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Proposed programme budget for 2025

Programme planning

Proposed programme budget for 2025

Part IV

International cooperation for development

Section 17

UN-Women

Programme 14

Gender equality and the empowerment of women

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* A/79/50.

** In keeping with paragraph 10 of General Assembly resolution 77/267, the part consisting of the programme plan and programme performance information (part II) is submitted through the Committee for Programme and Coordination for the consideration of the Assembly.

*** In keeping with paragraph 10 of General Assembly resolution 77/267, the part consisting of the post and non-post resource requirements is submitted through the Advisory Committee on Administrative and Budgetary Questions for the consideration of the Assembly.



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A. Proposed programme plan for 2025 and programme performance in 2023

Overall orientation

Mandates and background

- 17.1 The United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) is responsible for supporting the achievement of gender equality and the empowerment of all women and girls as actors and beneficiaries of sustainable development, human rights, humanitarian action and peace and security. The mandate derives from the priorities established in relevant General Assembly, Economic and Social Council and Security Council resolutions, including General Assembly resolutions [64/289](#), in which the Assembly established UN-Women as a composite entity that functions as a secretariat, carries out operational activities at the country and regional levels, and leads, coordinates and promotes the accountability of the United Nations system in its work on gender equality and the empowerment of women; [70/1](#) on the 2030 Agenda for Sustainable Development, pursuant to which UN-Women supports systematic mainstreaming of a gender perspective in the implementation of the 2030 Agenda; [72/279](#) on the repositioning of the United Nations development system in the context of the quadrennial comprehensive policy review of operational activities for development of the United Nations system; and [75/233](#) on the quadrennial comprehensive policy review of operational activities for development of the United Nations system, in which the Assembly called on the United Nations development system to enhance and accelerate gender mainstreaming through the full implementation of the System-wide Action Plan on Gender Equality and the Empowerment of Women, developed under the leadership of UN-Women.
- 17.2 The mandate of UN-Women endows it with a unique role and capacity to: (a) support the strengthening and development of global norms and standards, including with country-level experiences; (b) promote more effective coordination, coherence and gender mainstreaming across the United Nations system in support of commitments for gender equality and the empowerment of women; and (c) support Member States, upon request, to translate global norms and standards into legislation, policies and development plans as part of its operational activities. UN-Women also has a critical role in supporting the mobilization of civil society, the private sector and other relevant stakeholders, at all levels, in support of the implementation of the Beijing Declaration and Platform for Action and the gender-responsive implementation of the 2030 Agenda.

Strategy and external factors for 2025

- 17.3 The UN-Women strategic plan 2022–2025 guides the Entity's activities and its strategic direction, objectives and approaches to support the efforts of Member States to accelerate the realization of gender equality and the empowerment of all women and girls, as well as the enjoyment of all human rights by women and girls (General Assembly resolution [76/142](#)).
- 17.4 The strategic plan is based on an extensive consultative process and draws from analysis of progress and persistent challenges, including recommendations from the 25-year review and appraisal of the implementation of the Beijing Declaration and Platform for Action, as well as lessons learned from the Entity's first decade.
- 17.5 In 2025, UN-Women will continue its work on its established thematic impact areas: (a) governance and participation in public life; (b) women's economic empowerment; (c) ending violence against women and girls; and (d) women and peace and security, humanitarian action and disaster risk reduction. UN-Women will continue to focus on integrated approaches to address the root causes of gender inequality and effect broader systems change by advancing seven systemic outcomes across the four thematic impact areas, given the interconnected nature of global challenges: (a) the strengthening of global normative frameworks and gender-responsive laws, policies and institutions; (b) financing for gender equality; (c) positive social norms, including by engaging men and boys;

(d) equitable access by women to services, goods and resources; (e) women's voices, leadership and agency; (f) the production, analysis and use of gender statistics, sex-disaggregated data, and knowledge; and (g) United Nations system coordination for gender equality and the empowerment of women.

- 17.6 UN-Women will continue to implement its programme by leveraging its normative support function, United Nations system coordination and operational activities, as mandated by its founding resolution, in an integrated and mutually reinforcing manner for transformative results.
- 17.7 UN-Women will continue to act as a knowledge hub to support gender mainstreaming and provide research and data analysis to inform policies, strategies and other interventions, and substantive and technical support and expertise to Member States upon request. It will continue to facilitate the mainstreaming of a gender perspective into intergovernmental norms and standards. It will also provide support to Member States, upon request, in implementing commitments to gender equality and the empowerment of women and girls through operational activities. UN-Women will continue to work in partnership with a range of actors and support, at the request of Member States, civil society, the private sector and other relevant stakeholders, for accelerated action for gender equality and the empowerment of women and girls.
- 17.8 UN-Women will continue to engage closely as a key partner in a repositioned United Nations development system, as it is a strong priority of the Under-Secretary-General/Executive Director to enhance the engagement of the Entity in that area. Thus, UN-Women will take full advantage of the repositioned United Nations development system opportunities for integrated, cost-effective support to partners. Furthermore, the Entity has placed and will continue to place business transformation at the heart of its organizational effectiveness and efficiency framework, creating a stronger culture of accountability and strengthening organizational performance management through a cascading internal management system to ensure that the organizational effectiveness and efficiency is a comprehensive management and leadership process to drive the implementation of the strategic plan.
- 17.9 With regard to inter-agency coordination and liaison, UN-Women will continue to comprehensively leverage its coordination mandate for gender equality and the empowerment of women. UN-Women will continue to enhance support for gender mainstreaming, including through inter-agency mechanisms, and the implementation of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women and the United Nations country team System-wide Action Plan gender equality scorecard. With a view to working better together, UN-Women will continue to build strategic partnerships with United Nations entities, including through inter-agency mechanisms such as the Inter-Agency Standing Committee, which it joined as a full member in 2022, to deliver results for women and girls in a coordinated and coherent way. Further, the Entity will collaborate with other United Nations entities, including through the Inter-Agency and Expert Group on Sustainable Development Goal Indicators, providing a gender perspective on methodology development, monitoring and follow-up, as well as capacity development. UN-Women will also collaborate specifically with departments and offices of the Secretariat, including on issues related to women and peace and security, sexual violence in conflict, gender mainstreaming in peacekeeping operations and gender parity. UN-Women will continue its cooperation with and support to the Security Council, the Peacebuilding Commission and the Human Rights Council, as requested. UN-Women will continue to brief the Security Council, upon request, as well as provide secretariat services to the Security Council's Informal Expert Group on Women and Peace and Security.
- 17.10 Where it has a country presence, UN-Women will support the integration of a gender perspective in United Nations country team programming processes, including the United Nations Sustainable Development Cooperation Framework roll-out process, joint initiatives, collective advocacy and coordination to ensure a coherent system-wide approach in operational activities. UN-Women will continue to chair or co-chair the gender theme groups¹ of United Nations country teams and provide

¹ See <https://unsdg.un.org/resources/gender-theme-groups-standards-and-procedures>.

technical leadership for the implementation of the United Nations country team System-wide Action Plan gender equality scorecard and the United Nations country team gender equality marker.

- 17.11 With regard to the external factors, the overall plan for 2025 is based on the following planning assumptions:
- (a) The continued availability of voluntary contributions, which account for approximately 98 per cent of UN-Women resources;
 - (b) The commitment of Member States to advance gender equality and the empowerment of all women and girls, including by achieving consensus in relevant intergovernmental meetings;
 - (c) The commitment of Member States to adopt and implement laws, policies and strategies and create and maintain an enabling environment for civil society and women's organizations in their work for the promotion of gender equality and the empowerment of women and girls.
- 17.12 In line with the United Nations Disability Inclusion Strategy and the UN-Women global strategy on disability inclusion, the Entity will continue to contribute to accelerating the effective mainstreaming of disability inclusion in its institutional processes and programming, including mitigating measures to overcome any operational challenges. At the corporate level, UN-Women will continue to chair the United Nations Inter-agency Group on Gender Equality and Disability Inclusion. Where it has a country presence, UN-Women will support an intersectional approach to disability inclusion in United Nations country team programming processes, including joint initiatives, projects, collective advocacy and coordination to ensure a coherent system-wide approach in operational activities. Together with United Nations partners, including organizations of persons with disabilities, the Entity, within its mandate, will promote gender and disability inclusion work with persons with disabilities.

Legislative mandates

- 17.13 The list below, which was reviewed in the preparation of the proposed programme budget, provides all mandates entrusted to UN-Women.

General Assembly resolutions

34/180	Convention on the Elimination of All Forms of Discrimination against Women	72/279	Repositioning of the United Nations development system in the context of the quadrennial comprehensive policy review of operational activities for development of the United Nations system
50/42	Fourth World Conference on Women		
50/203	Follow-up to the Fourth World Conference on Women and full implementation of the Beijing Declaration and Platform for Action	75/161	Intensification of efforts to prevent and eliminate all forms of violence against women and girls: sexual harassment
54/4	Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women	75/233	Quadrennial comprehensive policy review of operational activities for development of the United Nations system
54/134	International Day for the Elimination of Violence against Women	76/142; 78/182	Follow-up to the Fourth World Conference on Women and full implementation of the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly
S-23/2	Political declaration		
S-23/3	Further actions and initiatives to implement the Beijing Declaration and Platform for Action		
64/289	System-wide coherence	77/181	Women in development
66/130	Women and political participation	77/193	Intensification of efforts to prevent and eliminate all forms of violence against women and girls: gender stereotypes and negative social norms
69/313	Addis Ababa Action Agenda of the Third International Conference on Financing for Development		
70/1	Transforming our world: the 2030 Agenda for Sustainable Development	77/194	Trafficking in women and girls

77/195	Intensifying global efforts for the elimination of female genital mutilation	78/181	Improvement of the situation of women and girls in rural areas
78/180	Violence against women migrant workers		

Economic and Social Council resolutions and decisions

76 (V)	Communications concerning the status of women	2009/16	Working Group on Communications on the Status of Women of the Commission on the Status of Women
304 (XI)	Report of the Commission on the Status of Women (fourth session)	2020/15	Multi-year programme of work of the Commission on the Status of Women
1992/19	Communications on the status of women	2022/4	Future organization and methods of work of the Commission on the Status of Women
1996/6	Follow-up to the Fourth World Conference on Women	2022/5	Thirtieth anniversary of the Fourth World Conference on Women
1996/31	Consultative relationship between the United Nations and non-governmental organizations	2023/11	Mainstreaming a gender perspective into all policies and programmes in the United Nations system
1999/257	Enabling the Commission on the Status of Women to continue to carry out its mandate		
2005/232	Declaration of the Commission on the Status of Women on the occasion of the tenth anniversary of the Fourth World Conference on Women		

Security Council resolutions

1325 (2000) , 1820 (2008) , 1888 (2009) , 1889 (2009) , 1960 (2010) ,	2106 (2013) , 2122 (2013) , 2242 (2015) , 2467 (2019) , 2493 (2019)
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Agreed conclusions of the Commission on the Status of Women

1996	Implementation of strategic objectives and action in the critical area of concern: poverty	2002	Eradicating poverty, including through the empowerment of women throughout their life cycle, in a globalizing world
1996	Women and the media	2002	Environmental management and the mitigation of natural disasters
1996	Child and dependent care, including sharing of work and family responsibilities	2003	Participation in and access of women to the media, and information and communication technologies and their impact on and use as an instrument for the advancement and empowerment of women
1997	Women and the environment		
1997	Women in power and decision-making		
1997	Women and the economy		
1997	Education and training of women	2004	The role of men and boys in achieving gender equality
1998	Violence against women		
1998	Women and armed conflict	2004	Women's equal participation in conflict prevention, management and resolution and in post-conflict peacebuilding
1998	Human rights of women		
1998	The girl child	2005	Political declaration on the occasion of the tenth anniversary of the Fourth World Conference on Women
1999	Women and health		
1999	Institutional mechanisms for the advancement of women	2006	Enhanced participation of women in development: an enabling environment for achieving gender equality and the advancement of women, taking into account, inter alia, the fields of education, health and work
2001	Women, the girl child and human immunodeficiency virus/acquired immunodeficiency syndrome		
2001	Gender and all forms of discrimination, in particular racism, racial discrimination, xenophobia and related intolerance	2006	Equal participation of women and men in decision-making processes at all levels

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2007	Elimination of all forms of discrimination and violence against the girl child	2018	Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls
2008	Financing for gender equality and the empowerment of women	2019	Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls
2009	The equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS	2020	Political declaration on the occasion of the twenty-fifth anniversary of the Fourth World Conference on Women
2011	Access and participation of women and girls in education, training and science and technology, including for the promotion of women's equal access to full employment and decent work	2021	Women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls
2013	Elimination and prevention of all forms of violence against women and girls	2022	Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes
2014	Challenges and achievements in the implementation of the Millennium Development Goals for women and girls	2023	Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls
2015	Political declaration on the occasion of the twentieth anniversary of the Fourth World Conference on Women		
2016	Women's empowerment and the link to sustainable development		
2017	Women's empowerment in the changing world of work		

Deliverables

17.14 Table 17.1 lists all cross-cutting deliverables of the programme.

Table 17.1

Cross-cutting deliverables for the period 2023–2025, by category and subcategory

Category and subcategory	2023 planned	2023 actual	2024 planned	2025 planned
A. Facilitation of the intergovernmental process and expert bodies				
Parliamentary documentation (number of documents)	2	2	1	2
1. Annual report of the Under-Secretary-General/Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women	1	1	1	1
2. Biennial integrated budget estimates for UN-Women	1	1	–	1
Substantive services for meetings (number of three-hour meetings)	3	3	3	3
Meeting of:				
3. The Fifth Committee	1	1	1	1
4. The Committee for Programme and Coordination	1	1	1	1
5. The Advisory Committee on Administrative and Budgetary Questions	1	1	1	1

Evaluation activities

17.15 The following evaluations completed by UN-Women in 2023 have guided the proposed programme plan for 2025:

- (a) Evaluation on contribution to women's economic empowerment;
- (b) Evaluation on work on climate change;

- (c) Evaluation on support to civil society;
 - (d) Evaluation on support to gender statistics 2018–2022.
- 17.16 In response to the results of the evaluations referenced above, UN-Women refined its strategy to reflect a progressive global framework with a cross-sectoral approach and include a provision to review internal capacities to ensure adequacy of resources. For instance, the evaluation on women's economic empowerment found that it would be helpful for UN-Women to continue supporting the global discourse and normative frameworks on women's economic empowerment across sub-thematic areas. The evaluation of the Entity's work on climate change examined future opportunities and potential partnerships to strengthen its work in this area. The recommendations of the evaluations inform strategic focus in these two areas and enhance internal organizational climate-related work.
- 17.17 The following evaluations are planned for 2025:
- (a) Evaluation of the gender equality accelerators of the UN-Women strategic plan 2022–2025;
 - (b) Synthesis of performance of UN-Women against the strategic plan.

Programme of work

Subprogramme 1

Intergovernmental support, coordination and strategic partnerships

Objective

- 17.18 The objective, to which this subprogramme contributes, is to strengthen the achievement of gender equality and the empowerment of all women and girls, including full enjoyment of their human rights.

Strategy

- 17.19 To contribute to the objective, the subprogramme will:
- (a) Support the normative processes of intergovernmental bodies, including the Commission on the Status of Women, by facilitating the exchange of good practices and lessons learned among Governments and other relevant stakeholders, including through meetings, the issuance of reports and the presentation of analyses and policy options that enable discussion on key gender equality issues;
 - (b) Lead, coordinate and promote the accountability of the United Nations system for gender equality and the empowerment of women, and gender mainstreaming. This includes providing expertise, advocacy, monitoring of the development of relevant tools and guidance and capacity-building within the United Nations system. Actions towards system-wide improvement of the status of women will also be undertaken;
 - (c) Develop strategic partnerships by enabling civil society actors and other stakeholders to contribute to relevant intergovernmental processes, including through information dissemination, the convening of stakeholders to share lessons learned and recommendations for actions and the provision of funding for attending capacity- and alliance-building opportunities.
- 17.20 In doing so, the subprogramme will assist Member States in their efforts to accelerate the implementation of the Beijing Declaration and Platform for Action, achieve Sustainable Development Goal 5 and systematically mainstream a gender perspective into the implementation of the 2030 Agenda.

- 17.21 The above-mentioned work is expected to result in:
- (a) A strengthened global normative framework and increased reflection of a gender perspective in the outcomes of intergovernmental processes;
 - (b) An enabling working environment to accelerate gender mainstreaming and gender parity goals in the United Nations system, leading to greater achievement of results towards gender equality;
 - (c) Enhanced cooperation among stakeholders and Governments on gender equality and the empowerment of women, as well as enhanced opportunities for stakeholders to present lessons learned and good practices in conjunction with intergovernmental processes, and the availability of a growing resource base.

Programme performance in 2023

Gender equality outcomes reflected in United Nations Sustainable Development Cooperation Frameworks

- 17.22 Gender mainstreaming, among other issues in common country analyses and United Nations Sustainable Development Cooperation Frameworks, can help align development efforts with national priorities and normative commitments and enable a focus on accelerated action to achieve the Sustainable Development Goals. The subprogramme helps build the capacity of the United Nations system, including by providing substantive technical input into the development of the Frameworks. In 2023, UN-Women, together with the United Nations System Staff College and other inter-agency partners, rolled out capacity development tools for United Nations country teams to ensure the effective integration of gender equality, among other issues, into the development of common country analyses and United Nations Sustainable Development Cooperation Frameworks. A free self-paced course was launched and a six-week online moderated course for United Nations staff was conducted, in which 77 participants from 40 countries participated.
- 17.23 Progress towards the objective is presented in the performance measure below (see table 17.2).

Table 17.2
Performance measure

2021 (actual)	2022 (actual)	2023 (actual)
–	50 per cent of all new United Nations Sustainable Development Cooperation Frameworks had a dedicated gender equality outcome	53 per cent of all new United Nations Sustainable Development Cooperation Frameworks had a dedicated gender equality outcome

Planned results for 2025

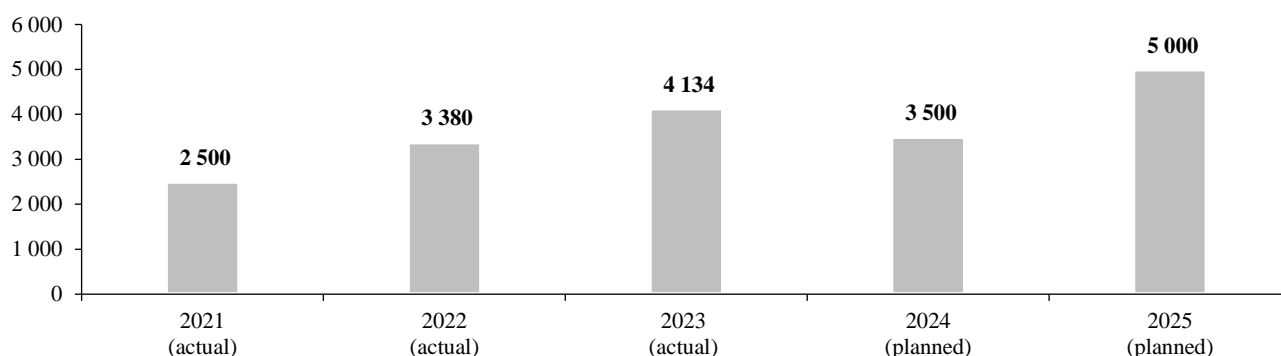
Result 1: youth as agents of change in the achievement of the Sustainable Development Goals

Programme performance in 2023 and target for 2025

- 17.24 The subprogramme's work contributed to 4,134 young women and girls with strengthened capacities to contribute to relevant intergovernmental policy discussions and forums, which exceeded the planned target of 3,500 young women and girls.
- 17.25 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 17.1).

Figure 17.I

Performance measure: number of young women and girls with strengthened capacities to contribute to relevant intergovernmental policy discussions and forums (annual)



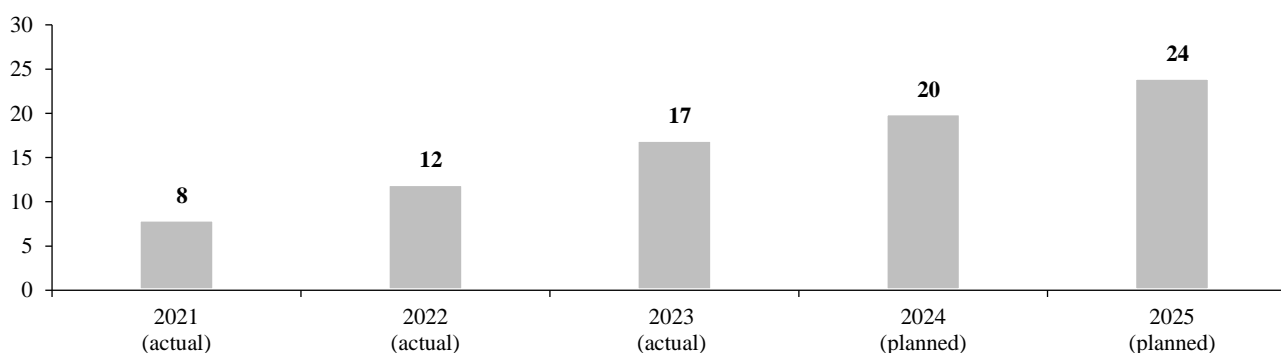
Result 2: leaving no women or girls with disabilities behind

Programme performance in 2023 and target for 2025

- 17.26 The subprogramme's work contributed to 17 organizations of persons with disabilities collaborating and partnering with United Nations country offices to address the specific needs and demands of women and girls with disabilities, which exceeded the planned target of 16 organizations.
- 17.27 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 17.II).

Figure 17.II

Performance measure: number of organizations of persons with disabilities partnering with United Nations country offices to address the specific needs and demands of women and girls with disabilities (cumulative)



Result 3: strengthened global norms and standards on gender equality and the empowerment of all women and girls

Proposed programme plan for 2025

- 17.28 The subprogramme provides technical and substantive support to the Commission on the Status of Women, including leading the preparation of the reports of the Secretary-General on agreed priority themes, which inform the agreed conclusions adopted by the Commission.

Lessons learned and planned change

- 17.29 The lesson for the subprogramme was that there was increased demand among Member States to generate data and evidence to assess global progress on gender equality and the empowerment of women and girls in order to inform normative and policy outcomes by intergovernmental bodies. In applying the lesson, the subprogramme plans to expand the use of available data resources, which will help to strengthen the available evidence base, and will convene expert group meetings to review existing research and analyse policies and practices on agreed priority themes, particularly at the country level.
- 17.30 Expected progress towards the objective is presented in the performance measure below (see table 17.3).

Table 17.3
Performance measure

2021 (actual)	2022 (actual)	2023 (actual)	2024 (planned)	2025 (planned)
87 per cent ^a	91 per cent ^a	97 per cent ^a	90 per cent ^a	Member States adopt a political declaration on the occasion of the thirtieth anniversary of the Fourth World Conference on Women

^a Percentage of recommendations in the report of the Secretary-General on the priority theme of the Commission on the Status of Women that are reflected in the agreed conclusions of the Commission.

Deliverables

- 17.31 Table 17.4 lists all deliverables of the subprogramme.

Table 17.4
Subprogramme 1: deliverables for the period 2023–2025, by category and subcategory

Category and subcategory	2023 planned	2023 actual	2024 planned	2025 planned
A. Facilitation of the intergovernmental process and expert bodies				
Parliamentary documentation (number of documents)	4	4	2	4
Reports for:				
1. The General Assembly, including on the improvement of the status of women	2	2	—	2
2. The Economic and Social Council, including on mainstreaming a gender perspective in the United Nations system	1	1	1	1
3. The Commission on the Status of Women on the normative aspects of the work of UN-Women	1	1	1	1
Substantive services for meetings (number of three-hour meetings)	46	46	46	48
Meetings of:				
4. The General Assembly, including formal and informal meetings of the Second and Third Committees	10	10	10	10
5. The Security Council on women and peace and security	3	3	3	3
6. The Economic and Social Council	1	1	1	3

Category and subcategory	2023 planned	2023 actual	2024 planned	2025 planned
7. The Commission on the Status of Women, including consultations by the Bureau and meetings by the Commission to implement its organization of work	32	32	32	32
B. Generation and transfer of knowledge				
Publications (number of publications)	3	—	3	3
8. <i>Network</i> (Gender equality and the empowerment of women)	3	—	3	3
Technical materials (number of materials)	4	4	4	4
9. On gender parity in the United Nations system and on the implementation of the System-wide Action Plan on Gender Equality and the Empowerment of Women, the United Nations country team System-wide Action Plan gender equality scorecard and the United Nations country team gender equality marker	4	4	4	4
C. Substantive deliverables				
Consultation, advice and advocacy: cross-sectoral dialogues and ministerial round tables, with broad regional representation and participation; multi-stakeholder side events on gender equality and the empowerment of women in meetings, conferences and summits for an average of 100 participants per event; consultations on gender mainstreaming in an area in which gender considerations are absent or need strengthening, with at least 4 experts and representatives of Governments (per consultation).				
D. Communication deliverables				
Digital platforms and multimedia content: UN-Women website.				

Subprogramme 2 Policy and programme activities

Objective

- 17.32 The objective, to which this subprogramme contributes, is to enhance efforts in the elimination of discrimination against women and girls and the achievement of gender equality in, among other things, the fields of sustainable development, human rights and peace and security, including through enhanced accountability of the United Nations system.

Strategy

- 17.33 To contribute to the objective, the subprogramme will:
- (a) Serve as a global knowledge centre on gender equality and the empowerment of women, including in the areas of women and peace and security, ending violence against women, the economic empowerment of women, and gender-responsive governance, by undertaking and disseminating research, analysis and evaluation of trends, including on new and emerging issues and their impact on the situation of women;
 - (b) Provide advisory, technical and advocacy support, training and capacity development, including through field offices, to Member States, upon request, to advance the implementation of their commitments on gender equality and the empowerment of women, in line with their national priorities;
 - (c) Ensure the accountability of the United Nations system, including the United Nations country and regional teams and their gender theme groups, by offering guidance and through engagement in their work on gender equality and the empowerment of women.
- 17.34 In doing so, the subprogramme will assist Member States in their efforts to achieve Sustainable Development Goal 5 and in the systematic mainstreaming of a gender perspective in the implementation of the 2030 Agenda.

17.35 The above-mentioned work is expected to result in:

- (a) Policies and actions taken by national and regional bodies to implement United Nations instruments, standards and resolutions that contribute to gender equality and the empowerment of women, focusing on the Beijing Declaration and Platform for Action, the outcome of the twenty-third special session of the General Assembly and the Convention on the Elimination of All Forms of Discrimination against Women;
- (b) Increased capacity of Member States to implement, monitor and evaluate laws, policies and strategies that contribute to the achievement of gender equality and the empowerment of women and girls and the realization of their human rights (General Assembly resolution 76/142);
- (c) Improved ability of United Nations programmes to support more effectively Member States, at their request, in the implementation of commitments to eliminate discrimination against women and girls.

Programme performance in 2023

Strengthened global advocacy for political participation of women through an information portal on temporary special measures

17.36 Building on the Organization's coordinated advocacy on temporary special measures, in 2023, UN-Women launched the United Nations Gender Quota Portal, the Organization's first global information hub featuring information on electoral gender quotas worldwide, including the type of quota, electoral systems and targets. The compilation of global comparative information on temporary special measures and coordinated policy advice has informed country-level interventions.

17.37 Progress towards the objective is presented in the performance measure below (see table 17.5).

Table 17.5
Performance measure

2021 (actual)	2022 (actual)	2023 (actual)
—	—	<p>Access to the United Nations Gender Quota Portal with evidence-based information to strengthen policy and programmatic responses on women's political participation</p> <p>In Kenya and Sierra Leone, advice and advocacy, including the support of UN-Women, were used to promote gender equality in government, including:</p> <ul style="list-style-type: none"> • The implementation in Kenya of the constitutional provision establishing that no more than two thirds of the members of an elected or appointed body could be of the same gender

2021 (actual)

2022 (actual)

2023 (actual)

- Sierra Leone passed the “Gender Equality and Women’s Empowerment Act”, which established a 30 per cent quota for women’s participation in government at all levels

Planned results for 2025

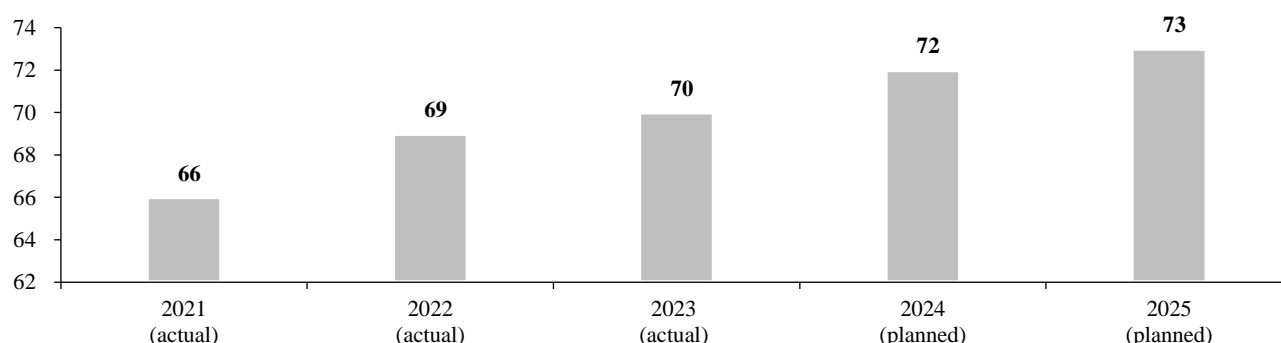
Result 1: towards women’s full and equal participation in political life

Programme performance in 2023 and target for 2025

- 17.38 The subprogramme’s work contributed to 70 legislative frameworks that promote gender balance in elections and decision-making institutions, which did not meet the planned target of 71 legislative frameworks. The target was not met because some legislative processes were protracted.
- 17.39 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 17.III).

Figure 17.III

Performance measure: number of legislative frameworks that promote gender balance in elections and decision-making institutions (cumulative)



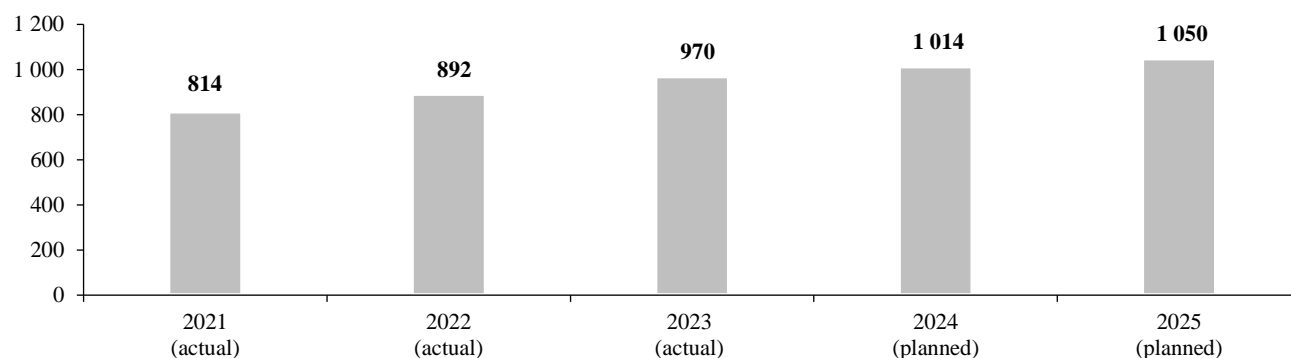
Result 2: governments adopt policies and make investments to transform the care economy

Programme performance in 2023 and target for 2025

- 17.40 The subprogramme’s work contributed to 970 institutions benefiting from the support of UN-Women to improve the provision of essential services, goods and/or resources for women, which exceeded the planned target of 958 institutions.
- 17.41 Progress towards the objective and the target for 2025 are presented in the performance measure below (see figure 17.IV).

Figure 17.IV

Performance measure: number of institutions benefiting from the support of the Entity to improve the provision of essential services, goods and/or resources for women (cumulative)



Result 3: governments implement fiscal policies and gender-responsive budgeting to promote gender equality²

Proposed programme plan for 2025

- 17.42 In line with intergovernmental outcomes and commitments, the subprogramme has provided policy guidance, technical support and capacity strengthening for countries to design and implement fiscal policies and gender-responsive budgeting in order to enable governments to strengthen the tracking, allocation and expenditure of public resources for gender equality.

Lessons learned and planned change

- 17.43 The lesson learned for the subprogramme was that knowledge and technical guidance could be further enhanced, particularly with regard to assessing gaps in financing and analysing direct and indirect taxes from a gender perspective to better support governments. In applying the lesson, the subprogramme will develop financing assessment methodologies for gender equality and provide technical support and capacity-building, upon request, to ministries of finance and other partners, on fiscal policies and gender-responsive budgeting.
- 17.44 Expected progress towards the objective is presented in the performance measure below (see table 17.6).

Table 17.6

Performance measure

2021 (actual)	2022 (actual)	2023 (actual)	2024 (planned)	2025 (planned)
—	853 partners have strengthened capacities for fiscal policies and gender-responsive budgeting to promote gender equality	An additional 950 partners have strengthened capacities for fiscal policies and gender-responsive budgeting to promote gender equality	An additional 1,050 partners have strengthened capacities for fiscal policies and gender-responsive budgeting to promote gender equality	An additional 1,200 partners have strengthened capacities for fiscal policies and gender-responsive budgeting to promote gender equality

² General Assembly resolution 69/313, annex.

Part IV International cooperation for development

2021 (actual)	2022 (actual)	2023 (actual)	2024 (planned)	2025 (planned)
	Central and local governments prioritized and allocated budgets for services, including vocational activities and sustainable infrastructure	Sectoral ministries strengthened gender analysis ^a in sectoral plans and budgets	Civil society organizations, parliaments and audit institutions use gender analysis in their functions	Local governments strengthen links between women's needs at the grass-roots level and local budget priorities

^a See General Assembly resolution [77/181](#).

Deliverables

17.45 Table 17.7 lists all deliverables of the subprogramme.

Table 17.7

Subprogramme 2: deliverables for the period 2023–2025, by category and subcategory

Category and subcategory	2023 planned	2023 actual	2024 planned	2025 planned
A. Facilitation of the intergovernmental process and expert bodies				
Parliamentary documentation (number of documents)	8	8	11	9
Reports for:				
1. The General Assembly, including on violence against women, trafficking in women, the world survey on the role of women in development, women in development, improvement in the situation of women and girls in rural areas and violence against women migrant workers	2	2	5	3
2. The Security Council on women and peace and security	1	1	1	1
3. The Commission on the Status of Women, including on priority themes and the confidential list	5	5	5	5
B. Generation and transfer of knowledge				
Field and technical cooperation projects (number of projects)	70	68	73	75
4. On the Safe Cities Free of Violence Against Women and Girls and Safe Cities and Safe Public Spaces initiatives	70	68	73	75
Seminars, workshops and training events (number of days)	34	87	37	91
5. Courses on gender equality and macroeconomics	3	4	6	6
Workshops on:				
6. Women and peace and security	1	30	1	30
7. Gender-responsive budgeting	5	4	5	5
8. Gender statistics	25	49	25	50
Publications (number of publications)	2	2	1	2
9. Inventory of United Nations activities to end violence against women	1	1	1	1
10. <i>Progress of the World's Women</i>	1	1	–	1
Technical materials (number of materials)	5	6	8	8
11. On the priority themes/issues decided by the Commission on the Status of Women	1	1	1	1
12. On essential services to respond to violence against women and on integrating gender equality into macroeconomic policies	3	4	6	6
13. On the implementation of Security Council resolution 1325 (2000) on women and peace and security and its agenda	1	1	1	1

Category and subcategory	2023	2023	2024	2025
	planned	actual	planned	planned
C. Substantive deliverables				
<p>Consultation, advice and advocacy: technical advice to Member States, at their request, and non-governmental organizations on access to financial markets and services for women, gender-responsive budgeting, gender-responsive development plans at the national and local levels, gender equality policies, strategies and action plans; technical advice to strengthen the role of national women's machinery in the development, implementation and monitoring of gender equality policies, strategies and action plans; country-level advice and assistance on the implementation of the women and peace and security agenda to develop and implement national action plans; consultation on priority themes and issues in preparation for the session of the Commission on the Status of Women; technical advice to ministries of finance, planning and women's affairs, at their request, on integrating a gender perspective into policies on macroeconomics, social protection systems, decent work and the care economy, environmental degradation and climate change to achieve the Sustainable Development Goals.</p> <p>Databases and substantive digital materials: Global Database on Violence against Women.</p>				
D. Communication deliverables				
<p>Outreach programmes, special events and information materials: brochures and pamphlets on gender equality and for the promotion of the Commission on the Status of Women.</p> <p>External and media relations: press releases on various topics related to women, including UN-Women publications.</p> <p>Digital platforms and multimedia content: web platforms on financing for gender equality, the political participation of women, gender equality and HIV/AIDS and gender-responsive climate policies.^a</p> <p>Library services: documentation of the institutional memory related to UN-Women.</p>				

^a See General Assembly resolution [76/300](#).

B. Proposed post and non-post resource requirements for 2025

Overview

- 17.46 The proposed regular budget resources for 2025, including the breakdown of resource changes, as applicable, are reflected in tables 17.8 to 17.10.

Table 17.8

Overall: evolution of financial resources by object of expenditure

(Thousands of United States dollars)

Object of expenditure	2023 expenditure ^a	2024 approved	Changes					2025 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
Posts	9 862.2	10 168.9	—	—	—	—	—	10 168.9
Other staff costs	25.7	57.6	—	—	29.4	29.4	51.0	87.0
Hospitality	—	0.5	—	—	—	—	—	0.5
Consultants	28.6	41.4	—	29.5	25.0	54.5	131.6	95.9
Experts	159.6	125.3	—	—	—	—	—	125.3
Travel of representatives	69.5	127.3	—	—	—	—	—	127.3
Travel of staff	11.2	25.7	—	—	—	—	—	25.7
Contractual services	198.6	76.2	—	—	104.2	104.2	136.7	180.4
General operating expenses	118.3	158.9	—	—	—	—	—	158.9
Supplies and materials	—	6.2	—	—	—	—	—	6.2
Total	10 473.7	10 788.0	—	29.5	158.6	188.1	1.7	10 976.1

^a At the time of reporting, the expenditures presented in this table and in subsequent tables are not final and may be subject to adjustments that could result in minor differences between the information contained in the present report and the financial statements to be published by 31 March 2024.

Table 17.9

Overall: proposed posts and post changes for 2025

(Number of posts)

	Number	Details
Approved for 2024	49	1 USG, 1 ASG, 3 D-2, 4 D-1, 7 P-5, 9 P-4, 7 P-3, 5 P-2/1, 12 GS (OL)
Proposed for 2025	49	1 USG, 1 ASG, 3 D-2, 4 D-1, 7 P-5, 9 P-4, 7 P-3, 5 P-2/1, 12 GS (OL)

Note: The following abbreviations are used in the tables and figures: ASG, Assistant Secretary-General; GS (OL), General Service (Other level); USG, Under-Secretary-General.

Table 17.10

Overall: proposed posts by category and grade

(Number of posts)

Category and grade	Changes					2025 proposed
	2024 approved	Technical adjustments	New/expanded mandates	Other	Total	
Professional and higher						
USG	1	—	—	—	—	1
ASG	1	—	—	—	—	1
D-2	3	—	—	—	—	3
D-1	4	—	—	—	—	4
P-5	7	—	—	—	—	7
P-4	9	—	—	—	—	9
P-3	7	—	—	—	—	7
P-2/1	5	—	—	—	—	5
Subtotal	37	—	—	—	—	37
General Service and related						
GS (OL)	12	—	—	—	—	12
Subtotal	12	—	—	—	—	12
Total	49	—	—	—	—	49

17.47 Additional details on the distribution of the proposed resources for 2025 are reflected in tables 17.11 to 17.13 and figure 17.V.

17.48 As shown in tables 17.11 (1) and 17.12 (1), the overall resources proposed for 2025 amount to \$10,976,100 before recosting, reflecting an increase of \$188,100 (or 1.7 per cent) compared with the approved budget for 2024. Resource changes result from new and expanded mandates, and other changes. The proposed level of resources provides for the full, efficient and effective implementation of mandates.

Table 17.11

Overall: evolution of financial resources by source of funding, component and subprogramme

(Thousands of United States dollars)

(1) *Regular budget*

Component/subprogramme	2023 expenditure	2024 approved	Changes				2025 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total Percentage	
A. Policymaking organs	69.5	127.3	—	—	—	—	127.3
B. Executive direction and management	1 414.3	1 050.1	—	—	—	—	1 050.1
C. Programme of work							
1. Intergovernmental support, coordination and strategic partnerships	4 400.9	5 065.2	—	—	158.6	158.6 3.1	5 223.8
2. Policy and programme activities	3 860.9	3 810.8	—	29.5	—	29.5 0.8	3 840.3
Subtotal, C	8 261.8	8 876.0	—	29.5	158.6	188.1 2.1	9 064.1
D. Programme support	728.1	734.6	—	—	—	—	734.6
Subtotal, 1	10 473.7	10 788.0	—	29.5	158.6	188.1 1.7	10 976.1

Part IV International cooperation for development

(2) *Extrabudgetary*

<i>Component/subprogramme</i>	<i>2023 expenditure</i>	<i>2024 estimate</i>	<i>Change</i>	<i>Percentage</i>	<i>2025 estimate</i>
A. Policymaking organs	567.8	527.8	—	—	527.8
B. Executive direction and management	19 575.3	18 195.7	—	—	18 195.7
C. Programme of work					
1. Intergovernmental support, coordination and strategic partnerships	28 206.8	26 218.9	—	—	26 218.9
2. Policy and programme activities	467 672.8	434 712.7	—	—	434 712.7
Subtotal, C	495 879.7	460 931.6	—	—	460 931.6
D. Programme support	38 024.8	35 344.9	—	—	35 344.9
Subtotal, 2	554 047.6	515 000.0	—	—	515 000.0
Total (1+2)	564 521.3	525 788.0	188.1	0.0	525 976.1

Table 17.12

Overall: proposed posts for 2025 by source of funding, component and subprogramme

(1) *Regular budget*

<i>Component/subprogramme</i>	<i>2024 approved</i>	<i>Changes</i>				<i>2025 proposed</i>
		<i>Technical adjustments</i>	<i>New/expanded mandates</i>	<i>Other</i>	<i>Total</i>	
A. Policymaking organs	—	—	—	—	—	—
B. Executive direction and management	4	—	—	—	—	4
C. Programme of work						
1. Intergovernmental support, coordination and strategic partnerships	24	—	—	—	—	24
2. Policy and programme activities	18	—	—	—	—	18
Subtotal, C	42	—	—	—	—	42
D. Programme support	3	—	—	—	—	3
Subtotal, 1	49	—	—	—	—	49

(2) *Extrabudgetary*

<i>Component/subprogramme</i>	<i>2024 estimate</i>	<i>Change</i>	<i>2025 estimate</i>
A. Policymaking organs	—	—	—
B. Executive direction and management	26	—	26
C. Programme of work			
1. Intergovernmental support, coordination and strategic partnerships	33	—	33
2. Policy and programme activities	361	—	361
Subtotal, C	394	—	394

Component/subprogramme	2024 estimate	Change	2025 estimate
D. Programme support	51	–	51
Subtotal, 2	471	–	471
Total (1+2)	520	–	520

Table 17.13

Overall: evolution of financial and post resources

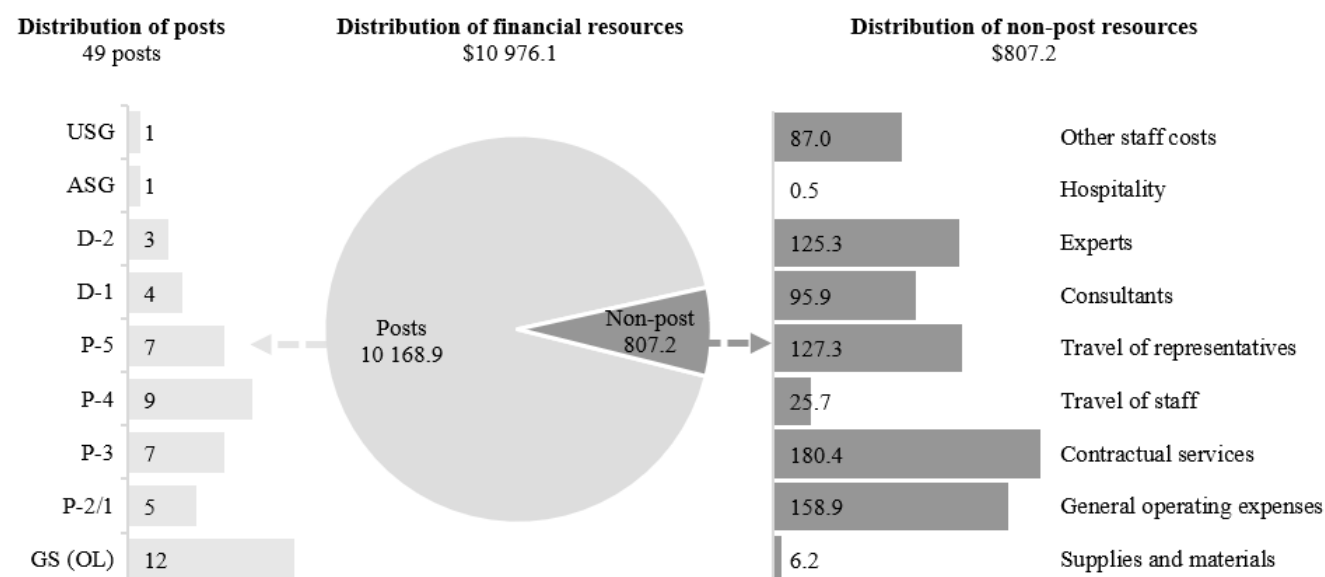
(Thousands of United States dollars/number of posts)

	2023 expenditure	2024 approved	Changes					2025 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
Financial resources by main category of expenditure								
Posts	9 862.2	10 168.9	—	—	—	—	—	10 168.9
Non-post	611.5	619.1	—	29.5	158.6	188.1	30.4	807.2
Total	10 473.7	10 788.0	—	29.5	158.6	188.1	1.7	10 976.1
Post resources by category								
Professional and higher		37	—	—	—	—	—	37
General Service and related		12	—	—	—	—	—	12
Total		49	—	—	—	—	—	49

Figure 17.V

Distribution of proposed resources for 2025 (before recosting)

(Number of posts/thousands of United States dollars)



Explanation of variances by factor, component and subprogramme

Overall resource changes

New and expanded mandates

- 17.49 As shown in table 17.11 (1), resource changes reflect an increase of \$29,500, as follows:

Subprogramme 2, Policy and programme activities. The increase of \$29,500 relates to the non-recurrent provision under consultants associated with the oral statement by the Secretariat in connection with the request, contained in General Assembly resolution [78/150](#), to submit a new report to the Assembly at its eightieth session on mainstreaming a gender perspective in the implementation of the 2030 Agenda for Sustainable Development.

Other changes

- 17.50 As shown in table 17.11 (1), resource changes reflect a net increase of \$158,600, as follows:

Subprogramme 1, Intergovernmental support, coordination and strategic partnerships. The increase of \$158,600 relates to higher provisions under contractual services (\$104,200), other staff costs (\$29,400) and consultants (\$25,000) to effectively support the servicing of the annual sessions of the Commission on the Status of Women. Other staff costs relate to overtime for security officers to support the growing number of participants at the sessions; and contractual services and consultants would support enhanced accessibility, including sign interpretation services and accessible documents for the Commission's website, to respond to the growing requests from participants with disabilities.

Extrabudgetary resources

- 17.51 As reflected in tables 17.11 (2) and 17.12 (2), extrabudgetary resources amount to \$515,000,000. The resources would complement regular budget resources and would be used mainly to provide support for overall executive direction and management, including the planning, coordination, management and assessment of the programme of work and the strategic plan of UN-Women and the production of the programme's deliverables.
- 17.52 The extrabudgetary resources under the present section are subject to the oversight of the Executive Board of UN-Women.

Policymaking organs

- 17.53 The resources proposed under this component would provide for the policymaking organs as shown in table 17.14.

Table 17.14

Policymaking organs

(Thousands of United States dollars)

<i>Policymaking organ</i>	<i>Additional information</i>	<i>2024 approved</i>	<i>2025 estimate (before recosting)</i>
Commission on the Status of Women	Mandate: Economic and Social Council resolutions 11 (II) , 76 (V) , 304 (XI) , 1983/27 and 1989/45 Membership: 45 government officials Number of sessions in 2025: 1 (sixty-ninth session)	127.3	127.3
Total		127.3	127.3

- 17.54 The proposed regular budget resources for 2025 amount to \$127,300 and reflect no change compared with the approved budget for 2024. Additional details on the distribution of the proposed resources for 2025 are reflected in table 17.15.

Table 17.15

Policymaking organs: evolution of financial resources

(Thousands of United States dollars)

	2023 expenditure	2024 approved	Changes					2025 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
Non-post								
Travel of representatives	69.5	127.3	–	–	–	–	–	127.3
Total	69.5	127.3	–	–	–	–	–	127.3

Executive direction and management

- 17.55 The executive direction and management component comprises the Office of the Under-Secretary-General/Executive Director and the Independent Evaluation and Audit Services.
- 17.56 The overall responsibilities of the executive direction and management component are to assist and support the Under-Secretary-General/Executive Director in the overall executive direction and management of UN-Women, including the planning, coordination, management and assessment of the programme of work of UN-Women; facilitation of inter-office cooperation; implementation of decisions; strategic policy support; and independent assurance and advice on UN-Women programmes, controls, business systems and processes.
- 17.57 In accordance with the 2030 Agenda, in particular target 12.6 of the Sustainable Development Goals, in which organizations are encouraged to integrate sustainability information into their reporting cycles, and in compliance with the cross-cutting mandate set out in paragraph 19 of General Assembly resolution [72/219](#), UN-Women continues to integrate environmental management practices into its operations. In 2023, UN-Women continued to use its e-filing system and its PaperSmart tool, which enables delegations to download documents electronically and substantially reduces the printing of documents, while still allowing for printing at the request of delegations. In 2025, UN-Women will further enhance its use of videoconferencing and other online collaboration tools for meetings involving remote offices to help reduce travel.
- 17.58 Information on the timely submission of documentation and advance booking for air travel is reflected in table 17.16. Senior management is committed to the implementation of the advance purchasing and travel policy. In 2023, UN-Women observed a major decline in the reported travel compliance rate resulting from a surge in requests from Governments, civil society and other partners for UN-Women representatives to travel to participate in external events. Despite this, compliance rates reached a 31 per cent average by the fourth quarter. Management is committed to reinforcing the importance of adequate planning and advance purchasing of tickets to enhance compliance with the advance booking policy in 2024 and beyond.

Table 17.16
Compliance rate
(Percentage)

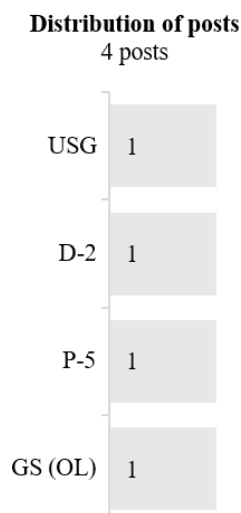
	2021 actual	2022 actual	2023 actual	2024 planned	2025 planned
Timely submission of documentation	19	70	31	100	100
Air tickets purchased at least two weeks before the commencement of travel	19	70	31	100	100

17.59 The proposed regular budget resources for 2025 amount to \$1,050,100 and reflect no change compared with the approved budget for 2024. Additional details on the distribution of the proposed resources for 2025 are reflected in table 17.17 and figure 17.VI.

Table 17.17
Executive direction and management: evolution of financial and post resources
(Thousands of United States dollars/number of posts)

	2023 expenditure	2024 approved	Changes					2025 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
Financial resources by main category of expenditure								
Posts	1 412.1	1 050.1	—	—	—	—	—	1 050.1
Non-post	2.2	—	—	—	—	—	—	—
Total	1 414.3	1 050.1	—	—	—	—	—	1 050.1
Post resources by category								
Professional and higher		3	—	—	—	—	—	3
General Service and related		1	—	—	—	—	—	1
Total		4	—	—	—	—	—	4

Figure 17.VI
Executive direction and management: distribution of proposed resources for 2025 (before recosting)
(Number of posts)



Programme of work

Subprogramme 1

Intergovernmental support, coordination and strategic partnerships

- 17.60 The proposed regular budget resources for 2025 amount to \$5,223,800 and reflect a net increase of \$158,600 compared with the approved budget for 2024. The proposed change is explained in paragraph 17.50. Additional details on the distribution of the proposed resources for 2025 are reflected in table 17.18 and figure 17.VII.

Table 17.18

Subprogramme 1: evolution of financial and post resources

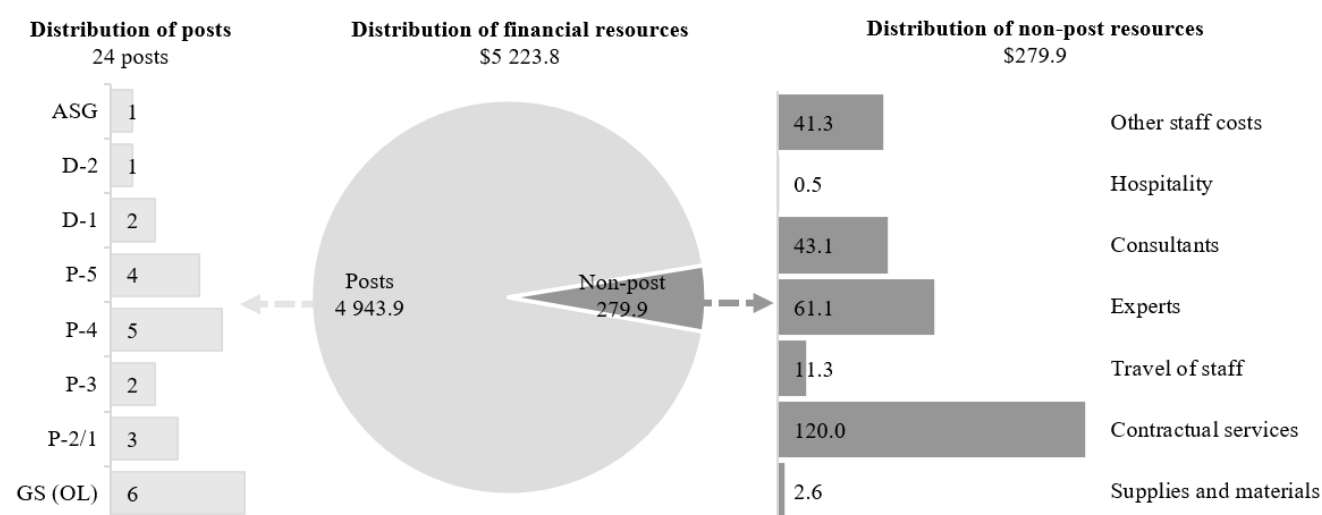
(Thousands of United States dollars/number of posts)

	2023 expenditure	2024 approved	Changes					2025 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
Financial resources by main category of expenditure								
Posts	4 202.2	4 943.9	—	—	—	—	—	4 943.9
Non-post	198.7	121.3	—	—	158.6	158.6	130.8	279.9
Total	4 400.9	5 065.2	—	—	158.6	158.6	3.1	5 223.8
Post resources by category								
Professional and higher		18	—	—	—	—	—	18
General Service and related		6	—	—	—	—	—	6
Total		24	—	—	—	—	—	24

Figure 17.VII

Subprogramme 1: distribution of proposed resources for 2025 (before recosting)

(Number of posts/thousands of United States dollars)



Subprogramme 2

Policy and programme activities

17.61 The proposed regular budget resources for 2025 amount to \$3,840,300 and reflect an increase of \$29,500 compared with the approved budget for 2024. The proposed change is explained in paragraph 17.49. Additional details on the distribution of the proposed resources for 2025 are reflected in table 17.19 and figure 17.VIII.

Table 17.19

Subprogramme 2: evolution of financial and post resources

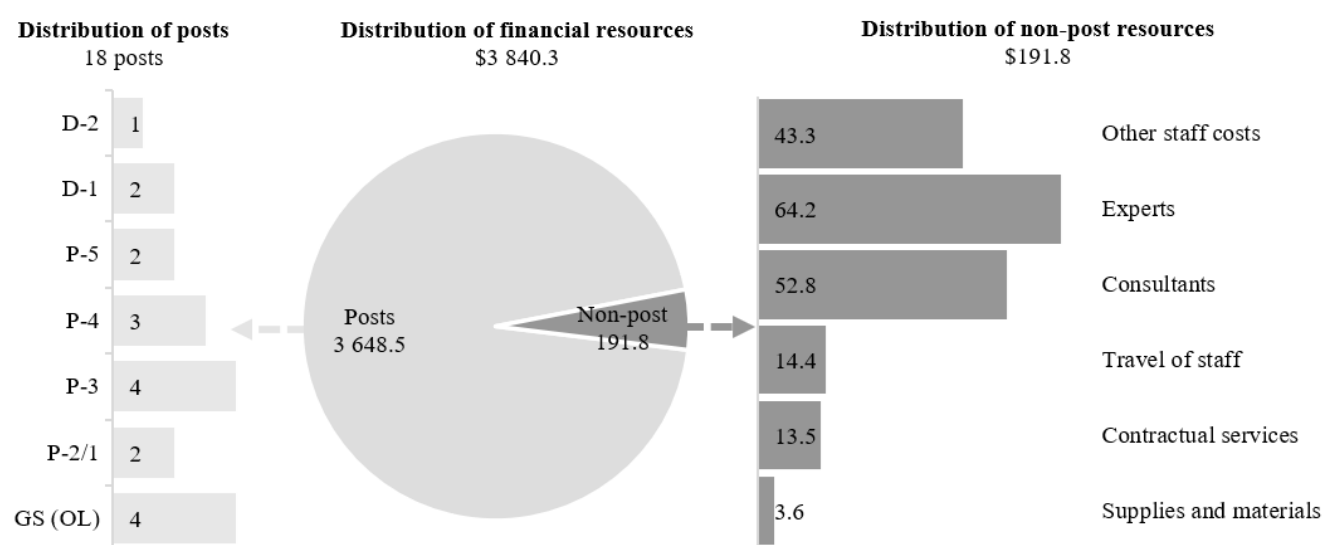
(Thousands of United States dollars/number of posts)

	2023 expenditure	2024 approved	Changes				2025 estimate (before recosting)	
			Technical adjustments	New/expanded mandates	Other	Total		Percentage
Financial resources by main category of expenditure								
Posts	3 728.6	3 648.5	—	—	—	—	—	3 648.5
Non-post	132.2	162.3	—	29.5	—	29.5	18.2	191.8
Total	3 860.9	3 810.8	—	29.5	—	29.5	0.8	3 840.3
Post resources by category								
Professional and higher		14	—	—	—	—	—	14
General Service and related		4	—	—	—	—	—	4
Total		18	—	—	—	—	—	18

Figure 17.VIII

Subprogramme 2: distribution of proposed resources for 2025 (before recosting)

(Number of posts/thousands of United States dollars)



Programme support

17.62 Responsibility for this area is vested in the Management and Administration Division, the Human Resources Division and, partially, the Strategy, Planning, Resources and Effectiveness Division of

UN-Women. The Divisions assist the Under-Secretary-General/Executive Director in discharging responsibilities in the areas of finance and budget, administrative services, procurement and facilities management, information technology services, security, operational oversight and accountability, audit coordination and human resources. In addition, the Divisions provide administrative and operational support for the implementation of the programme activities of UN-Women.

- 17.63 The proposed regular budget resources for 2025 amount to \$734,600 and reflect no change compared with the approved budget for 2024. Additional details on the distribution of the proposed resources for 2025 are reflected in table 17.20 and figure 17.IX.

Table 17.20

Programme support: evolution of financial and post resources

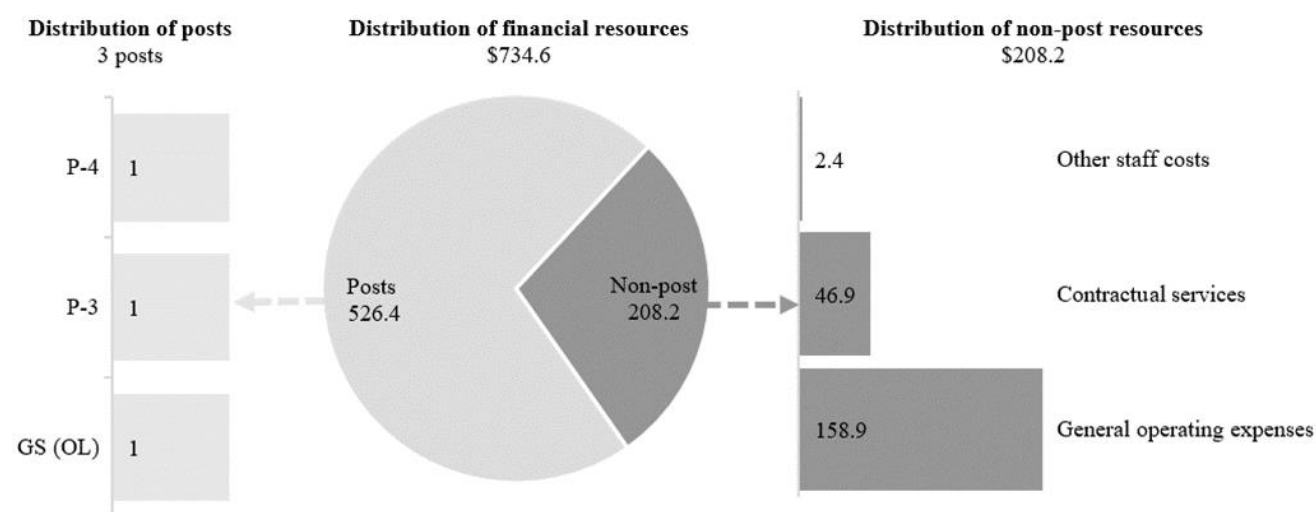
(Thousands of United States dollars/number of posts)

	2023 expenditure	2024 approved	Changes					2025 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
Financial resources by main category of expenditure								
Posts	519.3	526.4	—	—	—	—	—	526.4
Non-post	208.9	208.2	—	—	—	—	—	208.2
Total	728.1	734.6	—	—	—	—	—	734.6
Post resources by category								
Professional and higher		2	—	—	—	—	—	2
General Service and related		1	—	—	—	—	—	1
Total		3	—	—	—	—	—	3

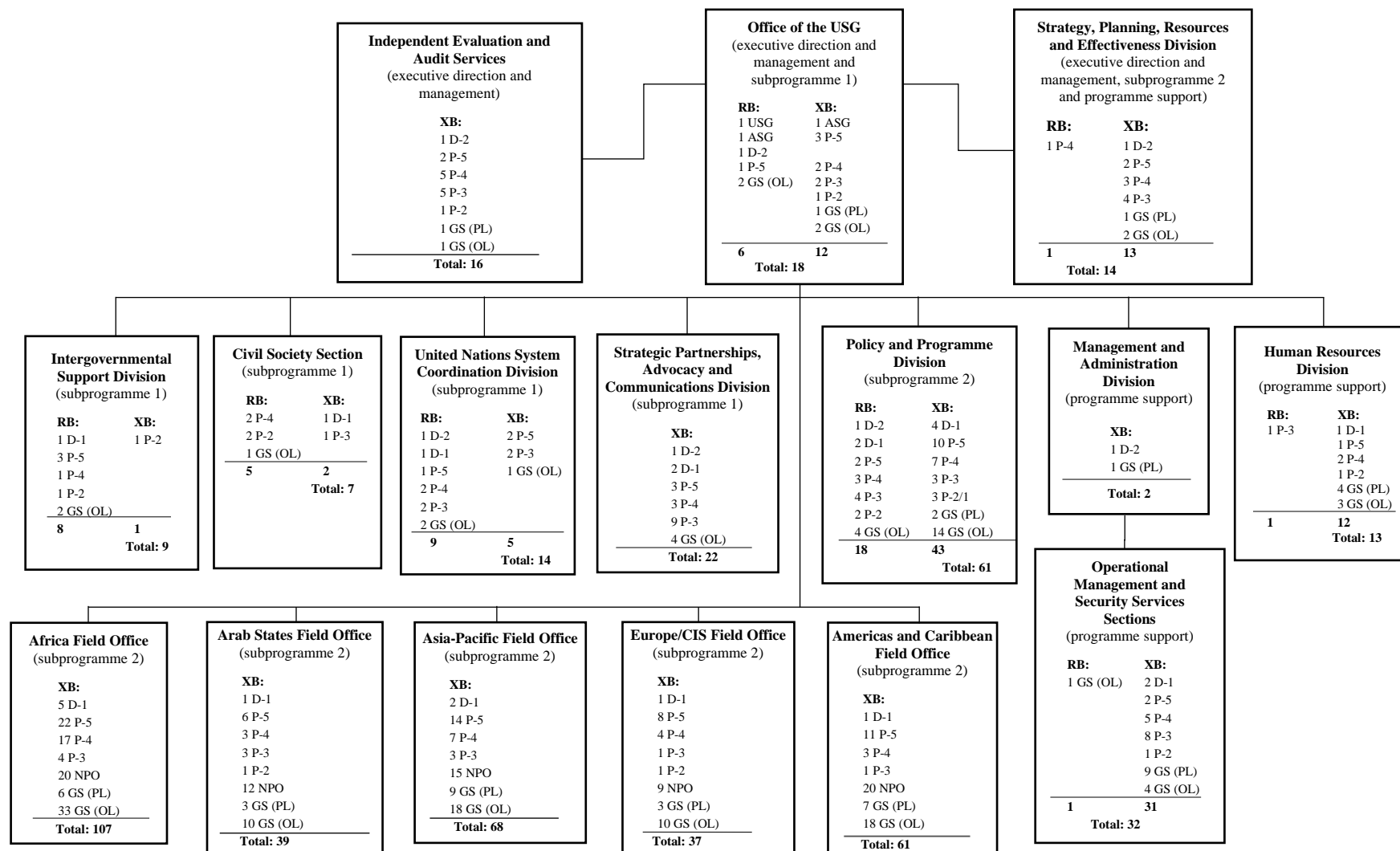
Figure 17.IX

Programme support: distribution of proposed resources for 2025 (before recosting)

(Number of posts/thousands of United States dollars)



Organizational structure and post distribution for 2025



Abbreviations: ASG, Assistant Secretary-General; GS (OL), General Service (Other level); GS (PL), General Service (Principal level); NPO, National Professional Officer; RB, regular budget; USG, Under Secretary-General; XB, extrabudgetary.