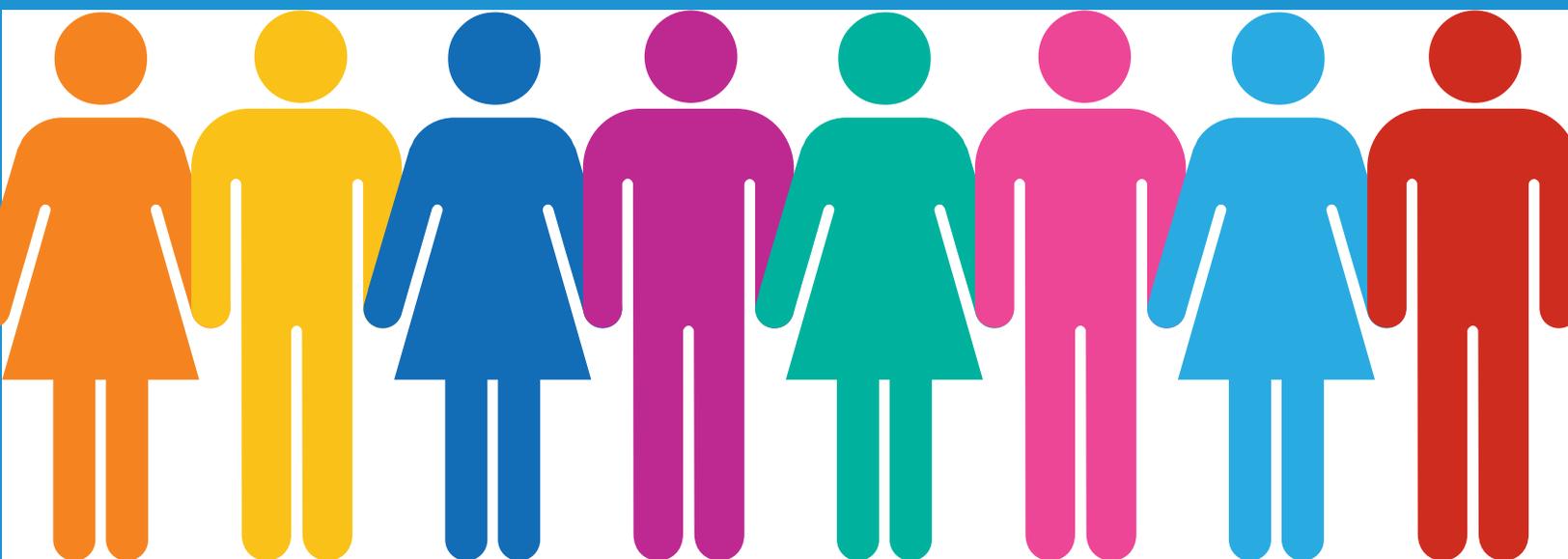


# UNITED NATIONS OFFICE AT GENEVA (UNOG)

## UN-SWAP 2.0 SUMMARY, ANALYSIS AND KEY INSIGHTS FROM 2021



# UN-SWAP 2.0 SUMMARY OF 2021 REPORTING RESULTS

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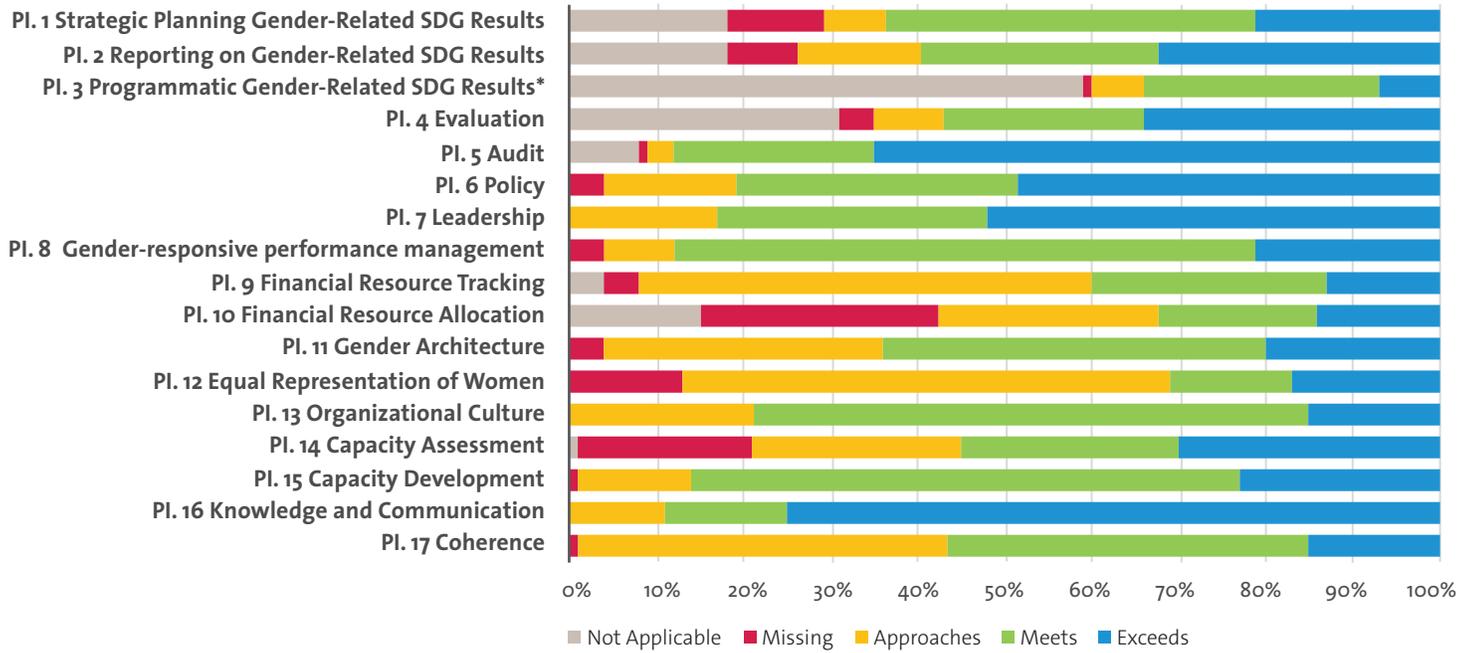
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This information package summarizes UN-SWAP 2.0 performance for the United Nations system as a whole and in particular for the United Nations Office at Geneva.

Seventy-one UN entities reported in 2021, up from 70 entities in the previous year and 55 in the first year of reporting, 2012.



UNITED NATIONS SYSTEM-WIDE PERFORMANCE BY INDICATOR (2021) | PERCENTAGE OF ALL RATINGS



\*Entities are not required to report on PI 3 if all gender-related results are included in their strategic plan and reported under PIs 1 and 2

KEY FINDINGS

**Highest Performing Indicators in 2021** ✓

Audit (PI.5) and Knowledge and communication (PI.16)

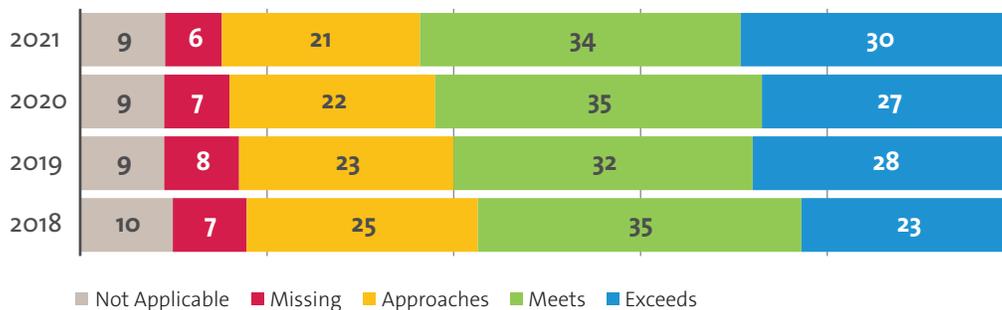
**Other Top Performing Indicators in 2021** ✓

Gender-responsive performance management (PI.8), Capacity development (PI.15) and Leadership (PI.7)

**Areas for improvement**

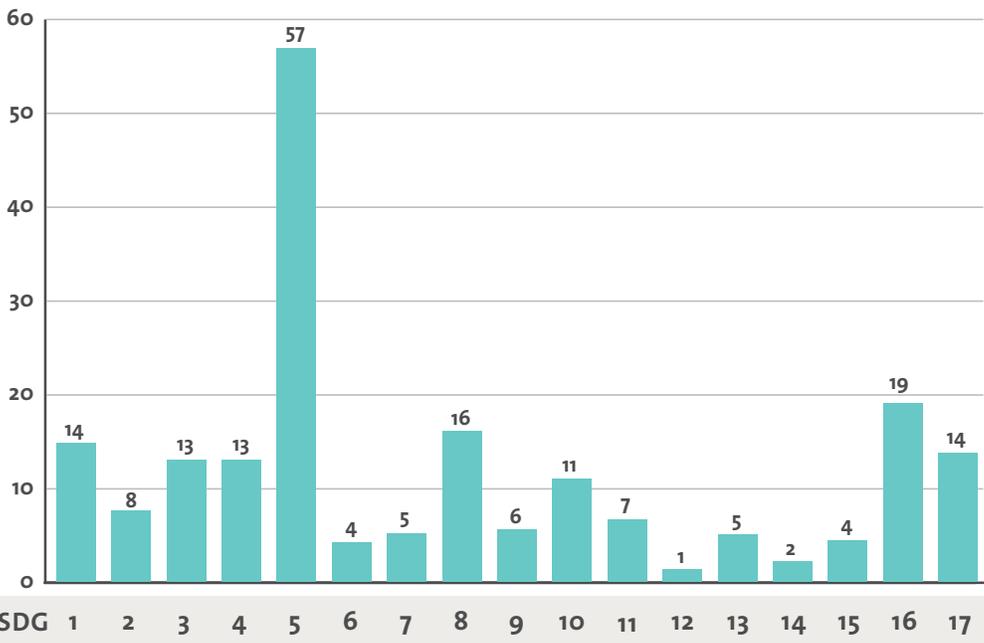
Financial resource allocation (PI.10) and Equal representation of women (PI.12)

OVERALL UN SYSTEM, COMPARATIVE ANALYSIS OF RATINGS BY YEAR | PERCENTAGE OF ALL RATINGS



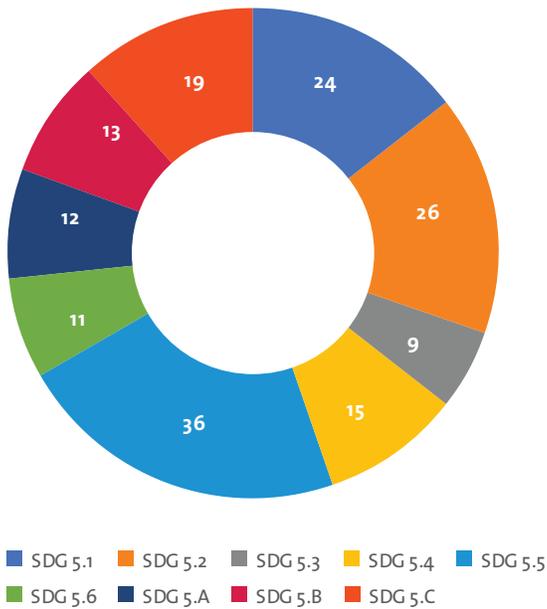
In 2021, the UN system met 64 per cent of UN-SWAP 2.0 minimum requirements across all indicators, registering a 2-percentage point increase from 2020

GENDER-RELATED SDG RESULTS IN STRATEGIC PLANNING



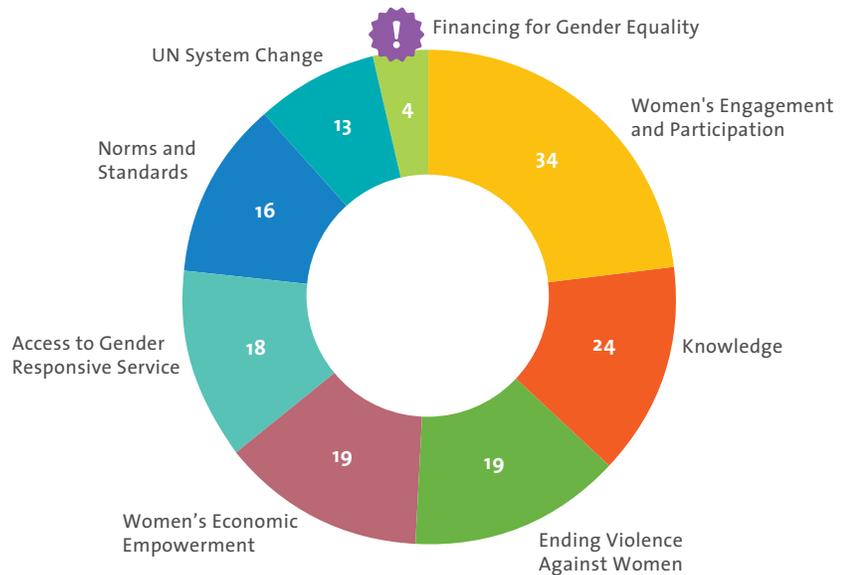
- Three UN-SWAP 2.0 indicators address the achievement of gender-related results in the context of the SDGs
- Based on 71 entities' UN-SWAP reporting this graph shows the number of entities contributing to each SDG goal
- The UN system primarily contributes to gender-related Goals in socio-economic and human rights areas (SDG 1, 5, 8, 16)
- There clearly remains space for entities to incorporate gender equality in more technical areas (SDG 6, 7, 9, 12, 13, 14, 15)

NUMBER OF ENTITIES CONTRIBUTING TO EACH SDG 5 TARGET



- Fifty-seven entities integrated Goal 5 in their main strategic document
- The majority of entities target participation and leadership in political, economic and public life (target 5.5) followed by a focus on ending all violence against women and girls and all forms of exploitation (target 5.2)

NUMBER OF ENTITIES CONTRIBUTING TO RESULTS IN EACH THEMATIC AREA



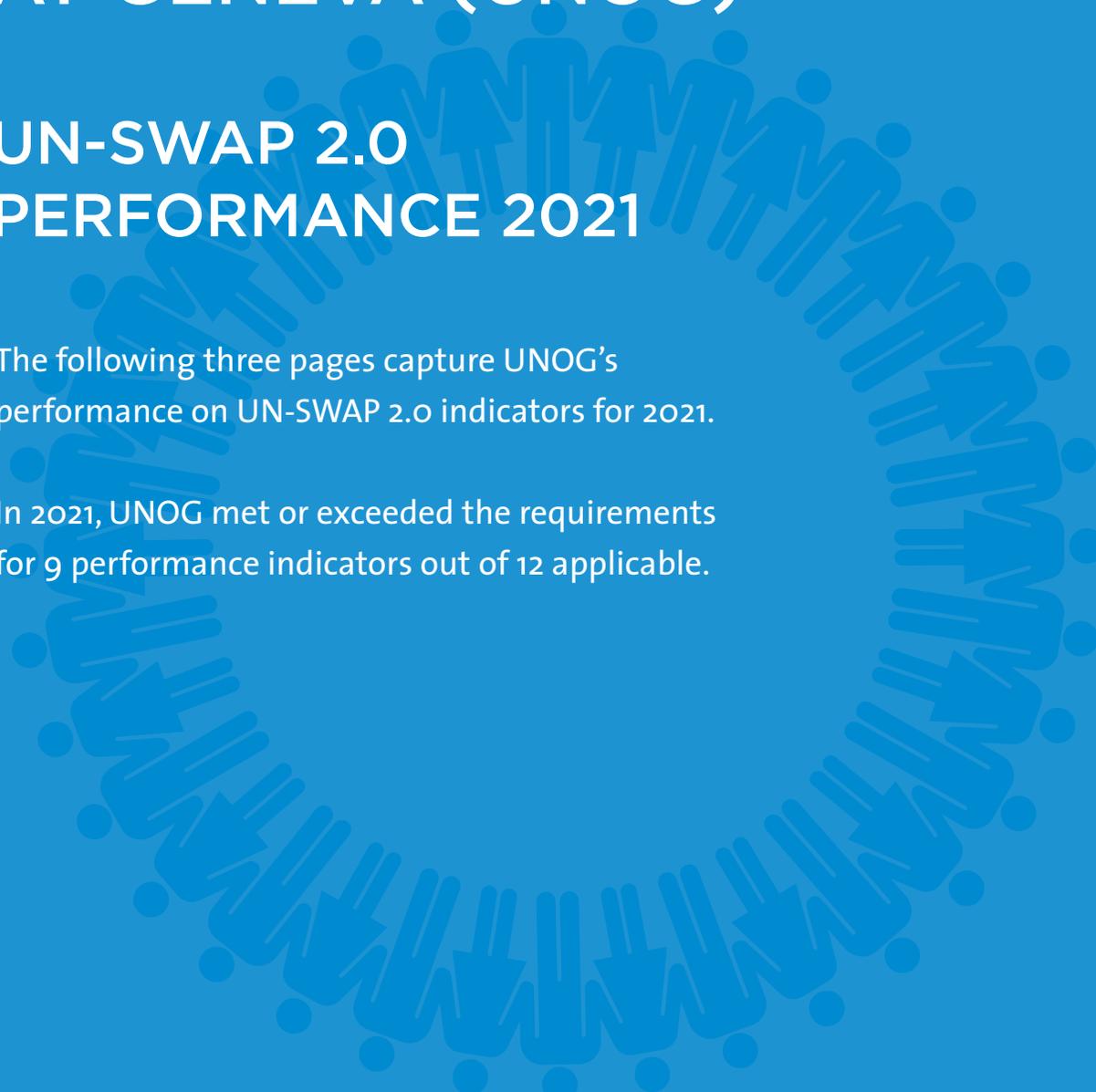
- The graph shows number of entities contributing to each thematic area. Fifty-seven entities out of 71 in total reported on results contributing to thematic areas
- High-level results on gender equality are related to Women's Engagement and Participation for 34 entities
- Only 4 entities focus on Financing for Gender Equality, bringing to light a concerning gap

# UNITED NATIONS OFFICE AT GENEVA (UNOG)

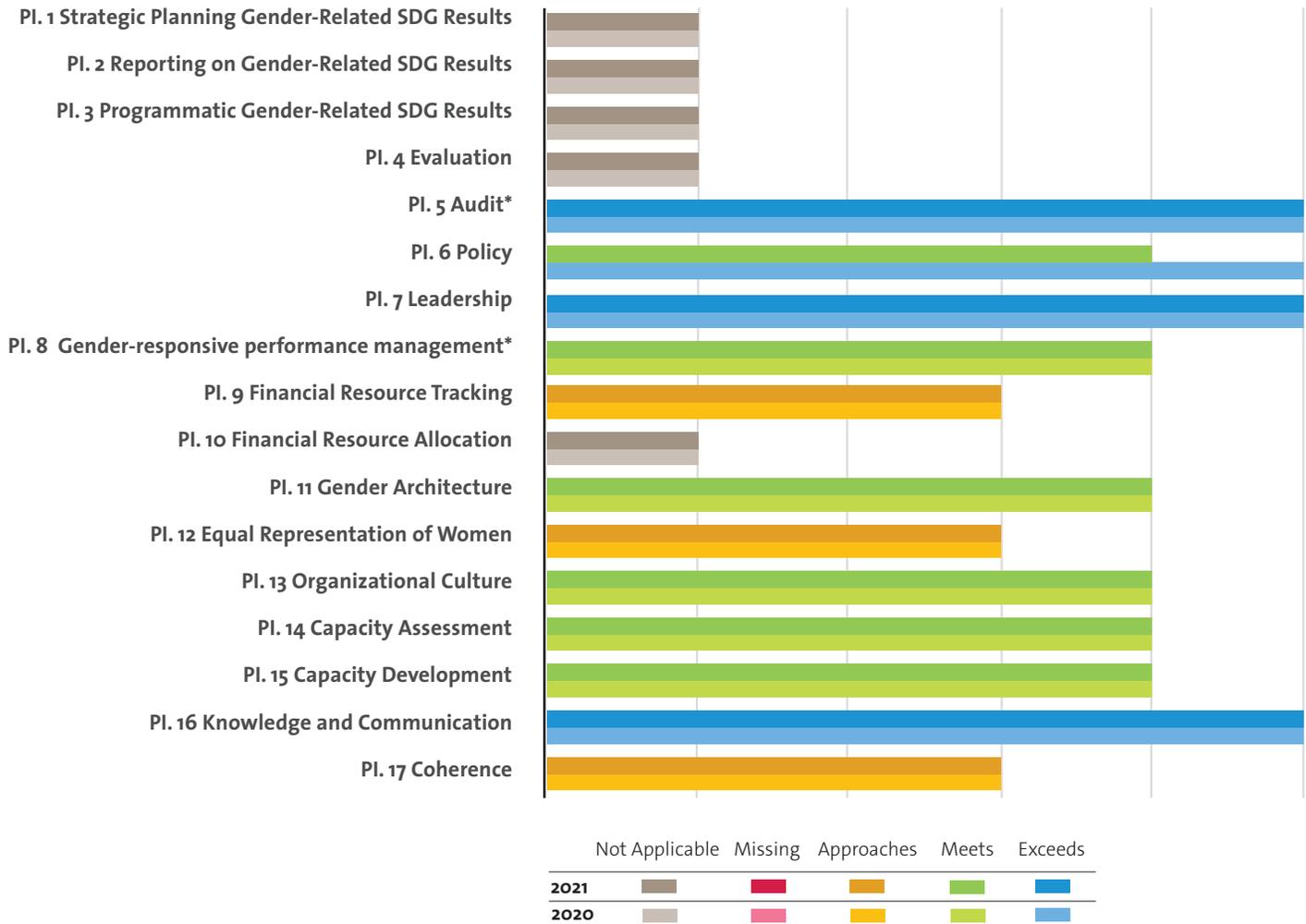
## UN-SWAP 2.0 PERFORMANCE 2021

The following three pages capture UNOG's performance on UN-SWAP 2.0 indicators for 2021.

In 2021, UNOG met or exceeded the requirements for 9 performance indicators out of 12 applicable.



UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2020-2021)



PERFORMANCE HIGHLIGHTS IN 2021

Most significant gains

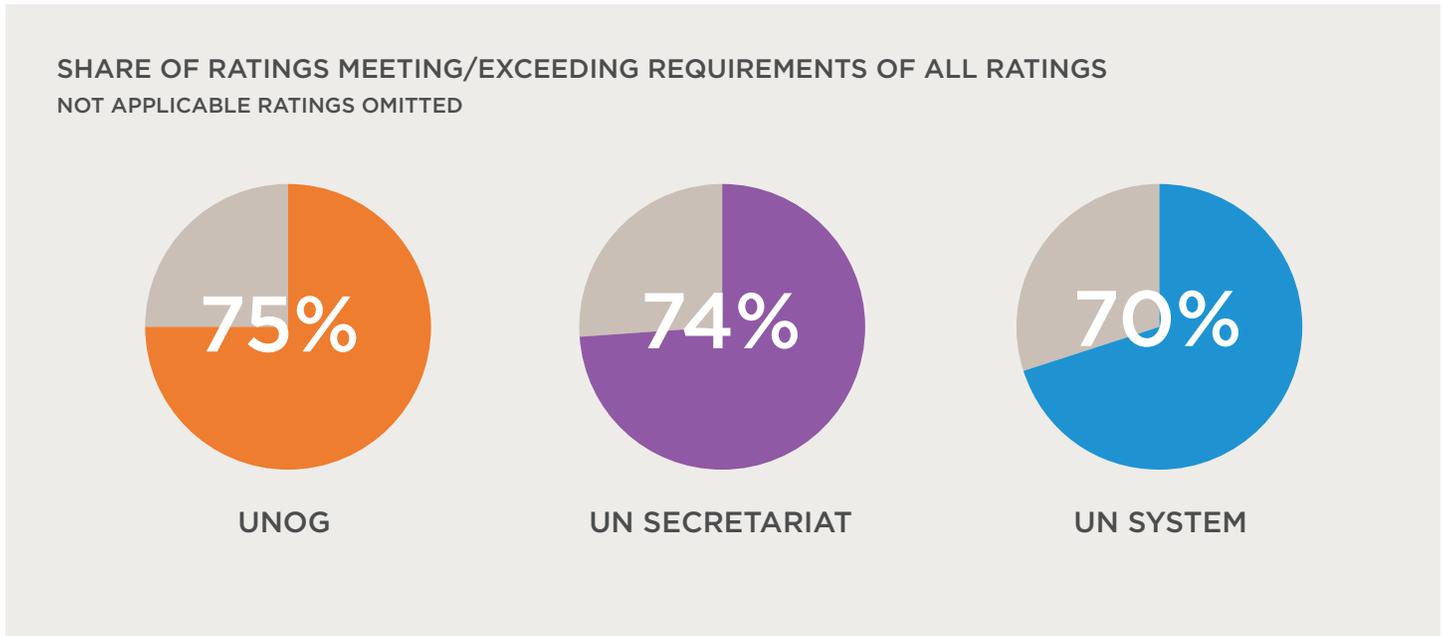
- In 2021, UNOG maintained a strong performance by exceeding requirements for three indicators and meeting them for another six.
- UNOG continues to exceed in the areas of leadership and knowledge and communication, embedding gender equality and women’s empowerment principles as a priority consideration to all areas of work within UNOG.

Areas for improvement

- UN Women encourages UNOG to prioritize the three indicators rated as approaching requirements: Financial resource tracking, Equal representation of women and Coherence to ensure full compliance in the current UN-SWAP 2.0 implementation period.
- In 2021, UNOG’s performance slightly declined in the area of Policy (PI 6). Bolstering efforts to exceed the policy indicator has shown to impact overall UN-SWAP progress positively.

\* 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.

**COMPARATIVE ANALYSIS FOR UNOG**



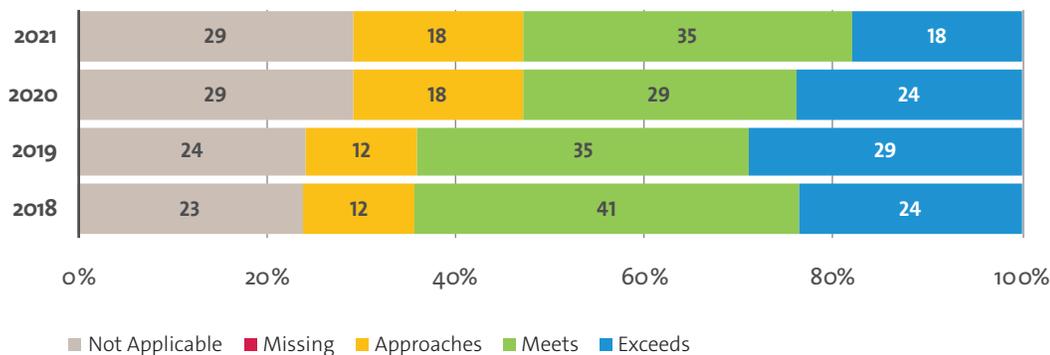
**COMPARISON WITH THE UN SECRETARIAT AND THE OVERALL UN SYSTEM**



UNOG's 2021 performance is in line with the that of the overall UN system and similar entities.

As an entity with a mainly administrative focus, UNOG rated significantly more indicators as not applicable than the average for the UN Secretariat and the overall UN system.

**UNOG, COMPARATIVE ANALYSIS OF RATINGS BY YEAR**

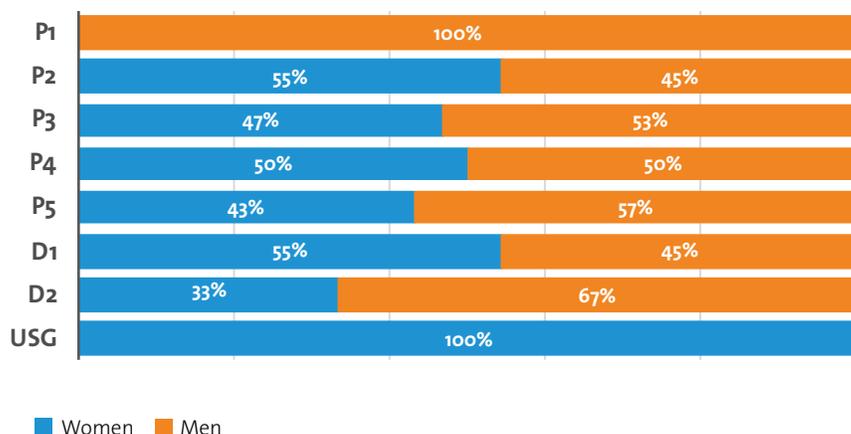


In 2021, UNOG exceeded requirements for one less indicator than in 2020.

Commendably, since the start of UN-SWAP 2.0, UNOG has not missed requirements for any applicable indicators.

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.

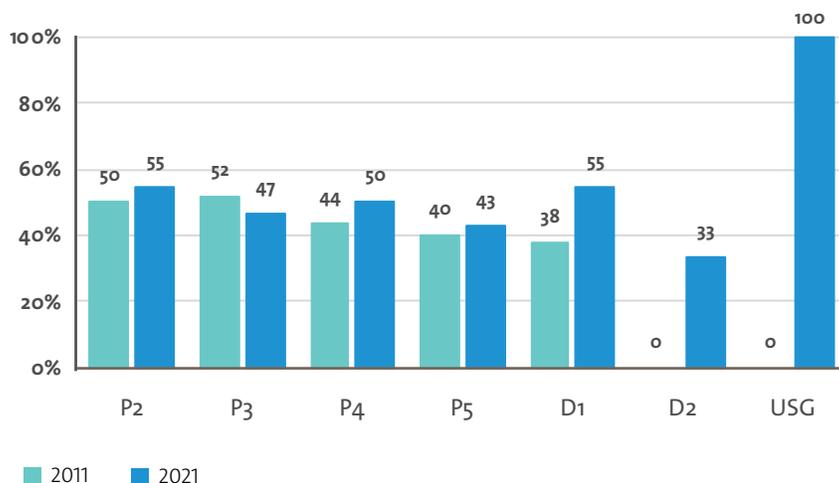
DISTRIBUTION OF WOMEN AND MEN BY LEVEL REPORTED IN 2021



10-YEAR SNAPSHOT FOR UNOG

- The representation of women increased at all staff levels with a slight exception of P3 when compared to 2011 staffing in UNOG.
- Gender parity has been achieved or surpassed at the P2, P3, P4 and D1 levels (47-53% as per the system-wide Gender Parity Strategy).
- Greater efforts are needed to reach equal representation at the P5 level.

DISTRIBUTION OF WOMEN BY LEVEL, 2011 AND 2021



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 \(A/RES/76/142\)](#) and [2021 report of the Secretary-General on the Improvement in the Status of Women in the UN system \(A/76/115\)](#), UN entities are required 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, led and coordinated by UN-Women, and to update and monitor their entity-specific gender parity implementation plans. All hiring managers are recommended to use the [‘UN System-wide Dashboard on Gender Parity’](#).
- For further inquiries, please contact the Focal Point for Women [focalpoint.forwomen@unwomen.org](mailto:focalpoint.forwomen@unwomen.org).

\* The analysis is based on data provided by UNOG as of 31 December 2021 and UN Secretariat data from 31 December 2011.