

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](#)

INDICATIVE RESOURCES

\$1.7B

\$1.3B regular assessed, \$353M peacekeeping assessed (2021/2022) and \$71M 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 resolution 77/278](#)
[Procurement, General Assembly resolution 69/273](#)
[Multilingualism, General Assembly resolution 76/268](#)
[Post-traumatic stress disorder framework, General Assembly resolution 76/275](#)
[Pattern of conferences, General Assembly resolution 77/255](#)
[Questions relating to the proposed programme budget for 2023, General Assembly resolution 77/262](#)
[Progress towards an accountability system in the United Nations Secretariat, General Assembly resolution 77/280](#)
[Revitalization of the work of the General Assembly, resolution 75/325](#)
[Questions relating to information, General Assembly resolutions 76/84 A–B and 77/128 A–B](#)

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](#)
[Office of the Special Coordinator on Improving the United Nations Response to Sexual Exploitation and Abuse](#)
[Office of the Victims' Rights Advocate](#)

A journalist waits in the press briefing area before a General Assembly vote.

(New York; February 2023) © UN Photo/Mark Garten



Landscape gardeners prepare United Nations Headquarters for the seventy-seventh session of the General Assembly of the United Nations.

(New York; September 2022) © UN Photo/Loey Felipe

KEY WORKSTREAMS

The United Nations Secretariat consists of over 36,000 staff in 474 duty stations across the globe. The work of the Secretariat is underpinned by the highest ethical standards of conduct, efficient use and management of all resources, and effective delivery of mandates.

KEY OUTCOMES

The United Nations security management system, chaired by the Department of Safety and Security, enabled the United Nations operations and programmes to perform a wide range of mandates and assisted over 264 million people in the past year, including in high-risk settings.

The Secretariat facilitated a large number of global intergovernmental meetings and international conferences in addition to calendar meetings of the United Nations bodies. The number of meetings held globally and supported by the Secretariat has increased year-on-year by 66 per cent.

OUR EFFECTIVE FUNCTIONING EFFORTS



115M+
visitors accessed un.org



25M
downloads from over **10,000** cities of United Nations documents, publications, voting data and speeches from the United Nations Digital Library in the six official languages



180,000
personnel and **400,000** dependents in **131** countries received security support



88,000
civilian and uniformed personnel serving in United Nations peace operations supported



36,000+
staff of the United Nations Secretariat across all duty stations and field missions have access to the United Nations intranet, iSeek



2,700+
meetings and events covered through live and on-demand multilingual streaming through the United Nations Web TV platform



84
security support-enabled intergovernmental events, including the general debate of the General Assembly, COP27 and the session of the Commission on the Status of Women.



“We strive to build a high-performance culture, focused on accountability for results and improvement, supported by continuous transparent feedback.”

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



“The Organization strives to simplify operational support delivery, reduce burden on its personnel and client entities, and create improvements and efficiencies throughout the Secretariat.”

Atul Khare, Under-Secretary-General for Operational Support

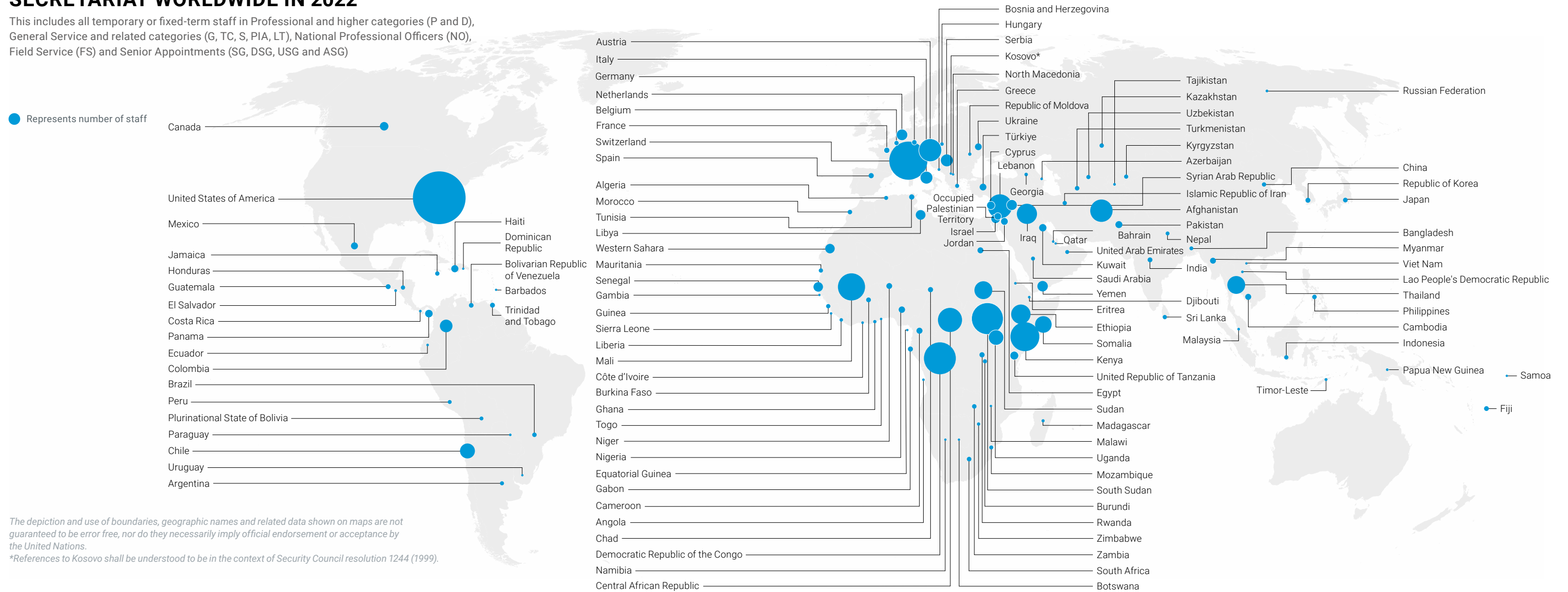


A United Nations security officer stands guard with Nikko, a member of the K9 Unit, in the Security Council Chamber between meetings.

(New York; January 2023) © UN Photo/Manuel Elías

OVER 36,000 STAFF WORKED FOR THE UNITED NATIONS SECRETARIAT WORLDWIDE IN 2022

This includes all temporary or 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)

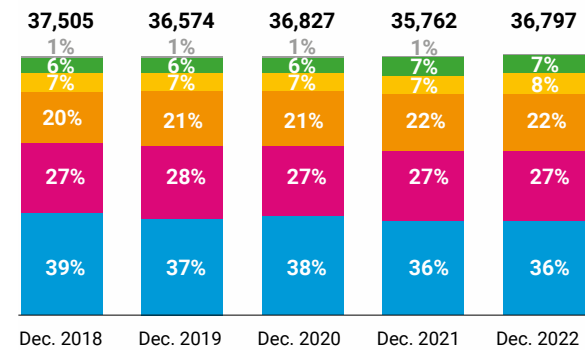


The depiction and use of boundaries, geographic names and related data shown on maps are not guaranteed to be error free, nor do they necessarily imply official endorsement or acceptance by the United Nations.

*References to Kosovo shall be understood to be in the context of Security Council resolution 1244 (1999).

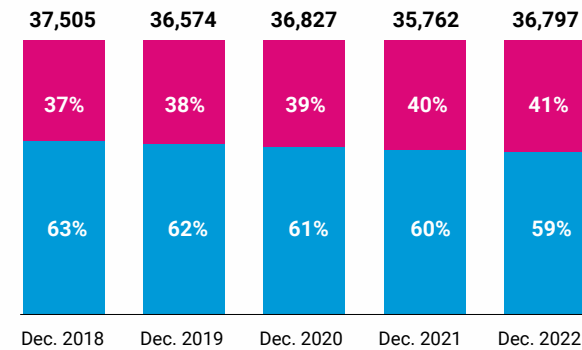
STAFF BY REGIONAL GROUP

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

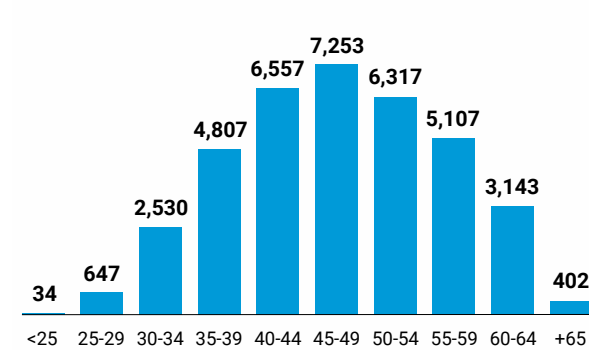


STAFF BY GENDER

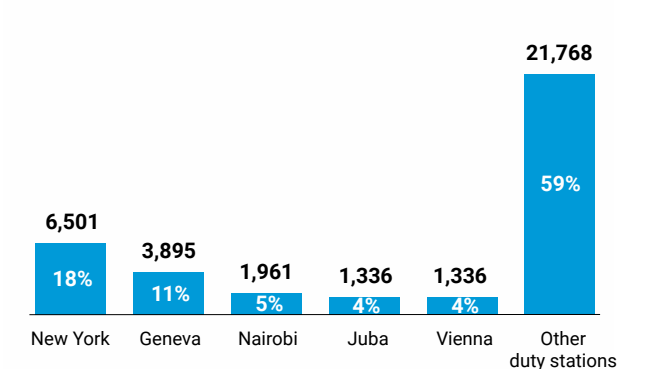
● Female ● Male



STAFF BY AGE



STAFF BY LOCATION



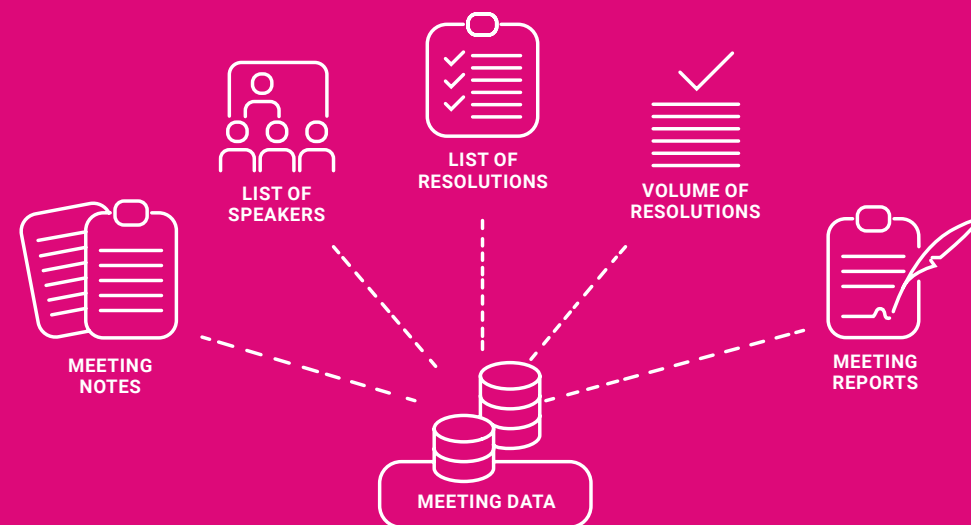
* The five regional groups were formed to facilitate the equitable geographical distribution of seats among the Member States in different United Nations bodies.
Note: "Other" includes staff from the State of Palestine and staff who are stateless.

Enabling accessible multilingual dialogue remained a core effort for us. Our activities included redesigning the online portal for all United Nations terminology in the six official languages and creating a new multilingual interactive dashboard that displays the full text of General Assembly decisions before publication.

Management reform implementation efforts were focused on streamlining policies and procedures. The General Assembly confirmed the shift to an annual budget, enabling more realistic resource estimates, accurate planning assumptions and an increased focus on programme delivery.

Leveraging intergovernmental meeting data for better delivery

Official records of intergovernmental meetings are heavily document-based. In 2022, we introduced a new approach that leverages intergovernmental meeting data in e-deleGATE, the *Journal of the United Nations* and eLUNa to automatically generate meeting summaries, speakers' lists, transcriptions of speeches and annual compilations of resolutions and decisions of the General Assembly and the Economic and Social Council. Our innovations provide Member States with more timely and high-quality information in the six official languages.



A tour guide at United Nations Headquarters speaks to visitors about the mural *Mankind's Struggle for a Lasting Peace*, which was painted by José Vela-Zanetti of the Dominican Republic in 1953.

(New York; April 2022) © UN Photo/Manuel Elias



The integrated planning, management and reporting dashboard is an end-to-end solution for managing the life cycle of our programmes and projects.

Improving programmatic planning, management, delivery and reporting

We expanded the analytics portfolio of the United Nations enterprise resource planning solution (Umoja) with new dashboards in support of a more efficient and transparent management of the United Nations financial, human and physical resources. The dashboards are contributing to improved programme planning, delivery and reporting.



Delegates cast their votes for the election of members to the Economic and Social Council during the 83rd plenary meeting of the General Assembly.

(New York; June 2022) © UN Photo/Loey Felipe

COMMUNICATING WITH GLOBAL AUDIENCES



540M+

social media users exposed to United Nations messaging



175M+

video views of United Nations events on United Nations YouTube channels



64M+

reached through **4,000+** pieces of content created in **40+** languages



250,000+

airings of United Nations video packages by broadcasters



150,000+

visitors took part in United Nations guided tours in Geneva, Nairobi, New York and Vienna



134

languages used in the production, publication and translation of communication products



183

countries received communications support

Other continuous improvement efforts included the introduction of enhanced automated tools to support hiring managers in streamlining recruitment timelines and improving contract management in supply chains. We also made progress in modernizing talent management frameworks and identifying strategies to attract more diverse talent and enhance leadership and career satisfaction. For operational continuity, we strengthened our resilience against future pandemics, including through new guidance and the launch of new training programmes.

We improved the efficiency of our peacekeeping operations and fieldwork, including through the flagship triangular partnership programme. We also strengthened our service delivery architecture to support Secretariat entities in field locations, including the resident coordinator offices, and enabled more efficient collaboration with United Nations agencies, funds and programmes. Our environmental performance in peace operations improved further through efforts to mitigate wastewater risk, reduce fuel use for electricity generation and increase the use of renewable energy.



ENABLING ACCESS TO ONLINE RESOURCES



7.5M+

page views from **243** countries of **3,500+** meeting summaries and press releases



3.5M

UNTERM terminology records consulted globally



3.4M

page views of journal.un.org



0.8M

visits to the e-deleGATE platform



12,000+

machine-readable resolutions published and displayed in visualization dashboards

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/Nektarios Markogiannis



“Leveraging data-driven solutions to improve the variety and resilience of our multilingual conference services allows the global conversation to continue in pursuit of solutions to the needs and challenges faced by humanity.”

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



“The Organization and its managers continue to take the actions to address key risks and to improve overall performance that are recommended through the independent oversight activities of the Office of Internal Oversight Services.”

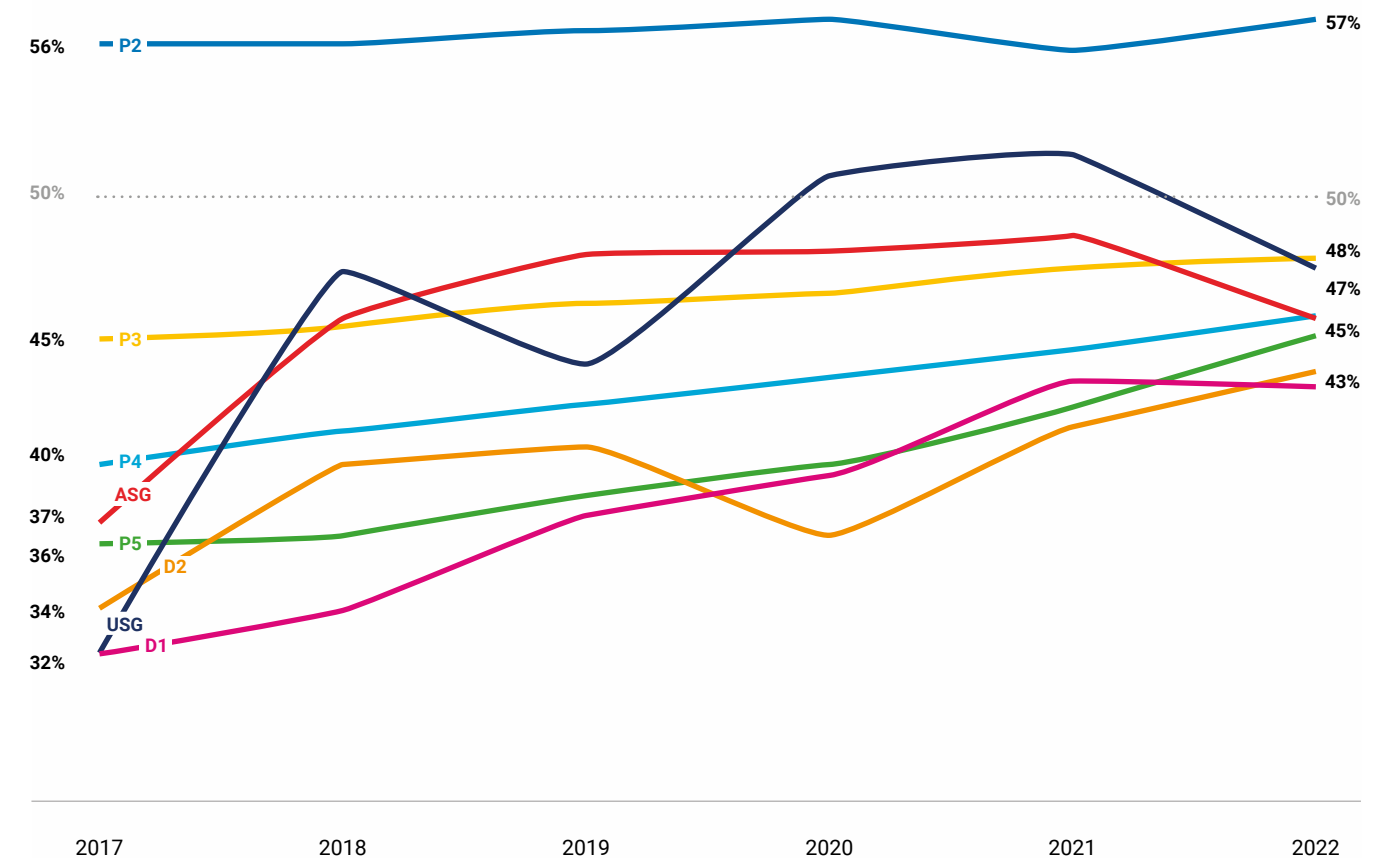
Fatoumata Ndiaye, Under-Secretary-General for Internal Oversight Services

Increasing gender parity, equitable geographical distribution and wider geographical representation among our staff are key priorities for the Organization. The Geographical Diversity Strategy is being reviewed and a road map to accelerate progress is being developed. The Secretariat is on track to achieve overall gender parity by 2028. Gender parity at senior levels has been achieved since 2020. However, work remains at some levels and in some entities, particularly in field locations.

Implementation of the United Nations Disability Inclusion Strategy focused on action on disability inclusion and accessibility across the work of the United Nations system. In 2022, 73 entities and 130 country teams reported on implementation efforts, meeting 30 per cent of the benchmarks set by the Strategy.

Commitment to gender parity yields results

% of women staff on fixed-term appointments at Professional level and above, 2017–2022



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.

A global delegation of NewWork champions and field-based colleagues take part in a workshop to explore co-creating United Nations 2.0 and improving our workplace culture.

(Nairobi; June 2022) © DMSPC/BTAD



To reinforce organizational values, the Secretariat introduced the United Nations Values and Behaviours Framework for staff. We also developed a Fraud and Corruption Awareness Handbook and a mission predeployment reinforcement training package on standards of conduct for military and police commanders. Some 180 staff completed training in Kamino data science, aimed at enabling data-driven decisions. By mid-2023, over 350 additional staff had enrolled in the new version of the programme, with the numbers expected to grow. The #NewWork network, a staff-led initiative anchored on collaboration, innovation, agility and co-creation to change the work culture, grew to more than 1,800 members in 154 locations, including personnel in peace operations and special political missions.

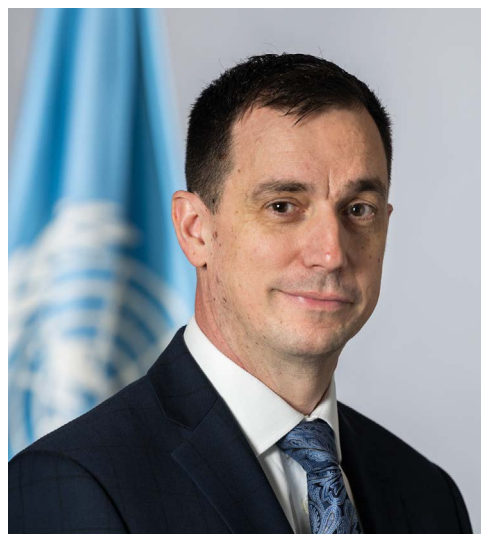
Over 37,000 United Nations personnel participated in leadership dialogue sessions on the United Nations Values and Behaviours Framework. A steering group, led by the Special Adviser on Addressing Racism in the Workplace, was created to oversee the implementation of the strategic action plan aimed at addressing racial discrimination in the Organization. Implementation efforts were supported by dialogue series arranged by the Office of the United Nations Ombudsman and Mediation Services. In line with the policy on protection against retaliation for reporting misconduct and cooperating with audits and investigations, the Ethics Office conducted timely and thorough preliminary reviews and referred cases for further investigation when necessary.

United Nations 2.0 and our future workforce

In 2022, we brought together strategic workforce planners, experts and human resource professionals from the entire United Nations system to guide the transition of the workforce with a “quintet of change” in data, digital, innovation, strategic foresight, and behavioural science. The purpose is to build stronger skills and expertise to effectively deliver on our mandates and to better assist Member States in navigating the opportunities and challenges of the twenty-first century.



Learn more



“We can think of United Nations security as an insurance policy: protecting Member States’ investments in United Nations operations by keeping the system working, even in insecure areas.”

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



“We look forward to the revitalized standards of conduct for the international civil service – the bedrock for United Nations staff as they work – which are under review by the International Civil Service Commission.”

Elia Yi Armstrong, Director, Ethics Office



A United Nations convoy escorts United Nations entities and non-governmental organizations on a humanitarian needs assessment through the Amhara and Tigray regions following the signing of the Agreement for Lasting Peace through a Permanent Cessation of Hostilities between the Government of the Federal Democratic Republic of Ethiopia and the Tigray People’s Liberation Front.

(Tigray, Ethiopia; November 2022) © UNDSS



“There is no place for sexual exploitation and abuse in our societies and certainly not in the United Nations.”

Christian Saunders, Special Coordinator on Improving the United Nations Response to Sexual Exploitation and Abuse



“While my mandate has provided for greater attention to the needs of victims of sexual exploitation and abuse, there is zero tolerance for inaction and much more work is required to support victims on the ground.”

Jane Connors, Victims' Rights Advocate



A United Nations peacekeeper shares a strong message: stop sexual exploitation and abuse.

(Beni, Democratic Republic of the Congo; March 2022) © MONUSCO



“We must ensure that facts and science are elevated, and people are inspired by United Nations values and goals.”

Melissa Fleming, Under-Secretary-General for Global Communications

Journalists ahead of a press conference at United Nations Headquarters during the general debate of the seventy-seventh session of the General Assembly.

(New York; September 2022) © UN Photo/Ariana Lindquist

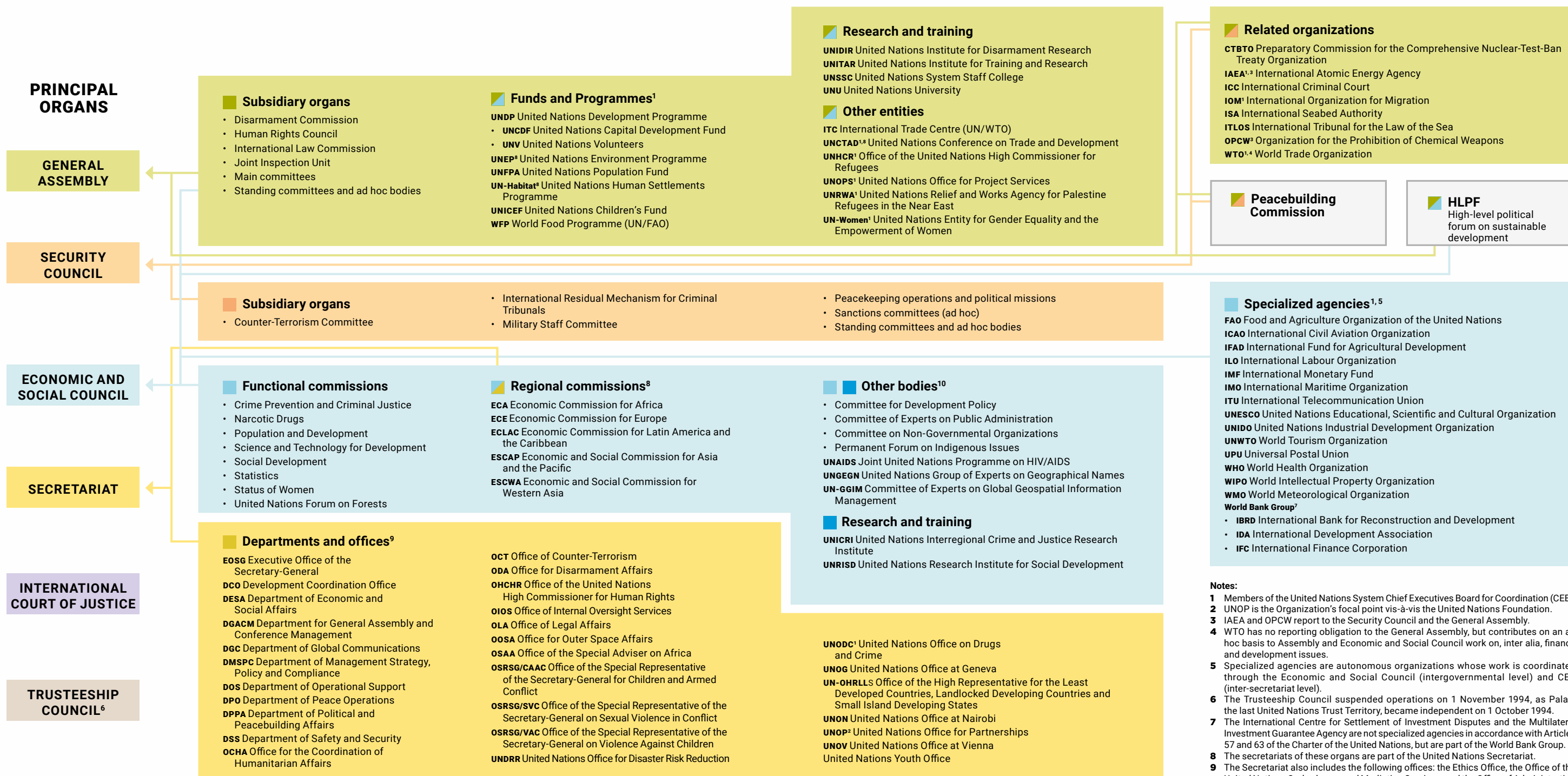


The Organization fostered a coordinated approach to preventing and responding to sexual exploitation and abuse across its duty stations and promoted a culture of accountability. It continued to address policy and procedural gaps and support effective advocacy and communication while improving transparency, assistance to victims and support at the country level.

The Victims' Rights Advocate advanced projects to secure legal aid for victims of sexual exploitation and abuse and engaged Member States to facilitate the resolution of outstanding paternity and child support claims.

We strengthened our public communications in support of the United Nations system. Our teams across the globe responded to international crisis with accurate and timely news and information and delivered global campaigns on the Sustainable Development Goals, peace and security, the climate emergency, mis- and disinformation and hate speech. With our Verified initiative, the Organization supported COVID-19 vaccination efforts and reached vulnerable populations with life-saving information.

THE UNITED NATIONS SYSTEM



Notes:

- Members of the United Nations System Chief Executives Board for Coordination (CEB).
- UNOP is the Organization's focal point vis-à-vis the United Nations Foundation.
- IAEA and OPCW report to the Security Council and the General Assembly.
- WTO has no reporting obligation to the General Assembly, but contributes on an ad hoc basis to 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.
- The International Centre for Settlement of Investment Disputes and the 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 for informational purposes only. It does not include all offices or entities of the United Nations system.