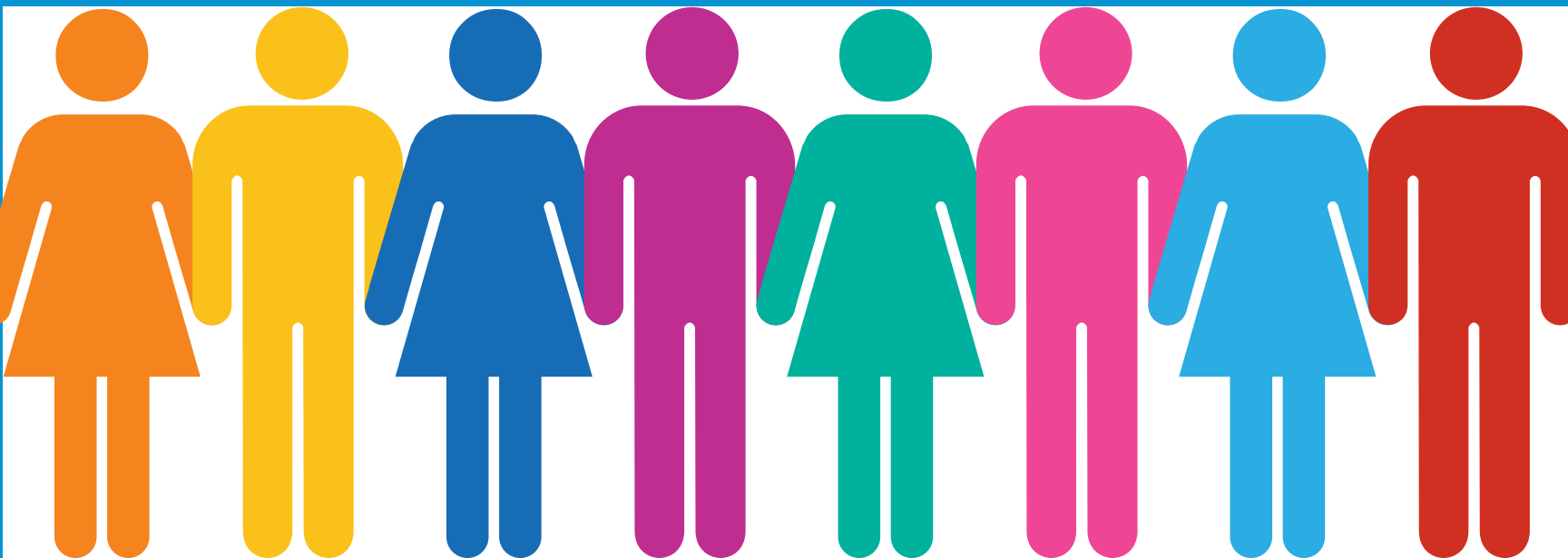


UNITED NATIONS SYSTEM-WIDE RESULTS

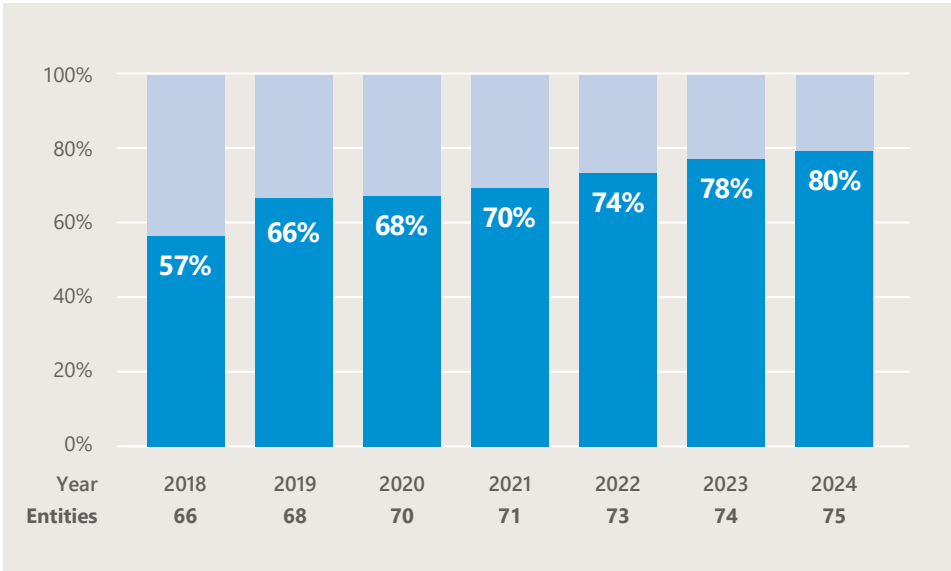
UN-SWAP 2.0 SUMMARY, ANALYSIS AND KEY INSIGHTS 2018-2024



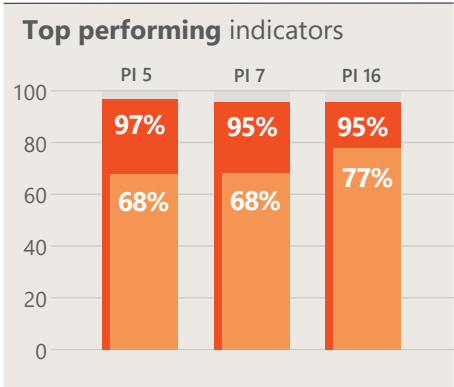
PERCENTAGE OF UN-SWAP RATINGS THAT MET OR EXCEEDED REQUIREMENTS
(Not applicable ratings omitted)

For UN-SWAP 2.0, system-wide performance increased from 57% in 2018 to 80% in 2024, reflecting steady year-on-year progress.

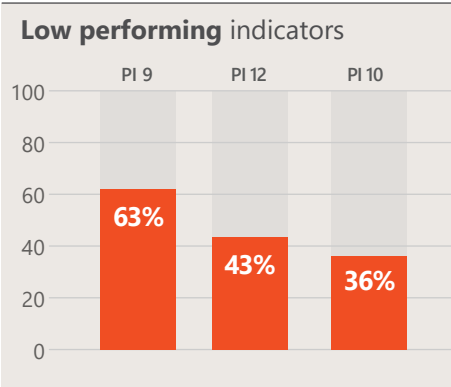
The number of UN-SWAP reporting entities increased from 66 in 2018 to 75 in 2024.



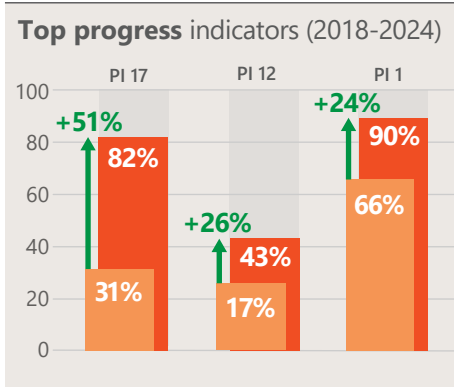
COMPARATIVE ANALYSIS OF PERFORMANCE ON KEY UN-SWAP INDICATORS



- PI 5 Audit**
97% of entities mainstreamed gender considerations in audits
68% of entities conducted a corporate gender audit
- PI 7 Leadership**
95% of entities with senior managers championing GEWE*
68% of entities with senior managers promoting UN-SWAP
- PI 16 Knowledge & Communication**
95% of entities systematically disseminated info on GEWE
77% of entities involved in inter-agency GEWE communities

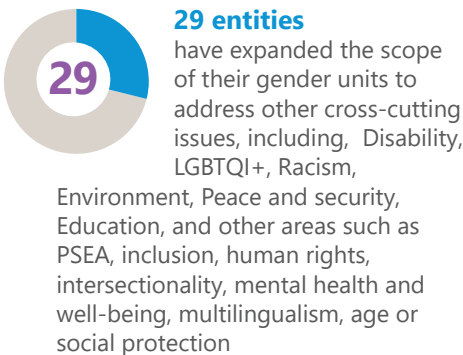
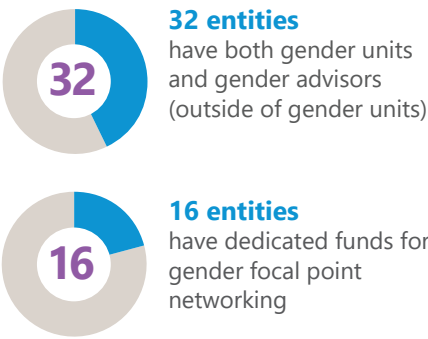
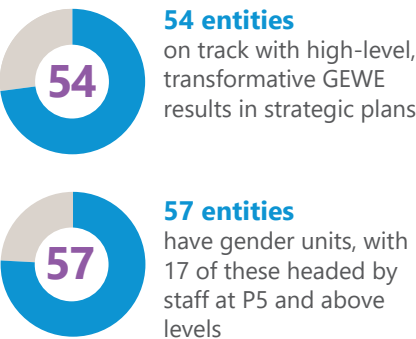


- PI 9 Financial Resource Tracking**
63% of entities used financial tracking mechanisms for GEWE
- PI 12 Equal Representation of Women**
43% of entities reached gender parity across all professional levels
- PI 10 Financial Resource Allocation**
36% of entities met their financial benchmark contributing to GEWE



- PI 17 Coherence**
+51% increase since 2018, reaching 82% in participation in GEWE related inter-agency mechanisms and peer reviews by 2024
- PI 12 Equal Representation of Women**
+26% increase since 2018, with 43% of entities reached gender parity across all professional levels
- PI 1 Strategic Planning Results**
+24% increase since 2018, with 90% of entities on track to achieve high-level GEWE results by 2024

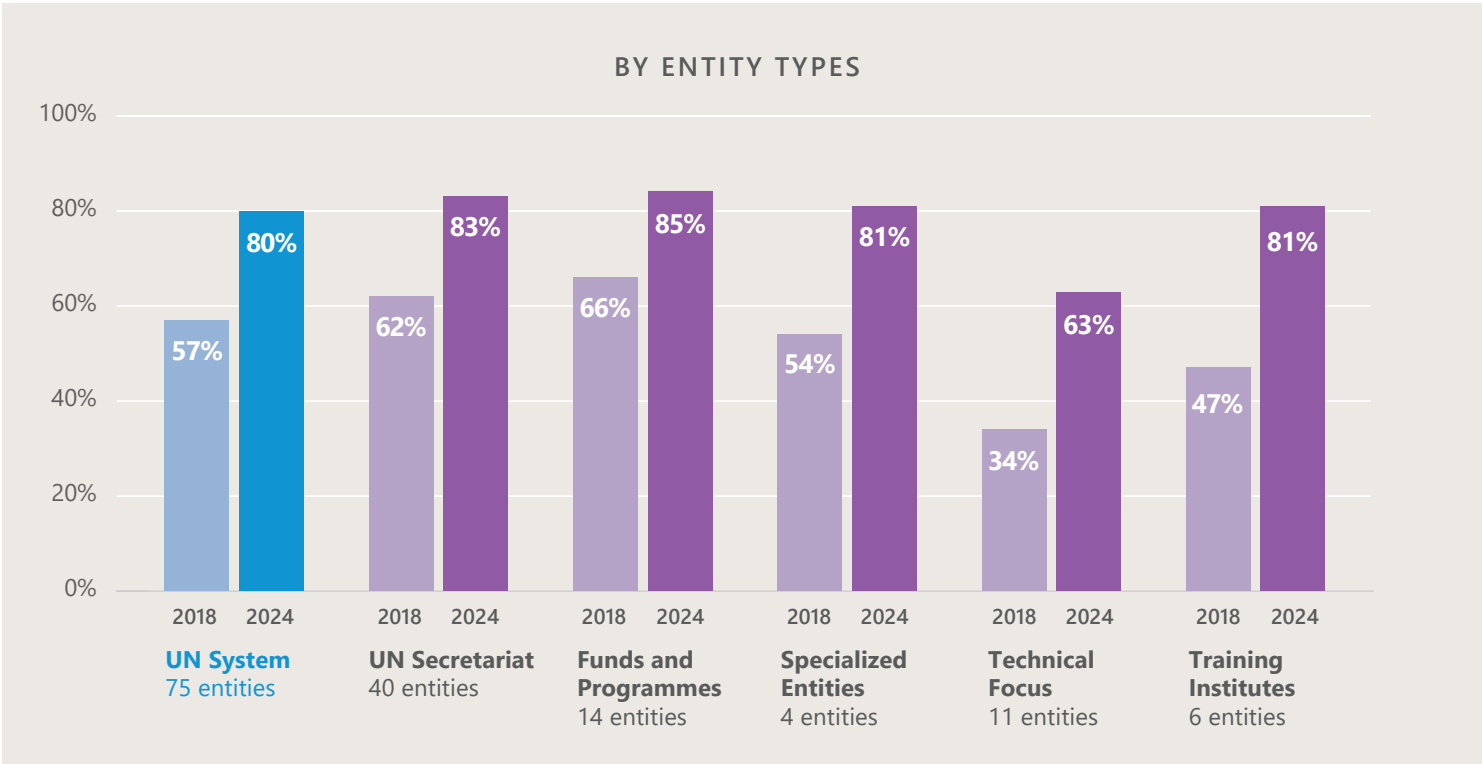
A SNAPSHOT OF THE GENDER ARCHITECTURE ACROSS 75 UN-SWAP REPORTING ENTITIES



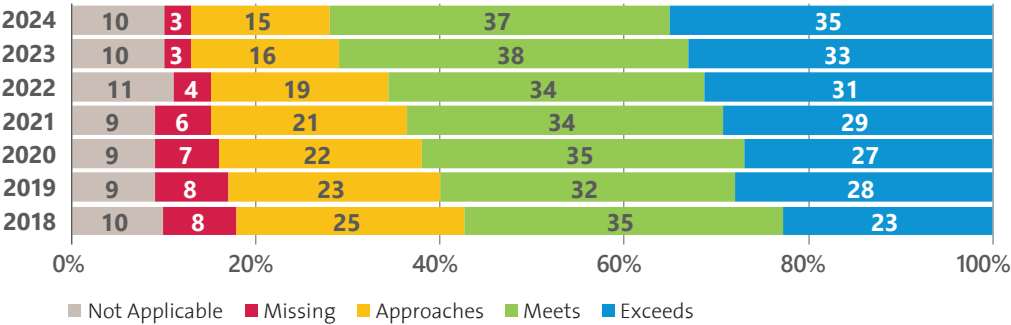
*GEWE: Gender Equality and Women's Empowerment

COMPARISON OF PERFORMANCE WITHIN THE UN SYSTEM BY ENTITY TYPE

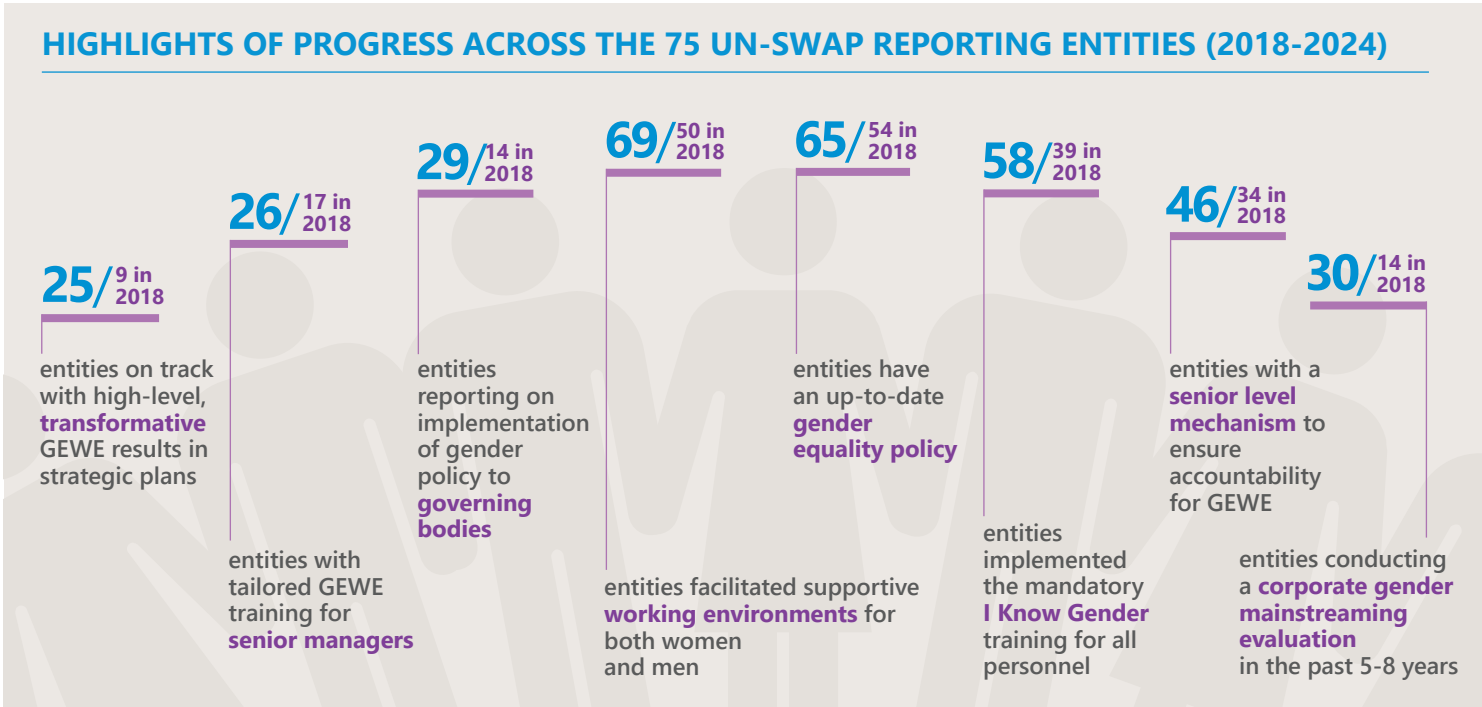
Percentage of ratings that met or exceeded requirements (not applicable ratings omitted)



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



HIGHLIGHTS OF PROGRESS ACROSS THE 75 UN-SWAP REPORTING ENTITIES (2018-2024)



INTERNATIONAL TELECOMMUNICATION UNION (ITU)

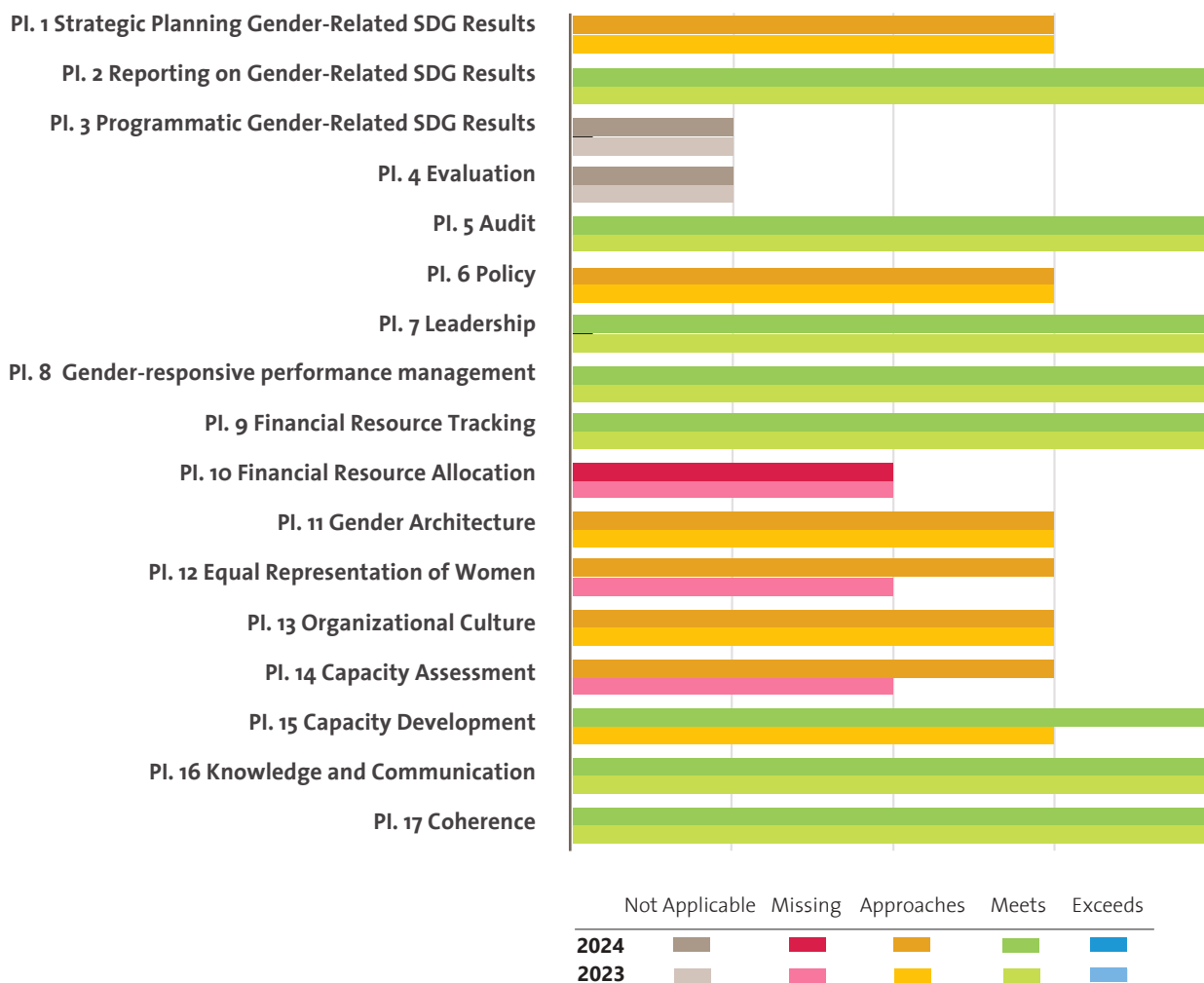
UN-SWAP 2.0 & 3.0 PERFORMANCE 2024

The following four pages capture ITU's performance on UN-SWAP 2.0 & 3.0 indicators for 2024.

In 2024, ITU met or exceeded the requirements for 8 out of 15 applicable performance indicators **under UN-SWAP 2.0**.

WFP met or exceeded the requirements for 4 out of 17 applicable performance indicators **under UN-SWAP 3.0**.

UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2023-2024)



PERFORMANCE HIGHLIGHTS IN 2024

Most significant gains

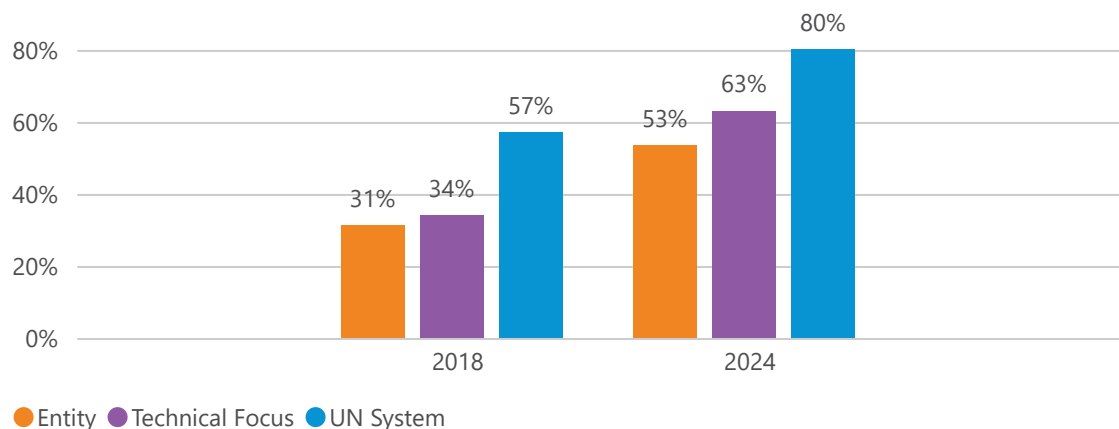
- ITU consistently met the requirements on seven indicators: Results Reporting, Audit, Leadership, Financial Resource Tracking, Performance Management, Knowledge and Communication and Coherence.
- The entity made notable progress by newly meeting the requirements on one additional indicator: Capacity Development. It also improved its performance on two indicators: Equal Representation, Capacity Assessment.

Areas for improvement

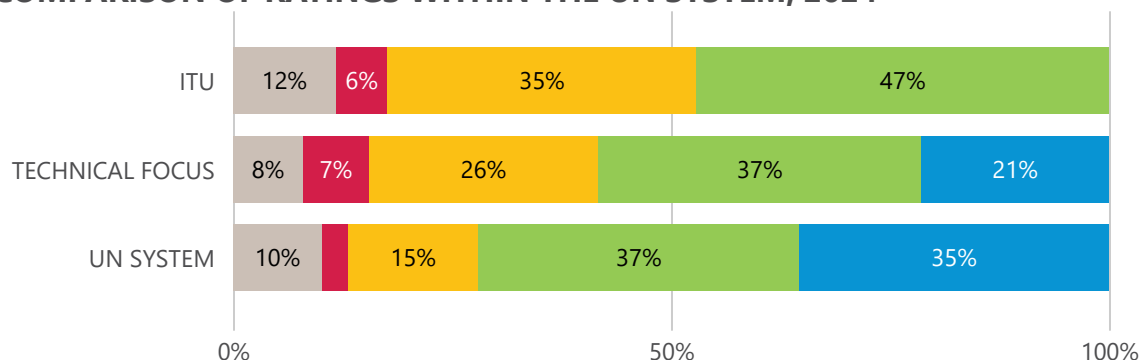
- UN Women encourages ITU to prioritize the one indicator rated missing requirements and the six indicators assessed as approaching requirements.

COMPARISON OF OVERALL PERFORMANCE WITHIN THE UN SYSTEM, 2018-2024

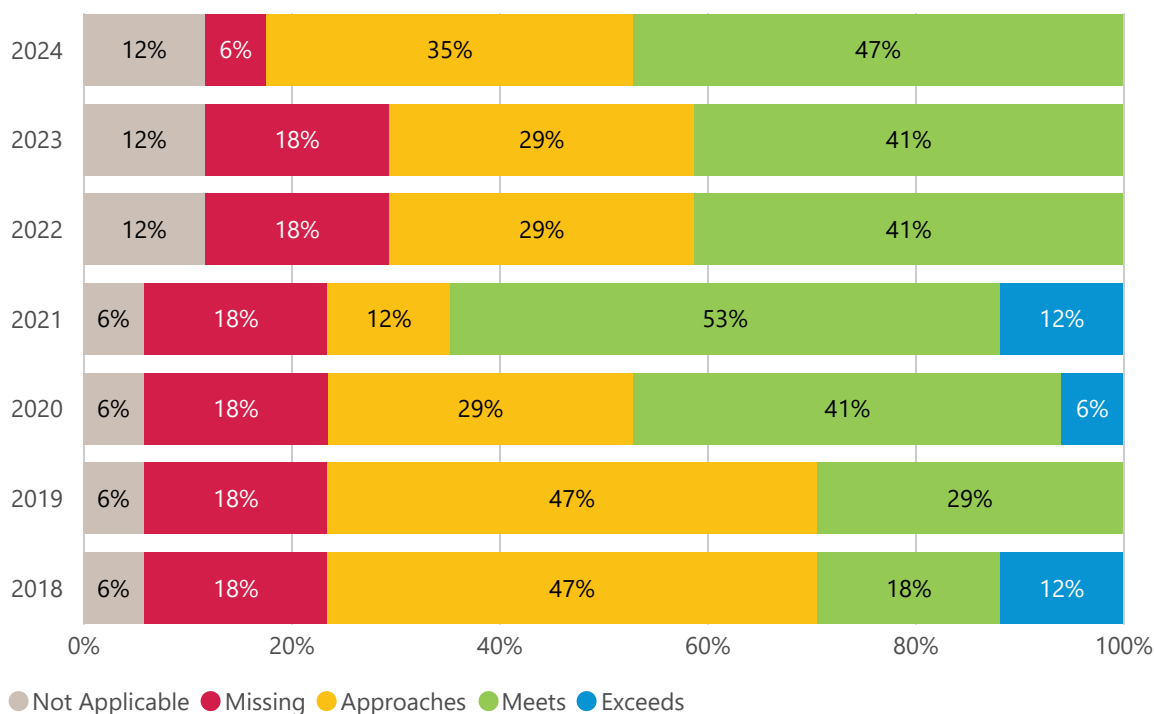
PERCENTAGE OF RATINGS MEETING/EXCEEDING REQUIREMENTS (NOT APPLICABLE RATINGS OMITTED)



In both 2018 and 2024, 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, 2024

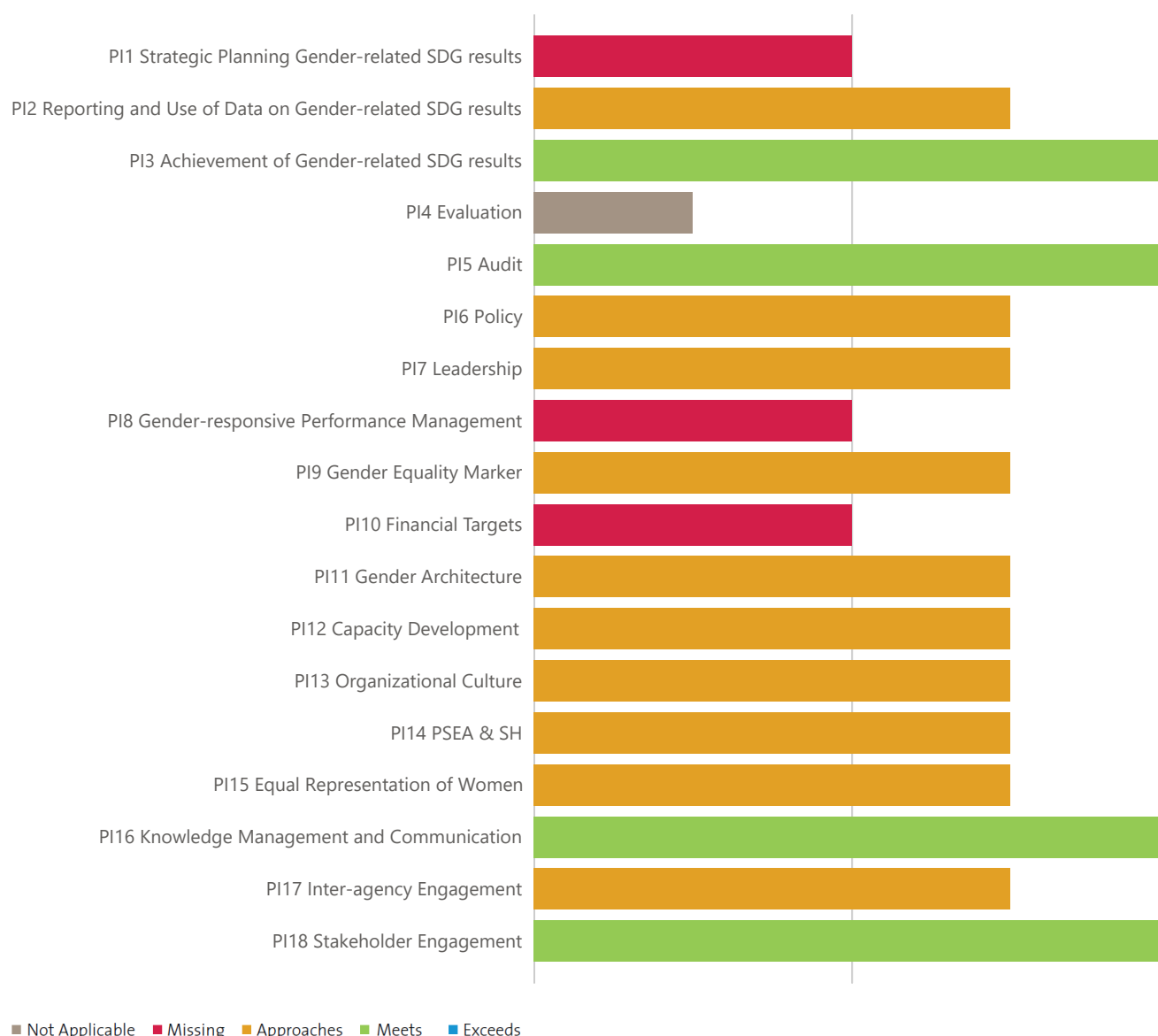
In 2024, ITU met the requirements for a greater number of indicators than comparable technical entities; however, it did not exceed the requirements for any indicators.

COMPARISON OF RATINGS BY YEAR, ENTITY SPECIFIC, 2018-2024

From 2018 to 2024, ITU demonstrated steady progress by meeting the requirements for an increasing number of indicators.

In 2024, the entity improved upon its 2023 performance by meeting the requirements for one additional indicator and by advancing two indicators from missing to approaching ratings.

UN-SWAP 3.0 PERFORMANCE BY INDICATOR (2024)



PERFORMANCE HIGHLIGHTS IN 2024

Most significant gains

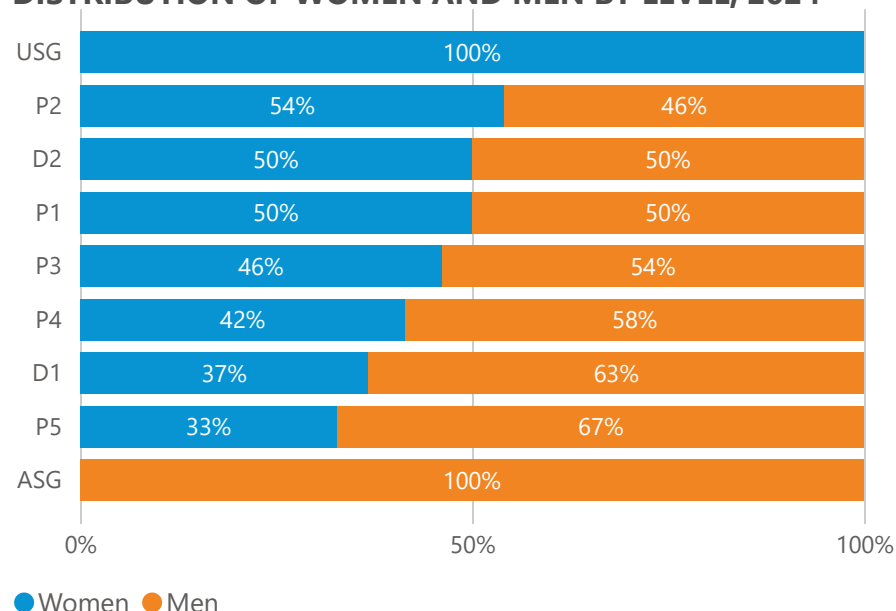
UN Women congratulates ITU on pioneering the UN-SWAP 3.0 reporting. ITU met the requirements for 4 out of 17 applicable indicators.

Areas for improvements

UN Women encourages ITU to work toward improving the remaining indicators currently rated as approaching or missing requirements.

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.

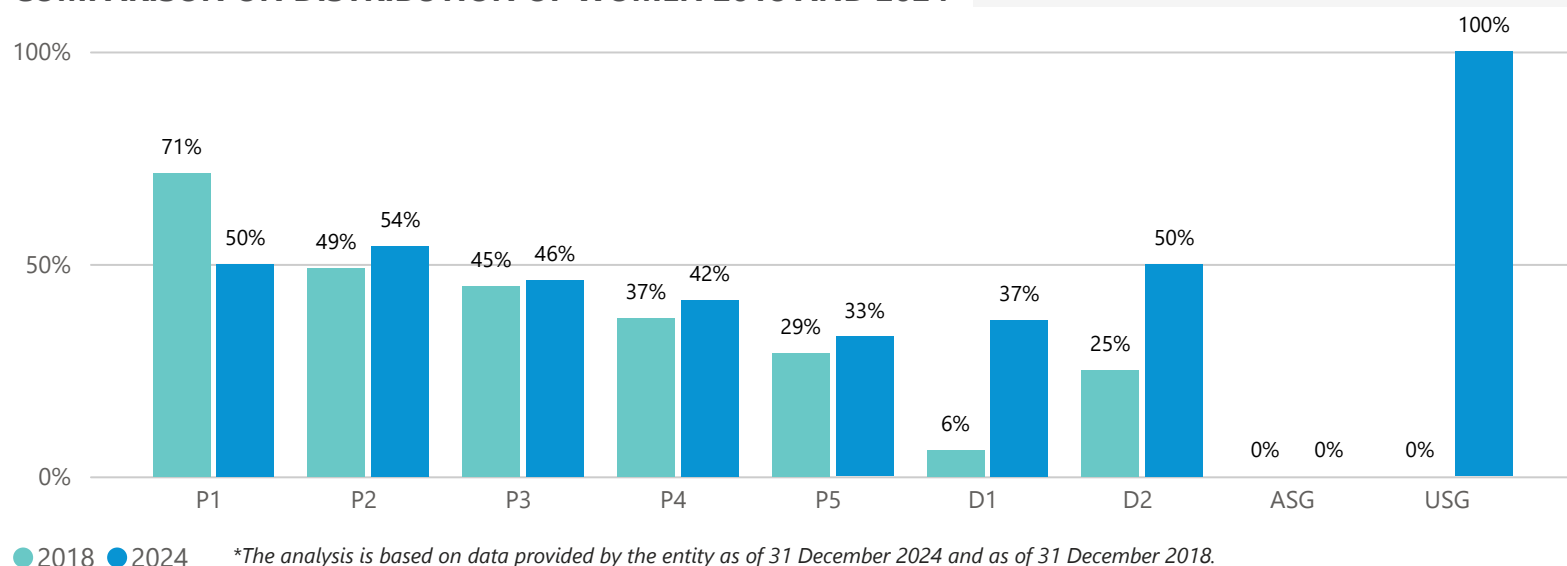
DISTRIBUTION OF WOMEN AND MEN BY LEVEL, 2024



TREND 2018-2024

- The representation of women increased from the P2 to D2 levels compared to 2018 staff figures.
- Equal representation of women has been achieved at the P1, P2 and D2 levels, and is nearly met 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 2024



WAY FORWARD

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/78/182](#)) and the 2023 report of the Secretary-General on the Improvement in the Status of Women in the UN system ([A/78/206](#)), UN entities are encouraged 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 (as per the Secretary-General's Bulletin on terms of reference for UN Gender Focal Points, [ST/SGB/2023/3](#)), led and coordinated by the Office of the Focal Point for Women in the UN System in UN-Women, and to update and monitor their two-year entity-specific gender parity implementation plans. All hiring managers are recommended to use the 'UN System-wide [Dashboard](#) on Gender Parity' and consult the [UN System-wide Knowledge Hub on addressing sexual harassment](#) as relevant.

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