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

In 2019, UNON met or exceeded the requirements for 8 performance indicators out of 15 applicable.
**UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2018-2019)**

### PERFORMANCE HIGHLIGHTS IN 2019

**Most significant gains**

- UNON is on track to achieve its high-level strategic goal of gender parity by 2023.
- We are pleased to note the continuous efforts to develop staff capacity through trainings and workshops, such as the harassment awareness workshops for senior managers.

**Areas for improvement**

- UN Women encourages UNON to prioritize the indicators that are missing and approaching requirements.
In 2019, UNON had more not applicable and missing indicators than the average for both Secretariat entities and the overall UN System.

- In 2019, UNON exceeded requirements on 3 indicators and met them on another 5 indicators, thereby exceeding requirements for an additional 2 indicators as compared with 2018.
- While the percentage of indicators approaching requirements has been halved, UNON is missing requirements, for the first time, on 24 per cent of the indicators.