

# THE UNITED NATIONS GLOBAL COMPACT (UN Global Compact)

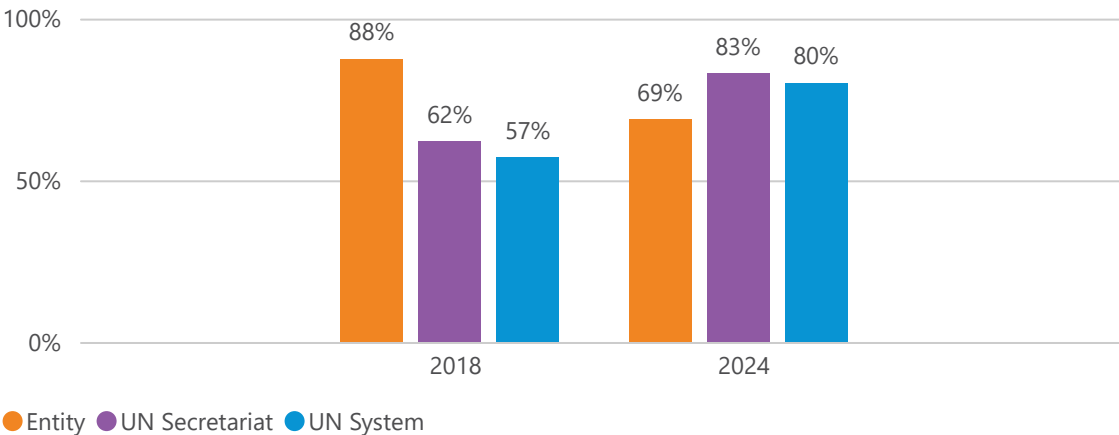
## UN-SWAP 2.0 PERFORMANCE 2024

The following three pages capture  
UN Global Compact's performance on UN-SWAP 2.0  
indicators for 2024.

In 2024, UN Global Compact met or exceeded  
the requirements for 11 out of 16 applicable  
performance indicators.

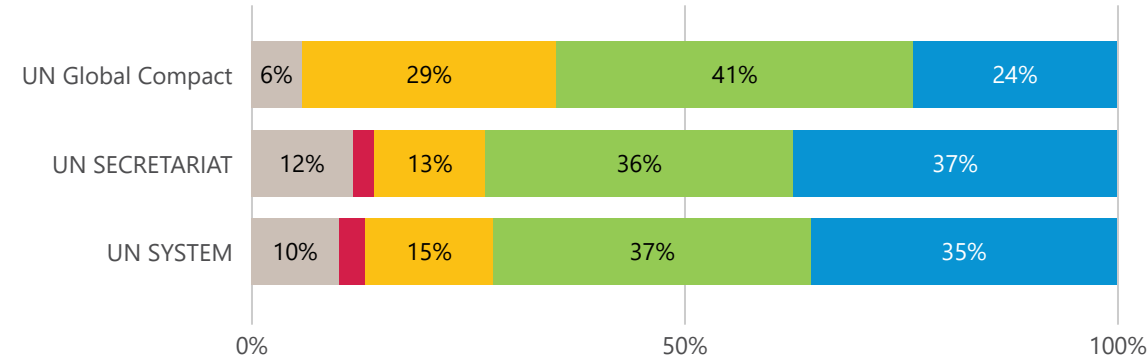
## COMPARISON OF OVERALL PERFORMANCE WITHIN THE UN SYSTEM, 2018-2024

PERCENTAGE OF RATINGS MEETING/EXCEEDING REQUIREMENTS (NOT APPLICABLE RATINGS OMITTED)



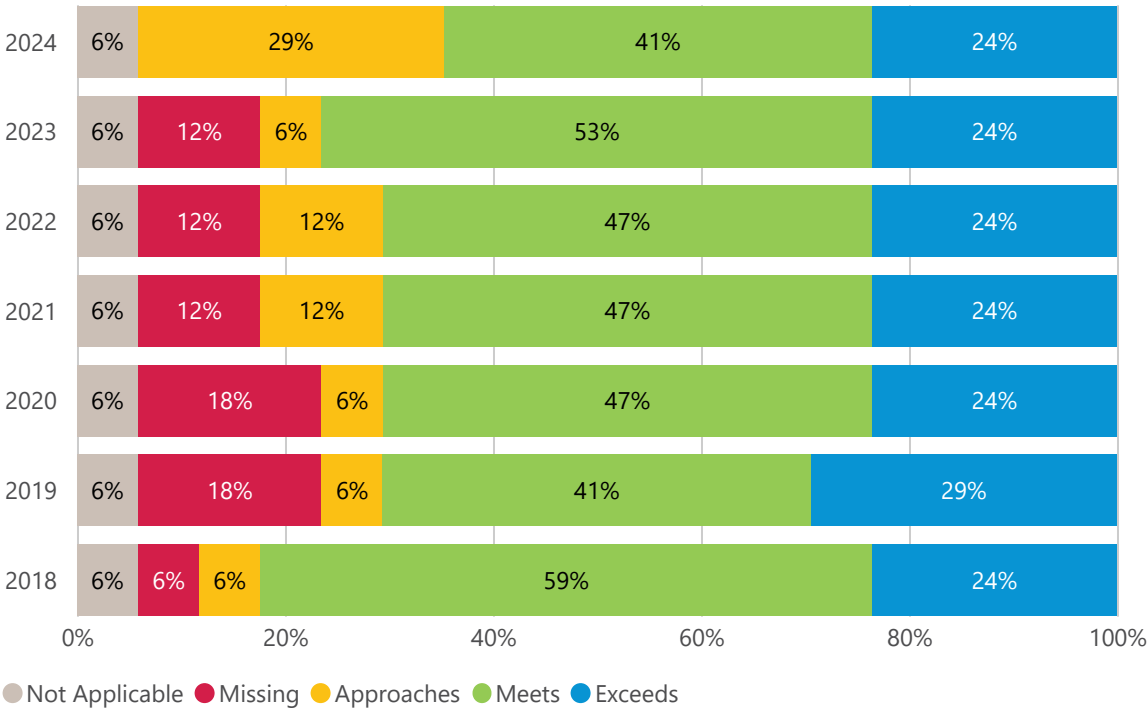
In 2018, UN Global Compact outperformed the UN Secretariat entities and the overall UN System on average. In 2024, UN Global Compact trailed the average performance of similar entities and the overall UN System.

## COMPARISON OF RATINGS WITHIN THE UN SYSTEM, 2024



In 2024, UN Global Compact met or exceeded the requirements for fewer indicators than the UN Secretariat and the overall UN System on average. The entity did not miss the requirements for any indicators.

## COMPARISON OF RATINGS BY YEAR, ENTITY SPECIFIC, 2018-2024

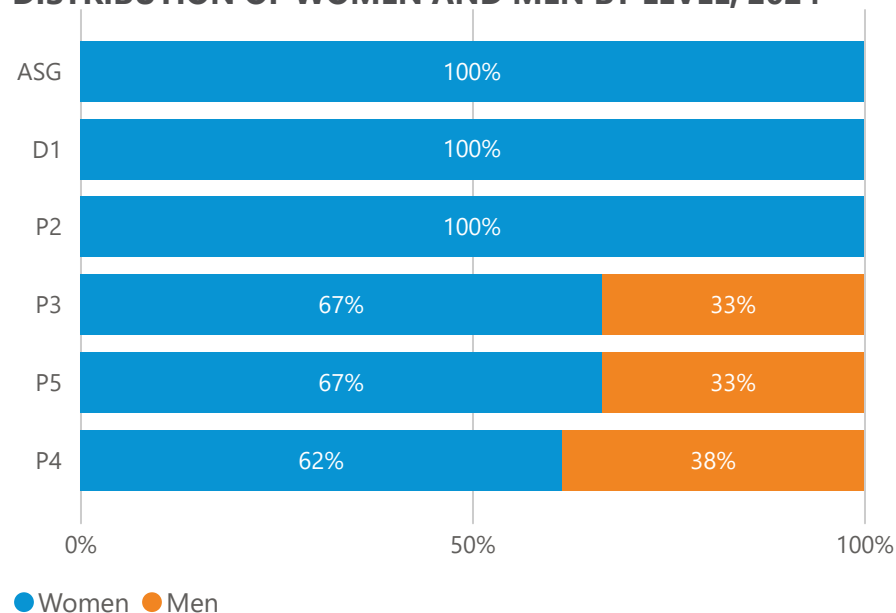


From 2018 to 2023, UN Global Compact consistently met and exceeded the requirements for a similar proportion of indicators.

In 2024, the entity met the requirements for two fewer indicators but improved the performance without missing the requirements for any indicators.

Attaining and sustaining the equal representation of women at all levels in an institution constitutes an essential component of achieving gender equality and the empowerment of women.

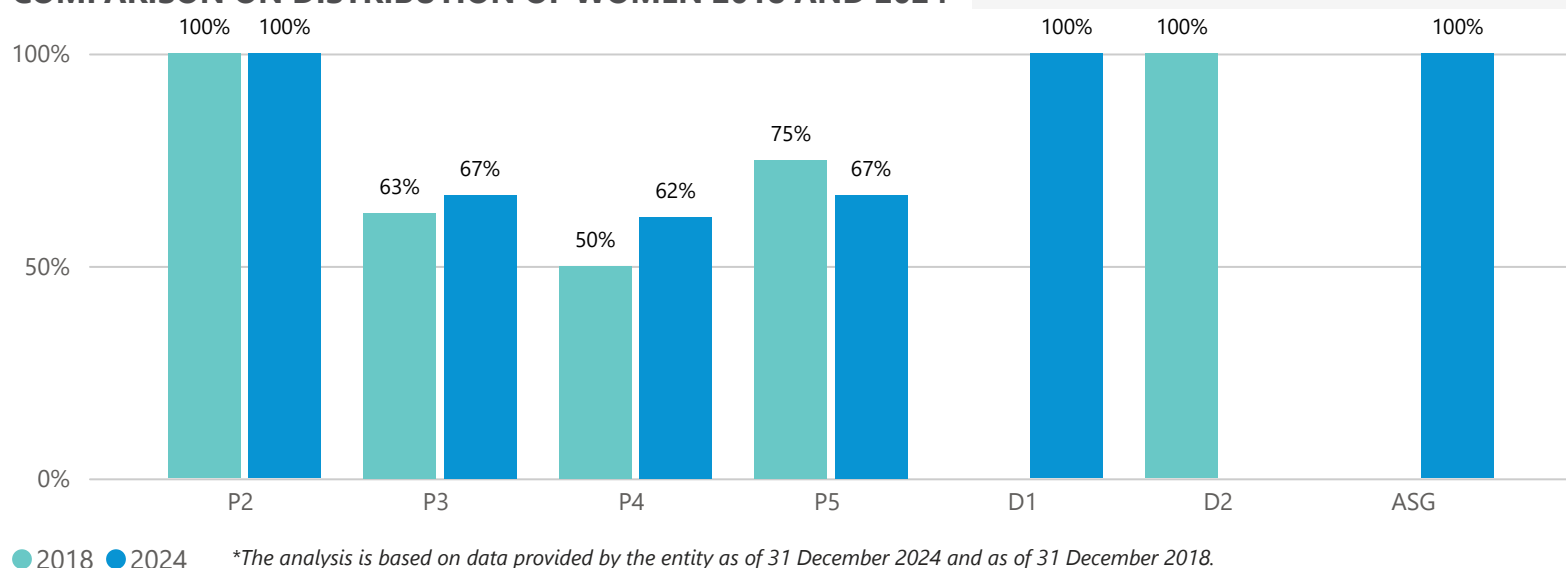
## DISTRIBUTION OF WOMEN AND MEN BY LEVEL, 2024



## TREND 2018-2024

- The representation of women increased at the P3, P4 and D1 levels compared to 2018 staff figures.
- Equal representation of women has been achieved across all levels in both 2018 and 2024 within UN Global Compact.

## COMPARISON ON DISTRIBUTION OF WOMEN 2018 AND 2024



\*The analysis is based on data provided by the entity as of 31 December 2024 and as of 31 December 2018.

## WAY FORWARD

The Secretary-General's System-wide [Strategy](#) on Gender Parity recognizes the need to change organizational culture to achieve and maintain gender parity.

As per GA resolution ([A/RES/78/182](#)) and the 2023 report of the Secretary-General on the Improvement in the Status of Women in the UN system ([A/78/206](#)), UN entities are encouraged to implement the Enabling Environment [Guidelines](#) and the Field-specific Enabling Environment [Guidelines](#) for the UN System.

To track and accelerate progress, UN entities are encouraged to appoint focal points to provide support for the advancement of gender parity (as per the Secretary-General's Bulletin on terms of reference for UN Gender Focal Points, [ST/SGB/2023/3](#)), led and coordinated by the Office of the Focal Point for Women in the UN System in UN-Women, and to update and monitor their two-year entity-specific gender parity implementation plans. All hiring managers are recommended to use the 'UN System-wide [Dashboard](#) on Gender Parity' and consult the [UN System-wide Knowledge Hub on addressing sexual harassment](#) as relevant.

For further inquiries, please contact the Focal Point for Women, [focalpoint.forwomen@unwomen.org](mailto:focalpoint.forwomen@unwomen.org)