Contents

UN-SWAP 2.0 Accountability Framework

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

Approaches requirements	Meets requirements	Exceeds requirements
1ai. 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	1bi. 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** 1bii. Entity has achieved or is on track to achieve the high-level result on gender equality and the empowerment of women	1ci. Main strategic planning document includes at least one high-level transformative result on gender equality and the empowerment of women which will contribute to meeting SDG targets, and reference to SDG 5 targets **and** 1cii. Entity has achieved or is on track to achieve the high-level transformative result on gender equality and the empowerment of women

02. Performance Indicator: Reporting on Gender-related SDG results

Approaches requirements	Meets requirements	Exceeds requirements
2ai. Entity RBM system provides guidance on measuring and reporting on gender equality and the empowerment of women results **or** 2aii. Systematic use of sex-disaggregated data in strategic plan reporting	2bi. 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** 2bii. Systematic use of sex-disaggregated data in strategic plan reporting	2ci. 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** 2cii. Systematic use of sex-disaggregated data in strategic plan reporting **and** 2ciii. Reporting every two years to the Governing Body or equivalent on implementation of the entity's gender equality and empowerment of women policy

03. Performance Indicator: Programmatic Gender-related SDG Results*[1]		
Approaches requirements	**Meets requirements**	**Exceeds requirements**
3a. Results on gender equality and the empowerment of women are consistently included in programmatic initiative planning documents	3b. Programmatic results on gender equality and the empowerment of women are met or on track to be met	3c. Programmatic results on gender equality and the empowerment of women are met or on track to be met **and** 3ci. Programmatic initiatives consistently include transformative gender equality and the empowerment of women results

I.   Overview of system-wide performance, 2018-2024 (by percentage)

PI 1: Strategic Planning Gender-related SDG results

The percentage of entities that reported "exceeds requirements" increased significantly from 14% in 2018 to 35% in 2024, indicating improvement on addressing transformative results in strategic planning.

A steady, large proportion of entities reported "meets" over the past 7 years.

Fewer entities reported "approaches" (15% in 2018 to 5% in 2024) or "missing" (17% in 2018 to 3% in 2024).

The percentage of reporting "NA" also increased due to a more refined understanding of the indicator requirements.

Legend: Not Applicable · Missing · Approaches requirements · Meets requirements · Exceeds requirements

Year	Not Applicable	Missing	Approaches requirements	Meets requirements	Exceeds requirements
2024	20	3	5	37	35
2023	19	4	8	35	34
2022	22	7	7	34	31
2021	18	11	7	42	21
2020	21	13	7	40	19
2019	9	13	12	41	25
2018	8	17	15	47	14
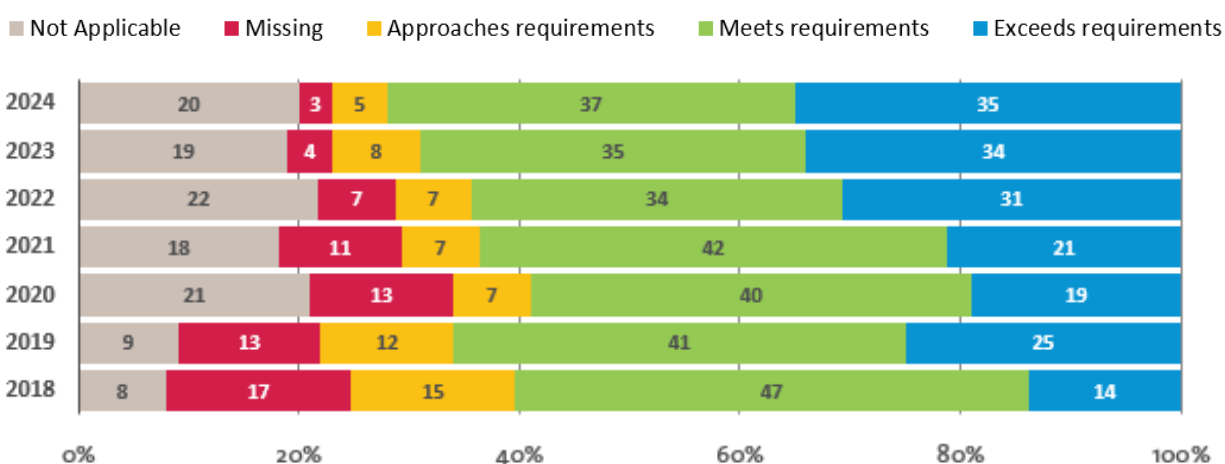
[1] *not captured in the Strategic Plan

PI 2: Strategic Planning Gender-related SDG results

Similar to Indicator 1, from 2018 to 2024, the percentage of entities reported "exceeds requirements" significantly increased (from 21% to 39%), indicating more entities reported gender policy implementation to the governing bodies.

A steady, large proportion of entities reported "meets" over the past 7 years.

Fewer entities reported "approaches" (17% to 7%) and "missing" (14% to 4%).

The percentage of entities reporting "NA" also increased due to a more refined understanding of the indicator requirements.
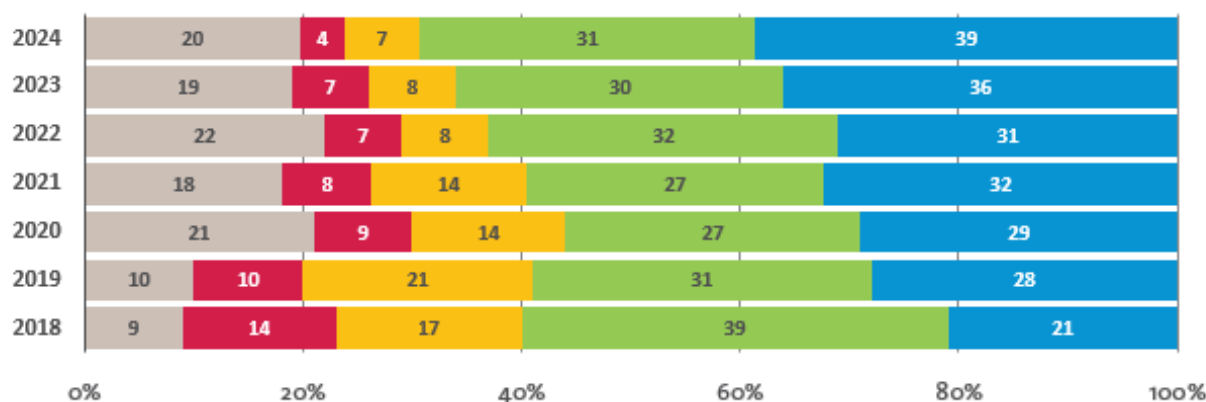
PI 3 Programmatic Gender-related SDG Results (beyond strategic planning)

From 2018 to 2024, the reporting pattern against PI 3 remains similar. More than half of entities reported "NA" as their programmatic gender-related results have been captured under PI 1.
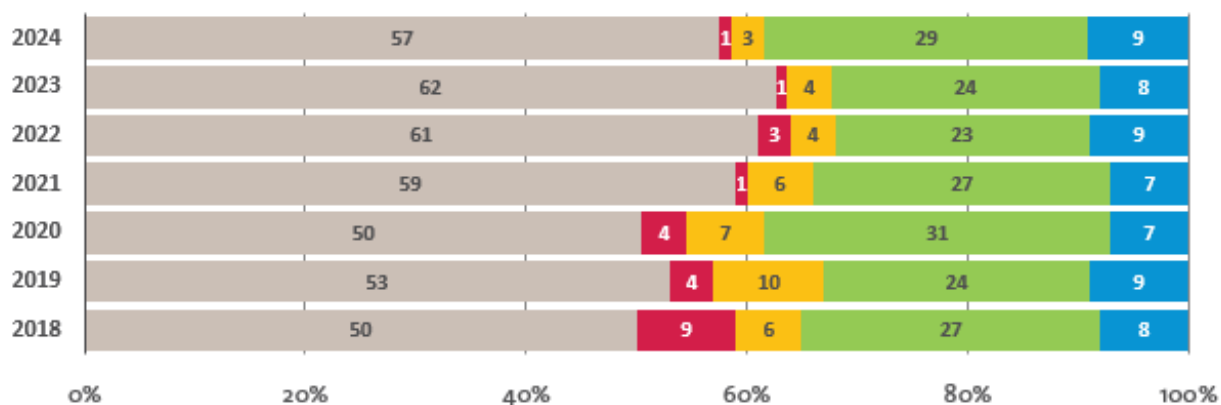
II. Comparison by entity types in 2024 (by number of entities)

PI 1: Strategic Planning Gender-related SDG results

A significant proportion of Funds and Programmes (13 out of 14) and Specialized entities (4 out of 4) have met or exceeded PI 1, indicating that these entities are generally on track to achieve their high-level, gender-related results.

In comparison, a smaller proportion – still more than half - of Secretariat entities (27 out of 40), Technical entities (6 out of 11), and Training Institutes (4 out of 6) rated "meets" or "exceeds". In addition, 11 Secretariat entities, mostly with administrative focus rated PI 1 as "NA", suggesting they do not have high-level SP results directly aligned to GEWE.
One technical entity and one secretariat entity are currently missing the requirements for PI 1.
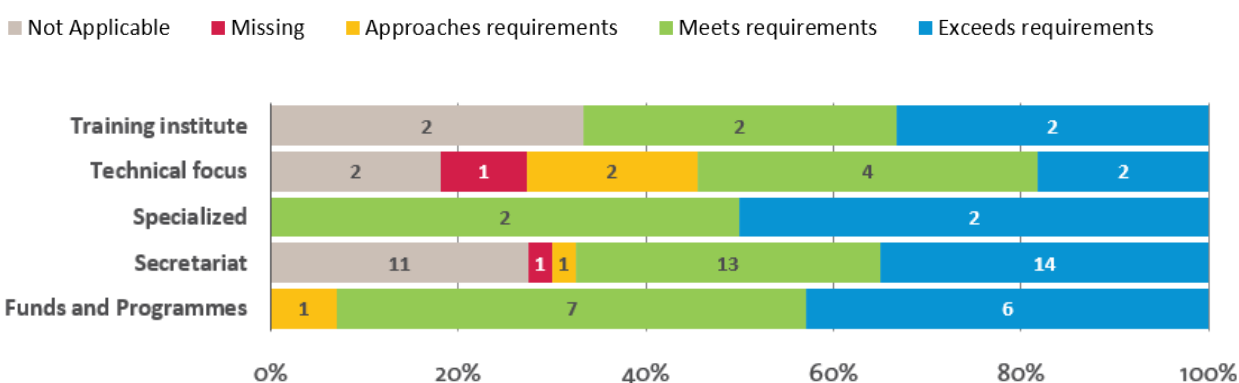
PI 2: Strategic Planning Gender-related SDG results

The overall pattern remains the same with PI 1.
A greater proportion of Funds and Programmes (13 out of 14) and Specialized entities (4 out of 4) met or exceeded PI 2 compared to Secretariat entities, Technical entities, and Training and Research Institutes.
Two Technical entities and one secretariat entity are currently missing the requirement for PI 2.
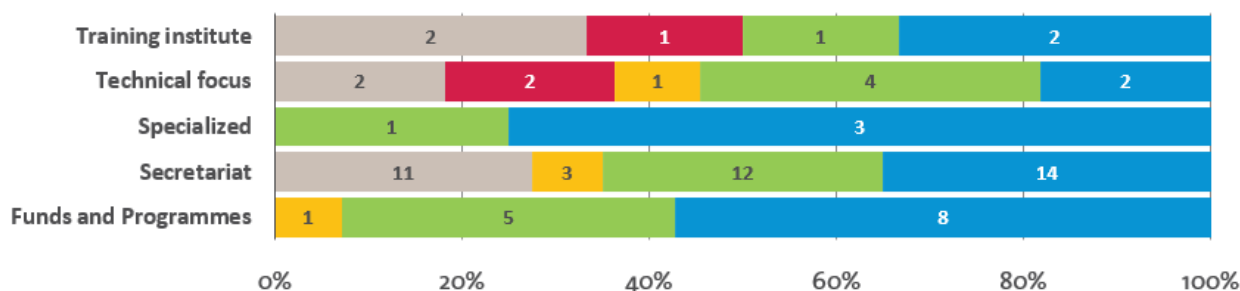
Indicator 3 Programmatic Gender-related SDG Results (beyond strategic planning)

More than half of all entity types reported "NA", suggesting that their programmatic gender-related results may have been captured under PI 1 or that there're entities that do not implement programmatic results.
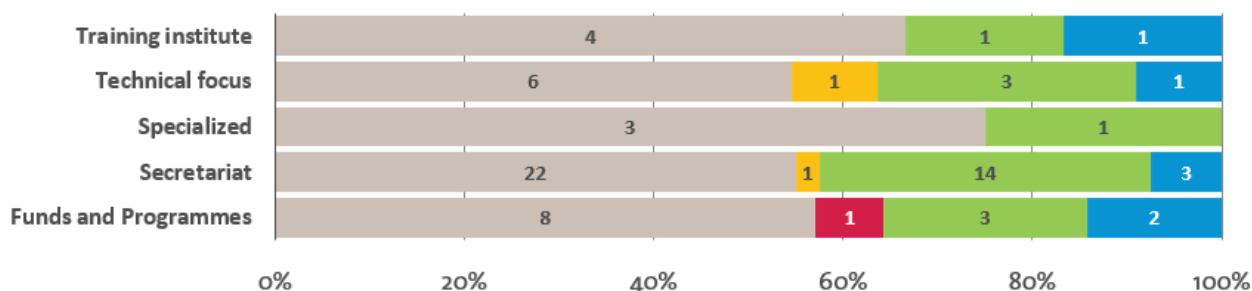
III. System-wide factsheet

1) UN entities that are on track or have achieved high-level gender-related results in their strategic planning:

- 2018: 40 entities; 2024: 54 entities

DCO, DESA, DGC, DPO, DPPA, ECA, ECE, ECLAC, ESCAP, ESCWA, FAO, IAEA, ICAO, IFAD, IIIM Syria, ILO, IMO, ITC, OCHA, ODA, OHCHR, OHRLLS, OIOS, OSRSG-CAAC, OSRSG-SVC, OSRSG-VAC, UN Global Compact, UN Women, UNAIDS, UNCCD, UNCDF, UNCTAD, UNDP, UNDRR, UNEP, UNESCO, UNFPA, UNHCR, UNICEF, UNICRI , UNIDIR, UNIDO, UNITAR, UNOCT, UNODC, UNOPS, UNOV, UNRISD, UNRWA, UNV, UNWTO, WFP, WHO, WMO

2) UN entities that are on track or have achieved the transformative high-level gender-related results addressing root causes of gender inequalities in their strategic planning:

- 2018: 9 entities; 2024: 25 entities

DCO, DGC, ECLAC, ESCAP, ESCWA, FAO, IFAD, IIIM Syria, ILO, ITC, ODA, OHCHR, OIOS, OSRSG-SVC, UN Women, UNCTAD, UNDP, UNDRR, UNFPA, UNICEF, UNIDIR, UNIDO, UNODC, UNOV, UNRISD, UNWTO

3) UN entities that reported the high-level gender-related results to governing bodies using systematic sex-disaggregated data:

- 2018: 40 entities; 2024: 52 entities

DCO, DESA, DGC, DPO, DPPA, ECA, ECE, ECLAC, ESCAP, ESCWA, FAO, IAEA, ICAO, IFAD, IIIM Syria, ILO, ITC, ITU, OCHA, ODA, OHRLLS, OIOS, OSAA, OSRSG-SVC, OSRSG-VAC, UN Global Compact, UN Women, UNAIDS, UNCCD, UNCDF, UNCTAD, UNDP, UNDRR, UNEP, UNESCO, UNFPA, UNHCR, UNICEF, UNIDIR, UNIDO, UNITAR, UNOCT, UNODC, UNOPS, UNOV, UNRISD, UNRWA, UNV, UNWTO, WFP, WHO, WMO

4) UN entities that report every two years to the governing bodies on the implementation of gender policy:

- 2018: 14 entities; 2024: 29 entities

DGC, DPO, ECLAC, ESCAP, ESCWA, FAO, IAEA, IFAD, ILO, ODA, OIOS, OSRSG-SVC, UN Women, UNAIDS, UNCCD, UNCTAD, UNDP, UNDRR, UNEP, UNESCO, UNFPA, UNICEF, UNIDIR, UNIDO, UNODC, UNOPS, UNOV, UNRISD, WFP

5) UN entities report the UN-SWAP results to the governing bodies:

- 2022: 32 entities; 2024: 38 entities

CTBTO, DCO, DGC, ESCAP, ESCWA, FAO, IAEA, ICAO, IFAD, ILO, IOM, ITC, ITU, OIOS, OSAA, UN Global Compact, UN Women, UNAIDS, UNCCD, UNCDF, UNDP, UNDRR, UNEP, UNESCO, UN-HABITAT, UNHCR, UNIDO, UNOCT, UNODC, UNRISD, UNRWA, UNSSC, UNU, UNWTO, UPU, WFP, WHO, WIPO

6) Contributions to SDGs: Most entities (58) aligned their strategic gender-related results with Goal 5, particularly on women's leadership (target 5.5) and ending all forms of discrimination (target 5.1). This was followed by Goal 8 (decent work) and Goal 16 (peace, justice). Fewer entities linked contributions to Goal 12 (Consumption), Goal 14 (Life below water) or Goal 6 (Clean water and sanitation), highlighting the need to mainstream gender considerations in non-traditional sectors.

7) (GEAP-related) 25 entities reported having an intersectional gender analysis, incorporating sex-disaggregated data, been carried out throughout the entity's strategic planning process. **34 entities** replied **No** to the question.

8) (GEAP-related) 33 entities reported having **adequate resources**, both human and financial, for **implementation of the gender-related high-level results(s)** allocated/described in the main strategic planning document. **26 entities** replied **No** to the question.

9) 48 entities reported having **indicators** in the strategic planning document and/or related results framework **integrate a gender perspective**. **11 entities** replied **No** to the question.

10) (GEAP-related) 32 entities reported having a 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. **27 entities** replied **No** to the question.

11) 28 entities reported that their gender analysis informed the allocation of adequate resources for gender equality and the empowerment of women in their entity. **31 entities** replied **No** to the question.

12) 55 entities reported having contributed to gender-related results through **joint initiatives and/or joint programmes** or equivalent. **18 entities** replied **No** to the question.

IV. Perspectives from focal points toward SWAP 3.0

Question 1. Can you share the reflection on the benefit of prioritizing high-level gender-related results in the strategic planning toward 2030, versus placing gender equality at the overarching level?

From UNOCT (by Sara Herden P. M. Negrao)

 The setting of high-level gender-related results in strategic planning, as opposed to gender equality as an overarching requirement, has multiple important benefits.

High-level gender-related results enable a clearer and more concrete approach to gender equality, which is directly linked to the institution´s mandate and therefore results in more meaningful initiatives. If systematically based on the use of intersectional analyses through the collection of sex disaggregated and gender related data, high-level results can have the following benefits:

- They can provide a **sustained focus on gender equality and measurable targets** that can be tracked and reported, and in this way, **enhance accountability and transparency** for meeting gender equality goals. This will also allow for more robust monitoring and evaluation by building evidence that can be used to `course correct´ and take strategic decisions.
- High-level gender-related results have **the potential of enabling strategic impact**, as they need to be reflected at other result levels and in other specific result areas. This will enable further concrete results in various thematic areas of the institution´s mandate implementation.
- Having concrete gender-related results at the various levels of the Strategic Plan should also **facilitate the allocation of adequate resources (both human and financial)** to achieve these results.

In contrast, gender equality as an overarching requirement may lead to dispersed and non-concrete efforts that are not linked to specific mandates and don´t define clear targets, making it harder to measure quality and progress, as well as allocate resources and expertise effectively.

From UN Women (by Tony Beck, co-founder of the UN-SWAP)

Since its origins, the UN-SWAP has focused on ensuring that all entity central strategic planning documents include a high-level gender related result, preferably at the outcome level. **This follows both inter-governmental mandates and the Chief Executives Board for Cooperation system-wide policy on gender equality and the empowerment of women.** The rationale behind this was that strategic plans are the key organizational framework for entities and having gender equality at the highest level would be a key driver of mainstreaming and achieving results; and that **ensuring a clear minimum standard would establish a clear objective for all agencies**. This is the reason this is the first UN-SWAP indicator.

The UN-SWAP always made clear that **the inclusion of a high-level result was not to be at the expense of mainstreaming**. In practice many strategic planning offices across the system debated and continue to debate the advantages and disadvantages of including a high-level result as opposed to mainstreaming, rather than considering both as key. In addition, experience demonstrates that including a high-level result does not necessarily mean additional resources, particularly where entities have a number of high-level results.

Nevertheless, the UN-SWAP indicator on strategic planning has been **useful for focusing system-wide attention on a clearly defined and in most cases achievable common indicator**. It has encouraged numerous conversations across the system on the importance of gender mainstreaming, particularly in strategic planning offices, which increasingly have become the owners of this indicator. And it has empowered gender focal points to engage with strategic planning colleagues in a way which rarely happened before the UN-SWAP. As a result, many strategic planners have become UN-SWAP champions, but, as we know, there is always more work to do and we can always do better.

Question 2. Your approaches in mobilizing human and financial resource allocation to implement high-level gender-related results

From UNAIDS (by Archana Patkar and Nadine Brou)

UNAIDS as a Joint Programme with its Secretariat and 11 Co-Sponsoring agencies implements the Global AIDS Strategy 2021-2026 through a joint framework, called

the Unified Budget Results and Accountability Framework (UBRAF). To ensure adequate allocation of resources and accountability for gender-related results, Result area six of the framework is on gender equality,with two specific outputs, linked milestones, with an assigned and reported budget.

Gender inequality is seen to fuel HIV exacerbating risk and vulnerability to HIV particularly of women and girls in all their diversity. As such gender equality is both a **dedicated Goal and Result** area but also a key **cross cutting principle** in delivering other goals.

Community leadership of the HIV response is widely credited for the many successes in reaching the most disenfranchised, stigmatized or otherwise hard to reach groups. Within this, the **voices, demands, leadership and monitoring by women and girls living with and/or affected by HIV** in any way are seen **as critical elements** for effectiveness and sustainability. These 30-60-80 targets are monitored and reported upon.[2]

The Joint Programme specifically highlights the many **intersecting barriers** faced by LGBTQI individuals, sex workers, women users of drugs, women in prisons, adolescent girls and women and gender diverse people across the life course and this is reflected in the Global AIDS monitoring and reporting.

As UNAIDS develops the next **Global AIDS Strategy 2026-2031, gender equality remains central** to ending AIDS – with specific measurable targets – including on gender related discrimination and violence, women's participation, leadership and women led monitoring as a part of community led monitoring and sexual and reproductive health services for women living with HIV.

Find out more on gender as a stand-alone result area here: Gender Equality | RESULTS AND TRANSPARENCY PORTAL

From FAO (by Johanna Schmidt, Nozomi Ide and Tacko Ndiaye)

FAO adopts a **twin-tracked strategy** for the organizational promotion of gender equality and women's empowerment: **gender mainstreaming and targeted interventions**. To advance the strategy, **a portion of the regular programme resources is ring-fenced for gender** (e.g., USD 21.8 million for the biennium 2024-2025) that is used to strengthen an organization-wide network of gender focal points and gender officers. **More than 250 GFPs and alternates are appointed** across different divisions at HQs and in

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[2] The **30−60−80 targets** are defined as follows in the Global **AIDS** Strategy: 30% of testing and treatment services to be delivered by community-led organizations; 60% of the programmes to support the achievement of societal enablers to be delivered by community-led organizations; 80% of service delivery for HIV prevention programmes for key populations and women to be delivered by community, key population and women-led organizations

decentralized offices, respectively, and their gender work is supported by FAO's gender team and gender experts in all five FAO's regional offices.

Additional resources are mobilized to advance targeted interventions at FAO and one example is the global Commit to Grow Equality initiative that FAO leads to enhance gender equality and women's empowerment in agrifood systems through financing and partnerships. The initiative brings together governments, philanthropy, the private sector, United Nations and other multilateral agencies, civil society organizations and others, who make concrete commitment to make agrifood systems work better for women and transform them in the process.

Question 3. What's your entity's approach in applying an intersectional gender analysis, incorporating sex-disaggregated data, is carried out throughout its strategic planning process

From UNODC (by Diren Helin Herlbauer and Hanna Sands)

UNODC applies an intersectional gender analysis across its strategic planning and programming **by acknowledging and addressing the multiple and overlapping forms of discrimination that individuals face**. UNODC's corporate strategy (2021-2025) provides a strategic vision, broadly outlining the Office's mandate areas and thematic work, including on cross-cutting topics such as gender. Based on a thorough analysis, the development of the strategy was **informed by inter alia gender-related data**. This approach is embedded in the **UNOV/UNODC Gender Strategy (2022–2026)**, which **explicitly calls for an intersectional lens in all institutional systems, processes, and programmatic work**. The Gender Strategy commits to ensuring that no one is left behind by examining how gender interacts with other characteristics of identity.

UNODC's annual Programme Plan and Budget document (PPB), approved by the General Assembly on a yearly basis, **goes into further detail outlining concrete actions and results**. The Office ensures that gender equality and the empowerment of women are **specifically reflected in the results and performance measures**. There is, for example, a specific paragraph providing information about UNODC's strategies and activities to integrate a gender perspective throughout mandate areas and in all programmatic work. UNODC's reporting on the PPB also includes collection of sex-disaggregated data. Additionally, UNODC has developed **guidance tools, such as a gender-related SDG results framework, and applies mandatory gender tagging and gender mainstreaming checklists** in project planning and reporting processes.

From UNFPA (by Maria Mathew and Dawn Minott)

UNFPA is currently developing its next Strategic Plan 2026-2029. In this process, the organization identifies its key priority areas and produces the blueprint to guide the work of its Offices in over 150 countries and territories to achieve its transformative results. Central to the process is the design of the **Integrated Results and Resources Framework (IRRF)** which establishes baselines and targets for the indicators, allowing UNFPA and its stakeholders to track progress towards the set results and assess the effectiveness and impact of the strategic plan. To that end, the IRRF will **include specific indicators that directly measure progress on key gender equality outcomes**. These indicators will **go beyond counting beneficiaries** and will aim to capture transformative changes such as shifts in harmful gender norms, measurable reductions in gender-based violence prevalence, increased access to decision-making and leadership positions for women and girls, and improved realization of their reproductive rights.

This **focus on outcome- and output-level indicators** will ensure a more robust assessment of UNFPA's contribution to gender equality. The dedicated gender equality and inclusion unit, the Gender Human Rights and Inclusion Branch, is **directly influencing the process to ensure data, disaggregated by sex and inclusion markers**, is **mainstreamed throughout the Framework**. Because achieving gender equality requires collective action, UNFPA is actively engaging with diverse partners, including women-led organizations, feminist networks, civil society organizations, and other relevant stakeholders, throughout the strategic planning process. These partnerships will ensure that the perspectives and experiences of diverse women and girls are central to the development of the Strategic Plan. Furthermore, under the guidance of the Gender Advisor, the organization is **currently validating an intersectional gender analysis framework** that will be socialized across the organization to support the overall programming of the organization.

Question 4. Entities' methodology in defining transformative results in their own context (answers derived from UN-SWAP 3.0 report)

ESCWA: ESCWA **supports member states** to address the root causes of gender inequality and delivers around **three main pillars: facilitating consensus; generating knowledge; and technical support and capacity building activities**. Transformative gender-related results are considered **when a member country adopts new laws or new strategies** that address the root causes of inequality, **a new strategy** (such as Somalia) or **updates existing ones** (Jordan); or **issues a new action plan** (such as Kuwait and Tunisia).

Another example is the work conducted by ESCWA at the National Aid Fund (NAF) in Jordan. The audit of the institution resulted in **the development and adoption of an action plan around**

a number of indicators (similar to the UN-SWAP framework) and as a result of the implementation of this action plan **noticeable results** are noted at NAF such as the creation of a gender unit, the reinstatement and the institutionalization of a gender focal point network, the update of the NAF policy from a gender perspective, the revision of TORs from a gender perspective, the implementation of a capacity assessment on gender targeting all staff. Further building on the audit results and those of the capacity assessment, a comprehensive training plan is being developed and will be rolled out to all staff. Given NAF's central role in Jordan to support poverty and the most vulnerable communities, work done at NAF at the institutional level **will trickle down to more gender-sensitive interventions** and as such will better serve the communities in need ensuring that no one is left behind.

OSRSG-SVC: High-level advocacy on addressing gender equality as a root cause of sexual violence in conflict, support to national authorities to investigate and prosecute sexual violence crimes and hold perpetrators accountable and delivery of life-saving comprehensive services to survivors of conflict-related sexual violence.

V. Observations from UN-SWAP 3.0 baseline questions

As part of the 2024 reporting, 6 baseline questions were introduced under PI 1, 2, and 3, focusing on resource allocation, intersectional gender analysis, and other key elements from UN-SWAP 3.0. The below section offers a brief analysis of both the progress made and the challenges reported by entities, drawing on data from UN-SWAP 2.0 baseline responses and UN-SWAP 3.0 reporting.

1. (PI 1) Adequate resources to implement the gender-related high-level SP results(s)

Entity type	Yes	No
Funds and Programmes	7	6
Secretariat	17	12
Specialized	3	1
Technical focus	3	6
Training institute	3	1
Total	**33**	**26**

Progress:

33 entities reported having adequate resources, both human and financial, to implement the gender-related high-level results(s) allocated/described in the main strategic planning document. **Main approaches include:**

1. Successfully ensured or increased funding to gender-related results in **strategic frameworks.**
2. Leveraged **human resources** as key to deliver the results, e.g., assigning dedicated gender advisor/specialist, maintaining a gender unit, and/or dedicating staff time as gender focal points to implement gender-related results, and hiring consultancies.
3. Leveraged **extrabudgetary, voluntary, or program-specific contributions** to supplement regular budgets.

Challenges:

26 entities replied No to the question. **The main challenges are:**

1. The current **SP documents do not explicitly allocate or describe resources for GEWE**, e.g., having no earmarked resources for GEWE initiatives, having no high-level, gender-related results in the main strategic planning document yet.
2. **Funding gaps or unsecured budgets** especially under the current funding climate and cash flow situation, e.g., having not met the yearly target, the 2025 gender-specific allocation are not anticipated, the need for reassessment of 2025 proposals will affect meeting targets, heavy reliance on extrabudgetary resources/ external or voluntary funding etc.
3. **Limited or temporary human resources** with constraints in staffing, such as unfilled positions, temporary roles with discontinuity risks hinder consistent implementation of gender-related results.
4. **Resource allocation has yet to be planned.** Some entities acknowledge the need for resource allocation and have plans for the future planning cycles, while uncertainty remains.

2. (PI 1): Integrating intersectional gender analysis throughout SP process

Entity type	Yes	No
Funds and Programmes	9	4
Secretariat	9	20
Specialized	3	1
Technical focus	2	7
Training institute	2	2
Total	**25**	**34**

Progress:

25 entities reported having an intersectional gender analysis, incorporating sex-disaggregated data, carried out throughout the entity's strategic planning process. **Main approaches include:**

1. **Systematic integration of gender analysis in strategic planning,** e.g., requiring all divisions to include gender considerations and prioritize inclusion of women, youth, and marginalized groups in annual work plans; mainstreaming gender considerations across thematic areas; reviewing plans with increased emphasis on intersectionality, etc.
2. **Use of sex-disaggregated data in intersectional gender analysis** to identify and address disparities, e.g., disaggregating all persons-based indicators by youth status, gender, and indigenous people status, with mandatory logframe indicators disaggregated by sex, youth, and indigenous people to qualify projects as gender transformative; using sex-disaggregated data to analyze human resources, financial allocations, and women's economic empowerment, informing the strategy and action plan, etc.
3. **Use of tools and guidelines** to institutionalize intersectional gender analysis, e.g., validating an intersectional gender analysis framework; developing a guidance for Intersectional Gender Analysis for Country Programme Document development; applying an intersectional gender lens via quantitative surveys disaggregating data by gender, age, and diversity, with in-depth interviews focusing on gender inequality.
4. **Stakeholder engagement and consultations** to incorporate intersectional perspectives, ensuring SPs reflect varied gender-related experiences, e.g., consultations with Member States, National Commissions, and NGOs during the planning stage; completing a global consultation via quantitative survey and interviews.

Challenges:

34 entities replied No to the question. **The main challenges are:**

1. **The current SP cycle doesn't require this,** and entities may fulfill the criterion in the next business cycle. Some entities also cited the challenges in modifying corporate data policies in fulfilling this new requirement.
2. **Limited human, financial resources** hinder the conduct of intersectional gender analysis.
3. **Need for guidance, training, technical capacities and methodologies** to conduct intersectional gender analysis. Some entities have finalized a guideline, but the rollout requires ongoing staff training and funding. Some shared the needs for capacity building and access to good practices and tools for intersectional gender analysis techniques.

3. (PI 1): Having indicators in the strategic planning document and/or related results framework integrate a gender perspective

Entity type	Yes	No
Funds and Programmes	12	1
Secretariat	22	7
Specialized	4	0
Technical focus	7	2
Training institute	3	1
Total	**48**	**11**

Progress:

48 entities reported having **indicators** in the strategic planning document and/or related results framework **integrate a gender perspective**. **Key achievements include:**

1. **Having dedicated gender-specific indicators** in the results frameworks to measure gender-related results.
2. **Incorporated sex-disaggregated data in all or partial indicators** to monitor the results, e.g., via gender- and age-sensitive indicators
3. **Integrated gender considerations across multiple priority areas or outcome / as a cross-cutting issue for multiple thematic areas**, e.g. addressing GEWE alongside environment, climate change, nutrition, health, trade and development, youth, indigenous peoples, and persons with disabilities; improving gender integration facilitating inclusive justice, etc.

Challenges:

11 entities replied No to the question. **The main challenges include:**

1. **Lack gender-specific indicators** in SP documents. Some entities reported the need for additional resources to conduct in-depth analysis for integration of gender perspectives. Some reported that GEWE is currently addressed under a single performance indicator. Some reported that their SPs have gender-related goals but lack corresponding indicators, and some highlighted data gaps, e.g., limited gender-disaggregated data across targets.
2. **Barries with framework structure or mandate restrictions**, e.g., no room for gender-specific indicators for non-gender related results under the current budget framework; the integration of gender perspectives into indicators requires intergovernmental consensus, etc.
3. **Not integrated now but having plans** for the next SP development cycle.

4. (PI 2) Guidance on measuring and reporting gender-related SDG results

Entity type	Yes	No
Funds and Programmes	8	5
Secretariat	16	13
Specialized	4	
Technical focus	3	6
Training institute	1	3
Total	**32**	**27**

Progress:

32 entities reported having a 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. **Key achievements include:**

1. **Having specific guidance documents that outline methodologies** for measuring and reporting gender-related SDG results, e.g., the editorial guidance to mainstream gender in reports; mandating gendered analysis in all substantive products and briefings with checklists for Code Cables, SG reports; project management guide on gender-tagging and SDG tagging in IPMR; handbook to measure and report standard gender-related indicators for thematic areas; guidance document on integrating gender considerations into M&E; intersectional gender analysis toolkit; guidance on RBM for programme design, monitoring, and evaluation.

2. **Using technology and reporting tools** to streamline data collection, disaggregation and reporting, e.g., online event management system with mandatory gender fields; incorporating guidance into its online reporting platform, enabling seamless collection of sex-disaggregated data, measurement of gender-related SDG results with SDG target linkages; mandating SDG and gender tagging in project management guidelines and Umoja/IPMR.

3. **Embedding the requirements** on gender-related indicators and data disaggregation **into strategic monitoring frameworks and programme cycles**, and requiring data disaggregation for outcomes pertaining to individuals in country level strategic plans

4. **Providing training and capacity building** to support staff in applying the guidance, e.g., training on gender conflict analysis through annual staff trainings; regular training on RBM with updated guiding principles that support intersectional analysis and sex-disaggregated data for gender-related priorities; providing regular guidance through webinars and staff meetings; conducting capacity-building sessions supported by global and country-level monitoring logframes.

Challenges:

27 entities replied No to the question. **Main issues are:**

1. **No specific guidance under current SP cycle** for gender-related SDG results. Some entities indicated the plan to develop such guidance in 2025/2026.
2. **Limited resources, including funding, expertise and staff capacity** affect the development and implementation of such guidance.
3. **Other technical issues,** e.g., media-related entities are unable to collect sex-disaggregated data due to data protection laws. Some are working toward full, systematic data disaggregation in dashboards and operational reports. Some entities highlighted the need of methodologies to calculate intersectional indicators.

5. (PI 2) Gender analysis informing the allocation of adequate resources for GEWE

Entity type	Yes	No
Funds and Programmes	7	6
Secretariat	15	14
Specialized	4	0
Technical focus	1	8
Training institute	1	3
Total	**28**	**31**

Progress:

28 entities reported that their gender analysis informed the allocation of adequate resources for gender equality and the empowerment of women in their entity. **Key achievements include:**

1. **Secured targeted funding based on gender analysis**, e.g., funding raised to support participation of women delegates at official meetings based on a gender parity imbalance identified in the Report on Gender Parity; using gender mainstreaming checklist to ensure that only gender-neutral or gender-sensitive projects are funded.
2. **Utilizing GEM and other tools/methodologies** for gender analysis, e.g., using GEM to ensure financial allocations correspond to anticipated gender equality impacts; using gender mainstreaming checklist or gender strategy evaluation to plan the related budget and request institutional resources**.**

Challenges:

31 entities replied No to the question. **Main issues are:**

1. **Have not conducted gender analysis in the current SP cycle** but may fulfill this criterion in the next business cycle. Some entities indicated the need for additional resources to complement modest regular budget funds.
2. **Lacking systematic approaches to apply gender analysis**. Some entities reported that while gender analysis is becoming more integrated, there is a need for more structured efforts and formalized systems to ensure it informs resource allocation. Some entities sought clarification on whether the analysis should be applied to project-specific or agency-wide spending. Some raised concerns that the allocation, informed by gender analysis, may not lead to proper allocation or implementation. Some also highlighted the need for leadership support to integrate gender analysis.

6. (PI 3) Contributing to gender-related results through joint initiatives and/or programmes

Entity type	Yes	No
Funds and Programmes	11	2
Secretariat	27	12
Specialized	4	0
Technical focus	9	2
Training institute	4	2
Total	**55**	**18**

Progress:

55 entities reported having contributed to gender-related results through **joint initiatives and/or joint programmes** or equivalent. **Key achievements include:**

1. **Leveraging complementary mandates of peer entities**: Many entities reported robust partnerships with peer UN agencies to amplify the impact, e.g., setting up joint programmes, co-organizing regional forums on Beijing+30 Review, signing joint letters of understanding to promote women's leadership and economic empowerment in refugee settings; co-leading global initiatives to mainstream gender considerations across different sectors like care work, value chains and technology.
2. **Collaboration on advocacy and awareness raising** through joint campaigns, such as on International Women's Day, 16 Days of Activism etc.
3. **Collaboration via multistakeholder partnership approach**, ensuring diverse stakeholders such as governments, civil societies, and private sectors join the forces in addition to peer UN entities.

4. **Knowledge sharing and capacity building**, e.g., sharing tools, guidelines, training workshops and co-developing toolkit. Entities also collaborated on papers, reports that of strategic importance to GEWE.
5. Entities that were most frequently cited by others in the reporting include UN Women, UNDP, UNFPA.

Challenges:

19 entities replied No to the question. **Main challenges include:**

1. Some entities do not participate in joint initiatives due to their **mandate or administrative function focus**.
2. Some entities highlighted the **resource constraints** that prevented the potential support or collaboration with peer entities
3. Some entities engaged in **informal collaborations** rather than formalized joint initiatives and programmes
4. A few entities shared the challenges **to measure the transformative impact** of the joint initiatives/programmes that they contributed to

VI. Additional resources

- Guidance on UN strategic planning and gender equality and the empowerment of women
- Example of high-level gender-related results statement (webpage)

– Prepared by the UN-SWAP Secretariat Team, April 2025