

Economic Commission for Europe

ECE

2022 UN-SWAP 2.0

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER
EQUALITY AND THE EMPOWERMENT OF WOMEN IN UNITED NATIONS
ENTITIES

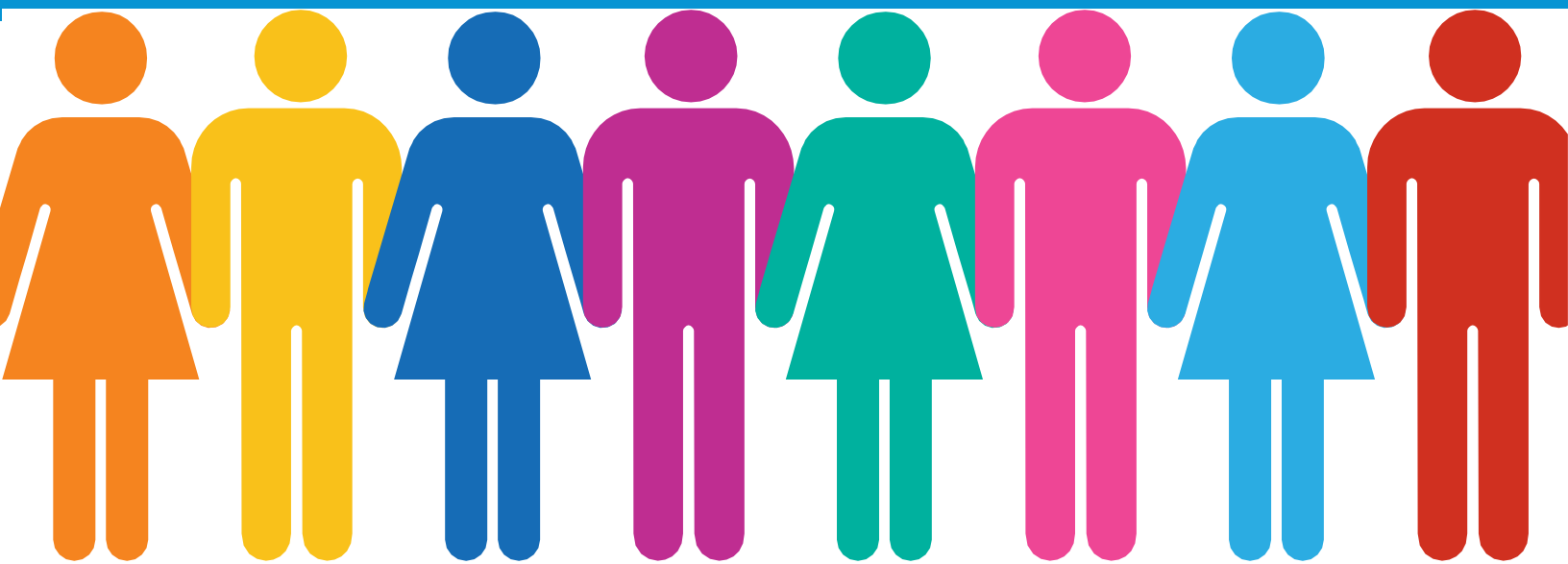


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I. BACKGROUND

The UN System-wide Action Plan (UN-SWAP) on gender equality and women’s empowerment constitutes the first unified accountability framework to systematically revitalize, capture, monitor and measure performance on mainstreaming gender perspectives into the work of the UN system.

Created as a response to ECOSOC agreed conclusions [1997/2](#), which called upon the UN system to mainstream a gender perspective throughout its work, and the CEB endorsed UN System-wide Policy on Gender Equality and the Empowerment of Women in 2006. Following the creation of UN Women in 2010, the UN-SWAP framework was developed through inter-agency consultations to operationalize the policy. The UN-SWAP was endorsed by the United Nations Chief Executives Board for Coordination (CEB) in April 2012.

In response to the request of the United Nations General Assembly in resolution 67/226, the Joint Inspection Unit review [\(JIU/REP/2019/2\)](#) of the UN-SWAP 1.0 (2012-2017) found that the UN-SWAP has proven to be a catalyst for progress towards gender mainstreaming, an effective framework for tracking system-wide advancement and a system-wide achievement. UN-SWAP 2.0 (2018-2022) raised the bar for accountability by strengthening existing indicators and anchoring the framework within the 2030 Agenda for Sustainable Development. UN-SWAP 2.0 and the equivalent framework at the UN country team level, UN Country Team System-wide Action Plan (UNCT-SWAP) Gender Equality Scorecard, have been contextualized to the UN reform and the planned move to system-wide reporting on collective results linked to gender-related targets of the SDGs, including SDG 5. The gender dimensions of the UN Response to the health and development crisis emanating from the COVID-19 have been also integrated in the accountability frameworks for the period 2020-2022.

II. UN-SWAP 2.0 ACCOUNTABILITY FRAMEWORK REPORT COMPONENTS

Indicator Rating and explanation

As elaborated in its [technical guidance](#), the UN-SWAP 2.0 includes a set of 17 Performance Indicators (PIs), organized in two sections (Gender-related SDG results and Institutional strengthening to support achievement of results) and clustered around six broad areas.

The UN-SWAP rating system consists of five levels. The ratings allow UN entities to self-assess and report on their standing with respect to each indicator, and to move progressively towards excellent performance.

Not Applicable > Missing > Approaches requirements > Meets requirements > Exceeds requirements

Entities report against each indicator to UN Women annually through an online reporting system. In addition to the selection of ratings and explanations, entities are required to provide supporting evidence for each rating selection.

Action Plans

UN-SWAP reporting requires the submission of Action Plans to accompany ratings for all indicators, including timelines, resources and responsibility for follow-up actions in order to maintain or improve current ratings. Action plans are critical for enabling gaps and challenges to be addressed, and agreed upon at the highest possible level within entities. Further explanation of the elements.

Supporting evidence and knowledge hub

To ensure the integrity of self-assessments, entities are required to provide evidence substantiating each indicator rating as outlined in the UN-SWAP technical guidance

Entities are encouraged to share these supporting documents and best practices within the UN-SWAP 2.0 Knowledge Hub – the first system-wide library of gender mainstreaming documents, available to all UN-SWAP reporting platform users.

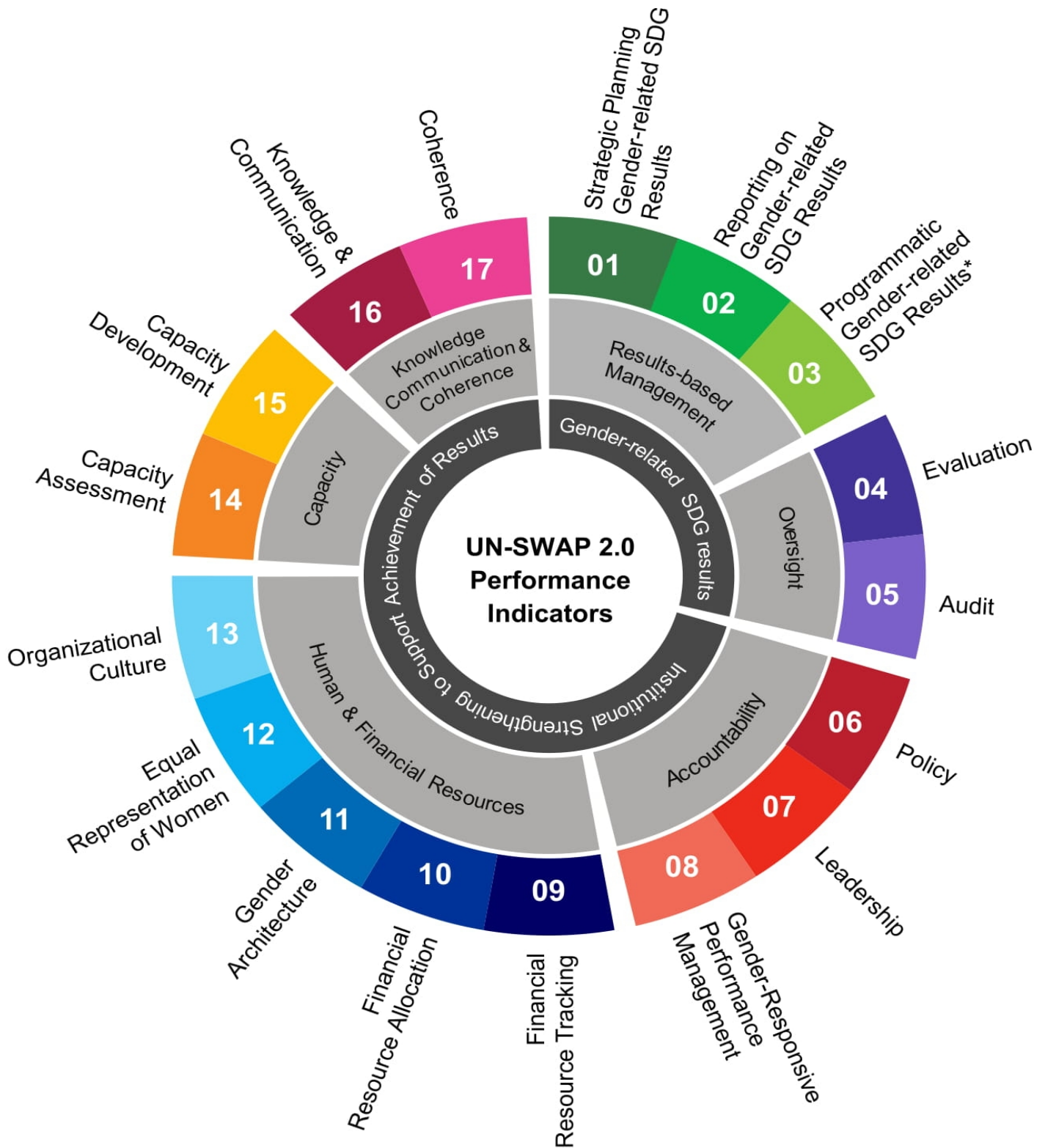
III. QUALITY ASSURANCE AND UN-SWAP 2.0 RESULTS REPORTING

As part of the quality assurance process, UN Women reviews UN-SWAP 2.0 annual reports submitted by UN entities for thoroughness and consistency of ratings. UN Women is responsible for coordinating and facilitating the implementation of the UN-SWAP 2.0, providing guidance to participating entities through a help-desk function and reporting on system-wide progress towards gender equality and the empowerment of women. The annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#) includes an analysis of system-wide performance on gender mainstreaming based on UN-SWAP 2.0 results. To enhance transparency, individual entity results are available on the UN-Women website.

IV. ECE REPORTING INTERNAL REVIEW PROCESS

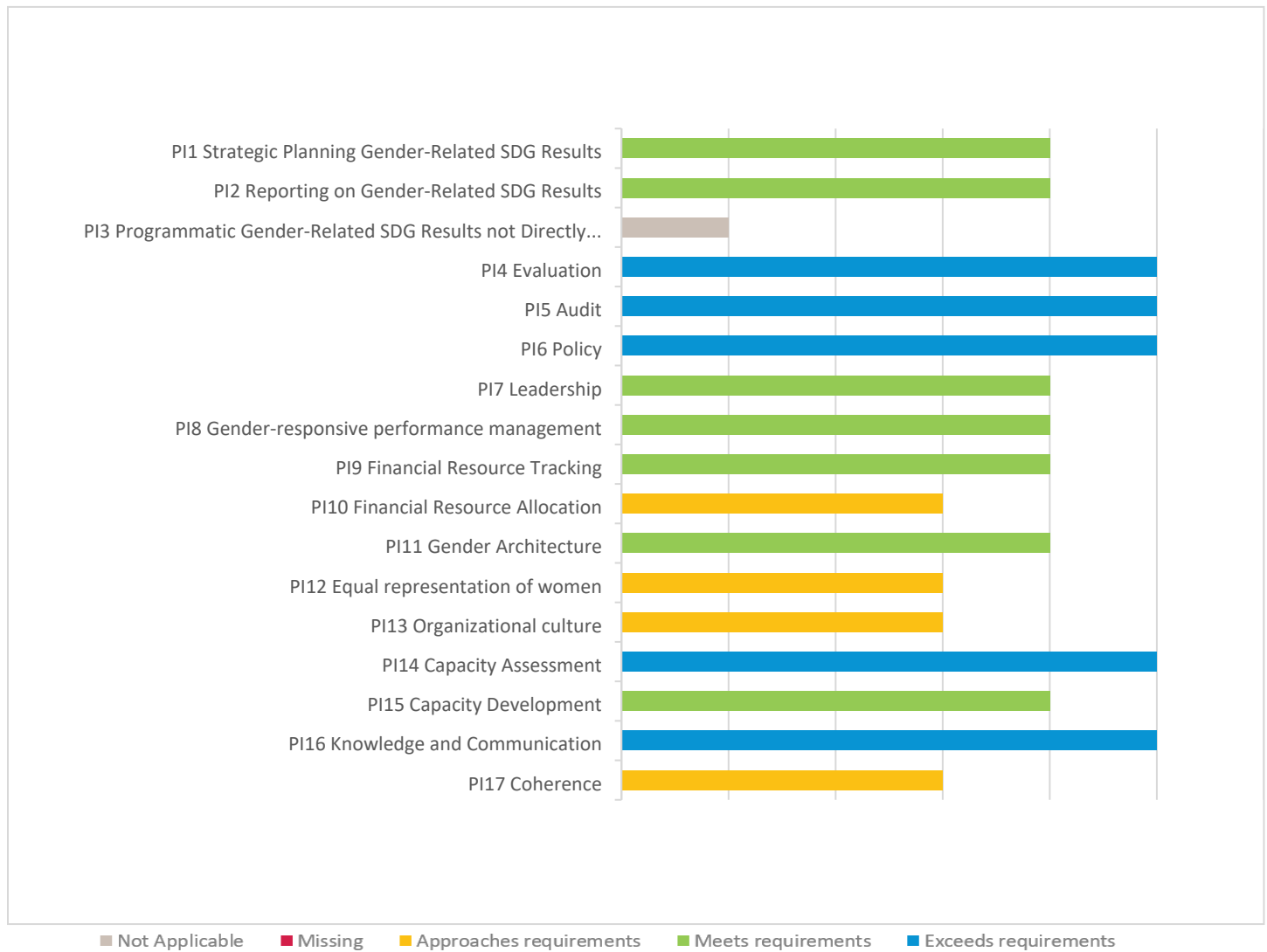
UNECE SWAP reporting processes are led by the Senior Gender Advisor/Focal Point with collation and quality control support from nominated colleagues in the Programme Management and Support Services Division (PMSSD). Data collection and substantive input typically includes the following stages (1) Information at the level of UNECE subprogrammes. The network of 18 Gender Focal points who are embedded across the various Divisions of UNECE who act as the primary gender mainstreaming interlocutors, provide and verify substantive aspects being reported including the finer details of progress, shortcomings and achievements. (2) Division Directors are then liaised with directly in relation to the key activities and advancement of their areas of work which span the full eight subprogrammes of UNECE's mandate. (3) Liaison continues with Division Directors and Gender Focal points through the course of drafting SWAP report preparations to ensure revisions and refinements accurately capture and reflect key points. Scoring decisions/changes are considered by the Senior Gender Advisor together with PMSSD colleagues in consideration of the results reported. (4) A final iteration and summary of changes is shared across the senior management team before ultimately being considered by the Executive Secretary and uploaded to the SWAP system.

V. THE UN-SWAP 2.0 PERFORMANCE INDICATOR FRAMEWORK



*not directly captured in the Strategic Plan

VI. ECE 2022 UN-SWAP 2.0 REPORTING RESULTS SNAPSHOT



VII. ECE 2022 UN-SWAP 2.0 RESULTS BY PERFORMANCE INDICATOR

I. GENDER-RELATED SDG RESULTS / RESULTS-BASED MANAGEMENT



Performance Indicator:

PI1 Strategic Planning Gender-Related SDG Results

MEETS

1bi. Main strategic planning document includes at least one high level result on gender equality and the empowerment of women which will contribute to meeting SDG targets, and reference to SDG 5 targets.

Based on its mandate on gender mainstreaming, UNECE integrates a gender perspective in its operational activities, deliverables, and results, in supporting member States to achieve respective SDGs, including SDG 5 and related linkages to its main areas of work. Accordingly, high-level results on gender equality and the empowerment of women are reflected in the UNECE Programme Budget for 2022 (A/76/6 (Sect.20)) both in its cross-cutting part – overall orientation – as well as under UNECE subprogrammes 3, 6 and 8 with explicit reference to gender equality and the empowerment of women, SDG 5. It also explicitly notes the further strengthening of UNECE work on sex-disaggregated data and gender statistics, gender-responsive standards, gender and SDGs, including capacity-building activities for women entrepreneurs from Central Asia.

1bii. Entity has achieved or is on track to achieve the high level result on gender equality and the empowerment of women.

UNECE is part of the Secretariat and reports on its performance, including deliverables and results, through its Proposed Programme Budget and the Umoja SMA performance monitoring and reporting module. Information on UNECE's programme performance for 2021 (latest available) is provided in Section A of the UNECE Proposed Programme Budget for 2023 (A/77/6 (Sect.20)).

In 2022, the high-level results on gender equality and the empowerment of women have been achieved in UNECE through: (a) results achieved at UNECE level – results of the work on sex-disaggregated data and gender statistics, on gender-responsive policies, notably from a meeting of the SPECA Working Group on Gender and SDGs on progress and challenges of achieving SDG 5, and at the 2022 SPECA Economic Forum, on capacity building for women entrepreneurs in the EECCA countries and results achieved from research and policy analysis from the UNDA project on strengthening policies in the care economy and women's empowerment for COVID-19 response as well as in committees and working parties; (b) results achieved at UNECE Sub-programme level - 3, 6 and 8 respectively (see High-level results in 2022 in p.1 above).

High-level result(s) on gender equality and empowerment of women

(i) The "Overall Orientation" section of the UNECE Programme Budget for 2022 (A/76/6 (Sect.20)) contains the following paragraph: "20.12 ECE integrates a gender perspective in its operational activities, deliverables and results, as appropriate. Its work in this area is intended to support member States in the achievement of Sustainable Development Goal 5. In 2022, all sectoral committees governing the ECE subprogrammes will include gender mainstreaming in their work agendas, all ECE technical cooperation projects will be assessed against their impact on gender and the Commission will continue its work on gender and economy, including capacity-building activities for women entrepreneurs from Central Asia. Furthermore, all subprogrammes will continue to mainstream gender into their substantive work and promote the participation of women in all meetings and workshops."; (ii) The UNECE Programme Budget for 2022 (A/76/6 (Sect.20)), Subprogramme 3, a high-level result "Increasing the number of countries that report sex-disaggregated statistical indicators" (paragraphs 20.96-20.98), which was implemented in 2018-2022; (iii) The UNECE Programme Budget for 2022 (A/76/6 (Sect.20)), Subprogramme 6: "... The subprogramme will also disseminate gender-responsive standards, which are aimed at providing a practical way forward for standards bodies wishing to make both their standards and the standards development process gender-responsive... This work will support member States in making progress towards achieving Sustainable Development Goal 5" (para. 20.154); (iv) The UNECE Programme Budget for 2022 (A/76/6 (Sect.20)), Subprogramme 8, a high-level result "'Madrid International Plan of Action on Ageing beyond 2022: reaching a consensus on the goals and actions for healthy and active ageing in a sustainable world", which reflects also gender perspectives and was implemented in 2019-2022 (paragraphs 20.225-20.228); and (v) The UNECE Programme Budget for 2022 (A/76/6 (Sect.20)), Subprogramme 8: "...The subprogramme will provide a platform for intergovernmental policy debate on matters related to mainstreaming ageing and will facilitate communication with a wider network of experts and NGOs. It will support evidence-based policymaking and monitoring of the implementation of the

strategy by coordinating data collection on active ageing indicators and policy-oriented research on ageing and intergenerational and gender relations...” (para. 20.205).

Achievement in year/s (No longer mandatory)

Internal evidence base (non-Secretariat) – include attachments and page numbers

UNECE is part of the Secretariat and reports on its performance, including deliverables and results, through its Proposed Programme Budget and the Umoja SMA performance monitoring and reporting module. Information on UNECE’s programme performance for 2021 (latest available) is provided in Section A of the UNECE Proposed Programme Budget for 2023 (A/77/6 (Sect.20)).

In 2022, the high-level results on gender equality and the empowerment of women have been achieved in UNECE through: (a) results achieved at UNECE level – results of the work on sex-disaggregated data and gender statistics, on gender-responsive policies, notably from a meeting of the SPECA Working Group on Gender and SDGs on progress and challenges of achieving SDG 5, and at the 2022 SPECA Economic Forum, on capacity building for women entrepreneurs in the EECCA countries and results achieved from research and policy analysis from the UNDA project on strengthening policies in the care economy and women’s empowerment for COVID-19 response as well as in committees and working parties; (b) results achieved at UNECE Sub-programme level - 3, 6 and 8 respectively (see High-level results in 2022 in p.1 above).

Please include an Internal assessment of progress using entity assessment methodology for reporting on its main strategic planning document (No longer mandatory as of 2021)

Specific SDG target(s) and indicators to which result contributes

- Goal 4/Target 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university
- Goal 5/Target 5.1/Indicator 5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
- Goal 5/Target 5.4/Indicator 5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
- Goal 5/Target 5.5/Indicator 5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments
- Goal 5/Target 5.5/Indicator 5.5.2 Proportion of women in managerial positions

Typology of UN system-wide contributions to support the achievement of gender equality and the empowerment of women and girls in the context of the SDGs.

- Women’s Economic Empowerment
- Norms and Standards
- Knowledge

Narrative on results to be completed by all entities

NECE supports Member States in implementing the 2030 Agenda in eight broad areas or subprogrammes: environment, transport, statistics, economic cooperation and integration, sustainable energy, trade, timber and forestry, housing and land management, and population. UNECE is further strengthening its contribution on nine SDGs (SDGs 3, 6, 7, 8, 9, 11, 12, 13 and 15) while reflecting the linkages to SDG 5 and responding to regional socio-economic consequences of COVID-19.

Women’s economic empowerment

(i) The Ministerial Declaration adopted in June 2022 at UNECE’s Ministerial Conference on Ageing “A sustainable world for all ages: Joining forces for solidarity and equal opportunities throughout life”, reconfirmed Member States commitments to promote gender equality and empowerment of women (GEEW) through ageing-related policies. The declaration recommits to goals of gender equality and empowerment of women and several paragraphs reflect a gender dimension in ageing. They include recognition of the need to eliminate gender inequalities, commitments to promoting active and healthy ageing by mainstreaming gender in policies and enhancing age-sensitive research and disaggregated data on population ageing. In

addition, the declaration addresses substantive areas that promote gender equality and women's empowerment, such as discrimination (SDG 5.1) on violence (SDG 5.2), on pensions (SDG 1.3) and on informal care (SDG 5.4).

(ii) The UNECE Forests, Land and Housing Division is collaborating with the city of Bishkek supporting its transition to a Smart Sustainable City. In this context, the Housing and Land Management Unit organized a training workshop on fostering sustainable economic development within the fashion industry in Bishkek, mainly driven by women entrepreneurs. The first Introductory Workshop will be held in January 2023 and focuses on women's empowerment through the fashion industry, pursuing the following SDG targets: combating discriminations (SDG 5.1), ensuring women's economic participation at all levels (SDG 5.5), ensuring access to financial resources (SDG 5.6) and enhance use of technologies (SDG 5.7).

Knowledge

(i) UNECE Statistics subprogramme develops the statistical capacity of Member States and promotes the use of advanced methodologies for producing data and indicators of GEEW, as evidenced by the increased availability of sex-disaggregated indicators in the UNECE SDG database. In 2022, an average of 68% of sex-disaggregated indicators were available for UNECE Member States compared to 60% in 2018 and 65% in 2021. Capacity building workshop sessions on indicator methodology and dissemination aimed to improve the availability of indicators for SDG 5 and sex-disaggregated indicators for other related goals. Guidance published by the UNECE Statistical Division helped National Statistical Offices overcome challenges related to the collection of gender data for SDG indicators and other measures of gender equality. Relevant guidance includes: Road Map on Statistics on for SDGs – 2nd Edition, Approaches to Measuring Social Exclusion, Handbook on Forms of Employment, and Guidance on Measuring the Impact of the Covid-19 Pandemic on Women and Men (published in 2021; made available in Russian in 2022).

Standards and Norms

(i) Establishing gender responsive standards is a continuing activity of the Working Party on Regulatory Cooperation and Standardization (WP.6), which is serviced by the Standardization Policy Unit in the Market Access Section of the Economic Cooperation and Trade Division, Sub-programme 6. In 2022, WP.6 requested the launch of a Team of Specialists on Gender-Responsive Standards which was approved by UNECE Executive Committee on 30 September 2022 (ECE/EX/2022/L.13, §5d). The division also published Guidelines and training material on Developing Gender-Responsive Standards (ECE/TRADE/472) and (ECE/CTCS/WP.6/2022/INF.2). Four capacity-building workshops on Gender-Responsive Standards were delivered on 26 April 2022 (English with Russian interpretation), 27 April 2022 (English only), 3 May 2022 (English only) and 4 May 2022 (French only) for a total of 280 participants representing 80+ countries. Several awareness-raising videos were created by key standards development organizations. Events were also organized on 7 April 2022 during the UNECE Regional Forum on Sustainable Development (participation in a UN-Women led round-table "Accelerators of gender equality and women's empowerment in the context of COVID-19 pandemic"); 1 June 2022 "Gender-responsive standards: bringing standards for sustainable development and gender-equality to standards development bodies"; 8 June 2022 "Gender, digitalization, the environment: ensuring a sustainable future for all".

UNECE Sustainable Energy Division

UNECE issued a report on Energy Transition and Post Covid-19 Socioeconomic Recovery: Role of Women and Impact on Them. This report analyzes key issues, bottlenecks and solutions, providing empirical case studies of five UNECE Member States: Albania, Belarus, Ukraine, the United Kingdom, and Uzbekistan.

Environment Division

At its regular sessions, the Committee on Environmental Policy (CEP) considers an official document with information on recent developments, plans and activities on GEEW as part of cross-sectoral activities and takes decisions by the Committee on gender mainstreaming. Gender mainstreaming was included in the strategy's of Transport, Health, Environment-pan European Programme, Working Group on Environmental Monitoring and Assessment, The Water Convention's programme of work for 2022-2024, and the Protocol on Water and Health's programme of work for 2023-2025.

Emerging crises and global challenges, including COVID-19 crisis, response and recovery.

- Contribution to address the socioeconomic, humanitarian and human rights aspects of the crisis

In alignment with the previous selection, describe the specific focus of existing gender-related strategic work, as well as new activities and deliverables in response to emerging crises and global challenges (no longer mandatory)

I. GENDER-RELATED SDG RESULTS / RESULTS-BASED MANAGEMENT



Performance Indicator:

PI2 Reporting on Gender-Related SDG Results

MEETS

2bi. Reporting to the Governing Body or equivalent on the high level result on gender equality and the empowerment of women which will contribute to meeting SDG targets, including SDG 5.

UNECE reports on its performance, including deliverables and results, through its proposed programme budget and the Umoja SMA performance monitoring and reporting module. As part of the UN secretariat, information on UNECE's programme performance for 2021 (latest available) is provided in Section A of the UNECE Proposed Programme Budget for 2023 (A/77/6 (Sect.20)). In particular, UNECE reported on the following results achieved in 2021 and planned to be achieved in 2022: (i) "Increasing the number of countries that report sex-disaggregated statistical indicators" (paragraphs 20.56-20.57); (ii) "Increased number of countries collaborating on developing and using machine learning techniques for the production of official statistics" (paragraphs 20.58-20.61); and (iii) "Madrid International Plan of Action on Ageing beyond 2022: reaching a consensus on the goals and actions for healthy and active ageing in a sustainable world", which reflects also gender perspectives (paragraphs 20.137-20.138). These results refer to UNECE Subprogramme 3 and Subprogramme 8.

2bii. Systematic use of sex-disaggregated data in strategic plan reporting.

In particular, UNECE reported on the following results achieved in 2021 and planned to be achieved in 2022: (i) "Increasing the number of countries that report sex-disaggregated statistical indicators" (paragraphs 20.56-20.57); (ii) "Increased number of countries collaborating on developing and using machine learning techniques for the production of official statistics" (paragraphs 20.58-20.61); and (iii) "Madrid International Plan of Action on Ageing beyond 2022: reaching a consensus on the goals and actions for healthy and active ageing in a sustainable world", which reflects also gender perspectives (paragraphs 20.137-20.138).

In addition, UNECE regularly reports on gender participation in capacity building events as required for all UN Secretariat in the Umoja SMA performance monitoring and reporting module. Furthermore, with the integration of a gender perspective in UNECE template for extrabudgetary project proposals, project managers are required to incorporate gender issues both at the project planning and reporting stages.

In the Statistics subprogramme, sex-disaggregated data is systematically compiled for UNECE member States and methodological work has been carried out for the establishment of indicators for gender equality in various areas of work as part of the Strategic Framework. Work to improve the availability in the ECE database of reliable, relevant and timely and comparable gender disaggregated data continues.

To what extent does the entity communicate UN-SWAP results?

- Externally (e.g. website, donors) Please provide hyperlink if publicly available

Please provide any further details and include hyperlinks if publicly available:

All UNECE Subprogrammes reports to Sectoral Committees and to UNECE Executive Committee available on <https://unece.org/>

Has the entity's work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)

I. GENDER-RELATED SDG RESULTS / RESULTS-BASED MANAGEMENT



Performance Indicator:

PI3 Programmatic Gender-Related SDG Results not Directly Captured in the Strategic Plan

NOT APPLICABLE

Explanation of why this rating has been given

Not applicable

II. GENDER-RELATED SDG RESULTS / OVERSIGHT



Performance Indicator:

PI4 Evaluation

EXCEEDS

4ci. Meets the UNEG gender equality - related norms and standards.

UNECE revised Evaluation Policy adopted by the Executive Committee in December 2021 upholds UNEG revised norms and standards and the UNEG Guidance for Integrating Human Rights and Gender Equality in Evaluation.

4cii. Applies the UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluations during all phases of the evaluation.

A total of eight evaluations were completed and reports published in 2022: three of UNECE subprogrammes and five of UNECE projects (funded by UNDA or extra-budgetary resources). The evaluations were conducted by independent evaluators and managed by the Programme Management Unit with respective programme/project managers. In addition, OIOS conducted three external evaluations of UNECE: the evaluation of UNECE subprogrammes 4 and 6; the OIOS Secretariat-wide evaluation of Secretariat entities' contribution to the SDGs; and the OIOS Secretariat-wide evaluation on strengthening the role of evaluation and the application of evaluation findings on programme design, delivery and policy directives for 2020-2021.

The Programme Management Unit has ensured systematic inclusion of the UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluations during all phases of the evaluation in UNECE since the end of 2018. Among other actions undertaken by PMU in 2022 to strengthen the integration of human rights and gender equality in evaluations it can be mentioned that the annual exchange of lessons among UNECE project managers on evaluations included a focus on gender during which UNHQ evaluation experts shared advice and best practices. This, in addition to the release of a landmark evaluation of Gender Mainstreaming in UNECE in June 2019, enables UNECE to maintain its 2020 score under this indicator and continue to exceed requirements in 2022.

The rating is based on the UN-SWAP Evaluation Performance Indicator Scorecard. UNECE Meta evaluation score was 8 for the 8 evaluations conducted in 2022. Three points are added, following the release of the evaluation assessing corporate performance on gender mainstreaming (2019). Total is 11, which exceeds requirements.

4ciii. Conducts at least one evaluation to assess corporate performance on gender mainstreaming or equivalent every 5-8 years.

In 2019, programme-level evaluation of gender mainstreaming in UNECE was conducted by an external evaluator. The purpose of this evaluation was to assess corporate performance - the relevance, effectiveness, efficiency, and sustainability of gender mainstreaming (GM) in UNECE, and the related results on GEEW. The Terms of Reference and the Evaluation Report of gender mainstreaming in UNECE are provided below.

What modality was used for the assessment?

- Self-assessment

Has the entity's work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- Yes

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)

A few projects were extended at no-cost. All evaluations were done remotely, but this was already a common practice for ECE evaluations. Evaluation methodologies were compliant with OIOS guidance to conduct evaluations during COVID-19. Finally, all evaluations included COVID-19 related questions to highlight best practices and lessons learned, with a focus on how these projects contributed to ECE response to help member States recover from the impact of the pandemic.

II. GENDER-RELATED SDG RESULTS / OVERSIGHT



Performance Indicator:
PI5 Audit

EXCEEDS

Sci. Relevant gender equality findings are systematically presented in annual reports of the internal audit departments.

The Office of Internal Oversight Services (OIOS) provides advice to the Secretary-General on his internal oversight responsibilities with respect to Secretariat entities. In developing its risk-based workplan and audit assurance strategy, OIOS consults gender focal points to identify and assess gender-related risks that could threaten achievement of the Organization's gender equality strategic and business objectives and to determine whether entities have mainstreamed a gender perspective into their programmes of work. Based on these discussions, OIOS may include audit assignments in its annual work plan that are either dedicated to specifically examining programmes or activities related to gender-equality and the empowerment of women, or that include consideration of gender equality and the empowerment of women as part of a wider audit engagement.

In 2022, OIOS issued 27 audit recommendations to the management of seven different United Nations entities following ten assignments that examined issues related to gender equality.

OIOS audit reports are published on the OIOS website and extracts are included in the OIOS Annual Reports that are presented to the General Assembly. Relevant Secretariat managers also receive copies of OIOS audit and advisory reports. OIOS tracks the status of implementation of all accepted recommendations, including those related to gender equality, and regularly engages with management to ensure timely implementation.

Scii. Internal audit departments undertake a targeted audit engagement related to gender equality and the empowerment of women at least once every five years.

In 2022, OIOS conducted two targeted audit engagements related to gender equality and the empowerment of women, namely an audit of the SheTrades Commonwealth Programme at the International Trade Centre (2022/015) and an audit of implementation of the women, peace and security agenda in the Department of Political and Peacebuilding Affairs and the Department of Peace Operations (report 2022/027).

In addition to these two targeted audits, OIOS conducted 39 assurance and 2 advisory audit engagements that included examination of risks related to gender equality and the empowerment of women as part of a wider audit engagement. The

reports are published on the OIOS website.

Additionally, OIOS resources dedicated to audits of gender equality and the empowerment of women are tracked by OIOS in its audit management system. The aim is to monitor the effectiveness of OIOS strategy in this area and learn lessons for the development of audit plans and programmes in future years to enhance its audit focus on gender equality and the empowerment of women.

OIOS has also made progress in developing standard audit checklists to guide its audit teams in ensuring areas related to gender equality and the empowerment of women are systematically reviewed in relevant audits and advisories.

Has the entity's work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)

III. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY



Performance Indicator:
PI6 Policy

EXCEEDS

6ci. Up to date policies and plans implemented on gender equality and women's empowerment, including gender mainstreaming and the equal representation of women.

In 2021 UNECE updated its Policy for Gender Equality and the Empowerment of Women (2021-2025) in line with the standards of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP 2.0) and in response to the compelling challenges to achieving gender equality in implementing the 2030 Agenda in our region. A Gender Action Plan (GAP) was developed for 2021-2022 to complement the Policy with actions, measurable output, timeframe and resources. In this way the Policy and the GAP serve as drivers of accountability on gender efforts in UNECE work. The updated Policy and the GAP are linked to respective SDGs and aim at strengthening the reflection of gender issues in the substantive work of UNECE's subprogrammes, improving accountability, monitoring and reporting, building capacity, changing the organizational culture and achieving gender parity of staff.

The Policy strengthens the accountability and capacity of the Organization through concrete actions at cross-sectoral and sectoral levels in the GAP and has the following objectives:

- To advance women's equal participation with men as decision makers in the Organization and in all areas of work;
- To mainstream a gender perspective in the substantive work of the Sectoral Committees;
- To contribute to reducing gender inequalities in its member States, including in access to and sustainable management of resources and benefits of development in the pertinent areas of UNECE's work.

To strengthen the implementation of the first objective and accelerate the achievement of gender parity in staff, UNECE has developed its Gender Parity Strategy. This Strategy includes an implementation plan with actions following the System-Wide Strategy for Gender Parity, launched by the UN Secretary-General in September 2017.

Finally, to ensure meaningful gender mainstreaming, all projects go through gender assessment.

6cii. Specific senior level mechanism in place for ensuring accountability for promotion of gender equality and the empowerment of women.

A senior level mechanism exists to ensure accountability for promotion of gender equality and the empowerment of women. Achieving and maintaining gender equality is a goal in the work plan and performance assessment of senior managers. To ensure the implementation of the mechanism, the Executive Secretary, Ms. Olga Algayerova, in the Senior Manager's Compact for 2023 committed to 'serve as a role model for implementing the Gender Parity Strategy', and to take all

appropriate measures to prevent, address and accurately report allegations of sexual exploitation and/or abuse.

At Divisional level, accountability in 2022 has strengthened. ECE Subprogrammes now regularly report gender results at their respective Steering Committees. For example, the Inland Transport Committee reported on gender mainstreaming work at its session in February 2022. As part of this work, it recommended that SDG 5 be integrated explicitly in the work programme for 2024. The Steering Committee on Trade Capacity and Standards was informed of ongoing work within the Working Party on Regulatory Cooperation and Standardization Policies (WP.6) on gender-responsive standards and approved the launch of a Team of Specialists on Gender-Responsive Standards (decision 2022-5). The Steering Committee on Trade Capacity and Standards also reviewed Findings and recommendations emerging from the COVID-19 impact assessments targeting female-owned micro-, small and medium-sized enterprises (MSMEs) in selected countries, which were discussed at a dedicated panel during the Steering committee ([new_DetailedProgramme-AgendaItem6-MSMEs_E.pdf](#) (unece.org)). Moreover, the agenda item 9 of the Committee on Urban Development, Housing and Land Management on its eighty-third session, on 3-7 October 2022, focused on “Promoting access to affordable housing for women and youth” (ECE/HBP/213 Report of the Committee on Urban Development, housing and Land Management on its eighty-third session (advance copy)).

The Statistical Division facilitated the 2022 Global Assessment on Gender Statistics in the UNECE region, which assessed whether and how the gender perspective is mainstreamed into national statistical systems and measured progress in the production and use of gender statistics in countries since 2012. The assessment also assessed the impact of the Covid-19 pandemic on the production of gender statistics. The results of the assessment will be used to guide future work under the UNECE gender statistics programme.

In 2022, the sex disaggregation of the governing bodies of the UNECE MEAs were 45,5% women and 54,5% men. At its seventeenth meeting held in May 2022, the members of ECE Steering Committee on ESD reported their achievements in mainstreaming gender issues and shared examples of good initiatives and practices. At their fourth joint meeting (Tallinn, 28–30 June 2022), the Working Group on Integrated Water Resources Management and the Working Group on Monitoring and Assessment under the Water Convention entrusted the secretariat, to make revisions to the reporting template for the third reporting exercise on SDG indicator 6.5.2 and the Water Convention in order to integrate a gender perspective. The Bureau has endorsed the reporting template for the third reporting exercise.

Has the entity’s work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)

III. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY



Performance Indicator:
PI7 Leadership

MEETS

7b. Senior managers internally and publicly champion gender equality and the empowerment of women.

Gender equality and the empowerment of women is a key component of the Executive Secretary’s vision. The Executive Secretary has ensured that substantive attention to gender equality and the empowerment of women is paid by senior managers as well as all staff. She has identified 9 SDGs as UNECE’s core value-added areas, and highlighted SDG 5 on gender equality as the overarching goal which should inform all work. The relevant graphic showing SDG 5 as overarching can be seen on UNECE’s webpage on the organization’s SDG priorities (<https://unece.org/sdg-priorities>)

UNECE has established the UNECE Gender Parity Strategy (https://www.unece.org/fileadmin/DAM/Gender/publications_and_papers/UNECE_Gender_Parity_Strategy.pdf) aligned with the UN System-wide Strategy on Gender Parity. It contains, among others, sections on recruitment, HR management

monitoring; reporting and data collection; leadership and accountability; and Career Development, in order to reach equal representation of women in the organization, including at the level of P4 and above. (UNECE has already reached gender parity at levels D1 and above).

The Executive Secretary acts as a role model for all staff through her participation in the International Gender Champions Geneva initiative (<https://genderchampions.com/champions/olga-algayerova>)

An example of leadership at the divisional level can be seen in the Forests, Land and Housing Division leadership champions gender issues by ensuring that relevant panels organized by the division or in which the division is partaking are sufficiently diverse.

Advocates for gender equality and the empowerment of women in at least two of the following areas:

- Articulate in a public speech or equivalent, other than a speech on International Women’s Day, a clear vision of how the entity gender equality and empowerment of women mandate will be achieved
- Advocate with other UN entities concerning the importance of promoting gender equality and the empowerment of women

Please elaborate your selection below.

The Executive Secretary has given statements on the topic of gender equality and the empowerment of women on multiple occasions throughout 2022, several also highlighting the role of women in building peace and sustainable development. Examples include: • A statement at the 2022 Regional Forum on Sustainable Development for the UNECE region at a side event on Advancing gender equality and women’s leadership in selected industries in April 2022; • A statement at the opening of the Steering Committee on Trade Capacity and Standards on gender-responsive standards in June 2022; • A statement commemorating the UN International Day of Peace on “No peace without women” in September 2022; • A statement at the COP15 on Biodiversity at a side event to launch the Gender Plan of Action on Biodiversity with Finland in December 2022; • Blog entries on the UNECE Guidelines on Developing Gender-Responsive Standards and on International Women’s Day. The UNECE Executive Secretary advocates with the UN entities to promote gender equality and the empowerment of women, including through the UN regional system and the meetings with the UN regional commissions. This includes reflecting on gender issues during the regular meetings of the UN regional system in Europe and Central Asia, the Regional Collaborative Platform (RCP) for Europe and Central Asia, where all regional UN entities participate. In addition, she is in regular collaboration with the regional office of UN Women for Europe and Central Asia and the Issue-Based Coalition for Gender Equality in the region. Link to the Executive Secretary's Blog can be found here <https://unece.org/media/news?f%5B0%5D=program%3A385&f%5B1%5D=topics%3A1100>

Ensures that accountability mechanisms are enforced so that the entity reaches equal representation of women in staffing within an appropriate time-frame, in particular at the P4 or equivalent level.

The UNECE Executive Secretary commits herself to taking leadership on and being accountable for the implementation of the UNECE Policy for Gender Equality and the Empowerment of Women (2021-2025), its objectives, priority areas and actions. Increasing efforts to attain gender parity in the organization, are part of the Executive Secretary’s commitments and are reflected in her Senior Manager’s Compact for 2022 and 2023. In addition, she has established an accountability mechanism for the implementation of the UNECE Gender Parity Strategy. This includes the introduction of stand-alone goals for achieving gender parity in the e-performance system for the UNECE Directors. The Executive Secretary is regularly monitoring the performance of the Directors, paying attention to gender parity of teams. In addition, she follows the recruitment process and is having substantive discussions with recruiting managers, where gender balance is missing. Special efforts are now focused on the positions of levels of P5 and P4 where gender parity has not been achieved in ECE.

Prioritizes funds for achieving the entity’s gender equality and the empowerment of women mandate through advocating for additional funds, and/or reallocating internal funds, consistent with decision-making authority

UNECE leadership has ensured adherence to rules including 100% of financial resources allocated as grants out to implementing partners are governed by the requirement that potential grantees undertake to ensure 50% participation of women in the grant activities. Similarly, all extrabudgetary project proposals include assessment of GEEW in the projects as an annex with the key questions, such as: (a) how central is gender equality to the objectives of this intervention/s, (b) to what extent is this intervention/s expected to contribute to gender equality and the empowerment of women, (c) does the background/context analysis of the intervention include gender impact analysis, on the use of sex-disaggregated data and gender indicators among other questions related to GEEW.

Has the entity's work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)

III. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY



Performance Indicator:
PI8 Gender-responsive performance management

MEETS

8b. Assessment of gender equality and the empowerment of women integrated into core values and/or competencies for all staff, with a particular focus on levels P4 or equivalent and above.

The UN Secretariat has a Performance Management and Development framework that is designed to provide an objective, fair and equitable evaluation of the performance of each staff, and foster a culture of regular feedback. Gender equality is critical to the performance and effectiveness of the UN Secretariat, and it is mainstreamed throughout the performance management process.

We recognize that performance management systems that establish clear targets and accountability at all levels are critical to achieving our gender equality goals. We also believe that recognition systems can be used to reinforce positive action that advance gender equality. In this regard, the Organization has launched a new approach to performance management (Agile Performance Management (Agile PM) that includes the introduction of the People Management Index, a multi-rater/360-degree feedback methodology that aims to measure effective people management through a two-way feedback loop. The PMI assessment will be required from 2022-2023 cycle for all staff members who are First Reporting Officers and who have at least 4 feedback givers (First and/or Second reports). It includes an index on inclusive leadership.

The United Nations system leadership framework was launched in 2017, to establish a common United Nations leadership culture aligned with achieving the Sustainable Development Goals. It forms the basis for shaping culture throughout the UN System. It includes eight defining characteristics of a UN Leader and applies to all personnel, in particular senior leaders. One of the characteristics of UN Leadership is that it is inclusive of all personnel and stakeholders, irrespective of age, gender, sexual orientation, nationality, ethnicity, language, religion, disability, grade, contractual status and other personal characteristics. This means rejecting discrimination in all its forms, embracing diversity as a strength and practicing cultural and gender sensitivity.

In October 2021, the UN Secretariat launched a new UN Values and Behaviours Framework. The new UN Values and Behaviours Framework informs human resources processes including workforce planning, recruitment, learning and performance management. The framework applies to all staff, managers, and senior leaders. Gender equality is reflected in the framework under the values of 'Inclusion' and 'Integrity.' Staff are expected to "Uphold the commitments of the United Nations to fairness, equality, respect for diversity, gender equity, anti-racism and multilingualism in creating an enabling working environment for all." They are also to "Act ethically, demonstrating the standards of conduct of the United Nations....," including ensuring zero tolerance for sexual exploitation and abuse, harassment, and sexual harassment.

Gender equality is also reflected under the following two behaviours: Analyse and plan and Connect and collaborate. All Staff are required to disaggregate and analyse data, for instance by gender, ethnicity and age, to deepen understanding and inform decision-making. Senior Leaders are to take an integrated approach, building partnerships with a broad and diverse range of stakeholders across organizational, sectoral, political, gender, generational, cultural, socioeconomic and other boundaries.

The Senior Managers' Compact for 2022 includes an objective on gender parity with the following performance measure: Progress towards achieving the goal of gender parity at each internationally recruited staff level (FS, P-1 to D-1) making optimum use of vacancies filled during the reporting period."

The Compact also includes a requirement to implement the Organization's zero-tolerance policy on sexual exploitation and abuse as set out in "Preventing sexual exploitation and abuse" (ST/SGB/2003/13); Sexual harassment: promoting a culture free from all forms of harassment and rapidly responding to all such reports as set out in "Addressing discrimination, harassment, including sexual harassment, and abuse of authority" (ST/SGB/2019/8).

Staff development is a key component of the performance evaluation process. All UN Secretariat personnel are required to complete specific mandatory learning courses including two directly related to gender. The goal of the course 'I Know Gender' is to develop and/or strengthen awareness and understanding of gender equality and women's empowerment.

The mandatory course 'Prevention of Sexual Harassment and Abuse by United Nations Personnel – Working Harmoniously' seeks to support personnel to understand one's role in creating a harmonious workplace and be clear on the behaviours that are prohibited in the UN: abuse of authority, harassment (including sexual harassment) and discrimination.

The Secretary-General has instituted an annual award which seeks to recognize staff for their achievements in various areas. In 2022, the Awards included a category on Diversity and Inclusion, recognizing an individual or a team for contributing to an organizational culture promoting diversity and inclusion, <https://iseek.un.org/article/secretary-general-award-category-promoting-diversity-inclusion%20>

Has the entity's work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES



Performance Indicator:
PI9 Financial Resource Tracking

MEETS

9b. Financial resource tracking mechanism in use to quantify disbursement of funds that promote gender equality and women's empowerment.

UNECE is using a financial resource tracking mechanism to quantify disbursement of funds that promote gender equality and women's empowerment. During the year 2022, UNECE has deployed the UN Secretariat Integrated Planning, Management and Reporting solution, including the conversion of all project accounts into IPMR. This has involved training by the Programme Management and Support Services Division with each substantive division of UNECE, setting out the requirements and functionality of the new system, as well as highlighting the gender marker information to be indicated for each UNECE extrabudgetary project. Deadlines were set for UNECE Divisions to enrich all project data before the end of the year 2022. Moreover, key staff of the Programme Management and Support Services Division also attended an in-person training provided by colleagues from the Office of the Controller in December 2022, which has further enhanced understanding of the system.

Which type of scale is being used?

- 0-1-2-3

(If other) Please describe the scale used:

In which areas or budget sources does the entity apply the Gender equality markers?

- only non-core budget

(If other) Please identify the areas or budget sources below:

The gender marker system is used for...

- financial tracking of budgets

(If other) Please describe gender marker system uses below

In which ERP is the gender marker system embedded?

- UMOJA IPMR

(If other) Please identify the ERP system below:

Has there been guidance and training on the use of gender markers in the entity in the reporting year?

- yes

Which department is in charge of quality assurance of gender markers in the entity?

- Gender office in collaboration with budget office

(If other) Please identify the department below:

Funding allocated by the entity to gender-targeted project and interventions (GEM 3/2b) in the most recent period.

0

What percentage does the funding allocated to GEM 3/2b represent of the total budget?

0

Please explain how the funding allocated to GEM 3/2b has been calculated.

NA

Has the entity's work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES



Performance Indicator:
PI10 Financial Resource Allocation

APPROACHING

10a. Financial benchmark is set for implementation of the gender equality and women's empowerment mandate.

UNECE continues to make progress in determining a financial benchmark for the organisation's activities to promote gender equality and the empowerment of women. 100% of financial resources allocated as grants out to implementing partners are governed by the requirement that potential grantees undertake to ensure 50% participation of women in the grant activities.

All extrabudgetary project proposals include assessment of GEEW in the projects as an annex with the key questions, such as: (a) how central is gender equality to the objectives of this intervention/s, (b) to what extent is this intervention/s expected to contribute to gender equality and the empowerment of women, (c) does the background/context analysis of the intervention include gender impact analysis, on the use of sex-disaggregated data and gender indicators among other questions related to

GEEW.

In 2022, all substantive divisions of UNECE have been trained in IPMR and have begun the process of enriching individual project data, including determination of the gender marker by project. In 2023, this information may be reviewed with an aim to identify a baseline across UNECE projects to further support development of a benchmark.

Total entity revenue in USD in the most recent reporting year:

35509100

Financial allocation to the gender unit (excluding staff cost) for entities that have a gender unit or department.

0

Financial allocation for GEWE to gender advisors/specialists (not part of the gender unit) (excluding staff cost) for entities that have dedicated gender advisors or specialists with a budget line for GEWE.

0

Financial benchmark established for GEWE.

0

How was the benchmark established?

NA

Percentage of financial resources spent on GEWE in the most recent reporting year

0

How is the percentage calculated?

NA

Has the entity's work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES



Performance Indicator:
PI11 Gender Architecture

MEETS

11bi. Gender focal points or equivalent at HQ, regional and country levels are: a. designated from staff level P4 or equivalent and above for both mainstreaming and representation of women b. have written terms of reference c. at least 20 per cent of their time is allocated to gender focal point functions.

UNECE has established a network of Divisional Gender Focal Points at majority levels P4 and above; they collectively spend at least 20 per cent of their time to carry out divisional gender focal point functions (as confirmed by the Divisions' Directors in the final progress report on the recommendations of the programme-wide gender mainstreaming evaluation) and are required to incorporate related functions and goals in their e-Performance work plan.

11bii. Gender department/unit is fully resourced according to the entity mandate.

The Gender unit (Sustainable Development and Gender Unit) is fully resourced according to ECE mandate with a P-5 level Gender Focal Point at Organization level – Senior Social Affairs Officer and Gender Focal Point (currently under recruitment since the previous staff retired) who works on substantive gender related issues in UNECE and whose time is allocated entirely to gender focal point’s functions: this is included in the job description of the post which is attached below. The Gender Focal Point is a member of the Sustainable Development and Gender Unit (SDGU) in the Office of the Executive Secretary. Following approval by the GA of a proposal made by ECE, starting 2023 the post will report directly to the Executive Secretary.

Total number of entity staff

188

Total cost of all entity staff:

34000000

Does the entity have a Gender Unit?

- Yes

Total number of staff in the gender unit:

1

Total staff cost of gender unit

263100

Has the remit of the gender unit recently expanded to address other cross-cutting issues than GEWE?

- No

If the gender unit addresses cross-cutting issues in addition to GEWE, please select all that apply:

- Other

(If other) Please describe what other cross-cutting issues:

None

Please explain the extent to which the additional cross-cutting issues have been accompanied by an increase of financial and human resources allocated to the Gender Unit

The Sustainable Development and Gender Unit which was in existence for most of 2022, addressed Gender as an overarching and cross cutting commitment across the wider and priority SDGs addressed by the Unit, as relevant to the work of UNECE. Wider cross-cutting issues addressed by the Unit include climate-change and Disaster Risk Reduction.

Where is the gender unit located in the organigram / reporting lines?

The Office of the Executive Secretary

Where is the gender parity function located?

Programme Management and Support Services Division in the Executive Office

Total number of gender focal points

18

Number of gender advisor and women’s protection advisor posts that have been vacant for six months or more.

0

Does the entity have gender advisors/specialists (not part of the gender unit)?

- No

Total number of gender advisors/specialists (not part of the gender unit)

0

Total cost of dedicated gender advisors (not part of the gender unit)

0

Has the entity’s work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES



Performance Indicator:
PI12 Equal representation of women

APPROACHING

12a. Plan in place to achieve the equal representation of women for General Service staff and all professional levels in the next five years.

Gender parity is part of the UNECE Policy for Gender Equality and the Empowerment of Women (2021-2025). The priority to achieve parity in the Organisation has been further developed in the UNECE Strategy for Gender Parity.

The overall goal of the UNECE strategy is to achieve gender parity in the Organisation at all Professional levels at the latest by 2023. This is consistent with the UN System-wide Strategy on Gender Parity. It is also aligned with the global 2030 Agenda for Sustainable Development, in particular the achievement of SDG 5 on gender equality and the empowerment of women.

The data on the number of professional staff in ECE as from December 2022 shows that while we have achieved overall gender parity at Professional level, there is still a need to focus on certain grades (most notably P4 and P5) where parity is not yet achieved (see attached gender parity breakdown). There are no consolidated efforts being made, at this point in time, regarding the achievement of gender parity at General Service level.

Has the entity’s work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)

Gender parity data by level

	Female	Male
P1	0	0
P2	12	12
P3	30	22
P4	16	26
P5	8	14
D1	5	4
D2	0	1
ASG	0	0
USG	1	0



Performance Indicator:
PI13 Organizational culture

APPROACHING

13a. Organizational culture partly supports promotion of gender equality and the empowerment of women.

The UN Secretariat is committed to diversity, and to creating and sustaining a work environment that is inclusive of all, irrespective of race, age, language, ethnicity, culture, religion, gender, and disability. The achievement of gender equality is a critical part of the Organization's diversity and inclusion strategy as reflected in several organizational frameworks.

In October 2021, the Organization launched a new UN Values and Behaviours Framework, a result of an inclusive and participatory process involving over 4500 staff across the organization. It provides the basis for current and future organizational culture, and efforts are under way to strengthen a culture reflective of the expected values and behaviours.

Under the new framework, gender equality has been integrated into different elements and is reflected more strongly under the values of 'Inclusion' and 'Integrity'. It requires staff to "uphold the commitments of the United Nations to fairness, equality, respect for diversity, gender equity, anti-racism and multilingualism in creating an enabling working environment for all". It also requires staff to "act ethically, demonstrating the standards of conduct of the United Nations...." Gender equality is also reflected under the behaviour 'Analyze and Plan', with emphasis on the use of gender disaggregated data in decision making as a required behaviour for all staff.

Implement, promote and report on facilitative policies for maternity, paternity, adoption, family and emergency leave, breast-feeding and childcare

Several facilitative policies are in place to support the Organization's goals of attracting and retaining talent including women. This includes parental leave policies on family emergency, maternity, paternity, and adoption leave which enable staff to effectively balance their work commitments and personal obligations ST/AI/2005/2. Further enhancements have been made to the policy on maternity leave to include a pre-delivery leave (ST/AI/2005/2/Amend.2). In addition, a policy on breastfeeding (ST/SGB/2019/1) is in place to assist with nursing and childcare, with designated breastfeeding facilities available in some offices to support nursing mothers.

Implement, promote and evaluate policies related to work-life balance, including part-time work, staggered working hours, telecommuting, scheduled breaks for extended learning activities, compressed work schedules, financial support for parents travelling with a child, and phased retirement

Other work-life balance policies such as Flexible Working Arrangements (FWA) are in place to provide staff with options for balancing their professional and personal lives. These policies also support the achievement of gender equality and may include staggered working hours, compressed work schedule, scheduled breaks for external learning, and telecommuting (ST/SGB/2019/1 and ST/AI/2005/2).

Promote existing UN rules and regulations on work-life balance with an internal mechanism available to track implementation and accessibility by gender and grade.

To emphasize its importance, member states have specifically requested the Secretary-General to report on efforts to enhance the understanding and implementation of the principles of work-life balance and a flexible workforce across the Secretariat. (GA resolutions 65/247 and 67/255). The use of flexible working arrangements is therefore actively promoted throughout the organisation and utilization is monitored and tracked at the entity level via UMOJA.

Managers and supervisors are encouraged to exercise flexibility and promote greater inclusion through the use of flexible working options. Information and resources are provided to staff and policy changes are regularly communicated (<https://iseek.un.org/telecommuting>). A network of FWA focal points exists across the Secretariat whose responsibilities include raising awareness about FWA in their respective Departments/Offices through briefings, information sessions and consultations with managers and staff.

Periodic staff meetings by units are scheduled during core working hours and on working days of staff working part-time, with teleconference or other IT means actively promoted.

With the promotion of flexible working arrangements, staff can avail themselves of the different options, and meetings are organized to be inclusive. Remote meetings are enabled by recent ICT developments and a variety of tools and platforms are also available to facilitate effective virtual collaboration. Managers are encouraged to hold meetings during core hours.

Regular global staff surveys and mandatory exit interviews

Global staff surveys are conducted on a regular basis to gather data and consult with staff on different aspects of organizational culture. Self-identification markers including gender and gender identity markers, enable the use of disaggregated data for in-depth analysis. Results of such surveys are made available to staff supported by consultations on how to address identified gaps. Surveys such as the 2021 Staff Engagement Survey capture elements related to employee engagement, belonging and other of organizational culture. The results of these surveys are used to measure improvement or emerging issues so that each entity may develop and leverage best organizational practices and respond to any emerging challenges.

The UN Secretariat has a policy in place, (ST/SGB/2019/8), to ensure that all personnel of the Secretariat are treated with dignity and respect and are aware of their roles and responsibilities in maintaining a workplace free of any form of discrimination, harassment, including sexual harassment, and abuse of authority. The policy supports timely appropriate corrective action and supports those affected.

Sexual harassment

Under the policy, discrimination, harassment, including sexual harassment, and abuse of authority are regarded as prohibited conduct. The organization maintains a zero-tolerance approach to sexual offences and has mechanisms in place to address cases. For instance, a system called ClearCheck is in place to monitor recruitments and capture information on sexual offenders. This prevents offenders from being hired into any UN organization. Staff members who are alleged to have committed prohibited conducts may be subject to disciplinary or other administrative action in accordance with ST/AI/2017/1.

The Chief Executives Board (CEB) Task Force on Addressing Sexual Harassment within the Organizations of the United Nations System was established in 2017 by the Secretary-General, to develop a system-wide approach towards preventing and responding to sexual harassment. It has developed a document “Advancing a Common Understanding of a Victim-Centred Approach to Sexual Harassment within the Organizations of the United Nations.” This document includes a set of aspirational principles and intends to engender trust and confidence in victims/survivors to speak up when they experience sexual harassment. Gender focal points in entities have received training on PSEA and sexual harassment through a victim-centered approach.

To build the knowledge and capacity of the workforce, UN Secretariat personnel are required to take the following courses as part of mandatory learning: Prevention of Sexual Exploitation and Abuse and Prevention of Sexual Harassment and Abuse by United Nations Personnel – Working Harmoniously.

UN Ethics-related Legal Arrangements

The UN Charter calls on staff to perform their functions consistent with the highest standards of efficiency, competence, and integrity. This commitment is reflected in the Oath of Office which all staff are expected to sign upon appointment. As part of efforts to promote ethical awareness and ethical decision making, staff are required to complete a mandatory course ‘Ethics and Integrity at the United Nations’. A guide document, Putting Ethics to Work—A Guide for UN Staff, provides staff with a better understanding of the expected ethical standards, to support their daily work.

Has the entity’s work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)



Performance Indicator:
PI14 Capacity Assessment

EXCEEDS

14ci. Entity-wide assessment of capacity of all relevant entity staff at HQ, regional and country levels in gender equality and women's empowerment is carried out.

UNECE carried out a capacity assessment of all staff on gender equality and women's empowerment. The assessment was done via an online survey in 2015 and finalised in 2016 when it was discussed and approved at UNECE Directors' meeting. It included questions on the basic concepts behind gender equality and the empowerment of women, on how these relate to UNECE's mandate, and on how they are applied by staff members to their work. The areas where UNECE needs to focus refer to specific topics for the incorporation of gender in work of the UNECE Sub-programmes, collection and analysis of sex-disaggregated data, integration of gender into the strategic framework and programme of work, budgeting, resource tracking and planning. The ES will ask the new Organization-level Gender Focal Point (onboarded in January 2023) to conduct a new survey in 2023 to take stock of progress based to the survey finalized in 2016 and identify areas on which UNECE needs to focus.

In addition to the survey, discussions followed with the network of the UNECE Division Level Gender FPs to elaborate on the needs of UNECE staff in these areas.

14cii. A capacity development plan is established or updated at least every three years.

Based on the needs of UNECE's staff as reflected in the results of this survey and in direct discussions with staff, UNECE developed and adopted a capacity development strategy, which has been part of the UNECE Policy for Gender Equality and the Empowerment of Women (2016-2020) and was further strengthened in the updated UNECE Policy 2021-2025 and the Gender Action Plan for 2021-2022. The Gender Action Plan for 2023-24 will continue to include a capacity development plan.

Has the entity's work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)

V. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / CAPACITY



Performance Indicator:
PI15 Capacity Development

MEETS

15b. Ongoing mandatory training for all levels of entity staff at HQ, regional and country offices.

"I Know Gender" is mandatory for all staff. As at 31.12.2022 97% of 247 UNECE staff members are compliant with this requirement.

Please indicate if the "I Know Gender" course is the mandatory training on GEWE.

- Yes

Has the entity's work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)



16ci. Knowledge on gender equality and women’s empowerment is systematically documented and publicly shared.

ECE has a communication strategy which was endorsed by the UNECE Executive Secretary in 2016. A revision of this strategy is under preparation and will be completed in 2023.

ECE subprogrammes regularly and systematically documents GEEW in their work, including by producing reports and other knowledge products on GEEW and their respective substantive areas of work; discussing these knowledge products in intergovernmental meetings; publishing these reports; raising awareness through their technical cooperation activities.

For example:

ECE Statistical Division facilitated the 2022 Global Assessment on Gender Statistics in the UNECE region, which assessed whether and how the gender perspective is mainstreamed into national statistical systems and measured progress in the production and use of gender statistics in countries.

The Environment and Transport Divisions organized a seminar on “Transport, Health and Environment: Including a Gender Perspective”.

Gender has been mainstreamed in the new guidance document “Updated Strategies for Monitoring and Assessment of Transboundary Rivers, Lakes and Groundwaters” prepared in the framework of the Water Convention in 2022. A policy brief on good practices to ensure affordability of water and sanitation was submitted for publishing. This brochure focuses on gender issues as one of the potential inequities in the context of affordable water and sanitation services.

Gender mainstreaming is featured prominently in the Innovation for Sustainable Development Reviews (I4SDR), e.g. the I4SDR of Georgia included gender analysis of the labour market and educational attainment accompanied by policy recommendations.

The UNECE PPP Evaluation Methodology for the SDGs launched in 2022, includes indicators to promote women’s participation in the design, planning and implementation of infrastructure projects. Additionally, the Working Party on PPPs, at its sixth session in December 2022, approved the development of a new guide with recommendations to promote gender equality and women’s empowerment through PPPs for the SDGs.

UNECE issued a report on Energy Transition and Post Covid-19 Socioeconomic Recovery: Role of Women and Impact on Them (link: [Energy Transition and Post-Covid-19 Socioeconomic Recovery: Role of Women and Impact on Them | UNECE](#)) This report analyzes key issues, bottlenecks and possible solutions, providing empirical case studies of five UNECE member States: Albania, Belarus, Ukraine, the United Kingdom, and Uzbekistan.

The Gender Responsive Standards Initiative from the Working Party on Regulatory Cooperation and Standardization Policies (WP.6) focuses on integrating a gender lens in the development of standards and regulations, ensuring active participation of women in the standards development process, and finalised a ‘Guidance on Gender-Responsive Standards’ in 2022 (<https://unece.org/gender-responsive-standards-team-specialists>).

Information on activities related to gender mainstreaming into environmental policies is regularly disseminated through the webpage “Environment and Gender” <https://unece.org/environment-policy/environment-and-gender>

ECE's communication unit regularly integrates ECE's work on gender issues into its outreach. ECE is publishing a Weekly Newsletter to highlight major events/conferences/meetings and publications, including on gender issues. UNECE has a webpage devoted entirely to gender related activities in UNECE, <https://unece.org/gender-equality>.

For a more detailed list of examples of knowledge on GEEW produced by ECE subprogrammes, please see the attached supporting documentation.

16cii. Communication plan includes gender equality and women's empowerment as an integral component of internal and public information dissemination.

UNECE has a communication strategy which was endorsed by the UNECE Executive Secretary in 2016. A revision of this strategy is under preparation and will be completed in 2023. The practice of implementation of the existing policy is undertaken with a view to ensuring the material and dissemination practices include gender issues and align with related ambitions within the UNECE Policy on Gender Equality and Womens Empowerment (2021-2025). Some examples of where this has been most explicit in communication, dissemination and outreach practices are listed below:

The UN Road Safety Fund launched six multi-stakeholder SDG Platforms of Engagement, one being on SDG 5. Members of the Platform on Gender shared their work and lessons on the nexus between gender and road safety. Key Fund communications and reporting emphasized gender for e.g. the UNRSF (July 2022) reformulated logical framework output 2.1 which focuses on improved capacities in target countries and municipalities to put in place road infrastructure, with special attention to the safety needs of children, people with disabilities, older people, and women. Projects contributing to SDG5 have been showcased such as the Tunisian initiative on Transformative Actions for Safe Motorcycles that focuses on youth and rural women workers. UN-Women have joined the Fund as a participating UN entity, submitting a concept note in the 2022 Call for Proposals focusing on Women and Men at the Center of the Decade of Road Safety in the Western Balkans.

The Fund utilized other opportunities to raise gender awareness, such as co-hosting a hybrid side event on International Women's Day on 8 March 2022, in collaboration with the International Gender Champions (IGC) and the IPAG Business School, which highlighted the vision, role, and lessons learned from African women leaders regarding the opportunities and challenges of implementing safe and sustainable transportation solutions. The first edition of the UNRSF moments2live4 campaign highlighted women in road safety in two of its three official videos. A video for the biennial UN Road Safety Week in May 2021 predominantly featured female leaders. The UNRSF, in partnership with Life and UNECE, held a Global Road Safety Film Festival on 22 February 2022 in Geneva. One of the nine film categories focused on Women and Road Safety. The final prize was awarded to a Cameroonian film called *Le passage clouté*, showcasing everyday women's role in improving road safety.

The UNRSF campaign moments2live 4 highlights women for road safety in 2 of its 3 launch videos including a video for the biennial UN Road Safety Week in May 2021 with predominantly female leaders. The UNRSF, in partnership with Life and UNECE, launched a call for films in October 2021 for the Global Road Safety Film Festival to be held between 21 and 22 February 2022 in Geneva. A specific award for films on Women and Road Safety has been created.

In 2022, the Population Unit continued to promote gender-sensitive research on ageing and intergenerational relationships that contribute to evidence-based policymaking through the Active Ageing Index (AAI) and the Generations and Gender Programme (GGP).

The Standardization Policy Unit of the Economic Cooperation and Trade Division has developed and disseminated an e-learning course on gender-responsive standards.

See in attached supporting documentation examples from UNECE Divisions.

16ciii. Entity is actively involved in an inter-agency community of practice on gender equality and the empowerment of women.

UNECE is a member of the Europe and Central Asia (ECA) Regional Working Group on gender and the Issue-based Coalition (IBC) on Gender for Europe and Central Asia which is an inter-agency community to discuss and exchange information and best practices in gender equality and the empowerment of women. The IBC is co-chaired by the Regional Office of UN Women for Europe and Central Asia and the Regional Office of UNFPA and reaches out to countries and gender communities in the region through joint meetings, projects, publications, and various consultations on gender equality and the

empowerment of women issues.

UNECE continues to reach out to gender communities, academia and government structures from Central Asia and the Caucasus. The Working Group on Gender and SDGs of the United Nations Special Programme for the Economies of Central Asia (SPECA) is supported jointly by UNECE and ESCAP and meets annually to discuss economic policies and practices from a gender perspective. In 2022, representatives from SPECA countries and senior gender focal points from UN entities and regional institutions including the European Bank for Reconstruction and Development, UN Women, UNDP, UNICEF and FAO shared information on gender-transformative policies for the achievement of SDG 5, specifically addressing the theme of women's economic empowerment in the green economy (<https://unece.org/gender/events/annual-meeting-thematic-working-group-gender-and-sustainable-development-goals-united>).

Has the entity's work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?

- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)

VI. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE



Performance Indicator:
PI17 Coherence

APPROACHING

17a. Participates in an ad hoc fashion in inter-agency coordination mechanisms on gender equality and the empowerment of women.

The rating of the PI on coherence is approaching requirements although UNECE exceeds the requirement 17a. UNECE participates systematically in the inter-agency coordination mechanisms on gender equality and the empowerment of women, such as the Inter-Agency Network on Women and Gender equality (IANWGE).

At regional level, UNECE is a co-vice chair of the Regional Collaborative Platform (RCP). At these regional UN system meetings, UNECE raises awareness of gender-sensitive policies to be included in the broad range of inter-agency discussions and documents. In 2021, ECE continued its participation in the Issue-Based Coalition on Gender Equality for the region of Europe and Central Asia.

UNECE is a member of and active contributor to the Inter-agency and Expert Group on Gender Statistics (under the United Nations Statistical Commission) and a member of the Steering Committee of UN Women's Flagship Programme Initiative for Gender Statistics. UNECE is was co-lead of the Gender Statistics component of the UN Development Account Programme on Statistics and Data.

UNECE is also represented at annual sessions of the Commission on the Status of Women, Commission for Social Development and the Commission for Population and Development which address gender equality and women empowerment aspects within the respective mandates.


However, ECE is not yet in a position to reach the 'meets requirement' rating since so far it has not been able to participate in a UN-SWAP peer review process due to insufficient human and financial resources that prevented ECE from being a partner in this process. Following UN Women letter to the Executive Secretary (October 2022), ECE and UN Women have started discussing how UN Women could support ECE in conducting this exercise given limited capacity.


Has the entity's work in this field been impacted by the COVID-19 crisis or other emerging crises during the reporting period?


- No

(If yes): Please briefly explain how the work has been impacted (no longer mandatory)


VIII. Economic Commission for Europe ACTION PLAN 2022


 <p>PI1 Strategic Planning Gender-Related SDG Results</p> <p>MEETS</p>	Action Plan	UNECE will continue to implement its Policy for Gender Equality and the Empowerment of Women 2021-2025 and will draft a new associated Gender Action Plan (GAP) to guide implementation of the Policy across UNECE for the 2023-2024 period. The GAP will indicate clear subprogramme specific activities for the coming period, building on the achievements to date. High level planned results on gender equality and the empowerment of women have been included in the Programme Budget for 2023. Progress and achievements will be recorded throughout the year through systematic monitoring and capturing of results at sub-programme and organisational levels. UNECE will continue its support to Member States in implementing the 2030 Agenda across the thematic areas of its eight subprogrammes and continue to mainstream gender across its contribution to the nine targeted SDGs.
	Responsible For follow up	Division Directors, Programme Management and Support Services Division, Senior Gender Advisor.
	Resources Required	0
	Use of Funds	Funds expected to be available.
	Timeline	1 year


 <p>PI2 Reporting on Gender- Related SDG Results</p> <p>MEETS</p>	Action Plan	The actions to ensure continuity for exceeding requirements on this performance indicator had been part of the Gender Action Plan for the 2021-2022 period, which has complemented the UNECE Policy for Gender Equality and the Empowerment of Women (2021-2025). A Gender Action Plan will be drafted for the 2023-2024 period and will also include details to ensure continued quality reporting towards meeting the ambitions of SDG 5 and the systematic use of sex disaggregated data.
	Responsible For follow up	Programme Management and Support Services Division, Division Directors and Senior Gender Advisor
	Resources Required	0
	Use of Funds	Funds are expected to be available
	Timeline	1 year

 <p>PI3</p>	Action Plan	N/A
	Responsible For follow up	N/A
	Resources Required	N/A



Programmatic Gender-Related SDG Results not Directly Captured in the Strategic Plan NOT APPLICABLE	Use of Funds	N/A
	Timeline	N/A

 PI4 Evaluation EXCEEDS	Action Plan	UNECE will continue to uphold the UNEG revised norms and standards and the UNEG Guidance for Integrating Human Rights and Gender Equality in Evaluation within its evaluation practices through 2023, supported with additional oversight from the Senior Gender Advisor across all phases of evaluation. The Gender Action Plan which will be developed for the coming two-year period will also add direction to this commitment at the sub-programme and management levels.
	Responsible For follow up	Programme Management and Support Services Division, Senior Management, Senior Gender Advisor.
	Resources Required	0
	Use of Funds	Funds are expected to be available
	Timeline	1 year


 PI5 Audit EXCEEDS	Action Plan	The OIOS Internal Audit Division will continue to more closely align its gender related work with that of the OIOS Inspection and Evaluation Division.
	Responsible For follow up	The Office of Internal Oversight Services (OIOS)
	Resources Required	0
	Use of Funds	NA
	Timeline	1 year


 PI6 Policy EXCEEDS	Action Plan	In order to ensure that high levels of performance are maintained, UNECE has updated its Policy for Gender Equality and the Empowerment of Women for 2021-2025. The Policy guides the efforts to integrate gender equality and the empowerment of women into all aspects of UNECE work. It has been approved by the UNECE Directors' Meeting and is published on the UNECE website. The Policy is complemented by a detailed Gender Action Plan (GAP) for 2021-2022 at the level of sub-programmes, as well as cross-cutting issues at Organisation's level. The GAP includes, as in previous years, objectives-related concrete actions, measurable outputs, timeframe, resources and mid-term and final reporting to foster a gender inclusive work environment and better reflection of gender issues in the work of the ECE sub-programmes. The Gender Action Plan 2021 – 2022 has proved to be a powerful vehicle in delivering the aspirations of the UNECE's Gender Policy across all levels of
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		<p>UNECE operations. A revised Action Plan will be developed to provide a similar road map for continuing gender empowerment and equality progress for the 2023 – 2025 period. UNECE has a P5-level Gender Focal Point at the Organization level and a network of Divisional Gender Focal Points at majority levels P4 and above. In December 2022, the GA has approved ECE proposal to redeploy the Senior Social Affairs Officer and Gender Focal Point (P-5), from the Sustainable Development Unit to the office of the Executive Secretary where the incumbent will report directly to the Executive Secretary to raise the profile and political visibility of ECE work to advance the agenda for achieving gender equality and the empowerment of women in the region. The redeployment will ensure more effective support to the Executive Secretary advocacy work for gender equality with member States and partners at national, regional and international levels. Furthermore, it will strengthen the delivery on ECE’s strategic mandate of mainstreaming gender equality approaches in all aspects of the ECE programme of work, including at the cross-sectoral level as articulated by the Secretary-General in Our Common Agenda. The Executive Secretary has also introduced a mandatory gender assessment of projects prior to approval. The Senior Gender Focal Point also works with Division Focal Points to ensure that project concepts and proposals incorporate a gender equality dimension that reflects the organisation’s mainstreaming commitments and leverages opportunities for women’s empowerment and gender transformative interventions.</p>
	Responsible For follow up	Division Directors, UNECE Senior Management and the Senior Gender Focal Point.
	Resources Required	0
	Use of Funds	Funds expected to be available
	Timeline	1 year


 PI7 Leadership 	<p>Action Plan</p> <p>The Action plan for exceeding on this performance indicators is part of the Gender Action Plan for 2021 -2022 and complements the updated UNECE Policy for Gender Equality and the Empowerment of Women (2021-2025). The Executive Secretary and the senior management lead the implementation of the Policy and have been supported by the Sustainable Development and Gender Unit (SDGU) through the main instrument – the Gender Action Plan on cross-cutting issues and at the level of ECE sub-programmes. In December 2022, the GA has approved UNECE proposal to redeploy the Senior Social Affairs Officer and Gender Focal Point (P-5), from the Sustainable Development Unit to the office of the Executive Secretary where the incumbent will report directly to the Executive Secretary to raise the profile and political visibility of ECE work to advance the agenda for achieving gender equality and the empowerment of women in the region and within the organisation. The redeployment will ensure more effective support to the Executive Secretary advocacy work for gender equality with member States and partners at national, regional and international levels. Furthermore, it will strengthen the delivery on ECE’s strategic mandate of mainstreaming the gender dimension in all aspects of the ECE programme of work, including at the cross-sectoral level as articulated by the Secretary-General in Our Common Agenda. The Executive Secretary will continue to directly promote both publicly and internally gender equality and the empowerment of women through stronger accountability of senior managers on achieving gender parity of staff as well as addressing key</p>
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		challenges to transformative policies in statements, interviews, and speeches at various fora.
	Responsible For follow up	Office of the Executive Secretary, Division Directors, Senior Management, Senior Gender Focal Point.
	Resources Required	0
	Use of Funds	Funds are expected to be available
	Timeline	1 year

 <p>P18 Gender-responsive performance management</p> <p>MEETS</p>	Action Plan	It is the intention of UNECE to continue to adhere to the full integration of gender equality and empowerment into the core values and/or competences for all staff, with a particular focus on levels P4 or equivalent or above. The incorporation of targeted language to ensure these values continue to be upheld will be listed and highlighted within the leadership competency.
	Responsible For follow up	HR Team, Senior Managers, Division Directors, Senior Gender Advisor.
	Resources Required	0
	Use of Funds	Funds expected to be available
	Timeline	1 year


 <p>P19 Financial Resource Tracking</p> <p>MEETS</p>	Action Plan	UNECE will review the enriched project information prepared by substantive divisions with a view to understanding how best the gender marker information recorded in the system may be used.
	Responsible For follow up	UNECE Programme Management and Support Services Division.
	Resources Required	0
	Use of Funds	Funds are expected to be available
	Timeline	1 year


 <p>P10 Financial Resource Allocation</p> <p>APPROACHING</p>	Action Plan	Assessment of the gender marker inputs prepared by substantive divisions of UNECE in IPMR reviewed with an aim to establish a benchmark.
	Responsible For follow up	Programme Management and Support Services Divisions
	Resources Required	0
	Use of Funds	Funds expected to be available
	Timeline	1 year


 <p>PI11 Gender Architecture</p> <p>MEETS</p>	Action Plan	UNECE has a P5-level Gender Focal Point at the Organization level and a network of Divisional Gender Focal Points at majority levels P4 and above. In December 2022, the GA has approved ECE proposal to redeploy the Senior Social Affairs Officer and Gender Focal Point (P-5), from the Sustainable Development Unit to the office of the Executive Secretary where the incumbent will report directly to the Executive Secretary to raise the profile and political visibility of ECE work to advance the agenda for achieving gender equality and the empowerment of women in the region. The redeployment will ensure more effective support to the Executive Secretary advocacy work for gender equality with member States and partners at national, regional and international levels. Furthermore, it will strengthen the delivery on UNECE's strategic mandate of mainstreaming gender equality approaches in all aspects of the UNECE programme of work, including at the cross-sectoral level as articulated by the Secretary-General in Our Common Agenda.
	Responsible For follow up	Division Directors, UNECE Senior Management, Senior Gender Advisor/Focal Point
	Resources Required	0
	Use of Funds	Funds expected to be available
	Timeline	1 year


 <p>PI12 Equal representation of women</p> <p>APPROACHING</p>	Action Plan	Recruitment efforts continue to focus on expanding the pool of qualified female applicants, primarily through the promotion of vacancy announcements through different social media outlets but, given the size of ECE's staffing table and the relative stability in post occupancy, it has been challenging for ECE to make any notable improvement in this indicator. Each year in August, a special Succession Planning message is sent out to all Directors regarding the expected retirements, as the new mandatory age of separation (from 62 to 65) has meant very few retirements since 2018. This email flags all posts which are scheduled for circulation due to upcoming retirements and emphasized the Temporary Special Measures in place under ST/AI/2020/5 to all hiring managers. As these posts tend to be at the more senior management levels (where the greatest imbalances exist), we see these upcoming retirements as an opportunity to make progress against this indicator.
	Responsible For follow up	Executive Office, Division Directors, HR Team, Senior Gender Advisor and all hiring managers
	Resources Required	0
	Use of Funds	Funds expected to be available
	Timeline	1 year

	Action Plan	Implementation of regular surveys and a mandatory exit interview process upon separation from UNECE.
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 PI13 Organizational culture NOT APPLICABLE	Responsible For follow up	While UNECE can develop its own exit survey methodology and annual survey, we believe that this would be an area for improvement that can be achieved Secretariat-wide if it is coordinated centrally by OHR and DOS.
	Resources Required	0
	Use of Funds	Funds are expected to be available
	Timeline	1 year

 PI14 Capacity Assessment EXCEEDS	Action Plan	A stock take of progress on existing capacities on gender equality and women's empowerment will be undertaken to inform action on capacity building in line with the revised Gender Action Plan 2023-2024, which will also be drafted in 2023. The Senior Gender Focal Point will also work directly with Division leads and their relevant teams to gain further insight on capacity gaps as may be specific to gender equality and women's empowerment in relation to key substantive thematic areas.
	Responsible For follow up	Office of the Executive Secretary, Division Directors, Senior Gender Advisor
	Resources Required	0
	Use of Funds	Funds are expected to be available
	Timeline	1 year


 PI15 Capacity Development MEETS	Action Plan	Efforts will continue to ensure that all staff complete the mandatory training and are alerted to wider training and capacity building opportunities on gender equality and women's empowerment.
	Responsible For follow up	Executive Office, Division Directors, HR Team/hiring managers, Senior Gender Advisor
	Resources Required	0
	Use of Funds	Funds are expected to be available
	Timeline	1 year

 PI16 Knowledge and Communication	Action Plan	UNECE continues its commitment to document, promote and share knowledge on gender equality and the empowerment of women. This will be further guided by the updated Communications Strategy in 2023.
	Responsible For follow up	Information Unit, Division leads, Senior Gender Advisor.
	Resources Required	0

EXCEEDS	Use of Funds	Funds are expected to be available
	Timeline	1 year

 PI17 Coherence APPROACHING	Action Plan	It is the intention of UNECE to continue its participation in inter-agency coordination mechanisms on gender equality and the empowerment of women including the IANGE. UNECE will continue to endeavor to deepen its engagement where opportunities exist to bolster coordination efforts towards SDG Goal 5. Similarly, UNECE will continue its coordination at the regional level and its contribution to Expert Groups and the Commission on the Status of Women and other relevant Commissions.
	Responsible For follow up	Office of the Executive Secretary, Division Directors, PMSSD, Senior Gender Advisor. As UNECE is not yet in a position to reach the 'meets requirement' rating since so far it has not been able to participate in a UN-SWAP peer review process due to insufficient human and financial resources, UNECE will continue its dialogue with UN Women to assess how UN Women could support UNECE in conducting this exercise given limited capacity.
	Resources Required	0
	Use of Funds	Funds are expected to be available for continued progress, potential additional fund requirements TBD.
	Timeline	1 year

IX. SUPPORTING DOCUMENTATION

 PI1 Strategic Planning Gender-Related SDG Results GENDER-RELATED SDG RESULTS /RESULTS-BASED MANAGEMENT MEETS	
Category	Documents
Strategic Plan/Strategic Framework or equivalent	ECE A 76 6(Sect.20) 0
Other	SSCP Bishkek eng web
Other	286_FINAL_Energy Transition_Role of women in PostCOVID19_clean_4 December - Advance Copy (1)
Other	Measuring-impact_covid19-women-men
Other	2210309E_ECE_CES_STAT_2022_4_WEB
Other	ECECESSTAT20221
Other	8 UNECE EVALUATION FINAL Clean



PI2 Reporting on Gender-Related SDG Results

GENDER-RELATED SDG RESULTS /RESULTS-BASED MANAGEMENT

MEETS

Category	Documents
Annual report	ECE A 76 6(Sect.20) 0



PI3 Programmatic Gender-Related SDG Results not Directly Captured in the Strategic Plan

GENDER-RELATED SDG RESULTS /RESULTS-BASED MANAGEMENT

NOT APPLICABLE

Category	Documents
	No documents uploaded



PI4 Evaluation


GENDER-RELATED SDG RESULTS / OVERSIGHT

EXCEEDS

Category	Documents
Evaluation Terms of Reference	2 1819BA
Evaluation Terms of Reference	3 1819AB
Evaluation Terms of Reference	4 1819AE
Evaluation Terms of Reference	5 2023AA
Evaluation Terms of Reference	6 Forests
Evaluation Terms of Reference	ECE Evaluation Policy
Report of corporate gender mainstreaming evaluation	Management Response to Gender Evaluation 2019 -
Report of corporate gender mainstreaming evaluation	FINAL UNECE GENDER EVALUATION

Report of corporate gender mainstreaming evaluation	GM Evaluation Final Progress Report
Completed UN-SWAP Evaluation Scorecard	UN-SWAP Eval Performance Indicator Scorecard 2018 ECE
Aggregated/ Meta-evaluations	1 FoM
Evaluation Terms of Reference	7. FINAL DRAFT Aarhus UNECE EVALUATION
Evaluation Terms of Reference	8. FINAL DRAFT Self-evaluation UNECE
Evaluation Terms of Reference	7 RB ECE support to Aarhus final

 PI5 Audit GENDER-RELATED SDG RESULTS / OVERSIGHT	
EXCEEDS	
Category	Documents
Other	Email re OIOS
Other	UN-SWAP PI.5 OIOS input for the Secretariat 2022 as Submitted

 PI6 Policy INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY	
EXCEEDS	
Category	Documents
Gender Policy/Strategy	ECE GAP 2021-2022 final
Gender Policy/Strategy	ECE INF 2021 2 ECE Policy on GEEW 1
Parity Strategy	UNECE Gender Parity Strategy
Senior level accountability mechanism	Compact 2022



PI7 Leadership

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

MEETS

Category	Documents
Other	Guidelines on developing gender responsive standards Advanced Copy v0_1 220119
Speeches	Compact 2022
Speeches	2022.12.15 ES TPs Breakfast with the Finish Minister Gender and Biodiversity CLEARED(1)
Speeches	ES SCTCS opening - rev EK
Speeches	IDP No peace without women Opening ECE ES
Speeches	Women in business 2022 RFSD Opening 07042022
Other	ECE Grants Committee Guidelines
Other	Grant Document Preparation Checklist (6)
Other	Grant Proposal Template (8)
Other	Grant TOR Template (7)



PI8 Gender-responsive performance management

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

MEETS

Category	Documents
Core values and competencies	English-ValuesandBehaviours Framework-v1-14.10.21
Core values and competencies	UN Standard Clause for Job Posting rev at 01-Sep-2020 OHR




PI9 Financial Resource Tracking


INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES


MEETS

Category	Documents
Other	IPMR implementation communication to ECE directors
Financial resource tracking information	IPMR ECE Guidance note revised27.10.22


Financial resource tracking information	Presentation IPMR roadmap


 PI10 Financial Resource Allocation INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES	
APPROACHING	
Category	Documents
Other	ECE Grants Committee Guidelines (18)
Other	ECEDIR~1
Other	Grant Proposal Template (7)
Other	Grant TOR Template (6)


 PI11 Gender Architecture INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES	
MEETS	
Category	Documents
Gender Policy/Plan/Strategy	ECE GAP 2021-2022 final
Gender Policy/Plan/Strategy	ECE INF 2021 2 ECE Policy on GEEW 1
Organizational chart	Org chart PPB 2023 Sect 20 ECE
Other	DRAFT UNECE Gender Focal Point TORs

 PI12 Equal representation of women INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES	
APPROACHING	
Category	Documents
Gender Parity Statistics	Gender Parity Breakdown UNECE 2022

Parity Strategy/ Implementation Plan	ECE_GAP 2021-2022_final
Parity Strategy/ Implementation Plan	ECE_INF_2021_2_ECE_Policy_on_GEEW_1

 PI13 Organizational culture INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES APPROACHING	
Category	Documents
	No documents uploaded

 PI14 Capacity Assessment INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / CAPACITY EXCEEDS	
Category	Documents
Capacity Development Plan	ECE_GAP 2021-2022_final

 PI15 Capacity Development INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / CAPACITY MEETS	
Category	Documents
Tracking/monitoring document	SWAP 2022 PI15 dashboard
Document indicating Mandatory GE training	SGB 2018 4



PI16 Knowledge and Communication

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE

EXCEEDS

Category	Documents
Knowledge product	examples of knowledge on GEEW produced by ECE subprogrammes
Screenshots of intranet or website with URL references	screenshot website



PI17 Coherence

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE

APPROACHING

Category	Documents
	No documents uploaded

UN-SWAP 2.0

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY
AND THE EMPOWERMENT OF WOMEN IN UNITED NATIONS ENTITIES

FOR MORE INFORMATION ON THE UN-SWAP

PLEASE VISIT

<https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>

UNITED NATIONS SYSTEM COORDINATION DIVISION, UN WOMEN

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