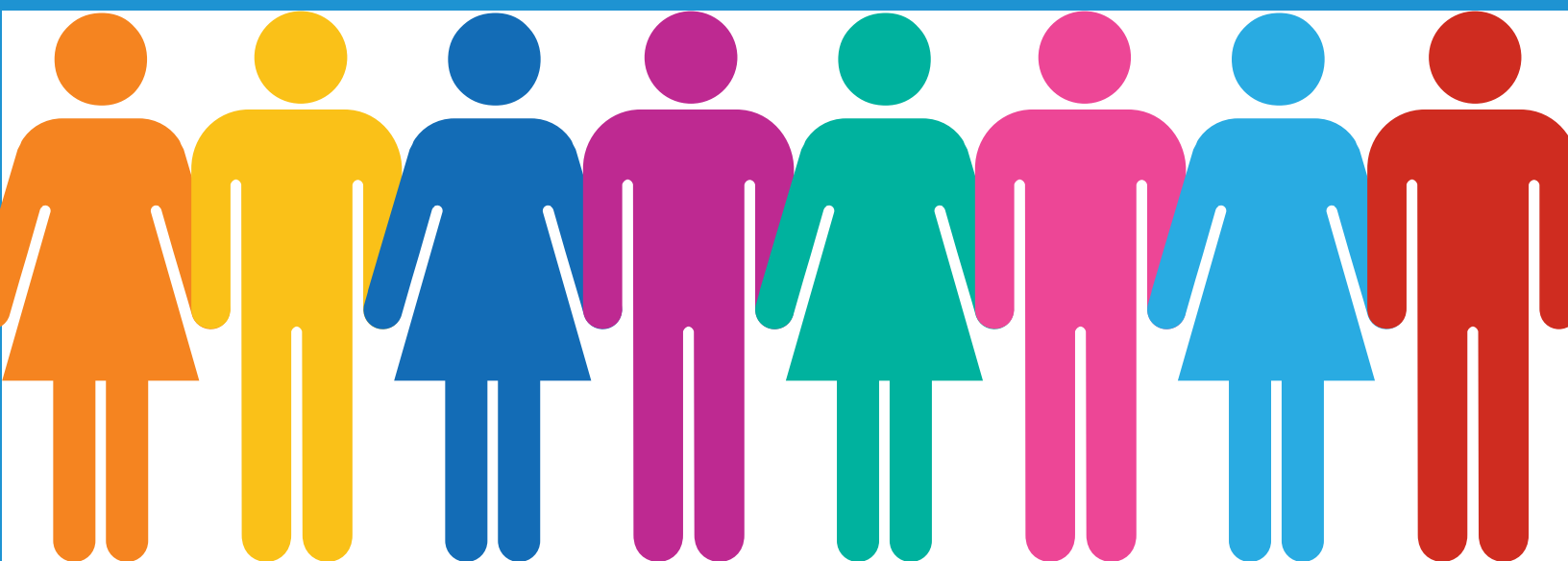


# OFFICE OF THE UNITED NATIONS HIGH COMMISSIONER FOR HUMAN RIGHTS (OHCHR)

## UN-SWAP 2.0 SUMMARY, ANALYSIS AND KEY INSIGHTS FROM 2022



# UN-SWAP 2.0 SUMMARY OF 2022 REPORTING RESULTS

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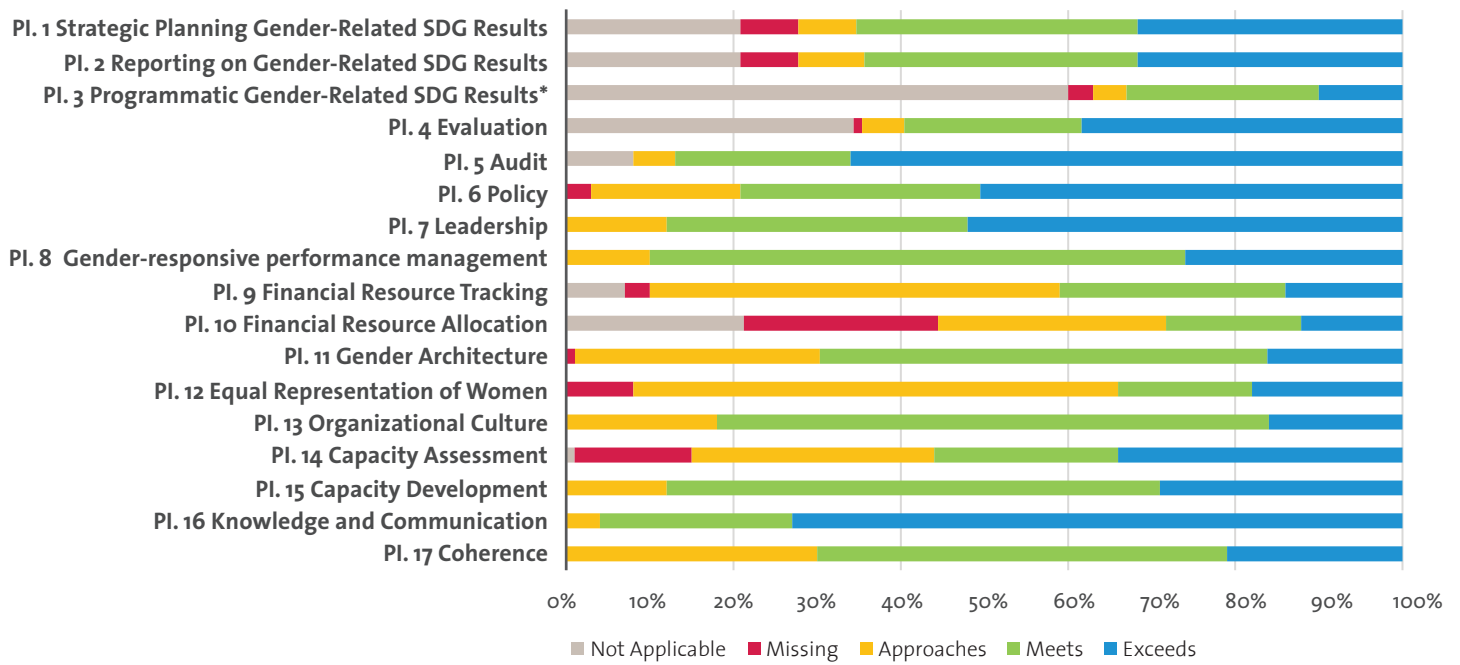
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This information package summarizes UN-SWAP 2.0 performance for the Office of the United Nations High Commissioner for Human Rights.

Seventy-three UN entities reported in 2022, up from 71 entities in the previous year and 55 in the first year of reporting, 2012.



UNITED NATIONS SYSTEM-WIDE PERFORMANCE BY INDICATOR (2022) | PERCENTAGE OF ALL RATINGS



\*Entities are not required to report on PI 3 if all gender-related results are included in their strategic plan and reported under PIs 1 and 2

KEY FINDINGS | N/A OMITTED

**Highest Performing Indicators in 2022** ✓

Knowledge and communication (PI.16) and Audit (PI. 5)

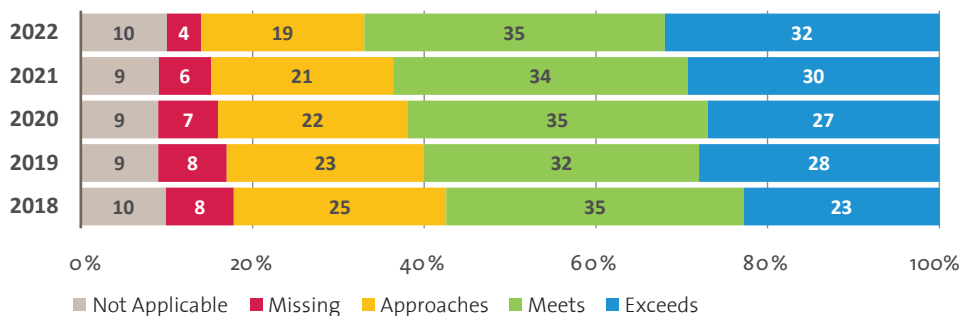
**Other Top Performing Indicators in 2022** ✓

Gender-responsive performance management (PI.8), Evaluation (PI. 4) and Leadership (PI.7)

**Areas for improvement**

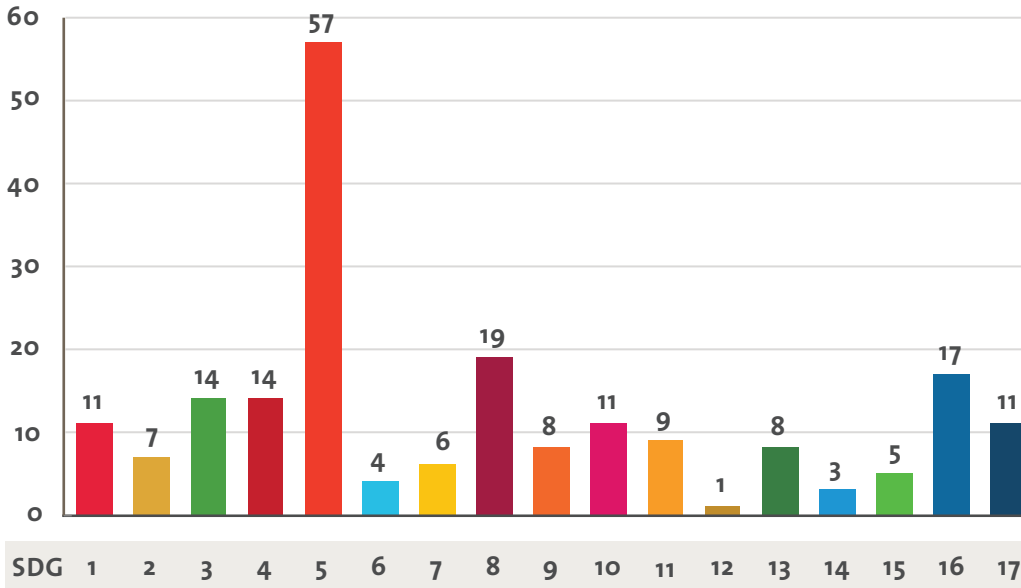
Financial resource allocation (PI.10) and Equal representation of women (PI.12)

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



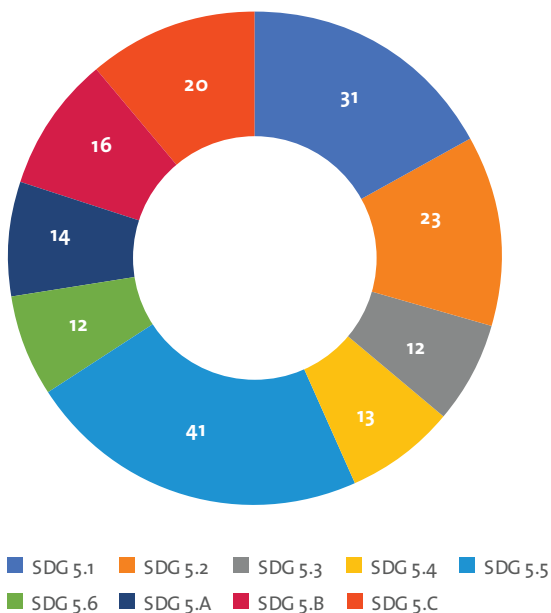
In 2022, the UN system met 67 per cent of UN-SWAP 2.0 minimum requirements across all indicators, registering a 3-percentage point increase from 2021

GENDER-RELATED SDG RESULTS IN STRATEGIC PLANNING



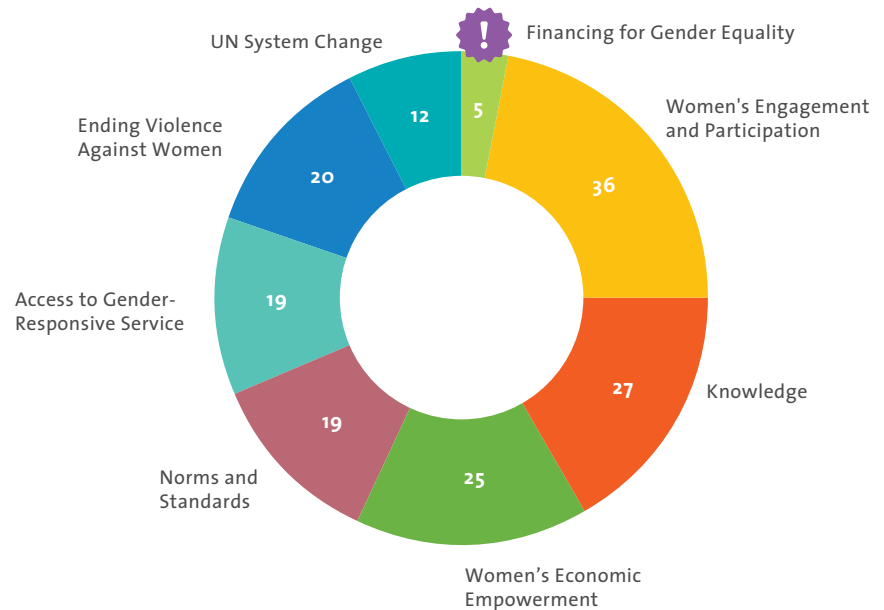
- Three UN-SWAP 2.0 indicators address the achievement of gender-related results in the context of the SDGs (PI 1, 2, 3)
- Based on 73 entities' UN-SWAP reporting this graph shows the number of entities contributing to each SDG goal
- The UN system primarily contributes to gender-related Goals in socio-economic and human rights areas (SDG 5, 8, 16)
- There clearly remains space for entities to incorporate gender equality in more technical areas (SDG 2, 6, 7, 9, 12, 14, 15)

NUMBER OF ENTITIES CONTRIBUTING TO EACH SDG 5 TARGET



- 57 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 forms of discrimination against women and girls everywhere (target 5.1).

NUMBER OF ENTITIES CONTRIBUTING TO RESULTS IN EACH THEMATIC AREA



- The graph shows number of entities contributing to each thematic area. Fifty-eight entities out of 73 in total reported on results contributing to thematic areas
- High-level results on gender equality are related to Women's Engagement and Participation for 36 entities
- Only 5 entities focus on Financing for Gender Equality, bringing to light a concerning gap

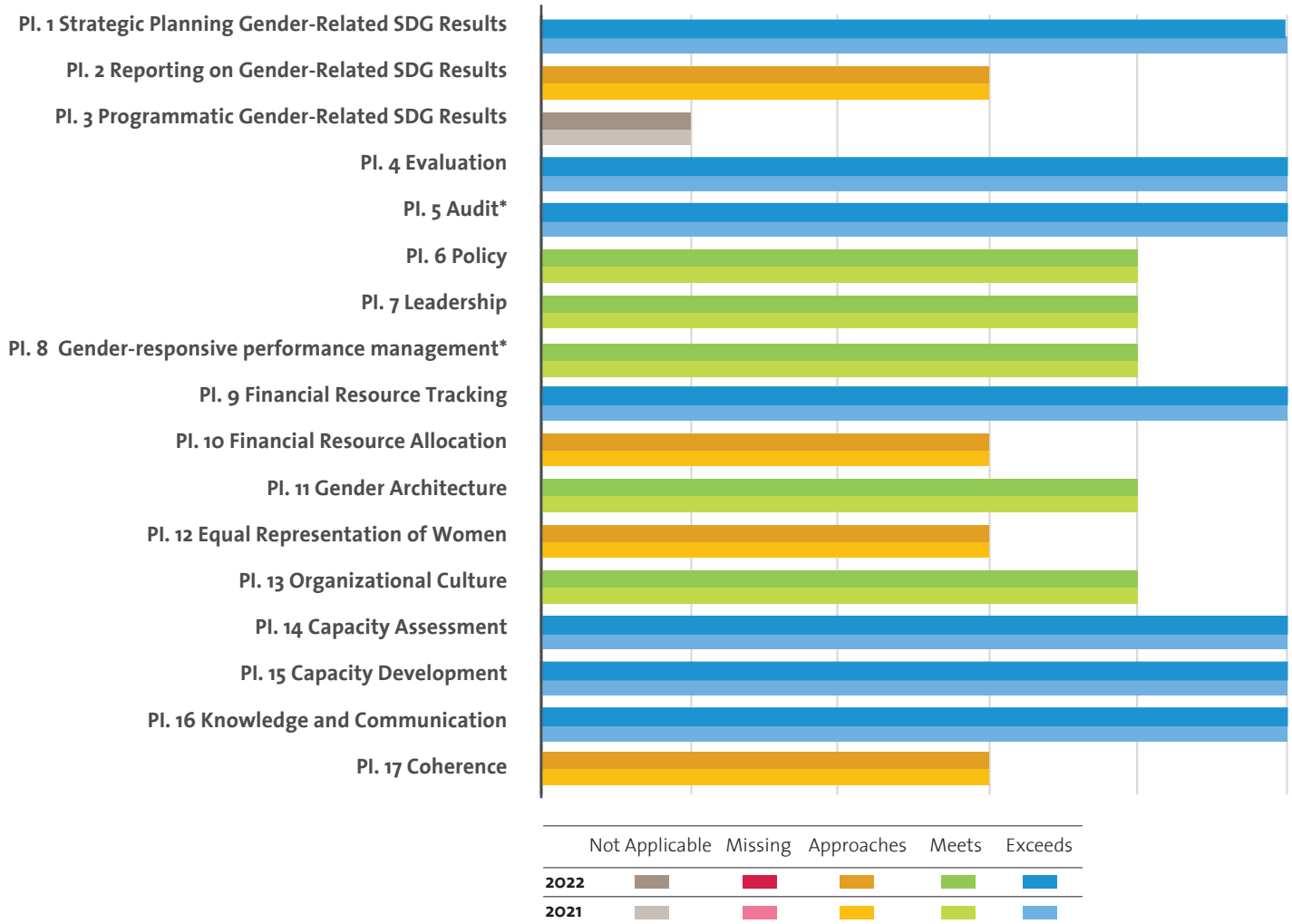
# OFFICE OF THE UNITED NATIONS HIGH COMMISSIONER FOR HUMAN RIGHTS (OHCHR)

## UN-SWAP 2.0 PERFORMANCE 2022

The following three pages capture OHCHR's performance on UN-SWAP 2.0 indicators for 2022.

In 2022, OHCHR met or exceeded the requirements for 12 performance indicators out of 16 applicable, maintaining the performance achieved in 2021.

UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2021-2022)



PERFORMANCE HIGHLIGHTS IN 2022

Most significant gains

- In 2022, OHCHR exceeded the requirements for seven indicators and met the requirements for another five indicators.
- OHCHR maintained compliance previously achieved for all twelve indicators.

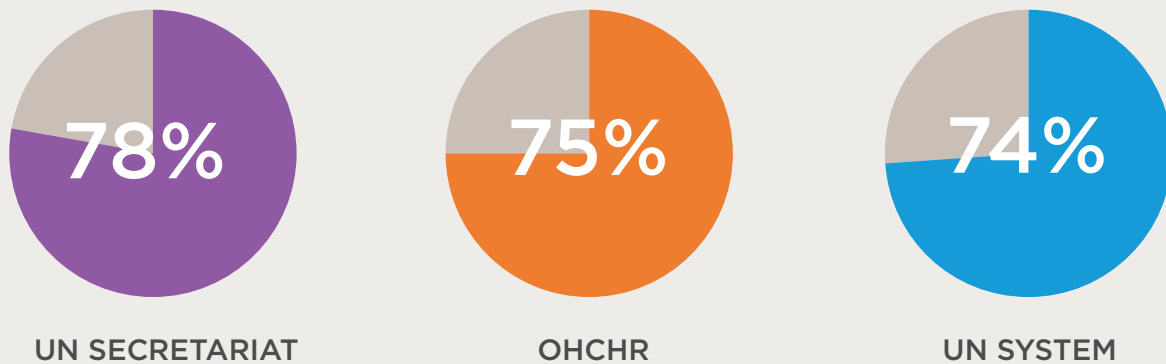
Areas for improvement

- UN Women encourages OHCHR to prioritize the four indicators that are rated as approaching requirements: Reporting on gender-related SDG results, Financial resource allocation, Equal representation of women and Coherence.

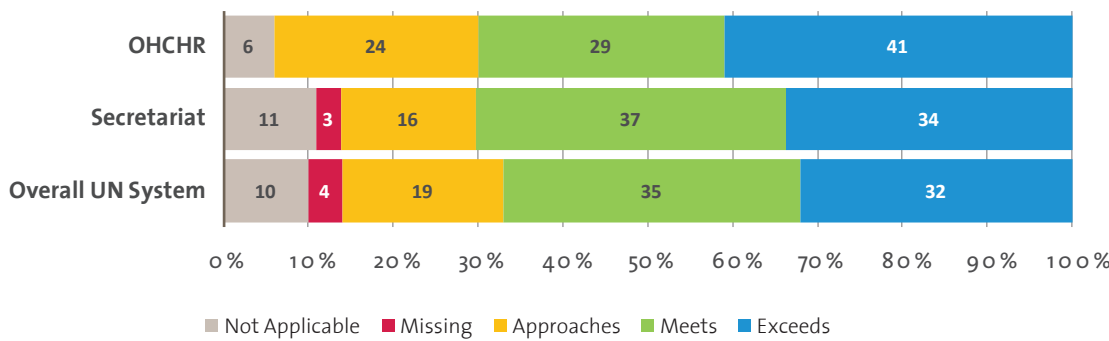
\* Performance Indicators 5 on Audit and 8 on Gender-responsive performance management are jointly reported for all UN Secretariat entities by OIOS and DMSPC, respectively.

COMPARATIVE ANALYSIS FOR OHCHR

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



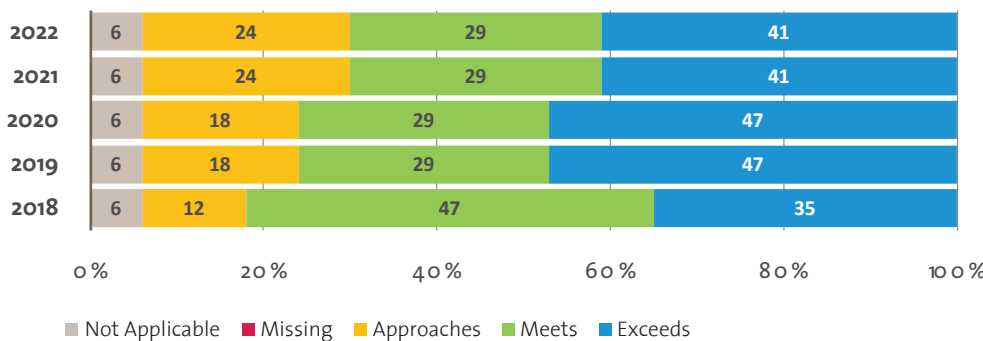
COMPARISON WITH SECRETARIAT ENTITIES AND THE OVERALL UN SYSTEM



In 2022, OHCHR met or exceeded requirements for a similar share of indicators as the combined results for the UN Secretariat and for the overall UN system.

Comparatively, OHCHR deemed a higher share of indicators applicable to their scope of work and did not miss requirements for any indicator.

OHCHR, COMPARATIVE ANALYSIS OF RATINGS BY YEAR

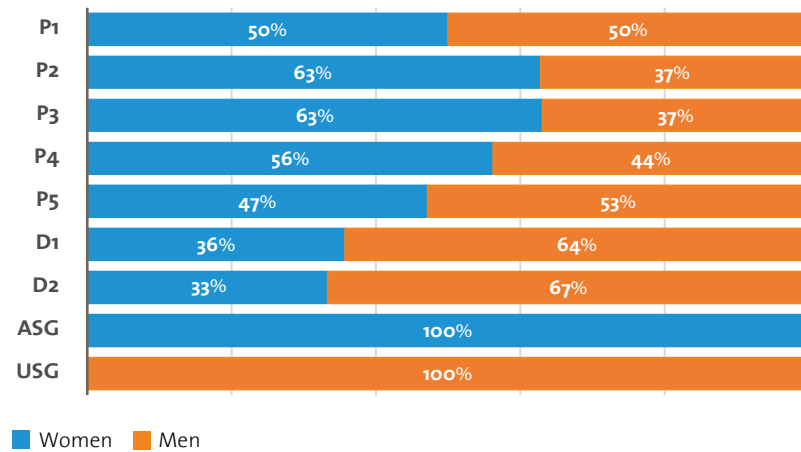


In 2022, OHCHR matched the progress first achieved in 2021, a slight decline from previous years' results.

OHCHR registered its highest compliance rate in 2018, the first year of UN-SWAP 2.0 reporting.

**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.**

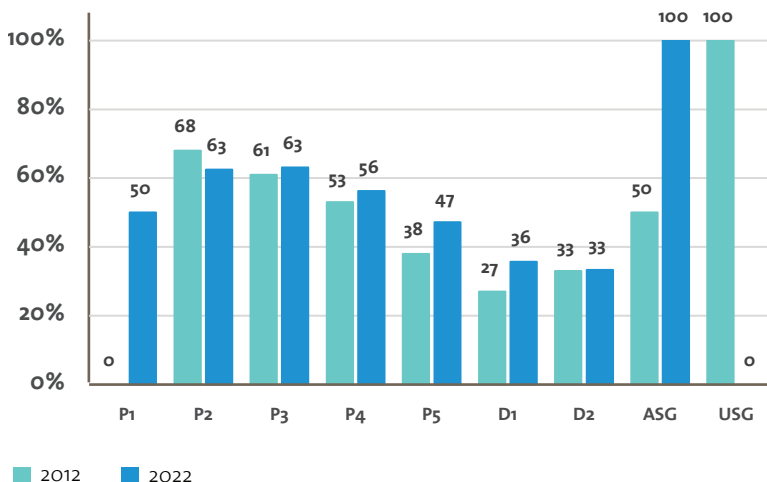
**DISTRIBUTION OF WOMEN AND MEN BY LEVEL  
REPORTED IN 2022**



**10-YEAR SNAPSHOT FOR OHCHR**

- Overall, the representation of women at professional staff levels has remained similar to the OHCHR staff figures reported in 2012.
- Equal representation of women has been achieved at all professional staff levels.
- Only the D1 and D2 levels fall short of reaching equal representation.

**DISTRIBUTION OF WOMEN BY LEVEL, 2012 AND 2022**



**WAY FORWARD**

- The Secretary-General’s System-wide Strategy on Gender Parity recognizes the need to change organizational culture to achieve and maintain gender parity.
- As per GA resolution (A/RES/76/142) and 2023 report of the Secretary-General on the Improvement in the Status of Women in the UN system (A/78/206), UN entities are required to implement the Enabling Environment Guidelines and the Field-specific Enabling Environment Guidelines for the UN System.
- To track and accelerate progress, UN entities are encouraged to appoint focal points to provide support for the advancement of gender parity, led and coordinated by UN-Women, and to update and monitor their entity-specific gender parity implementation plans. All hiring managers are recommended to use the ‘UN System-wide Dashboard on Gender Parity’.
- For further inquiries, please contact the Focal Point for Women [focalpoint.forwomen@unwomen.org](mailto:focalpoint.forwomen@unwomen.org).

\* The analysis is based on data provided by OHCHR as of 31 December 2022 and UN Secretariat data from 31 December 2012.