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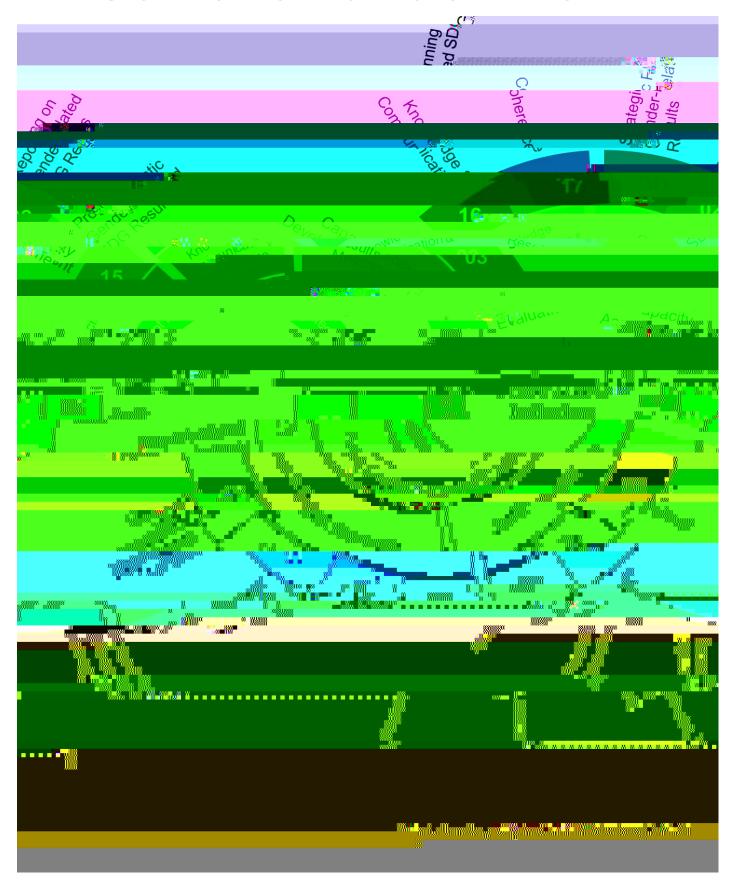
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#### I. BACKGROUND

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  $\underline{1997/2}$ , which called upon the UN system to mainstream a gender perspective throughout its work,

#### V. THE UN-SWAP 2.0 PERFORMANCE INDICATOR FRAMEWORK



VI.	DGACM 2	2021	UN-SWAP	2.0 RFP	ORTING	<b>RESULTS</b>	<b>SNAPSHOT</b>
v 1 .				Z. O I \ L I	$\circ$		

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

All results on gender equality and the empowerment of women are being reported under the various indicators. There is no additional result that was not reported elsewhere. Therefore, as per the technical guidance for administrative entities, this indicator is deemed "not applicable".

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

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

COVID-19 crisis, response and recovery.

#### II. GENDER-RELATED SDG RESULTS / OVERSIGHT

Performance Indicator:

PI4 Evaluation

NAFFT

(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis, response and recovery

#### III. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

Performance Indicator: PI7 Leadership

languages, both within the Department and with other Departments in the UN Secretariat".

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

Advocate with other UN entities concerning the importance of promoting gender equality and the empowerment of women

Promote equal representation of women in delegations to Governing Bodies, assemblies and/or intergovernmental fora

#### Please elaborate your selection below.

The USG, and senior management in general, advocate for GEEW in many different ways. For instance, the USG takes part in the Management Committee meetings, in some of which the gender parity strategy and the prevention of workplace sexual harassment were discussed in 2021, including in the meetings held on 13 January, 14 July and 15 September 2021. The USG also drew attention to gender issues in his opening remarks made at the IAMLADP conference held on 11 June 2021. The USG and senior managers regularly promote the equal representation of women in conference services provided to Governing Bodies, assemblies and/or intergovernmental fora. The USG continued to monitor the gender composition of the staff acting as Secretary to intergovernmental meetings (provision of technical and substantive secretariat services to the Chair and the meeting). Overall, the number of Secretaries and Deputy Secretaries to the General Assembly, Economic and Social Council and other bodies has remained at 18 in 2021, comprising 11 women and 7 men, a slight change from 2020 where there were 12 women and 6 men fulfilling this role. In addition, for the informal meetings with the Fifth Committee, ACABQ and CPC on the DGACM 2022 budget, the USG ensured that the list of witnesses remained gender-

15). A male D-2 is also part of the gender team, as well as a male G-5. This brings an additional perspective to the team and demonstrates commitment at the highest levels with gender equality and the empowerment of women. The members of the gender team represent all Divisions in the Department as well as the Office of the USG, thus providing an overall vision of opportunities for action in terms of gender mainstreaming, gender equality and the empowerment of women, and strengthening communication with all staff members.

DGACM also relied on a pool of staff that contributed to gender-related activities on an ad hoc basis. This includes managers from P-5 to D-2 levels who informally mentor staff and relay information from the gender focal points to their teams; professional staff, acting as focal points for gender-inclusive language in the six official languages and German or contributing

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

1

Total cost of dedicated gender advisors (not part of the gender unit) 282200

Total number of gender focal points

2

P5	59	58
D1	8	5
D2	3	2

= "#\†@-19 crisis, response and recovery?

(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis, response and recovery

V

• Women's speed mentoring event

DGACM held a virtual women's speed mentoring event on 2 December 2021, in which around 40 female staff members from Divisions across DGACM participated. The event was opened by the ASG of DGACM, who made some remarks about her experiences as a female leader (see PI 6 and 7). In the event, female colleagues had the opportunity to engage in 15-minute mentoring conversations with a female manager from DGACM.

- Panel discussion on "Women in leadership: opportunities for women in the post-pandemic workplace" A virtual panel discussion on women in leadership was held for all female DGACM staff on 18 November 2021. The ASG and an Ambassador/Senior Adviser of the President of the General Assembly on Gender Issues participated as panelists (see also PI 6 and PI 7 on leadership). During the panel discussion, which was followed by live questions and answers from attendees, the ASG and the Ambassador talked about different leadership styles, how to move up as a female leader and other challenges that women can face in the workplace.
- Session on implicit bias

A virtual session on implicit bias was held for all DGACM staff (over 100 participants) on 19 November 2021. The external trainer provided staff with information about brain science as it relates to gender bias and provided participants with 8 strategies to overcome implicit bias. The session was followed by a period of Q&A which enabled participants to discuss and seek advice about specific instances of gender bias.

• Bystander intervention in the workplace

Department's staff in 2021, all except one included an account of the gender-related work carried out in DGACM. The message covering November and December 2021 recalled the four Department-wide gender-related events that had been held during those two months. The new DGACM website that had been launched in October 2020 was updated in 2021. It features a page on gender equality in the "What we do" section (https://www.un.org/dgacm/en/content/gender-equality). The webpage presents the Department's GEEW Action Plan, the gender-inclusive language guidelines and gives access to the most recent UN-SWAP results. The 2020 UN-SWAP 2.0 Report Card for DGACM was disseminated to all DGACM Directors in August 2021. A departmental iSeek page on gender, entitled "DGACM Gender Equality in Action" is available.

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#### public information dissemination.

DGACM strives for gender-inclusive communication and ensures that all communication activities are in line with this principle. The DGACM communication and gender team work very closely together and gender is an integral component of the Department's internal and external communication activities. DGACM has strengthened promotion of its gender-related activities on social media, thus making them a more integral part of DGACM external and internal communications. Information and pictures about the gender activities carried out in the Department are posted on DGACM social media accounts regularly. Messages inviting the public to pay attention to non-inclusive language were published on DGACM's social media accounts in the six official languages. Also, the actions "ensuring gender-inclusive communication" and/or "using gender-inclusive language" have been included as part of the gender-SMART goals or other goals in staff members' work plans. DGACM's Communication plan is currently under review. Until the new plan is implemented, all internal and external DGACM communication products are drafted taking into consideration a gender perspective. This means using gender-inclusive language, as per the Gender-inclusive Language Guidelines co-authored by DGACM, and complying with the recommendations set out in the documents "Tips for gender-sensitive communication for DGACM staff" and the "Checklist for content creators" of the Department of Global Communications (DGC). The "Tips for gender-sensitive communication for DGACM staff" were updated and a new version was released in February 2021.

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

In 2021 DGACM continued to engage in active exchanges and share best practices and information with: UN Women, DOS and DGC, in particular regarding the System-wide Strategy on Gender Parity and the gender-inclusive language guidelines project; the network of UN system Gender Focal Points, in particular through the Gender Focal Points sessions and the annual Gender Focal Points meetings; as well as other colleagues working in the field of gender equality.

= "#\†@-19 crisis, response and recovery?

No

Department implemented its action for improvement under this indicator from last year by increasing its representation in gender-related meetings. The Department intended to engage with other organizations or departments in 2021 to prepare for a peer review in 2022. This goal was not achieved due to the disruptions caused by the pandemic, and will be deferred to 2023.

#### 17bii. Participates in a UN-SWAP peer review process.

DGACM participated in the UN-SWAP peer review process with the United Nations Ombudsman and Mediation Services (UNOMS) in 2018. See full report attached.

= "#\†@-19 crisis, response and recovery?
Yes

#### (If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis, response and recovery

The Department intended to engage with other organizations or departments in 2021 to prepare for a peer review in 2022. This goal was not achieved due to the disruptions caused by the pandemic, and will be deferred to 2023.

## VIII. Department for General Assembly and Conference Management ACTION PLAN 2021



Directly Captured in the Strategic Plan	Timeline	N/A
NOT APPLICABLE		

	Action Plan	N/A
PI4	Responsible For follow up	N/A
Evaluation  MEETS	Resources Required	0
III EE I	Use of Funds	N/A
	Timeline	N/A

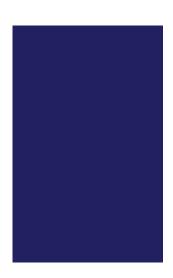
	Action Plan	N/A
	Responsible	Office of Internal Oversight Services (OIOS)
PI5	For follow up	
Audit	Resources Required	0
EXCEEDS	Required	
	Use of Funds	N/A
	Timeline	N/A

	Action Plan	In 2022, DGACM will implement a new annual gender action plan containing gender-SMART goals for all staff in order to continue its work on gender equality and women's empowerment while promoting accountability.
Pl6 Policy	Responsible For follow up	Gender Affairs Coordinator under the authority of the Gender Focal Points.
EXCEEDS	Resources Required	0
	Use of Funds	N/A
	Timeline	2022



	Use of Funds	N/A
MEETS	Timeline	N/A

	Action Plan	N/A
PI8	Responsible For follow up	Department of Management Strategy, Policy and Compliance (DMSPC)
Gender-responsive performance management	Resources Required	0
MEETS	Use of Funds	N/A
	Timeline	N/A



PI11 Gender Architecture	Responsible For follow up	Gender Focal points and Gender Affairs Coordinator
	Resources Required	0
MEETS	Use of Funds	N/A
	Timeline	



# PI5 Audit GENDER-RELATED SDG RESULTS / OVERSIGHT EXCEEDS Category Documents No documents uploaded

PI6 Policy INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY EXCEEDS			
Category	Documents		
Senior level accountability mechanism	Compact_DGACM_2021 with signatures		
Senior level accountability mechanism	DGACM Gender-SMART goals 2021-2022 final		
Gender Policy/Strategy	dgacm 2021 action plan on gender equality		
Other	DGACM Interview Panel Guidelines Rev 2017		
Other	Gender Statistics - DGACM - established posts-31.12.2021		

PI7 Leadership			
INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY			
MEETS			
Category	Documents		
Meeting/Workshop agendas	Extract of USG statement at IAMLADP June 2021		
Meeting/Workshop agendas	Agenda SMG 3 Feb 2021 Redacted		
Meeting/Workshop agendas	Agenda SMG 3 March 2021 Redacted		
Meeting/Workshop agendas	Agenda MC 13 January 2021 Redacted		
Meeting minutes	Agenda MC 14 July 2021 Redacted		
Meeting/Workshop agendas	Agenda MC 15 September 2021 Redacted		
	n		

Capacity Development Plan	DGACM 2021 action plan on gender equality

PI15 Capacity Development

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / CAPACITY

**MEETS**