The following three pages capture UNOG’s performance on UN-SWAP 2.0 indicators for 2020.

In 2020, UNOG met or exceeded the requirements for 9 performance indicators out of 12 applicable.
**Most significant gains**

- In 2020, UNOG exceeded requirements for four indicators and met them for another five.

- Significantly, exceeding requirements for Leadership and Policy puts the entity on track for progress in the coming years, as both indicators have repeatedly been noted as key drivers for progress.

**Areas for improvement**

- UN Women encourages UNOG to prioritize the three indicators rated as approaching requirements: Financial resource tracking, Equal representation of women and Coherence.

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*Performance Indicators 5 on Audit and 8 on Gender-responsive performance management are jointly reported for all UN Secretariat entities by OIOS and DMSPC, respectively.*
**SHARE OF RATINGS MEETING/EXCEEDING REQUIREMENTS OF ALL RATINGS**

**NOT APPLICABLE RATINGS OMITTED**

- **UNOG**: 75%
- **UN Secretariat**: 71%
- **UN System**: 68%

**COMPARISON WITH THE UN SECRETARIAT AND THE OVERALL UN SYSTEM**

<table>
<thead>
<tr>
<th></th>
<th>UNOG</th>
<th>UN Secretariat</th>
<th>Overall UN System</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Not Applicable</strong></td>
<td>29</td>
<td>10</td>
<td>9</td>
</tr>
<tr>
<td><strong>Missing</strong></td>
<td>18</td>
<td>22</td>
<td>22</td>
</tr>
<tr>
<td><strong>Approaches</strong></td>
<td>29</td>
<td>36</td>
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<tr>
<td><strong>Meets</strong></td>
<td>24</td>
<td>28</td>
<td>27</td>
</tr>
<tr>
<td><strong>Exceeds</strong></td>
<td></td>
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</tbody>
</table>

- As an administrative entity of the UN Secretariat, UNOG rated significantly more indicators as not applicable in comparison with the average for the UN Secretariat and the UN system at large.

**UNOG, COMPARATIVE ANALYSIS OF RATINGS BY YEAR**

- In 2020, UNOG exceeded requirements for one less indicator than in 2019.
- UNOG rated five indicators as not applicable.