

United Nations interpreters work from and into the six official languages of the United Nations (Arabic, Chinese, English, French, Russian and Spanish) for the thousands of meetings held each year by the General Assembly, Security Council, the Economic and Social Council and all their subsidiary bodies. (Geneva; June 2022) © UN Photo/Jean Marc Ferré

Effective Functioning of the Organization



KEY PROGRAMMES

- General Assembly affairs and conference management
- Global communications
- Oversight
- Management strategy, policy and compliance
- Offices away from headquarters
- Operational support
- Safety and security



INDICATIVE RESOURCES

\$1.6B

\$1.2B regular assessed, \$343M peacekeeping assessed (2020/2021) and \$58M voluntary contributions



SELECT MANDATES

- Shifting the management paradigm in the United Nations, General Assembly resolutions 72/266 A and B, and 73/281
- Human resources management, General Assembly resolutions 72/254 and 71/263
- Procurement, General Assembly resolution 69/273
- Multilingualism, General Assembly resolution 76/268
- Pattern of conferences, General Assembly resolution 76/237
- Questions relating to the proposed programme budget for 2022, General Assembly resolution 76/245
- Progress towards an accountability system in the United Nations Secretariat, General Assembly resolution 74/271
- Revitalization of the work of the General Assembly, resolution 75/325
- Questions relating to information, General Assembly resolutions 75/101 A–B
- Global Media and Information Literacy Week, General Assembly resolution 75/267



SELECT ENTITIES

- Department for General Assembly and Conference Management
- Department of Global Communications
- Department of Management Strategy, Policy and Compliance
- Department of Operational Support
- Department of Safety and Security
- Office of Internal Oversight Services
- United Nations Offices at Geneva, Nairobi and Vienna
- United Nations Ethics Office



A United Nations security officer stands at the entrance of the General Assembly Hall during the sixth day of the general debate of the Assembly's seventy-sixth session. (New York; September 2021) © UN Photo/Manuel Elías



ALIGNMENT WITH SUSTAINABLE DEVELOPMENT GOALS

KEY WORK STREAMS

With over 35,000 staff in 465 duty stations, the work of the United Nations Secretariat is underpinned by the effective management of finance, human resources, information and communications technology, supply chains, facilities, health care, capacity development, conference services, and security and safety operations and by communicating the work of the Organization.

KEY OUTCOMES

Despite the challenges related to the COVID-19 pandemic, we streamlined Secretariat-wide processes, improving human resource mechanisms, rolling out an e-tendering tool and improving goods and

services solutions for client entities, and enhancing the management of uniformed capabilities.

We fostered operational support partnerships, including the flagship triangular partnership project, and strengthened our service delivery architecture with the agencies, funds and programmes. For operational continuity, we reinforced testing and therapeutics, our mechanisms for medical evacuation and vaccinations for personnel and facilitated a safe return to the office and hybrid ways of working.

Through operational security support and inclusive security management, we enabled the United Nations family to implement programmes assisting over 264 million people, including in Afghanistan, Ethiopia, Iraq, Lebanon, Libya, the Niger, Somalia, the Syrian Arab Republic, Ukraine and Yemen.



“ We will foster the achievement of results through renewed investment in digitalization, data capacities and strategic foresight, and continuous improvement in achieving our mandated objectives. ”

Catherine Pollard, Under-Secretary-General for Management Strategy, Policy and Compliance



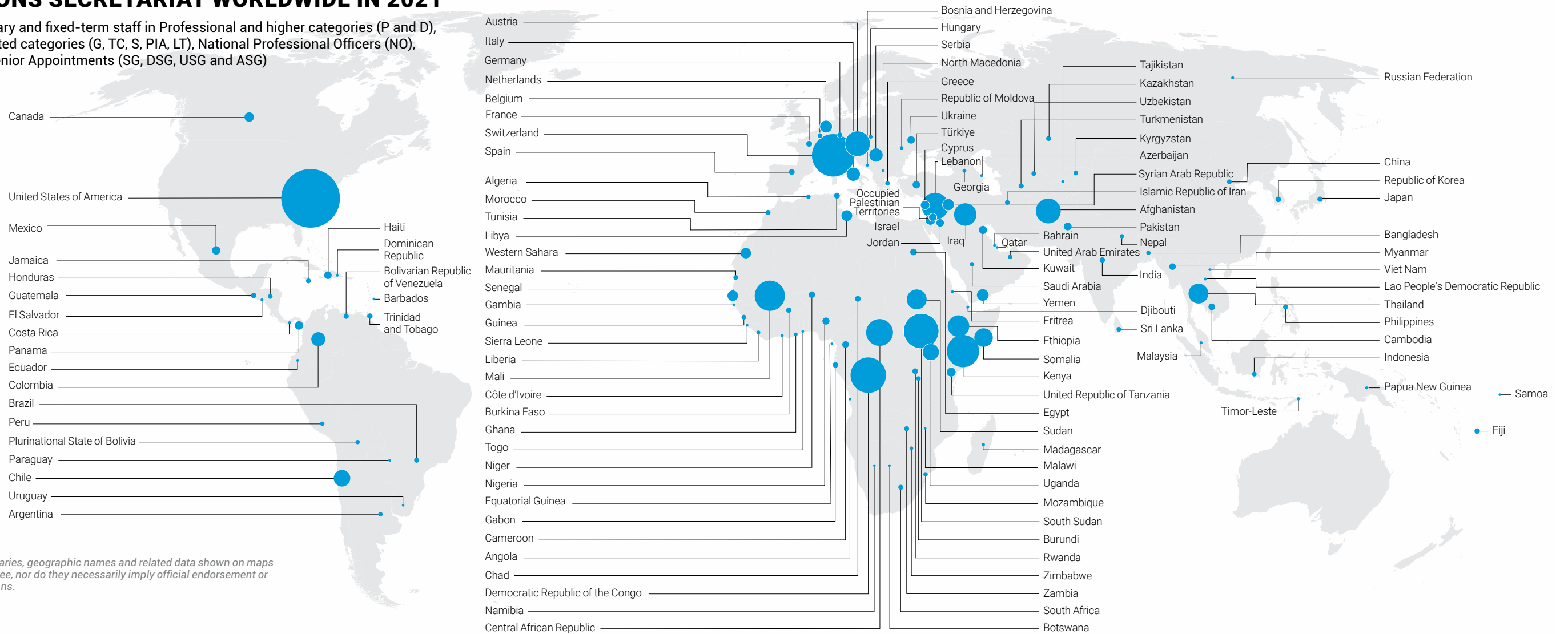
“ As the pandemic evolves and mitigation measures shift, the Organization will redouble its commitment to deliver operational excellence in a rapidly changing environment. ”

Atul Khare, Under-Secretary-General for Operational Support

OVER 35,000+ STAFF WORKED FOR THE UNITED NATIONS SECRETARIAT WORLDWIDE IN 2021

This includes all temporary and fixed-term staff in Professional and higher categories (P and D), General Service and related categories (G, TC, S, PIA, LT), National Professional Officers (NO), Field Service (FS) and Senior Appointments (SG, DSG, USG and ASG)

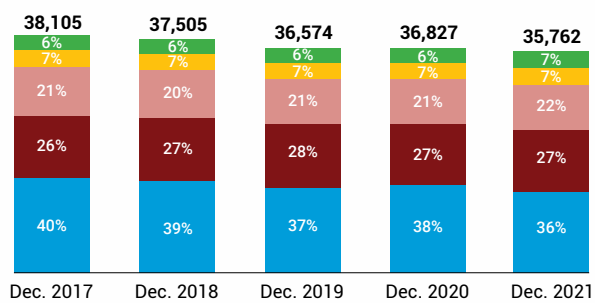
● Represents number of staff



The depiction and use of boundaries, geographic names and related data shown on maps are not guaranteed to be error free, nor do they necessarily imply official endorsement or acceptance by the United Nations.

STAFF BY REGIONAL GROUP*

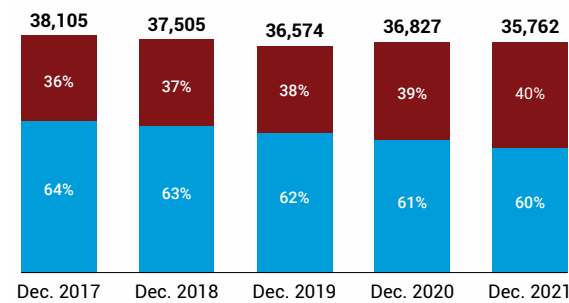
● Africa ● Western Europe and Others ● Asia-Pacific
● Latin America and the Caribbean ● Eastern Europe



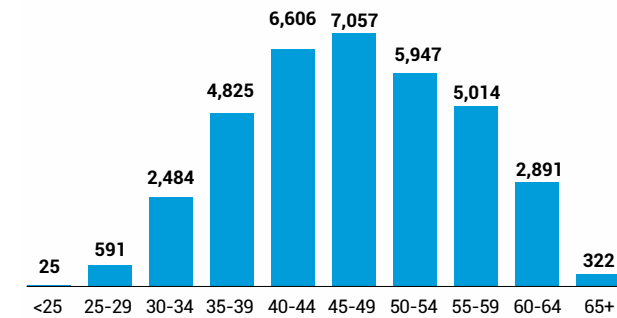
* The five regional groups were formed to facilitate the equitable geographical distribution of seats among the Member States in different United Nations bodies. Note: (1) Because of rounding, totals may not equal the sum of parts. (2) "Other" includes staff from the State of Palestine and staff who are stateless.

STAFF BY GENDER

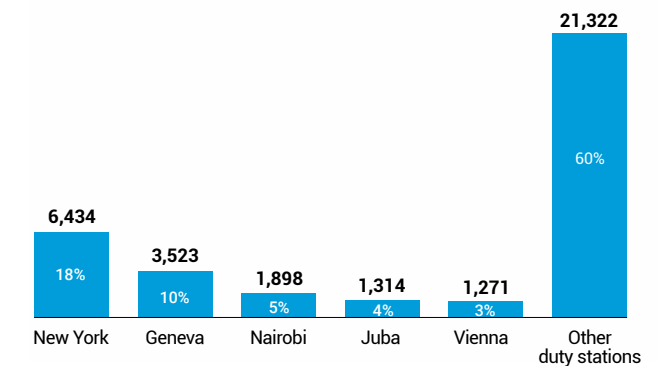
● Male ● Female



STAFF BY AGE



STAFF BY LOCATION



Our COVID-19 communications sought to position the Organization as the leading voice in the pandemic response. For example, our Verified initiative delivered reliable, science-based information, built confidence in health messaging and offered ways to detect and stop the spread of misinformation and disinformation.

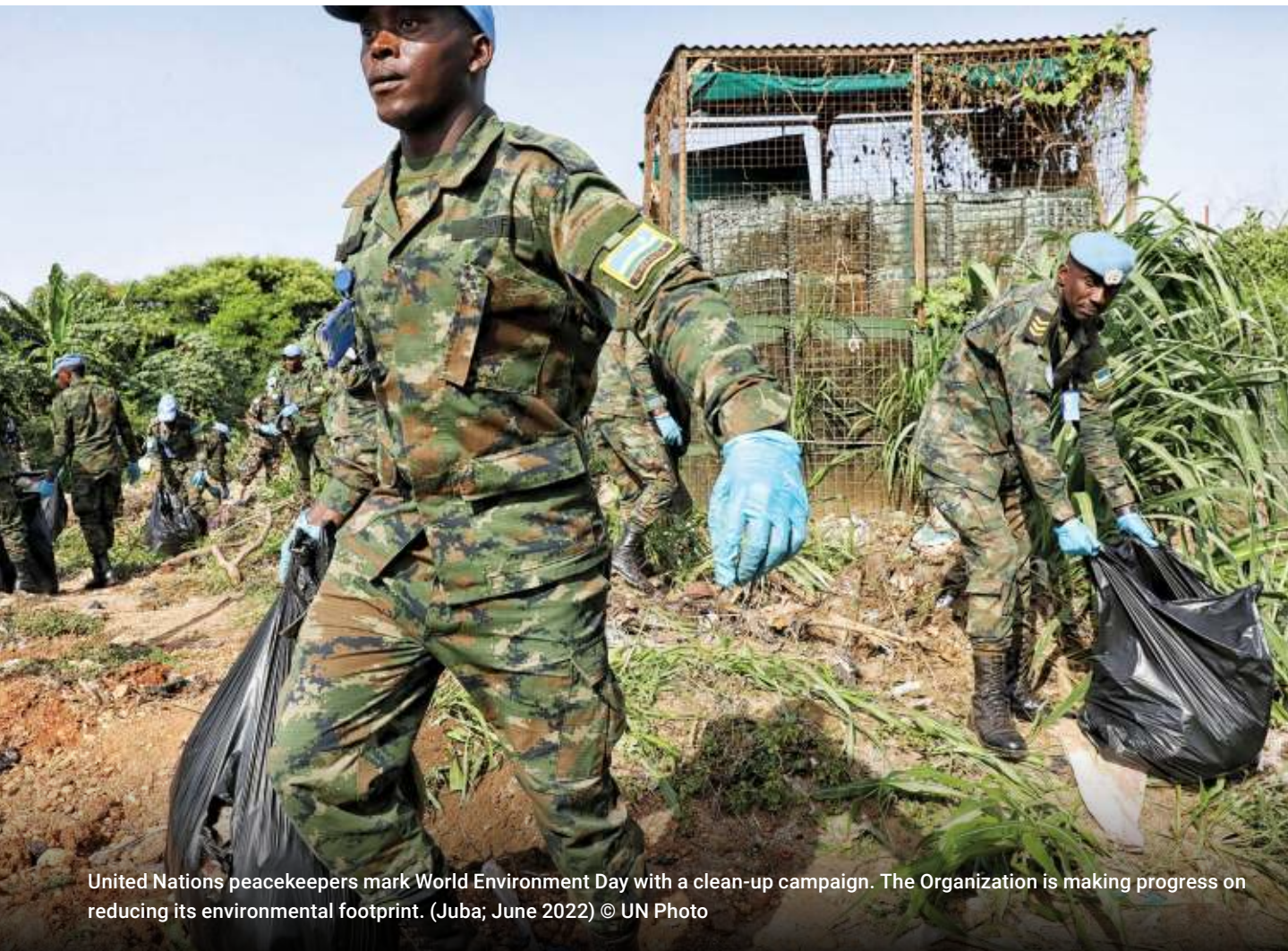
Our environmental performance continued to improve as we mitigated wastewater risk, lowered energy consumption and explored opportunities to transition to renewable energy.

To facilitate the work of Member States and other stakeholders, we launched a "Conferences away from Headquarters" section in the multilingual *Journal of the United Nations*, providing an online

gateway to conference materials. We enhanced the e-deleGATE platform and expanded and accelerated access to General Assembly resolutions, including with interactive dashboards.

The uniformed capabilities support portal gave Member States direct access to information about police and troop contributions to peace operations, while the Umoja Analytics Digital Boardroom provided real-time enterprise data, with complex analytic and visualization capabilities.

To promote a culture of accountability, we promoted the Secretariat's evaluation policy and issued an accountability handbook. We also rolled out an adaptable toolkit to prevent misconduct across the Secretariat.



United Nations peacekeepers mark World Environment Day with a clean-up campaign. The Organization is making progress on reducing its environmental footprint. (Juba; June 2022) © UN Photo

OUR EFFECTIVE FUNCTIONING EFFORTS



108M+

visitors accessed un.org



12.4M

users accessed the United Nations dedicated Sustainable Development Goals website, with **40.8M+** page views



180,000

personnel and **400,000** dependents in **125** countries received security support



4,000

meeting coverage press releases, which received **11M+** views from **244** countries and territories



24M

downloads of United Nations documents, publications and datasets from the United Nations Digital Library in the six official languages



87,000

civilian and uniformed personnel serving in United Nations peace operations supported



“Always re-envisioning how we provide intergovernmental services to help Member States achieve best possible results, through innovation and creativity, remains part of our daily activities.”

Movses Abelian, Under-Secretary-General for General Assembly and Conference Management

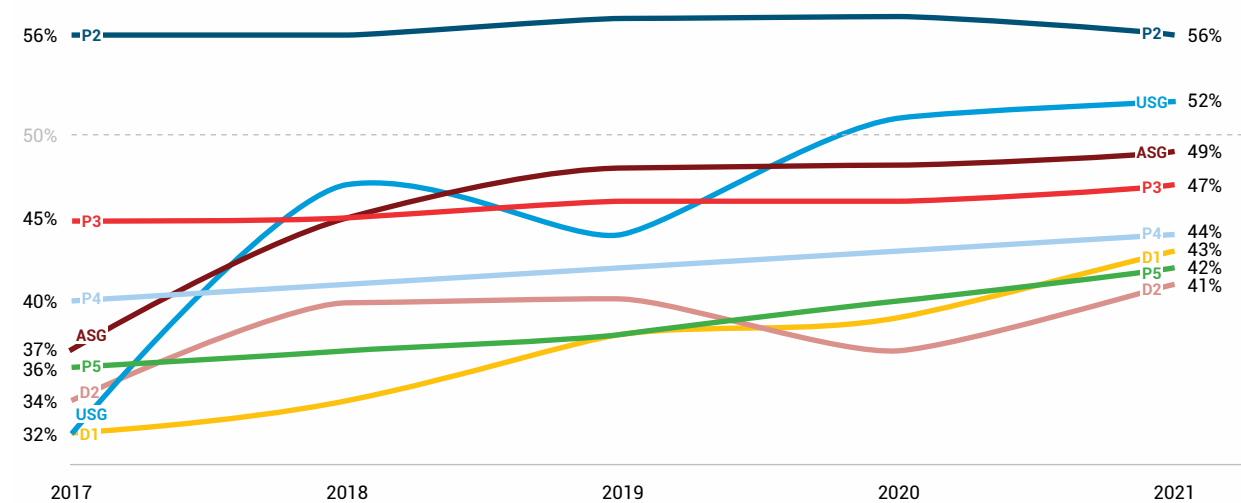


“The work of the Office of Internal Oversight Services confirms, independently and transparently, that our Organization prioritizes risk management and accountability for results.”

Fatoumata Ndiaye, Under-Secretary-General for Internal Oversight Services

COMMITMENT TO GENDER PARITY YIELDS RESULTS

% of women staff on fixed-term appointments at Professional level and above, 2017–2021



With the launch of the system-wide strategy on gender parity, the Secretary-General committed to advancing parity across the system at all levels, beginning with international Secretariat staff at Professional level and above, on fixed-term, continuous and permanent/indefinite appointments.

The Victims' Rights Advocate continued to advocate for a victim-centred and rights-based approach to sexual exploitation and abuse. We deployed dedicated Senior Victims' Rights Officers to the Central African Republic, the Democratic Republic of the Congo, Haiti and South Sudan.

Unite Academy training and the Kamino advanced data science and visualization programme allowed us to increase our personnel's data literacy and to better demonstrate the impact of our work. Initiatives to promote data technologies and innovations remained key drivers of my Data Strategy.

From 2017 to 2021, there was steady progress towards meeting our gender parity targets. Gender parity was achieved among the senior leadership and resident coordinators in 2020. Further progress was made in hard-to-shift mid-management levels: at the D-1 level, where the number of women increased from 32 per cent to 43 per cent, and at the P-5 level, from 36 per cent to 42 per cent. The Geographical Diversity Strategy continues to guide efforts towards equitable geographical representation.



“Taking a victim-centred approach to preventing and responding to sexual exploitation and abuse involves making no assumptions about a victim’s characteristics and treating all victims with respect, and without blame or discrimination.”

Jane Frances Connors, Victims' Rights Advocate

COMMUNICATING WITH GLOBAL AUDIENCES

125 languages used in production, publication and translation of information

183 countries received communications support

202M+ video views of United Nations events on United Nations channels

240,000+ airings of United Nations video packages by broadcasters

540M+ followers exposed to United Nations messaging by social media partners

100,000+ visits to the United Nations hub at Expo 2020 in Dubai, United Arab Emirates

Two years since its launch, the United Nations Disability Inclusion Strategy has established a baseline for disability inclusion across 130 United Nations country teams, which is improving reporting on implementation and facilitating lessons learned in the context of COVID-19. The Young UN network continues to bring together the voices of young United Nations staff, helping the Organization's thinking on future ways of working and reforms for greater transparency, equity and sustainability.



“For the United Nations to effectively function, we need to tell the United Nations stories, keep people informed with accurate and trusted information, offer solutions and hope, and mobilize action from all stakeholders.”

Melissa Fleming, Under-Secretary-General for Global Communications

THE UNITED NATIONS 2.0

In a second wave of reform, the Secretary-General is advancing strategies to build next-generation capacities that the United Nations family will need in the twenty-first century. Rooted in Our Common Agenda, the Secretary-General's vision of a United Nations 2.0 includes a “quintet of change” – agendas for stronger capabilities in data, innovation and digital transformation, behavioural science, strategic foresight, and performance and results orientation. In 2021, this vision already translated into new strategies, financing instruments, programmes, job profiles and training that engaged all organizations in the United Nations family, tens of thousands of staff and partner countries across the globe. In the years ahead, the United Nations 2.0 agendas will reshape our work and our support to people and planet.



“Security is not an accessory: it is a key part of UN planning and a prerequisite for delivery, allowing the United Nations to affect people’s lives meaningfully.”

Gilles Michaud, Under-Secretary-General for Safety and Security



“The Ethics Office continues to step up its collaboration with entities within and outside the Secretariat to address new and ongoing challenges to ethical conduct.”


Elia Yi Armstrong, Director of the Ethics Office



A United Nations convoy escorts the Syrian Arab Red Crescent, a humanitarian non-profit organization. (Homs, Syrian Arab Republic; October 2021) © UNDSS

“VERIFIED”: AN INITIATIVE TO COMBAT MISINFORMATION RELATED TO COVID-19

 **9,000+**
pieces of content created in
60 languages

 **1,000+**
trusted messengers and **100+**
Healthcare Professionals worked
with through Team Halo. Team
Halo has created **3,000+** videos
generating over **350,000** comments
and some **485** million views across
all social media platforms

ENGAGE FOR CHANGE

In the 2021 staff engagement survey, over 17,800 Secretariat staff members shared their views on progress made towards greater engagement in a variety of critical areas that affect their work, including reform. Results show that we are making progress on clarity of direction, staff pride in their work, and encouragement of new ideas. Discrimination and concerns about career satisfaction emerged as areas where challenges persist.

KEY RESULTS

(with change since 2019 where available)

- **89%** (+10%) saw a clear link between their work and the goals and objectives of their entity
- **90%** are proud to work for the Secretariat
- **75%** (+13%) feel encouraged to share their ideas at work

The annual budget has increased the engagement of managers in the budget process and yielded more accurate planning assumptions and resource estimates. Regular budget liquidity improved in 2021, but unless Member States act on my proposals, soon we will again face a deepening liquidity crisis. The first annual statement of internal control marked an important milestone in building a more results-driven and transparent Organization.

Some 99.9 per cent of designated staff members complied with the filing requirements of the 2021 financial disclosure programme. Implementing my policy on protection against retaliation for reporting misconduct and cooperating with audits and investigations, the Ethics Office completed 34 preliminary reviews in 2021 and referred three cases for further investigation.

A NEW STRATEGY TO TACKLE RACISM



Learn more

We launched a strategic action plan on addressing racism and promoting dignity for all in the United Nations Secretariat, which outlines measures to tackle all forms of discrimination across four areas: organizational culture; operations and management practices; systems, including structures and policies; and internal accountability mechanisms. The plan is complemented by an internal communications strategy to raise awareness of racism and racial discrimination in the Organization.



THE UNITED NATIONS SYSTEM



Notes:

- Member of the United Nations System Chief Executives Board for Coordination (CEB).
- The United Nations Office for Partnerships is the focal point vis-a-vis the United Nations Foundation, Inc.
- IAEA and OPCW report to the Security Council and the General Assembly (GA).
- WTO has no reporting obligation to the General Assembly, but contributes on an ad hoc basis to General Assembly and Economic and Social Council work on, inter alia, finance and development issues.
- Specialized agencies are autonomous organizations whose work is coordinated through the Economic and Social Council (intergovernmental level) and CEB (inter-secretariat level).
- The Trusteeship Council suspended operations on 1 November 1994, as Palau, the last United Nations Trust Territory, became independent on 1 October 1994.
- International Centre for Settlement of Investment Disputes and Multilateral Investment Guarantee Agency are not specialized agencies in accordance with Articles 57 and 63 of the Charter of the United Nations, but are part of the World Bank Group.
- The secretariats of these organs are part of the United Nations Secretariat.
- The Secretariat also includes the following offices: the Ethics Office, the Office of the United Nations Ombudsman and Mediation Services, and the Office of Administration of Justice.
- For a complete list of Economic and Social Council subsidiary bodies, see un.org/ecosoc.

This chart is a reflection of the functional organization of the United Nations system and is for informational purposes only. It does not include all offices or entities of the United Nations system.