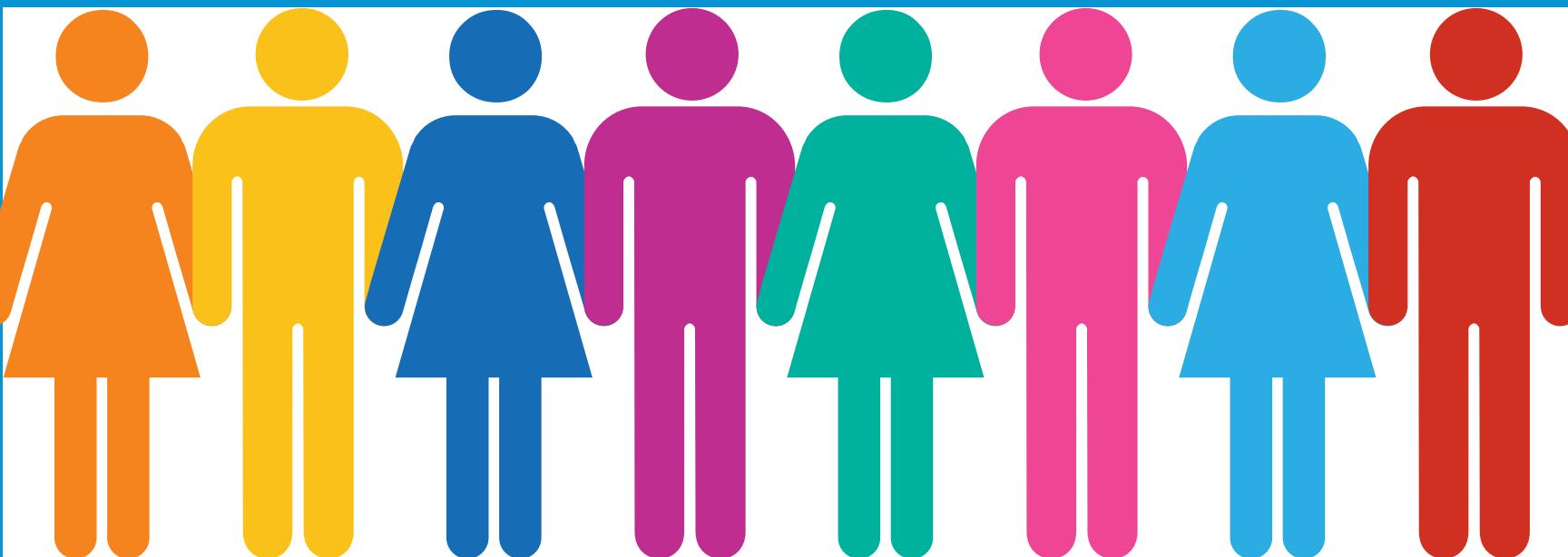


UNITED NATIONS SYSTEM-WIDE RESULTS

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

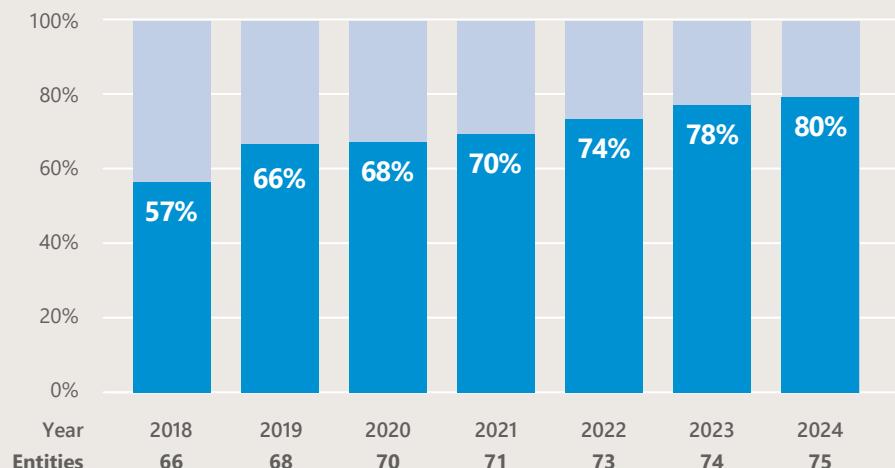


PERCENTAGE OF UN-SWAP RATINGS THAT MET OR EXCEEDED REQUIREMENTS

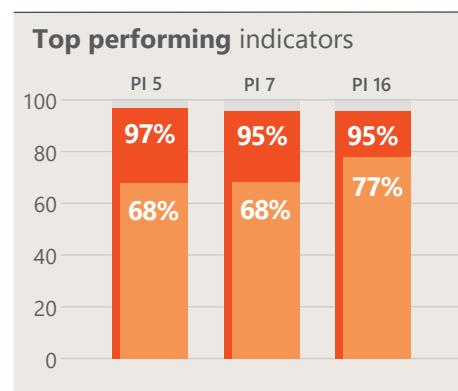
(Not applicable ratings omitted)

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

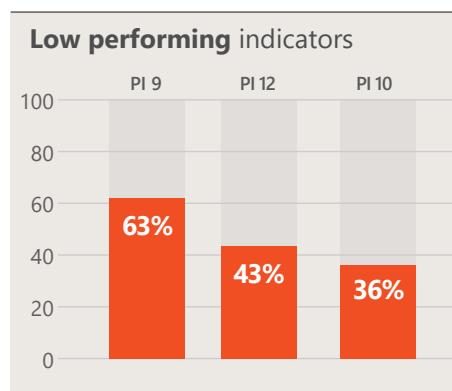
97% of entities mainstreamed gender considerations in audits
68% of entities conducted a corporate gender audit

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

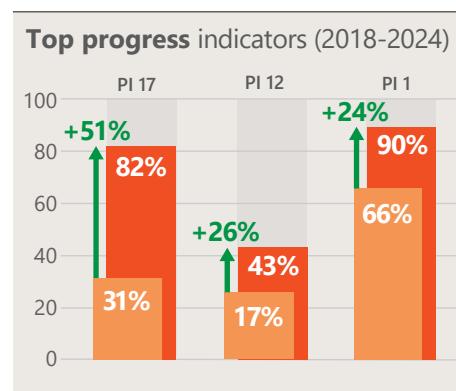
63% of entities used financial tracking mechanisms for GEWE

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

54 entities

on track with high-level, transformative GEWE results in strategic plans

54

57 entities

have gender units, with 17 of these headed by staff at P5 and above levels

57

32 entities

have both gender units and gender advisors (outside of gender units)

32

16 entities

have dedicated funds for gender focal point networking

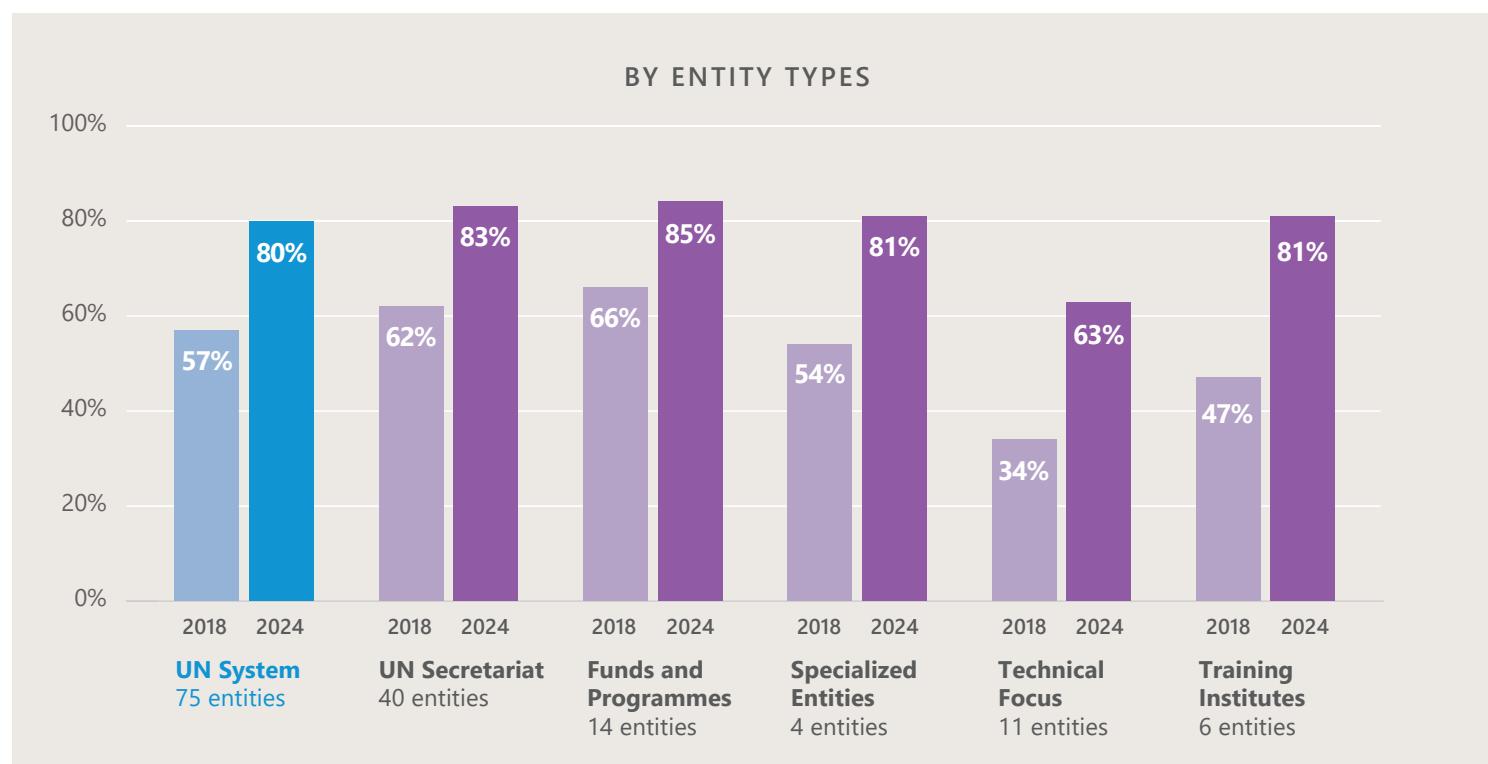
16

29 entities

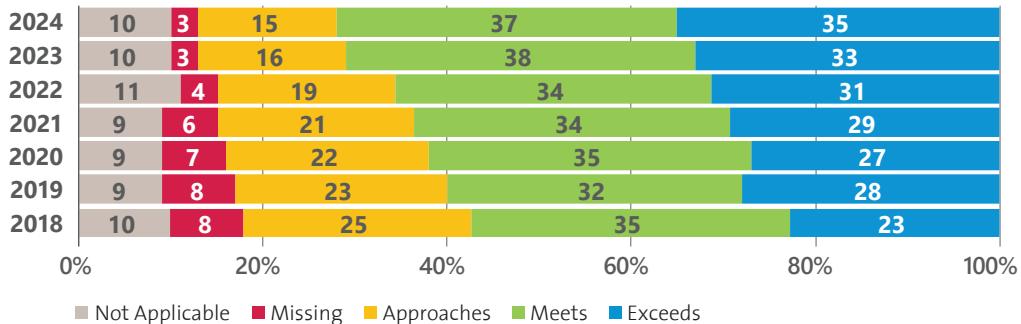
have expanded the scope of their gender units to address other cross-cutting issues, including, Disability, LGBTQI+, Racism, Environment, Peace and security, Education, and other areas such as PSEA, inclusion, human rights, intersectionality, mental health and well-being, multilingualism, age or social protection

COMPARISON OF PERFORMANCE WITHIN THE UN SYSTEM BY ENTITY TYPE

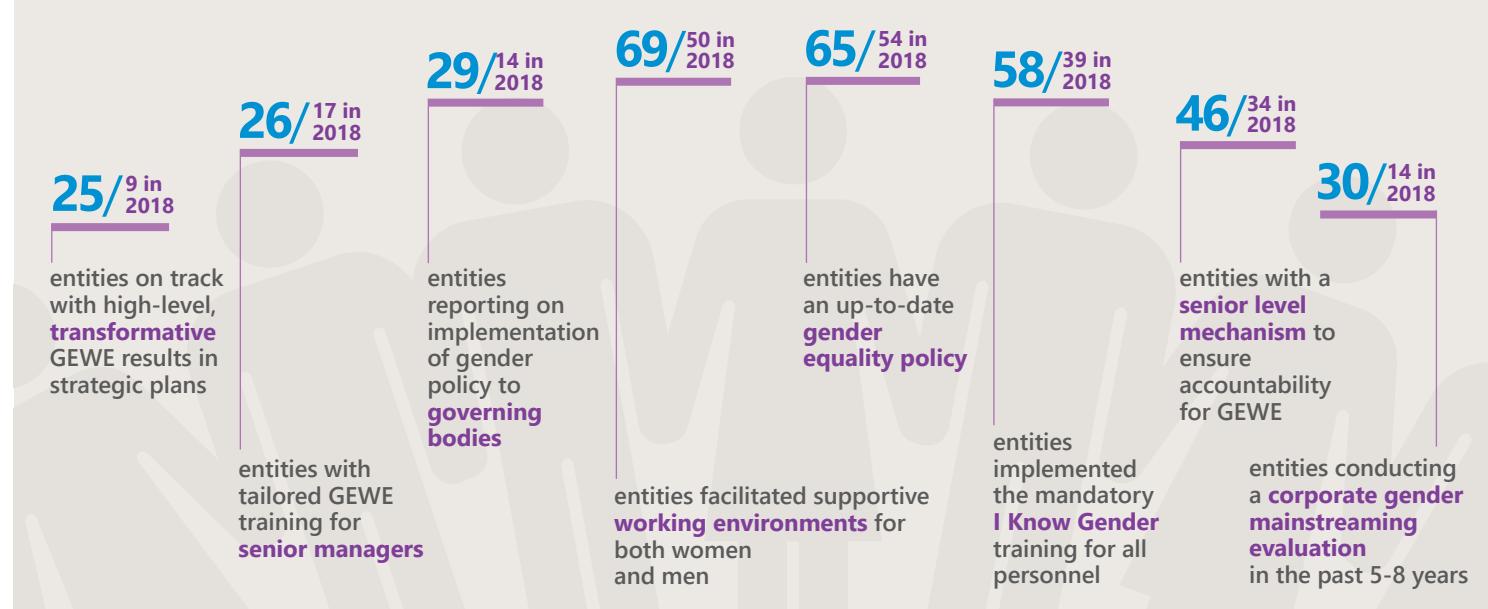
Percentage of ratings that met or exceeded requirements (not applicable ratings omitted)



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**.

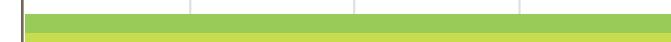
WFP met or exceeded the requirements for
4 out of 17 applicable performance indicators
under UN-SWAP 3.0.

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

PI. 1 Strategic Planning Gender-Related SDG Results



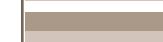
PI. 2 Reporting on Gender-Related SDG Results



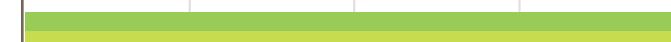
PI. 3 Programmatic Gender-Related SDG Results



PI. 4 Evaluation



PI. 5 Audit



PI. 6 Policy



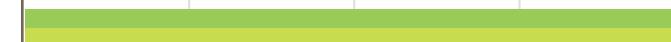
PI. 7 Leadership



PI. 8 Gender-responsive performance management



PI. 9 Financial Resource Tracking



PI. 10 Financial Resource Allocation



PI. 11 Gender Architecture



PI. 12 Equal Representation of Women



PI. 13 Organizational Culture



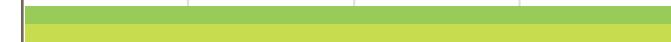
PI. 14 Capacity Assessment



PI. 15 Capacity Development



PI. 16 Knowledge and Communication



PI. 17 Coherence



	Not Applicable	Missing	Approaches	Meets	Exceeds
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2024

2023

PERFORMANCE HIGHLIGHTS IN 2024

Most significant gains

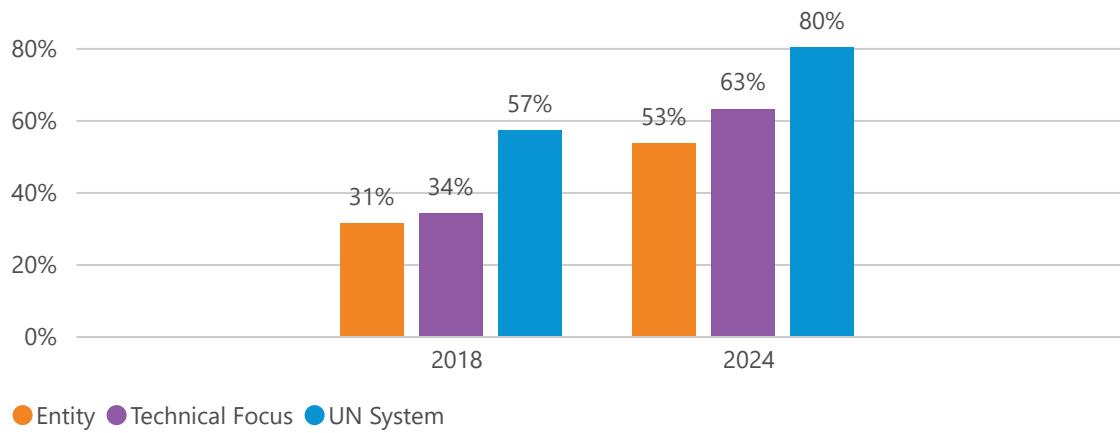
- ITU consistently met the requirements on seven indicators: Results Reporting, Audit, Leadership, Financial Resource Tracking, Performance Management, Knowledge and Communication and Coherence.
- The entity made notable progress by newly meeting the requirements on one additional indicator: Capacity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

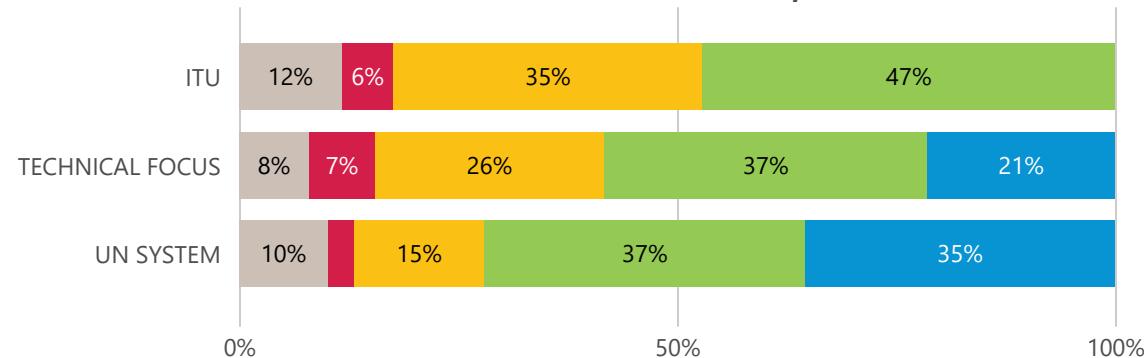
COMPARISON OF OVERALL PERFORMANCE WITHIN THE UN SYSTEM, 2018-2024

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



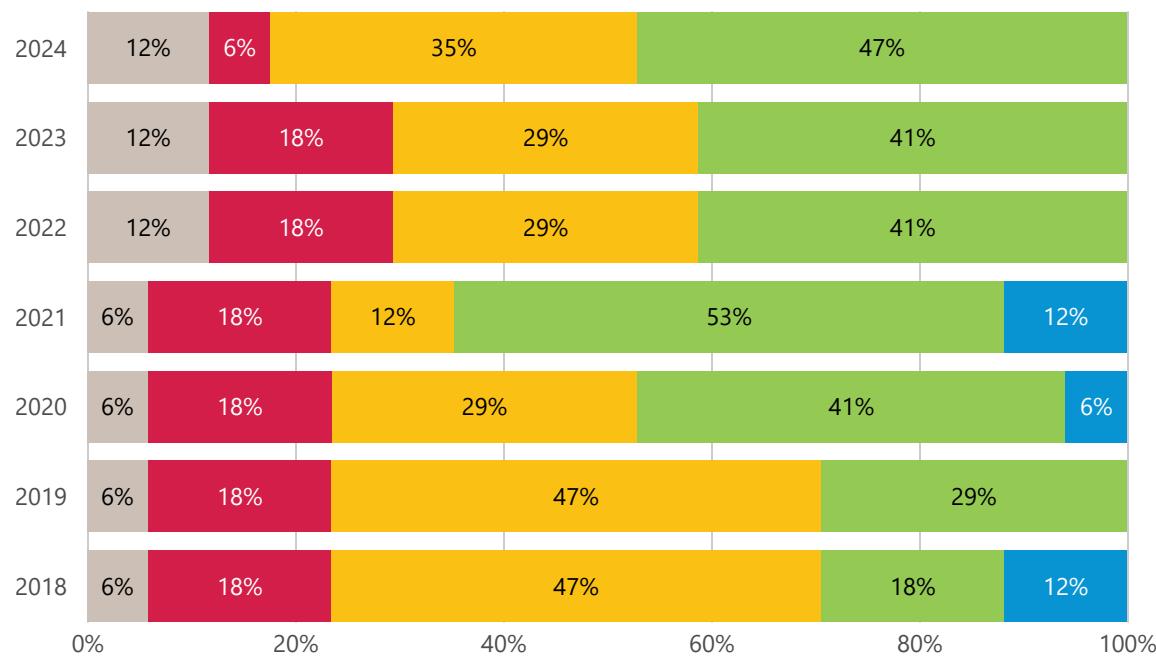
In both 2018 and 2024, ITU trailed the average performance of both the entities with a Technical focus and the overall UN System.

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.

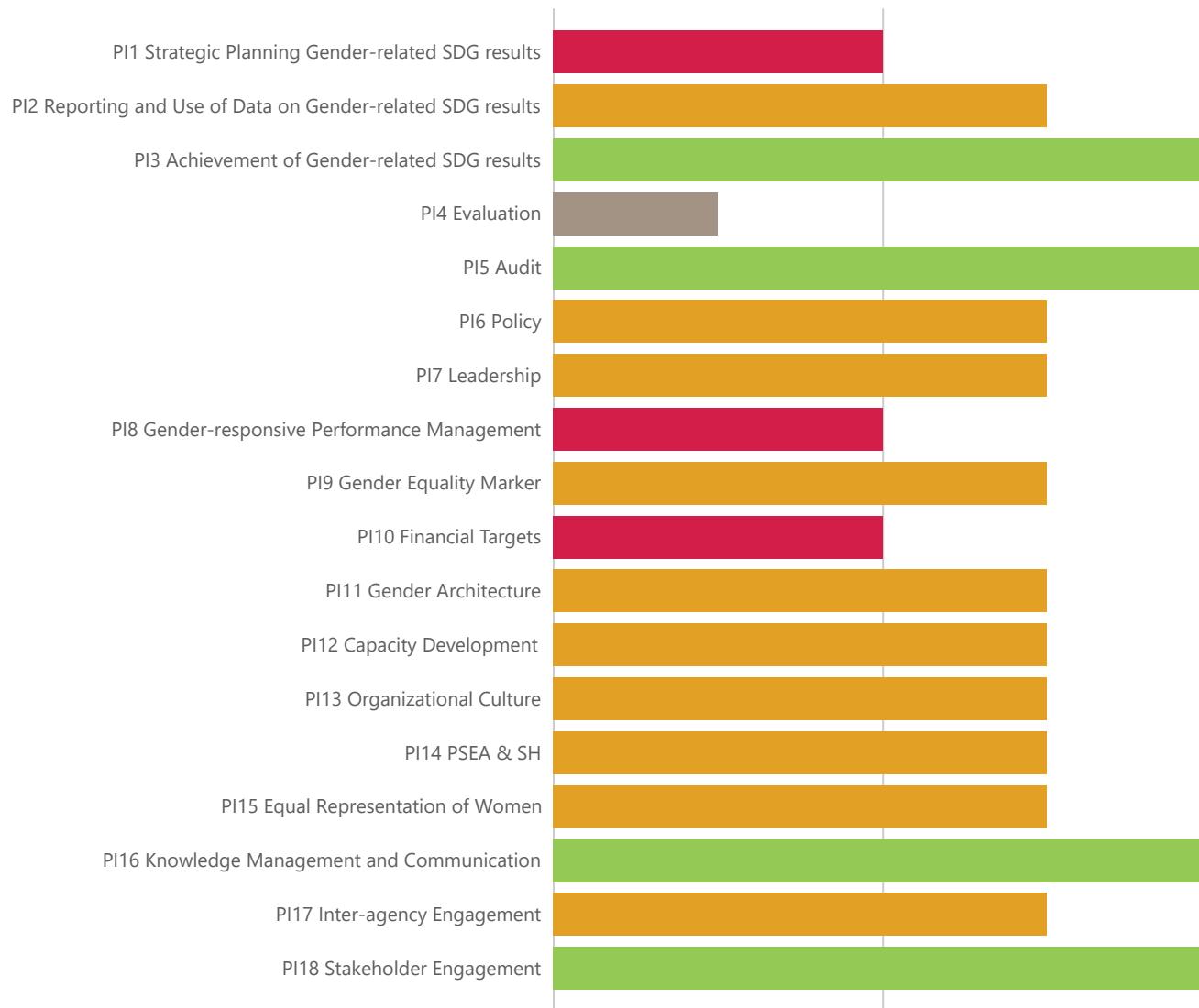
COMPARISON OF RATINGS BY YEAR, ENTITY SPECIFIC, 2018-2024



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)



■ Not Applicable ■ Missing ■ Approaches ■ Meets ■ Exceeds

PERFORMANCE HIGHLIGHTS IN 2024

Most significant gains

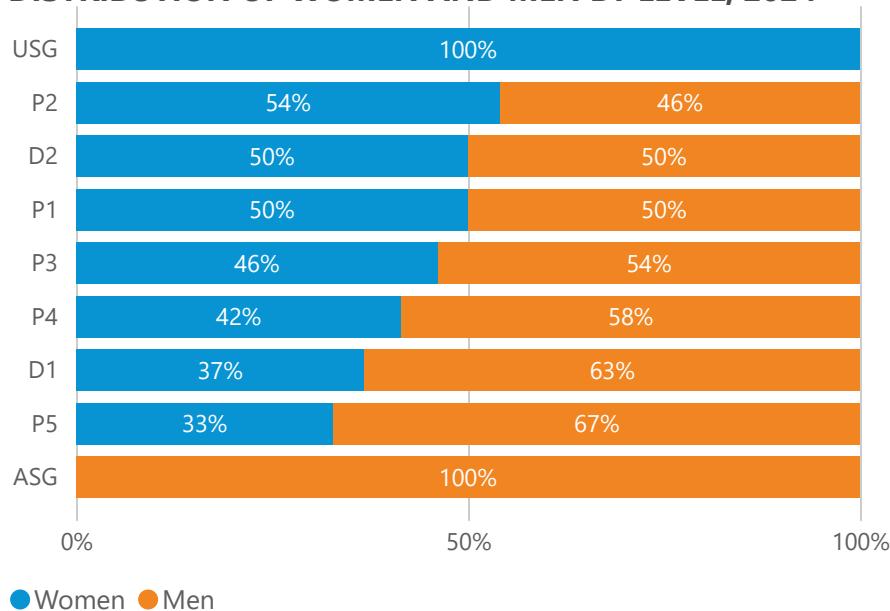
UN Women congratulates ITU on pioneering the UN-SWAP 3.0 reporting. ITU met the requirements for 4 out of 17 applicable indicators.

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.

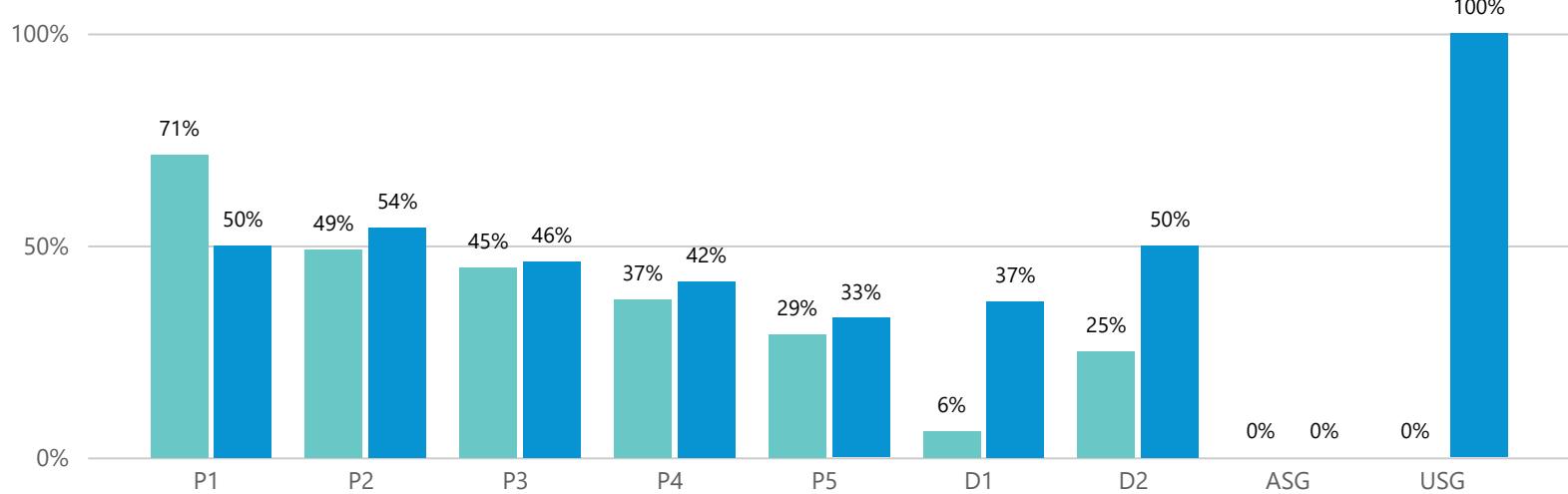
DISTRIBUTION OF WOMEN AND MEN BY LEVEL, 2024



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