



Selected Strategic Plan:
2022–2025

Year Selected: **2023**

UN Women strategically plans for and transforms its business model to deliver impact at scale, through agile and ethical leadership rooted in a continuous improvement culture.

SP_O_3A

Percentage UN Women presences exceeding minimum criteria of Presence Governance Framework (Desk Review)

Progress

Baseline 2021: 39%

	2022	2023	2024	2025
Result	32%	35%	-	-
Milestone	70%	80%	90%	
Target				100%

SP_O_3B

Percentage of regions and HQ divisions that meet corporate minimum requirements in line with country office growth (Desk Review)

Progress

Baseline 2021: -

	2022	2023	2024	2025
Result	15%	18%	-	-

Milestone	20%	30%	40%	
Target				50%

SP_O_3C

Number of leadership and culture initiatives at corporate level that advance and promote inclusive and transformative leadership approaches and models (Desk Review)

Progress

Baseline 2021: 6

	2022	2023	2024	2025
Result	5	7	-	-
Milestone	6	8	8	
Target				8

SP_O_3D

Field-to-HQ Ratio of Budgeted Posts (Desk Review)

Progress

Baseline 2021: 73:27:00

	2022	2023	2024	2025
Result	74.3 : 25.7	76.4 : 23.6	-	-
Milestone	73.5 : 26.5	74.0 : 26.0	74.5 : 25.5	
Target				75.0 : 25.0

SP_O_3E

Number of cross-regional knowledge exchange initiatives which promote innovative ways of working / promising practices (CO, RO, HQ)

Progress

Baseline 2021: -

	2022	2023	2024	2025
Result	17	15	-	-
Milestone	4	8	12	
Target				16

SP_O_3F

Number of Business Process improvement and innovation initiatives (major policy revisions are included), as part of UN Women continuous business transformation (Desk Review)

Progress

Baseline 2021: 3

	2022	2023	2024	2025
Result	5	5	-	-
Milestone	5	5	5	
Target				5

SP_O_3G

Percentage of UN Women Offices in United Nations common premises (Desk Review)

QCPR: **3.5.10**

Progress

Baseline 2021: **69%**

	2022	2023	2024	2025
Result	72%	72%	-	-
Milestone	71%	73%	75%	
Target				77%