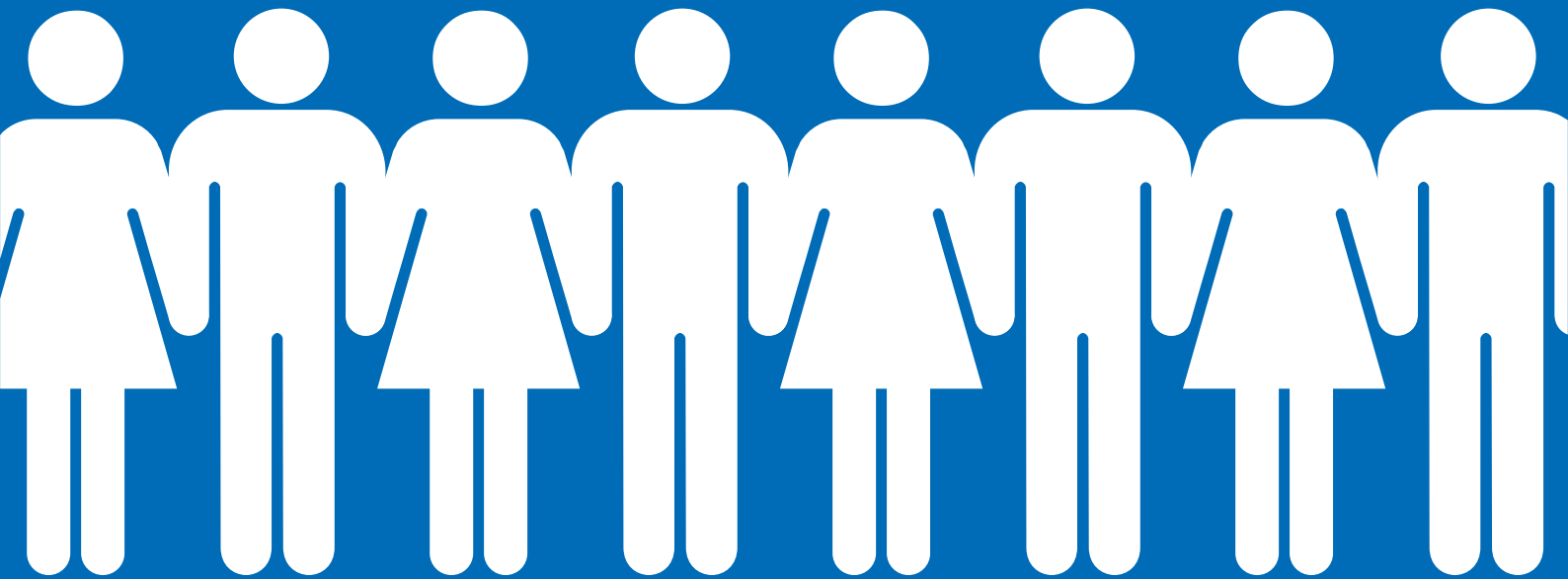
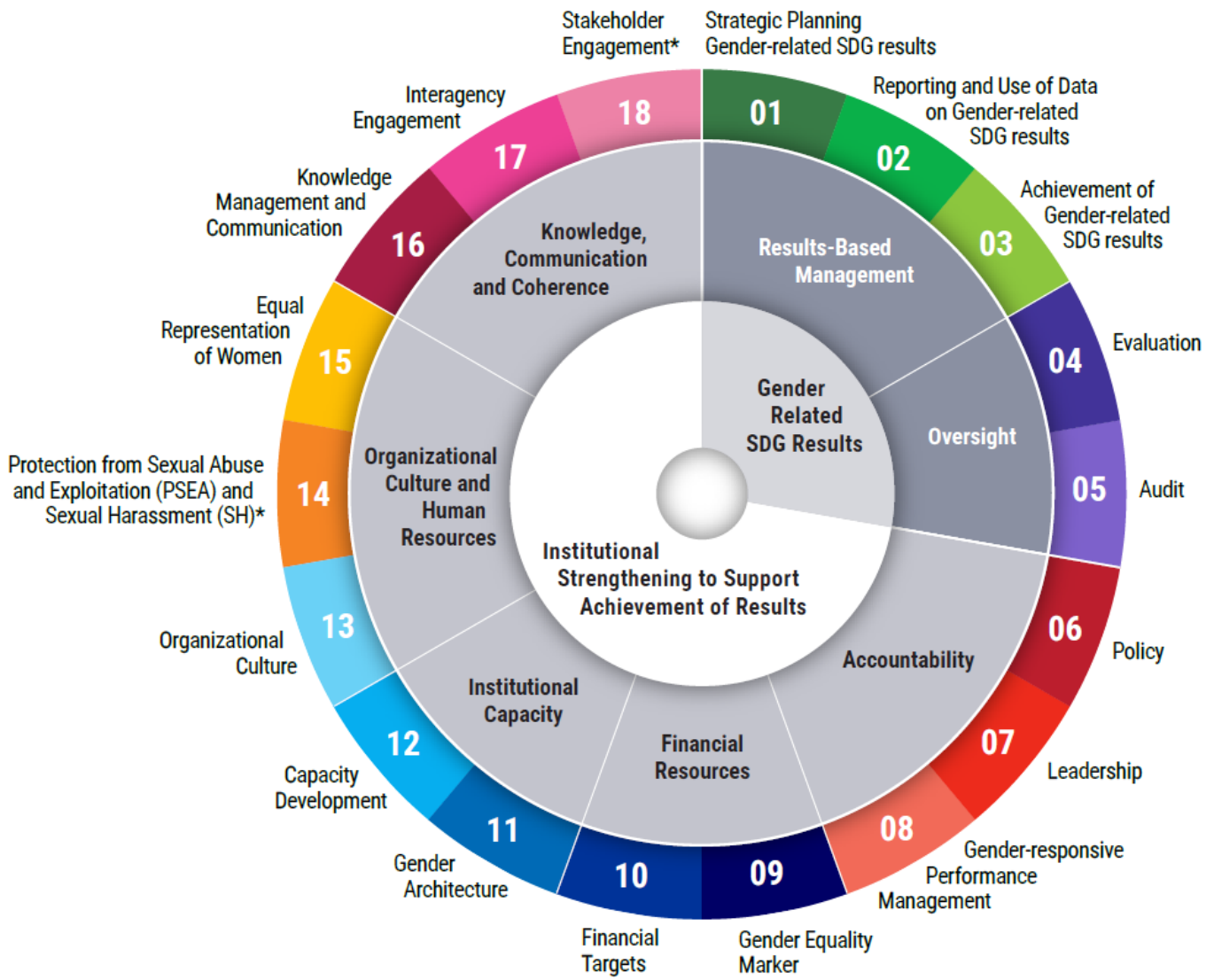


**UN-SWAP 3.0
ACCOUNTABILITY
FRAMEWORK**










I. Gender-related SDG Results

A. Results-based Management




01. Performance Indicator: Strategic Planning Gender-related SDG results Business Owner: Strategic Planning Unit

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>1ai. An intersectional gender analysis, incorporating sex-disaggregated data, is carried out throughout its strategic planning process</p> <p>and</p> <p>1a.ii. At least one high-level 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</p>	<p>1bi. An intersectional gender analysis, incorporating sex-disaggregated data, is carried out throughout its strategic planning process</p> <p>and</p> <p>1b.ii. 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</p> <p>and</p> <p>1b.iii. 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</p>	<p>1ci. An intersectional gender analysis, incorporating sex-disaggregated data, is carried out throughout its strategic planning process.</p> <p>and</p> <p>1c.ii. 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</p> <p>and</p> <p>1c.iii. 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</p> <p>and</p> <p>1c.iv. Indicators in the strategic planning document and/or related results framework integrate a gender perspective</p>




02. Performance Indicator: Reporting and Use of Data on Gender-related SDG results
Business Owner: Strategic Planning Unit or Equivalent




 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>2ai. 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</p>	<p>2bi. 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.</p> <p>and</p> <p>2bii. High-level transformative result(s) on gender equality and the empowerment of women that are directly linked to SDG achievement reported to its Governing Bodies or equivalent by systematically utilizing sex-disaggregated data in its strategic plan monitoring and reporting</p>	<p>2ci. 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.</p> <p>and</p> <p>2cii. High-level transformative result(s) on gender equality and the empowerment of women that are directly linked to SDG achievement reported to its Governing Bodies or equivalent by systematically utilizing sex-disaggregated data in its strategic plan monitoring and reporting.</p> <p>and</p> <p>2ciii. Gender analysis informs the allocation of adequate resources for gender equality and the empowerment of women.</p>

03. Performance Indicator: Achievement of Gender-related SDG Results
Business Owner: Strategic Planning and Reporting Units

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>3a. Entity has achieved or is on track to achieve its planned gender-related results which will contribute to SDG achievement</p>	<p>3bi. Entity has achieved or is on track to achieve its planned gender-related results which will contribute to SDG achievement.</p> <p>and</p> <p>3bii. Entity contributes to gender-related results through joint initiatives and/ or joint programmes or equivalent</p>	<p>3ci. 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 achievements.</p> <p>and</p> <p>3cii. Entity contributes to transformative gender-related results through joint initiatives and/ or joint programmes or equivalent</p>

B. Oversight

04. Performance Indicator: Evaluation Business Owner: Evaluation Unit		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>4a. Meets some of the UNEG gender-related norms and applies some of the standards in the 2024 UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluation</p>	<p>4bi. Meets the UNEG gender equality - related norms and standards</p> <p>and</p> <p>4bii. Applies the 2024 UNEG Guidance on Integrating Human Rights and Gender Equality in evaluation during all phases of the evaluation</p>	<p>4ci. Meets the UNEG gender equality - related norms and standards</p> <p>and</p> <p>4cii. Applies the 2024 UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluation during all phases of the evaluation.</p> <p>and</p> <p>4ciii. Conducts at least one evaluation to assess the entity's corporate performance on gender mainstreaming or equivalent every 5 years</p>




05. Performance Indicator: Audit Business Owner: Audit Function		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>5ai. The internal audit risk universe considers risks and challenges related to gender equality and empowerment of women, identified in consultation with the gender units/focal point</p> <p>and</p> <p>5aii. The internal audit function regularly considers gender equality and the empowerment of women risks in individual engagements</p>	<p>5bi. The internal audit risk universe considers risks and challenges related to gender equality and empowerment of women, identified in consultation with the gender units/focal point</p> <p>and</p> <p>5bii. The internal audit function regularly considers gender equality and the empowerment of women risks in individual engagements</p> <p>and</p> <p>5biii. Within its risk-based cycle, concludes that the entity's gender equality strategy or policy has been appropriately assessed by internal audit, or another robust independent mechanism. This might include validation of UN-SWAP reports</p>	<p>5ci. The internal audit risk universe considers risks and challenges related to gender equality and empowerment of women, identified in consultation with the gender units/focal point</p> <p>and</p> <p>5cii. The internal audit function regularly considers gender equality and the empowerment of women risks in individual engagements</p> <p>and</p> <p>5ciii. Within its risk-based cycle, concludes that the entity's gender equality strategy or policy has been appropriately assessed by internal audit, or another robust independent mechanism. This might include validation of UN-SWAP reports</p> <p>and</p>

		5civ. If gender equality and empowerment of women findings are recurrent and high-risk in nature, the internal audit function regularly reports on these findings and challenges in its annual reports to the governing bodies
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II. Institutional Strengthening to Support Achievement of Results

C. Accountability




06. Performance Indicator: Policy Business Owner: Gender Unit/Gender Focal Point

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>6ai. Up to date gender equality policy/policies or equivalent</p> <p>and</p> <p>6aii. A costed action plan in place.</p>	<p>6bi. Up to date gender equality policy/policies or equivalent</p> <p>and</p> <p>6bii. Deliverables in the costed action plan have been achieved or are on track to be achieved in line with the proposed timeline for implementation.</p> <p>and</p> <p>6biii. Adequate resources disbursed for implementation of the gender equality policy/policies or equivalent</p>	<p>6ci. Up to date gender equality policy/policies or equivalent</p> <p>and</p> <p>6cii. Deliverables in the costed action plan have been achieved or are on track to be achieved in line with the proposed timeline for implementation</p> <p>and</p> <p>6ciii. Adequate resources disbursed for implementation of the gender equality policy/policies or equivalent</p> <p>and</p> <p>6civ. Entity reports at least every two years / regularly to the Governing Bodies or equivalent on progress of the gender equality policies or equivalent</p>

07. Performance Indicator: Leadership
Business Owner: Senior Management Team / Office




 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>7ai. Gender equality and the empowerment of women is proactively promoted and pushed forward by senior leadership both internally and publicly</p> <p>and</p> <p>7aii. 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</p>	<p>7bi. Gender equality and the empowerment of women is proactively promoted and pushed forward by senior leadership both internally and publicly</p> <p>and</p> <p>7bii. 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</p> <p>and</p> <p>Option 1 7biii. Head of the Gender Unit or equivalent participates in senior management team meetings, as relevant</p> <p>or</p> <p>Option 2 7biii. Head of the Gender Unit or equivalent has a direct reporting line to senior leadership</p>	<p>7ci. Gender equality and the empowerment of women is proactively promoted and pushed forward by senior leadership both internally and publicly</p> <p>and</p> <p>7cii. 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</p> <p>and</p> <p>7ciii. Head of Gender Unit or equivalent participates in senior management team meetings, as relevant</p> <p>and</p> <p>7civ. The Head of the Gender Unit or equivalent has a direct reporting line to senior leadership.</p>

08. Performance Indicator: Gender-responsive Performance Management
Business Owner: Human Resources Department




 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>8ai. System in place to hold entity senior leadership accountable for entity performance against the gender equality policies or equivalent</p> <p>and</p> <p>8aaii. Knowledge or experience in gender equality is embedded as a desirable competency / skill in new Job Descriptions/ Terms of Reference and recruitment processes as relevant</p> <p>and</p>	<p>8bi. Entity senior leadership are held accountable for entity performance against the gender equality policies or equivalent</p> <p>and</p> <p>8bii. Knowledge or experience in gender equality is embedded as a desirable competency / skill in new Job Descriptions/ Terms of Reference and recruitment processes as relevant</p> <p>and</p>	<p>8ci. Entity senior leadership are held accountable for entity performance against the gender equality policies or equivalent</p> <p>and</p> <p>8cii. Knowledge or experience in gender equality is embedded as a desirable competency / skill in new Job Descriptions/ Terms of Reference and recruitment processes as relevant</p> <p>and</p>

<p>8aiii. A requirement for a proven track record in gender equality and the empowerment of women is included in senior appointments</p>	<p>8biii. A requirement for a proven track record in gender equality and the empowerment of women is included in senior appointments</p> <p>and</p> <p>8biv. System of recognition rewards excellent work promoting gender equality and the empowerment of women</p>	<p>8ciii. A requirement for a proven track record in gender equality and the empowerment of women is included in senior appointments</p> <p>and</p> <p>8civ. System of recognition rewards excellent work promoting gender equality and the empowerment of women</p> <p>and</p> <p>8cv. Senior leadership acts on feedback on their gender-responsive leadership through recurring and confidential staff surveys and/or 360-degree feedback mechanisms or equivalent</p>
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D. Financial Resources




09. Performance Indicator: Gender Equality Marker Business Owner: Finance/Budget Unit		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>9a. The four-point gender equality marker (GEM) scale is applied through the entity's Enterprise Resource Planning (ERP) system, in alignment with the Chief Executives Board for Coordination (CEB) VII UN data standard</p>	<p>9bi. The four-point gender equality marker (GEM) scale is applied through the entity's Enterprise Resource Planning (ERP) system, in alignment with the Chief Executives Board for Coordination (CEB) VII UN data standard</p> <p>and</p> <p>9bii. Quality assurance for the application of the GEM is prioritized and supported through capacity building and guidance</p>	<p>9ci. The four-point gender equality marker (GEM) scale is applied through the entity's Enterprise Resource Planning (ERP) system, in alignment with the Chief Executives Board for Coordination (CEB) VII UN data standard</p> <p>and</p> <p>9cii. Quality assurance for the application of the GEM is prioritized and supported through capacity building and guidance</p> <p>and</p> <p>9ciii. Quality-assured financial information based on the GEM is reported to governing bodies or the Chief Executives Board for Coordination (CEB)</p>

10. Performance Indicator: Financial Targets
Business Owner: Finance/Budget Unit

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>10a. A financial target for gender equality and the empowerment of women is set and a plan is developed to reach it</p>	<p>10bi. A financial target for gender equality and the empowerment of women as a principal objective is met (GEM 3/2B)</p> <p>and</p> <p>10bii. A financial and narrative report linking funding to specific gender-related results and ensuring there is a justification for activities considered GEM 0 is developed</p>	<p>10ci. A financial target for gender equality and the empowerment of women as a principal objective is met (GEM 3/2B)</p> <p>and</p> <p>10cii. A financial target for activities contributing significantly to gender equality and the empowerment of women is met (GEM 2/2A)</p> <p>and</p> <p>10ciii. 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</p>




E. Institutional Capacity

11. Performance Indicator: Gender Architecture
Business Owner: Gender Unit/Gender Focal Point

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>11a. Gender focal points or equivalent at at HQ, regional and/or country levels are:</p> <ul style="list-style-type: none"> a. appointed from Professional staff level P4 and above or equivalent National Professional Officers b. have written terms of reference c. capacitated with adequate gender expertise d. at least 20 percent of their time is allocated to gender focal point functions 	<p>11bi. Gender focal points or equivalent at HQ, regional and/or country levels are:</p> <ul style="list-style-type: none"> a. appointed from Professional staff level P4 and above or equivalent National Professional Officers b. have written terms of reference c. capacitated with adequate gender expertise d. at least 20 percent of their time is allocated to gender focal point functions <p>and</p> <p>11bii. Staffing standards, training and deployment preparation needed for</p>	<p>11ci. Gender focal points or equivalent at HQ, regional and/or country levels are:</p> <ul style="list-style-type: none"> a. appointed from Professional staff level P5 and above or equivalent National Professional Officers b. have written terms of reference c. capacitated with adequate gender expertise d. at least 20 percent of their time is allocated to gender focal point functions e. specific funds are allocated to support the gender architecture and gender focal point networking




	<p>supporting the implementation of the entity's gender equality goals are established</p> <p>and</p> <p>11biii. Gender department/unit is fully funded according to an agreed funding formula, based on staffing standards/ according to the entity mandate</p>	<p>and</p> <p>11cii. Staffing standards, training and deployment preparation needed for supporting the implementation of the entity's gender equality goals are implemented</p> <p>and</p> <p>11ciii. Gender department/unit is fully funded according to an agreed funding formula, based on staffing standards/ according to the entity mandate</p> <p>and</p> <p>11civ. Entity demonstrates effective use of a roster of specialized expertise on gender equality and the empowerment of women</p>
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12. Performance Indicator: Capacity Development
Business Owner: Human Resources / Learning and Development Department




 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>12ai. Ongoing mandatory training on gender equality and the empowerment of women provided for all levels of entity personnel at HQ, regional and country offices</p> <p>and</p> <p>12aai. A capacity assessment in gender equality and the empowerment of women is carried out</p> <p>and</p> <p>12aiii. A costed capacity development plan to support the acquisition of relevant skills and knowledge on gender equality and the empowerment of women is developed</p>	<p>12bi. Ongoing mandatory training on gender equality and the empowerment of women provided for all levels of entity personnel at HQ, regional and country offices</p> <p>and</p> <p>12bii. A capacity assessment in gender equality and the empowerment of women is carried out</p> <p>and</p> <p>12biii. A costed entity-wide capacity development plan to support the acquisition of relevant skills and knowledge on gender equality and the empowerment of women implemented</p> <p>and</p> <p>12biv. Capacity-building initiatives to develop skills and knowledge on gender equality and the empowerment of women are undertaken by personnel in specific roles and functions</p> <p>and</p> <p>12bv. Unconscious bias training rolled out starting with senior leadership</p> <p>and</p> <p>12bvi. Gender-responsive leadership (GRL) training undertaken by senior leadership</p>	<p>12ci. Ongoing mandatory training on gender equality and the empowerment of women provided for all levels of entity personnel at HQ, regional and country offices</p> <p>and</p> <p>12cii. A capacity assessment in gender equality and the empowerment of women is carried out</p> <p>and</p> <p>12ciii. 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</p> <p>and</p> <p>12civ. 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</p> <p>and</p> <p>12cv. Unconscious bias training rolled out for all staff</p> <p>and</p> <p>12cvi. The effective application of gender-responsive leadership (GRL) training undertaken by senior leadership is demonstrated</p>

F. Organizational Culture and Human Resources




13. Performance Indicator: Organizational Culture Business Owner: Human Resources Department

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>13a. Organizational culture fully supports promotion of gender equality and the empowerment of women</p>	<p>13bi. Organizational culture fully supports promotion of gender equality and the empowerment of women</p> <p>and</p> <p>13bii. 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</p>	<p>13ci. Organizational culture fully supports promotion of gender equality and the empowerment of women</p> <p>and</p> <p>13cii. 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</p> <p>and</p> <p>13ciii. Agreed-upon recommendations from the internal power analysis are implemented</p>




14. Performance Indicator: Protection from Sexual Abuse and Exploitation (PSEA) and Sexual Harassment (SH) Business Owner: PSEA/SH Focal Point / Function

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>14ai. Entity-wide annual PSEA Action Plan is developed and implemented or on track for implementation</p> <p>and</p> <p>14aaii. Entity has a process to assess and manage risks on sexual harassment</p>	<p>14bi. Entity-wide annual PSEA Action Plan based on an assessment of risks and incorporating a victim-centered approach is developed and implemented or on track for implementation</p> <p>14bii. PSEA actions undertaken throughout the year reported annually to the entity's governing bodies or equivalent</p> <p>14biii. Entity has a focal point for PSEA</p> <p>and</p> <p>14biv. Entity has a process to assess and manage risks on sexual harassment</p>	<p>14ci. Entity-wide annual PSEA Action Plan based on an assessment of risks and incorporating a victim-centered approach, is developed, adequately resourced and more than 80% of actions implemented</p> <p>14cii. PSEA actions undertaken throughout the year reported annually to the entity's governing bodies or equivalent. And information about PSEA is shared publicly</p> <p>14ciii. Entity has formalized the role of PSEA focal point or has dedicated PSEA capacity/function</p>




	<p>14bv. Entity-level measures to prevent and respond to sexual harassment developed, personnel made aware of, and implemented</p> <p>14bvi. Entities report annually on sexual harassment measures taken to their governing bodies or equivalent, in accordance with applicable reporting requirements, if any</p> <p>14bvii. Entity has a focal point for SH appointed</p>	<p>and</p> <p>14civ. Entity has a process to assess and manage risks on sexual harassment</p> <p>14cv. Entity-level measures to prevent and respond to sexual harassment integrated into costed, time-bound action plan, personnel made aware of, and more than 80% of measures implemented</p> <p>14cvi. Entities report annually on sexual harassment measures taken to their governing bodies or equivalent, in accordance with applicable reporting requirements, if any. And information is shared publicly</p> <p>14cvii. Entity has formalized the role of SH focal point or has dedicated SH capacity/function</p> <p>and</p> <p>14cviii. Document and share tools, good practices, and lessons learned on PSEA and SH to strengthen UN system organizational culture</p>
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15. Performance Indicator: Equal Representation of Women Business Owner: Human Resources Department		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>15a. Plan in place to achieve the equal representation of women for all professional and higher staff levels</p>	<p>15b. Equal representation of women for all professional and higher staff levels is reached</p>	<p>15c. Equal representation of women for all staff levels is reached</p>




G. Knowledge, Communication and Coherence

16. Performance Indicator: Knowledge Management and Communication Business Owner: Knowledge Management / Communication Department		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>16ai. Transformative change in relation to gender equality and the empowerment of women promoted through entity's communication channels and products</p> <p>and</p> <p>16aii. Knowledge management system leveraged to share gender-related information and/or research internally and externally</p>	<p>16bi. Transformative change in relation to gender equality and the empowerment of women promoted through entity's communication channels and products</p> <p>and</p> <p>16bii. Knowledge management system leveraged to share gender-related information and/or research internally and externally</p> <p>and</p> <p>16biii. A gender perspective mainstreamed in high-level reports and/ or briefings as relevant, including UN Secretary-General reports as appropriate</p>	<p>16ci. Transformative change in relation to gender equality and the empowerment of women promoted through entity's communication channels and products</p> <p>and</p> <p>16cii. Knowledge management system leveraged to share gender-related information and/or research internally and externally</p> <p>and</p> <p>16ciii. A gender perspective mainstreamed in high-level reports and/ or briefings as relevant, including UN Secretary-General reports as appropriate</p> <p>and</p> <p>16civ. 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</p>

17. Performance Indicator: Interagency Engagement
Business Owner: Inter-Agency Coordination Unit (or equivalent)

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>17ai. Entity participated systematically in inter-agency coordination mechanisms on gender equality and the empowerment of women.</p> <p>and</p> <p>17aii. Entity undertakes a UN-SWAP peer review process at least once every 4 years</p>	<p>17bi. Entity effectively mainstreamed gender perspective into inter-agency coordination mechanisms</p> <p>and</p> <p>17bii. Entity undertakes a UN-SWAP peer review process at least once every 4 years</p> <p>and</p> <p>17biii. Agreed upon recommendations from the UN-SWAP peer review process implemented</p>	<p>17ci. Entity effectively mainstreamed gender perspective into inter-agency coordination mechanisms</p> <p>and</p> <p>17cii. Entity undertakes an UN-SWAP peer review process at least once every 4 years</p> <p>and</p> <p>17ciii. Agreed upon recommendations from the UN-SWAP peer review process implemented</p> <p>and</p> <p>17civ. Entity supports implementation of at least one UN-SWAP Performance Indicator in another entity</p>

18. Performance Indicator: Stakeholder Engagement
Business Owner: Strategic Partnership Unit, Civil Society Unit, Private Sector Focal Point (or equivalent)

 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>Option 1</p> <p>18ai. Entity has established consultation system/s through which organization/s or associations that promote gender equality and/or the rights and empowerment of women and girls can inform relevant programming and/or inter-governmental processes</p> <p>and / or</p> <p>Option 2</p> <p>18aai. Entity engages with organizations or associations that promote gender equality and/or the rights and empowerment of women and girls for their meaningful</p>	<p>18bi. Entity regularly consults appropriate organization/s or associations that promote gender equality and/or the rights and empowerment of women and girls through established consultation system/s to inform relevant programming and/or inter-governmental processes</p> <p>and</p> <p>18bii. 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</p>	<p>18ci. 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</p> <p>and</p> <p>18cii. 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</p>

participation in activities led or supported by UN entities

activities led or supported by UN entities

and

Option 1

18ciii. Entity contributes to enabling economic opportunities for women and girls and/or supporting access to financing

and / or

Option 2

18civ. Entity builds and maintains strategic partnerships with the private sector and/or philanthropy for advancing gender equality and the empowerment of women and girls