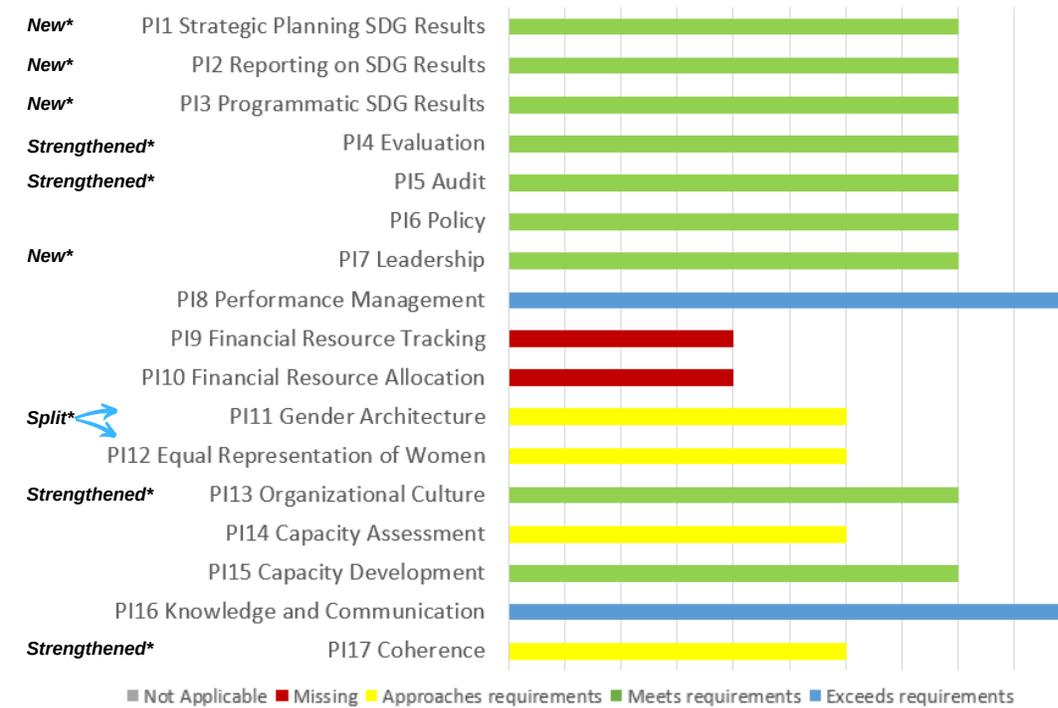


2018 UN-SWAP Performance by Indicator: UNHCR



2018 constitutes the first year of reporting against UN-SWAP 2.0, an expanded and enhanced framework with 4 new indicators and 4 strengthened indicators.

As such, the 2018 performance establishes a new benchmark for the years to follow.

In 2018, UNHCR "met" or "exceeded" requirements for 11 out of 17 UN-SWAP 2.0 indicators.

*Relative to UN-SWAP 1.0

Most significant gains

Impressively, in 2018, UNHCR "exceeded" requirements for:

- **PI8 on Performance Management**
- **PI16 on Knowledge and Communication**

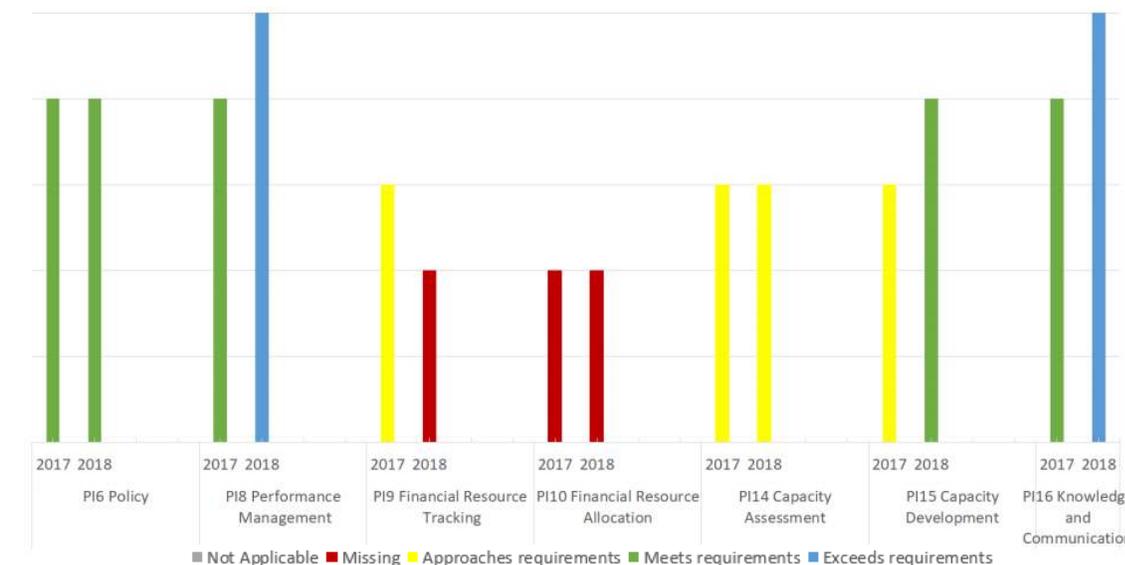
Areas for improvement



UN Women encourages UNHCR to focus on the area that "missed" requirements:

- **PI9 on Financial Resource Tracking**
- **PI10 on Financial Resource Allocation**

Comparative Performance 2017-2018, indicators carried over from UN-SWAP 1.0: UNHCR



Between 2017 and 2018, UNHCR increased its performance for 3 of the 7 indicators that were carried over from UN-SWAP 1.0: **PI8 on Performance management, PI15 on Capacity Development and PI16 on Knowledge and Communication.**

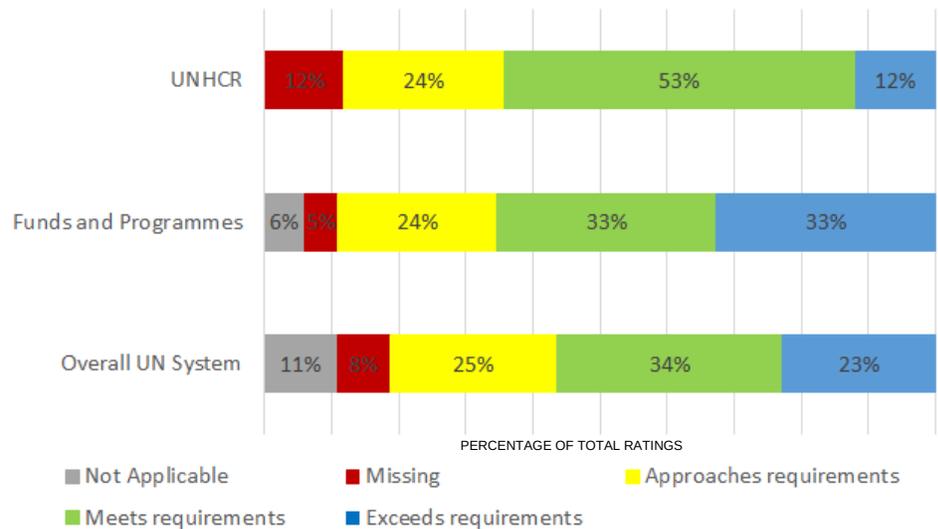
However, in this period, UNHCR declined its performance for **PI9 on Financial Resource Tracking**, from "approaches" to "missing" requirements.

2018 Comparative Performance by Entity Type: UNHCR

Aggregate performance in 'meets/exceeds' requirements ratings



- UNHCR "met" or "exceeded" requirements for 65% of indicators (11 out of 17 indicators), **outperforming** the overall UN system by 8 percentage points.



Highlights from new UN-SWAP 2.0 Indicators

Strategic Planning Gender-related SDG Results (PI1)

This new indicator captures high-level results on gender equality and the empowerment of women, as reflected in the main strategic planning documents, which contribute to meeting SDG targets.



UNHCR "met" requirements for this indicator. To "exceed" requirements, UNHCR's main strategic planning document must include a high-level transformative result on gender equality, and demonstrate that this result has been achieved.

Leadership (PI7)

This new indicator focuses on ways in which senior managers can directly promote gender equality and the empowerment of women.



UNHCR "met" requirements for this indicator. To "exceed" requirements, senior managers must proactively promote improvements in UN-SWAP 2.0 Performance Indicators.