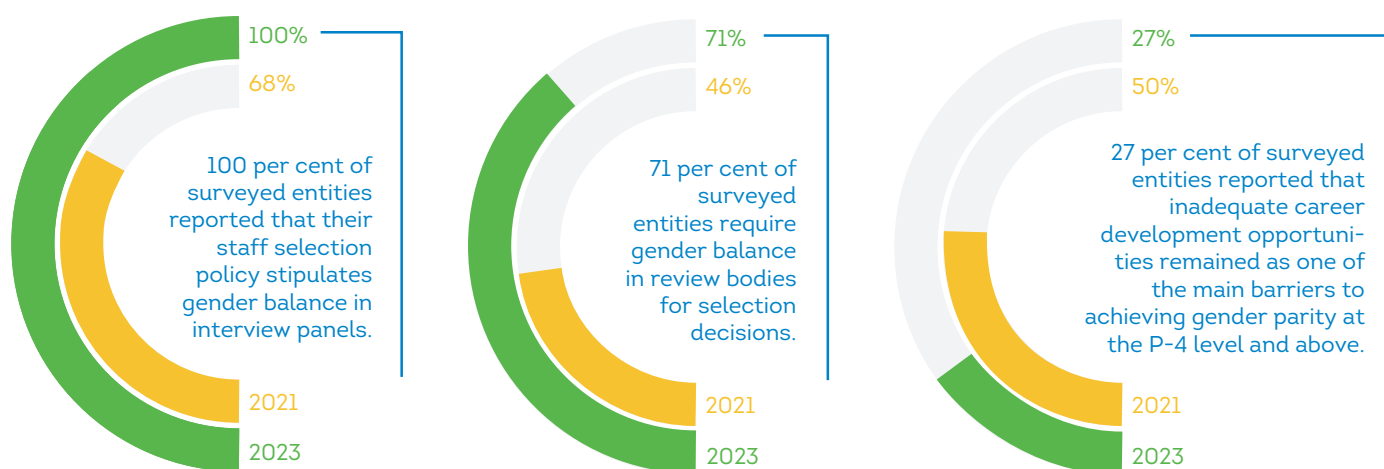
Representation of Women in the UN System, P-1 to D-2, 2021



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While important progress has been made, challenges remain. Throughout the reporting period, women's representation continued to be highest at entry levels, specifically P-1 and P-2. However, this representation gradually declined as positions ascended to middle to senior management levels. Gaps persist at the P-4 level and above, with a noticeable gap at the D-2 level. The overall representation of women continues to be negatively correlated with seniority.

Snapshot of results from the biennial survey on the improvement of the Status of Women in the UN System (2023)



But only **35 PER CENT** of surveyed entities require gender parity on the list of recommended candidates for posts where parity has not yet been achieved.

This highlights a substantial improvement in enhancing career advancement prospects for middle and senior-level personnel compared to the earlier report.

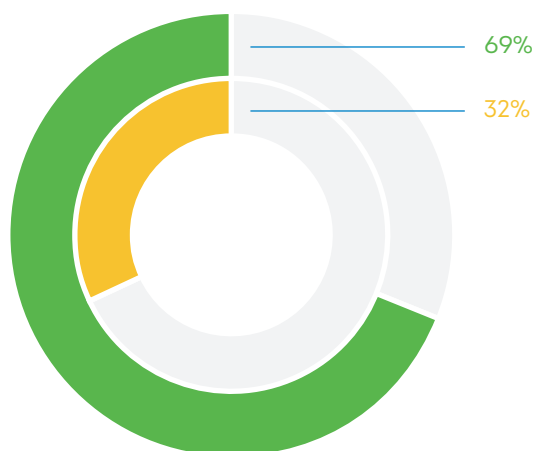
There is currently at least **one gender focal point appointed in 59 United Nations duty stations**, including United Nations Country Teams.

In 2017, there were 25 Gender Focal Points, a number that has significantly **risen to over 500 by 2023**.

44 out of 131 UN Country Teams have appointed at least one **Gender Focal Point**.



The network is a critical resource for them in learning best practices and share inter-agency knowledge. As advocates, advisers, strategic partners and catalysts, they play a key role in realizing the vision of women's equal representation and fostering an inclusive organizational culture.



69% conduct exit interviews, but of these, **only 32 per cent conduct mandatory interviews** as recommended in the System-wide Strategy.

Exit surveys and interviews can be effective tools to assess the reasons behind separations and hence are crucial for the United Nations to be able to create and enhance enabling working environments.

In 2022, 91% of UN entities submitted updated implementation plans (2022-2024), in alignment with the System-wide Strategy. Analysis shows significant progress in building a gender-sensitive architecture to address inequalities and biases in recruitment, staff selection, promotions, and leadership commitments, promoting accountability for gender parity targets and fostering enabling working environments.

91%
entities submitted implementation plans

65 Secretariat entities

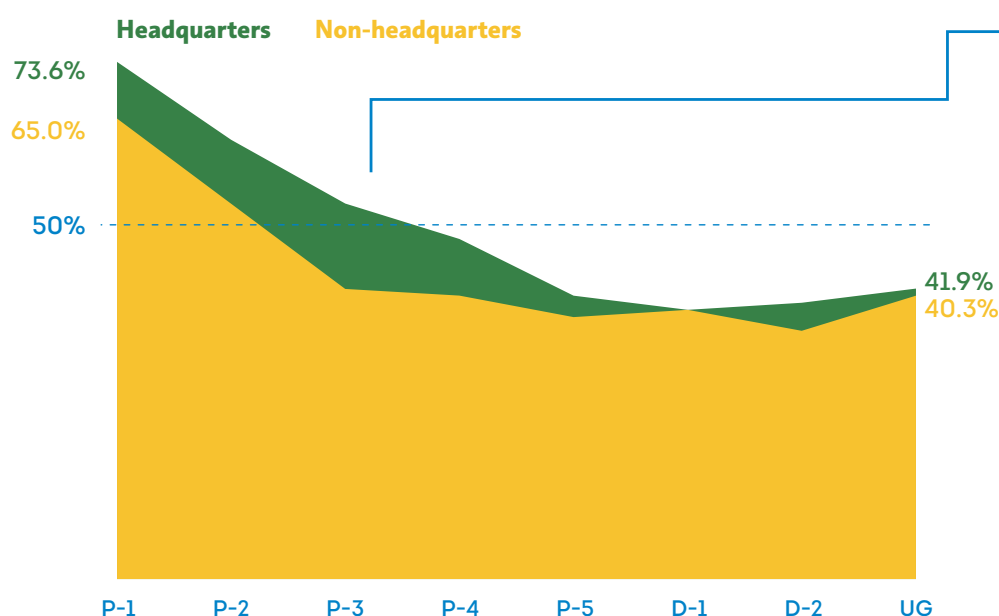
26 Agencies, Funds, and Programmes



Representation by location, as of 31 December 2021

While gender parity has been attained at headquarters locations, the advancement towards gender parity at non-headquarters locations continued to lag behind across all grade level, with a notable 8.5 percentage point disparity overall. The greatest disparity was observed at the P-2, P-3 and P-4 levels, where women’s representation at headquarters was approximately 10 percentage points higher compared to non-headquarters locations.

Field-specific Enabling Environment Guidelines for the United Nations system (2021) <https://www.unwomen.org/en/digital-library/publications/2021/01/make-parity-a-reality>



Progress to achieving gender parity at the P-4 level and above has consistently been slower than at the P-1 to P-3 levels. The improvement of working and living conditions in mission settings is a priority action for bridging the gender gap. The security and safety circumstances vary greatly by location. Ensuring inclusivity in mission settings and meeting the security requirement of all personnel are crucial actions to attract and retain women.



Headquarters
51.3%¹



Non-headquarters
45.3%



Resident Coordinators
50.4%²



Field Operations
34%³

1. Headquarters and non-headquarters locations are defined by the duty station of staff according to the headquarters location of each respective entity. Specifically, non-headquarters includes regional, subregional, country, other established offices, projects and field and branch offices. The same duty station may be considered headquarters for one entity and non-headquarters for another entity.
2. Data included in the Report for the representation of women among Resident Coordinators is as of December 2022, made available by the United Nations development Coordination Office (UNDCO).
3. UN Secretariat Gender Parity Dashboard, June 2023.

Representation by entity, as of 31 December 2021

While ten entities achieved a remarkable representation of women at 50% or more in overall Professional levels or higher, the majority of entities (31 out of 36), exhibited an overall representation of women surpassing 40%.

Additionally, 21 out of these 31 entities are within 10 percentage points of reaching parity, with a representation of women between 40% and 49% at the overall Professional levels.

