

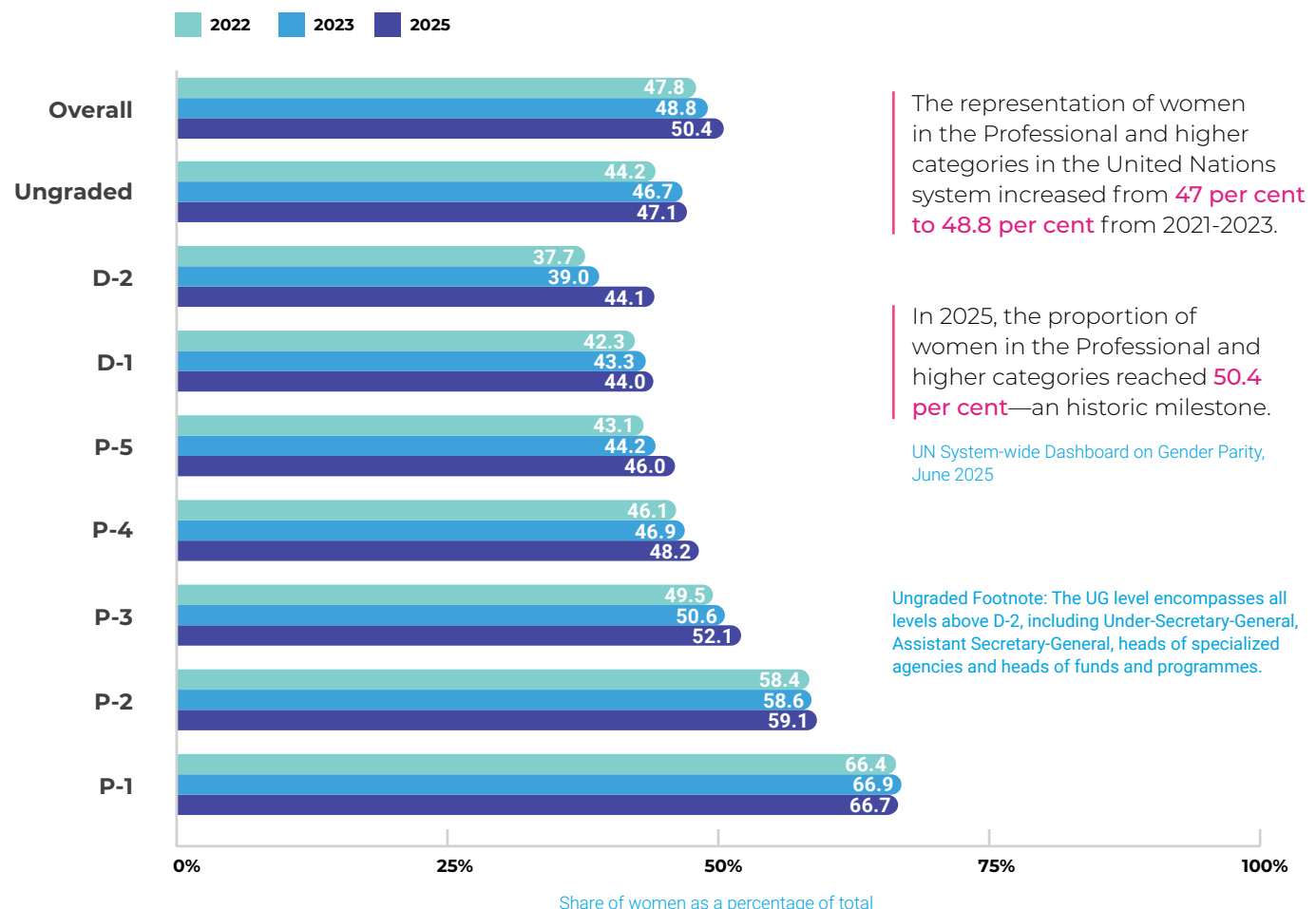
# REPRESENTATION OF WOMEN IN THE UN SYSTEM

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 2022 to 31 December 2023). 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 and the System-wide Dashboard on Gender Parity.

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

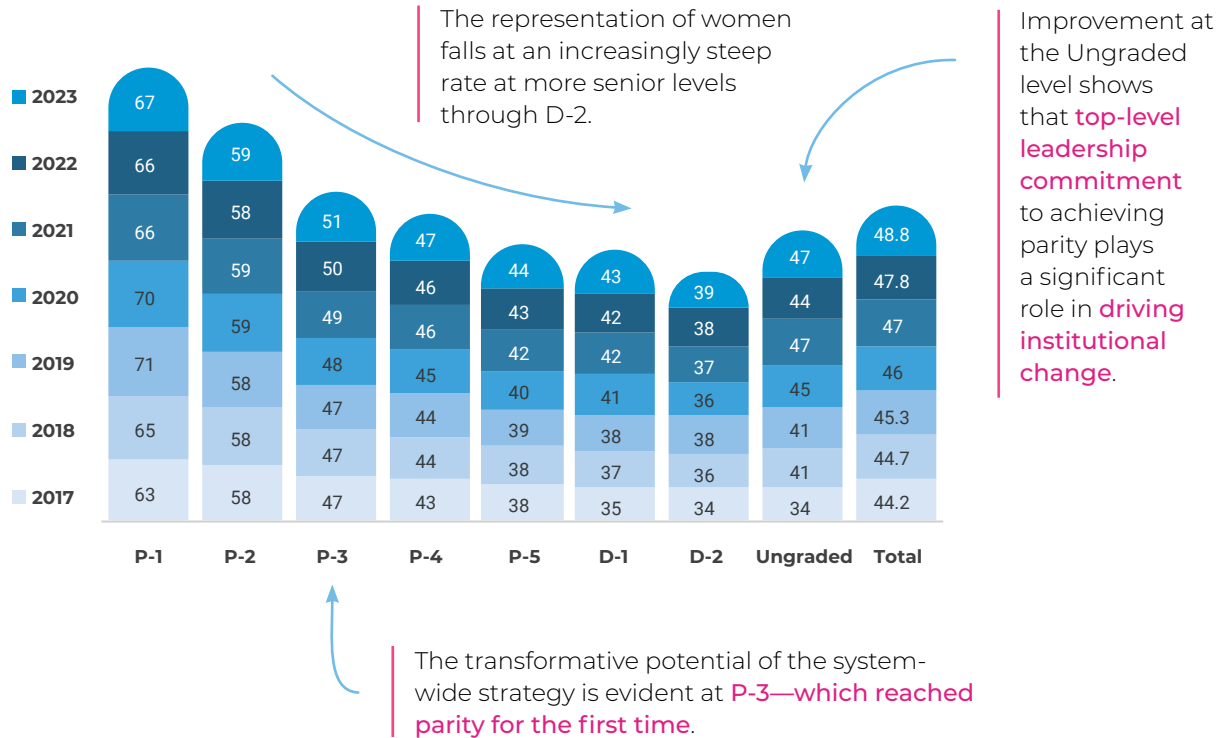
## Representation by Level: Professional and Higher



## Representation of Women in the UN System, Trends over time

The evolution of representation of women in the United Nations is a story of institutional transformation catalysed by the launch of the system-wide strategy in 2017. Yet, deeply embedded barriers persist.

Percentage of Women P-1 and Higher, 2017-2023



## Keys to sustained and meaningful change



### Leadership matters:

Visible, consistent commitment from leaders makes gender parity a core priority and is essential to driving progress.



### Be transparent:

Open, fair processes build trust, reduce pushback, and strengthen legitimacy.



### Use the data:

Gender-sensitive data dispels myths, tracks progress, and guides smart decisions.



### Built into the system:

Gender parity efforts are more successful when part of broader institutional change, with clear structures and accountability.

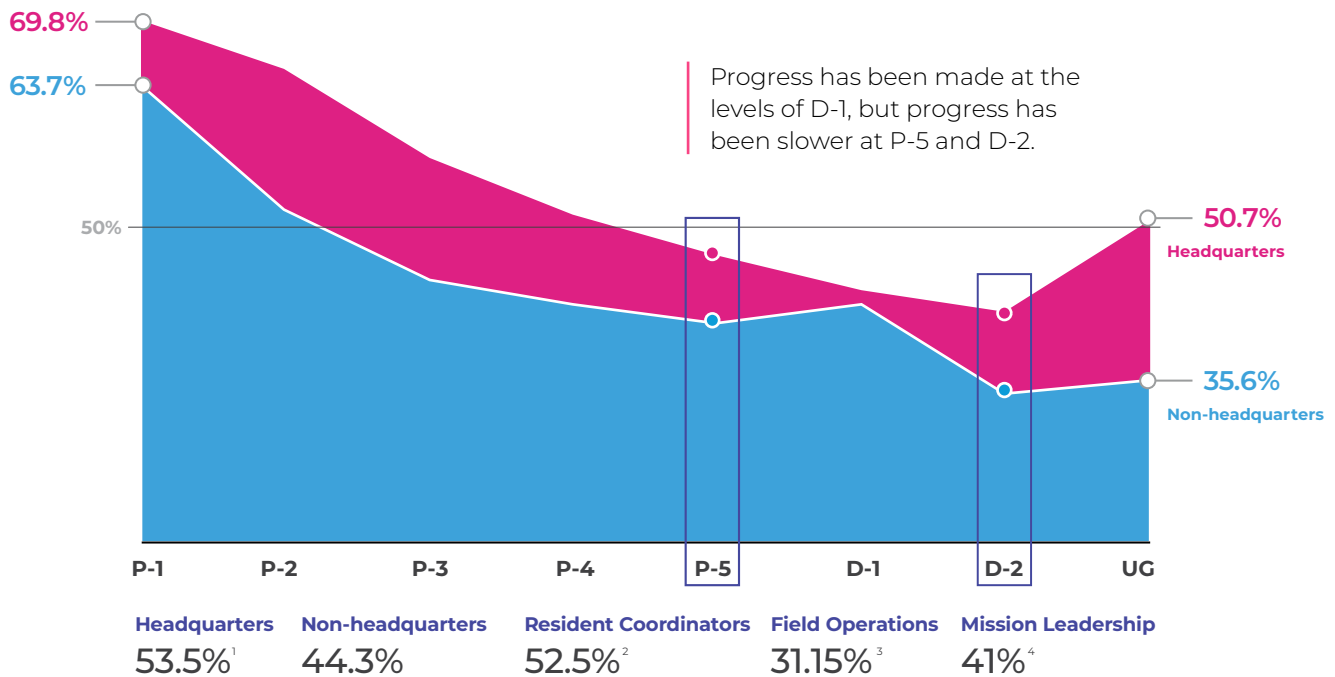


### Communicate it everywhere:

Embedding parity in all communications shows it's central to effective operational and organizational success.

## Representation by location, as of 31 December 2023

Parity was achieved at headquarters locations in 2021 and was sustained through 2023. However, **renewed focus is needed at non-headquarters locations.**



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 2024, made available by the United Nations development Coordination Office (UNDCO).
3. UN Secretariat Gender Parity Dashboard, June 2025.
4. Data included in the Report for the representation of women among Mission Leadership is as of June 2025, made available by the Department of Political and Peacebuilding Affairs and the Department of Peace Operations.

## Gender Parity in United Nations Country Teams

United Nations Country Teams have made steady, and in some cases transformational, progress. This year, the report benefitted from interviews or correspondence with 10 UNCTs.

57% men



43% women



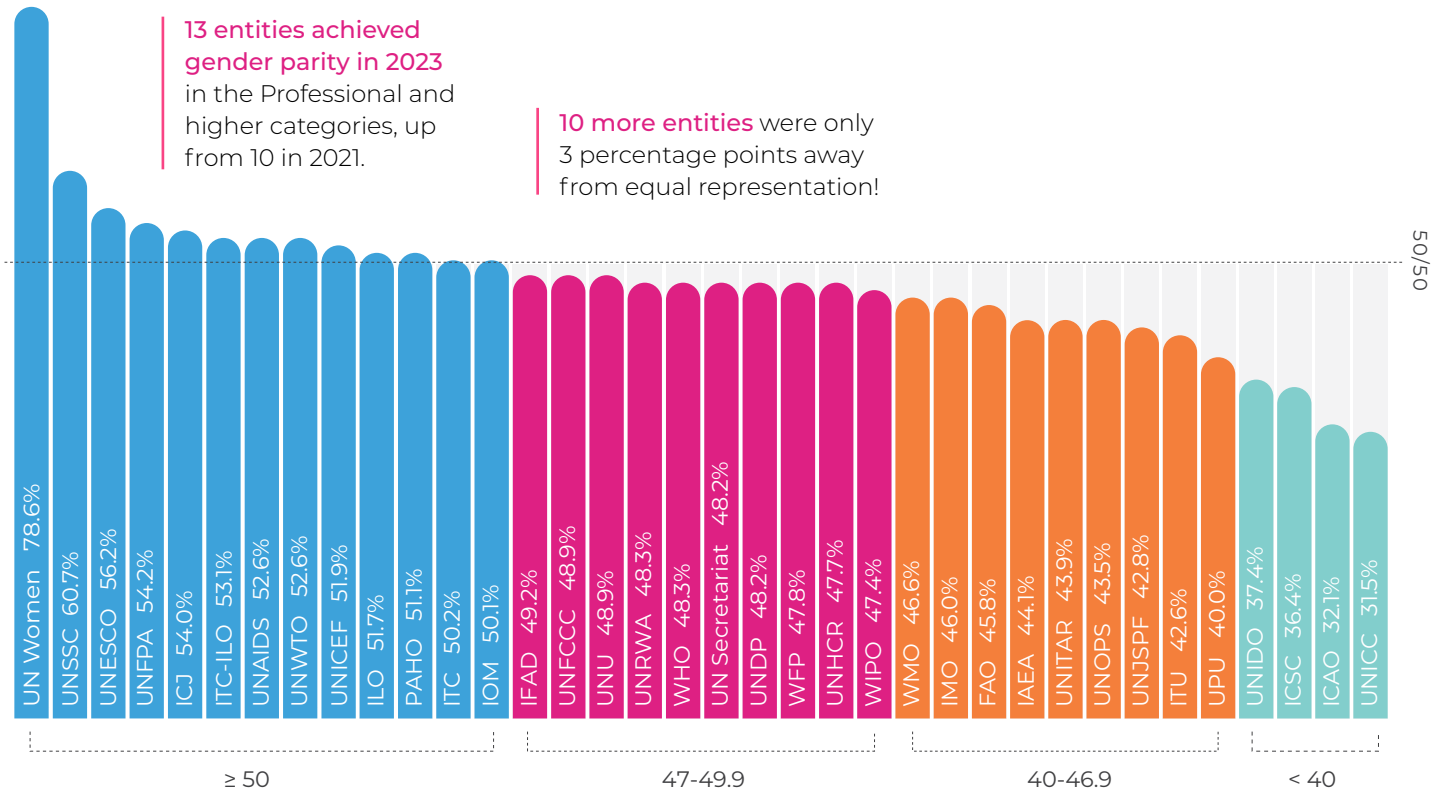
### Key Findings:

Gaining buy-in from diverse UN agencies requires flexible, collaborative planning

Resident Coordinator's active leadership is key to success

Lasting progress depends on staff training, systemic change, and regular monitoring

## Representation by Entity, as of 31 December 2023



Progress has continued since 2023! **IAEA, IFAD, WMO, and ICAO** reached gender parity in 2025!

UN System-wide Dashboard on Gender Parity, June 2025

**17 entities** have reached gender parity in the Professional and higher categories in 2025; compared to 5 in 2017. **29 entities have reached parity** across all personnel categories.

UN System-wide Dashboard on Gender Parity, June 2025

## Network of Gender Focal Points

Gender focal points are instrumental in advancing women's representation and shaping an inclusive organizational culture. They act as advocates, advisers, strategic partners, and agents of change in the UN system.



Gender focal points play an important role supporting **heads of entities in advancing gender parity**, including through entity-specific implementation plans.



The **network is a vital resource** for sharing best practices and inter-agency learning.



Gender Focal Points utilize essential tools and resources, such as: **Enabling Environment Guidelines** and **Field-Specific Guidelines, Knowledge Hub on Addressing Sexual Harassment**.