UNITED NATIONS SYSTEM-WIDE RESULTS
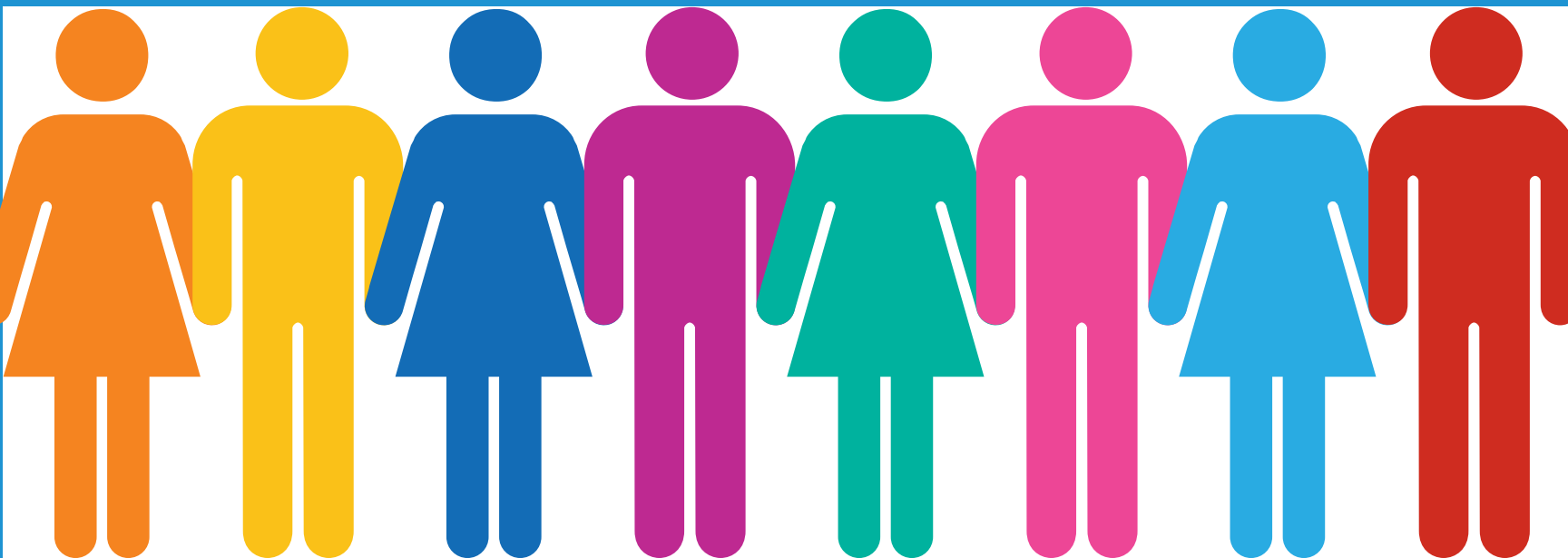
UN-SWAP 2.0
SUMMARY, ANALYSIS AND KEY INSIGHTS 2018-2023

UN-SWAP 2.0 SUMMARY OF 2023 REPORTING RESULTS

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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 Department for General Assembly and Conference Management.

Seventy-four UN entities reported in 2023, up from 73 entities in the previous year and 55 in the first year of reporting, 2012.
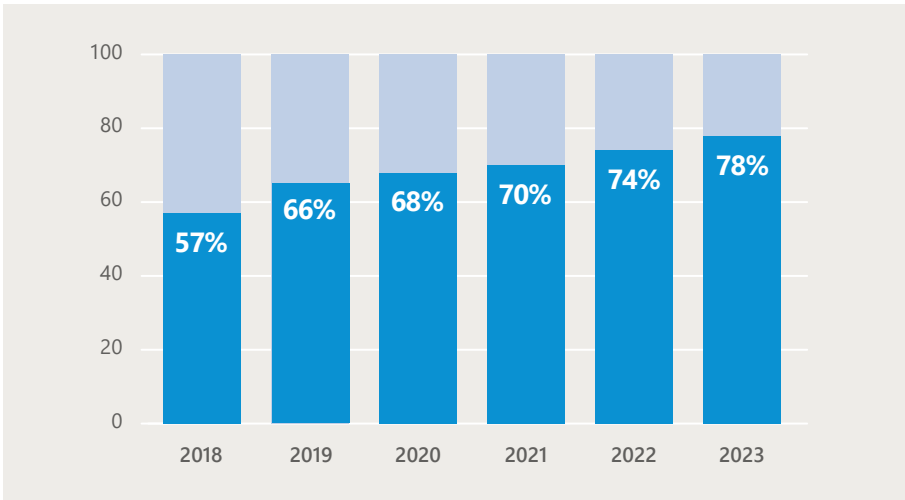
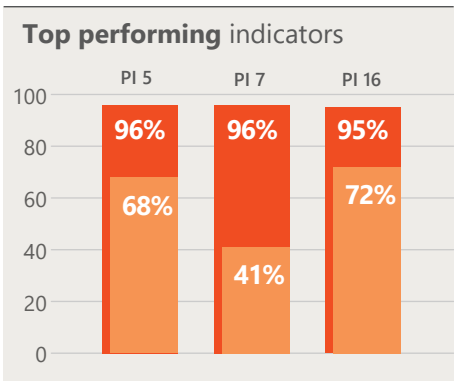# PERCENTAGE OF UN-SWAP RATINGS THAT MET OR EXCEEDED REQUIREMENTS
(Not applicable ratings omitted)

For UN-SWAP 2.0, system-wide performance increased from 57% in 2018 to 78% in 2023, reflecting steady year-on-year progress.

The number of UN-SWAP reporting entities increased from 66 in 2018 to 74 in 2023.

Bar chart: 2018: 57%, 2019: 66%, 2020: 68%, 2021: 70%, 2022: 74%, 2023: 78%

COMPARATIVE ANAYLSIS OF PERFORMANCE ON KEY UN-SWAP INDICATORS

Top performing indicators

PI 5: 96% / 68%, PI 7: 96% / 41%, PI 16: 95% / 72%

PI 5 Audit
96% of entities mainstreamed gender considerations in audits
68% of entities conducted a corporate gender audit

PI 7 Leadership
96% of entities with senior managers championing GEWE*
41% of entities with senior managers promoting UN-SWAP

PI 16 Knowledge & Communication
95% of entities systematically disseminated info on GEWE
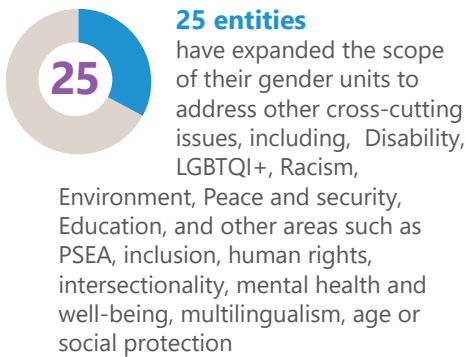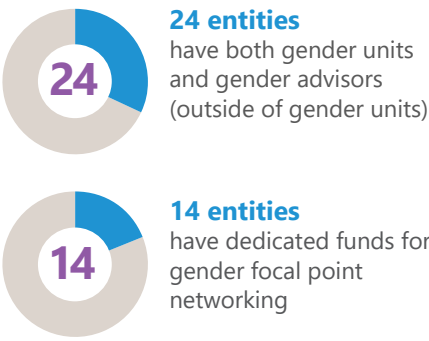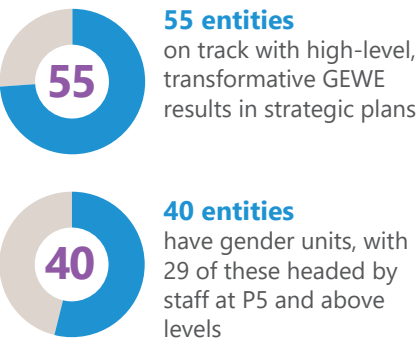**72%** of entities involved in inter-agency GEWE communities

Low performing indicators

PI 9: 56%, PI 10: 39%, PI 12: 36%
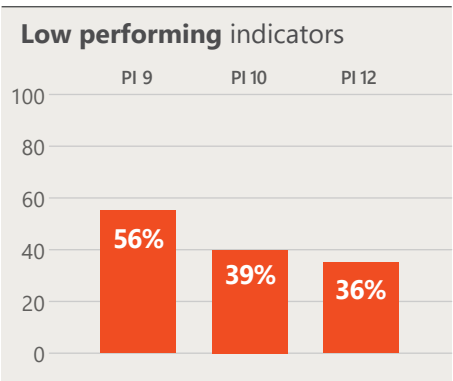
PI 9 Financial Resource Tracking
56% of entities used financial tracking mechanisms for GEWE

PI 10 Financial Resource Allocation
39% of entities met their financial benchmark contributing to GEWE

PI 12 Equal Representation of Women
36% of entities reached gender parity across all professional levels

Top progress indicators (2018-2023)

PI 17: +49% / 31% → 80%, PI 1: +19% / 66% → 85%, PI 14: +18% / 45% → 63%
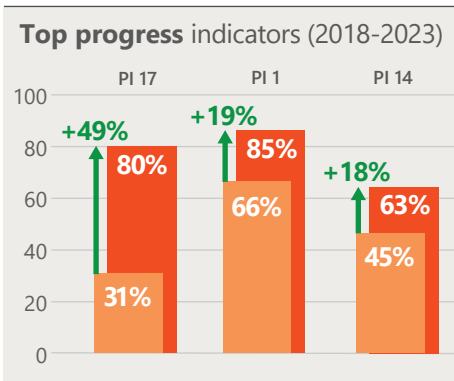
PI 17 Coherence
+49% increase since 2018, reaching
80% in participation in GEWE related inter-agency mechanisms and peer reviews by 2023

PI 1 Strategic Planning Results
+19% increase since 2018, with
85% of entities on track to achieve high-level GEWE results by 2023

PI 14 Capacity Assessment
+18% increase since 2018, with
63% of entities developed a capacity building plan by 2023

A SNAPSHOT OF THE GENDER ARCHITECTURE ACROSS 74 UN-SWAP REPORTING ENTITIES

55 entities on track with high-level, transformative GEWE results in strategic plans

24 entities have both gender units and gender advisors (outside of gender units)

25 entities have expanded the scope of their gender units to address other cross-cutting issues, including, Disability, LGBTQI+, Racism, Environment, Peace and security, Education, and other areas such as PSEA, inclusion, human rights, intersectionality, mental health and well-being, multilingualism, age or social protection

40 entities have gender units, with 29 of these headed by staff at P5 and above levels

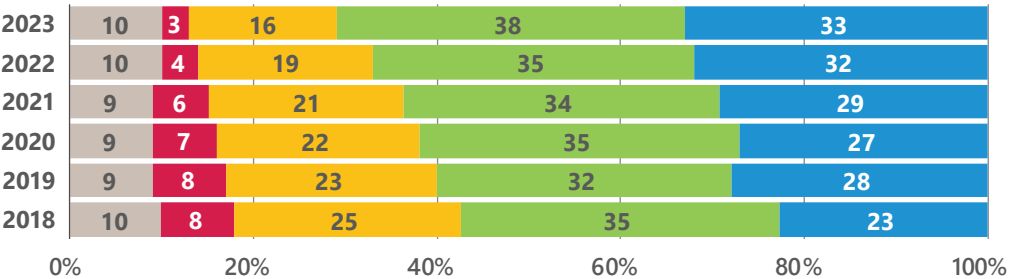**14 entities** have dedicated funds for gender focal point networking

GEWE: Gender Equality and Women's Empowerment

COMPARISON OF PERFORMANCE WITHIN THE UN SYSTEM BY ENTITY TYPE

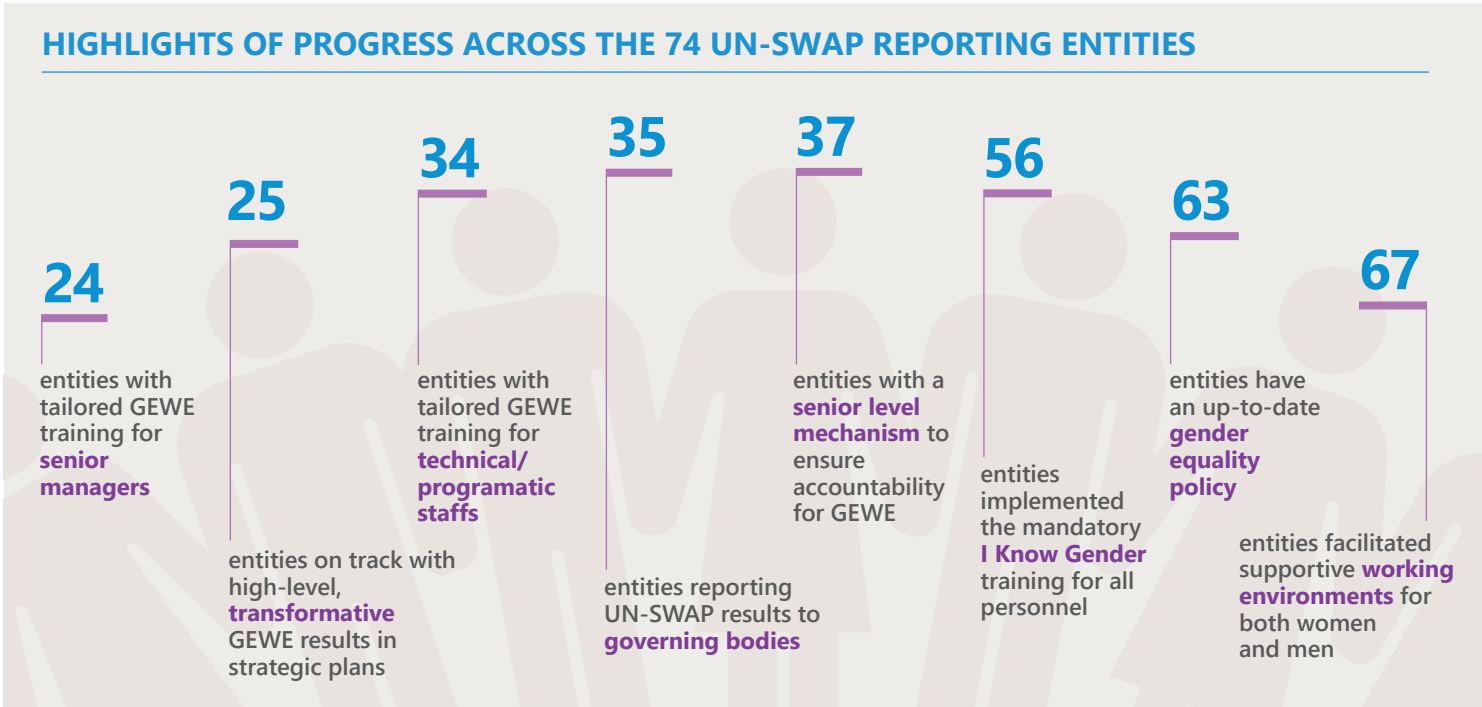Percentage of ratings that met or exceeded requirements (not applicable ratings omitted)

BY ENTITY TYPES

	2018	2023
UN System 74 entities	57%	78%
UN Secretariat 38 entities	62%	81%
Funds and Programmes 14 entities	66%	87%
Specialized Entities 4 entities	54%	81%
Technical Focus 11 entities	34%	54%
Training Institutes 6 entities	47%	81%
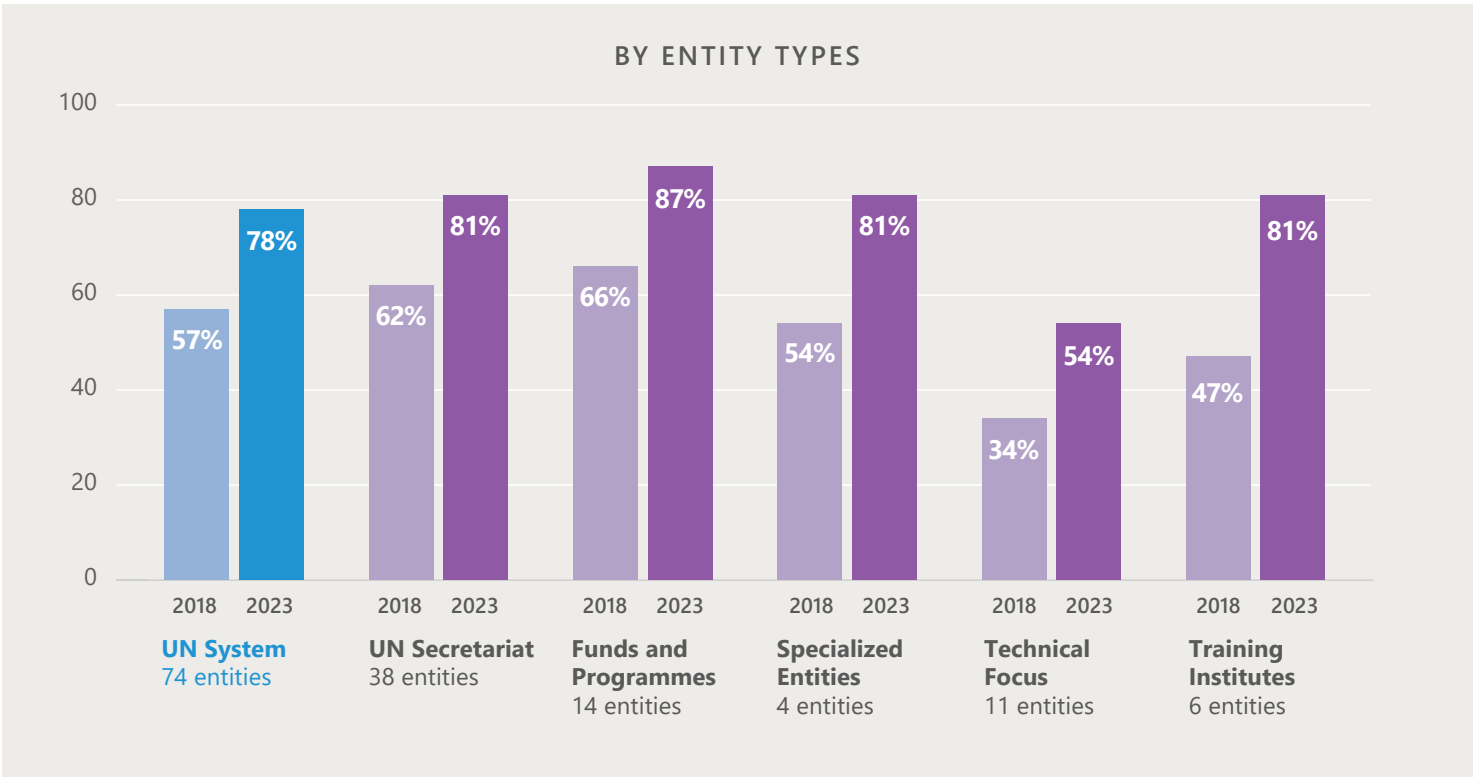
COMPARISON OF UN-SWAP RATINGS BY YEAR | PERCENTAGE OF ALL RATINGS

Year					
2023	10	3	16	38	33
2022	10	4	19	35	32
2021	9	6	21	34	29
2020	9	7	22	35	27
2019	9	8	23	32	28
2018	10	8	25	35	23

0%   20%   40%   60%   80%   100%

HIGHLIGHTS OF PROGRESS ACROSS THE 74 UN-SWAP REPORTING ENTITIES

24 entities with tailored GEWE training for **senior managers**

25 entities on track with high-level, **transformative** GEWE results in strategic plans

34 entities with tailored GEWE training for **technical/ programatic staffs**

35 entities reporting UN-SWAP results to **governing bodies**

37 entities with a **senior level mechanism** to ensure accountability for GEWE

56 entities implemented the mandatory **I Know Gender** training for all personnel

63 entities have an up-to-date **gender equality policy**

67 entities facilitated supportive **working environments** for both women and men
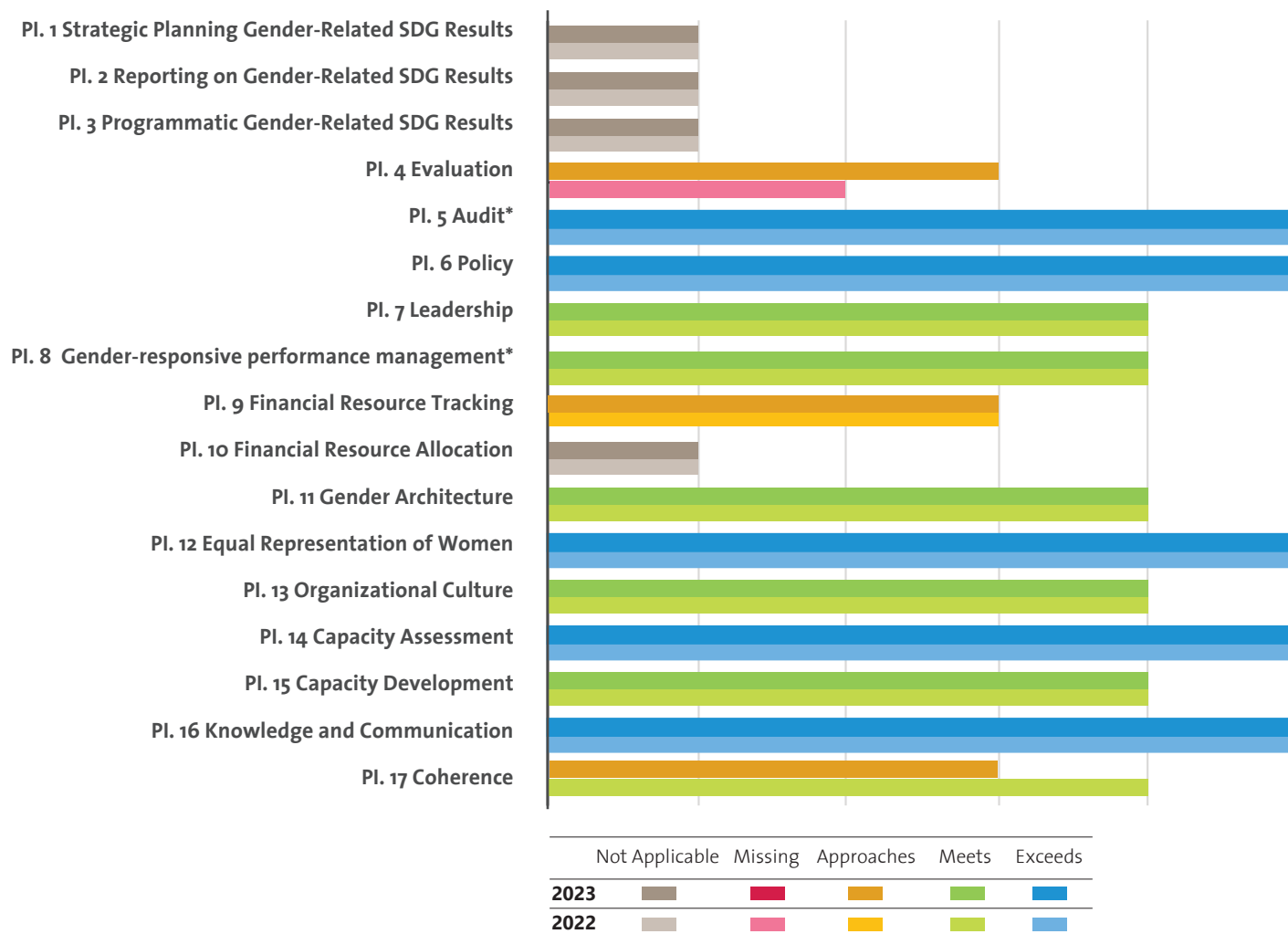
UNITED NATIONS DEPARTMENT FOR GENERAL ASSEMBLY AND CONFERENCE MANAGEMENT (DGACM)

UN-SWAP 2.0
PERFORMANCE 2018-2023

The following three pages capture DGACM's performance on UN-SWAP 2.0 indicators for 2018-2023.

In 2023, DGACM met or exceeded the requirements for 10 out of 13 applicable performance indicators.

UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2022-2023)

	Not Applicable	Missing	Approaches	Meets	Exceeds
2023					
2022					

Indicators (top to bottom):
- PI. 1 Strategic Planning Gender-Related SDG Results
- PI. 2 Reporting on Gender-Related SDG Results
- PI. 3 Programmatic Gender-Related SDG Results
- PI. 4 Evaluation
- PI. 5 Audit*
- PI. 6 Policy
- PI. 7 Leadership
- PI. 8 Gender-responsive performance management*
- PI. 9 Financial Resource Tracking
- PI. 10 Financial Resource Allocation
- PI. 11 Gender Architecture
- PI. 12 Equal Representation of Women
- PI. 13 Organizational Culture
- PI. 14 Capacity Assessment
- PI. 15 Capacity Development
- PI. 16 Knowledge and Communication
- PI. 17 Coherence

PERFORMANCE HIGHLIGHTS IN 2023

Most significant gains

- DGACM exceeded the requirements for five indicators and met them for another five indicators.
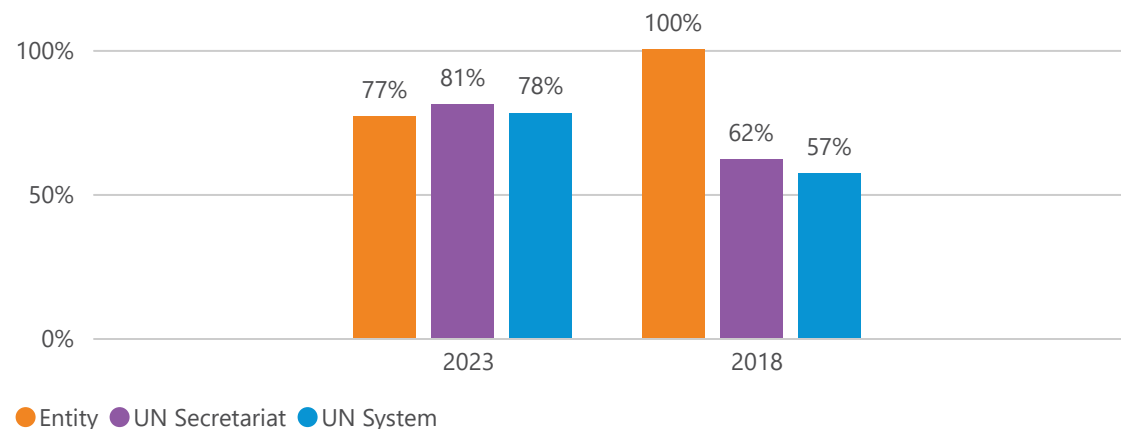
Areas for improvement

- UN Women encourages DGACM to focus on the three indicators approaching requirements: Evaluation, Financial Resource Tracking and Coherence.

* 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.
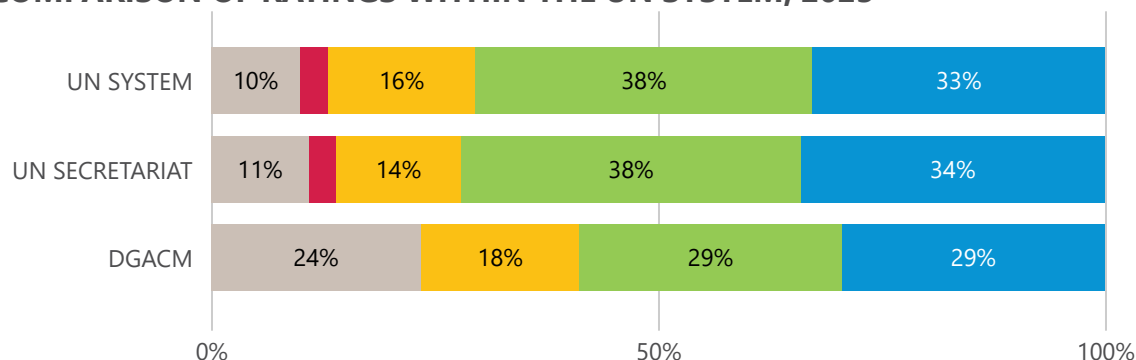
COMPARISON OF OVERALL PERFORMANCE WITHIN THE UN SYSTEM, 2018-2023

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

2023: Entity 77%, UN Secretariat 81%, UN System 78%
2018: Entity 100%, UN Secretariat 62%, UN System 57%
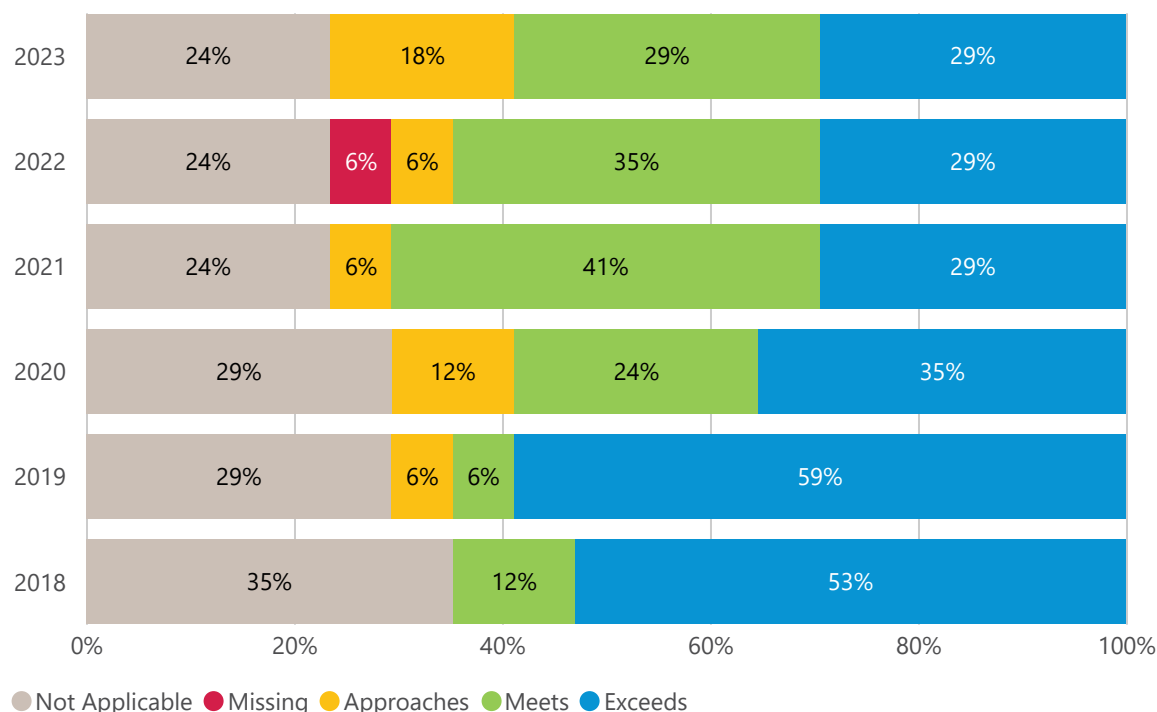
Legend: ● Entity ● UN Secretariat ● UN System

In 2018, DGACM's performance was above the average of the UN Secretariat and the overall UN System. In 2023, the entity trailed slightly the average performance of the UN Secretariat and the overall UN System.

COMPARISON OF RATINGS WITHIN THE UN SYSTEM, 2023

	Not Applicable	Missing	Approaches	Meets	Exceeds
UN SYSTEM	10%		16%	38%	33%
UN SECRETARIAT	11%		14%	38%	34%
DGACM	24%		18%	29%	29%

As an entity with a mainly administrative focus, DGACM evaluated more indicators as "not applicable" than other UN Secretariat entities and the overall UN System.

COMPARISON OF RATINGS BY YEAR, ENTITY SPECIFIC, 2018-2023

Year	Not Applicable	Missing	Approaches	Meets	Exceeds
2023	24%		18%	29%	29%
2022	24%	6%	6%	35%	29%
2021	24%		6%	41%	29%
2020	29%		12%	24%	35%
2019	29%		6%	6%	59%
2018	35%			12%	53%

Legend: ● Not Applicable ● Missing ● Approaches ● Meets ● Exceeds

From 2018 to 2023, DGACM maintained a similar total share of indicators rated as "meeting" or "exceeding" requirements.

In 2023, DGACM reported "exceeding" or "meeting" requirements for one fewer indicator than the previous year.

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, 2023

Level	Women	Men
ASG	100%	
D2	80%	20%
P4	59%	41%
P3	55%	45%
P5	53%	47%
D1	47%	53%
P2	43%	57%
USG		100%
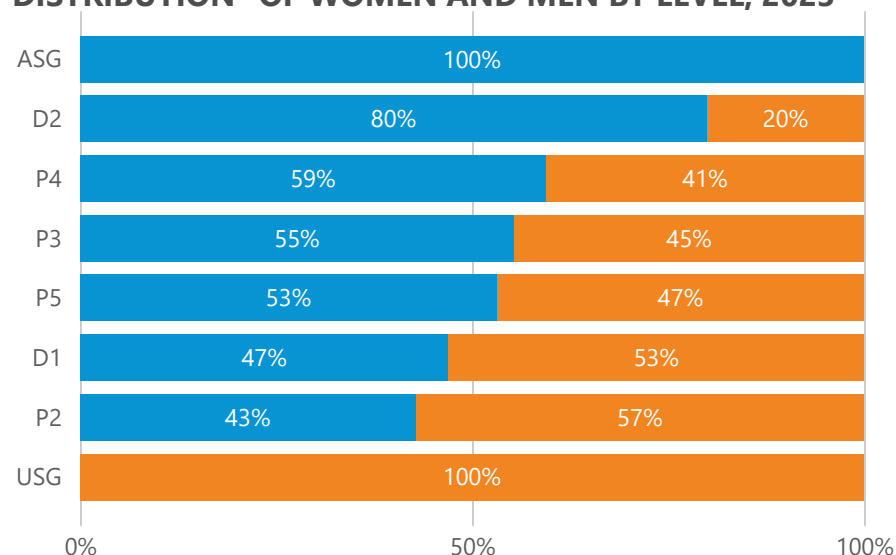
● Women ● Men   *Ranked in descending order*

TREND 2018-2023

- The representation of women has increased at the P4, P5 and D2 levels when compared with 2018 staff figures.
- Equal representation of women has been achieved from the P3 to D2 levels.
- Concerted efforts are needed to reach gender parity at the P2 level.

GENDER PARITY STRATEGY

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 2023 report of the Secretary-General on the Improvement in the Status of Women in the UN system (A/78/206), 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

COMPARISON ON DISTRIBUTION OF WOMEN 2018 AND 2023

Level	2018	2023
P2	65%	43%
P3	64%	55%
P4	52%	59%
P5	48%	53%
D1	50%	47%
D2	40%	80%
ASG	0%	100%
USG	100%	0%
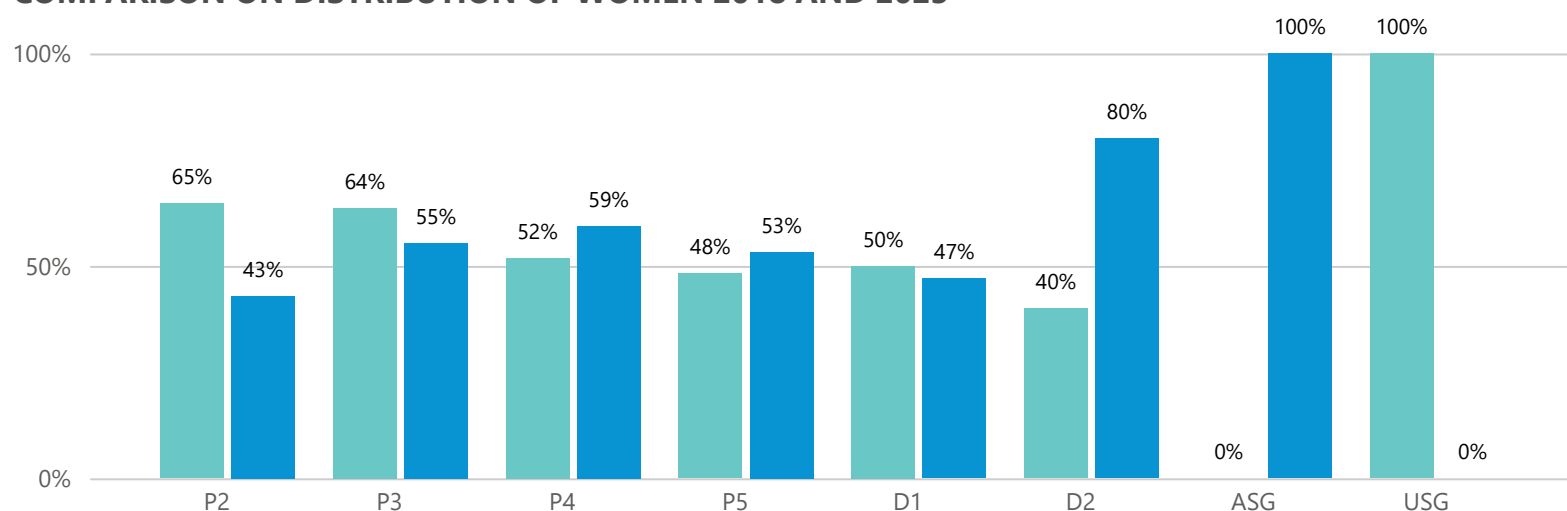
● 2018 ● 2023   *The analysis is based on data provided by the entity as of 31 December 2023 and as of 31 December 2018.*