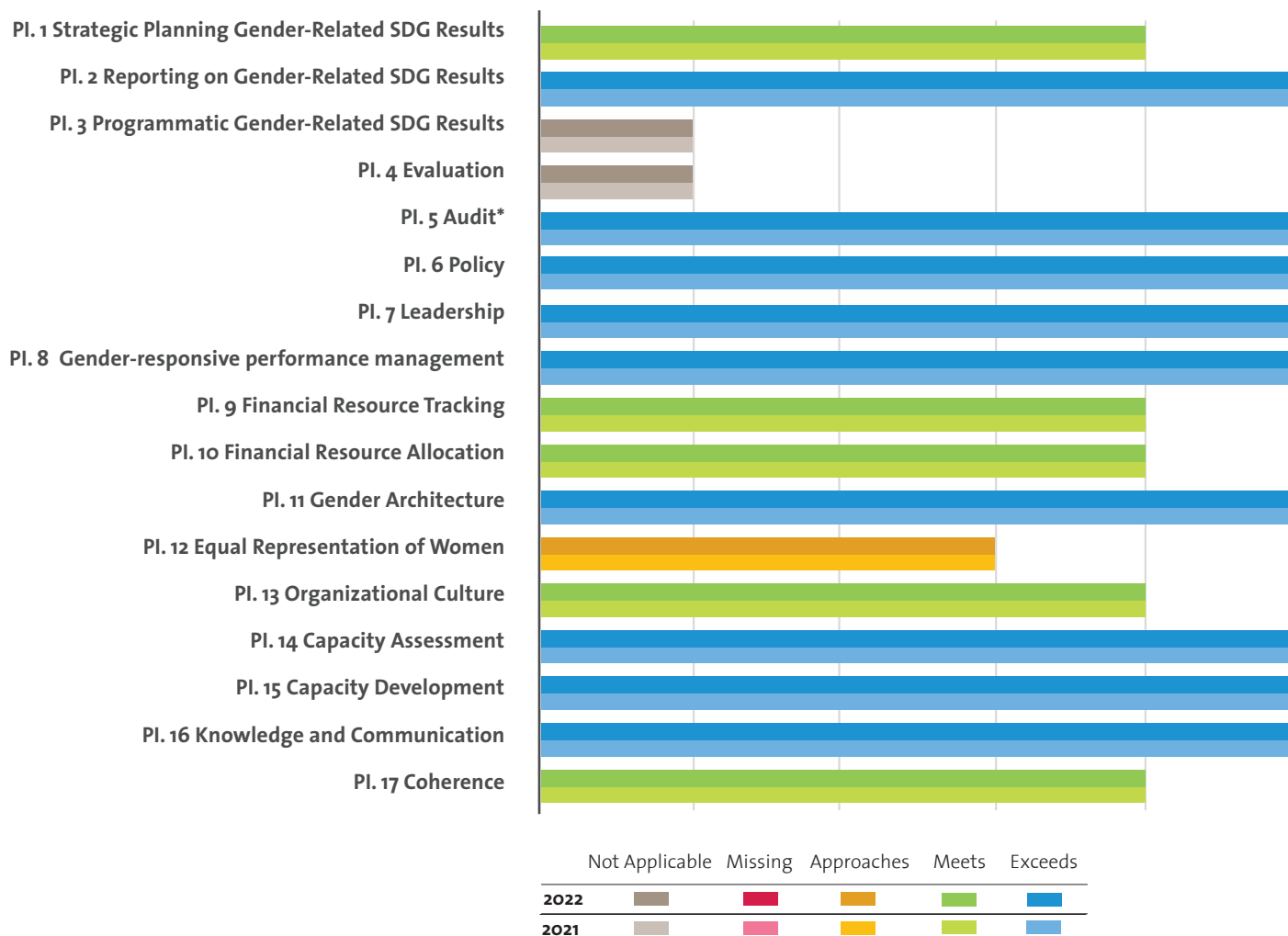# UNITED NATIONS DEPARTMENT OF PEACE OPERATIONS (DPO)

UN-SWAP 2.0 PERFORMANCE 2022

The following three pages capture DPO's performance on UN-SWAP 2.0 indicators for 2022.

In 2022, DPO met or exceeded the requirements for 14 performance indicators out of 15 applicable.

DPO's progress towards meeting UN-SWAP 2.0 requirements remains significantly above average.

UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2021-2022)

	Not Applicable	Missing	Approaches	Meets	Exceeds
2022					
2021					

Chart indicators:
- 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

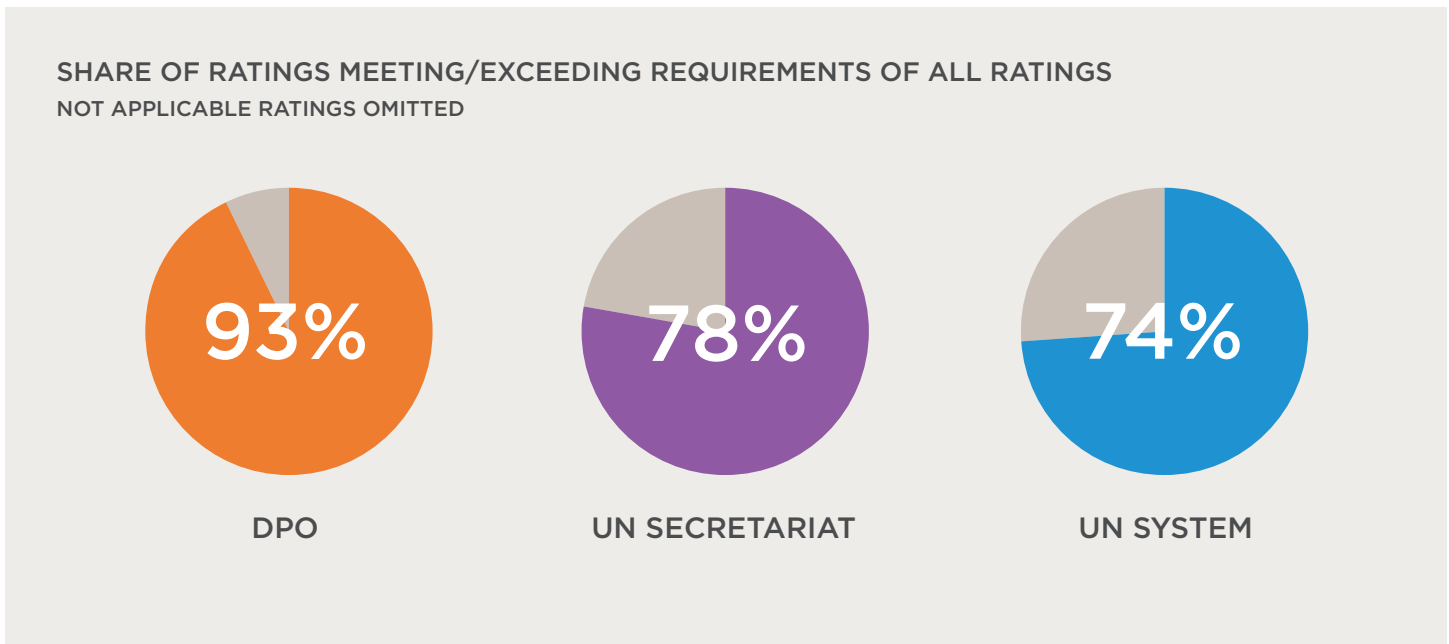## PERFORMANCE HIGHLIGHTS IN 2022

Most significant gains

- In 2022, DPO exceeded the requirements for nine indicators and met them for another five indicators.

- Significantly, DPO maintained the strong performance established in 2020.
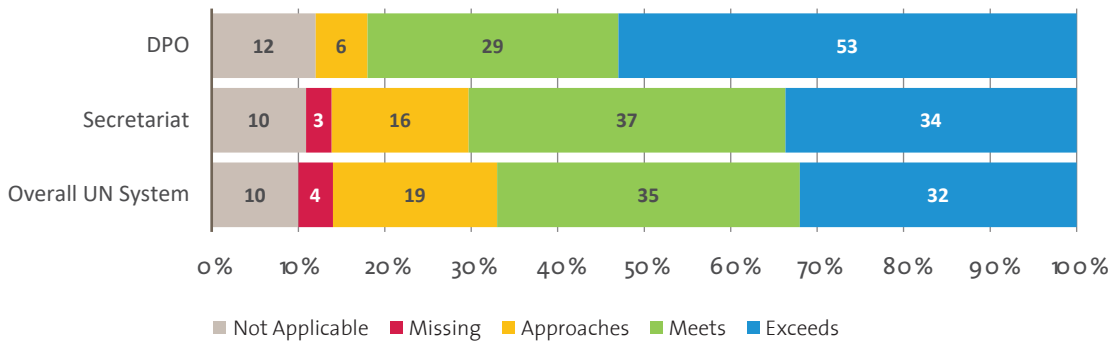
Areas for improvement

- UN Women encourages DPO to focus efforts on the only indicator that remains rated as approaching requirements, Equal representation of women.

- DPO is well positioned to achieve full compliance during the current UN-SWAP implementation period.

* Performance Indicator 5 on Audit is jointly reported for all UN Secretariat entities by OIOS.
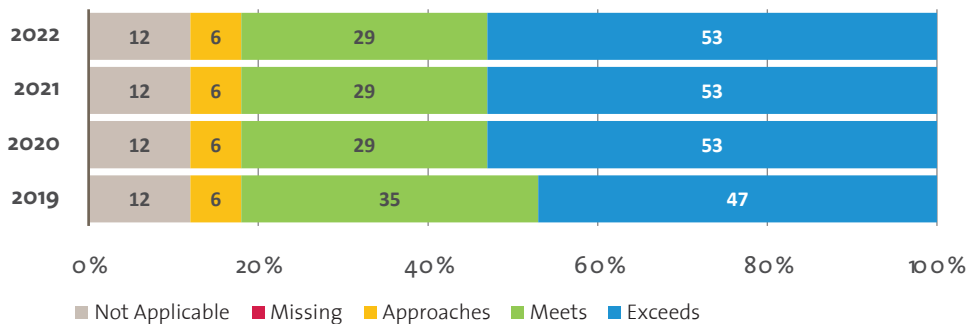
COMPARATIVE ANALYSIS FOR DPO

SHARE OF RATINGS MEETING/EXCEEDING REQUIREMENTS OF ALL RATINGS
NOT APPLICABLE RATINGS OMITTED

93%
DPO

78%
UN SECRETARIAT

74%
UN SYSTEM

COMPARISON WITH THE SECRETARIAT AS A WHOLE AND THE OVERALL UN SYSTEM

	Not Applicable	Missing	Approaches	Meets	Exceeds
DPO	12		6	29	53
Secretariat	10	3	16	37	34
Overall UN System	10	4	19	35	32

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

■ Not Applicable ■ Missing ■ Approaches ■ Meets ■ Exceeds

In 2022, DPO met or exceeded a significantly larger share of performance indicators than the consolidated performances of both the UN Secretariat and the UN system at large.

DPO, ANALYSIS OF RATINGS BY YEAR

	Not Applicable	Approaches	Meets	Exceeds
2022	12	6	29	53
2021	12	6	29	53
2020	12	6	29	53
2019	12	6	35	47

0% 20% 40% 60% 80% 100%

■ Not Applicable ■ Missing ■ Approaches ■ Meets ■ Exceeds

In 2022, DPO met or exceeded requirements for 14 indicators, maintaining the strong performance registered in 2020.

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.
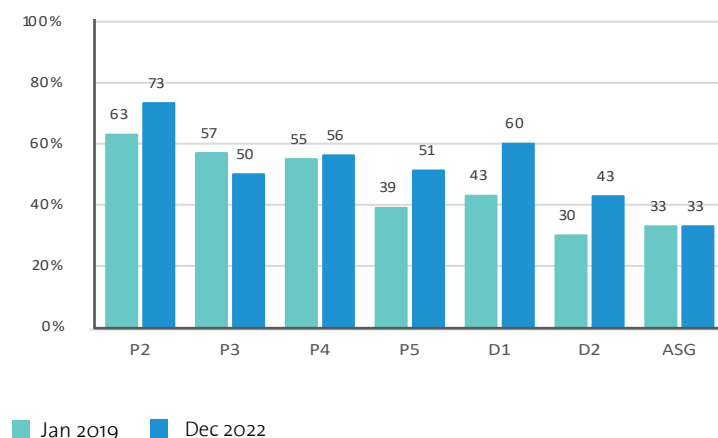
DISTRIBUTION OF WOMEN AND MEN BY LEVEL
REPORTED IN 2022

Level	Women	Men
P2	73%	27%
P3	50%	50%
P4	56%	44%
P5	51%	49%
D1	60%	40%
D2	43%	57%
ASG	33%	67%

■ Women ■ Men
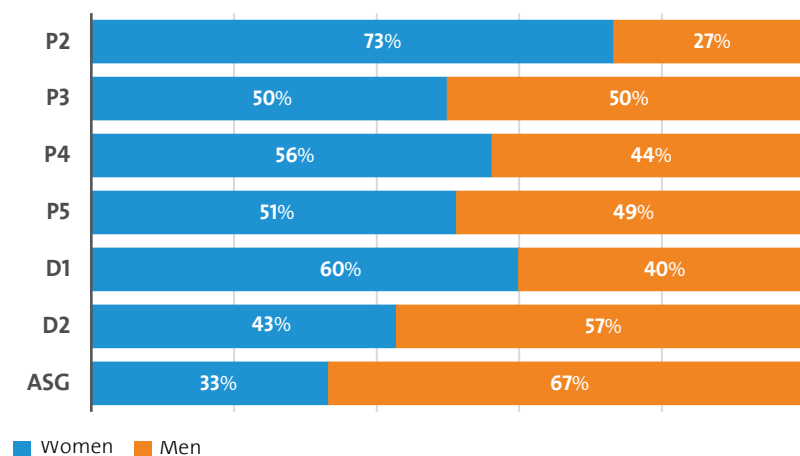
4-YEAR TREND FOR DPPA-DPO SHARED STRUCTURE

- Nearly all staff levels witnessed an increase in the representation of women between January 2019 and December 2022 in the DPO-DPPA Shared structure.
- The P2, P3, P4, P5 and D1 staff levels have reached the threshold for parity (47%)

DISTRIBUTION OF WOMEN BY LEVEL, 2019 AND 2022

Level	Jan 2019	Dec 2022
P2	63	73
P3	57	50
P4	55	56
P5	39	51
D1	43	60
D2	30	43
ASG	33	33

■ Jan 2019 ■ Dec 2022

* The analysis is based on data provided by DPPA-DPO as of 31 December 2022 and as of 1 January 2019.

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/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.