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| **UN-SWAP 3.0 BASELINE** | |
| PI 1   |  | | --- | | **Exceeding Requirements** | | An **intersectional gender analysis**, incorporating sex-disaggregated data, is carried out throughout its strategic planning process | | **and** | | **At least one high-level transformative result** on gender equality and the empowerment of women that is directly linked to SDG achievement is included in its main strategic planning document or equivalent | | **and** | | **Adequate resources**, both human and financial, for implementation of the gender-related high-level results(s) are allocated/described in the main strategic planning document, and/ or the entity’s budget document | | **and** | | **Indicators in the strategic planning document** and/or related results framework **integrate a gender perspective** | | **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **“Intersectional gender analysis”:**   1. (GEAP) Has an intersectional gender analysis, incorporating sex-disaggregated data, been carried out throughout the entity’s strategic planning process? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Adequate resources”:**   1. (GEAP) Are adequate resources, both human and financial, for implementation of the gender-related high-level results(s) allocated/described in the main strategic planning document? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Indicators”:**   1. Do indicators in the strategic planning document and/or related results framework integrate a gender perspective? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| PI 2   |  | | --- | | **Exceeding Requirements** | | **Guidance on measuring and reporting gender-related SDG results** including but not limited to utilizing an intersectional approach and sex-disaggregated data developed and provided by the Entity Strategic Planning Unit or equivalent | | **and** | | **High-level transformative result(s)** on gender equality and the empowerment of women that are directly linked to SDG achievement reported to its Governing Body or equivalent by systematically utilizing sex-disaggregated data in its strategic plan monitoring and reporting | | **and** | | **Gender analysis** informs the allocation of adequate resources for gender equality and the empowerment of women | | **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **“Guidance on measuring and reporting gender-related SDG results”:**   1. (GEAP) Has a guidance on measuring and reporting gender-related SDG results -- including but not limited to utilizing an intersectional approach and sex-disaggregated data – been developed and provided by the Entity Strategic Planning Unit or equivalent? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Gender analysis informs the allocation of adequate resources for GEWE”**   1. Does gender analysis inform the allocation of adequate resources for gender equality and the empowerment of women in your entity? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| PI 3   |  | | --- | | **Exceeding Requirements** | | Entity has achieved or is **on track to achieve its planned transformative results** on gender equality and the empowerment of women which will contribute to SDG achievement | | **and** | | Entity contributes to gender-related results through **joint initiatives and/ or joint programmes or equivalent** | | **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **“Joint initiatives and/ or joint programmes”:**   1. (GEAP) Does your entity contribute to gender-related results through joint initiatives and/ or joint programmes or equivalent? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| PI 6   |  | | --- | | **Exceeding Requirements** | | **Up to date gender equality policy**/policies or equivalent | | **and** | | **Deliverables in the costed action plan** have been achieved or are on track to be achieved in line with the proposed timeline for implementation | | **and** | | Adequate resources disbursed for implementation of the gender equality policy/ policies or equivalent | | **and** | | Entity reports at least every two years / regularly to the Governing Body or its equivalent on progress of the gender equality policies or equivalent | | **(Additional Question for 2024) For all ratings except “not applicable”*:***  Please indicate the year when your entity’s gender policy and plans conclude:  **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **“Costed action plan”:**   1. Does your entity’s gender policy have a costed action plan in place? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Adequate resources disbursed”:**   1. Has your entity disbursed adequate resources for implementation of the gender equality policy/policies or equivalent? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| PI 7   |  | | --- | | **Exceeding Requirements** | | **Gender equality and the empowerment of women is proactively promoted and pushed forward** by senior leadership both internally and publicly | | **and** | | **Entity’s progress, learning and accountability** for achieving results in the gender equality policies is enhanced through a senior level *Gender Steering and Implementation Committee* or equivalent | | **and** | | **Head of Gender Unit or equivalent** participates in senior management team meetings, as relevant | | **and** | | **The Head of the Gender Unit or equivalent** has a direct reporting line to senior leadership | | **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **~~“~~Push forward~~”~~**   1. (GEAP) Does senior leadership proactively address the push back against gender equality and the empowerment of women both internally and publicly? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Entity’s accountability”**   1. (GEAP) Is there a senior level Gender Steering and Implementation Committee or equivalent in your entity to enhance the entity’s progress, learning and accountability for achieving results related to the gender equality policies? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Head of Gender Unit or equivalent - participating”:**   1. (GEAP) Does the Head of Gender Unit or equivalent participate in senior management team meetings, as relevant? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Head of the Gender Unit or equivalent - reporting”**   1. Does the Head of the Gender Unit or equivalent have a direct reporting line to senior leadership? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| PI 8   |  | | --- | | **Exceeding Requirements** | | **Entity senior leadership are held accountable** for entity performance against the gender equality policies or equivalent | | **and** | | **Knowledge or experience in gender equality** is embedded as a desirable competency in new Job Descriptions/ Terms of Reference and recruitment processes as relevant | | **and** | | **A requirement for a proven track record in gender equality and the empowerment of women** is included in senior appointments | | **and** | | **System of recognition** rewards excellent work promoting gender equality and the empowerment of women | | **and** | | **Senior leadership acts on feedback on their gender-responsive leadership** through recurring and confidential staff surveys and/or 360-degree feedback mechanisms or equivalent | | **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **“Entity senior leadership are held accountable”**   1. Are senior leadership held accountable for entity performance against the gender equality policies or equivalent? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Knowledge or experience in gender equality is embedded as a desirable competency”:**   1. Is the knowledge or experience in gender equality embedded as a desirable competency in relevant Job Descriptions/ Terms of Reference and recruitment processes? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“A proven track record”**   1. (GEAP) Is a requirement for a proven track record in gender equality and the empowerment of women included in senior appointments? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Senior leadership acts on feedback”**   1. Does Senior leadership receive feedback on their gender-responsive leadership through recurring and confidential staff surveys and/or 360-degree feedback mechanisms or equivalent? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| PI 9   |  | | --- | | **Exceeding Requirements** | | **The four-point gender equality marker (GEM) scale** is applied through the entity’s Enterprise Resource Planning (ERP) system, in alignment with the CEB VII UN data standard | | **and** | | **Quality assurance** for the application of the GEM is ensured and supported through capacity building and guidance | | **and** | | **Quality-assured financial information** based on the GEM is reported to governing bodies or the CEB | | **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **“Quality assurance”**   1. Is quality assurance for the application of the GEM implemented? And supported through capacity building and guidance? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Quality-assured financial information”**   1. Is quality-assured financial information based on the GEM reported to governing bodies or elsewhere? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| PI 10   |  | | --- | | **Exceeding Requirements** | | **A financial target** for gender equality and the empowerment of women as a principal objective is met (GEM 3/2B) | | **and** | | **A financial target** for activities contributing significantly to gender equality and the empowerment of women is met (GEM 2/2A) | | **and** | | **A financial and narrative report** linking funding to specific gender-related results and ensuring there is a justification for activities considered GEM 0 is published | | **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **“(GEM 3/2B) - met”**   1. (GEAP) Has your entity established a financial target for gender equality and the empowerment of women as a principal objective (GEM 3)? Has it been met? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“(GEM 2/2A)”**   1. Has your entity established a financial target for activities contributing significantly to gender equality and the empowerment of women? Has it been met? (GEM 2/2A)? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“GEM 0”**   1. (GEAP) Does your entity develop a financial and narrative report (standalone or as part of another report) linking funding to specific gender-related results and ensuring there is a justification for activities considered GEM 0? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| PI 11   |  | | --- | | **Exceeding Requirements** | | **Gender focal points** or equivalent at HQ, regional and country levels are:   1. appointed from Professional staff level P5 and above or equivalent National Professional Officers 2. have written terms of reference 3. capacitated with adequate gender expertise 4. at least 20 percent of their time is allocated to gender focal point functions 5. specific funds are allocated to support the gender architecture and gender focal point networking | | **and** | | **Staffing standards, training and deployment preparation** needed for supporting the advancement of the entity’s gender equality goals are implemented | | **and** | | **Gender department/unit is fully funded** according to an agreed funding formula, based on staffing standards/ according to the entity mandate | | **and** | | **Entity demonstrates effective use of a roster** of specialized expertise on gender equality and the empowerment of women | | **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **“Staffing standards”**   1. Has your entity established staffing standards, including defining training and deployment preparation for supporting the implementation of the entity’s gender equality goals? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Fully funded - funding formula”**   1. Is the Gender department/unit fully funded according to an agreed funding formula, based on staffing standards or according to the entity mandate? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Roster”**   1. (GEAP) Does your entity use a roster of specialized expertise on gender equality and the empowerment of women? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| PI 12 |  |
| PI 13   |  | | --- | | **Exceeding Requirements** | | **Organizational culture fully supports** promotion of gender equality and the empowerment of women​ | | **and** | | **An internal gender and power analysis or equivalent** of the systems, structures and hierarchies and formal and informal decision-making is conducted to identify and remove barriers to gender equality | | **and** | | **Agreed-upon recommendations** from the internal power analysis are implemented | | **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **“Internal gender and power analysis”**   1. (GEAP) Has your entity conducted an internal gender and power analysis or equivalent of the systems, structures and hierarchies and formal and informal decision-making to identify and remove barriers to gender equality? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| PI 14 |  |
| PI 15   |  | | --- | | **Exceeding Requirements** | | **Ongoing mandatory training** on gender equality and the empowerment of women provided for all levels of entity personnel at HQ, regional and country offices | | **and** | | **A capacity assessment** in gender equality and the empowerment of women is carried out | | **and** | | **A costed entity-wide capacity development** **plan** to support the acquisition of relevant skills and knowledge on gender equality and the empowerment of women is evaluated | | **and** | | **The effective use of skills and knowledge** on gender equality and the empowerment of women, acquired through capacity development by personnel in specific roles and functions is demonstrated | | **and** | | **Unconscious bias training** rolled out for all staff | | **and** | | **The effective application of gender-responsive leadership (GRL) training** undertaken by senior leadership is demonstrated | | **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **“Costed global capacity development plan”**   1. Has a costed entity-wide capacity development plan to support the acquisition of relevant skills and knowledge on gender equality and the empowerment of women been designed and is being implemented? Is it costed? Has it ever been evaluated? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Effective use of skills and knowledge”**   1. (GEAP) Does your entity provide capacity development opportunities on gender equality skills and knowledge to personnel in specific roles and functions (for example programme managers or HR personnel, etc.)? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Unconscious bias training”**   1. (GEAP) Has your entity rolled out unconscious bias training starting to senior leadership? Other personnel? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“GRL”**   1. (GEAP) Is gender-responsive leadership (GRL) training undertaken by senior leadership in your entity? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| PI 16   |  | | --- | | **Exceeding Requirements** | | **Transformative change** in relation to gender equality and the empowerment of women promoted through entity’s communication channels and products | | **and** | | **Knowledge management system leveraged** to share gender-related information and/or research internally and externally | | **and** | | **A gender perspective mainstreamed** in high-level reports and/ or briefings as relevant, including UN Secretary-General reports as appropriate | | **and** | | **Lessons learnt and best practices** on the effectiveness of knowledge management systems and communication channels for promoting gender equality and the empowerment of women captured and shared | | **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **“High-level reports and/ or briefings”**   1. (GEAP) Has a gender perspective been mainstreamed in high-level reports and/ or briefings as relevant, including in UN Secretary-General reports that your entity drafts as appropriate? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“Lessons learnt”**   1. Has your entity captured and shared lessons learnt and best practices on the effectiveness of knowledge management systems and communication channels for promoting gender equality and the empowerment of women? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| PI 17   |  |  | | --- | --- | | **Exceeding Requirements** | | | **Effectively mainstreamed a gender perspective** into inter-agency coordination mechanisms ​ | | | **and** | | | **A UN-SWAP peer review** process is undertaken at least once every 4 years | | | **and** | | | **Agreed upon recommendations** from the UN-SWAP peer review process implemented | | | **and** | | **Entity supports implementation** of at least one UN-SWAP Performance Indicator in another entity | | | **Baseline for UN-SWAP 3.0 - For all ratings except “not applicable”**  **“Inter-agency coordination mechanisms”**   1. Has your entity effectively mainstreamed a gender perspective into inter-agency coordination mechanisms? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |
| Additional   |  | | --- | | **Exceeding Requirements** | | **Entity-wide Action Plan developed based on risk assessments, resourced and implemented (or on track for implementation)** across the entity globally on   * Protection from Sexual Exploitation and Abuse * Protection from Sexual Harassment   using a victim-centered approach | | **and** | | **Report on the PSEA and SH** actions taken provided to entity’s governing body | | **and** | | **Update of progress achieved in the promotion of a lasting change in organizational culture, behavior and attitudes** towards all forms of SEA and SH included in its annual PSEA and SH report to entity’s governing body |  |  | | --- | | **Exceeding Requirements** | | Entity programming and/or inter-governmental processes are **informed** by organization/s or associations that promote gender equality and/or the rights and empowerment of women and girls | | **and** | | Entity **regularly engages** with organizations or associations that promote gender equality and/or the rights and empowerment of women and girls for their **meaningful participation** in activities led and/or supported by UN entities | | **and** | | Entity contributes to **enabling economic opportunities** for women and girls and/or supporting access to financing | | **and** | | Entity builds and maintains **strategic partnerships with the private sector and/or philanthropy** for gender equality and the empowerment of women and girls | | **Baseline for UN-SWAP 3.0 – for all entities**  **“New PI 14 - Entity-level Action Plan”**   1. (GEAP) Does your Entity have an entity-wide Action Plan based on risks assessments, developed, resourced and implemented across the entity globally on 1) Protection from Sexual Exploitation and Abuse 2) Protection from Sexual Harassment, using a victim-centered approach? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“New PI 14 - Report on the PSEA and SH”**   1. (GEAP) Does your entity report to its governing body on the PSEA and SH actions taken? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“New PI 14 - Lasting change”**   1. Does your entity include the update of progress achieved in the promotion of a lasting change in organizational culture, behavior and attitudes towards all forms of SEA and SH in its annual PSEA and SH report to entity’s governing body? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“New PI 18 – Consult civil society organizations and associations”**   1. (GEAP) Does your entity regularly consult through established consultation system/ organizations or associations that promote gender equality and/or the rights and empowerment of women and girls to inform relevant programming and/or inter-governmental processes? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“New PI 18 - Meaningful participation”**   1. (GEAP) Does your entity engage regularly with organizations or associations that promote gender equality and/or the rights and empowerment of women and girls for their meaningful participation in activities led and/or supported by UN entities? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“New PI 18 - Enabling economic opportunities”**   1. (GEAP) Does your entity contribute to enabling economic opportunities for women and girls and/or supporting access to financing? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words)   **“New PI 18 - Private sector and/or philanthropy”**   1. (GEAP) Does your entity build and maintain strategic partnerships with the private sector and/or philanthropy for gender equality and the empowerment of women and girls? YES/NO \* 2. If YES, please provide a brief explanation and upload evidence if available. If NO, please indicate what would be needed to meet this requirement and by which year it can be achieved, if not in 2024? (Max: 400 words) |