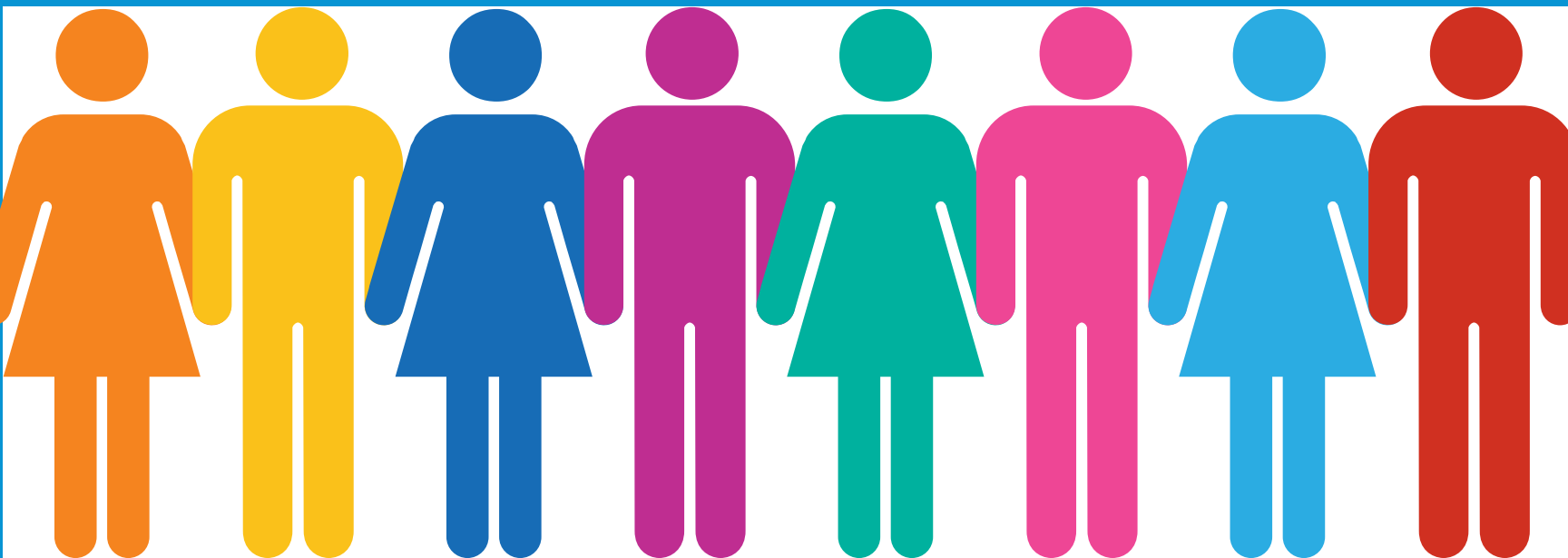


UNITED NATIONS SYSTEM-WIDE RESULTS

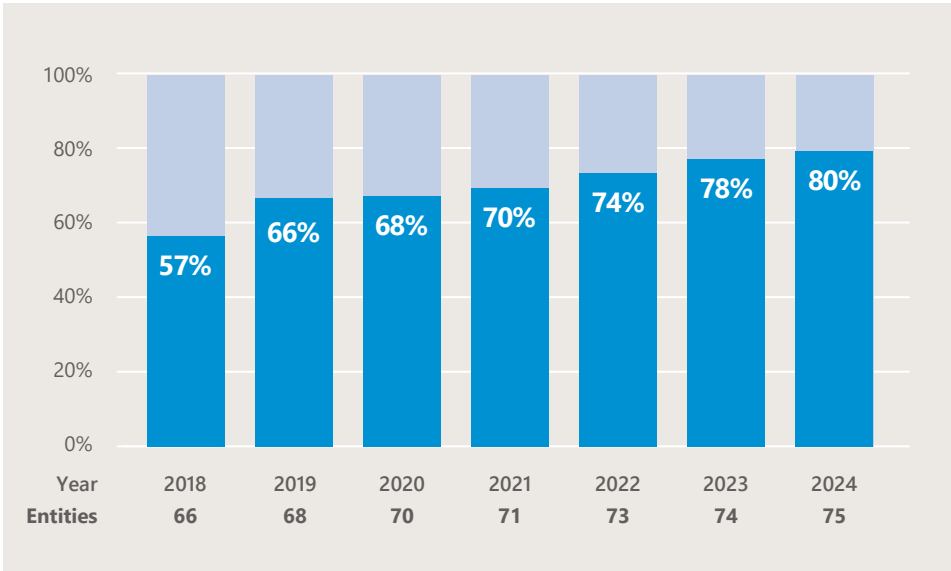
UN-SWAP 2.0 SUMMARY, ANALYSIS AND KEY INSIGHTS 2018-2024



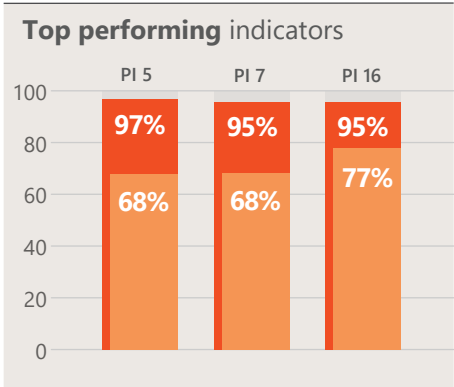
PERCENTAGE OF UN-SWAP RATINGS THAT MET OR EXCEEDED REQUIREMENTS
(Not applicable ratings omitted)

For UN-SWAP 2.0, system-wide performance increased from 57% in 2018 to 80% in 2024, reflecting steady year-on-year progress.

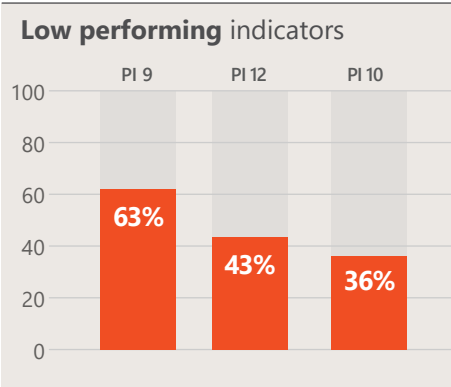
The number of UN-SWAP reporting entities increased from 66 in 2018 to 75 in 2024.



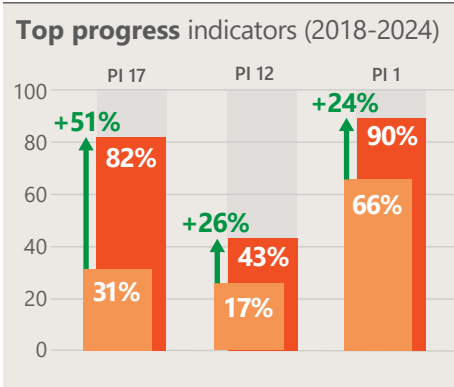
COMPARATIVE ANALYSIS OF PERFORMANCE ON KEY UN-SWAP INDICATORS



- PI 5 Audit**
97% of entities mainstreamed gender considerations in audits
68% of entities conducted a corporate gender audit
- PI 7 Leadership**
95% of entities with senior managers championing GEWE*
68% of entities with senior managers promoting UN-SWAP
- PI 16 Knowledge & Communication**
95% of entities systematically disseminated info on GEWE
77% of entities involved in inter-agency GEWE communities

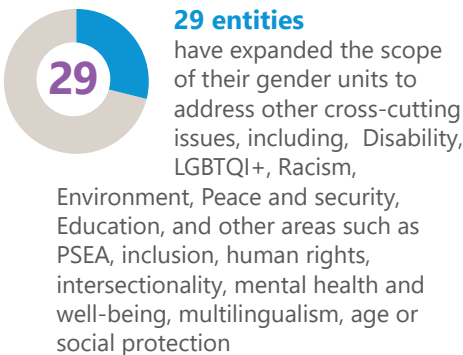
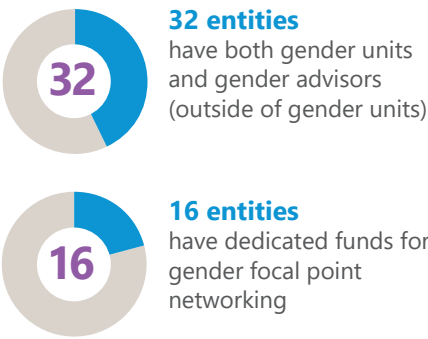
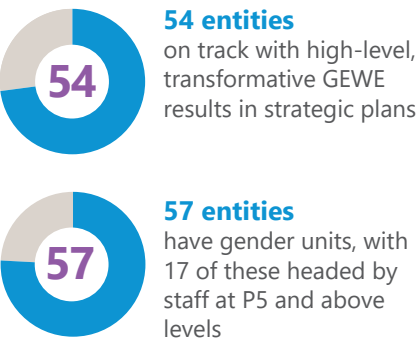


- PI 9 Financial Resource Tracking**
63% of entities used financial tracking mechanisms for GEWE
- PI 12 Equal Representation of Women**
43% of entities reached gender parity across all professional levels
- PI 10 Financial Resource Allocation**
36% of entities met their financial benchmark contributing to GEWE



- PI 17 Coherence**
+51% increase since 2018, reaching 82% in participation in GEWE related inter-agency mechanisms and peer reviews by 2024
- PI 12 Equal Representation of Women**
+26% increase since 2018, with 43% of entities reached gender parity across all professional levels
- PI 1 Strategic Planning Results**
+24% increase since 2018, with 90% of entities on track to achieve high-level GEWE results by 2024

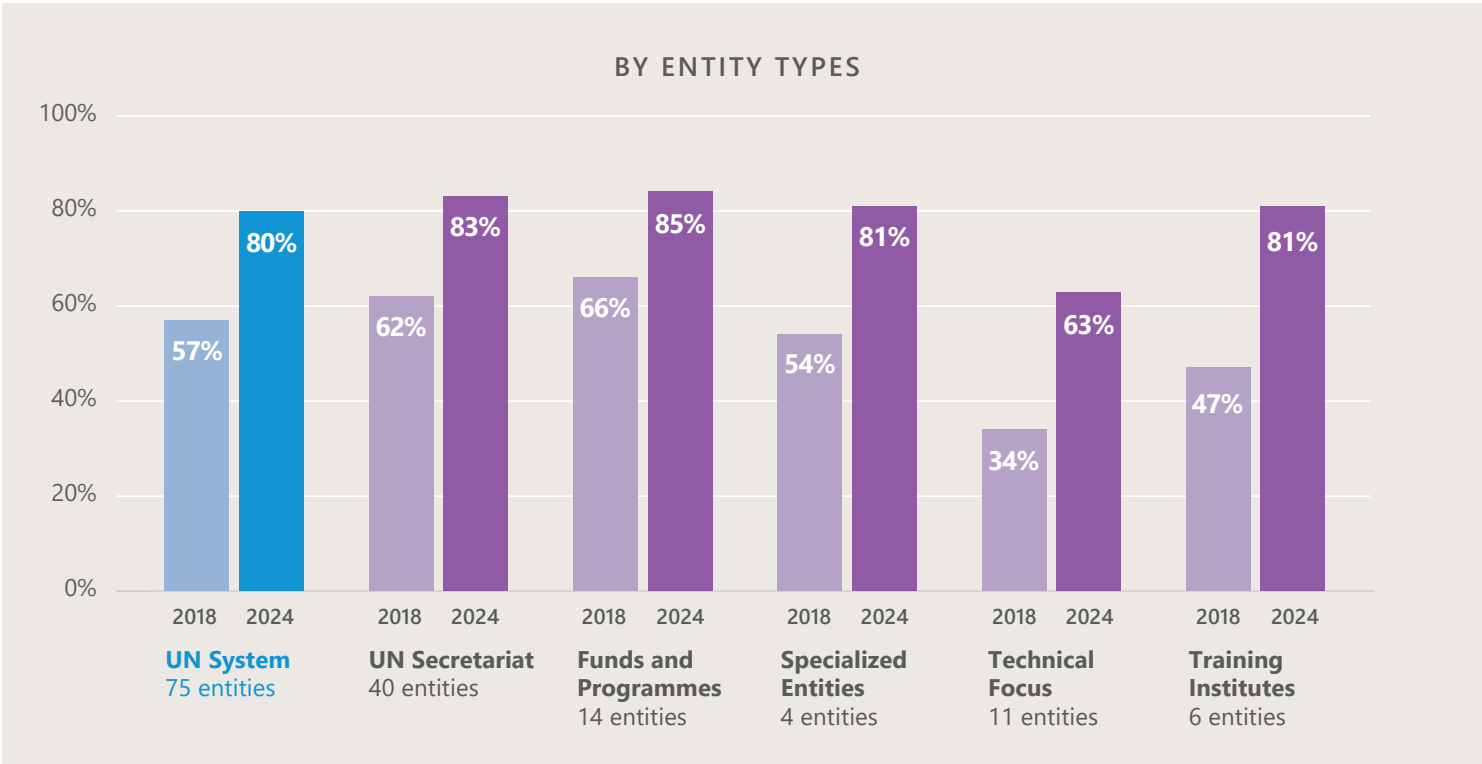
A SNAPSHOT OF THE GENDER ARCHITECTURE ACROSS 75 UN-SWAP REPORTING ENTITIES



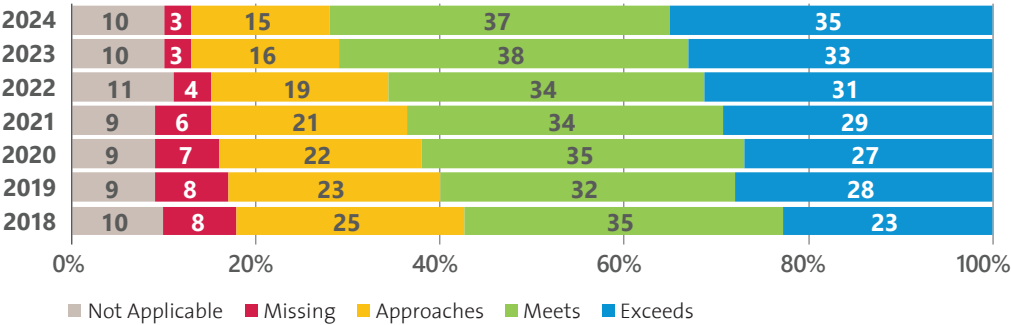
*GEWE: Gender Equality and Women's Empowerment

COMPARISON OF PERFORMANCE WITHIN THE UN SYSTEM BY ENTITY TYPE

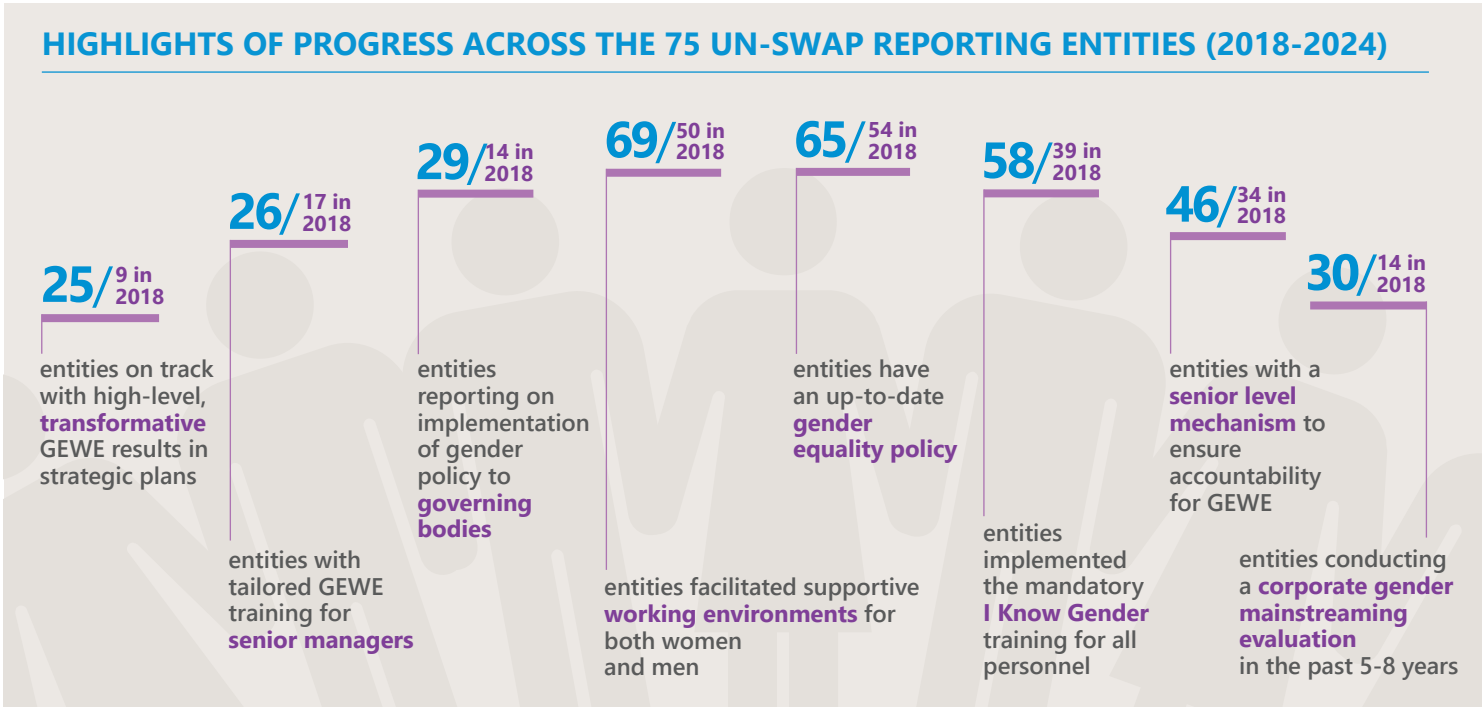
Percentage of ratings that met or exceeded requirements (not applicable ratings omitted)



COMPARISON OF UN-SWAP RATINGS BY YEAR | PERCENTAGE OF ALL RATINGS



HIGHLIGHTS OF PROGRESS ACROSS THE 75 UN-SWAP REPORTING ENTITIES (2018-2024)



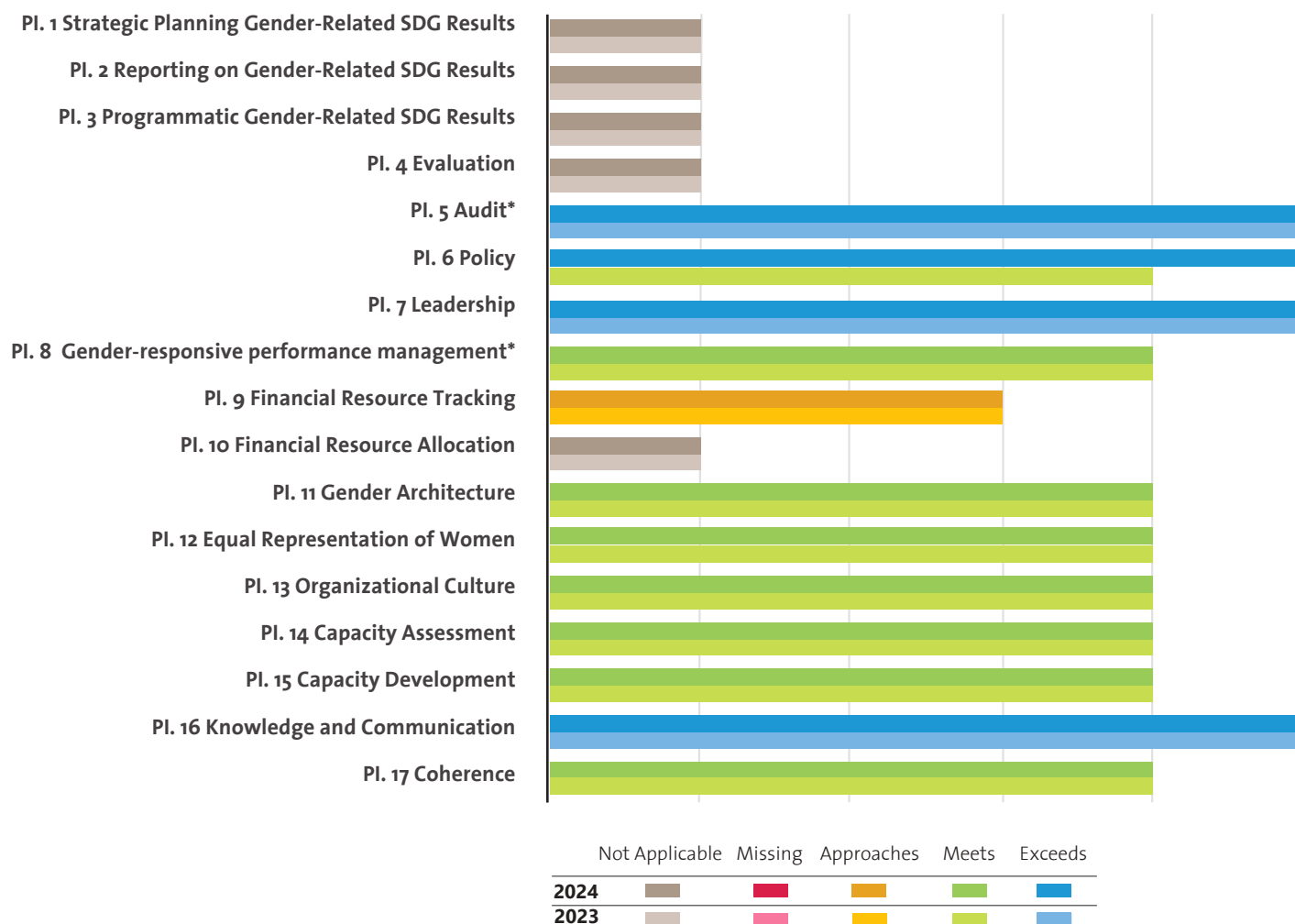
UNITED NATIONS OFFICE AT GENEVA (UNOG)

UN-SWAP 2.0 PERFORMANCE 2024

The following three pages capture UNOG's performance on UN-SWAP 2.0 indicators for 2024.

In 2024, UNOG met or exceeded the requirements for 11 out of 12 applicable performance indicators.

UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2023-2024)



PERFORMANCE HIGHLIGHTS IN 2024

Most significant gains

- UNOG exceeded the requirements for four indicators and met them for another eight.
- Commendably, UNOG newly exceeded the requirements for the Policy indicator in 2024.

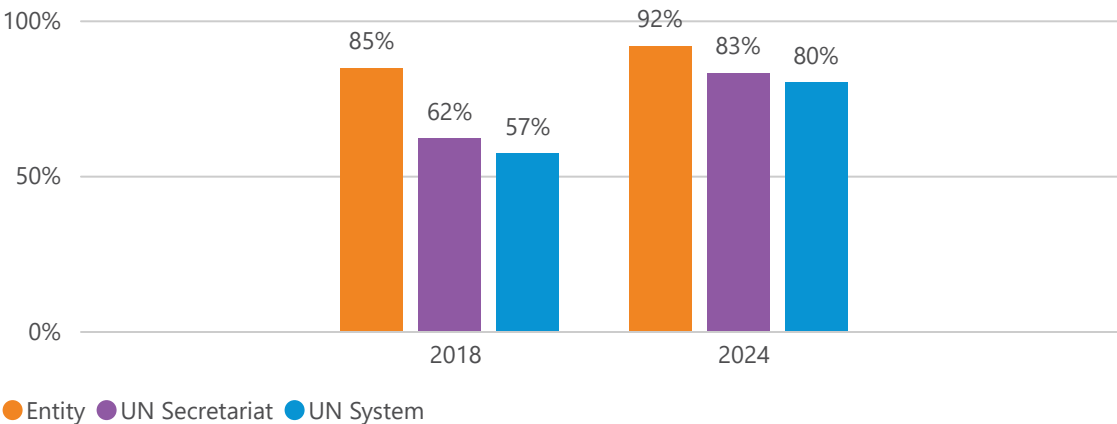
Areas for improvement

- UN Women encourages UNOG to prioritize the remaining indicator rated as approaching requirements: Financial Resource Tracking.

* Performance Indicators 5 on Audit and 8 on Gender-responsive performance management are jointly reported for all UN Secretariat entities by OIOS and DMSPC, respectively.

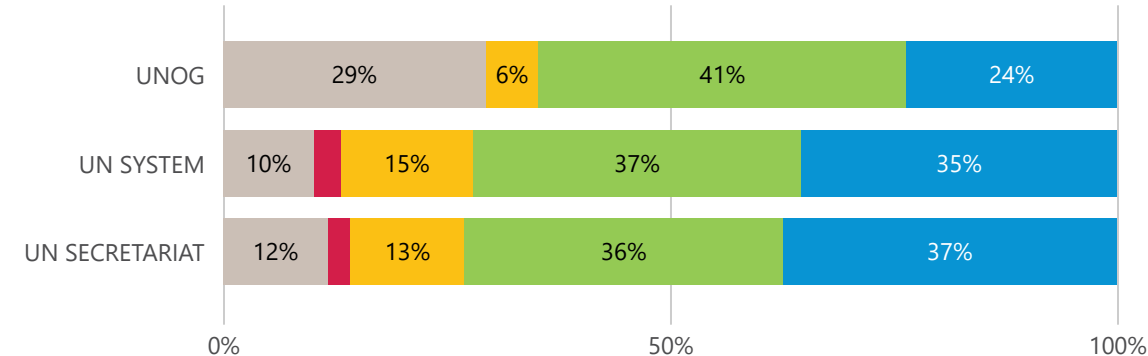
COMPARISON OF OVERALL PERFORMANCE WITHIN THE UN SYSTEM, 2018-2024

PERCENTAGE OF RATINGS MEETING/EXCEEDING REQUIREMENTS (NOT APPLICABLE RATINGS OMITTED)



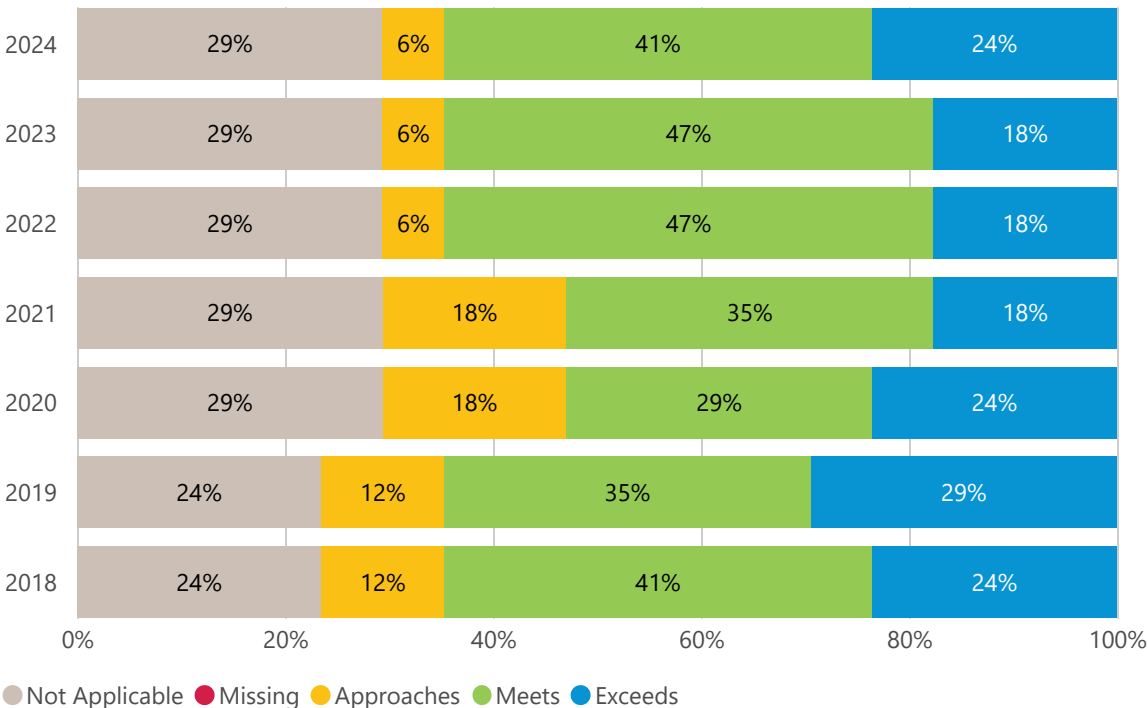
In both 2018 and 2024, UNOG maintained a strong performance that was above the averages of the UN Secretariat and the overall UN System.

COMPARISON OF RATINGS WITHIN THE UN SYSTEM, 2024



In 2024, UNOG met the requirements for more indicators than the averages of the UN Secretariat and the UN System. The entity assessed more indicators as "not applicable" due to its administrative focus.

COMPARISON OF RATINGS BY YEAR, ENTITY SPECIFIC, 2018-2024

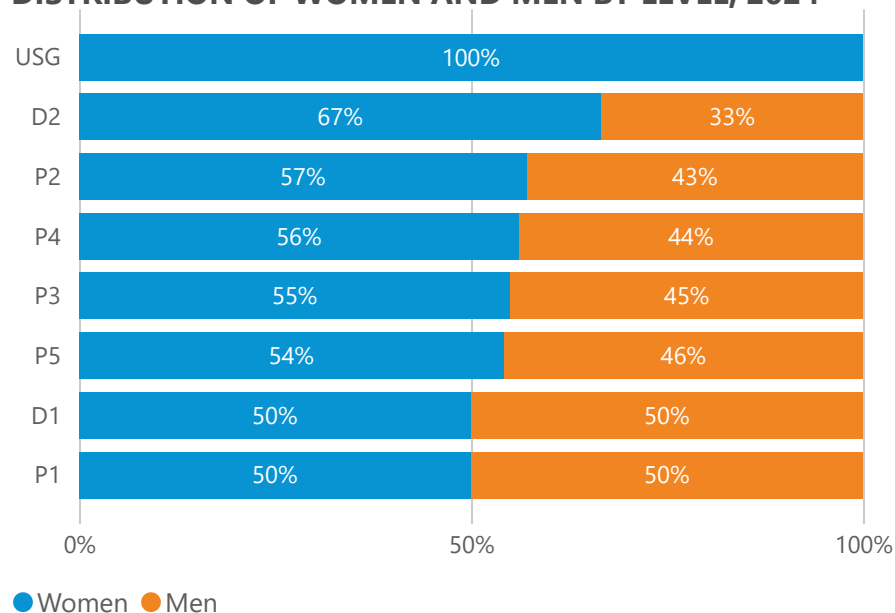


From 2018 to 2024, UNOG maintained solid performance and did not miss the requirements for any indicators.

In 2024, UNOG improved upon its 2023 performance by exceeding one additional indicator, marking the highest UN-SWAP 2.0 compliance rate to date.

Attaining and sustaining the equal representation of women at all levels in an institution constitutes an essential component of achieving gender equality and the empowerment of women.

DISTRIBUTION OF WOMEN AND MEN BY LEVEL, 2024



TREND 2018-2024

- The representation of women has increased across almost all levels compared with 2018 staff figures.
- Equal representation of women has been achieved across all levels in UNOG.

WAY FORWARD

The Secretary-General's System-wide [Strategy](#) on Gender Parity recognizes the need to change organizational culture to achieve and maintain gender parity.

As per GA resolution ([A/RES/78/182](#)) and the 2023 report of the Secretary-General on the Improvement in the Status of Women in the UN system ([A/78/206](#)), UN entities are encouraged to implement the Enabling Environment [Guidelines](#) and the Field-specific Enabling Environment [Guidelines](#) for the UN System.

To track and accelerate progress, UN entities are encouraged to appoint focal points to provide support for the advancement of gender parity (as per the Secretary-General's Bulletin on terms of reference for UN Gender Focal Points, [ST/SGB/2023/3](#)), led and coordinated by the Office of the Focal Point for Women in the UN System in UN-Women, and to update and monitor their two-year entity-specific gender parity implementation plans. All hiring managers are recommended to use the 'UN System-wide [Dashboard](#) on Gender Parity' and consult the [UN System-wide Knowledge Hub on addressing sexual harassment](#) as relevant.

For further inquiries, please contact the Focal Point for Women,
focalpoint.forwomen@unwomen.org

COMPARISON ON DISTRIBUTION OF WOMEN 2018 AND 2024

