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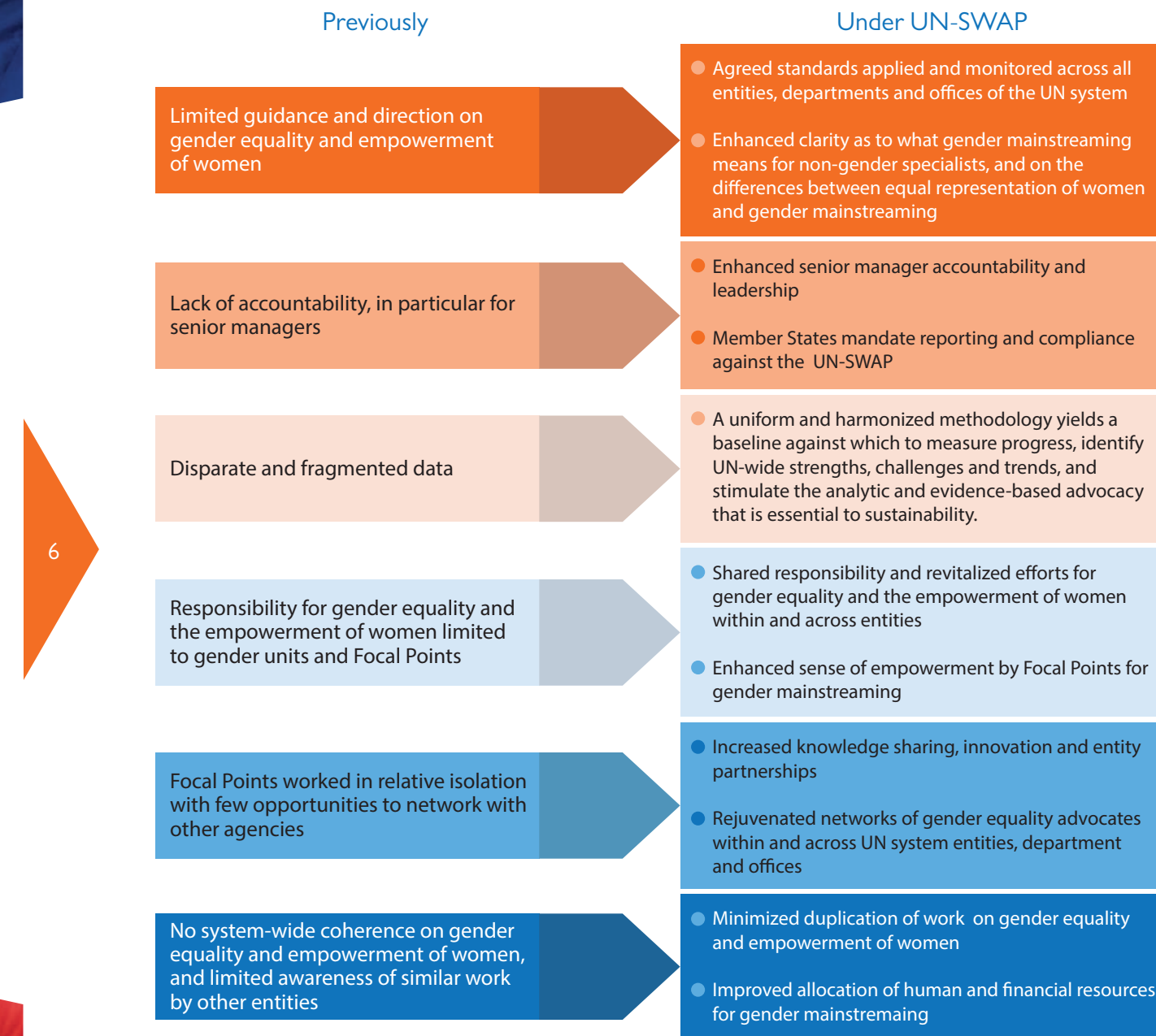
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{ UN-SWAP }

## What has the UN-SWAP achieved so far?

The UN-SWAP's innovative and pioneering approach has resulted in several significant and immediate shifts in



"The UN-SWAP provides a common roadmap for the entire UN system to follow as we enter the post-2015 era. For WFP, this framework makes it easier to meet our commitment to address gender inequalities in all fields. The UN-SWAP has also led to much increased collaboration and information sharing with sister agencies as, together, we strive to reach a common goal."

**Sonsoles Ruedas, Director, Gender Office, World Food Programme**

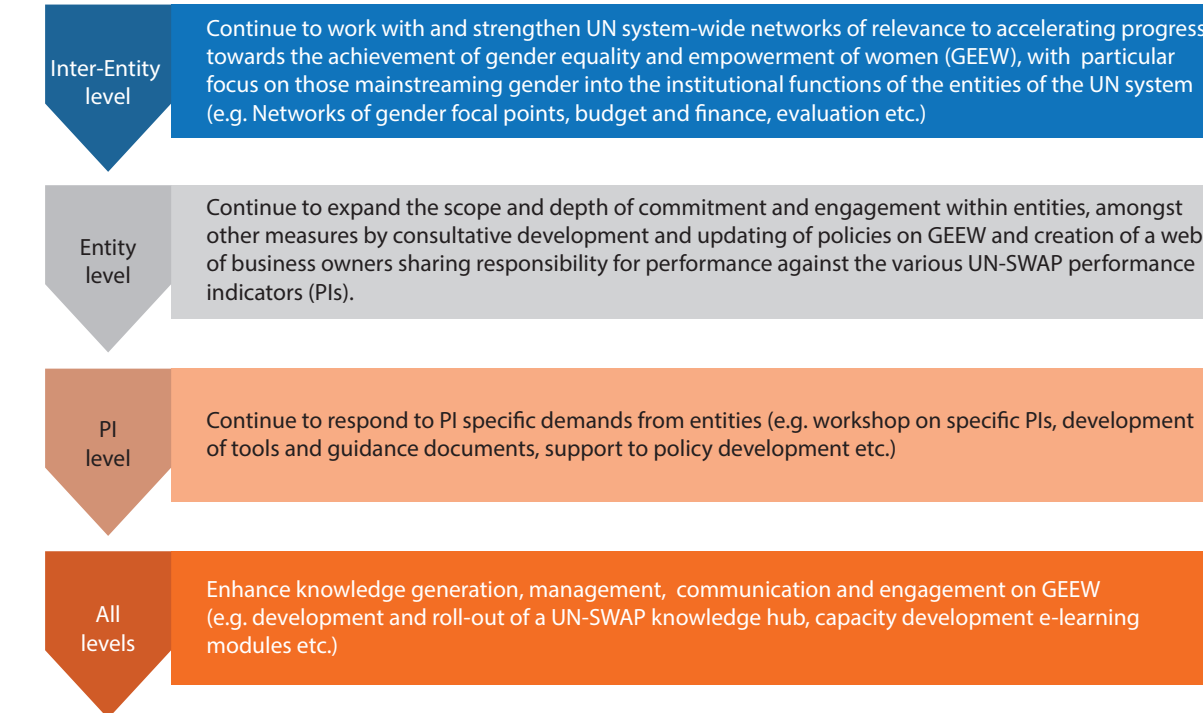
To learn more about the UN-SWAP, please take the UN-SWAP dedicated e-module within the "I Know Gender" course available free of charge here:  
<https://trainingcentre.unwomen.org/course/description.php?id=2>

how the UN system approaches work related to gender equality and women's empowerment. Consequently, and as testament to its functionality and efficacy as an accountability framework, it has served as an inspiration for other theme areas. Examples include the UN Youth SWAP and the Inter-Agency Support Group for Indigenous Issues SWAP.

{ AN OVERVIEW OF THE UNITED NATIONS SYSTEM-WIDE ACTION PLAN FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN }

## Way forward

Strategies to build on the momentum that the UN-SWAP has generated and to continue to propel progress include:



All entities should prioritize the continued implementation of the UN-SWAP indicators to meet the CEB deadline of 2017 with particular focus on the provisions relating to the more challenging Performance Indicators.

### In Resolution E/2014/12 the Economic and Social Council (ECOSOC)

"Requests the United Nations system, including its agencies, funds and programmes, within their respective organizational mandates, to continue working collaboratively to enhance and accelerate gender mainstreaming within the United Nations system including by fully implementing the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (...)"

"The UN-SWAP is making a tremendous impact. Many of the commitments made in UNDP's Gender Equality Strategy 2014-2017 are taken from the UN-SWAP framework, thereby committing the entire organization to their achievement. The UN-SWAP is so impactful because it has clear targets and indicators and has been adopted by the CEB."

**Randi Davis, Director ad interim of the UNDP's Gender Team**



## UN-SWAP

An accountability framework to mainstream gender equality and the empowerment of women across the UN system



## What is the UN-SWAP?

The UN System-wide Action Plan (UN-SWAP) on gender equality and women's empowerment is an accountability framework to accelerate mainstream gender perspectives into all institutional functions of the entities of the United Nations system. It constitutes a response to ECOSOC agreed conclusions 1997/2, which called upon the UN system to mainstream a gender perspective throughout its work. The UN-SWAP was endorsed by the United Nations Chief Executives Board (CEB) for Coordination in April 2012 and set 2017 as the target for the UN system to meet all its Performance Indicators.

With its 15 commonly agreed upon Performance Indicators, the UN-SWAP constitutes the first unified framework to systematically revitalize, capture, monitor and measure performance and accountability for the work of the UN system on gender equality and women's empowerment. Spearheaded by UN Women, it has created a clearer picture of areas of strength and weakness and has helped identify the human, financial and knowledge resources needed to propel progress across all entities of the UN system.

The UN-SWAP requires annual reporting by each participating entity, department and office. Ninety per cent of UN entities, offices and departments regularly submit reports. The annual Secretary-General's report on mainstreaming a gender perspective into all policies and programmes in the United Nations system provides an analysis of the annual UN-SWAP reporting results.

## Goal

To enhance the UN system's ability to hold itself accountable in a systematic and harmonized manner for its global work on gender equality and the empowerment of women.

## How it works

Regular and consistent reporting on the implementation of the UN-SWAP is an essential component to strengthen accountability for gender equality. It establishes:

- ▶ A common understanding of gender equality and the empowerment of women
- ▶ A common method to advance towards this goal
- ▶ A common and progressive sliding scale against which to monitor progress and to set aspirational goals.

*(Photo credits: front cover, top - Health Workers at Ebola Treatment Centre, UN Photo/Martine Perret, bottom - Nepal Peacekeepers - UN Photo/Pasqual Gorriz; back cover, top - March - UN Women/Ryan Brown, bottom - Egypt - UN Women/Fatma Elzahrav Yassin)*

## UN-SWAP reporting framework and rating system

The UN-SWAP includes a set of 15 common Performance Indicators, clustered around six broad and functional areas. Entities provide annual reports to UN Women through an online reporting system. UN Women reviews all reports to control for quality and accuracy of ratings.

Each indicator includes specific requirements which are measured by five progressive ratings:

- ▶ Exceeds requirements
- ▶ Meets requirements
- ▶ Approaches requirements
- ▶ Missing
- ▶ Not Applicable

The 'meets requirements' rating sets the minimum standard for UN entity performance, based on UN inter-governmental mandates on gender equality and women's empowerment.

'Missing' applies when the entity is not yet meeting requirements for the Performance Indicator-

'Not applicable' applies where the Performance Indicator is not relevant to an entity.

All ratings are accompanied by explanations.

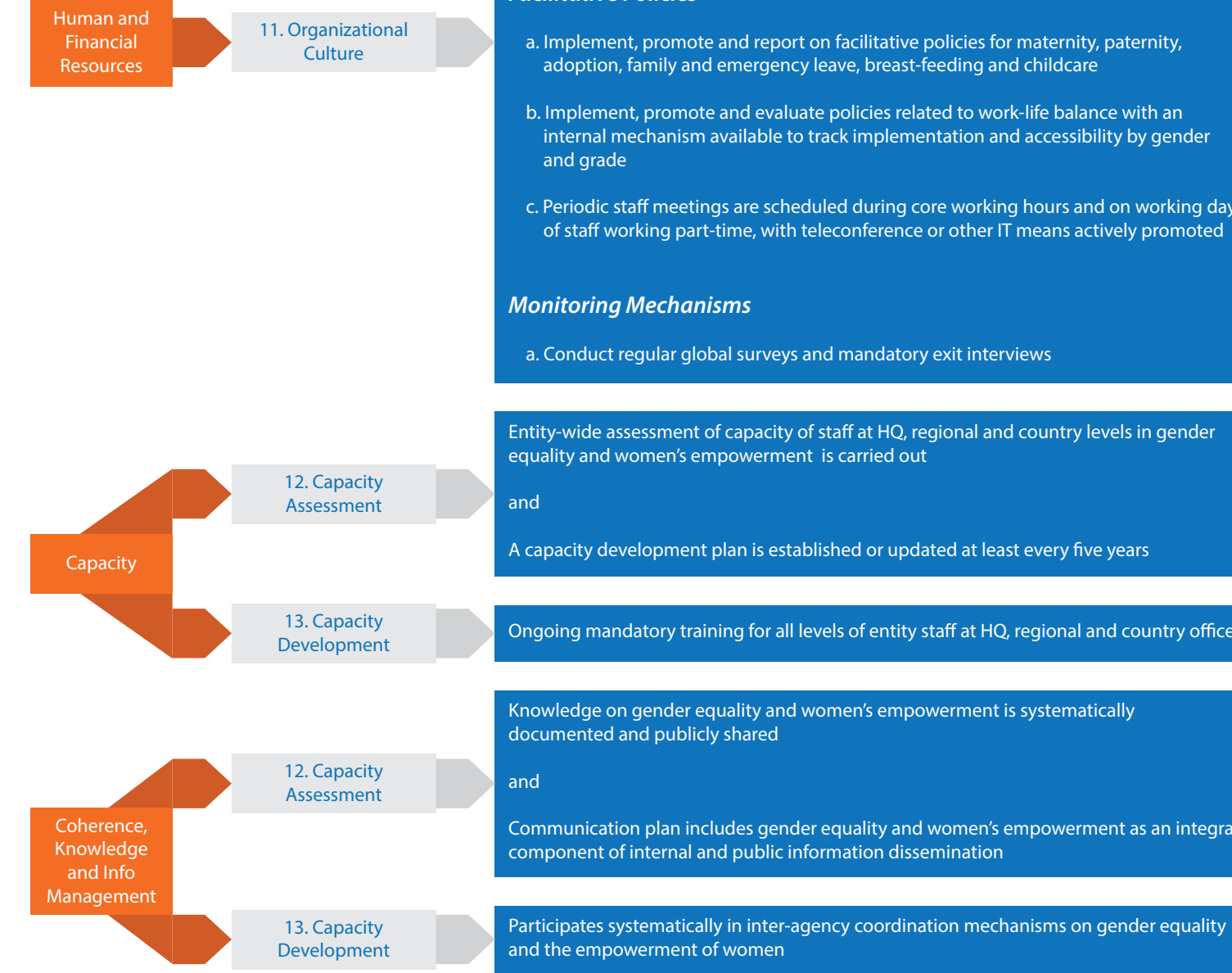
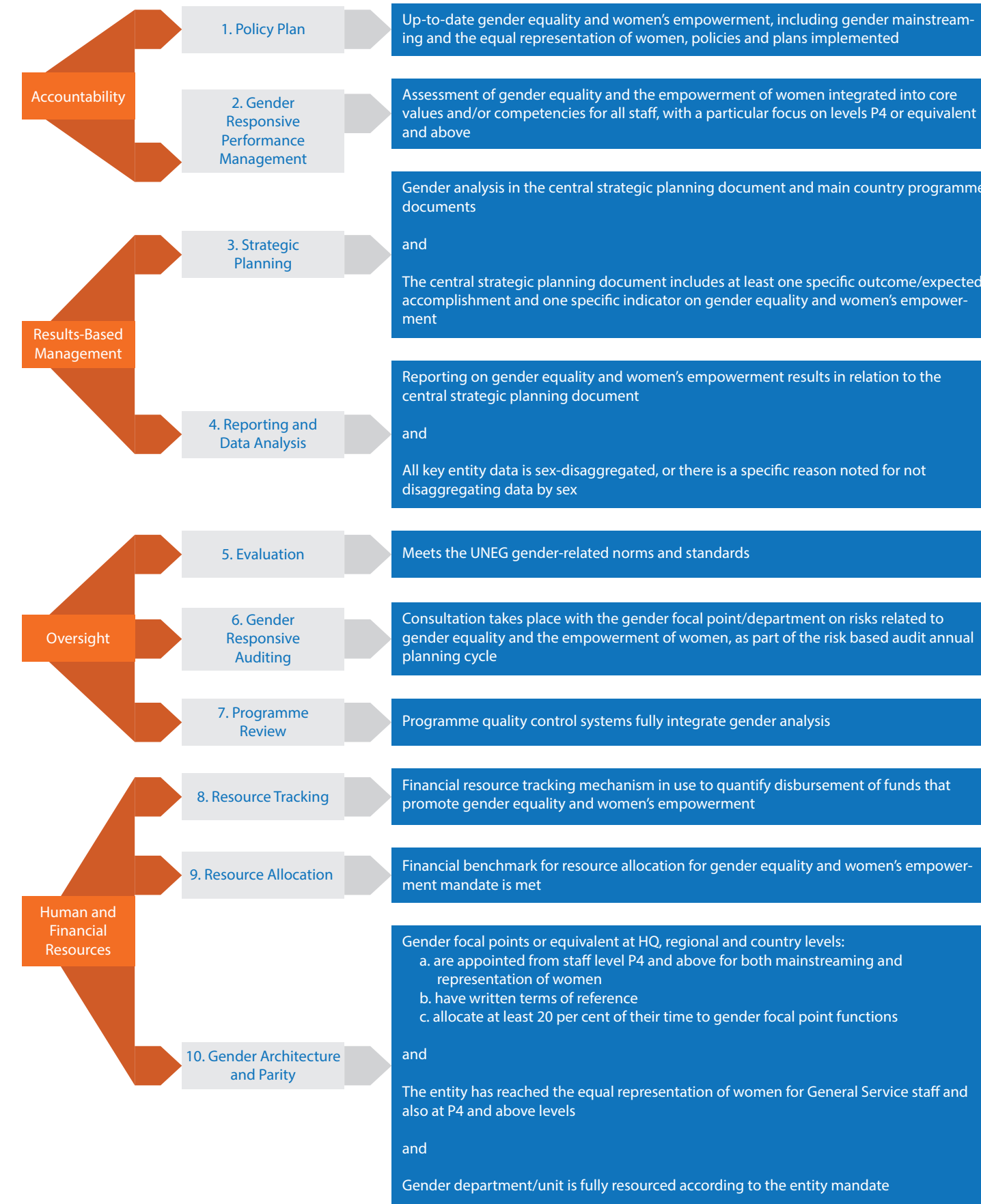
"To be truly transformative, the post 2015 development agenda must prioritize gender equality and women's empowerment. The world will never realize 100 per cent of its goals if 50 per cent of its people cannot realize their full potential."

**UN Secretary General  
Ban Ki-moon**

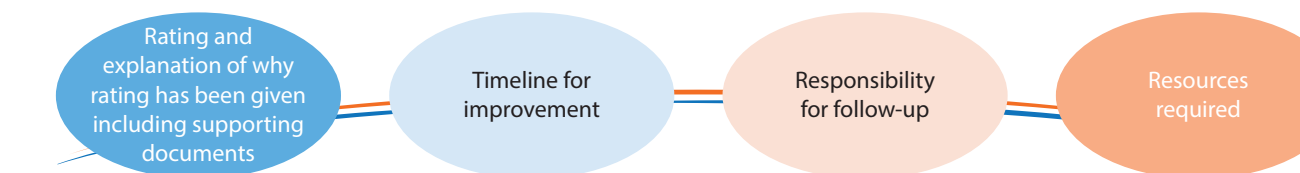
"Change is coming, change has to come... The performance indicators are steadily climbing and bringing systemic changes".

**Dr. Phumzile Mlambo-Ngcuka, Executive Director, UN Women**

## UN-SWAP Performance Indicators (PIs): Requirements to meet performance standards



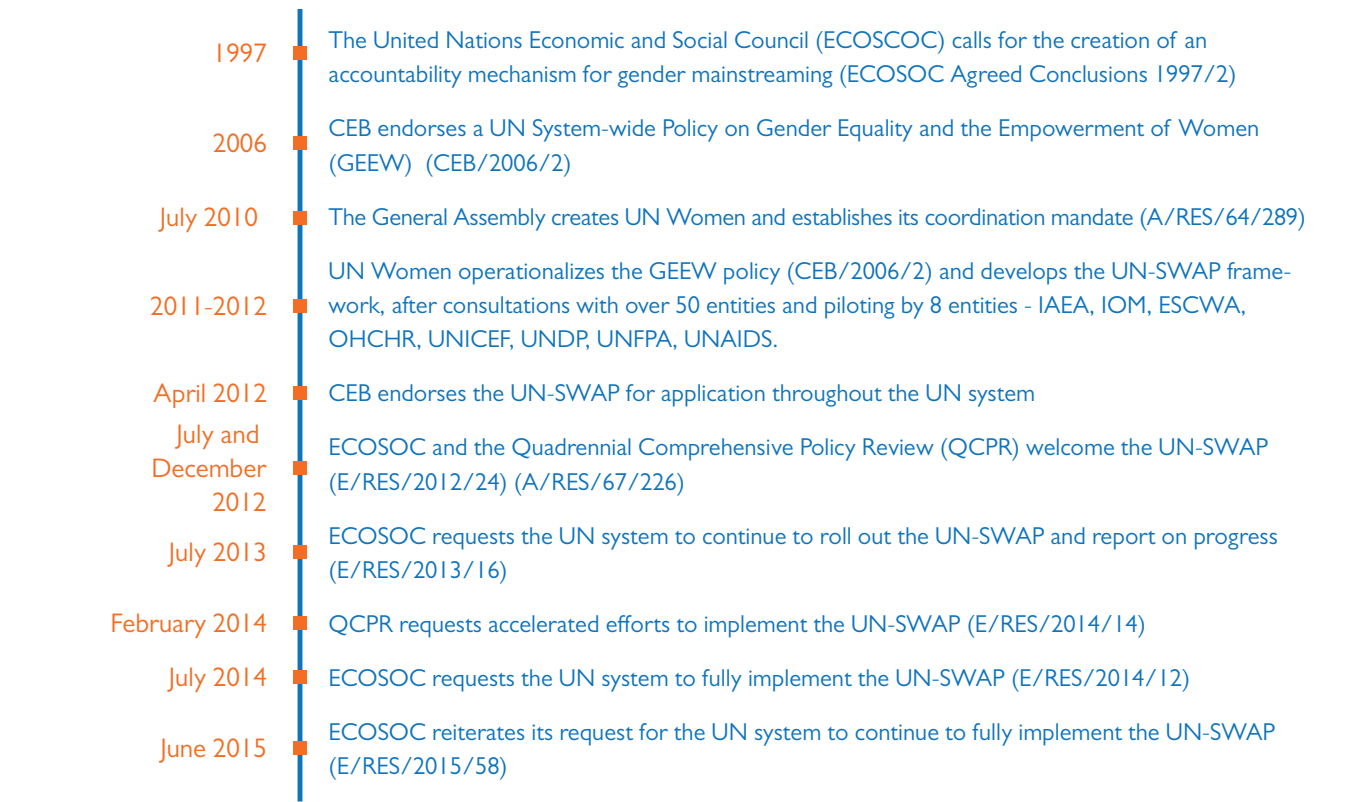
For each Performance Indicator, reporting entities are required to submit information on:



"It is with deep satisfaction and indeed great enthusiasm that I can say that the System-wide Action Plan, that has been developed under the auspices of UN Women... represents an enormous step forward... and is an example of how an institution could facilitate and convene a whole system of funds, agencies and programmes to develop this common framework... I think that it has provided all of us with a common agenda and above all a common framework in which we can work in the years that lie ahead."

**Achim Steiner, Under-Secretary-General, UNEP**

## Timeline of the UN-SWAP



## How is the UN-SWAP being implemented?

The UN-SWAP implementation has required a multi-pronged strategy, based on:

- 1. Inter-governmental support:** Advocating for the inclusion of relevant UN-SWAP language in parliamentary documentation (resolutions, decisions of executive boards, etc).
- 2. Strengthening networks:** In 2015, the UN-SWAP network of Focal Points counts over 300 individuals across 62 UN entities. Responsibility for gender mainstreaming is becoming more widely shared by an expanding web of business owners for the different UN-SWAP indicators within entities.
- 3. Leveraging existing networks:** UN Women works with system-wide networks to increase technical expertise and accountability for performance areas. For example, the UN Evaluation Group, UN Representatives of Internal Audit Services and Finance and Budget Network have all provided guidance in their relevant areas.
- 4. Central coordination hub:** UN Women has established a UN-SWAP Help Desk which responds to ongoing requests for entity-specific assistance. The Help Desk provides support, guidance and tools for accelerating progress in challenging areas, including the development of gender policies, the key lever driving progress.
- 5. Communication and knowledge sharing:** UN Women regularly produces advocacy and knowledge sharing products, including brochures, good practices documents, online catalogues of documents by indicators and annual customized reporting analysis for all entities.