



Report by the Secretary-General

UN-SWAP REPORT CARD 2020

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 renewed UN-SWAP 2.0, an expanded and enhanced framework with 17 Performance Indicators.

This document presents ITU's Report Card for 2020.

Action required

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

References

[Document C22/6](#)

22 July 2021

Dear Mr. Zhao,

I hope that this letter finds you safe and well.

I write to thank you and ITU staff for your continuous support and commitment to UN Women in its UN system coordination mandate. We especially appreciate your dedication 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 to your attention the attached [Secretary-General's report on Mainstreaming a gender perspective into all policies and programmes in the United Nations system](#), which presents an overview of system-wide accomplishments, challenges and good practices related to implementation of the UN-SWAP 2.0, as well as the subsequent [resolution adopted by ECOSOC](#).

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

With specific reference to ITU's UN-SWAP 2.0 reported results for 2020, UN Women commends ITU for the following achievements:

- Transforming COVID-19's enforced virtual format for all of ITU's activities into an opportunity to promote and increase women's engagement and participation. UN Women commends ITU for rapidly responding to the pandemic by ensuring that business continuity came hand-in-hand with making remote participation of all partners and members available, as well as expanding outreach to the general public. We note that this resulted in promoting and facilitating women's access to gender-responsive services, such as the report on "Women, ICT and emergency telecommunication-opportunities and constraints"; the Gender Mainstreaming Special Track during the WSIS Forum 2020; and the "24h World

Mr. Houlin Zhao
Secretary-General
International Telecommunication Union
Geneva

Tour of Girls in ICT Day celebrations". UN Women also congratulates ITU on its recognition by the Geneva Internet Platform and DiploFoundation at the 6th Geneva Engage Awards, where ITU won the 'Online meetings and participation' category.

- Continuously improving ITU's communication and knowledge generation on gender equality and the empowerment of women. UN Women positively notes ITU's efforts to share knowledge on gender equality both internally and externally. We encourage ITU to consider updating its Gender Guidelines for Staff to reflect ITU's [revised resolution on gender equality](#).
- Continue to increase participation to strengthen and expand the system-wide work, such as by appointing focal points for the five workstreams of the CEB Task Force on Sexual Harassment (1. Implement: Support the roll-out of products endorsed by HLCM; 2. Strengthen: Advance a victim-centred approach to tackling sexual harassment; 3. Learning and Communication; 4. Outreach and Knowledge Sharing; and 5. Leadership and Culture).

Importantly, UN Women takes this opportunity to recognize the dedication of Tracy Tuplin, ITU's Senior Gender Affairs Officer, for her involvement and overall commitment and coordination of gender mainstreaming within the organization, as well as of UN-SWAP implementation to further ITU's progress on gender equality, and her active engagement at the inter-agency level in Geneva. We also thank Victoria Sukenik for supporting the coordination of ITU's Gender Task Force.

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

- Update ITU's Gender Equality and Mainstreaming Policy, which dates to 2013.
- Increase efforts to improve the equal representation of women and men. UN Women encourages ITU to issue a Gender Parity Action Plan, which will enable sustained and concerted organizational efforts and accelerate progress towards gender parity in the ITU workforce.
- Utilize ITU's financial tracking mechanism in order to quantify the disbursement of funds and establish a financial benchmark for resources spent on gender equality and the empowerment of women. Full implementation of the financial resource tracking mechanism will enable the establishment of baselines for measuring adequate financial allocations.
- Strengthen capacity assessment efforts to understand the needs of staff in their work on gender equality and gender mainstreaming. UN Women encourages ITU to undertake a survey to assess the needs and requirements of staff to increase ITU's progress towards gender equality.

- Strengthen inter-agency linkages and share lessons learnt, as well as best practices, by taking part in a UN-SWAP peer review with another reporting entity. UN Women stands ready to assist ITU in preparing for this exercise.

Finally, we invite you to respond to this letter and communicate your plans for further implementing the UN-SWAP 2.0, particularly addressing the areas of concern we highlight above.

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.

As I prepare to finish my second term as UN Women Executive Director in August, I would like to take this opportunity to thank you for your strong support and that of ITU throughout my tenure. UN Women can only accomplish its full mandate with the support and contributions of all UN organizations and colleagues. While much work remains to be done, I am proud of our collective achievements and look forward to seeing future successes of UN Women and the UN system on gender equality and women's empowerment in the coming years, as we approach the deadline for the implementation of the 2030 Agenda.

Yours sincerely,

A handwritten signature in black ink, consisting of several loops and a trailing line, positioned above the printed name.

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

INTERNATIONAL TELECOMMUNICATION UNION (ITU)

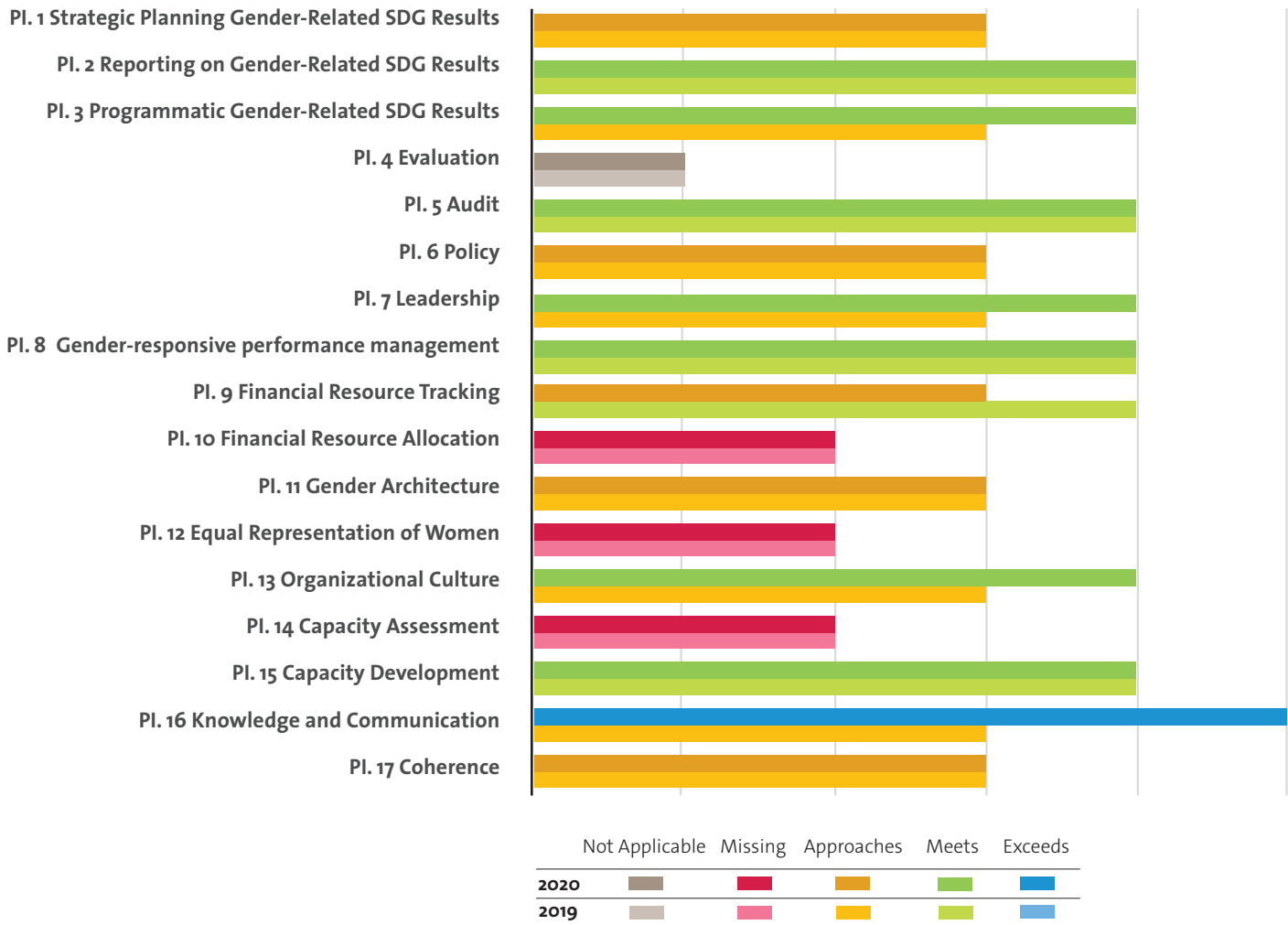


UN-SWAP 2.0 PERFORMANCE 2020

The following three pages capture ITU's performance on UN-SWAP 2.0 indicators for 2020.

In 2020, ITU met or exceeded the requirements for 8 performance indicators out of 16 applicable.

UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2019-2020)



PERFORMANCE HIGHLIGHTS IN 2020

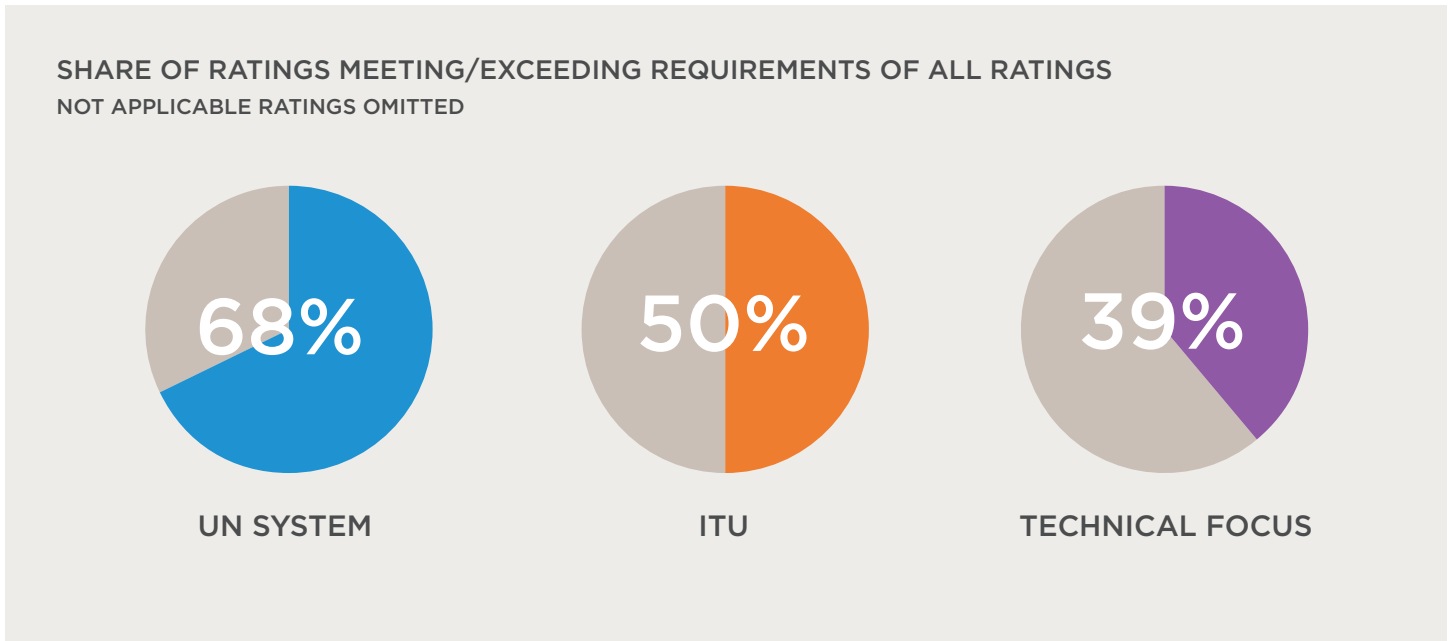
Most significant gains

- In 2020, ITU met requirements on seven performance indicators and exceeded them on one indicator.
- Significantly, ITU has improved performance on four indicators: Programmatic gender-related SDG results, Gender-responsive performance management, Organizational culture and Knowledge and communication.

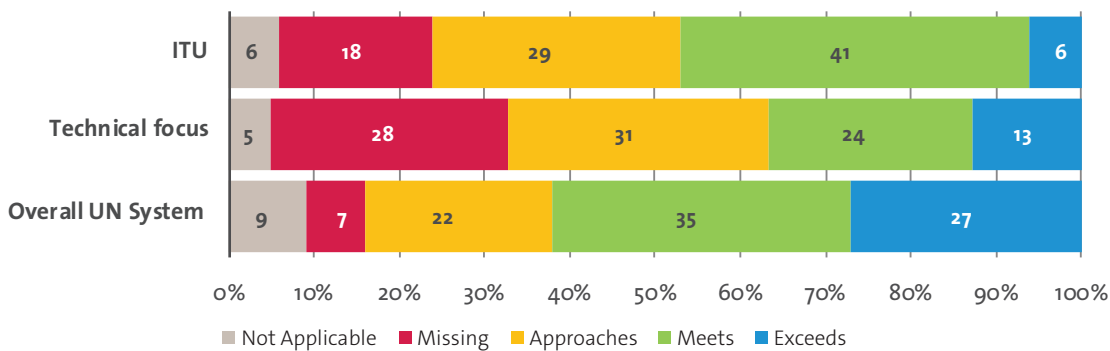
Areas for improvement

- UN Women encourages ITU to prioritize the three indicators rated as missing and the five indicators approaching requirements.
- Furthermore, UN Women highlights the importance of maintaining good performance from year to year. As such, we recommend re-focusing efforts on Financial resource tracking.

COMPARATIVE ANALYSIS FOR ITU

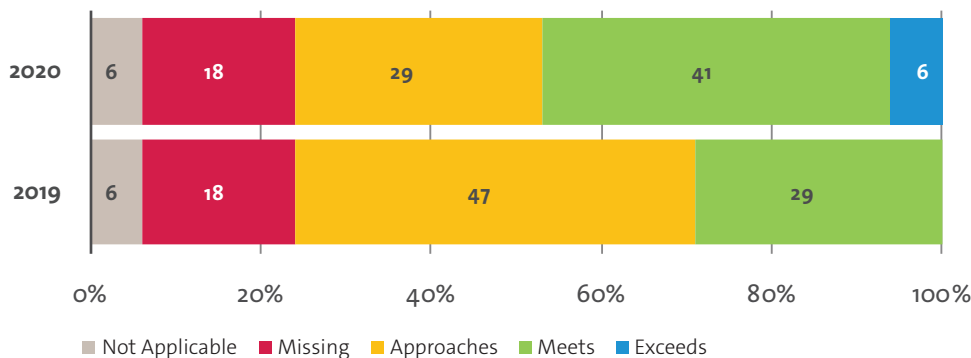


COMPARISON WITH ENTITIES WITH A TECHNICAL FOCUS AND THE OVERALL UN SYSTEM



- In 2020, ITU met more but exceeded less indicators than the average for entities with a Technical focus and the UN System as a whole.
- ITU rated less indicators as missing than the average for Technical entities but more so than the average for the UN System.

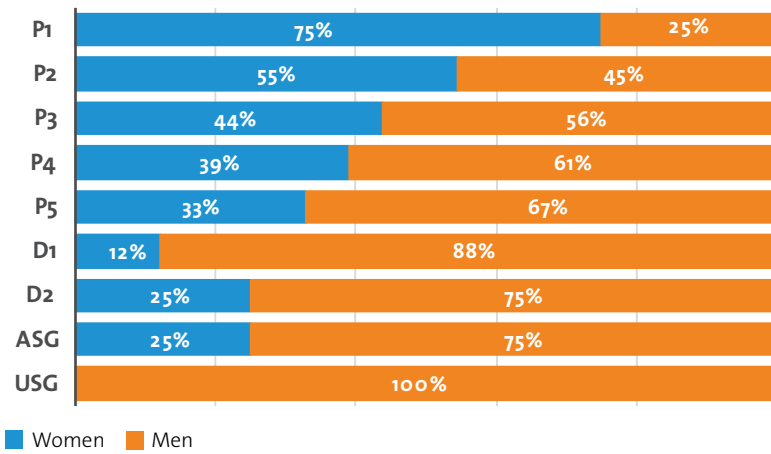
ITU, COMPARATIVE ANALYSIS OF RATINGS BY YEAR



- In 2020, ITU met or exceeded the requirements for eight indicators, a notable increase by three indicators in comparison with 2019 performance.

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.

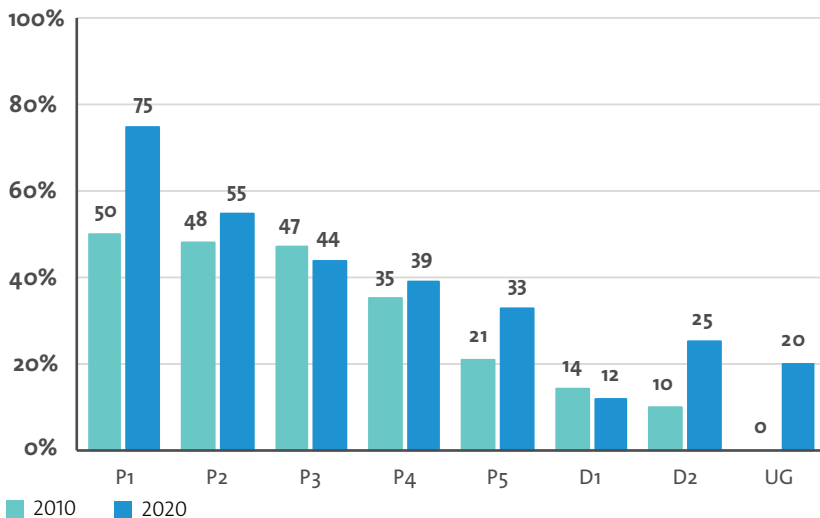
DISTRIBUTION OF WOMEN AND MEN BY LEVEL REPORTED IN 2020



10-YEAR TREND FOR ITU

- The representation of women witnessed gains at most levels between 2010 and 2020 in ITU.
- Women are the majority at the P1 and P2 levels, and parity is close to being achieved at the P3 level.
- Greater efforts are needed to reach equal representation at the remaining levels, significantly so at the D1 level.

DISTRIBUTION OF WOMEN BY LEVEL, 2010 AND 2020



WAY FORWARD

- In 2017, the Secretary-General launched the System-wide Strategy on Gender Parity to operationalize system-wide efforts to advance this priority.
- The Strategy recognizes the need to change organizational culture to achieve and maintain gender parity.
- Key materials for organizational change include the Enabling Environment Guidelines for the UN System, its Supplementary Guidance and the Field-specific Enabling Environment Guidelines that offer a set of recommendations and examples of good practice that entities can use to create a more diverse and inclusive work force.
- To accelerate progress, entities are encouraged to consistently and systematically implement their entity-specific gender parity implementation plans.

* The analysis is based on data provided by ITU as of 31 December 2020 and CEB data from 31 December 2010. 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.