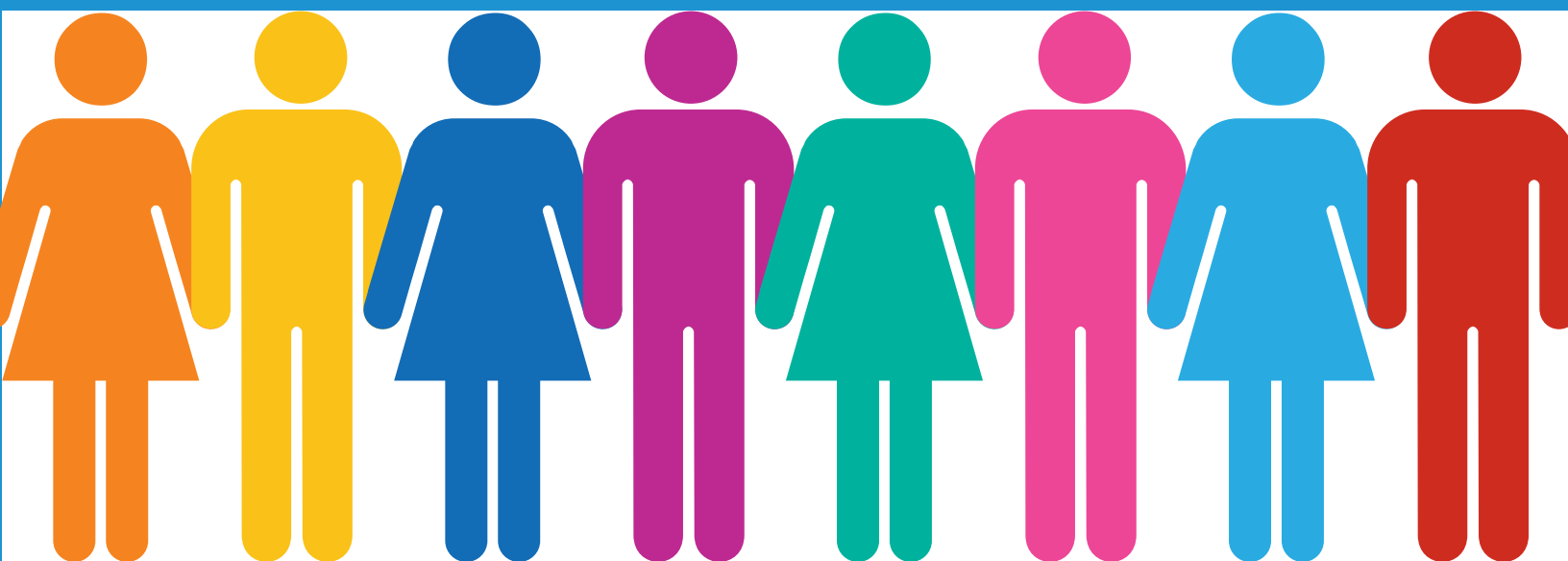


UNITED NATIONS OFFICE AT NAIROBI (UNON)

UN-SWAP 2.0 SUMMARY, ANALYSIS AND KEY INSIGHTS FROM 2020



UN-SWAP 2.0 SUMMARY OF 2020 REPORTING RESULTS

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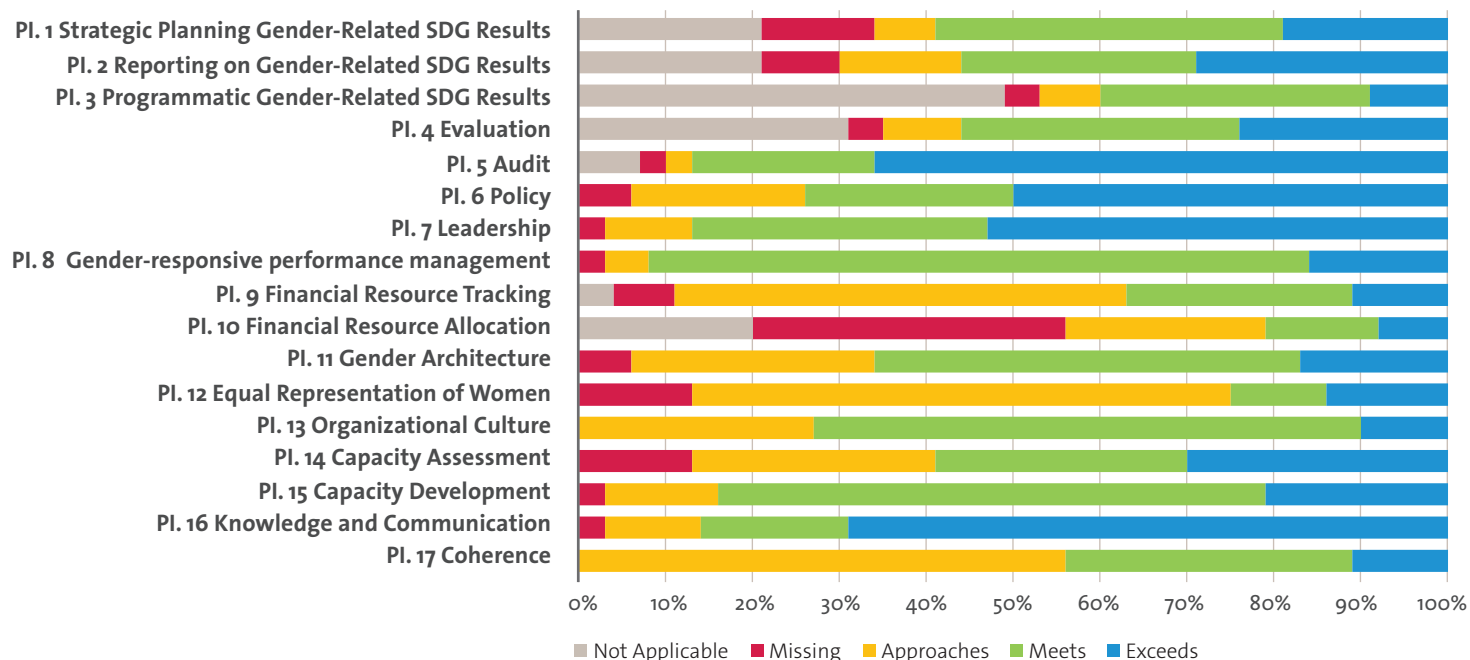
UN SYSTEM-WIDE PERFORMANCE 2020	3
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This information package summarizes UN-SWAP 2.0 performance for the United Nations system as a whole and in particular for the United Nations Office at Nairobi.

Seventy UN entities reported in 2020, up from 68 entities in the previous year and 55 in the first year of reporting, 2012.



UNITED NATIONS SYSTEM-WIDE PERFORMANCE BY INDICATOR (2020) | PERCENTAGE OF ALL RATINGS



KEY FINDINGS

Highest Performing Indicators in 2020 ✓

Audit (PI.5) and Gender responsive performance management (PI.8)

Other Top Performing Indicators in 2020 ✓

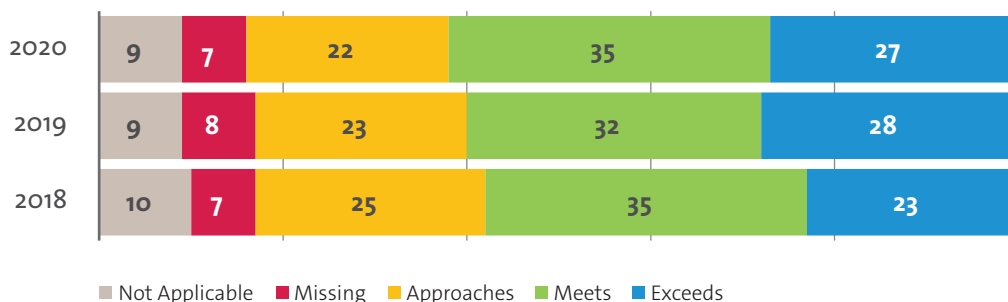
Leadership (PI.7), Knowledge and Communication (PI.16) and Capacity Development (PI.15)

Areas for improvement



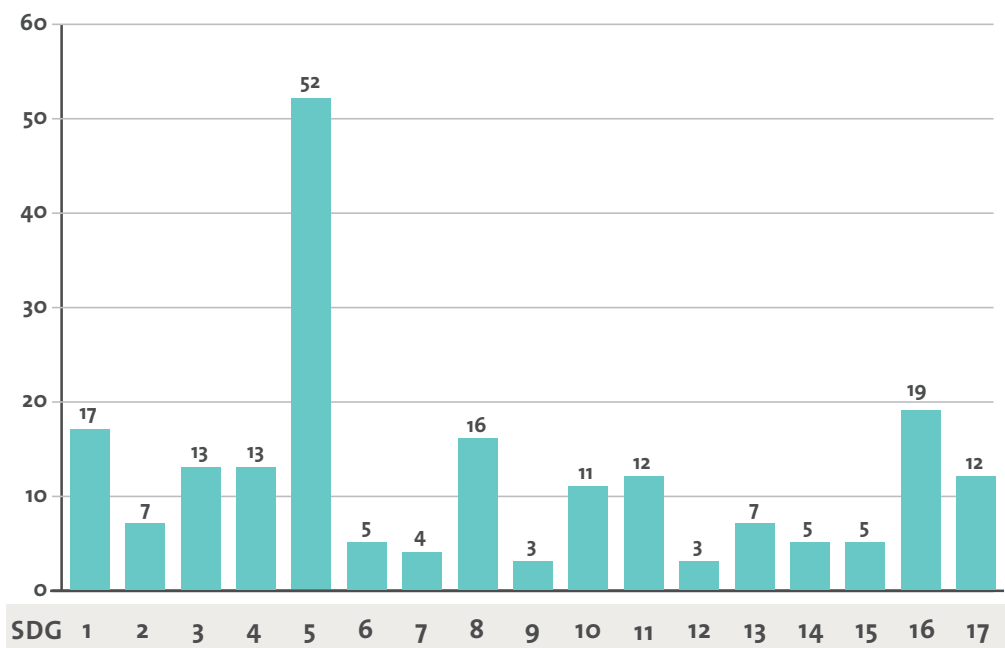
Financial resource allocation (PI.10) and Equal representation of women (PI.12)

OVERALL UN SYSTEM, COMPARATIVE ANALYSIS OF RATINGS BY YEAR | PERCENTAGE OF ALL RATINGS



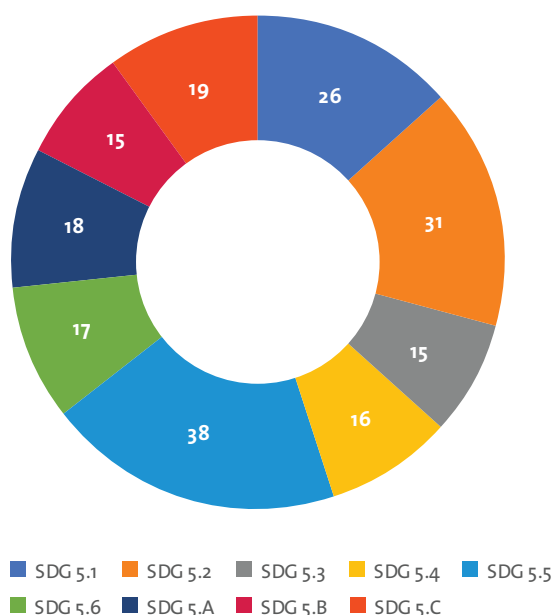
In 2020, the UN system met 62 per cent of UN-SWAP 2.0 minimum requirements across all indicators, registering a 2-percentage point increase from 2019

GENDER-RELATED SDG RESULTS IN STRATEGIC PLANNING



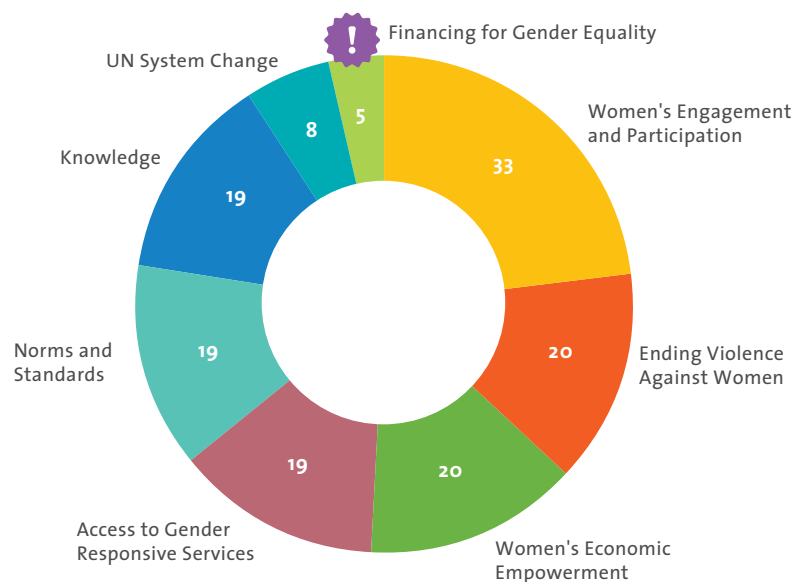
- Three UN-SWAP 2.0 indicators address the achievement of gender-related results in the context of the SDGs
- Based on 70 entities' UN-SWAP reporting this graph shows the number of entities contributing to each SDG goal
- The UN system primarily contributes to gender-related Goals in socio-economic and human rights areas (SDG 1, 5, 8, 16)
- There clearly remains space for entities to incorporate gender equality in more technical areas (SDG 6,7,9,12,14,15)

NUMBER OF ENTITIES CONTRIBUTING TO EACH SDG 5 TARGET



- 52 entities integrated Goal 5 in their main strategic document
- The majority of entities target participation and leadership in political, economic and public life (target 5.5) followed by a focus on ending all violence against women and girls and all forms of exploitation (target 5.2)

NUMBER OF ENTITIES CONTRIBUTING TO RESULTS IN EACH THEMATIC AREA



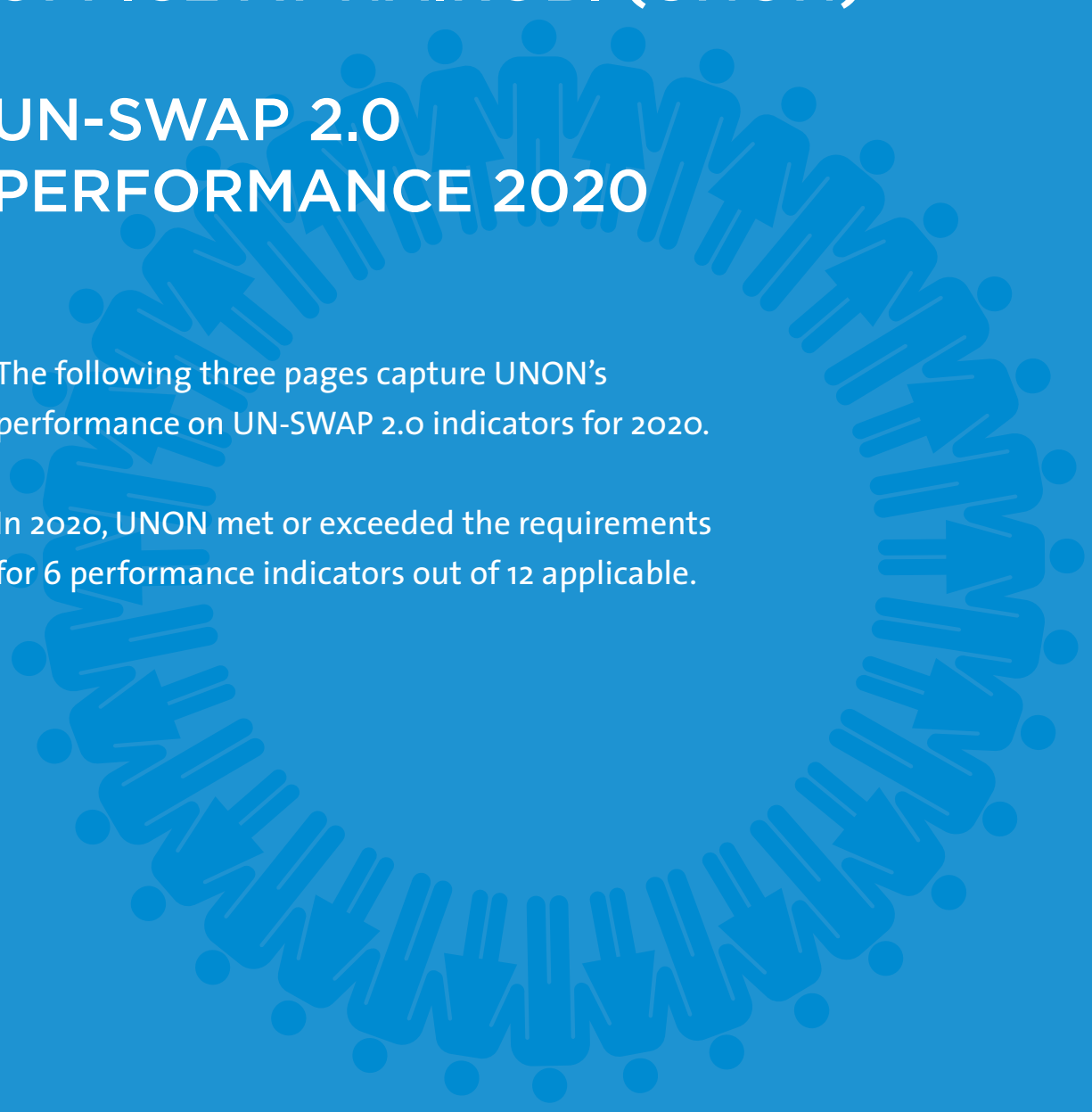
- The graph shows number of entities contributing to each thematic area
- High-level results on gender equality are related to Women's Engagement and Participation for 33 entities
- Only 5 entities focus on Financing for Gender Equality, bringing to light a concerning gap

UNITED NATIONS OFFICE AT NAIROBI (UNON)

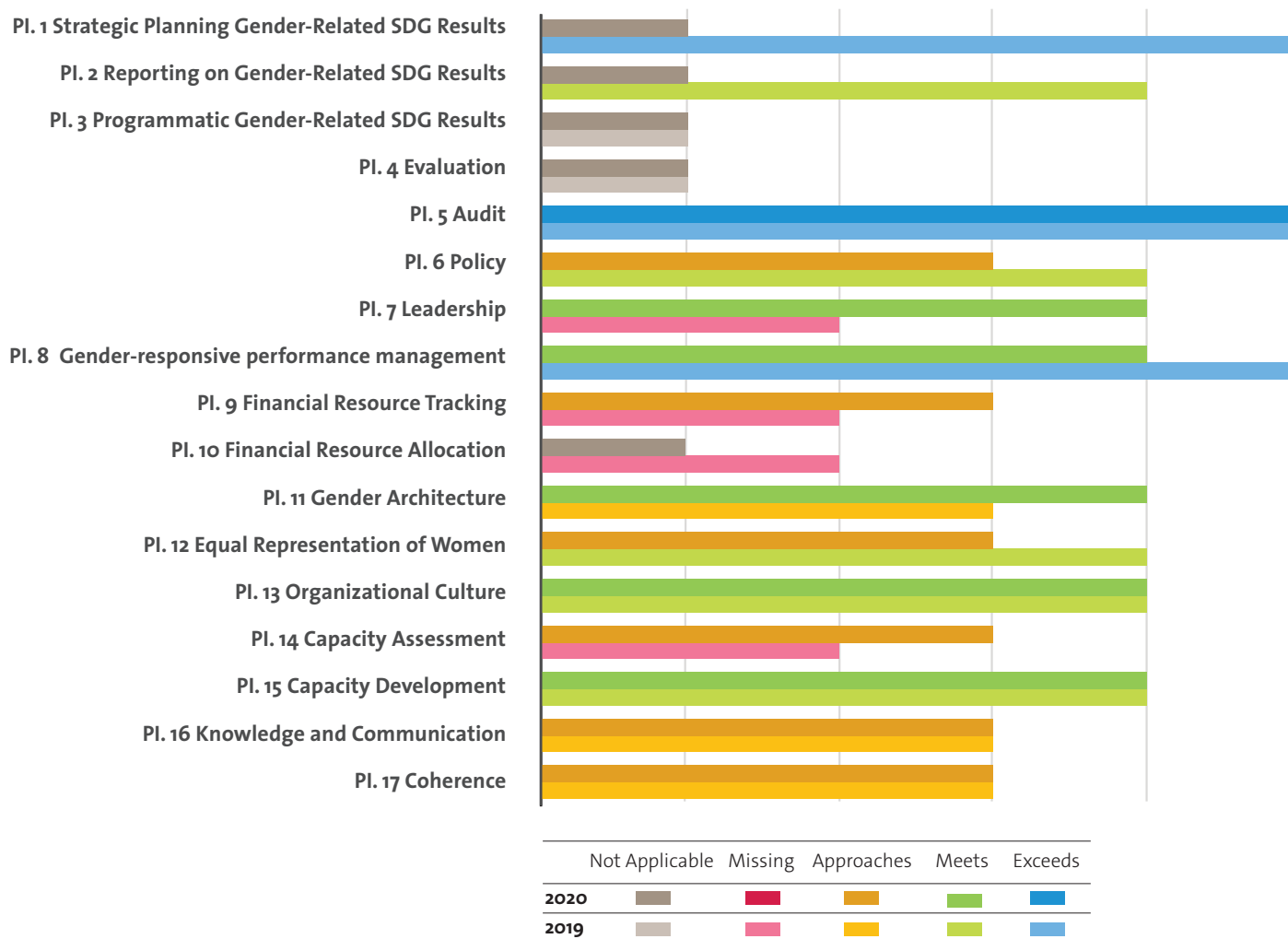
UN-SWAP 2.0 PERFORMANCE 2020

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

In 2020, UNON met or exceeded the requirements for 6 performance indicators out of 12 applicable.



UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2019-2020)



PERFORMANCE HIGHLIGHTS IN 2020

Most significant gains

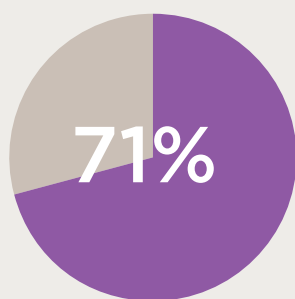
- In 2020, UNON exceeded the requirements for one indicator and met the requirements for five indicators.
- UNON newly met the requirements for Leadership, putting the entity on track for progress in the coming years, as senior leadership commitment to advance gender equality has repeatedly been noted as a key driver for progress.

Areas for improvement

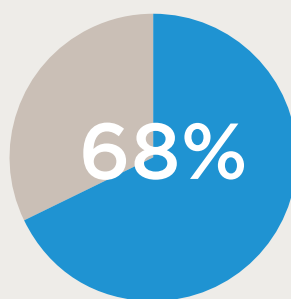
- UN Women encourages UNON to focus on the six indicators rated as approaching requirements.
- UN Women strongly recommends issuing a new Gender equality policy, as having a policy in place promotes broader implementation of gender mainstreaming across functional areas.

COMPARATIVE ANALYSIS FOR UNON

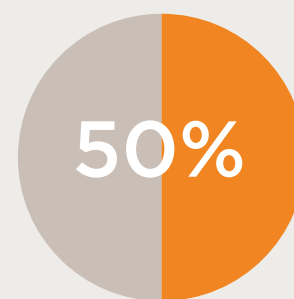
SHARE OF RATINGS MEETING/EXCEEDING REQUIREMENTS OF ALL RATINGS NOT APPLICABLE RATINGS OMITTED



UN SECRETARIAT

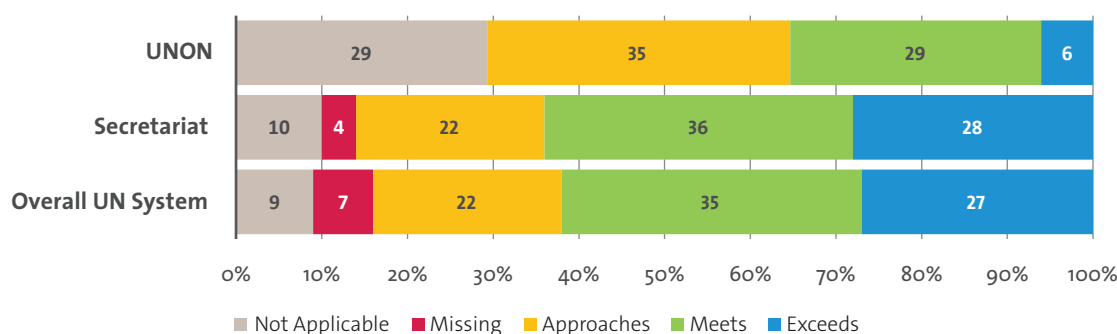


UN SYSTEM



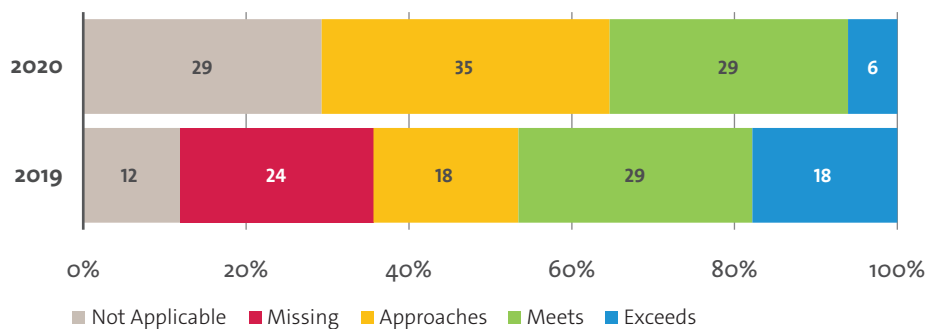
UNON

COMPARISON WITH THE SECRETARIAT AND THE OVERALL UN SYSTEM



In 2020, UNON met or exceeded significantly less indicators than the average for both the UN Secretariat and the UN System at large.

UNON, COMPARATIVE ANALYSIS OF RATINGS BY YEAR

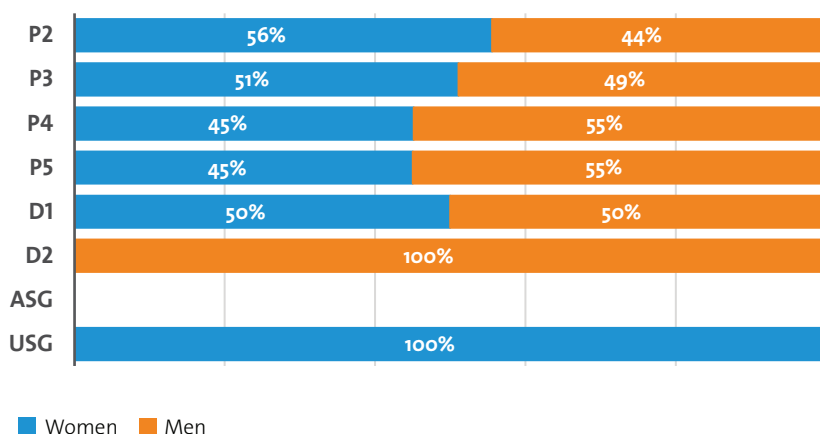


In 2020, UNON met or exceeded requirements for 35 per cent of the performance indicators, a 12-percentage point decrease from 2019.

UNON is not missing requirements for any indicator.

Attaining and sustaining the equal representation of women at all levels in an institution constitutes an essential component of achieving gender equality and the empowerment of women.

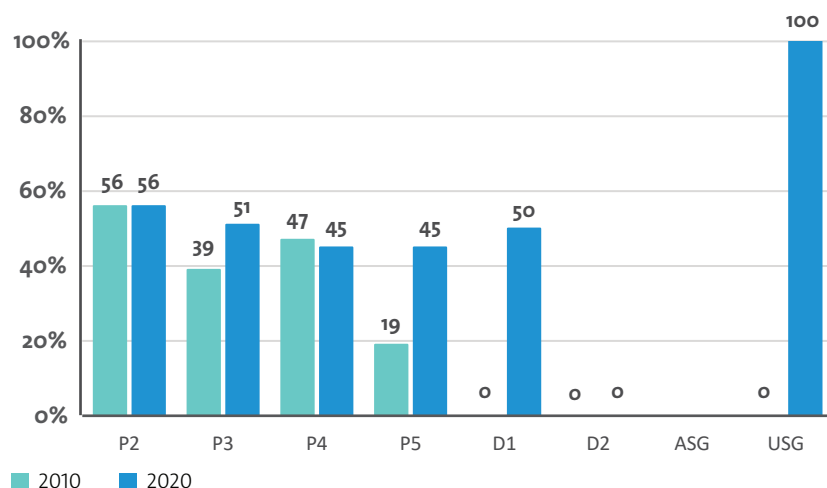
DISTRIBUTION OF WOMEN AND MEN BY LEVEL REPORTED IN 2020



10-YEAR TREND FOR UNON

- The representation of women witnessed some gains and some declines between 2010 and 2020 in UNON.
- The most notable progress has been registered at the P5 and D1 levels.
- UNON is close to reaching equal representation of women across all levels.

DISTRIBUTION OF WOMEN BY LEVEL, 2010 AND 2020



WAY FORWARD

- In 2017, the Secretary-General launched the [System-wide Strategy on Gender Parity](#) to operationalize system-wide efforts to advance this priority.
- The Strategy recognizes the need to change organizational culture to achieve and maintain gender parity.
- Key materials for organizational change include [the Enabling Environment Guidelines for the UN System](#), its [Supplementary Guidance](#) and [the Field-specific Enabling Environment Guidelines](#) that offer a set of recommendations and examples of good practice that entities can use to create a more diverse and inclusive work force.
- To accelerate progress, entities are encouraged to consistently and systematically implement their entity-specific gender parity implementation plans.

* The analysis is based on data provided by UNON as of 31 December 2020 and UN Secretariat data from 31 December 2010.