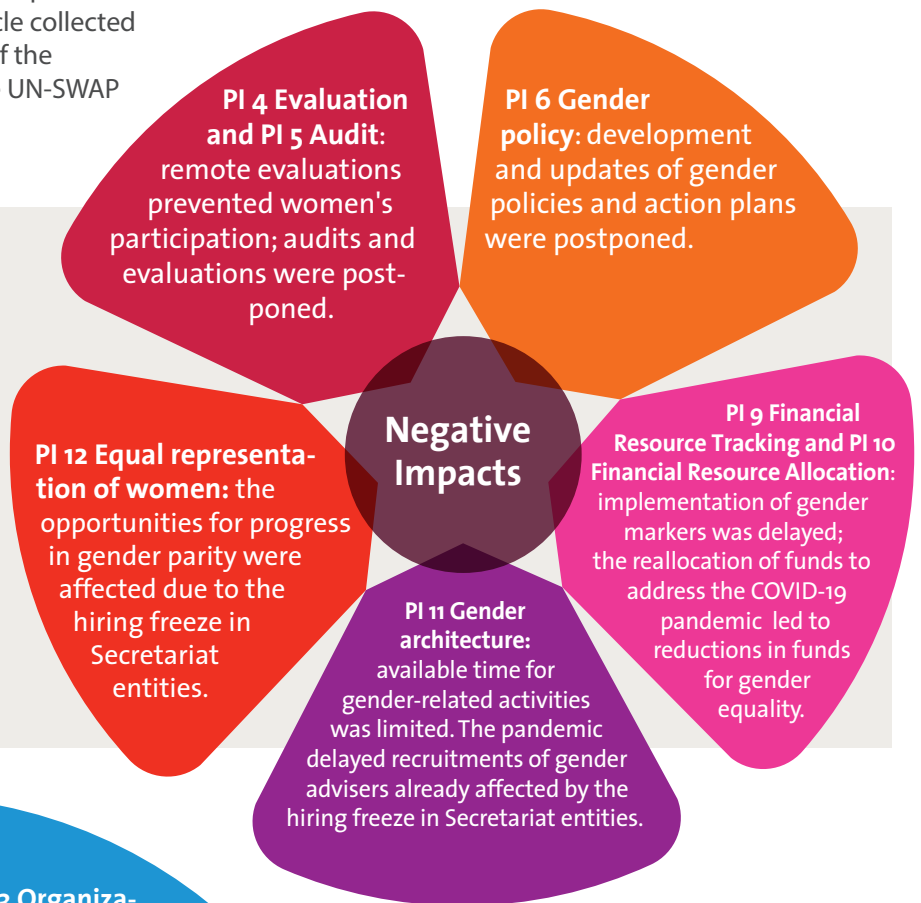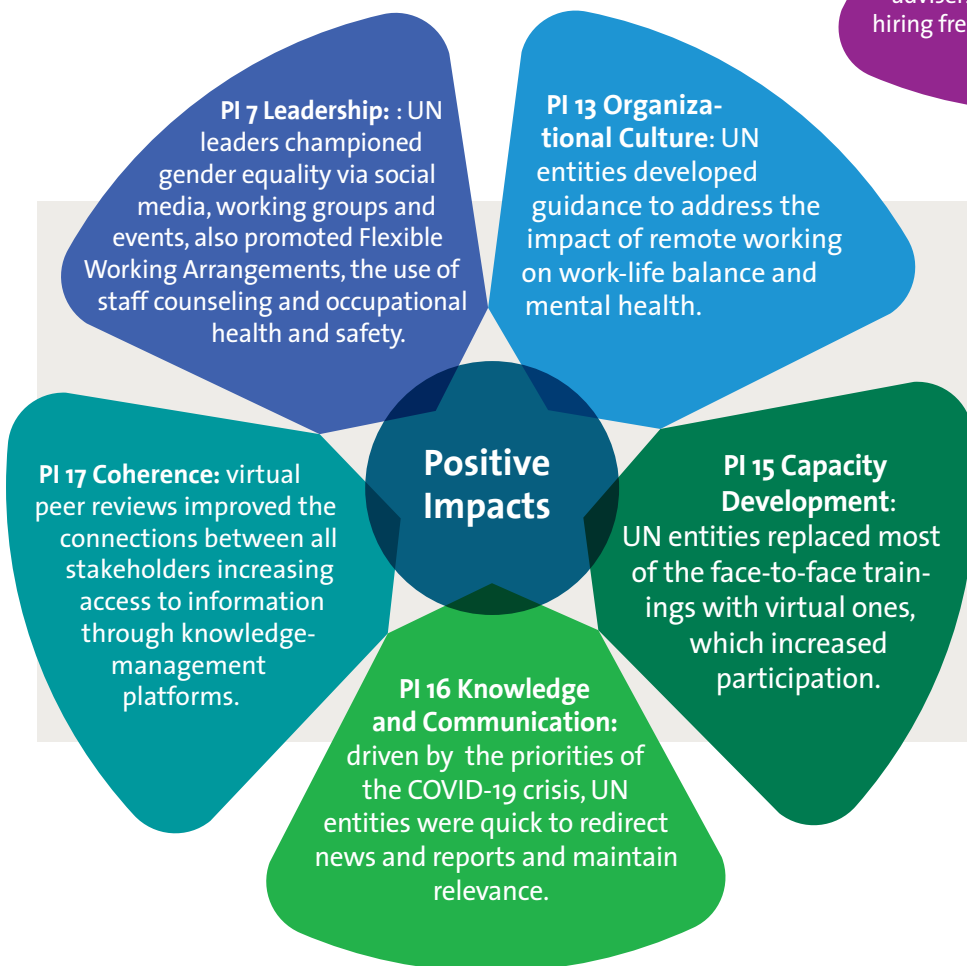During the pandemic, the global spread of COVID-19 caused a massive health, humanitarian and development crisis that has exacerbated gender inequalities. In view of that unprecedented situation, the 2020-2021 UN-SWAP reporting cycle collected information from 70 UN entities on the impact of the pandemic in the functional areas covered by the UN-SWAP 2.0 17 Performance Indicators.

RELEVANT EXAMPLES OF NEGATIVE IMPACTS ON UN SWAP 2.0 PERFORMANCE INDICATORS

Negative Impacts

PI 4 Evaluation and PI 5 Audit: remote evaluations prevented women's participation; audits and evaluations were postponed.

PI 6 Gender policy: development and updates of gender policies and action plans were postponed.

PI 9 Financial Resource Tracking and PI 10 Financial Resource Allocation: implementation of gender markers was delayed; the reallocation of funds to address the COVID-19 pandemic led to reductions in funds for gender equality.

PI 12 Equal representation of women: the opportunities for progress in gender parity were affected due to the hiring freeze in Secretariat entities.

PI 11 Gender architecture: available time for gender-related activities was limited. The pandemic delayed recruitments of gender advisers already affected by the hiring freeze in Secretariat entities.

Positive Impacts

PI 7 Leadership: : UN leaders championed gender equality via social media, working groups and events, also promoted Flexible Working Arrangements, the use of staff counseling and occupational health and safety.

PI 13 Organizational Culture: UN entities developed guidance to address the impact of remote working on work-life balance and mental health.

PI 17 Coherence: virtual peer reviews improved the connections between all stakeholders increasing access to information through knowledge-management platforms.

PI 15 Capacity Development: UN entities replaced most of the face-to-face trainings with virtual ones, which increased participation.

PI 16 Knowledge and Communication: driven by the priorities of the COVID-19 crisis, UN entities were quick to redirect news and reports and maintain relevance.

RELEVANT EXAMPLES OF POSITIVE IMPACTS ON UN SWAP 2.0 PERFORMANCE INDICATORS

UN entities were able to adapt to the pandemic challenges with great speed and creativity.

PI 7 Leadership

OSRSG-CAAC Special Representative raised extra-budgetary funds to conduct research on the specific impact of COVID-19 on girls in conflict areas.

PI 9 / PI 10 Financial Resource Tracking and Financial Resource Allocation

The UN COVID-19 Response and Recovery Multi-Partner Trust Fund (COVID-19 MPTF) introduced a gender equality marker and a 30% financial target for gender-focused joint proposals to ensure that funded initiatives addressed the gender implications of COVID-19.

PI 13 Organizational culture

ESCAP provided mentoring to staff members and created an informal network of women to help mitigate stress and hardship.

UNOCT implemented periodic "stand down" days, with minimal meetings or emails to allow staff to focus and catch up with work.

UNFPA introduced he first employee assistance program was to offer counselling support.

UNIDO established a working group on family-friendly policies and alternative working arrangements.

UNU conducted surveys on staff needs, morale and productivity to adapt policies and procedures.

PI 15 Capacity development

FAO's Gender Capacity development action plan provided virtual training workshops to raise awareness and strengthen the knowledge of staff and external partners in thematic areas such as climate-smart agriculture and gender-responsive emergency interventions.

DSS geared most of its Critical Incident Stress Management Unit's activities towards capacity building worldwide. As a result, training increased globally by 190 % in 2020.

PI 16 Knowledge and communication

WHO "Science, Solutions and Solidarity" communications strategy highlighted the risks faced by health workers in the COVID-19 response, highlighting the disproportionate and undervalued role that women played as the majority of the health workforce.

PI 17 Coherence

UNDP together with UN Women and other agencies created the IANGWE Working Group on COVID-19, which discussed an actionable UN response to COVID-19 and gender equality and developed the Checklist for integrating gender equality in the implementation of the UN Framework for the Socioeconomic Response to COVID-19