



1 October 2024

Secretary-General's bulletin

United Nations Values and Behaviours Framework

The Secretary-General, in accordance with the procedures for the promulgation of administrative issuances set out in the Secretary-General's bulletin entitled "Procedures for the promulgation of administrative issuances" ([ST/SGB/2009/4](#)), promulgates the following:

Section 1

Purpose and scope

1.1 The United Nations Values and Behaviours Framework¹ was created on the basis of input from nearly 4,500 Secretariat staff members and is aimed at providing the foundation of a strong organizational culture, structured around four values and five behaviours.

1.2 Staff members are expected to demonstrate the values and behaviours in the performance of their functions.

Section 2

United Nations Values and Behaviours Framework

2.1 The values and behaviours better reflect the vision of the organizational culture for the next decade.

2.2 The United Nations Values and Behaviours Framework comprises the following four values:

(a) **Inclusion.** Take action to create an environment of dignity and respect for all, regardless of age, culture, disability, ethnicity, gender, gender identity, gender expression, geography, grade, language, nationality, racial identity, religion, sex, sex characteristics, sexual orientation, social origin or any other aspect of identity;

(b) **Integrity.** Act ethically, demonstrating the standards of conduct of international civil servants² including, but not limited to, probity, impartiality, fairness, honesty and truthfulness in all matters affecting their work and status as international

¹ Available at https://iseek.un.org/system/files/english-values_and_behaviours.pdf.

² This includes the values, principles and standards applicable to international civil servants set out in the "Standards of conduct for the international civil service" and the Staff Regulations and Rules of the United Nations.



civil servants, and taking prompt action in case of witnessing unprofessional or unethical behaviour, or any other behaviour not aligned with such standards;

(c) **Humility.** Demonstrate self-awareness and willingness to learn from others;

(d) **Humanity.** Act according to the purposes and principles of the United Nations.

2.3 These values are enabled by five behaviours:

(a) **Connect and collaborate.** Build positive relationships with others to advance the work of the United Nations and work coherently as one United Nations;

(b) **Analyse and plan.** Seek out and use data from a wide range of sources to understand problems, inform decision-making, propose evidence-based solutions and plan action;

(c) **Deliver results with positive impact.** Hold oneself and others accountable for delivering results and making a positive difference to the people and causes that the United Nations serves;

(d) **Learn and develop.** Pursue own learning and development and contribute to the learning and development of others;

(e) **Adapt and innovate.** Demonstrate flexibility, agility and the ability to think and act in novel ways.

2.4 The United Nations Values and Behaviours Framework will progressively replace the Secretary-General's bulletin entitled "Organizational competencies for the future" (ST/SGB/1999/15). The United Nations Values and Behaviours Framework is applicable to the Performance Management and Development System, and will in the future apply in relation to any administrative issuance in which it may be expressly stipulated that the United Nations Values and Behaviours Framework is applicable to the scope of that issuance.

Section 3

Final provision

The present bulletin shall enter into force on 1 October 2024.

(Signed) António Guterres
Secretary-General