Note by the Secretary-General

UN-SWAP REPORT CARDS 2018-2019

Summary

ITU has been reporting on the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) since its endorsement by the CEB in 2012. The Joint Inspection Unit (JIU) conducted a review in 2019 (JIU/REP/2019/2) reporting the framework as an important catalyst for system-wide progress towards gender mainstreaming; a truly unique system-wide achievement. Since 2018, there is a renew UN-SWAP 2.0, an expanded and enhanced framework with 4 new indicators and 4 strengthened indicators.

This document presents ITU's Report Cards for 2018 and 2019.

Action required

This document is transmitted to the Council **for information**.
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References

Document C21/6

Dear Mr. Zhao,

I write to thank you for your leadership and the gender advocates of the International Telecommunication Union (ITU) for their 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, 2018 constituted the initial year of reporting of UN-SWAP 2.0 (2018-2022) which revised several indicators, making them more rigorous, and added four new ones including a stand-alone one on leadership and three indicators on normative and development results in the context of the Sustainable Development Goals (SDGs). As such, all entities and especially those with a programme/technical assistance component to their work, are encouraged to strengthen their gender equality-related programme results, both by enhanced resource allocation and by ensuring that their UN-SWAP team includes a focal point specifically for the coordination and reporting of the gender equality-related SDG results of the entity's work.

An overview of accomplishments and challenges related to the first year of UN-SWAP 2.0 implementation is found in the attached report of the Secretary-General on Gender Mainstreaming in the UN System (E/2019/54). In addition, three infographics, which will also be available on the UN Women website, accompany this letter. They provide you a summary of (1) system-wide reporting results; (2) reporting results specific to ITU, including a comparison with other entities with a technical focus and with the United Nations system as a whole; and (3) information on ITU's progress towards gender parity.

We are also pleased to share the recent JIU review of the UN-SWAP. Overall, the review acknowledges **the UN-SWAP as a useful framework for tracking system-wide progress as well as a benchmark and catalyst for advancement towards gender mainstreaming in most participating entities**. More importantly, **the UN-SWAP is seen as a system-wide achievement**. A harmonized implementation of the review recommendations is expected to be discussed at the upcoming Annual Conference of UN-SWAP Focal Points to be hosted by UN Women in New York, on 10-12 September 2019.

Mr. Houlin Zhao
Secretary-General
International Telecommunication Union
Geneva

With specific reference to ITU's UN-SWAP 2.0 reported results for 2018, UN Women commends ITU for the following achievements:

- **Strengthening staff capacity to incorporate gender dimensions into their work.** We are pleased to know that "I Know Gender" online training has been made mandatory for all staff, and that ITU staff participate in women's leadership training as well as unconscious bias and diversity trainings.

- **Conducting gender responsive audits.** We note that the Internal Audit Unit consults with the ITU gender focal point in planning and carrying out gender related assignments and incorporates gender risk planning at the level of each individual audit. We also commend the IAU for presenting gender equality findings to ITU's Governing Council.

Importantly, UN Women takes this opportunity to recognize the dedication and hard work of *Tracy Tuplin and Mairéad Maguire* throughout the 2018 UN-SWAP reporting process. We congratulate and deeply thank ITU gender advocates including *Doreen Bogdan-Martin and Béatrice Pluchon* for their commitment to improve gender mainstreaming and create an inclusive work environment within ITU as well as influence the entire UN system through their innovative initiatives. We particularly thank *Tracy* for her inter-agency solidarity and leadership as demonstrated through her active participation in the Geneva-based UN-SWAP network.
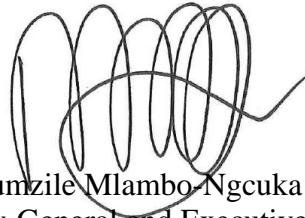
To build on the momentum of ITU's achievements, and to ensure increased performance in areas of weakness, UN Women encourages ITU to:

- **Focus efforts on areas where ITU is currently "missing" requirements;**

  - Establish a financial benchmark (Performance Indicator 10) for implementation of the gender equality and women's empowerment mandate.
  - Increase efforts to improve the equal representation of women for all categories from P3 and above (Performance Indicator 12).
  - Assess capacity of staff to promote gender equality (Performance Indicator 14). A capacity assessment will help to identify current constraints and opportunities for the improvement of gender equality and the empowerment of women in ITU. The results can be used to establish a capacity development plan to implement initiatives needed to address weaknesses.

- **Further strengthen inter-agency linkages and share lessons learnt** by taking part in a UN-SWAP peer review with another reporting entity, for instance another entity with a technical focus.

Finally, we invite you to respond to this letter with plans for further implementing the UN-SWAP 2.0, particularly addressing the areas of concern we highlight above. As in prior years, Ms. Aparna Mehrotra, Director, Division for UN System Coordination, and her team, who lead the UN-SWAP at UN Women, remain available to strengthen and support this common endeavour for gender equality and the empowerment of women. Aparna may be reached at Aparna.Mehrotra@unwomen.org.
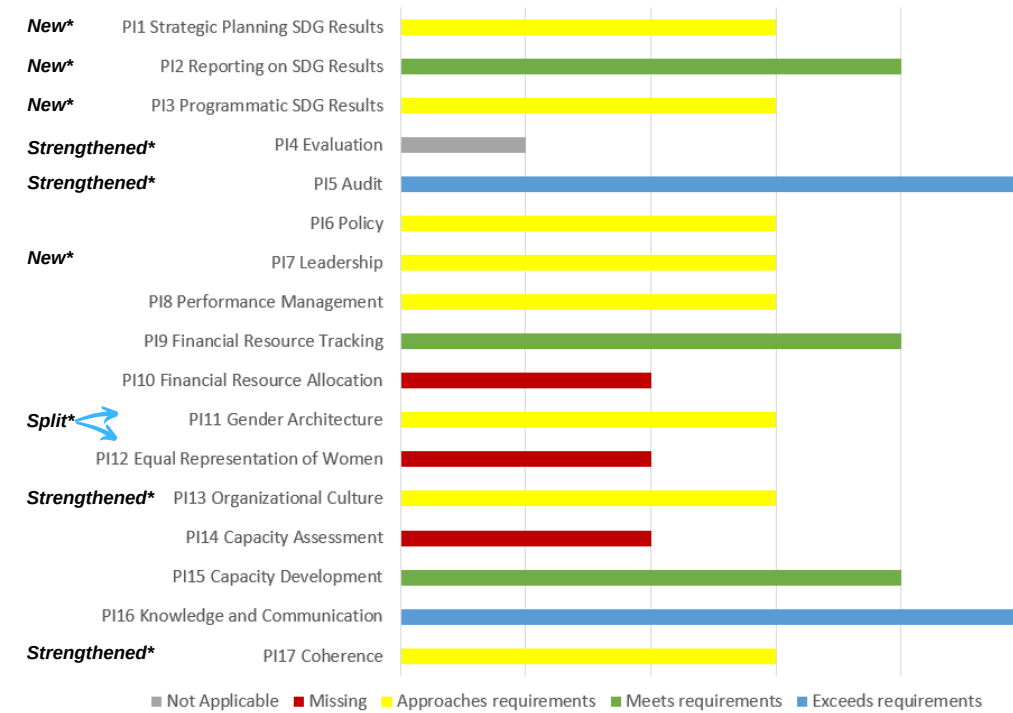
We very much look forward to our continued partnership as we work to ensure the full implementation of UN-SWAP 2.0.

Yours sincerely,

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

2018 UN-SWAP Performance by Indicator: ITU

	Indicator	
New*	PI1 Strategic Planning SDG Results	Approaches requirements
New*	PI2 Reporting on SDG Results	Meets requirements
New*	PI3 Programmatic SDG Results	Approaches requirements
Strengthened*	PI4 Evaluation	Not Applicable
Strengthened*	PI5 Audit	Exceeds requirements
	PI6 Policy	Approaches requirements
New*	PI7 Leadership	Approaches requirements
	PI8 Performance Management	Approaches requirements
	PI9 Financial Resource Tracking	Meets requirements
	PI10 Financial Resource Allocation	Missing
Split*	PI11 Gender Architecture	Approaches requirements
	PI12 Equal Representation of Women	Missing
Strengthened*	PI13 Organizational Culture	Approaches requirements
	PI14 Capacity Assessment	Missing
	PI15 Capacity Development	Meets requirements
	PI16 Knowledge and Communication	Exceeds requirements
Strengthened*	PI17 Coherence	Approaches requirements

■ Not Applicable ■ Missing ■ Approaches requirements ■ Meets requirements ■ Exceeds requirements

Relative to UN-SWAP 1.0

2018 constitutes the first year of reporting against UN-SWAP 2.0, an expanded and enhanced framework with 4 new indicators and 4 strengthened indicators.

As such, the 2018 performance establishes a new benchmark for the years to follow.

In 2018, ITU **"met" or "exceeded" requirements for 5 out of 17** UN-SWAP 2.0 indicators.

Most significant gains

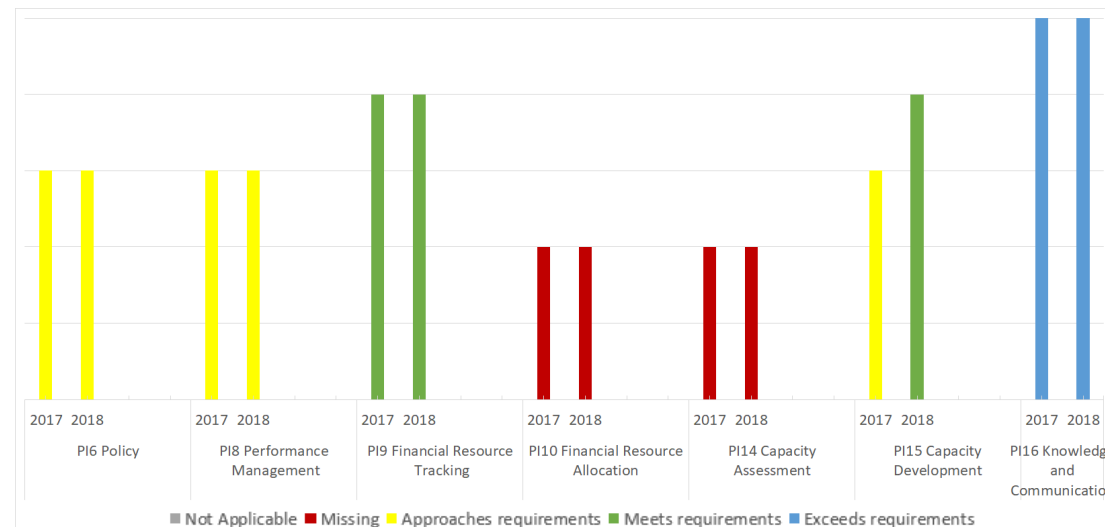Impressively, in 2018, ITU "exceeded" requirements for the newly strengthened **PI5 on Audit.**

Areas for improvement

UN Women encourages ITU to focus on the areas that rated as "missing" requirements:
- **PI10 on Financial Resource Allocation**
- The newly independent **PI12 on Equal Representation of Women**
- **PI14 on Capacity Assessment**

Comparative Performance 2017-2018, indicators carried over from UN-SWAP 1.0: ITU

	2017	2018	
PI6 Policy	Approaches requirements	Approaches requirements	
PI8 Performance Management	Approaches requirements	Approaches requirements	
PI9 Financial Resource Tracking	Meets requirements	Meets requirements	
PI10 Financial Resource Allocation	Missing	Missing	
PI14 Capacity Assessment	Missing	Missing	
PI15 Capacity Development	Approaches requirements	Meets requirements	
PI16 Knowledge and Communication	Exceeds requirements	Exceeds requirements	

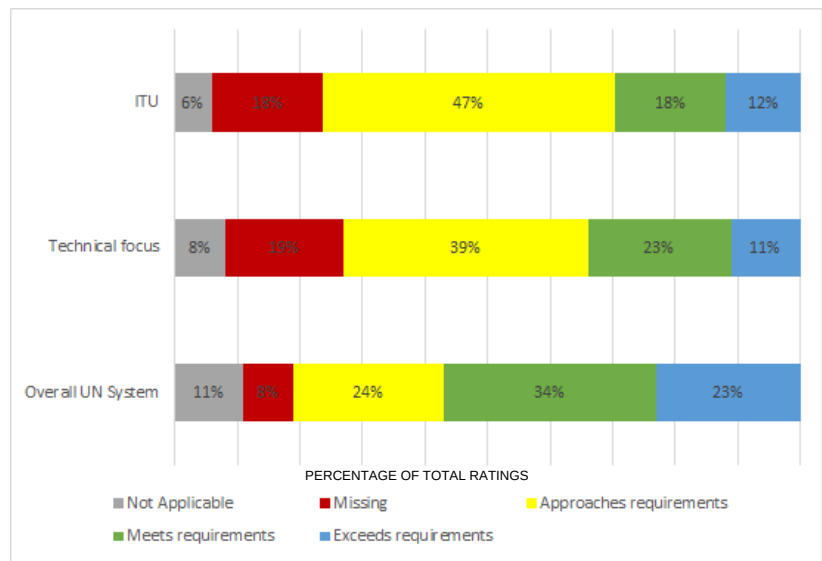■ Not Applicable ■ Missing ■ Approaches requirements ■ Meets requirements ■ Exceeds requirements

Between 2017 and 2018, ITU increased its performance for 1 of the 7 indicators that were carried over from UN-SWAP 1.0: **PI15 on Capacity Development,** from "approaches" to "meets" requirements.

2018 Comparative Performance by Entity Type: ITU

Aggregate performance in 'meets/exceeds' requirements ratings

57% UN System

**34%** Technical Focus

30% ITU
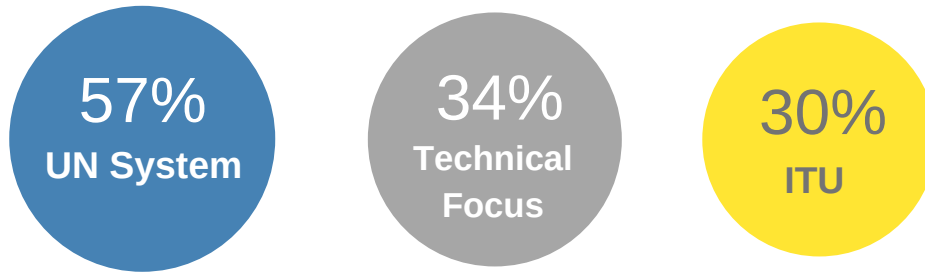
- ITU "met" or "exceeded" requirements for 30% of UN-SWAP 2.0 indicators (5 our of 17 indicators). ITU's performance **trails** that of entities with a technical focus and the overall UN system by 4 and 27 percentage points, respectively.

	Not Applicable	Missing	Approaches requirements	Meets requirements	Exceeds requirements
ITU	6%	18%	47%	18%	12%
Technical focus	8%	19%	39%	23%	11%
Overall UN System	11%	8%	24%	34%	23%

PERCENTAGE OF TOTAL RATINGS

Highlights from new UN-SWAP 2.0 Indicators

Strategic Planning Gender-related SDG Results (PI1)

This new indicator captures high-level results on gender equality and the empowerment of women, as reflected in the main strategic planning documents, which contribute to meeting SDG targets.
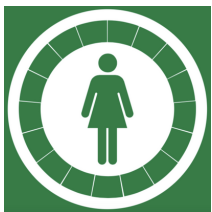
ITU "approached" the requirements for this indicator. To "meet" requirements, ITU's main strategic planning document must include a high-level result on gender equality, and demonstrate that this result has been achieved.
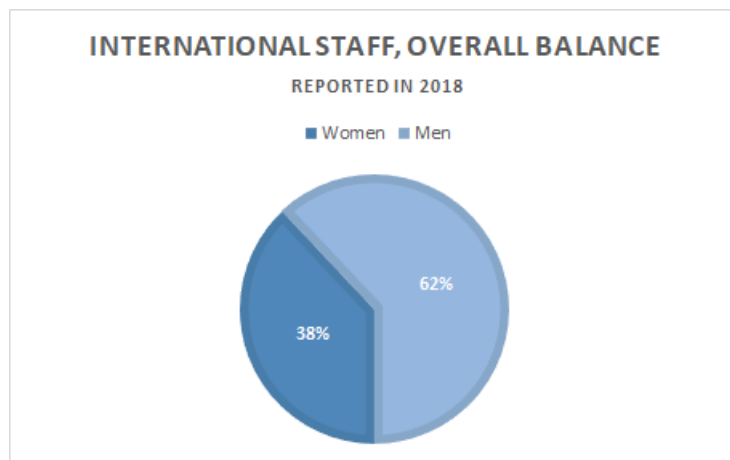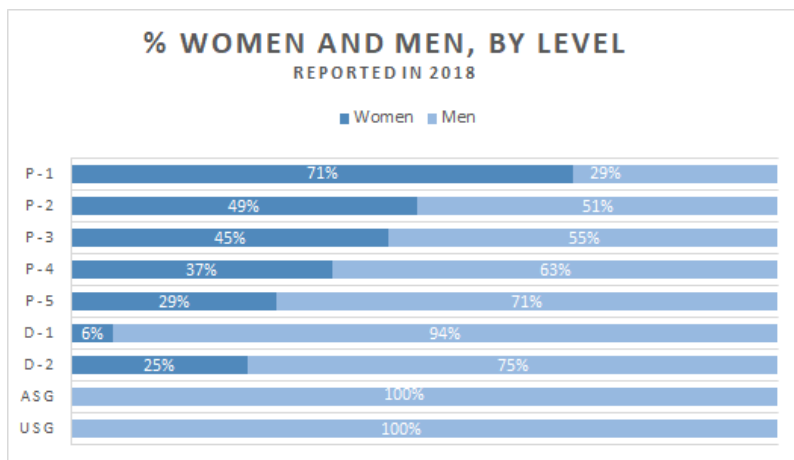
Leadership (PI7)

This new indicator focuses on ways in which senior managers can directly promote gender equality and the empowerment of women.

ITU "approached" the requirements for this indicator. To "meet" requirements, senior managers must internally and publicly champion gender equality and the empowerment of women.
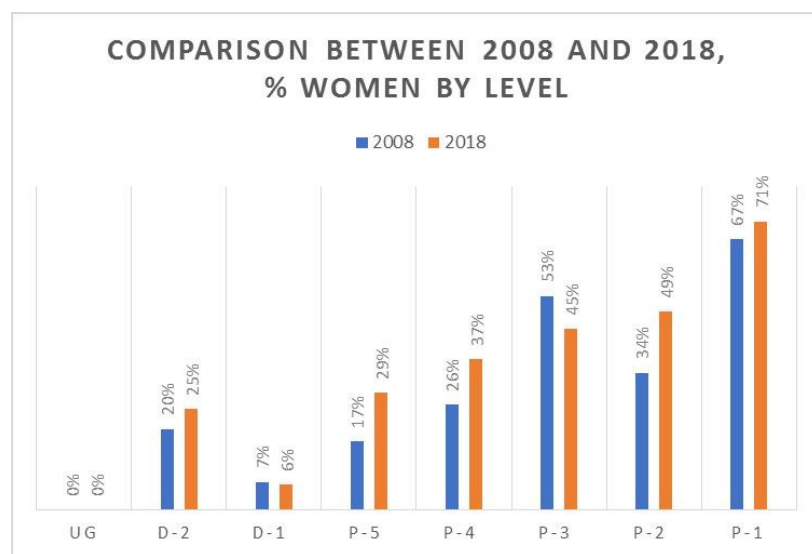
Attaining and sustaining the equal representation of women at all levels in an institution constitutes an essential component of achieving gender equality and the empowerment of women.

% WOMEN AND MEN, BY LEVEL
REPORTED IN 2018

■ Women ■ Men

Level	Women	Men
P-1	71%	29%
P-2	49%	51%
P-3	45%	55%
P-4	37%	63%
P-5	29%	71%
D-1	6%	94%
D-2	25%	75%
ASG		100%
USG		100%

INTERNATIONAL STAFF, OVERALL BALANCE
REPORTED IN 2018

■ Women ■ Men

Women 38% Men 62%

Trends: 2008-2018

- Distinct gains have been made in the representation of women across a majority of levels at ITU between 2008-2018.
- Notable increase is seen at the P-4 and P-5 levels, which have increased by 11 and 12 percentage points respectively.
- Gains are also seen at the P-2 level. Female staff now represent 49% of staff in 2018, increasing 15 percentage points from 2008 reporting.

COMPARISON BETWEEN 2008 AND 2018, % WOMEN BY LEVEL

■ 2008 ■ 2018

Level	2008	2018
UG	0%	0%
D-2	20%	25%
D-1	7%	6%
P-5	17%	29%
P-4	26%	37%
P-3	53%	45%
P-2	34%	49%
P-1	67%	71%

Way forward

- In 2017, the Secretary-General issued the System-wide Strategy on Gender Parity to operationalize system-wide efforts to advance this priority.
- The Strategy recognizes different starting points and challenges, and provides positive tools to empower and encourage staff and managers alike.
- It recommends actions across a range of areas including leadership, accountability recruitment, retention, talent management, senior appointments, mission settings and creating an enabling environment.
- To accelerate performance in this area, entities are encouraged to develop and implement customized implementation plans for the Strategy.
- The Enabling Environment Guidelines offer a set of recommendations that entities can use to create a more diverse and inclusive work force.

*The analysis is based on data provided by ITU as of 31 December 2018 and CEB data from 31 December 2008. UG level data signifies ungraded posts above D-2 level, including ASG and USG. UG percentages reflect the average of entity specific ungraded posts as reported, by gender.

Dear Mr. Zhao,

I hope that this letter finds you safe and well.

I thank you and your staff for your support to UN Women in its UN system coordination mandate at both HQ and the regional and country levels. We especially appreciate your continued support and commitment to the implementation of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP).

In this context, I would like to bring your attention to the attached Secretary-General's report on Mainstreaming a gender perspective into all policies and programmes in the United Nations system (E/2020/50), which presents an overview of system-wide accomplishments, challenges and good practices related to the second year of implementation of the UN-SWAP 2.0, as well as the subsequent resolution (E/2020/L.15) adopted by ECOSOC.

The infographic package accompanying this letter provides a summary of (1) system-wide reporting results; (2) reporting results specific to ITU; and (3) information on ITU's progress towards gender parity. Performance information by entity, in execution of the recommendations of the 2019 JIU review of the UN-SWAP, is available on the UN Women website.

With specific reference to ITU's UN-SWAP 2.0 reported results for 2019, <u>UN Women commends ITU for the following achievements</u>:

- **Advancing a system-wide Code of Conduct by co-chairing the sub-working group on *Code of Conduct at UN Events* within the *CEB Task Force on Addressing Sexual Harassment within the organizations of the UN system*.** We note ITU's invaluable contribution to strengthen and expand system-wide sexual harassment work resulting in the "Code of Conduct to Prevent Harassment, Including Sexual Harassment at UN System Events".

- **Incorporating a mandatory gender objective into the electronic performance management and development system (ePMDS).** The inclusion of the mandatory objective on gender facilitates reporting on organizational results related to the empowerment of women and provides a foundation for integrating gender in strategic

Mr. Houlin Zhao
Secretary-General
International Telecommunication Union
Geneva

and operational planning and decision making.

Importantly, UN Women takes this opportunity to recognize the continued dedication and diligent efforts of ITU's gender focal points; Doreen Bogdan-Martin for her untiring support to gender equality within the organization and the ICT industry, noting the importance of connectivity in advancing gender equality and human development, Manuela Morelli for work incorporating gender into ePMDs and Tracy Tuplin for her involvement in the code of conduct work and overall commitment and coordination of the UN-SWAP to further ITU's progress on gender equality.

To build on the momentum of ITU's achievements, and to ensure increased performance in areas of weakness, <u>UN Women encourages ITU to:</u>

- **Strengthen the UN-SWAP 2.0 action plan**. Often, a clear and coordinated action plan catalyzes progress across UN-SWAP indicators. We encourage ITU to identify specific human and financial resources needed and develop targeted actions to address challenges in meeting requirements across all performance areas. This analysis serves to feed into and support annual work planning exercises in an effort to bridge gaps in compliance.

- **Set a financial benchmark for resources allocated to gender equality and the empowerment of women (GEWE).** In 2016, ITU implemented a gender marker to code and track financial resources supporting gender-related initiatives, the first step toward ensuring adequate resourcing of gender-related work. We encourage ITU to use the information captured by the marker to develop a comprehensive and ambitious GEWE financial target to ensure successful implementation of gender-related initiatives.

Finally, we invite you to respond to this letter with plans for further implementing the UN-SWAP 2.0, particularly addressing the areas of concern we highlight above. Also, please know that in view of the COVID-19 crisis and the need to pivot our work accordingly, the next reporting cycle will include a tag for COVID-19 and gender related programming results. This will be added to the current tagging focused on the SDGs.

For further clarifications, Aparna Mehrotra, Director, Division for UN System Coordination, and her team, who lead the UN-SWAP at UN Women, remain available and may be reached at aparna.mehrotra@unwomen.org.

Looking forward to our continued and strong collaboration.

Yours sincerely,

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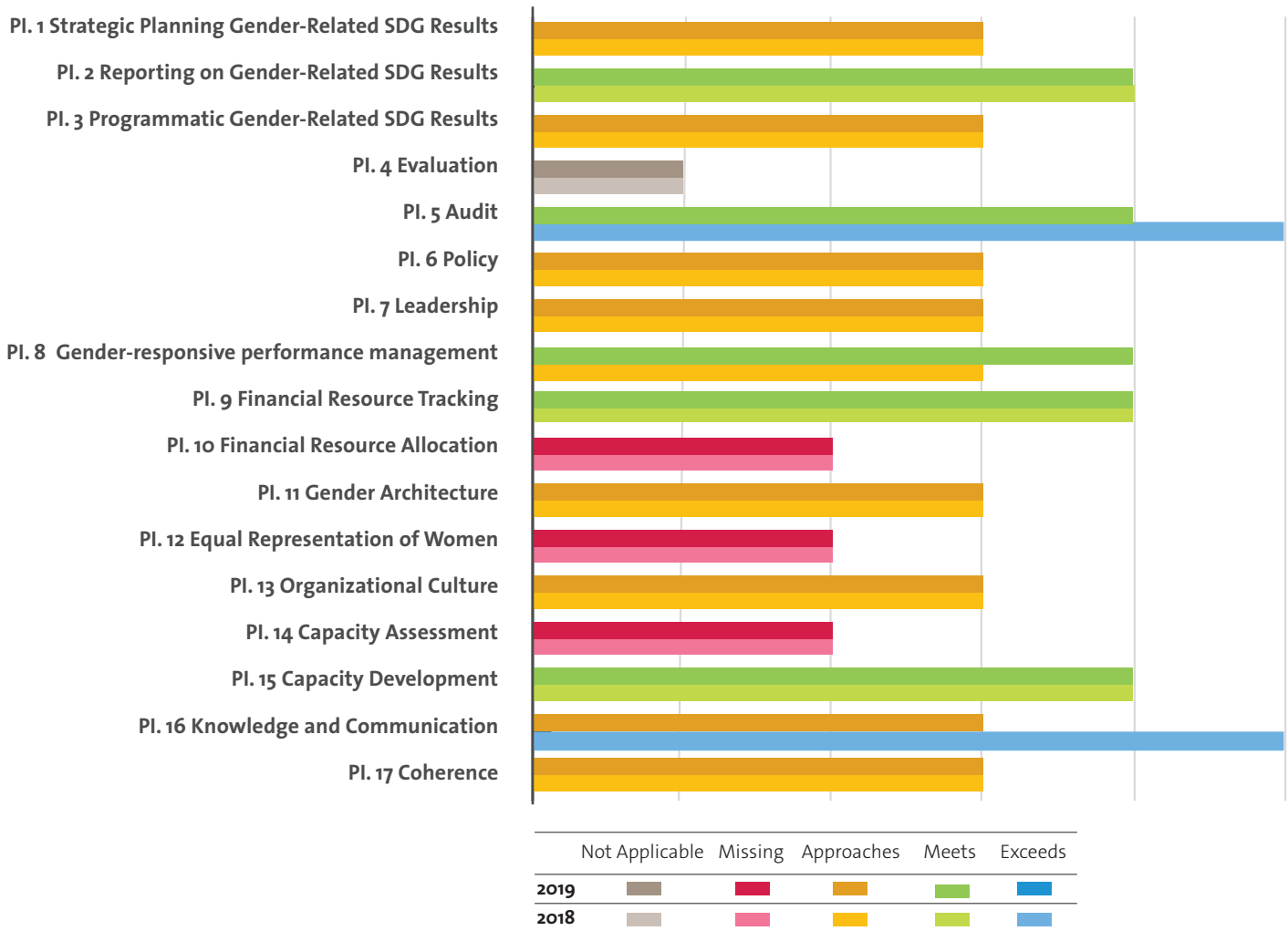Under-Secretary-General and Executive Director

INTERNATIONAL TELECOMMUNICATION UNION (ITU)
UN-SWAP 2.0
PERFORMANCE 2019

The following three pages capture ITU's performance on UN-SWAP 2.0 indicators for 2019.

In 2019, ITU met the requirements for 5 performance indicators out of 16 applicable.

UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2018-2019)

Indicator	
PI. 1 Strategic Planning Gender-Related SDG Results	
PI. 2 Reporting on Gender-Related SDG Results	
PI. 3 Programmatic Gender-Related SDG Results	
PI. 4 Evaluation	
PI. 5 Audit	
PI. 6 Policy	
PI. 7 Leadership	
PI. 8 Gender-responsive performance management	
PI. 9 Financial Resource Tracking	
PI. 10 Financial Resource Allocation	
PI. 11 Gender Architecture	
PI. 12 Equal Representation of Women	
PI. 13 Organizational Culture	
PI. 14 Capacity Assessment	
PI. 15 Capacity Development	
PI. 16 Knowledge and Communication	
PI. 17 Coherence	

	Not Applicable	Missing	Approaches	Meets	Exceeds
2019					
2018					

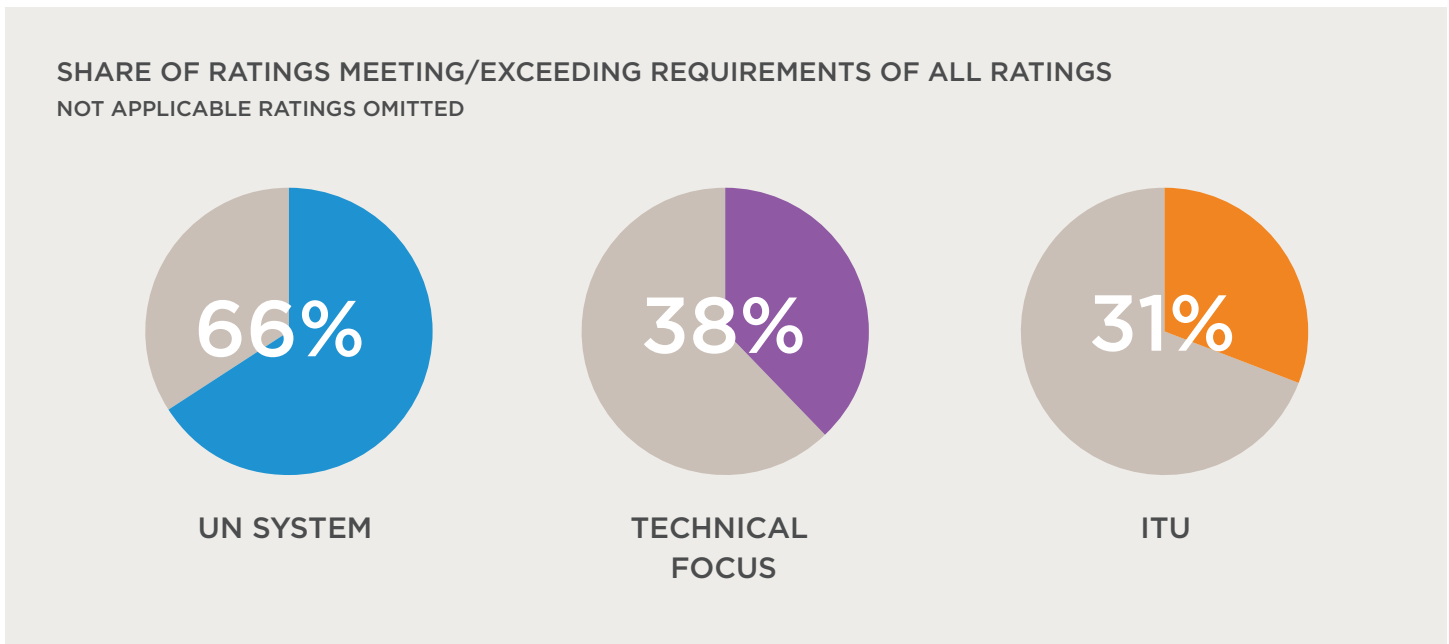### PERFORMANCE HIGHLIGHTS IN 2019

Most significant gains

- In 2019, ITU met the requirements for five indicators.

- Commendably, ITU is now meeting requirements for Gender-Responsive Performance Management.

Areas for improvement

- UN Women encourages ITU to prioritize the three missing indicators and the eight indicators approaching requirements.

- In particular, we emphasize the importance of Policy, Leadership and Gender Architecture as key drivers of progress for gender equality.

COMPARATIVE ANALYSIS FOR ITU

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

66%
UN SYSTEM

38%
TECHNICAL FOCUS

31%
ITU

COMPARISON WITH ENTITIES WITH A TECHNICAL FOCUS AND THE OVERALL UN SYSTEM
NOT APPLICABLE RATINGS INCLUDED

	Not Applicable	Missing	Approaches	Meets	Exceeds
ITU	6	18	47	29	
Technical focus	6	21	37	22	14
Overall UN System	9	8	23	32	28
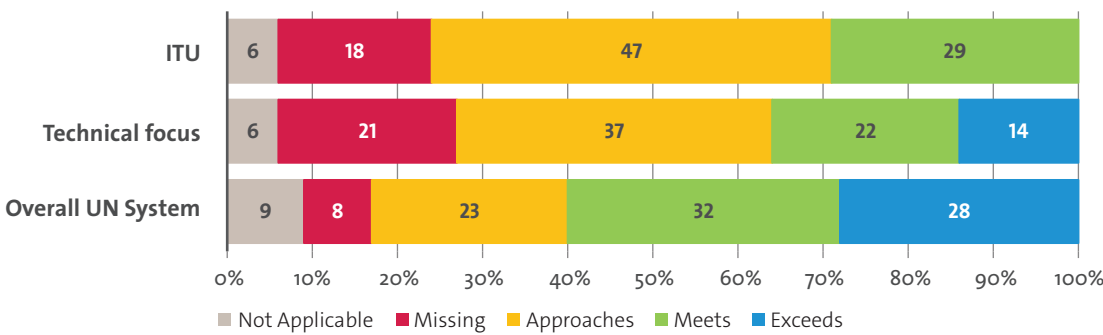
- ITU's UN-SWAP 2.0 performance is significantly below average.
- In 2019, ITU met or exceeded less indicators than both the average for entities with a technical focus and the UN system at large.
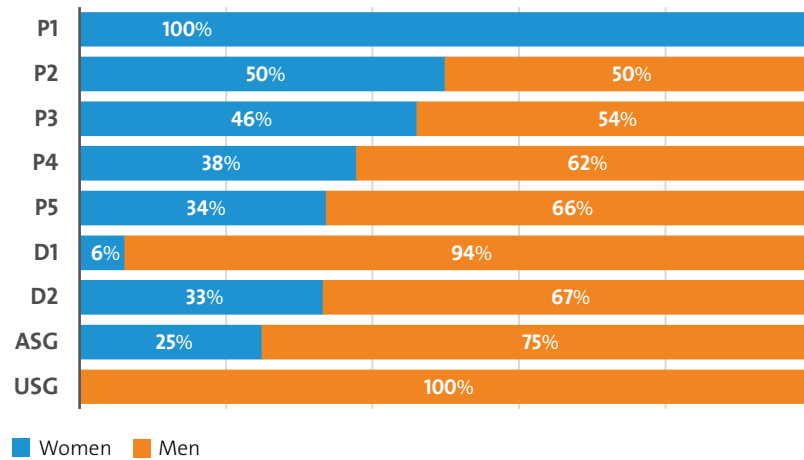
ITU, COMPARATIVE ANALYSIS OF RATINGS BY YEAR

	Not Applicable	Missing	Approaches	Meets	Exceeds
2019	6	18	47	29	
2018	6	18	47	18	12
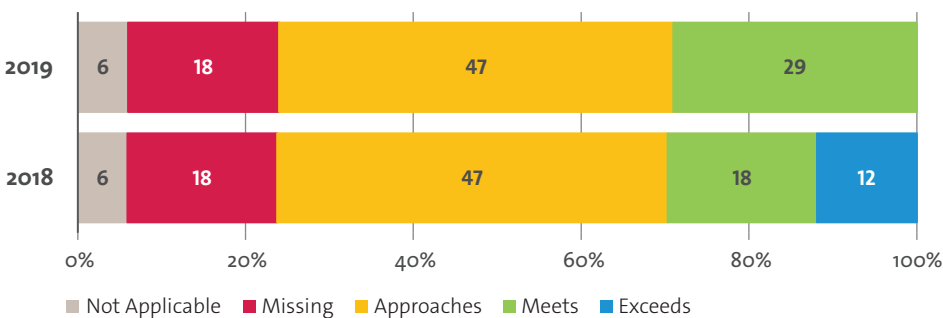
- In 2019, ITU did not exceed requirements for any indicators, as opposed to two in 2018.
- Several indicators approached requirements, at 47 per cent, thereby forming a robust pool of opportunity to improve gender performance in the coming years.

Attaining and sustaining the equal representation of women at all levels in an institution constitutes an essential component of achieving gender equality and the empowerment of women.

DISTRIBUTION OF WOMEN AND MEN BY LEVEL
REPORTED IN 2019

Level	Women	Men
P1	100%	
P2	50%	50%
P3	46%	54%
P4	38%	62%
P5	34%	66%
D1	6%	94%
D2	33%	67%
ASG	25%	75%
USG		100%

■ Women ■ Men

10-YEAR TREND FOR ITU

- The overall representation of women witnessed clear gains between 2009 and 2019 in ITU.
- Most notable gains occurred at the P2, P4, P5 and D2 levels.
- ITU witnessed a slight decline in the representation of women at the D1 and P3 levels.
- While progress at the senior-most levels has been slow, it is noteworthy that as of 2019, one woman is represented at the ASG level.

DISTRIBUTION OF WOMEN BY LEVEL, 2009 AND 2019
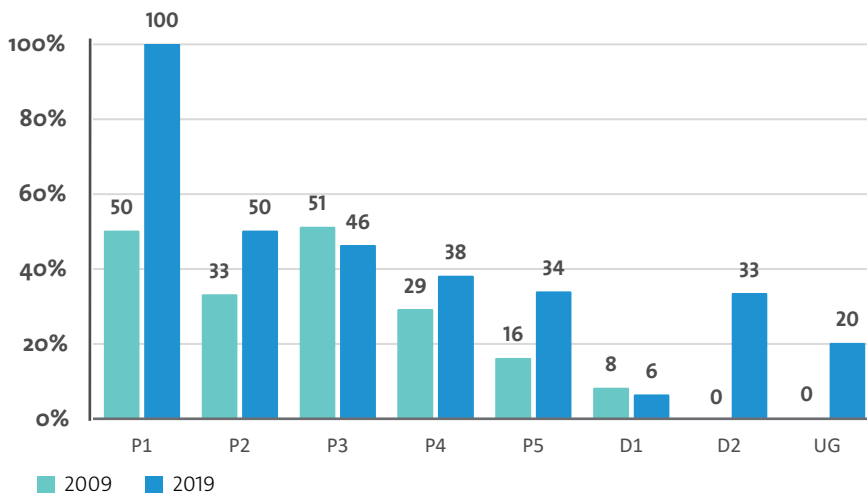
Level	2009	2019
P1	50	100
P2	33	50
P3	51	46
P4	29	38
P5	16	34
D1	8	6
D2	0	33
UG	0	20

■ 2009 ■ 2019

WAY FORWARD

- In 2017, the Secretary-General issued the System-wide Strategy on Gender Parity to operationalize system-wide efforts to advance this priority.

- The Strategy recognizes different starting points and challenges, and provides positive tools to empower and encourage staff and managers alike.

- It recommends actions across a range of areas including leadership, accountability recruitment, retention, talent management, senior appointments, mission settings and creating an enabling environment.

- To accelerate performance in this area, entities are encouraged to develop and implement customized implementation plans for the Strategy.

- The Enabling Environment Guidelines and its Supplementary Guidance for the UN System offer a set of recommendations that entities can use to create a more diverse and inclusive work force.

* The analysis is based on data provided by ITU as of 31 December 2019 and CEB data from 31 December 2009. UG level data signifies ungraded posts above D-2 level including ASG and USG. UG percentages reflect the average of entity specific ungraded posts as reported, by gender.