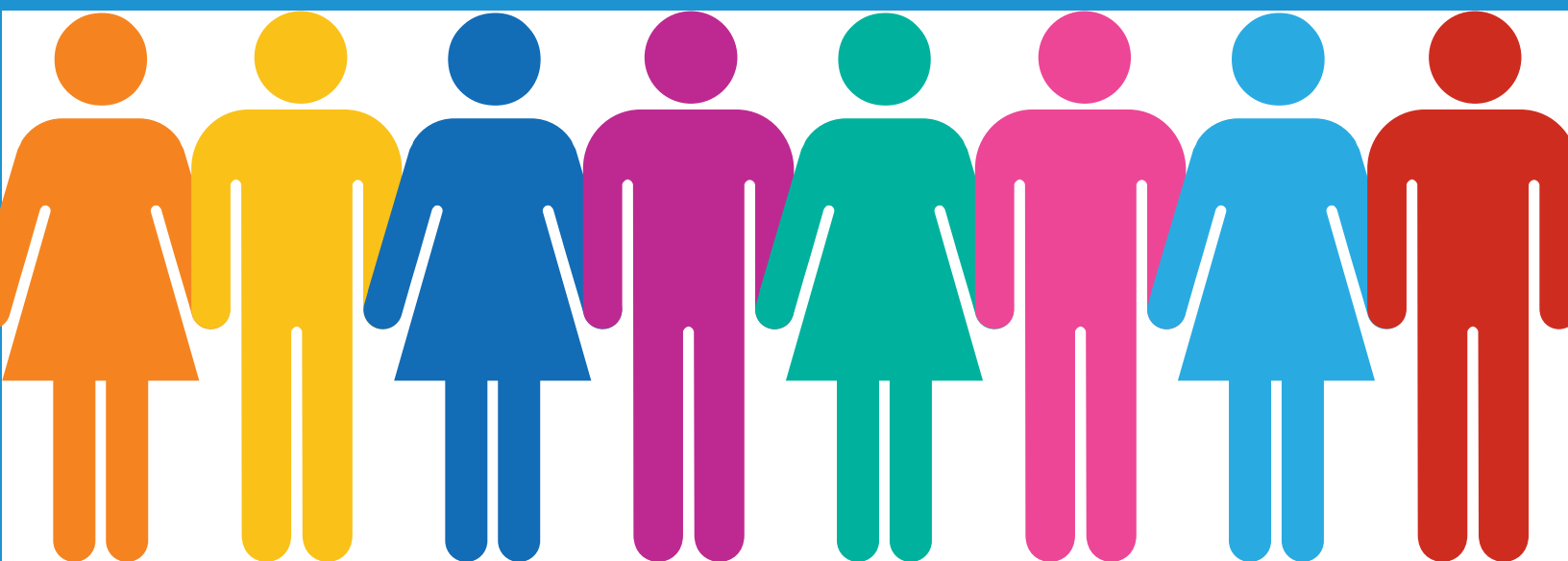


# UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)

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



# UN-SWAP 2.0 SUMMARY OF 2022 REPORTING RESULTS

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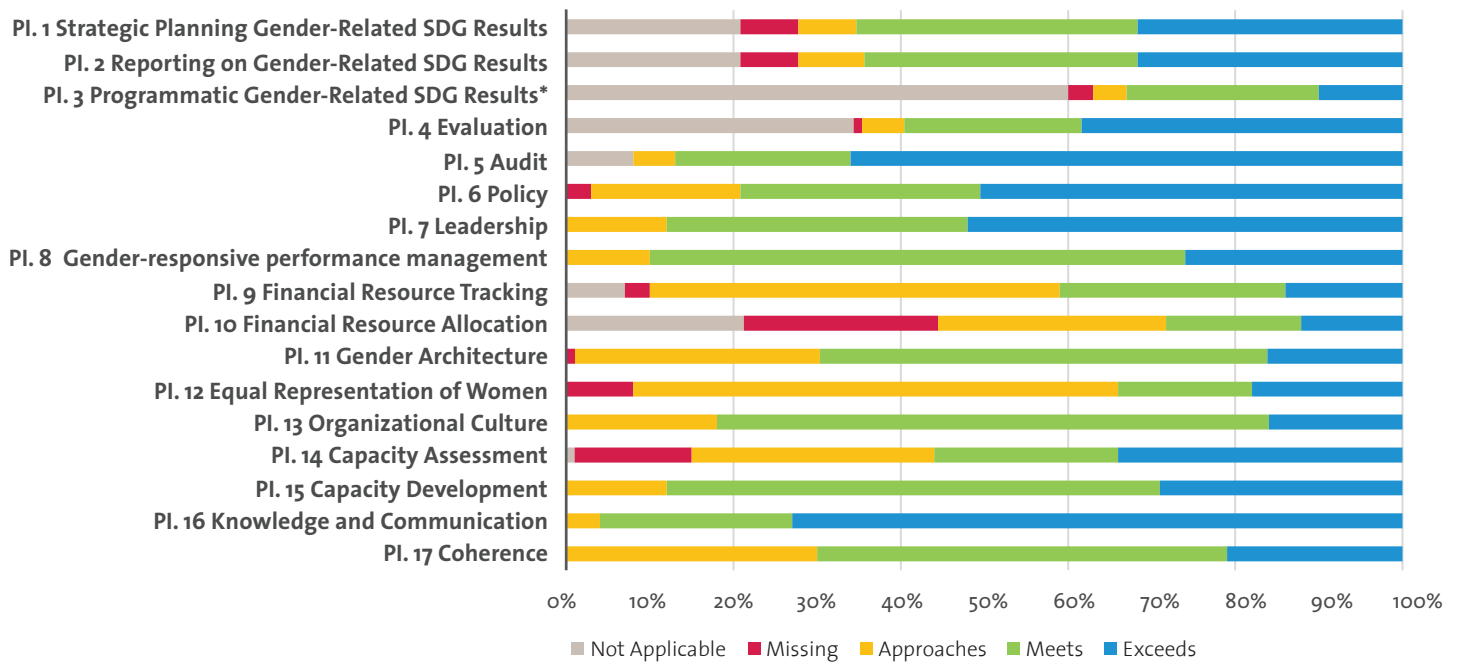
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This information package summarizes UN-SWAP 2.0 performance for the United Nations system as a whole and in particular for the Office of the United Nations High Commissioner for Refugees.

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)

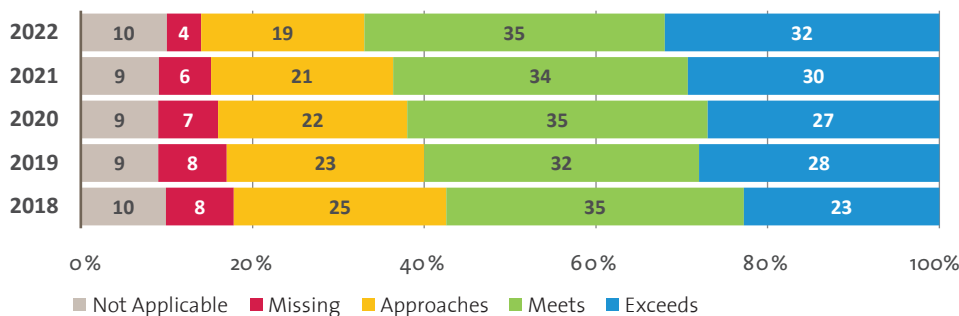
**Other Top Performing Indicators in 2022** ✓

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

**Areas for improvement**

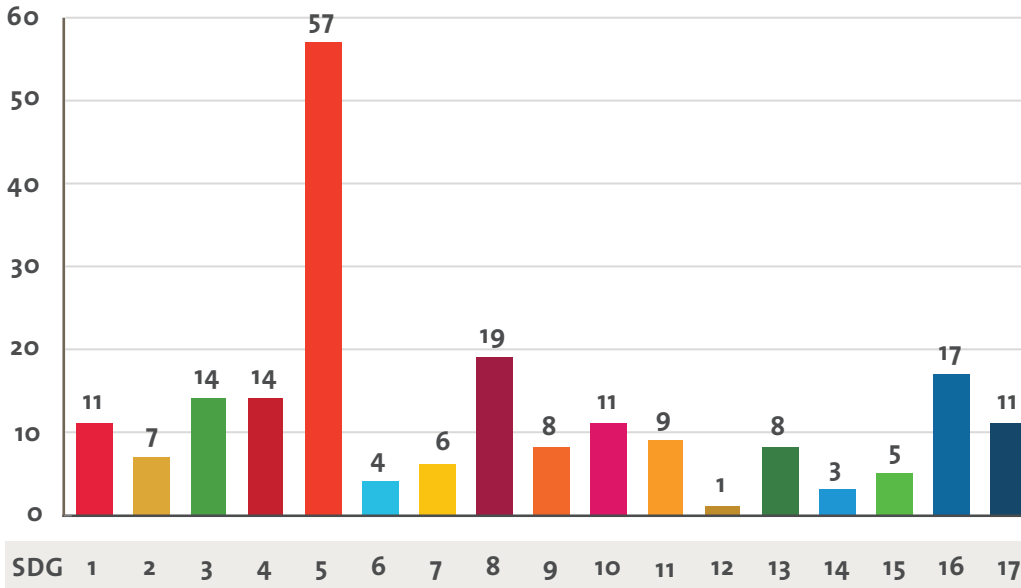
Financial resource allocation (PI.10) and Equal representation of women (PI.12)

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



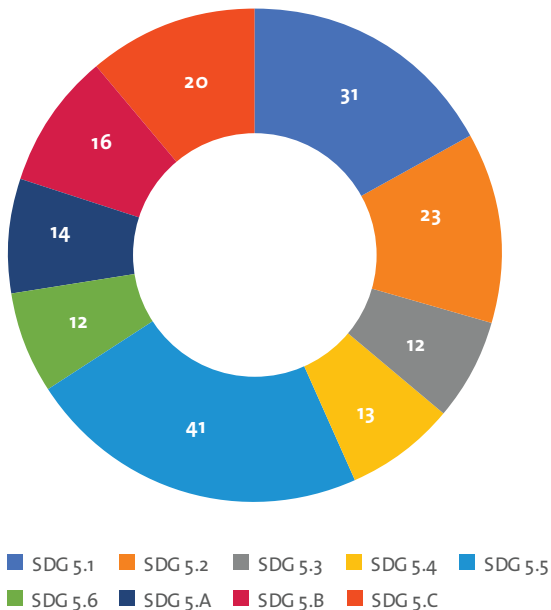
In 2022, the UN system met 67 per cent of UN-SWAP 2.0 minimum requirements across all indicators, registering a 3-percentage point increase from 2021

GENDER-RELATED SDG RESULTS IN STRATEGIC PLANNING



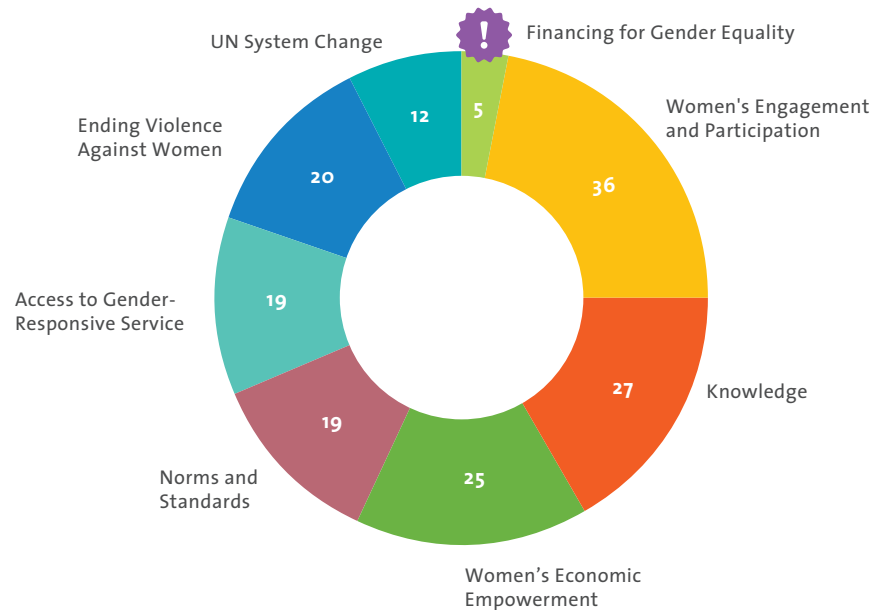
- Three UN-SWAP 2.0 indicators address the achievement of gender-related results in the context of the SDGs (PI 1, 2, 3)
- Based on 73 entities' UN-SWAP reporting this graph shows the number of entities contributing to each SDG goal
- The UN system primarily contributes to gender-related Goals in socio-economic 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

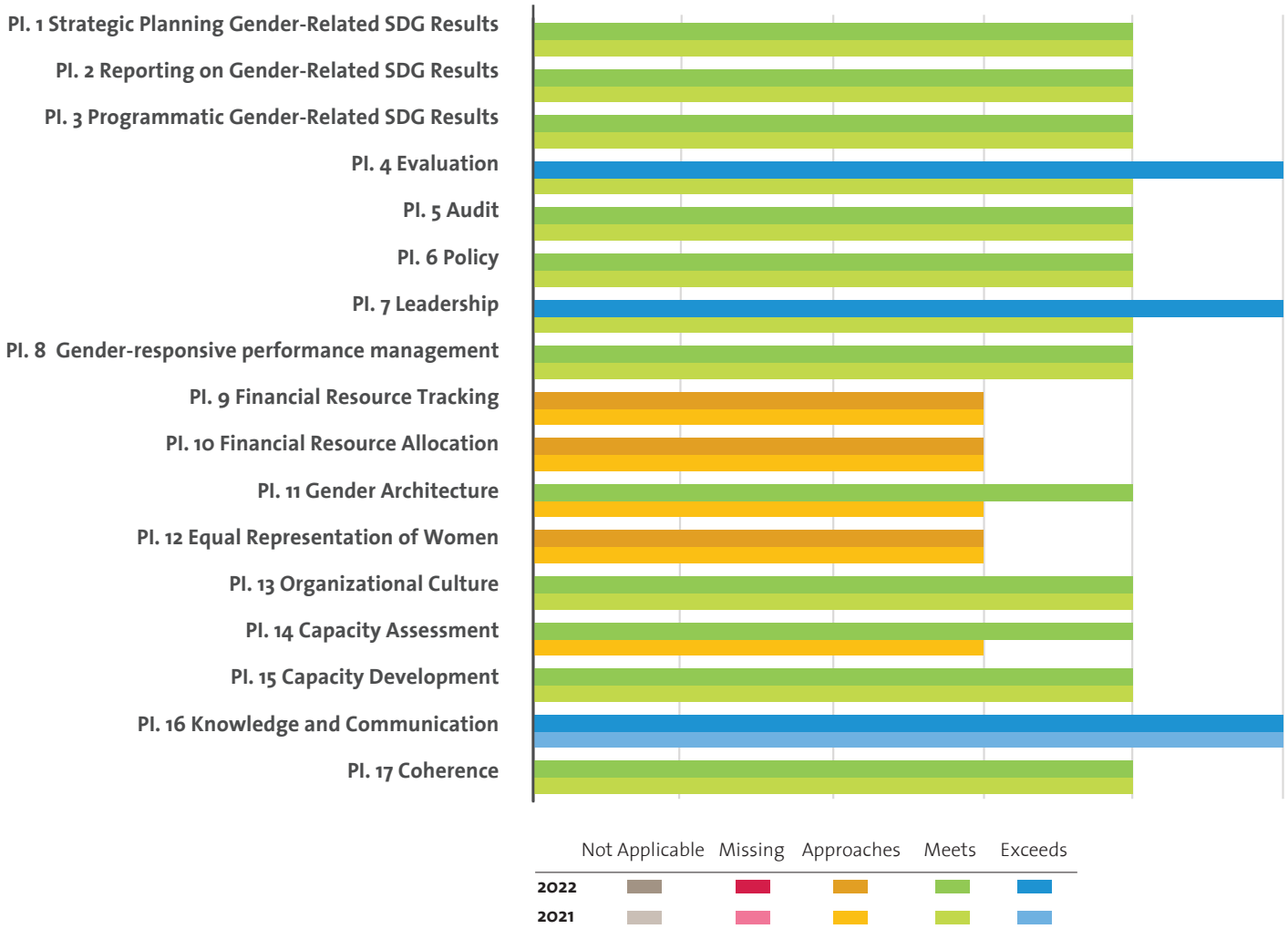
# UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)

## UN-SWAP 2.0 PERFORMANCE 2022

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

In 2022, UNHCR met or exceeded the requirements for 14 out of 17 applicable performance indicators.

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



PERFORMANCE HIGHLIGHTS IN 2022

Most significant gains

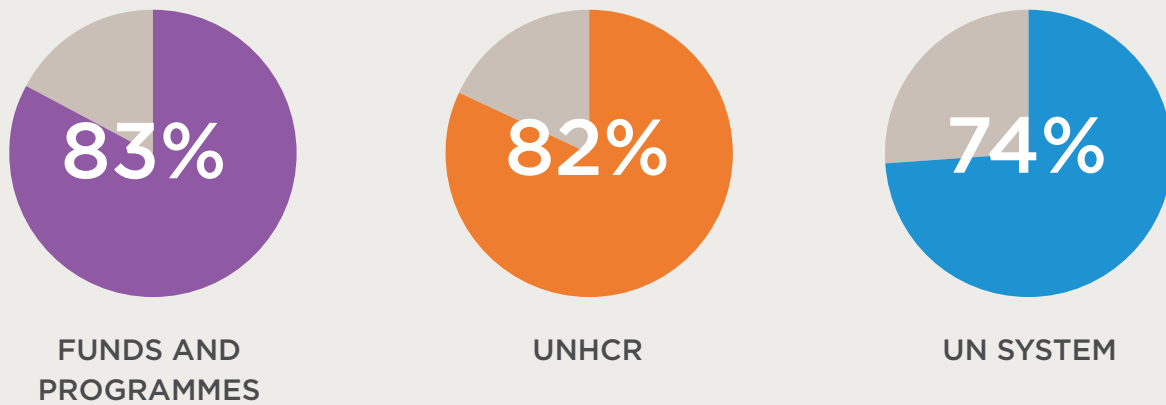
- In 2022, UNHCR exceeded the requirements for three indicators and met the requirements for another 11 indicators.
- Most significantly, UNHCR newly exceeded requirements for two indicators: Evaluation and Leadership.
- Requirements for an additional two indicators, Gender architecture and Capacity assessment, were newly met.

Areas for improvement

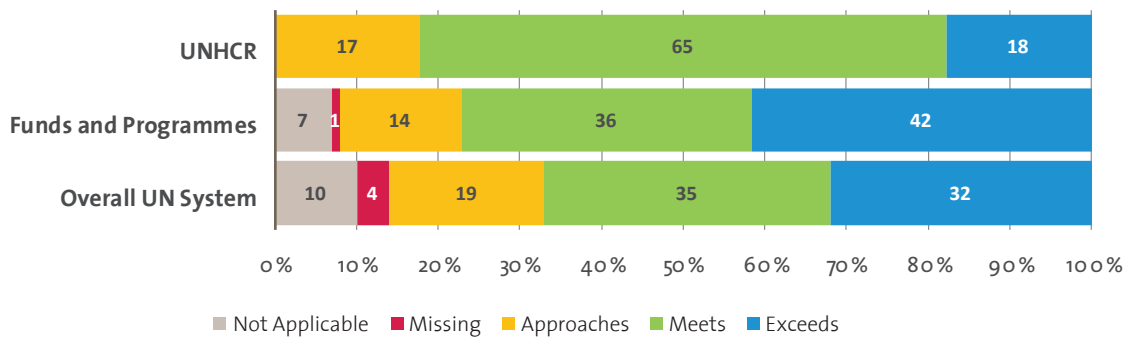
- UN Women encourages UNHCR to prioritize the three indicators rated approaching requirements. Financial resource tracking and allocation and the Equal representation of women.

COMPARATIVE ANALYSIS FOR UNHCR

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

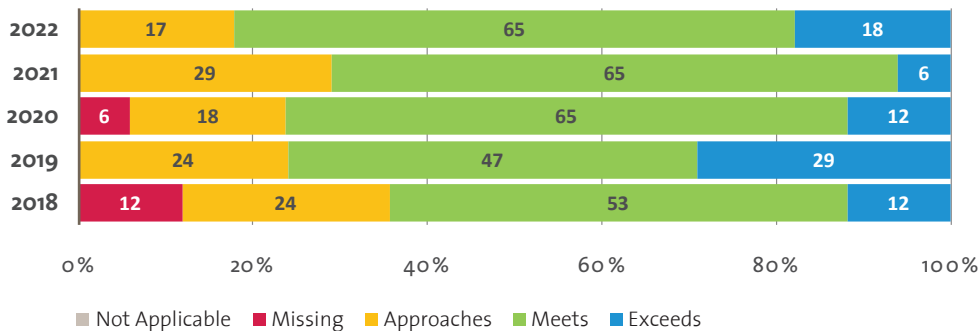


COMPARISON WITH FUNDS AND PROGRAMMES AND THE OVERALL UN SYSTEM



In 2022, UNHCR performance matched that of the average performance of Funds and Programmes and surpassed the performance of the overall UN system.

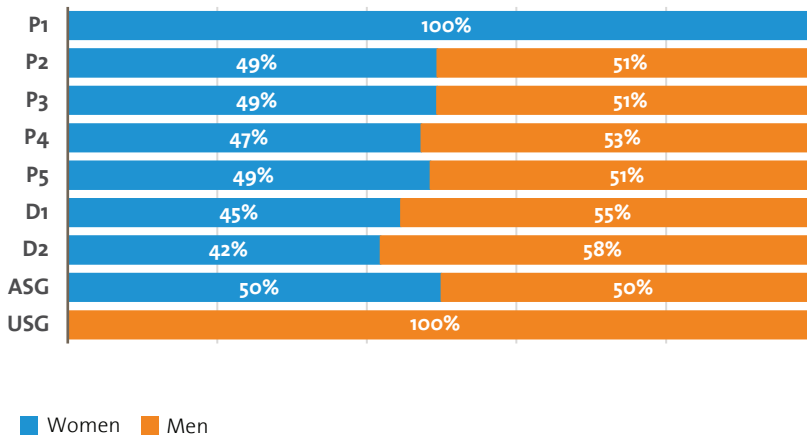
UNHCR, COMPARATIVE ANALYSIS OF RATINGS BY YEAR



In 2022, UNHCR registered their highest performance since the start of UN-SWAP 2.0, a significant achievement.

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.

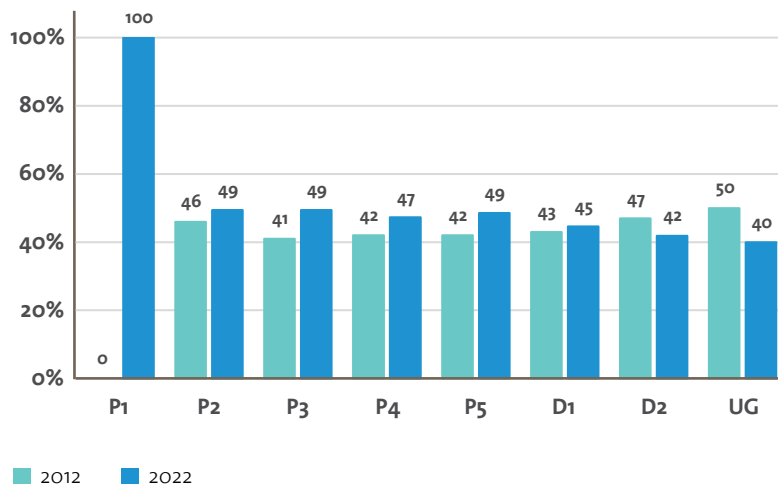
DISTRIBUTION OF WOMEN AND MEN BY LEVEL REPORTED IN 2022



10-YEAR SNAPSHOT OF UNHCR

- The representation of women by level has increased at the majority of staff levels when compared to 2012.
- Equal representation of women has been met or exceeded at all professional staff levels.
- Senior staff levels, D1 and D2 - fall just short of attaining gender parity. In 2022, women held 84 of the available 191 director level posts.

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.

\* The analysis is based on data provided by UNHCR as of 31 December 2022 and CEB data from 31 December 2012. UG level data signifies ungraded posts above D-2 level including ASG and USG.