

21 October 2018

Dear Mr. Møller,

I write to thank you and the gender focal points of the United Nations Office at Geneva (UNOG) for your continued support and commitment in the implementation of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP).

As you know, 2017 constituted the final year of reporting under the first phase of implementation of the Action Plan. Since its introduction in 2012, the UN-SWAP has facilitated substantial and sustained improvement in the United Nations' performance on mainstreaming gender equality. During this time, the UN System witnessed a 34-percentage point increase in meeting the requirements of the Action Plan. Significant gains notwithstanding, persistent system-wide areas of weakness remain, particularly related to gender architecture and parity, resource allocation, and capacity assessment.

An overview of accomplishments and challenges related to UN-SWAP implementation is found in the attached report of the Secretary-General on Mainstreaming a gender perspective into all policies and programmes in the United Nations system (E/2018/53). In addition, three documents accompany this letter to provide you with an overview of 1) system-wide reporting results between 2012 and 2017; and 2) reporting results specific to UNOG, including a comparison with other Secretariat entities and with the United Nations system as a whole.

With specific reference to the 2017 UN-SWAP reporting results of UNOG, UN Women commends UNOG for the following achievements:

- **Significantly advancing gender parity in senior decision-making positions (P5-D2) during the last two years by increasing the representation of women from 38,6% in 2015 to 43% in 2017.**

Mr. Michael Møller
Director-General
United Nations Office at Geneva
Geneva

- **Establishing a Gender Steering Group at the senior management level**, chaired by yourself, to help operationalize UNOG's gender policy and discuss the Office's gender obligations. We are confident that the establishment of this Steering Group will encourage senior management to continue to lead by example in changing mindsets, addressing inequalities, and creating a more diverse and inclusive workplace.
- **Introducing a new module on unconscious bias within the "Competency Based Interviewing for Panel Members" programme.** The module will certainly further hone the interviewing skills of hiring managers, with a particular emphasis on eliminating unconscious biases especially based on gender stereotypes.
- **Initiating the EMERGE programme (for emerging women leaders) in collaboration with UNAIDS.** We are pleased to learn that the programme, which is now jointly developed and implemented by 11 UN entities in Geneva, addresses the specific needs of high-potential mid-level (P3) female staff from across the UN agencies, funds and programmes.

To build on the momentum of UNOG's recent achievements in the area of gender equality, and to ensure increased performance in areas of weakness, UN Women would like to take this opportunity to encourage UNOG to:

- **Draw attention to and commit additional resources towards advancing progress in the areas of gender-responsive resource tracking and allocation, including working towards integrating a Gender Marker as part of UMOJA.**

Importantly, UN Women takes this opportunity to recognize your continued leadership and personal commitment to promoting gender equality and the empowerment of women as co-founder of the Geneva Gender Champions initiative (now the International Gender Champions initiative), which is dedicated to advancing gender equality in the executive management and programmatic work of UN entities through concrete and measurable gender equality commitments. We know from UN-SWAP reporting that senior accountability mechanisms are one of the key drivers of UN-SWAP success and we commend your ongoing dedication to champion numerous gender equality initiatives in this regard.

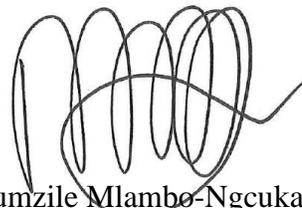
Equally, UN Women takes this opportunity to *recognize the continued dedication and leadership of Nicole Maguire, Lidiya Grigoreva and Sigrun Habermann-Box.* We would like to particularly thank Ms. Maguire whose steady and consistent collaboration and contribution to the UN-SWAP and to gender equality and women's empowerment has stood out for all to see and for which UN Women is very appreciative. We look forward to our continued partnership as we move into the next generation of accountability for gender equality and the empowerment of women: UN-SWAP 2.0.

With the first phase of implementation complete, UN Women now turns its attention to supporting the UN system in its efforts to build on its successes and address continuous gaps that prevent it from fully achieving its gender-related mandates. After an extensive, system-wide consultation, involving discussions with over 50 UN entities and two rounds of piloting by eight entities between May and September 2017, and 10 entities between January and March 2018, UN Women has finalized and widely circulated an updated UN-SWAP framework (UN-SWAP 2.0).

UN-SWAP 2.0 further refines existing indicators and anchors the framework within the 2030 Agenda. It introduces three new indicators focused on results and one on Leadership, and expands the accountability framework to encompass system-wide reporting on results linked to gender-related targets of the Sustainable Development Goals, including Sustainable Development Goal 5. First reporting on UN-SWAP 2.0 will take place in January 2019.

As in the past, Aparna Mehrotra and her team, who lead the UN-SWAP, remain available to strengthen and support this common endeavor for gender equality and the empowerment of women. They may be reached at Aparna.Mehrotra@unwomen.org.

Yours sincerely

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Phumzile Mlambo-Ngcuka
Under-Secretary-General and Executive Director