



Women in Multilateralism 2025

Gender and
leadership
at the United Nations:
An analysis of the
first eight decades

- 1 **Akinwumi Adesina** *President / African Development Bank.*
- 2 **Celeste Saulo** *Secretary-General / World Meteorological Organization.*
- 3 **Amy Pope** *Director-General / International Organization for Migration.*
- 4 **Ilan Goldfajn** *President / Inter-American Development Bank.*
- 5 **Kristalina Georgieva** *Managing Director / International Monetary Fund.*
- 6 **Izumi Nakamitsu** *High Representative / UN Office for Disarmament Affairs.*
- 7 **Mathias Cormann** *Secretary-General / Organization for Economic Cooperation and Development.*
- 8 **Jorge Moreira da Silva** *Executive Director / UN Office for Project Services.*
- 9 **Tulia Jackson** *President / Inter-Parliamentary Union.*
- 10 **Sergio Díaz-Granados** *President / Development Bank of Latin America.*
- 11 **Filippo Grandi** *High Commissioner / UN High Commissioner for Refugees.*
- 12 **Audrey Azoulay** *Director-General / UN Educational Scientific and Cultural Organization.*
- 13 **Catherine Russell** *Executive Director / UN Children's Fund.*
- 14 **Tatiana Valovaya** *Director-General / UN Office at Geneva.*
- 15 **Gilbert F. Houngbo** *Director-General / International Labor Organization.*
- 16 **António Guterres** *Secretary-General / UN Secretariat.*
- 17 **Rafael Mariano Grossi** *Director-General / International Atomic Energy Agency.*
- 18 **Philippe Lazzarini** *Commissioner General / UN Relief and Works Agency for Palestine Refugees in the Near East.*
- 19 **Fatih Birol** *Executive Director / International Energy Agency.*
- 20 **Ajay Banga** *President / World Bank Group.*
- 21 **Zainab Bangura** *Director-General / UN Office at Nairobi.*
- 22 **Álvaro Lario** *President / International Fund for Agricultural Development.*
- 23 **Jean-Pierre Lacroix** *Under Secretary-General / UN Department of Peace Operations.*
- 24 **Sima Bahous** *Executive Director / UN Women.*
- 25 **Jin Liqun** *President / Asian Infrastructure Investment Bank.*
- 26 **Cindy Hensley McCain** *Executive Director / World Food Programme.*
- 27 **Gerd Müller** *Director-General / UN Industrial Development Organization.*
- 28 **Kanda Masato** *President / Asian Development Bank.*
- 29 **Winnie Byanyima** *Executive Director / Joint UN Programme on HIV/AIDS.*
- 30 **Nadia Calviño** *President / European Investment Bank.*
- 31 **Doreen Bogdan-Martin** *Secretary-General / International Telecommunications Union.*
- 32 **Juan Carlos Salazar** *Secretary-General / International Civil Aviation Organization.*
- 33 **Achim Steiner** *Administrator / UN Development Programme.*
- 34 **Qu Dongyu** *Director-General / Food and Agriculture Organization.*
- 35 **Rebeca Grynspan** *Secretary-General / UN Conference on Trade and Development.*
- 36 **Simon Stiell** *Executive Secretary / UN Framework Convention on Climate Change.*

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- 37 **Daren Tang** *Director-General / World Intellectual Property Organization.*
- 38 **Oscar Fernández-Taranco** *Assistant Secretary-General / UN Development Coordination Office.*
- 39 **Rosemary A. DiCarlo** *Under Secretary-General / UN Department of Political and Peacebuilding Affairs.*
- 40 **Philemon Yang** *President / UN General Assembly. UN Photo/Manuel Elías.*
- 41 **Gisela Sánchez** *Executive President / Central American Bank for Economic Integration.*
- 42 **Inger Andersen** *Executive Director / UN Environment Programme.*
- 43 **Tedros Adhanom Ghebreyesus** *Director-General / World Health Organization.*
- 44 **Pamela Coke-Hamilton** *Executive Director / International Trade Centre.*
- 45 **Volker Türk** *High Commissioner / Office of the UN High Commissioner on Human Rights.*
- 46 **Ghada Fathi Waly** *Director-General / UN Office on Drugs and Crime.*
- 47 **Daniel Best** *President / Caribbean Development Bank.*
- 48 **Natalia Kanem** *Executive Director / UN Population Fund.*
- 49 **Serge Ekue** *President / West African Development Bank.*
- 50 **Odile Renaud-Basso** *President / European Bank for Reconstruction and Development.*
- 51 **Anacláudia Rossbach** *Executive Director / UN-Habitat. UN Photo/Mark Garten*
- 52 **Arsenio Antonio Dominguez Velasco** *Secretary-General / International Maritime Organization.*
- 53 **Tom Fletcher** *Under Secretary-General / UN Office of Coordination of Humanitarian Affairs. UN Photo/Eskinder Debebe*
- 54 **Ngozi Okonjo-Iweala** *Director-General / World Trade Organization.*

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Introduction

GWL Voices was born from the conviction that the leadership of international organizations should reflect the gender composition of the societies they serve. Today, some might argue that gender parity is just one more item on the long list of pending reforms at these institutions.

But we believe there is no more powerful way to signal revitalization—and the possibility of fresh, constructive approaches—than to empower the 50 percent of humanity that has been historically excluded from the pinnacle of these organizations.

Last year we drew global attention to the scarcity of women in these roles with data that had never previously been gathered and visualized in one place. Our Women in Multilateralism 2024 report mapped the gender of the leaders of 54 of these organizations since 1945. We found that only 13% had been women.

Since power in these institutions resides almost entirely in the governing bodies where each country appoints a representative, we also produced the first-ever analysis of the gender composition of governing bodies. Finally, we reported on the gender composition of the senior management teams responsible for administration, programs and budgets.

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Together, these three indicators offer a nuanced picture of the state of gender and leadership at organizations that affect people on every corner of the planet.

This year, we have produced an even richer view of the situation. The graphs on pages 14, 17 and 19 show updates to the three indicators that we obtained from organizations in the second half of 2024.* Only by consistently monitoring these indicators year after year does it become apparent which institutions are improving and which are regressing. Page 16 summarizes the results of elections that took place at these organizations in 2024, along with our analysis of overall trends.

The centerpiece of this year's report is an in-depth look at the history of national diplomatic representation to the United Nations, the keystone of the international system. Permanent Representatives to the UN articulate and defend their country's policies, interests, and positions, and are among the most consequential figures on the international stage. They are the international "face and voice" of a country, and the clearest indication of its true values and priorities.

The centerpiece of this year's report is an in-depth look at the history of national diplomatic representation to the United Nations, the keystone of the international system.

* We regret that a few of the organizations that provided data in 2023 did not respond to our request in 2024. We have republished their 2023 indicators and trust that they will respond in the future.

We set out to count the number of women appointed Permanent Representatives to the UN by member states since its founding. This required months of meticulous “data archeology”, since many of these records are not easy to obtain. The picture that gradually emerged (see pages 10-13), leads to an inescapable conclusion. And it gives even greater urgency to our work in the immediate future.*

See “Looking Ahead” on page 20 for a preview of what GWL Voices will be doing to accelerate the revitalization of leadership in the international system during 2025.

* GWL Voices has assembled this report based on a careful review of archival sources that are open to the public. We welcome corrections or clarifications that are accompanied with credible documentation.

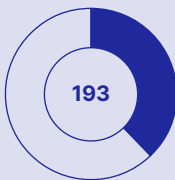
Permanent Representatives to the United Nations: Where Governments Reveal Their Priorities

Anyone who has ever seen a photograph of a session of the United Nations General Assembly in New York City has probably noticed that it is dominated by male faces.

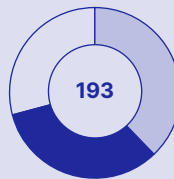
Is this just a superficial impression, a coincidence, or something more fundamental?

We decided to find out. Building on our earlier work on the history of leadership in international organizations, we set out to study the gender composition of Permanent Representatives to the General Assembly in every one of the 79 years since the UN was founded. It took months of painstaking archival research to find and check the names of every one of these appointees.

In the end, we determined that more than 2,800 people have served in this capacity. We learned that just 208 of them **—a mere 7%—** have been women.



73 countries
never appointed
a female PR



64 countries
appointed
only one

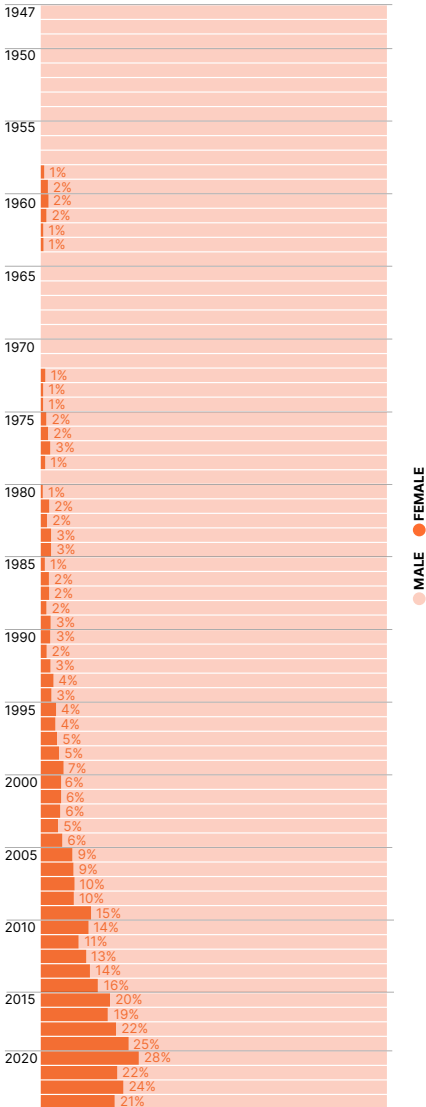
In fact, a total of **73 countries**—more than a third of the UN’s membership—**have never appointed a woman to this role**. An additional **64 countries** have appointed **only one**.

To grasp just how problematic these numbers are, it is worth recalling that the UN’s charter was explicit in its recognition of gender equality for leadership positions.

Thanks in part to the tenacious work of two Latin American women (**Bertha Lutz** from Brazil and **Minerva Bernardino** from the Dominican Republic), the word “women” was included in the charter despite the resistance of many delegates at the 1945 United Nations Conference on International Organization in San Francisco. Article 8 of the charter stated: **“The United Nations shall place no restriction on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs.”**

FEMALE AND MALE PERMANENT REPRESENTATIVES TO THE UNITED NATIONS BY YEAR SINCE 1947

Last updated on 24/01/2025



The UN's Commission on the Status of Women (CSW) was also established in 1946. Its objective "to raise the status of women, irrespective of nationality, race, language or religion, to equality with men in all fields of human enterprise..." made gender parity one of the organization's foundational ideals.

From the moment it was founded, however, the UN displayed two parallel and contradictory realities: the one enshrined in its charter and the one embodied by the individuals that governments chose to represent them in New York. During the UN's first 11 General Assemblies (from 1947 to 1957), not a single woman held the title Permanent Representative.* This was also the case in every year from 1964 to 1971. In all, **20 UN General Assemblies** have taken place **without the participation of any female ambassadors**.



Bertha Lutz, a Brazilian politician, drove the inclusion of Article 8 in the UN Charter, paving the way for countless female diplomats and professionals who have walked the halls of the UN over the past eight decades.

This incongruity cannot be justified by the notion that in the early decades of the UN's history it was culturally unacceptable for women to serve in leadership roles. In 1953, Indian politician **Vijaya Lakshmi Pandit** was elected President of the UN General Assembly (a position which changes each year), and she

* At its founding meeting in 1946, the UN had not yet formalized the role of Permanent Representatives. Instead, countries were represented by "delegations." Only one country, India, listed a woman (Vijaya Lakshmi Pandit) as head of its delegation in 1946.

was also a formal candidate for Secretary-General of the UN that same year. In 1958, **Agda V. Rössel**, from Sweden, became the first female Permanent Representative to the UN; and in 1969, **Angie Elizabeth Brooks**, from Liberia, became the second woman elected President of the General Assembly.

Yet in the 1960s, 70s, and 80s, even as the rise of feminist movements transformed societies around the world, no more than five female UN ambassadors were active at one time.

In 1979, the UN adopted the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). Ironically, that happened to be the last year in which no women served as Permanent Representatives.

By the 1990s, dozens of women had been elected heads of state, thousands had served as cabinet ministers, and the proportion of women legislators was soaring in parliaments around the world. But the UN General Assembly remained entrenched in an earlier era.

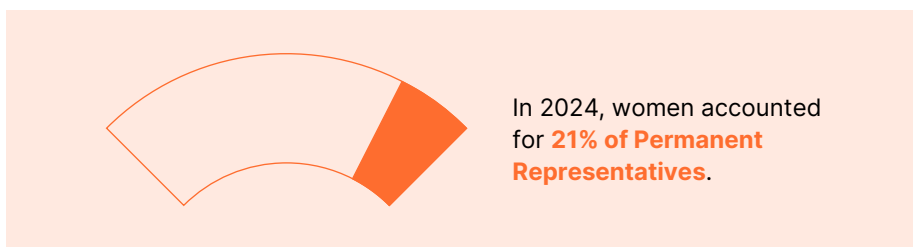
From the moment it was founded, however, the UN displayed two parallel and contradictory realities: the one enshrined in its charter and the one embodied by the individuals that governments chose to represent them in New York.

When **Madeleine Albright** was named ambassador to the UN in 1993, she found an organization where women were almost entirely absent among senior positions. After she attended her first Security Council meeting, Albright recounts, she privately thought that her memoir would need to be entitled *Fourteen Suits and a Skirt*. Albright decided to form a network of other female Permanent Representatives. As recounted in the memoir she ultimately entitled *Madam Secretary*, she soon learned that the network could sit comfortably

around a single lunch table, since only Canada, Jamaica, Liechtenstein, the Philippines and Kazakhstan had women ambassadors.

On four occasions over the course of nearly eight decades, the UN General Assembly did elect a woman to the role of Assembly President. But this exception seemed to only confirm the rule.

The number of female ambassadors finally began to rise in the first decade of the current century. In 2007 women finally passed the 10% threshold, and in 2024 they accounted for a mere **21% of all ambassadors**.



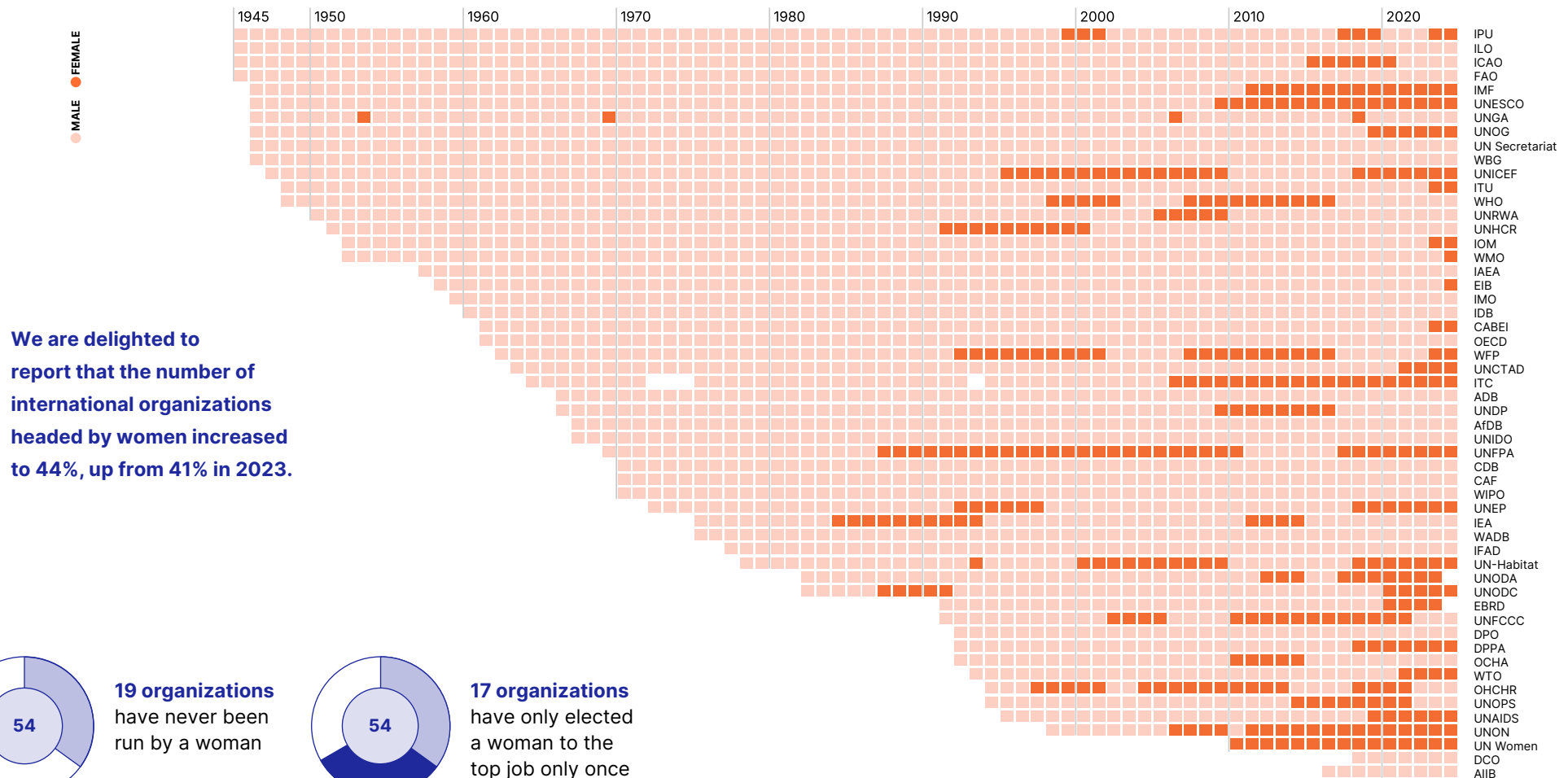
In an age when almost all societies embrace the leadership of women in virtually all fields, why do governments persist in selecting men almost exclusively for this critical diplomatic role? What does this tell us about the international system, and about the possibility of restoring credibility and effectiveness to global institutions when consensus-building is so desperately needed?

In the coming year, GWL Voices will be helping to spark a wide debate about this question in the run-up to the election of the UN's next Secretary-General. See "Looking Ahead" on page 20 for details.

2024: Updates on Progress Toward Gender Parity in 54 International Organizations

Each year, GWL Voices tracks the gender of the heads of the world's most important multilateral organizations, their governing boards and their senior management teams. Our updated data for 2024 is displayed in the following graphs.

Most of these gains in gender parity have taken place in recent years. Of the 54 organizations that we monitor, 19 have never been run by a woman, and 17 have only elected a woman to the top job only once.



Notable elections in 2024

Six of the organizations we track elected new leaders in 2024. Two of them have never been led by a woman: the Asian Development Bank (which elected Kanda Masato) and the Caribbean Development Bank (which elected Daniel Best).

Ngozi Okonjo-Iweala, who in 2021 became the first woman to head the World Trade Organization, was reappointed to a second term. **Kristalina Georgieva**, the second woman ever to run the International Monetary Fund, was reappointed for a second term as well, and the International Civil Aviation Organization reappointed Juan Carlos Salazar as Secretary-General. He succeeded **Fang Liu**, who was the first woman to serve in that role.



In 2024, **Celeste Saulo** became the first woman and South American to serve as Secretary-General of the World Meteorological Organization, which plays a leading role in international efforts to monitor and protect the climate and the environment.

In 2024, UN Habitat elected **Anacláudia Rossbach** to the position of Executive Director. She is the fourth woman to serve in that capacity. **Nadia Calviño** began her term as head of the European Investment Bank, as did **Celeste Saulo**, Secretary-General of the World Meteorological Organization. Both of them were elected late in 2023, and they are the first women to lead those organizations.

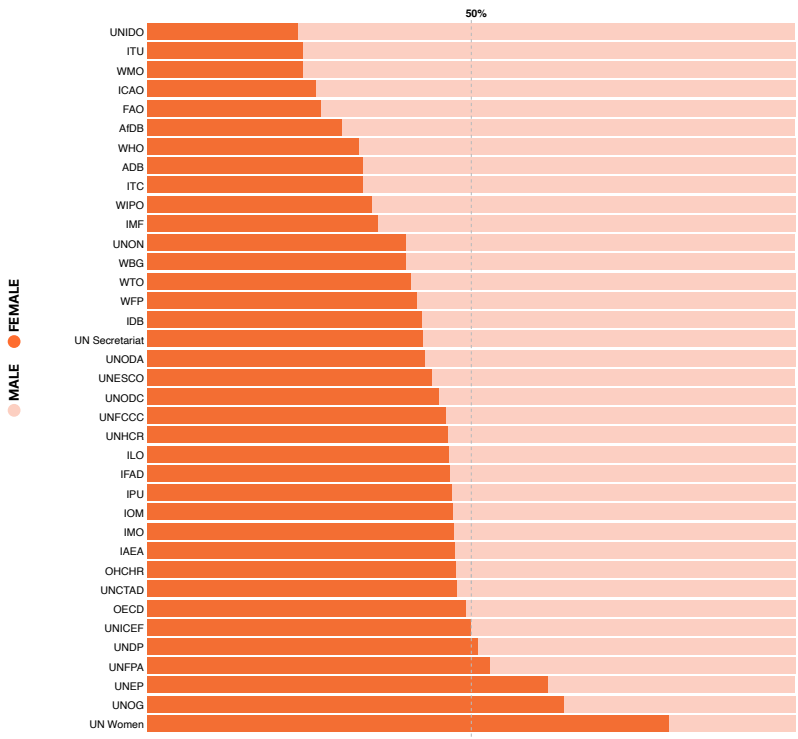
Photo credit: Prof. Penny ENDERSBY and Prof. Celeste SAULO, World Meteorological Organization, Flickr, 13 June 2024.

Senior management teams

In recent years, many international organizations have deliberately set out to achieve gender parity in their senior management teams. By adopting policies that range from “gender-blind” hiring systems to comprehensive programs for developing and promoting qualified women professionals, many organizations have made rapid progress.

In 2024, we saw continued gains in almost all organizations. The overall average of women in senior management remained nearly the same at 43%. The number of organizations with less than 25% women in this category dropped to three from five in the previous year, and the number with 40% or more increased from 22 to 26.

GENDER COMPOSITION OF 37 SENIOR MANAGEMENT TEAMS



We commend the following six organizations for achieving notable improvements in the proportion of women in the senior management teams in 2024: the International Civil Aviation Organization, the Inter-American Development Bank, the International Maritime Organization, the UN Conference on Trade and Development, and the UN Office at Geneva.



On average, women make up **43% of senior management teams.**

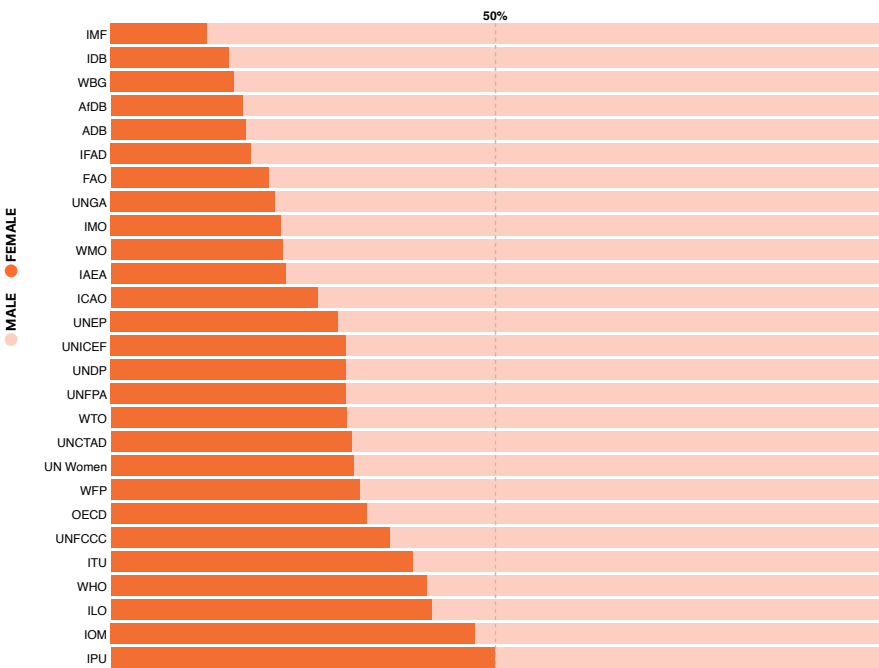
The average levels achieved by the organizations that we track are far higher than the average prevailing in many private sector corporations. In this particular area, international organizations can rightfully claim to be at the vanguard of the movement toward full gender parity.

It is especially noteworthy that in 2024, five of these organizations could boast full gender parity in their senior management teams.

Governing boards

In 2024 the governing boards of international organizations continued to lag behind when it comes to gender parity. Despite the abundance of superbly qualified women in the international system, the evidence shows that governments consistently favor men when they appoint representatives to these governing bodies.

GENDER COMPOSITION OF 27 GOVERNING BODIES



As illustrated in this graph, women are underrepresented in almost every single organization analyzed. The average proportion of women in governing bodies is 29%, compared to 30% in 2023. In 11 of these organizations, women make up less than 25% of the governing body.



On average, women make up **29% of the governing bodies in the organizations** analyzed.

Looking Ahead: Key elections on the horizon

This year will offer important opportunities to gauge the progress of women in leadership in the international system, as elections will be held in seven of the organizations tracked by GWL Voices.

Three of these organizations have **never been led by a woman**: the 60-year-old **African Development Bank**, the 77-year-old **Organization of American States**, and the 58-year-old **United Nations Industrial Development Organization**. Since the current president of the African Development Bank has already served two terms, he is not eligible for reelection.

The fact that no woman has ever been elected Secretary-General is the most visible evidence of the legacy of gender exclusion that has characterized the leadership at the UN for eight decades.

Among the four other organizations holding elections this year, two have been led by a woman on only one occasion (the United Nations Development Programme and the UN Refugee Agency), and two have done so several times (UNESCO and the UN Population Fund).

Madam Secretary-General

At the UN General Assembly in September, member states will also set in motion what we consider **the most important election in the international system** that will take place this decade. In 2026, the UN will celebrate its 80th anniversary and elect its 10th Secretary-General.

The UN is rightly proud of the fact that past secretary-generals have come from all but one of its five regional country groups—an impressive achievement of the principle of **fairness and balance in geographic representation**.

In 2026, the UN will have an opportunity to show a similar regard for the principle of **fairness in gender representation**. The fact that no woman has ever been elected Secretary-General is the most visible evidence of the legacy of gender exclusion that has characterized the leadership at the UN for eight decades.

Through its **#MadamSecretaryGeneral** campaign, GWL Voices has begun raising awareness of this reality, and we will continue to do so in the months leading up to the 2026 election. We will urge governments to promote the candidacies of the many superbly qualified women who could fill this role. Our members will **draw attention to the governments who express support** for the principle of a female Secretary-General—and to those that do not; and we will collaborate with the many other organizations that share our objectives.

We are well aware that the international system is under extraordinary strain, and that some governments do not consider gender parity to be a priority issue amid other competing agendas.

And yet we are more convinced than ever that the election of a woman Secretary-General could spark a deeper revitalization of this vital institution, reflecting the hopes of younger generations of women and men who are clamoring for justice and cooperation in our polarized world.

How did we do this?

The information in this report is based on publicly available sources as well as data provided by the organizations.

Historical analysis of Permanent Representatives to the United Nations

The historical analysis of Permanent Representatives to the United Nations was done using the records made publicly available by the United Nations Digital Library. For two years, 2017 and 2022, there were no relevant archives in the UN Digital Library so we used the Credentials Presented to the Secretary-General as proxies for the required information.

Data collection

We first downloaded more than 1,300 documents of the Permanent Missions to the United Nations from 1946 to 2024. The number of documents per year varied, since the documents reflected changes in Permanent Missions to the UN. For some years there was only one document, for others there were as many as 50.

Data processing and analysis

We developed an automated script to extrapolate data from the documents. In cases in which the documents were not machine readable, the data was extracted manually. All data collected was checked manually to address potential errors in the automated process.

The gender of all Permanent Representatives was determined by cross-referencing the database with Harvard's World Gender Name Dictionary, which

maps names to their gender across different countries.

Data was then analyzed using the individual and the Member States as the main units of analysis.

Collection and analysis for ongoing indicators

The data about the heads of multilaterals since 1945 was obtained from open sources (primarily institutional websites). GWL Voices systematically contacted organizations requesting data about their senior management teams and governing bodies via a standardized online data collection form. The specific validity date for the information provided by each organization is listed on page 26-27.

Data for this report was gathered between May and December of 2024. Since individual appointments to governing bodies and senior management teams change continually, the information in this report should only be seen as a “snapshot” that highlights broad trends taking place over multiple years. We welcome updates and corrections to our data and endeavor to input these in our databases immediately. Our goal is to provide the clearest possible picture of the role of women in these organizations.

Selection criteria

Organizations were selected using a combination of quantitative and qualitative criteria. The final selection includes organizations with budgets of at least \$10 million in development assistance per the OECD Development Assistance

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Committee, and organizations that have a strategic role in key issues of international development and multilateral cooperation. The selection includes UN specialized agencies, funds and programs, departments and offices, as well as other UN entities. It also includes international financial institutions and other key multilateral organizations. While the report includes numerous organizations, our selection is not comprehensive.

A note on our data

In our analysis of the data of Permanent Representatives to the UN, we did not consider interim or deputy Permanent Representatives. While we made efforts to check the data manually to reduce our margin of error, we welcome any corrections, as we collaboratively bring more accountability to the international system.

Although we made repeated efforts to contact each organization, some did not send answers to our queries. While it is possible to determine the identities of the heads of organizations through open sources, the composition of their governing bodies and senior management teams is frequently not available from open sources.

We will continue to publish data from our 2024 edition for organizations that did not provide data this year, but did provide data the year prior. We hope to be able to include their updated information in future editions of this report. Our report includes data on the heads of 54 organizations, whereas the data for senior management teams and governing bodies involves a smaller sample.

The report tracks gender parity at three levels: heads of organizations, senior management teams, and governing bodies. The titles for organizations' heads vary widely, from presidents and director-generals to high commissioners and executive directors, among others. In all cases, we selected the highest level

figure leading each organization. Some of these heads are elected by governing bodies, others are appointed, as is the case in numerous UN entities in which the heads are appointed by the Secretary-General. This report does not include organization heads who are acting in an interim capacity.

Senior management teams were defined as the top four staff levels within each organization, excluding the head. In the UN, these grades are USG, ASG, D2 and D1. Since other organizations use a variety of naming conventions, participants were asked to provide data based on their own definition of the top four levels.

In terms of governing bodies, we asked organizations to provide data on the gender composition of those bodies through which member states exercise oversight organization

and/or who elect the organization's head. In most cases, we used the gender of the Permanent Representatives to a given governing body, but in others, organizations provided data reflecting the gender of the heads of delegation of the most recent meeting of their governing bodies.

Moreover, the sizes and nature of governing bodies and senior management teams vary significantly across organizations, and this should also be taken into account when analyzing and comparing the data.

We will continue to publish data from our 2024 edition for organizations that did not provide data this year, but did provide data the year prior. We hope to be able to include their updated information in future editions of this report.

Organizations in this report

Organization	Acronym	Head - Position	Head - Data validity date	Governing body - Name	Governing body - Data validity date	Senior management team - Data validity date
African Development Bank	AfDB	President	24/01/2025	Board of Directors	31/12/2024	02/09/2024
Asian Development Bank	ADB	President	24/01/2025	Board of Governors	20/2/2025	2023
Asian Infrastructure Investment Bank	AIIB	President	24/01/2025			
Caribbean Development Bank	CDB	President	24/01/2025			
Central American Bank for Economic Integration	CABEI	Executive President	24/01/2025			
Development Bank of Latin America	CAF	President	24/01/2025			
European Bank for Reconstruction and Development	EBRD	President	24/01/2025			
European Investment Bank	EIB	President	24/01/2025			
Food and Agriculture Organization	FAO	Director-General	24/01/2025	Conference	1 to 7 July 2023	01/07/2024
Inter-American Development Bank	IDB	President	24/01/2025	Board of Executive Directors	19/12/2024	19/12/2024
Inter-Parliamentary Union	IPU	President	24/01/2025	Executive Committee	19/08/2024	
International Atomic Energy Agency	IAEA	Director-General	24/01/2025	Board of Governors	04/07/2024	24/07/2024
International Civil Aviation Organization	ICAO	Secretary General	24/01/2025	The ICAO Council	06/08/2024	06/08/2024
International Energy Agency	IEA	Executive Director	24/01/2025			
International Fund for Agricultural Development	IFAD	President	24/01/2025	Governing Council	03/07/2024	30/06/2024
International Labor Organization	ILO	Director-General	24/01/2025	Governing Body of the International Labour Office	15/06/2024	31/12/2023
International Maritime Organization	IMO	Secretary-General	24/01/2025	IMO Assembly	08/01/2024	08/07/2024
International Monetary Fund	IMF	Managing Director	24/01/2025	Board of Directors	08/07/2024	30/04/2024
International Organization for Migration	IOM	Director-General	24/01/2025	IOM Council	November 2024	30/11/2024
International Telecommunications Union	ITU	Secretary-General	24/01/2025	ITU Council	2024	31/12/2023
International Trade Centre	ITC	Executive Director	24/01/2025	Joint Advisory Group		09/09/2024
Joint UN Programme on HIV/AIDS	UNAIDS	Executive Director	24/01/2025			
Office of the UN High Commissioner on Human Rights	OHCHR	High Commissioner	24/01/2025			01/07/2024
Organization for Economic Cooperation and Development	OECD	Secretary-General	24/01/2025	Council	15/07/2024	15/07/2024

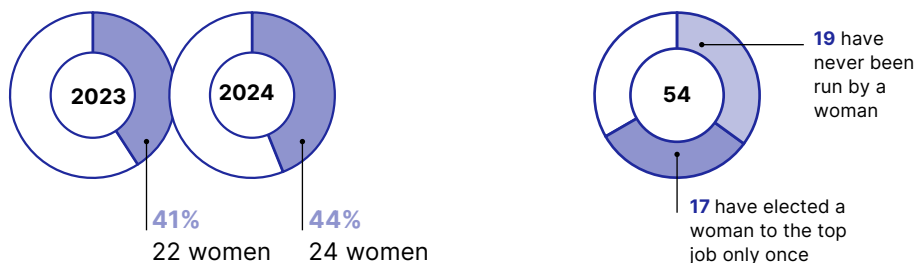
Organization	Acronym	Head - Position	Head - Data validity date	Governing body - Name	Governing body - Data validity date	Senior management team - Data validity date
UN Children's Fund	UNICEF	Executive Director	24/01/2025	Executive Board	16/10/2023	10/2022
UN Conference on Trade and Development	UNCTAD	Secretary-General	24/01/2025	Trade and Development Board	08/10/2024	08/10/2024
UN Department of Peace Operations	DPO	Under Secretary General	24/01/2025			
UN Department of Political and Peacebuilding Affairs	DPPA	Under Secretary General	24/01/2025			
UN Development Coordination Office	DCO	Assistant Secretary-General	24/01/2025			
UN Development Programme	UNDP	Administrator	24/01/2025	Executive Board	06/12/2024	01/09/2024
UN Educational, Scientific and Cultural Organization	UNESCO	Director-General	24/01/2025			06/2024
UN Environment Programme	UNEP	Executive Director	24/01/2025	UN Environment Assembly	09/07/2024	30/06/2024
UN Framework Convention on Climate Change	UNFCCC	Executive Secretary	24/01/2025		31/12/2024	31/12/2024
UN General Assembly	UNGA	President	24/01/2025	General Assembly	06/12/2024	
UN High Commissioner for Refugees	UNHCR	High Commissioner	24/01/2025	Executive Committee (ExCom)	03/07/2024	03/07/2024
UN Industrial Development Organization	UNIDO	Director-General	24/01/2025	UNIDO General Conference	23/11/2025	05/08/2024
UN Office at Geneva	UNOG	Director-General	24/01/2025			16/10/2024
UN Office at Nairobi	UNON	Director-General	24/01/2025			21/07/2024
UN Office for Disarmament Affairs	UNODA	High Representative	24/01/2025			19/07/2024
UN Office for Project Services	UNOPS	Executive Director	24/01/2025			
UN Office of Coordination of Humanitarian Affairs	OCHA	Under Secretary General	24/01/2025			
UN Office on Drugs and Crime	UNODC	Director-General	24/01/2025			24/07/2023
UN Population Fund	UNFPA	Executive Director	24/01/2025	Executive Board	06/12/2024	13/09/2024
UN Relief and Works Agency for Palestine Refugees in the Near East	UNRWA	Director	24/01/2025			
UN Secretariat	UN Secretariat	Secretary General	24/01/2025			31/11/2024
UN Women	UN Women	Executive Director	24/01/2025	UN Women Executive Board	28/06/2024	09/2024
UN-Habitat	UN-Habitat	Executive Director	24/01/2025			
West African Development Bank	WADB	President	24/01/2025			
World Bank Group	WBG	President	24/01/2025	Board of Directors	03/06/2024	13/12/2024
World Food Programme	WFP	Executive Director	24/01/2025	WFP Executive Board	05/12/2024	31/10/2024
World Health Organization	WHO	Director-General	24/01/2025	Executive Board	04/06/2024	04/07/2024
World Intellectual Property Organization	WIPO	Director-General	24/01/2025			06/2024
World Meteorological Organization	WMO	Secretary-General	24/01/2025	WMO Congress	30/06/2023	01/08/2024
World Trade Organization	WTO	Director-General	24/01/2025	WTO General Council	01/11/2024	01/11/2024

2024 in a Snapshot

ANNUAL DATA

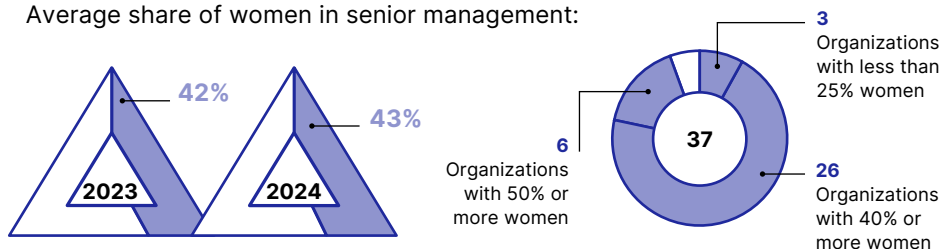
Heads

Percentage of organizations headed by women:



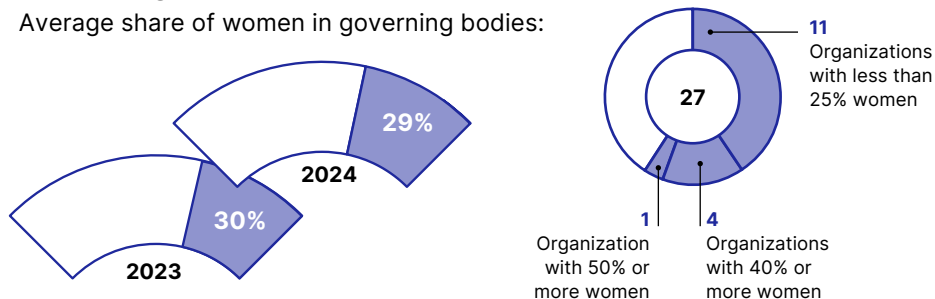
Senior management

Average share of women in senior management:



Governing bodies

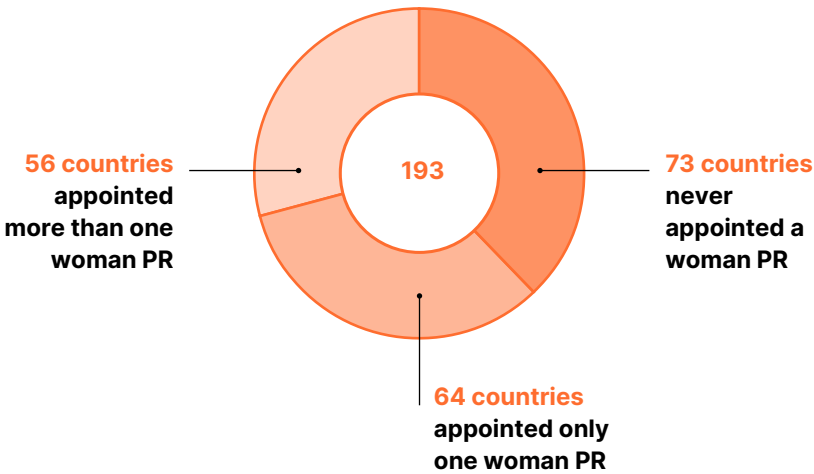
Average share of women in governing bodies:



PERMANENT REPRESENTATIVES TO THE UN SINCE 1947

More than 2800 PRs
from 1947 to 2024

7% have been women



About GWL Voices

GWL Voices is an organization of women leaders from all regions and backgrounds committed to building a gender-equal international system that effectively responds to today's challenges of sustainable development, peace, security, and human rights.

To interact with our data, visit:

<https://www.gwlvoices.org/data>



LEADING CHANGE,
DRIVING LEADERSHIP