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.
**UN-SWAP 2.0**  
**SYSTEM-WIDE PERFORMANCE 2021**

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

<table>
<thead>
<tr>
<th>Indicator Description</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit (PI.5)</td>
<td>34</td>
<td>35</td>
<td>32</td>
<td>35</td>
</tr>
<tr>
<td>Knowledge and Communication (PI.16)</td>
<td>30</td>
<td>27</td>
<td>28</td>
<td>23</td>
</tr>
<tr>
<td>Financial resource allocation (PI.10)</td>
<td>23</td>
<td>25</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>Equal representation of women (PI.12)</td>
<td>21</td>
<td>22</td>
<td>23</td>
<td>21</td>
</tr>
</tbody>
</table>

*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)
  - Knowledge and communication (PI.16)

- **Other Top Performing Indicators in 2021**
  - Gender-responsive performance management (PI.8)
  - Capacity development (PI.15)
  - Leadership (PI.7)

- **Areas for improvement**
  - Financial resource allocation (PI.10)
  - Equal representation of women (PI.12)

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**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.
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).

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).

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.

The graph shows the number of entities contributing to each thematic area. Fifty-seven entities out of 71 in total reported on results contributing to thematic areas.

• SDG 5.1
• SDG 5.2
• SDG 5.3
• SDG 5.4
• SDG 5.5
• SDG 5.6
• SDG 5.A
• SDG 5.B
• SDG 5.C

• UN System Change
• Access to Gender Responsive Service
• Knowledge
• Women’s Economic Empowerment
• Ending Violence Against Women
• Norms and Standards
• Women’s Engagement and Participation
• Financing for Gender Equality
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.
**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.
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.

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**

```
P1 | Men 55% | Women 45%  
P2 | Men 47% | Women 53%  
P3 | Men 50% | Women 50%  
P4 | Men 43% | Women 57%  
P5 | Men 55% | Women 45%  
D1 | Men 33% | Women 67%  
D2 | Men 55% | Women 45%  
USG | Men 55% | Women 45%  
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**10-YEAR SNAPSHOT FOR UNOG**

- The representation of women increased at all saff 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.

**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.

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