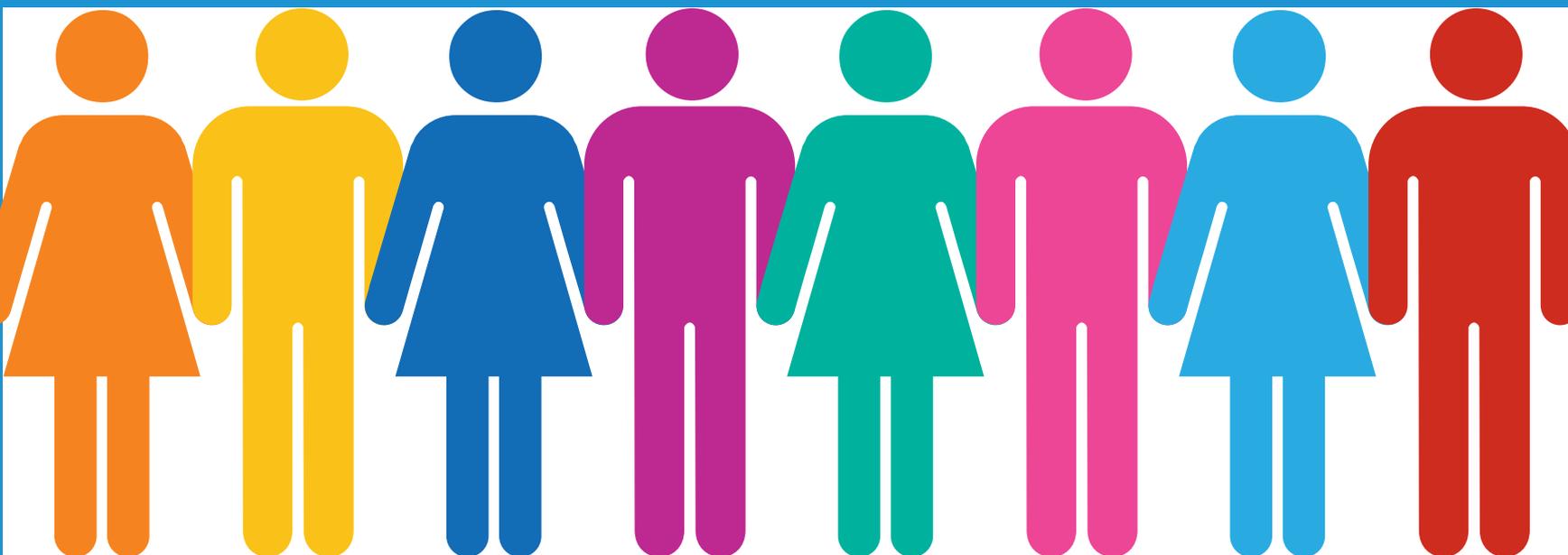


UNITED NATIONS SYSTEM-WIDE RESULTS

UN-SWAP 2.0 SUMMARY, ANALYSIS AND KEY INSIGHTS 2018-2023



UN-SWAP 2.0 SUMMARY OF 2023 REPORTING RESULTS

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UN SYSTEM-WIDE PERFORMANCE 2023	3
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ITU GENDER PARITY SNAPSHOT 2023	8

This information package summarizes UN-SWAP 2.0 performance for the United Nations system as a whole and in particular for the International Telecommunication Union .

Seventy-four UN entities reported in 2023, up from 73 entities in the previous year and 55 in the first year of reporting, 2012.

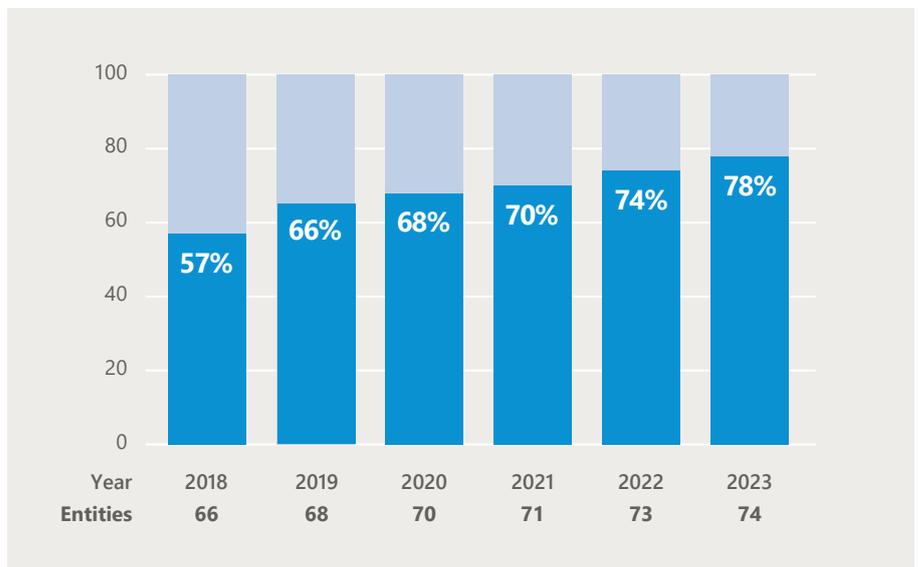


PERCENTAGE OF UN-SWAP RATINGS THAT MET OR EXCEEDED REQUIREMENTS

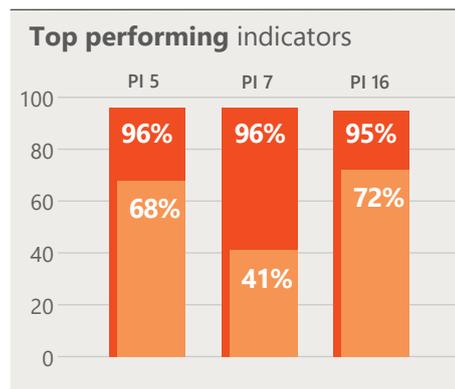
(Not applicable ratings omitted)

For UN-SWAP 2.0, system-wide performance increased from 57% in 2018 to 78% in 2023, reflecting steady year-on-year progress.

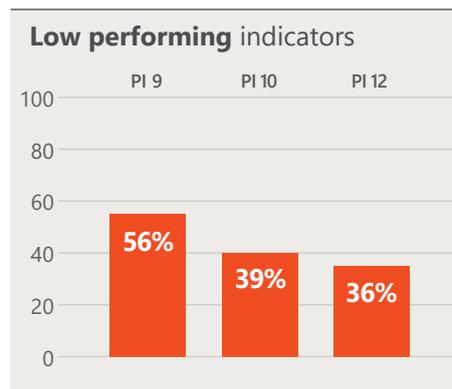
The number of UN-SWAP reporting entities increased from 66 in 2018 to 74 in 2023.



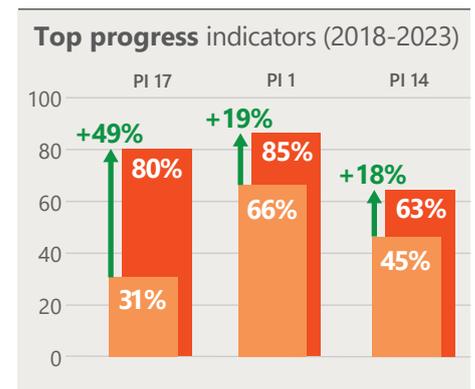
COMPARATIVE ANALYSIS OF PERFORMANCE ON KEY UN-SWAP INDICATORS



- PI 5 Audit**
96% of entities mainstreamed gender considerations in audits
68% of entities conducted a corporate gender audit
- PI 7 Leadership**
96% of entities with senior managers championing GEWE*
41% of entities with senior managers promoting UN-SWAP
- PI 16 Knowledge & Communication**
95% of entities systematically disseminated info on GEWE
72% of entities involved in inter-agency GEWE communities



- PI 9 Financial Resource Tracking**
56% of entities used financial tracking mechanisms for GEWE
- PI 10 Financial Resource Allocation**
39% of entities met their financial benchmark contributing to GEWE
- PI 12 Equal Representation of Women**
36% of entities reached gender parity across all professional levels



- PI 17 Coherence**
+49% increase since 2018, reaching **80%** in participation in GEWE related inter-agency mechanisms and peer reviews by 2023
- PI 1 Strategic Planning Results**
+19% increase since 2018, with **85%** of entities on track to achieve high-level GEWE results by 2023
- PI 14 Capacity Assessment**
+18% increase since 2018, with **63%** of entities developed a capacity building plan by 2023

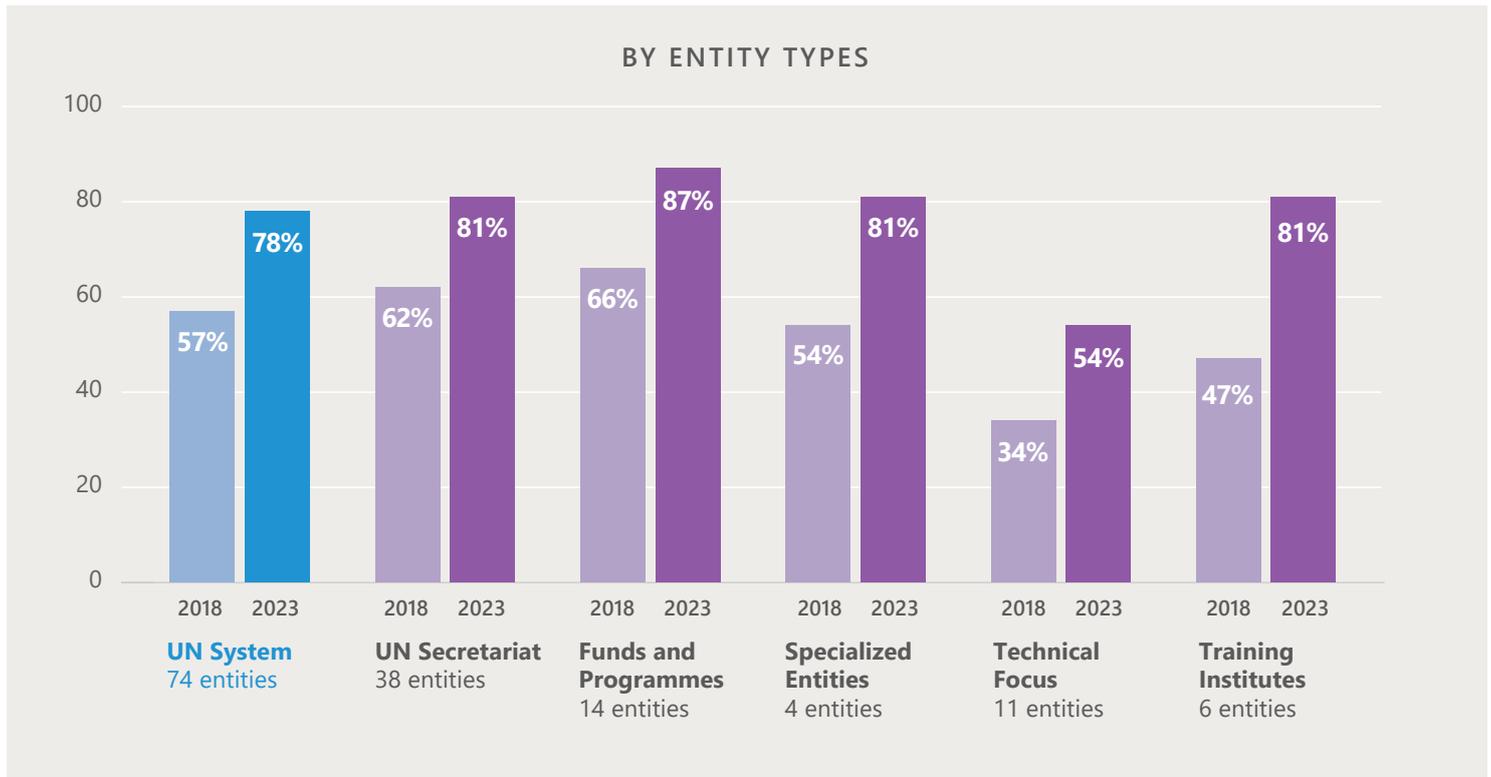
A SNAPSHOT OF THE GENDER ARCHITECTURE ACROSS 74 UN-SWAP REPORTING ENTITIES



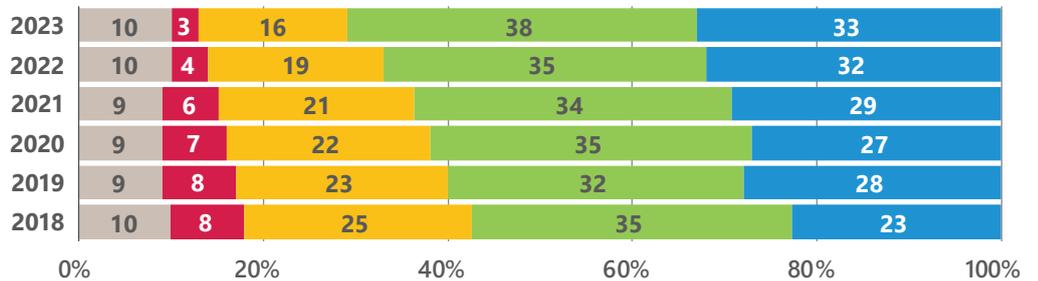
*GEWE: Gender Equality and Women's Empowerment

COMPARISON OF PERFORMANCE WITHIN THE UN SYSTEM BY ENTITY TYPE

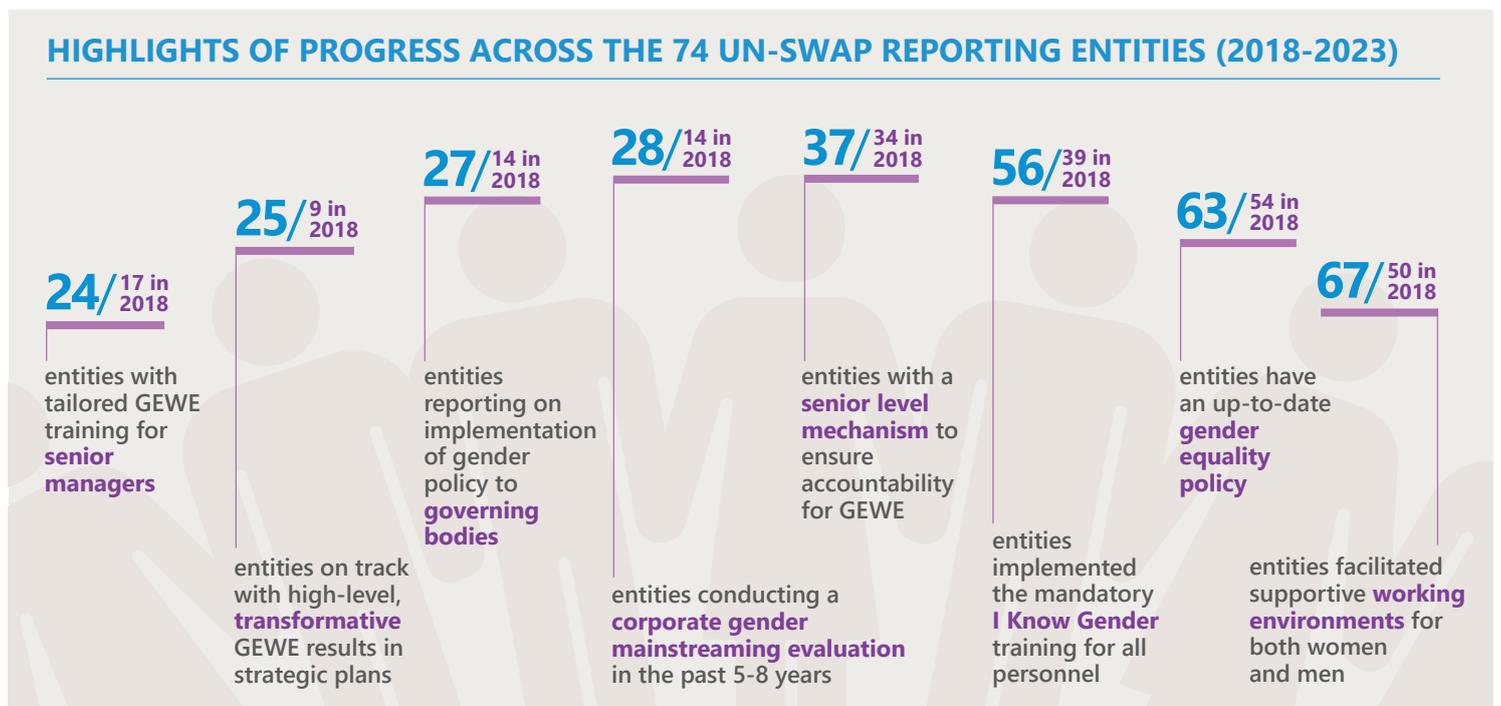
Percentage of ratings that met or exceeded requirements (not applicable ratings omitted)



COMPARISON OF UN-SWAP RATINGS BY YEAR | PERCENTAGE OF ALL RATINGS



HIGHLIGHTS OF PROGRESS ACROSS THE 74 UN-SWAP REPORTING ENTITIES (2018-2023)



INTERNATIONAL TELECOMMUNICATION UNION (ITU)

UN-SWAP 2.0 PERFORMANCE 2018-2023

The following three pages capture ITU's performance on UN-SWAP 2.0 indicators for 2018-2023.

In 2023, ITU met the requirements for 7 out of 15 applicable performance indicators.

UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2022-2023)



PERFORMANCE HIGHLIGHTS IN 2023

Most significant gains

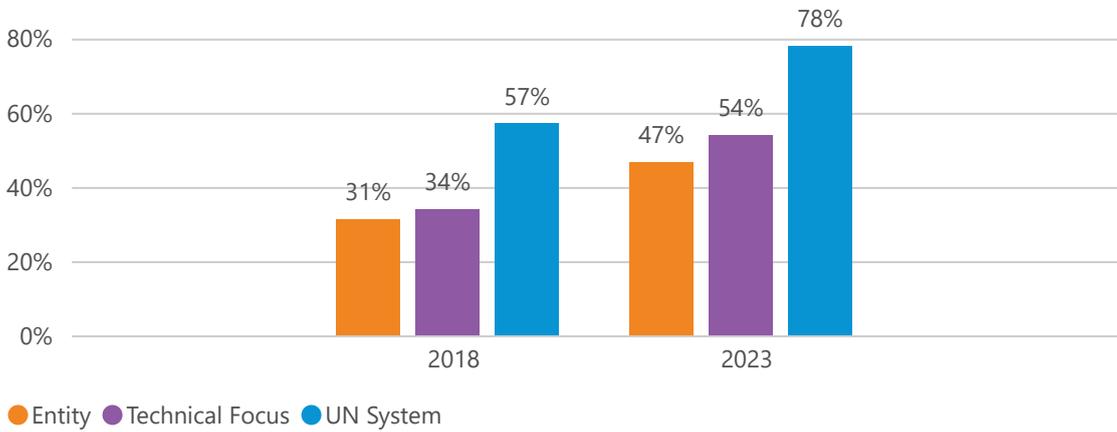
- ITU consistently met the requirements on six indicators: Results Reporting, Audit, Financial Resource Tracking, Performance Management, Knowledge and Communication and Coherence.
- The entity made notable progress by newly meeting the requirements on the Leadership indicator.

Areas for improvement

- UN Women encourages ITU to prioritize the three indicators rated missing requirements and the five indicators approaching requirements.

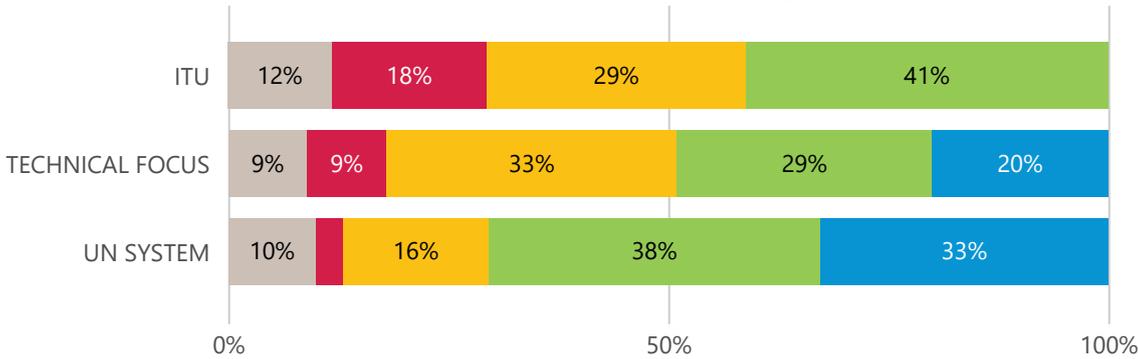
COMPARISON OF OVERALL PERFORMANCE WITHIN THE UN SYSTEM, 2018-2023

PERCENTAGE OF RATINGS MEETING/EXCEEDING REQUIREMENTS (NOT APPLICABLE RATINGS OMITTED)



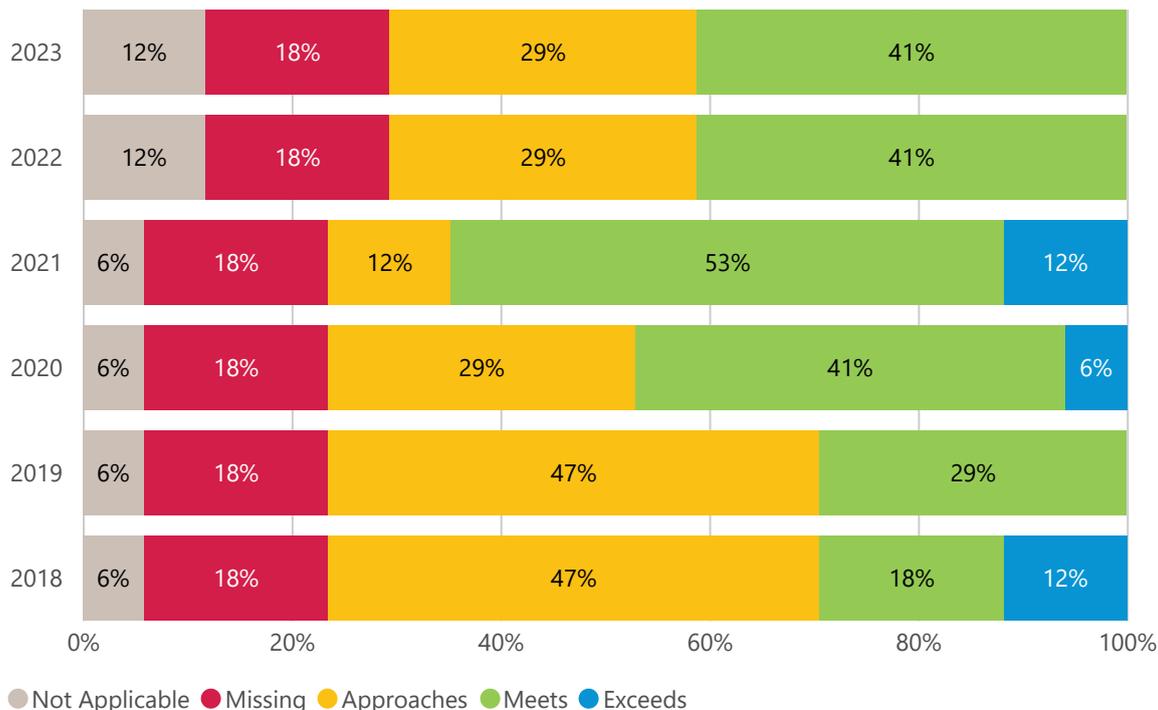
In both 2018 and 2023, ITU trailed the average performance of both the entities with a Technical focus and the overall UN System.

COMPARISON OF RATINGS WITHIN THE UN SYSTEM, 2023



In 2023, ITU met more indicators than similar entities with a Technical focus but did not exceed any indicators. The entity assessed more indicators as "missing" requirements.

COMPARISON OF RATINGS BY YEAR, ENTITY SPECIFIC, 2018-2023

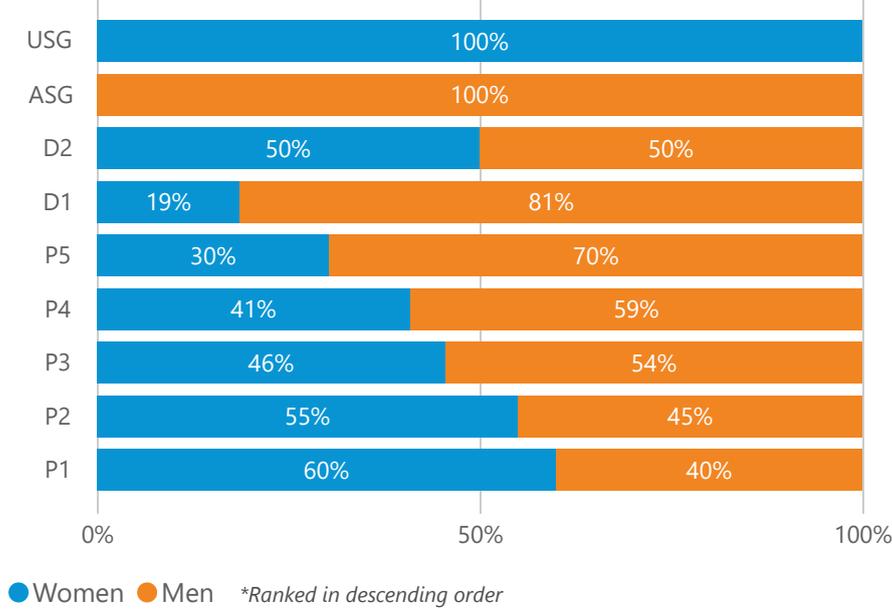


From 2018 to 2023, ITU made progress by "meeting" more indicators.

The entity consistently "missed" requirements for three performance indicators for the past six years.

Attaining and sustaining the equal representation of women at all levels in an institution constitutes an essential component of achieving gender equality and the empowerment of women.

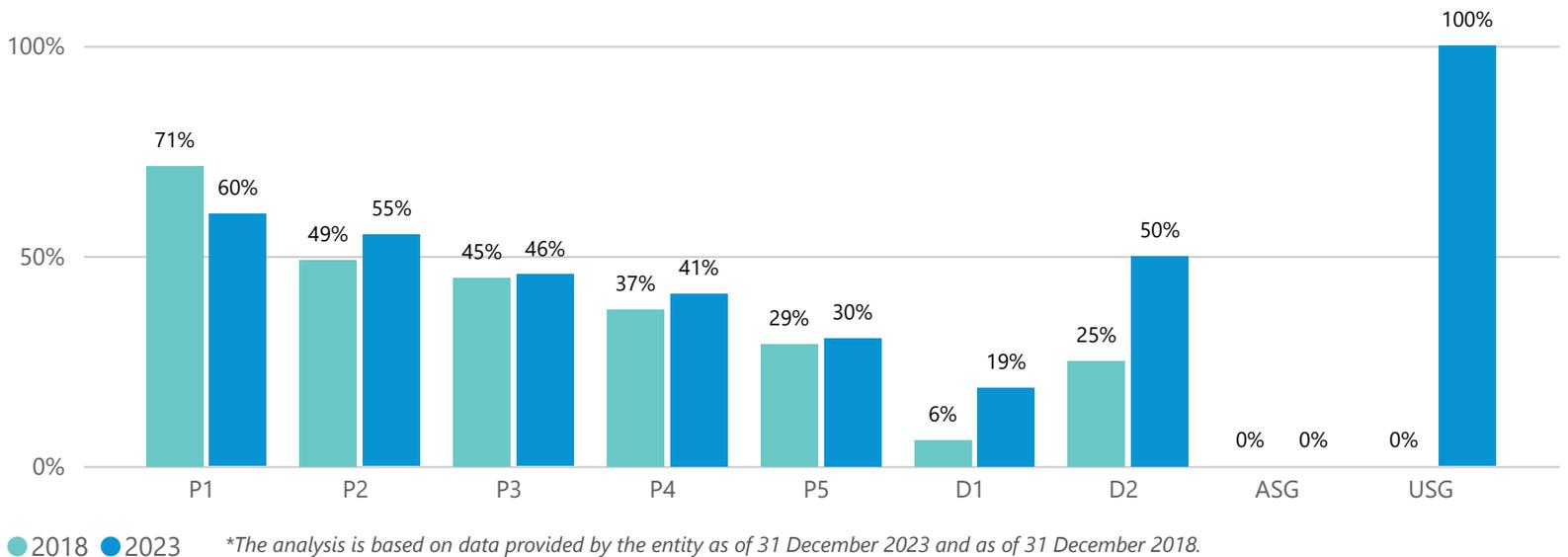
DISTRIBUTION* OF WOMEN AND MEN BY LEVEL, 2023



TREND 2018-2023

- The representation of women has increased across nearly all levels compared to 2018 staff figures, however only nominally at P3-P5 levels.
- Equal representation of women has been achieved at the P1, P2 and D2 levels, and nearly achieved at the P3 level.
- Concerted efforts are needed to reach gender parity from the P4 to D1 levels.

COMPARISON ON DISTRIBUTION OF WOMEN 2018 AND 2023



GENDER PARITY STRATEGY

The Secretary-General’s System-wide [Strategy](#) on Gender Parity recognizes the need to change organizational culture to achieve and maintain gender parity.

As per GA resolution ([A/RES/76/142](#)) and 2023 report of the Secretary-General on the Improvement in the Status of Women in the UN system ([A/78/206](#)), UN entities are required to implement the Enabling Environment [Guidelines](#) and the Field-specific Enabling Environment Guidelines for the UN System.

To track and accelerate progress, UN entities are encouraged to appoint focal points to provide support for the advancement of gender parity, led and coordinated by UN-Women, and to update and monitor their entity-specific gender parity implementation plans. All hiring managers are recommended to use the ‘UN System-wide [Dashboard](#) on Gender Parity’.

For further inquiries, please contact the Focal Point for Women, focalpoint.forwomen@unwomen.org