

UN-SWAP

United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women

Lessons Learned

Implementation of the UN-SWAP has produced sharper insight into the key drivers of progress for mainstreaming a gender perspective into all policies and programmes in the United Nations system.



Gender Equality Policies: UN entities with a gender policy/plan meet or exceed, on average, twice the number of indicators of entities without such a policy/plan. A participatory and inclusive development process for development of a gender equality policy/plan enhances buy-in and garners wider support.



Senior Accountability Mechanisms: UN entities with gender policies/plans and a mechanism in place to ensure accountability of senior managers for GEWE are, on average, nine times more likely to exceed requirements for UN-SWAP indicators than those without.



Gender Focal Points System: Effective gender mainstreaming is better vehiculated by a network of focal points across all business functions and beyond the gender unit (or equivalent).



Leadership: Accountability for gender equality is best implemented when it targets senior leaders and includes all staff. Participation in system-wide, highly visible campaigns, such as the Gender Champions initiative, where commitments are specific, mandatory and frequently monitored, creates healthy peer group pressure among leaders and ignites support for gender equality.



Partnerships: In a context of shrinking financial resources, partnerships around sharing UN-SWAP related knowledge and good practices have sustained or propelled the performance of those entities that have used them.

