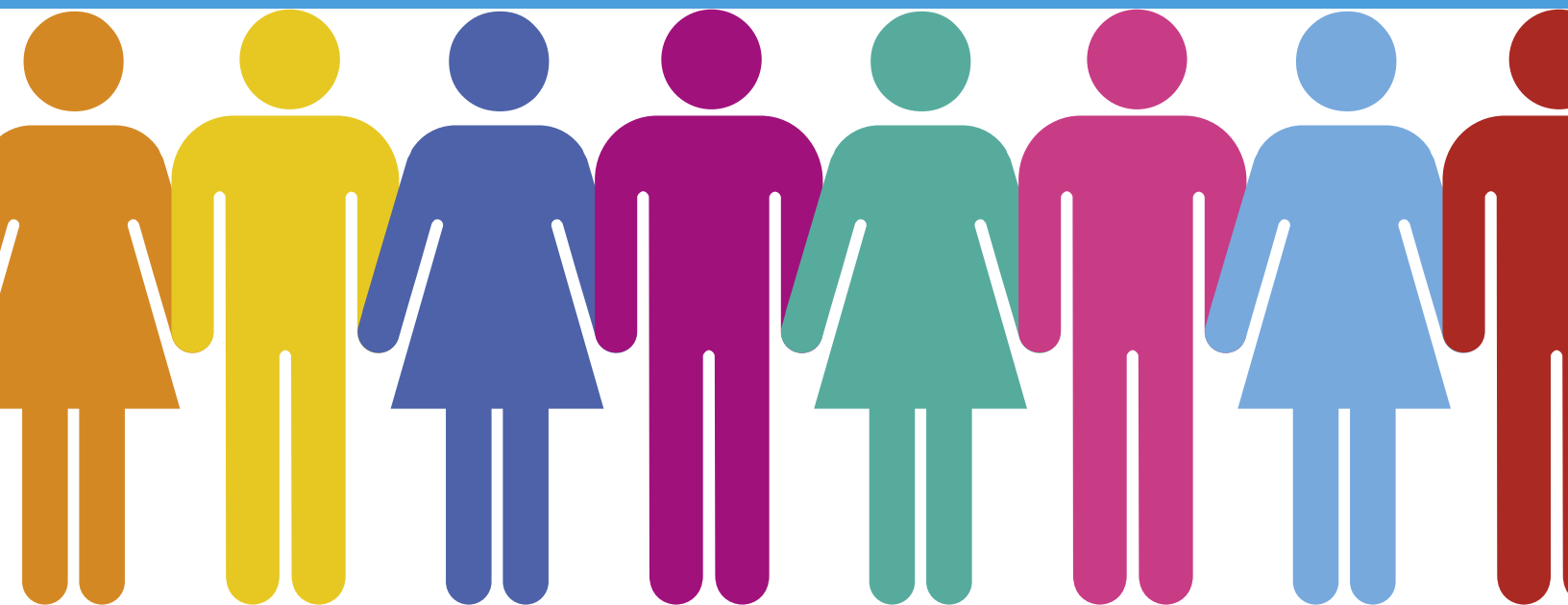


UN-SWAP 2.0

A UN SYSTEM-WIDE FRAMEWORK TO
MAINSTREAM GENDER EQUALITY AND
THE EMPOWERMENT OF WOMEN



What is UN-SWAP 2.0?

The UN System-wide Action Plan (UN-SWAP) on gender equality and the empowerment of women constitutes the first unified accountability framework to systematically capture, monitor and measure performance on mainstreaming gender perspectives into the work of the UN system.

Created as a response to ECOSOC agreed conclusions 1997/2, which called upon the UN system to mainstream a gender perspective throughout its work, the UN-SWAP was endorsed by the United Nations Chief Executives Board for Coordination (CEB) in April 2012.

During the first implementation phase (2012-2017), the share of entities meeting and exceeding requirements more than doubled, a sign of sustained improvement on key issues related to gender mainstreaming. The 2019 Joint Inspection Unit review concluded that the UNSWAP has proven to be a catalyst for progress towards gender mainstreaming, an effective framework for tracking system-wide advancement and, most importantly, a system-wide achievement.

Building on this significant system wide progress, a second generation of the System-wide Action Plan (UN-SWAP 2.0) was developed through widespread consultations across UN-system entities and launched in 2018.

UN-SWAP 2.0 (2018-2022) raises the bar for accountability by strengthening existing indicators and anchoring the framework within the 2030 Agenda for Sustainable Development. UN-SWAP 2.0 is contextualized to the UN reform and the planned move to system-wide reporting on collective results linked to gender-related targets of the SDGs, including SDG 5.

UN-SWAP 2.0 is complemented by the updated UNCT-SWAP Gender Equality Scorecard. This equivalent accountability framework for gender mainstreaming at the UN Country Team level was endorsed by the United Nations Sustainable Development Group and co-launched by UNDP and UN Women in 2018.

To learn more about the UN-SWAP, please take the UN-SWAP dedicated e-module within the “I Know Gender” course available free of charge and visit the [UN-SWAP website](#)

Goal

To enhance the UN system’s ability to hold itself accountable in a systematic, coordinated and harmonized manner for its work on gender equality and the empowerment of women.

UN-SWAP 2.0 reporting and rating framework

The UN-SWAP 2.0 includes a set of 17 common Performance Indicators, organized in two sections (Gender-related SDG results and Institutional strengthening to support achievement of results) and clustered around six broad areas.

The UN-SWAP rating system consists of five levels. The ratings allow UN entities to self-assess and report on their standing with respect to each indicator, and to move progressively towards excellent performance.

- EXCEEDS REQUIREMENTS
- MEETS REQUIREMENTS
- APPROACHES REQUIREMENTS
- MISSING
- NOT APPLICABLE

Entities report to UN Women annually through an online reporting system. UN Women reviews all reports to control for quality and accuracy of ratings. UN-SWAP 2.0 reporting requires the submission of Action Plans to accompany ratings for all indicators.

UN Women is responsible for coordinating and facilitating the implementation of the UN-SWAP 2.0, providing guidance to participating entities through a help-desk function and reporting on systemwide progress towards gender equality and the empowerment of women. The annual Secretary-General’s report on mainstreaming a gender perspective into all policies and programmes in the United Nations system includes an analysis of systemwide performance on gender mainstreaming based on UN-SWAP 2.0 and UNCT-SWAP results.

To close the feedback loop, UN Women Executive Director issues an annual report card to the executive management of each reporting entity containing an analysis of the progress made, comparisons with cohorts and suggestions for improvements needed to meet the expected results in relation to each indicator.

Timeline of the UN-SWAP

1997	The United Nations Economic and Social Council (ECOSOC) calls for the creation of an accountability mechanism for gender mainstreaming (Agreed Conclusions 1997/2)
2006	CEB endorses a UN System-wide Policy on Gender Equality and the Empowerment of Women (GEEW) (CEB/2006/2)
2010	The General Assembly creates UN Women establishing its mandate to lead, coordinate and promote the accountability of the UN system in its work on GEEW (A/RES/64/289)
2011	UN Women operationalizes the GEEW policy (CEB/2006/2) and develops the UN-SWAP framework after consultations with over 50 entities and piloting by 8 entities
2012	CEB endorses a multi-phased UN-SWAP for its application throughout the UN system ECOSOC and Quadrennial Comprehensive Policy Review of operational activities for development (QCPR) welcome the UN-SWAP (E/RES/2012/24) (A/RES/67/226)
2013 2017	ECOSOC annually reiterates the request for the UN system to continue the full implementation of the UN-SWAP and report on progress (E/RES/2013/16, E/RES/2014/12, E/RES/2015/58, E/RES/2016/2, E/RES/2017/9)
2014	The Government of Switzerland supports the implementation of the UN-SWAP through a generous contribution
2015	UN-SWAP Knowledge Hub offers the first comprehensive library of system-wide gender equality work, available to all UN Network members
2016	QCPR calls upon all entities of the UN development system to fully implement the UN-SWAP (A/RES/71/243)
2017	UN Women leads extensive system-wide consultations involving 50 UN entities, an 11-member inter-agency Working Group on Gender Related Sustainable Development Goals (SDG) Results and piloting exercise with 10 entities for the development of UN-SWAP 2.0
2018	UN-SWAP 2.0, the next phase of the UN-SWAP, which measures GEEW work at the corporate level, and the country level counterpart the UNCT-SWAP Gender Scorecard, are rolled out for implementation. UN-SWAP Focal Point Network membership reaches more than 400 members ECOSOC requests the full implementation of UN-SWAP 2.0 as well as enhancing the consistency and accuracy of reporting in order to achieve full annual reporting by the entire United Nations system (E/RES/2018/7)
2019	JIU Review of the UN-SWAP 1.0 considers it is a catalyst for progress towards gender mainstreaming and a system-wide success UN-SWAP 2.0 concludes first year of implementation. ECOSOC reiterates the request for the UN system to continue to fully implement the UN-SWAP 2.0 (E/RES/2019/2)
2020	QCPR calls upon all entities of the United Nations development system to continue to promote gender equality and the empowerment of all women and girls by enhancing and accelerating gender mainstreaming through the full implementation of the UN-SWAP (A/RES/75/233)
2021	ECOSOC reiterates the request for the UN system to fully implement the UN-SWAP 2.0 (E/RES/2021/7)

How is it implemented?

The UN-SWAP implementation requires a multipronged strategy, based on:

1. Inter-governmental support

Critical for internal and external advocacy, the annual Secretary-General's report to the ECOSOC, and subsequent Resolution, on Mainstreaming a gender perspective into all policies and programmes in the United Nations system provides a vehicle to draw attention to system-wide challenges and strengths.

2. Leveraging existing networks

An expanding web of business owners are responsible for reporting gender mainstreaming progress against specific UN-SWAP 2.0 indicators. These include UN Evaluation Group, UN Representatives of Internal Audit Services, CEB Finance and Budget Network, Human Resources and Strategic Planning Networks.

3. Strengthening the UN-SWAP focal point network

An interagency focal point network comprised of more than 400 individuals across 70 entities regularly come together to exchange information and discuss lessons learned, best practices and challenges. Annual UN-SWAP conferences represent a unique opportunity for UN Women to promote a sense of community regarding the work on GEEW across the UN system.

4. Central coordination hub

The UN-SWAP Secretariat in UN Women provides a Help Desk that supports ongoing requests for entity-specific assistance and offers individualized guidance on UN-SWAP 2.0 reporting.

5. Communication and knowledge sharing

UN Women regularly produces advocacy and knowledge-based products, and annual, customized reporting analysis for all entities. A comprehensive library of UN system work on GEEW, the "UN-SWAP Knowledge Hub", promotes harmonization and dissemination of knowledge.

A. Gender-related SDG results

a. RESULTS BASED MANAGEMENT



1. STRATEGIC PLANNING GENDER-RELATED SDG RESULTS

The main strategic planning document includes at least one high-level result on gender equality and the empowerment of women which will contribute to meeting SDG targets, and reference to SDG 5 targets and the entity has achieved or is on track to achieve the high-level result on GEEW.



2. REPORTING ON GENDER-RELATED RESULTS

Reporting to the Governing Body or equivalent on the high-level result on gender equality and the empowerment of women which will contribute to meeting SDG targets, including SDG 5 and systematic use of sex-disaggregated data in strategic plan reporting



3. PROGRAMMATIC GENDER-RELATED RESULTS NOT DIRECTLY CAPTURED IN THE STRATEGIC PLAN

Programmatic results on gender equality and the empowerment of women are met or on track to be met. Entities with a mainly administrative function and training and research institutes can use this indicator to report on planned gender-related results not reported on elsewhere in the UN-SWAP.

b. OVERSIGHT



4. EVALUATION

Meets the UNEG gender equality - related norms and standards and applies the UNEG Guidance on Integrating Human Rights and Gender Equality in evaluation during all phases of the evaluation



5. AUDIT

Based on risks assessments at engagement level, internal audit departments have developed tools for auditing gender equality and the empowerment of women related issues (e.g. policy compliance, quality of reporting etc.) and apply these as appropriate in all relevant audit phases

B. Institutional strengthening to support achievement

c. ACCOUNTABILITY



6. POLICY AND PLAN

Up-to-date gender equality and women's empowerment, including gender mainstreaming and the equal representation of women, policies and plans implemented



7. LEADERSHIP






Senior managers internally and publicly champion gender equality and the empowerment of women





8. GENDER RESPONSIVE PERFORMANCE MANAGEMENT

Assessment of gender equality and the empowerment of women integrated into core values and/or competencies for all staff, with a particular focus on levels P4 or equivalent and above



d. HUMAN AND FINANCIAL RESOURCES

	9. FINANCIAL RESOURCE TRACKING	Financial resource tracking mechanism in use to quantify disbursement of funds that promote gender equality and women's empowerment
	10. FINANCIAL RESOURCE ALLOCATION	Financial benchmark for resource allocation for gender equality and women's empowerment mandate is met
	11. GENDER ARCHITECTURE	Gender focal points or equivalent at HQ, regional and country levels are: <ul style="list-style-type: none">• appointed from staff level P4 and above for both mainstreaming and representation of women• have written terms of reference• at least 20 per cent of their time is allocated to gender focal point functions Gender department/unit is fully resourced according to the entity mandate
	12. EQUAL REPRESENTATION OF WOMEN	The entity has reached the equal representation of women for General Service staff and all professional levels
	13. ORGANIZATIONAL CULTURE	Organizational culture fully supports promotion of gender equality and the empowerment of women (including implementation of facilitative policies related to parental leave and work-life balance; and monitoring mechanisms, such as regular global staff surveys and exit interviews, and implementation of policies for the prevention of discrimination and harassment, etc.)

e. CAPACITY

	14. CAPACITY ASSESSMENT	<ul style="list-style-type: none">• Entity-wide assessment of capacity of all relevant entity staff at HQ, regional and country levels in gender equality and women's empowerment is carried out• A capacity development plan is established or updated at least every five years
	15. CAPACITY DEVELOPMENT	Ongoing mandatory training for all levels of entity staff at HQ, regional and country offices

f. COHERENCE

	16. KNOWLEDGE AND COMMUNICATION	<ul style="list-style-type: none">• Knowledge on gender equality and women's empowerment is systematically documented and publicly shared• Communication plan includes gender equality and women's empowerment as an integral component of internal and public information dissemination
	17. COHERENCE	<ul style="list-style-type: none">• Participates systematically in inter-agency coordination mechanisms on gender equality and the empowerment of women• Participates in a UN-SWAP peer review process

How is the UN-SWAP changing the way in which the UN system implements the gender mainstreaming strategy?

The UN-SWAP's innovative and pioneering approach has resulted in several significant shifts in how the UN system mainstreams GEEW institutionally and programmatically. Consequently, and as testament to its functionality and efficacy as an accountability framework, it has served as an inspiration for others and been replicated and implemented in other sectors, as recently in the Youth 2030 UNCT Scorecard, or the SWAP for the Disability Inclusion Strategy (UN DIS).

“UN-SWAP has proven to be an effective framework for tracking system-wide progress and a useful benchmark and catalyst for advancement towards gender mainstreaming, and, above all, a system-wide achievement as most of the reporting entities had a hand in the development of the framework and its implementation” [JIU Review of UN-SWAP first phase of implementation \(2012-2017\), 2019](#)

BEFORE UN-SWAP	UNDER UN-SWAP 2.0
Limited guidance and direction on gender equality and empowerment of women	<ul style="list-style-type: none"> • Agreed standards applied and monitored systematically across all entities, departments and offices of the UN system • Enhanced clarity as to what gender mainstreaming means for non-gender specialists, and on the differences between one of its elements, the equal representation of women, and the broader concept of gender mainstreaming
Weak accountability, in particular for senior managers	<ul style="list-style-type: none"> • Enhanced senior manager accountability and leadership • Member States mandate reporting and compliance against the UN-SWAP
Disparate and fragmented data	<ul style="list-style-type: none"> • A uniform and harmonized methodology yields a baseline against which to measure progress, identify • UN-wide strengths, challenges and trends, and stimulate the analytic and evidence-based advocacy that is essential to sustainability
Responsibility for gender equality and the empowerment of women limited to gender units and Focal Points	<ul style="list-style-type: none"> • Shared responsibility by creating a web of business owners for different PIs and revitalized efforts for GEEW within and across entities • Enhanced sense of empowerment by Focal Points for • gender mainstreaming
Focal Points worked in relative isolation with few opportunities to network with other agencies	<ul style="list-style-type: none"> • Increased knowledge sharing, innovation and entity partnerships • Rejuvenated networks of gender equality advocates within and across UN system entities, department and offices
No system-wide coherence on gender equality and empowerment of women, and limited awareness of similar work by other entities	<ul style="list-style-type: none"> • Greater complementarity of work on gender equality and empowerment of women • Improved allocation of human and financial resources for gender mainstreaming
Lack of system-wide overview of progress of gender equality and empowerment of women related work	Comprehensive overview of system-wide progress on gender equality work and gender-related results of the SDGs to reflect UN system support to Member States in their efforts to meet the gender-related SDG targets

The Way Forward

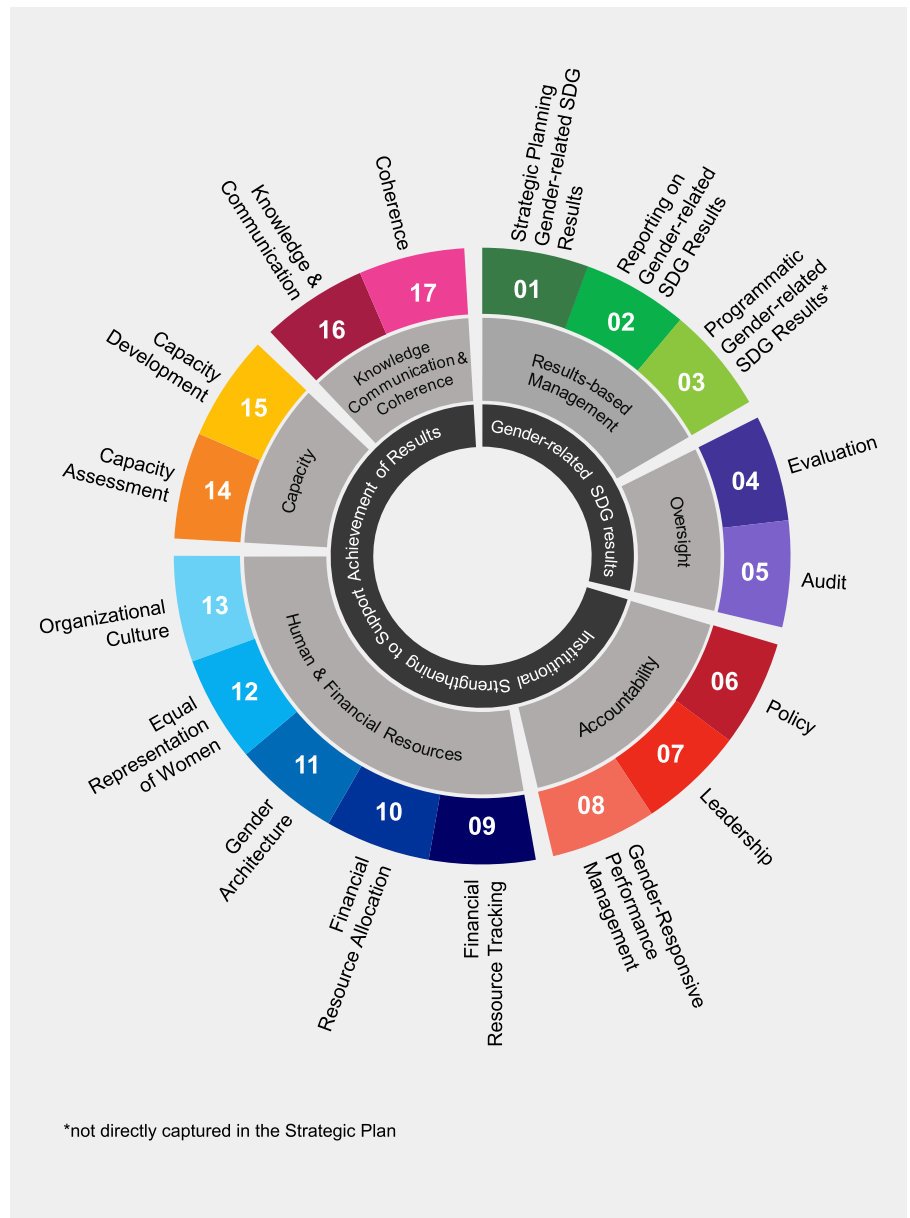
The implementation of UN-SWAP 2.0 brings together increased accountability for gender-related results, including those related to the SDGs, and a system-wide overview of progress on gender equality work and gender-related results of the SDGs.

Through its regular monitoring and reporting on system-wide performance against UN-SWAP 2.0 performance indicators, UN Women aims to capture UN-system support to Member States in their efforts to meet gender-related SDGs and demonstrate how institutional change on gender mainstreaming at the corporate level can trickle down to operational activities that benefit women and girls globally.

As the second implementation phase of the UN-SWAP ends in 2022, UN Women will lead a participatory process to evaluate progress and factors hindering progress and develop necessary updates for a third implementation phase beginning in 2023. The objective is to continue strengthening system-wide reporting on results to serve the purpose of identifying gaps and overlaps and outlining a vision of a UN system better aligned to deliver on gender-related results of the 2030 Agenda for Sustainable Development.

The 2020 Quadrennial Comprehensive Policy Review (A/RES/75/233)

“Calls upon all entities of the United Nations development system to continue to promote gender equality and the empowerment of all women and girls by enhancing and accelerating gender mainstreaming through the full implementation of the System-wide Action Plan on Gender Equality and the Empowerment of Women, developed under the leadership of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), as well as



the United Nations country team performance indicators for gender equality and the empowerment of women (the UNCT SWAP “scorecard”) in particular with regard to gender-responsive performance management and strategic planning, and to enhance the collection, availability and use of sex-disaggregated data, reporting and resource tracking, and drawing on available gender expertise in the system at all levels..”

To learn more about promoting
accountability through the
UN-SWAP 2.0 and the status of
system-wide implementation
please visit the [UN-SWAP website](http://www.unwomen.org)



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