

**Document C17/INF/7-E**  
**31 March 2017**  
**Original: English**

## **Note by the Secretary-General**

### **UN-SWAP REPORT LETTER**

#### **Summary**

UN CEB set 2017 as the target for the UN system to meet all the UN-SWAP 15 performance indicators clustered around six broad and functional areas against which entities reports to UN WOMEN annually through an online reporting system. UN WOMEN reviews all reports and supporting documentation for accuracy of ratings, and provides an analysis in the form of a letter with recommendations to the respective Heads of UN entities.

This document presents acknowledgement and review of ITU's 2015 report.

#### **Action required**

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

#### **References**

[C17/6](#)

13 September 2016

Dear Mr. Zhao,

I write to thank you and the gender team of the International Telecommunication Union (ITU) for your continued efforts towards implementing the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP). As you know, the UN-SWAP constitutes the gender mainstreaming framework that was endorsed in 2012 by the Chief Executives Board for Coordination (CEB) with a deadline of 2017 for meeting its requirement.

Sixty-four entities submitted reports for 2015 UN-SWAP reporting, constituting over 90 per cent of the universe of entities. This year's results indicate that the Action Plan framework continues to catalyze steady annual progress on gender mainstreaming. Yet, the rate of progress remains insufficient to meet all performance requirements by 2017. Increased efforts are needed.

In this context, I attach the report of the UN Secretary-General on Gender Mainstreaming in the UN System (E/2016/57), which presents the aggregated system-wide results of 2015 UN-SWAP reporting. In addition, annexed to this letter, starting on page 3, please note a detailed overview of your entity's 2015 UN-SWAP reporting results, including comparative analysis with the UN Secretariat and the UN system as a whole.

With specific reference to the UN-SWAP reporting results for ITU, permit me to make a few salient points:

First, UN Women congratulates ITU for its endeavors in regards to capacity building and awareness initiatives on GEEW. We are pleased to learn about ITU's decision to create a peer support group on women's leadership following the positive outcomes of ITU's participation in the UNSSC Women and Leadership workshop in Turin. UN Women also welcomes the roll-out of workshops on Diversity and Unconscious Bias for senior managers. Addressing unconscious bias is essential to create an inclusive organizational culture: ITU is thus an example for the rest of the UN system and in particular of the other entities with a technical focus.

Mr. Houlin Zhao  
Secretary- General  
International Telecommunication Union  
Geneva

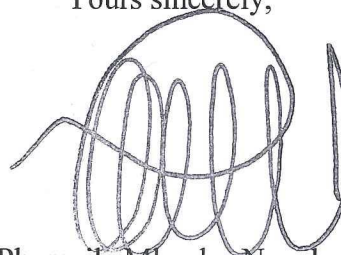
Second, UN Women commends ITU for integrating gender equality considerations in its Operational Plan for 2016-2019, with the introduction of an indicator and target dedicated to gender equality. Likewise, we note with appreciation that ITU started to systematically collect sex-disaggregated data to track women's participation to ITU conferences and we welcome the extension of this procedure to all ITU meetings in 2016. Monitoring gender-sensitive indicators and ensuring that the collection of data is systematically sex-disaggregated are driver for substantial progress towards gender equality and women's empowerment.

Third, we applaud the preparation of Gender Guidelines to assist staff members in gender mainstreaming in every area of ITU's work, such as team management and programme development. Providing concrete and hands-on guidelines to non-gender experts within entities has proven to be an effective approach to support gender integration in all aspects of an entity's mandate.

Fourth, and very importantly, UN Women wishes to acknowledge the work of all the members of the Gender Task Force. It is with deep gratitude that we welcome their dedication and commitment to achieving significant progress in the vast field of gender mainstreaming and women's empowerment, including reporting on the UN-SWAP on behalf of ITU.

Finally, I would like to reiterate that UN Women looks forward to reinforcing its partnership in relation to the UN-SWAP, and to sustained progress by ITU on promotion of gender equality and the empowerment of women. In this regard, Aparna Mehrotra, who is leading the work on the UN-SWAP, is available, as always, and can be contacted at [aparna.mehrotra@unwomen.org](mailto:aparna.mehrotra@unwomen.org).

Yours sincerely,

A handwritten signature in dark ink, consisting of a series of loops and a long horizontal stroke at the end.

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



## Analysis of ITU's 2015 UN-SWAP report

### *Breakdown of ITU's ratings for all Performance Indicators*

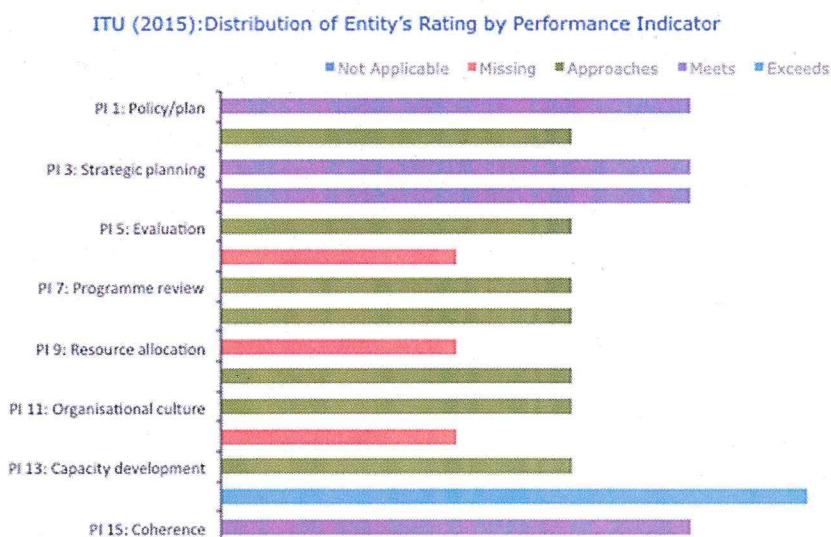
Since the previous reporting period, ITU's overall UN-SWAP performance has remained substantially unchanged, with advances and regressions in the overall performance.

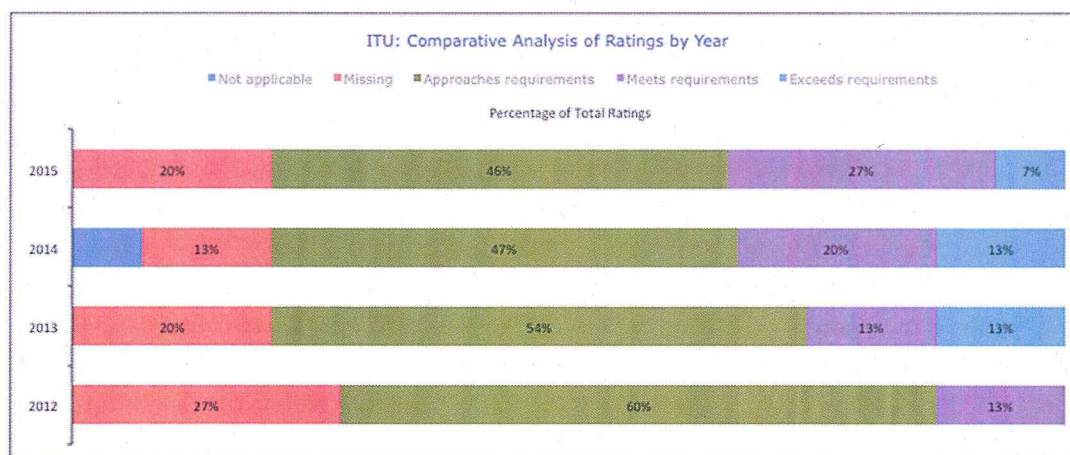
In 2015, ITU is "meeting" or "exceeding" requirements for five performance indicators, the same amount as in 2014. ITU has "approached" requirements for seven indicators both in 2014 and 2015.

Since 2014, the number of indicators rated as "exceeding" requirements decreased from 2 (PI 10 Organizational Culture and PI 14 Knowledge Generation and Communication) to 1 (PI 14 Knowledge Generation and Communication), while the number of indicators "meeting" requirements increased from 3 (PI 1 Policy and Plan, PI 4 Monitoring and Reporting, PI 15 Coherence) to 4 3 (PI 1 Policy and Plan, PI 3 Strategic Planning, PI 4 Monitoring and Reporting, PI 15 Coherence). In 2015, while ITU is no longer rating any Performance Indicator as "not applicable", it has increased the number of indicators rated as "missing" from 2 (PI 11 Gender Architecture and Parity and PI 12 Capacity Assessment) to 3 (PI 6 Audit, PI 9 Resource Allocation and PI 12 Capacity Assessment).

Overall, ITU is "meeting" or "exceeding" requirements for 34 per cent of the UN-SWAP Performance Indicators.

*In order to support performance in view of the upcoming deadline for the implementation of the UN-SWAP in 2017, we invite ITU to focus on the three indicators that are currently rated as "missing" requirements: PI 6: Audit; PI 9: Resource allocation and PI 12: Capacity assessment. In particular, with regards to Regarding PI 12: Capacity assessment, the use of the "Gender Equality Capacity Assessment Tool" developed by the UN-Women's Training Centre (<https://trainingcentre.unwomen.org/mod/data/view.php?d=1&rid=5>) and available, free of charge, to all UN entities, could help ITU to improve performance on this indicator.*

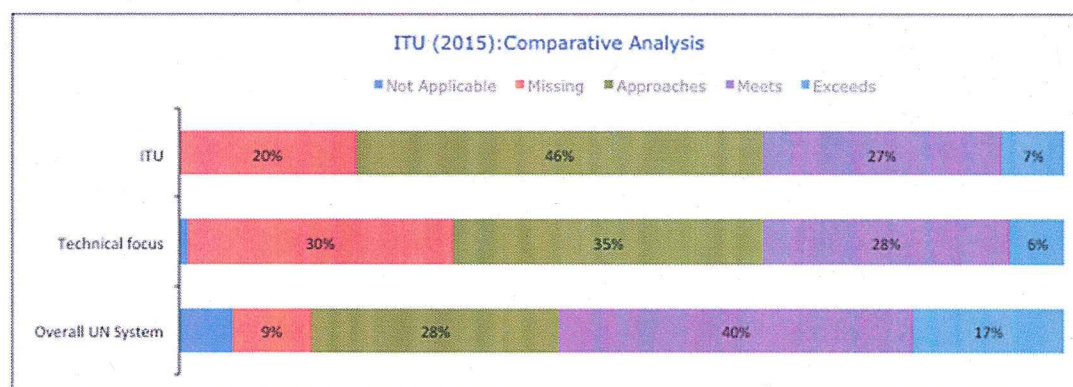




### *Comparative analysis of ITU's performance*

In comparison to the performance of the entities with a Technical Focus, ITU's results towards UN-SWAP Performance Indicators are on par, as both ITU and the rest of entities with a technical focus rate 34 per cent of the indicators as "meeting" or "exceeding" requirements. Furthermore, ITU is rating less indicators as "missing" requirements than its counterparts, with 20 per cent as opposed to 30 per cent.

On the other hand, ITU's performance is below average when compared to the overall UN System, which "meets" or "exceeds" requirements for 57 per cent of the indicators. In particular, the overall UN System is "exceeding" requirements for more than twice as many indicators as ITU (17 per cent compared to 7 per cent).



### *Performance in the area of gender parity*

As of 31 December 2014, the representation of women in the ITU in the Professional and higher categories on contracts of one year or more, P-1 to UG, stood at 38 per cent (148 out of 394). While this constitutes an 11 percentage point increase since a decade prior (31 December 2004), the representation of women in ITU remains amongst the lowest in the UN system. As of 31 December 2014, only the P-1 (86 per cent) and P-2 (63 per cent) levels had attained or exceeded parity. The representation of women at ITU is characterized by an inverse relationship with seniority - as levels increase, the proportion of women decreases. The P-4 level stands

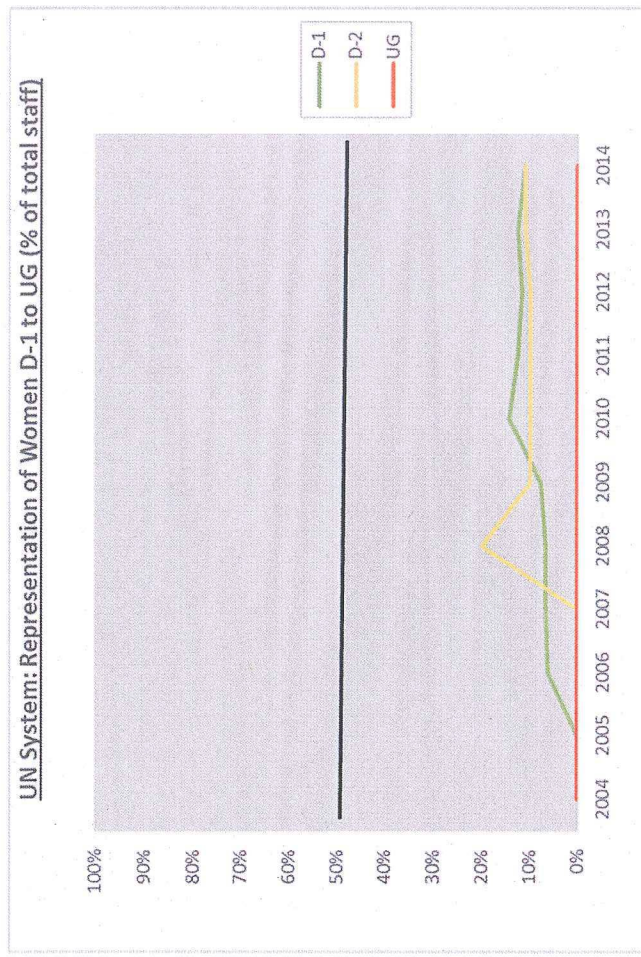
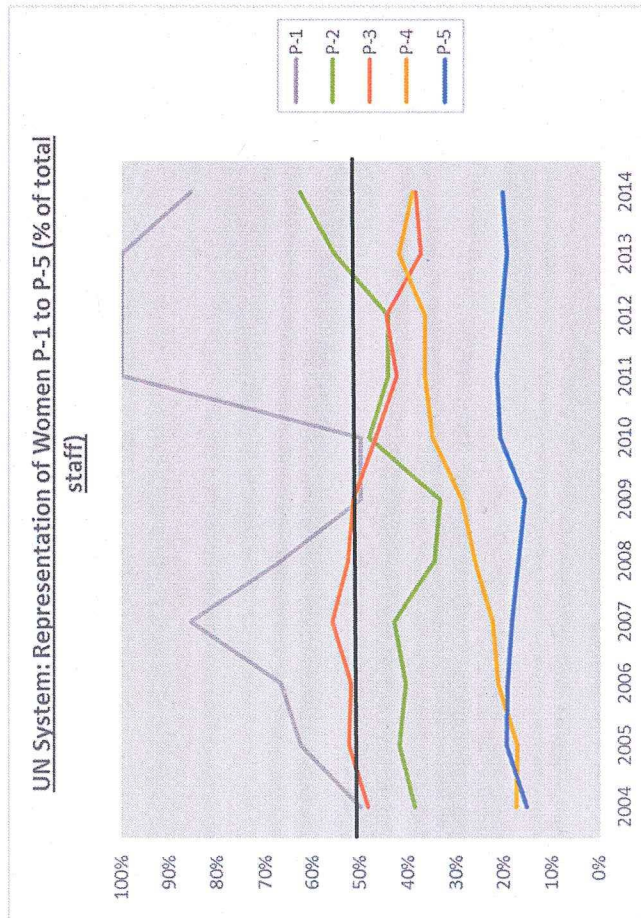
at 39 per cent. Thereafter, a sharp drop is registered at the P-5 level wherein the representation of women stands at a mere 20 per cent, with steady declines thereafter at each increasing level.

In order to progress towards the goal of 50/50 gender balance at all levels, ITU would be well advised to consider concerted efforts to accelerate progress. Targeting each level so as to eliminate the inverse relationship between seniority and the representation of women would be key. At the P-5 and higher levels the aggregate representation of women (P-5 to UG) stood at a mere 18 per cent (17 out of 96).

*Further detail on the representation of women by year for the period 2004 and 2014 is provided below. Also attached are the projections for the attainment of gender parity.*



**ITU: Representation of Women (P-1 to UG) 2004 to 2014, on contracts of a year or more, at all locations**



YEAR	P-1		P-2		P-3		P-4		P-5		D-1		D-2		UG		TOTAL	
	M	F	M	% F	M	F	M	% F	M	F	M	% F	M	F	M	% F	M	% F
2004	3	3	24	50%	48	45	71	15	72	13	14	0	3	0	5	0	240	27%
2005	3	5	25	63%	48	53	67	14	66	16	14	0	9	0	0	0	232	31%
2006	2	4	25	67%	48	52	67	18	63	15	15	1	8	0	0	0	228	32%
2007	1	6	24	86%	44	56	66	19	67	15	14	1	7	0	0	0	223	34%
2008	1	2	19	67%	47	52	65	23	63	13	14	1	4	1	5	0	218	32%
2009	2	2	18	50%	50	53	66	27	70	13	12	1	9	1	0	0	227	32%
2010	2	2	14	50%	58	51	63	34	65	17	12	2	9	1	0	0	223	35%
2011	0	3	19	100%	69	51	59	34	62	17	14	2	9	1	0	0	232	35%
2012	0	5	19	100%	67	54	61	35	62	16	15	2	9	1	0	0	233	35%
2013	0	4	20	100%	77	46	58	42	62	15	14	2	8	1	0	0	239	36%
2014	1	6	19	86%	77	48	70	45	55	14	16	2	8	1	0	0	246	38%