



Output 4: Nurturing an empowered workforce and  
advancing an inclusive UN Women culture

Data as of: 20 May 2024

Selected Strategic Plan:  
2022–2025

Year Selected: 2022

\$51.65 M	\$30.57 M	\$17.55 M	52	28
Expense	Regular resources (core)	Other resources (non-core)	Countries	Funding Partners

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.

## Our result highlights

### Unique, Inclusive And Diverse Culture



For the first time, the Strategic Plan 2022–2025 includes specific indicators on empowered people, encompassing human resources, operations, diversity and inclusion, and personnel safeguarding and well-being.

UN Women's continued active inter-agency engagement has included providing technical support to the United Nations system's Chief Executives Board Taskforce on Sexual Harassment. This assisted in advancing a victim-centred approach, promoting behavioural change, measuring data and results, and enhancing cooperation.

Trainings expanded across the spectrum of personnel, including on workplace relations and standards of conduct, leadership development, 360-feedback reviews and coaching for 200 managers, and mainstreaming disability inclusion. The entity met its 2022 milestones for swifter recruitments and greater diversity.

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## Organizational output indicators In 2022

### SP\_O\_4A

Average time to select a candidate/complete a recruitment process (Desk Review)

#### Progress

Baseline 2021: 16 weeks

	2022	2023	2024	2025
Result	15 weeks	-	-	-
Milestone	15 weeks	15 weeks	15 weeks	
Target				14 weeks

### SP\_O\_4B

Percentage of senior managers (P5 Heads of office and above) that participate in corporate surveys and leadership programmes within their first 2 years in position (Desk Review)

#### Progress

Baseline 2021: 35%

	2022	2023	2024	2025
Result	94%	-	-	-
Milestone	80%	85%	90%	
Target				95%

SP\_O\_4C

Percentage of all International Professional staff (P1 to D2) from programme countries (Desk Review)

Progress

Baseline 2021: 45.7%

	2022	2023	2024	2025
Result	47.2%	-	-	-
Milestone	46%	46.3%	46.7%	
Target				47%

SP\_O\_4D

Extent to which personnel perceive UN Women to empower, engage and nurture their workforce in order to strengthen inclusive culture (Desk Review)

Progress

Baseline 2021: 50%

	2022	2023	2024	2025
Result	50%	-	-	-
Milestone	53%	55%	58%	
Target				60%

SP\_O\_4E

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)

Progress

Baseline 2021: Yes

	2022	2023	2024	2025
Result	Yes	-	-	-
Milestone	Yes	Yes	Yes	
Target				Yes

SP\_O\_4F

Percentage of UN Women female staff among international professional and national staff - All international professional staff: i. P-1, ii. P-2, iii. P-3, iv. P-4, v. P-5, vi. D1 and above; All National Officers: i. National Officer-A, ii. National Officer-B, iii. National Officer-C, iv. National Officer-D, v. National Officer-E (Desk Review)

QCPR: 3.6.73.6.83.6.9

Disaggregation Data

COUNTRY: ☐ GLOBAL

		P-1	P-2	P-3	P-4	P-5	D1 and above	National Officer-A	National Officer-B	National Officer-C	National Officer-D	National Officer-E
2021	Baseline	100%	83.7%	75.5%	80.9%	82.9%	75%	89.5%	75.4%	80.1%	100%	100%
2022	Milestone	100%	83.2%	75.0%	80.4%	82.4%	74.5%	89.0%	74.9%	79.6%	100%	100%
	Result	100%	82.7%	75%	80.1%	82.9%	75%	78.9%	70.5%	80%	100%	100%
2023	Milestone	100%	82.7%	74.5%	79.9%	81.9%	74.0%	88.5%	74.4%	79.1%	100%	100%
	Result	-	-	-	-	-	-	-	-	-	-	-
2024	Milestone	100%	82.2%	74.0%	79.4%	81.4%	73.5%	88.0%	73.9%	78.6%	100%	100%
	Result	-	-	-	-	-	-	-	-	-	-	-
2025	Target	100%	81.7%	73.5%	78.9%	80.9%	73.5%	87.5%	73.4%	78.1%	100%	100%
	Result	-	-	-	-	-	-	-	-	-	-	-

SP\_O\_4G

UNDIS stands for the United Nations Disability Inclusion Strategy.

Percentage of the relevant indicators from the UNDIS accountability framework where UN Women has met or exceeded the standard (Desk Review)

QCPR: 1.4.28

Progress

Baseline 2021: 50%

	2022	2023	2024	2025
Result	50%	-	-	-
Milestone	51%	52%	53%	
Target				54%