



Selected Strategic Plan:

2022-2025

Year Selected: **2023**

| | | | | |
|------------------|--------------------------|----------------------------|-----------|------------------|
| \$48.11 M | \$29.77 M | \$17.98 M | 85 | 41 |
| 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

Guatemala: Positive Work Environment

 Guatemala

In 2023, UN Women's country office in Guatemala pursued strategic capacity development and conducted robust performance evaluations. The office cultivated a diverse, expert team focused on sharpening operational effectiveness. A structured annual workplan steered capacity-building and continuous performance feedback to advance professional growth and improvement.

A key strategy entailed cultivating a positive work environment as crucial for employee motivation and organizational success. The office organized multiple team-building activities and events that boosted morale and highlighted UN Women's zero tolerance for gender-based violence. Through these efforts, UN Women in Guatemala has positioned itself as a model of organizational excellence within the broader United Nations country team. The office's many achievements testify to the power of a supportive work environment and targeted professional development in advancing the global agenda for women's rights and gender equality.

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 | 15.4 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% | 83% | - | - |
| 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% | 50.2% | - | - |
| 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% | 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 | 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 | 100% | 80.6% | 72% | 80.1% | 82% | 80% | 71.8% | 76.8% | 79% | 100% | 100% |
| 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% | 50% | - | - |
| Milestone | 51% | 52% | 53% | |
| Target | | | | 54% |