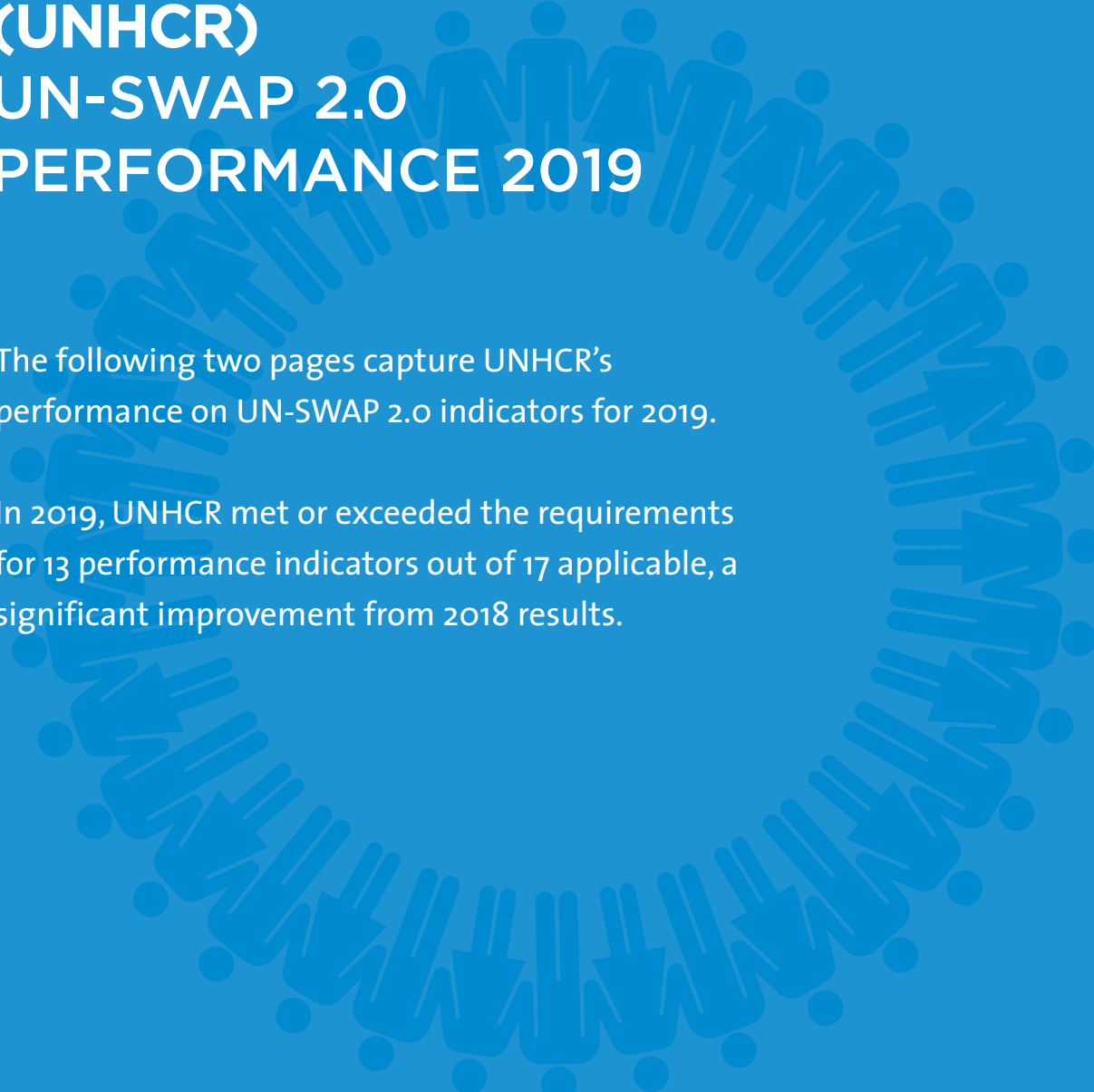


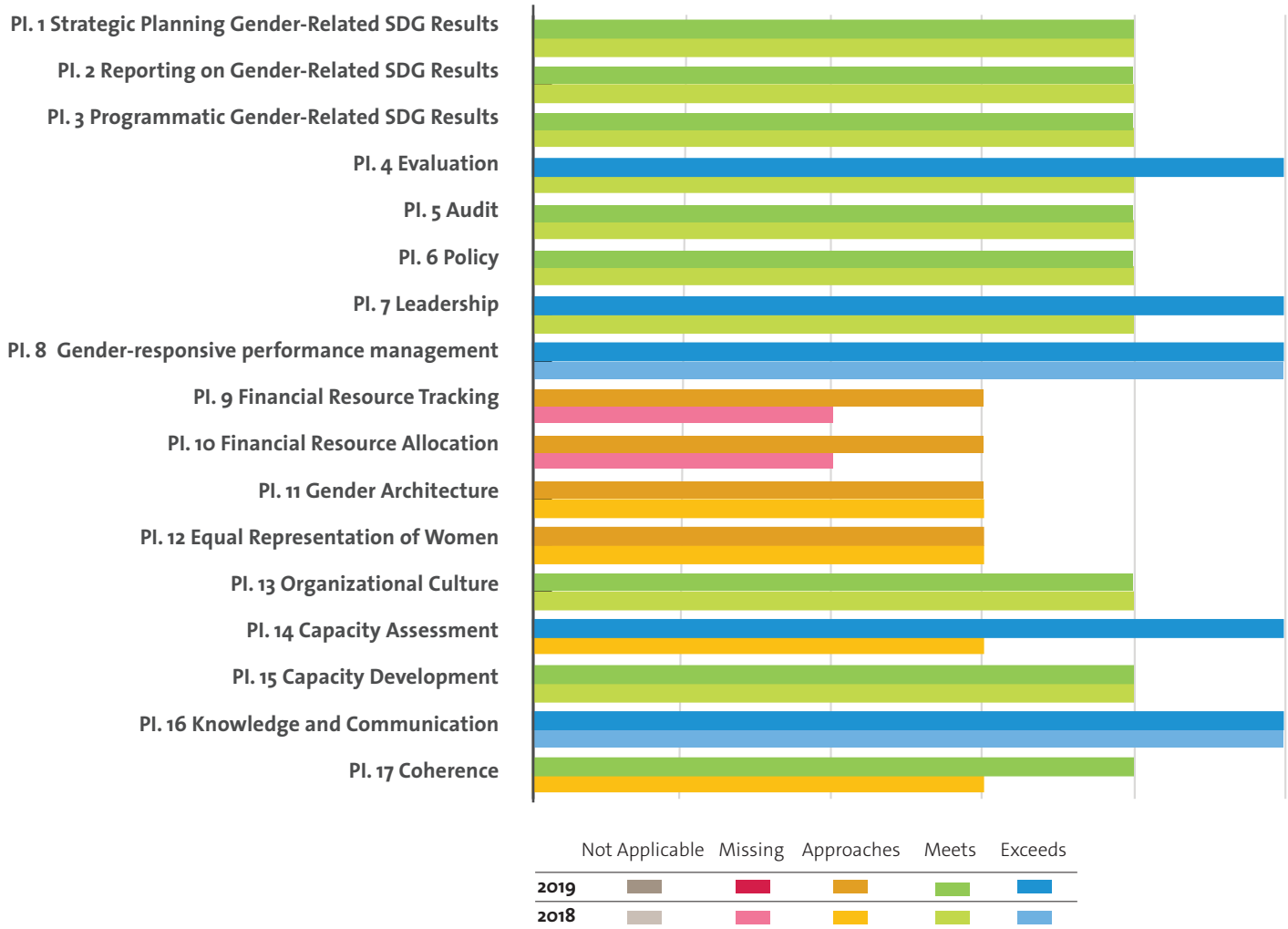
UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR) UN-SWAP 2.0 PERFORMANCE 2019



The following two pages capture UNHCR's performance on UN-SWAP 2.0 indicators for 2019.

In 2019, UNHCR met or exceeded the requirements for 13 performance indicators out of 17 applicable, a significant improvement from 2018 results.

UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2018-2019)



PERFORMANCE HIGHLIGHTS IN 2019

Most significant gains

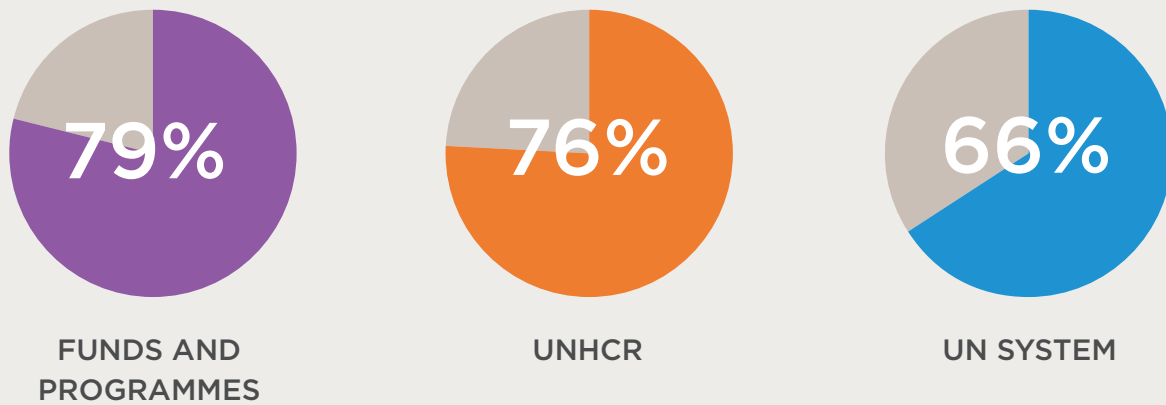
- 2019 has been a year of commendable progress for UNHCR.
- Most significantly, UNHCR is now exceeding requirements on an additional three indicators: Evaluation, Leadership and Capacity Assessment, as well as approaching requirements on Financial Resource Tracking and Allocation, which were previously missing.

Areas for improvement

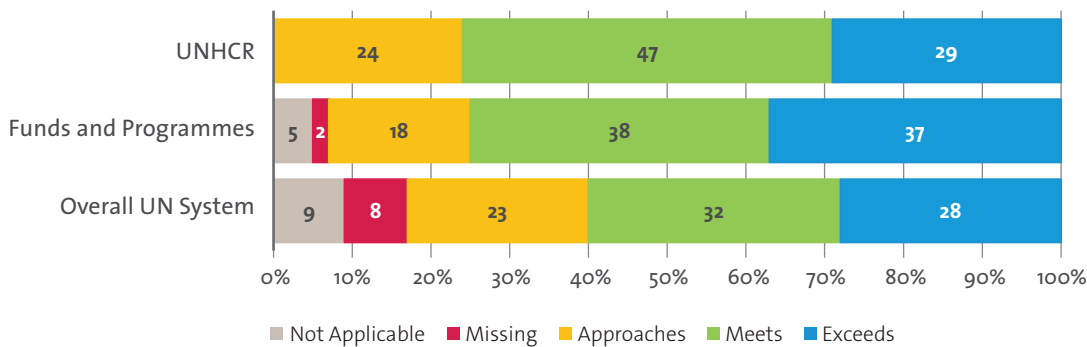
- UN Women encourages UNHCR to prioritise the four indicators marked as approaching requirements, all of which are essential for maintaining the necessary human and financial resources for gender work and achieving gender parity across the entity.

COMPARATIVE ANALYSIS FOR UNHCR

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

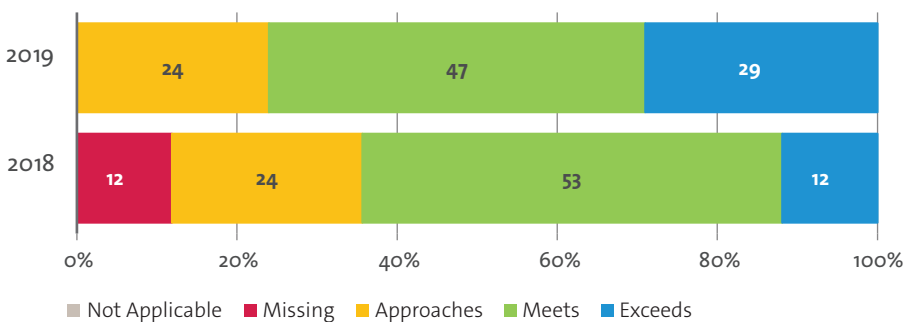


COMPARISON WITH FUNDS AND PROGRAMMES AND THE OVERALL UN SYSTEM
NOT APPLICABLE RATINGS INCLUDED



- UNHCR’s 2019 UN-SWAP performance has surpassed the average for the Funds and Programmes for the first time.
- In 2019, UNHCR performed notably better than the UN system at large.

UNHCR, COMPARATIVE ANALYSIS OF RATINGS BY YEAR



- In 2019, UNHCR improved performance on 3 indicators that are now exceeding requirements and one indicator that is now meeting requirements.
- Commendably, UNHCR had no missing indicators in 2019, as opposed to two indicators in 2018.