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 2016 report.

Action required

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

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References

C18/6

6 September 2017

Dear Mr. Zhao,

I write to thank you and the relevant staff of the International Telecommunication Union (ITU) for your continued support of, and commitment towards the full implementation of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP).

For the past five years, the framework has propelled progress for gender mainstreaming across the United Nations system, as shown in the attached report of the Secretary-General on Gender Mainstreaming in the UN System (E/2017/57). The report presents the aggregated system-wide UN-SWAP 2016 reporting results by indicator. Furthermore, in the context of gender parity, we are pleased to draw your attention to UN Women's publication on the Status of Women in the United Nations System, (attached here to and available at http://www.unwomen.org/en/digital-library/publications/2016/12/status-of-women-in-the-united-nations-system). A more comprehensive breakdown and analysis of system-wide progress on gender parity will be presented in this year's biennial report of the UN Secretary-General on the Improvement in the Status of Women in the United Nations System (A/72/220), to be published in September 2017.

This letter, and its annex starting on page 4, serves to provide a detailed overview of ITU's 2016 UN-SWAP reporting results, including a comparison with other entities with a technical focus, and with the UN system as a whole. Additionally, detailed information on ITU's progress towards gender parity, with trends and projections, has also been included.

With specific reference to the 2016 UN-SWAP reporting results of ITU, permit me to make a few salient points:

First, UN Women *congratulates ITU for implementing a Gender Marker* within the organization's Enterprise Resource Planning system. As more UN entities recognize the importance of tracking financial resources dedicated to promoting gender equality and the empowerment of women, momentum on using gender markers is building within inter-agency coordination mechanisms, including within the Finance and Budget Network (FBN) of the CEB. We therefore encourage ITU to share its experiences and best practices resulting from this work with the rest of the UN system, and in particular within the Working group on the Gender Marker of the Finance and Budget Network so that gender markers across the UN system are harmonized and may yield comparable data.

Mr. Houlin Zhao
Secretary-General
International Telecommunication Union
Geneva

Second, UN Women applauds ITU's *commitment to gathering sex-disaggregated data and for introducing a gender-responsive reporting tool*, the ITU Gender Dashboard, for this purpose. We note with appreciation that this Dashboard gathers parity data about ITU's governing bodies, committees, conferences and study groups, as well as about the status of women in ITU and in the ICT sector. Moreover, we are pleased to note that ITU reports on this data to the annual ITU Council. The systematic collection and publication of gender parity data is a decisive step to highlighting potential gaps in the equal representation of men and women to inform policies to correct imbalances.
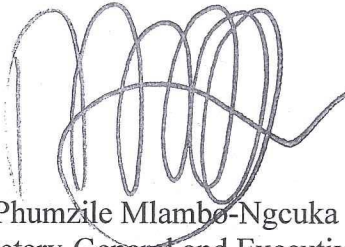
Third, we would like to take the opportunity to strongly encourage ITU to aim for the attainment of parity at all levels of the organization, and *particularly at the decision-making levels of P-5 and above, where the representation of women remains particularly low, at 23 per cent, 6 per cent and 11 per cent for P-5, D-1 and D-2 levels respectively.* This would align with the pledge of the Secretary General, who has committed the UN system to reach gender parity at the most senior levels (USG/ASG) by the end of 2021, and across the system well before 2030.

Fourth, and of the utmost importance, UN Women takes this opportunity to recognize the continued dedication and leadership of Beatrice Pluchon and of Doreen Bogdan, who continue to serve the Organization's advancement in gender equality as ardent and effective gender champions. Their collective commitment and contributions to ITU's path to gender equality and women's empowerment has been exemplary. I would also like to thank ITU, and in particular, Tracy Tuplin and Fernando Rivera, for the invaluable expertise they have contributed to the Inter-agency Working Group for Methodology and Tracking Results for GEWE, in support of the next generation of the UN-SWAP (UN-SWAP 2.0), which is to be implemented in 2018.

Finally, let me reiterate my appreciation for the commitment ITU has shown in accelerating gender equality within the UN system. With only a few months of UN-SWAP implementation remaining, I encourage ITU to sustain its progress made to date and to attain those successes which have not yet been reached. I look forward to the continued partnership between ITU and UN Women as we roll out the updated UN-SWAP 2.0, which builds on and refines existing indicators, and contextualizes the framework within the 2030 Agenda. The recommendations in the Secretary-General's System-wide Gender Parity Strategy, endorsed by the SMG on 23rd August, will help accelerate efforts.

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,

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

Analysis of ITU's 2016 UN-SWAP report

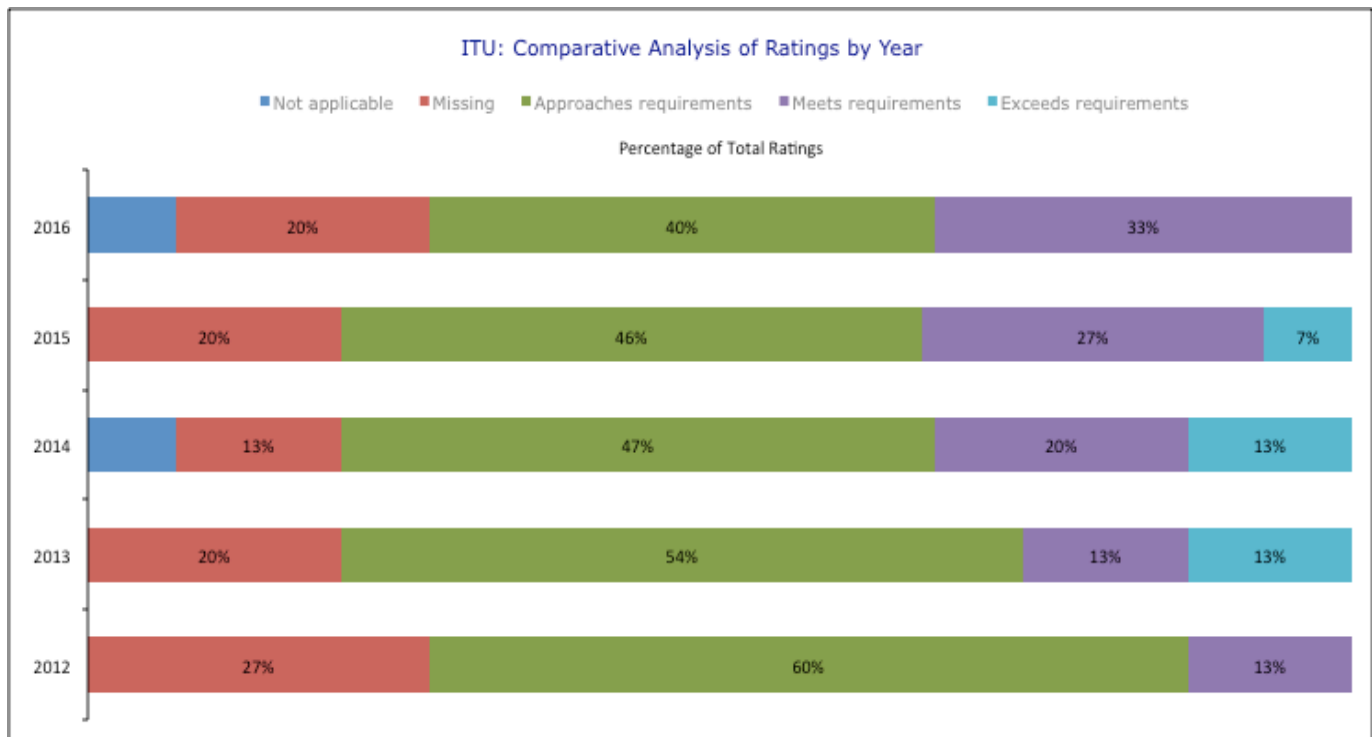*Breakdown of ITU's ratings for all Performance Indicators*

- ITU's 2016 reporting indicates a drop in performance relative to 2015: 3 indicators regressed and 1 indicator improved its ratings:

  o *PI 1: Policy/plan, downgraded its rating from "meets" to "approaches" requirements*
  o *PI 5: Evaluation, shifted its rating downwards* from "approaches" requirements to "not applicable".
  o *PI 8: Resource tracking upgraded its rating* from "approaches" to "meets" requirements;
  o *PI 14: Knowledge generation/communication, decreased its rating* from "exceeds" to "meets" requirements.

- From 2015 to 2016, the overall number of indicators which "meets" or "exceeds" requirements has remained constant, at 5 indicators.

- Since the inception of the UN-SWAP to date, ITU has demonstrated slow progress overall: the number of indicators with "meets" or "exceeds" requirements has increased by only 20 percentage points, *from 2 indicators in 2012 to 5 indicators in 2016.*

- To meet all the requirements of the UN-SWAP in its final year, UN Women urges ITU to focus on the following areas in which it currently misses or approaches requirements, namely:

  o PI 1: Policy/plan
  o PI 2: Performance management
  o PI 5: Evaluation
  o PI 6: Audit
  o PI 7: Programme review
  o PI 9: Resource allocation
  o PI 10: Gender architecture/parity
  o PI 11: Organizational culture
  o PI 12: Capacity assessment
  o PI 13: Capacity development

- In particular:
  o **PI 1: Policy/plan:** UN Women looks forward to the review of ITU's Gender Equality and Mainstreaming (GEM) Policy in 2017. We know from UN-SWAP reporting that gender policies constitute a key driver of institutional change and that entities with gender policies are, on average, "meeting" or "exceeding" double the number of indicators than those without a gender policy. UN Women stands ready to assist with the development of ITU's new gender policy that will act as road map for the achievement of its gender related mandates.

  o **PI 9: Resource allocation:** Allocating and monitoring financial resources ensures the systemization and prioritization of gender equality work. UN Women encourages ITU to make every effort to establish a financial benchmark for disbursements for gender equality and the empowerment of women. **Good practices by UN system entities, including the**

establishment of a 15% resource allocation benchmark, are available on the UN-SWAP knowledge hub.

- o **PI 10: Gender architecture/parity:** Senior leadership support, an inclusive organizational culture, and a fully resourced gender network – within the framework of a gender parity policy or strategy - are critical to meeting the requirements for this indicator, which are aligned with the recommendation of the System-wide Task Force on Gender Parity promoted by the Secretary General.

- o **PI 11: Organizational culture:** Raising awareness and understanding of key gender equality and women's empowerment matters among staff builds the necessary framework to cultivate an inclusive work environment. Senior leadership endorsement of gender equality policies, coupled with promotion and implementation of these policies, is critical to long-lasting organizational change. We encourage ITU to explore the collection of best practices showcased on the UN-SWAP knowledge hub.

- o **PI 12: Capacity assessment:** Determining the baseline of ITU's staff capacity on gender equality and women's empowerment is foundational to developing an entity-wide capacity development plan. Currently 31 entities have developed and administered gender responsive capacity assessments of staff. UN Women has made available, free of charge, a generic capacity assessment tool which all entities may employ (available at http://www.unwomen.org/en/digital-library/publications/2014/6/gender-equality-capacity-assessment-tool)
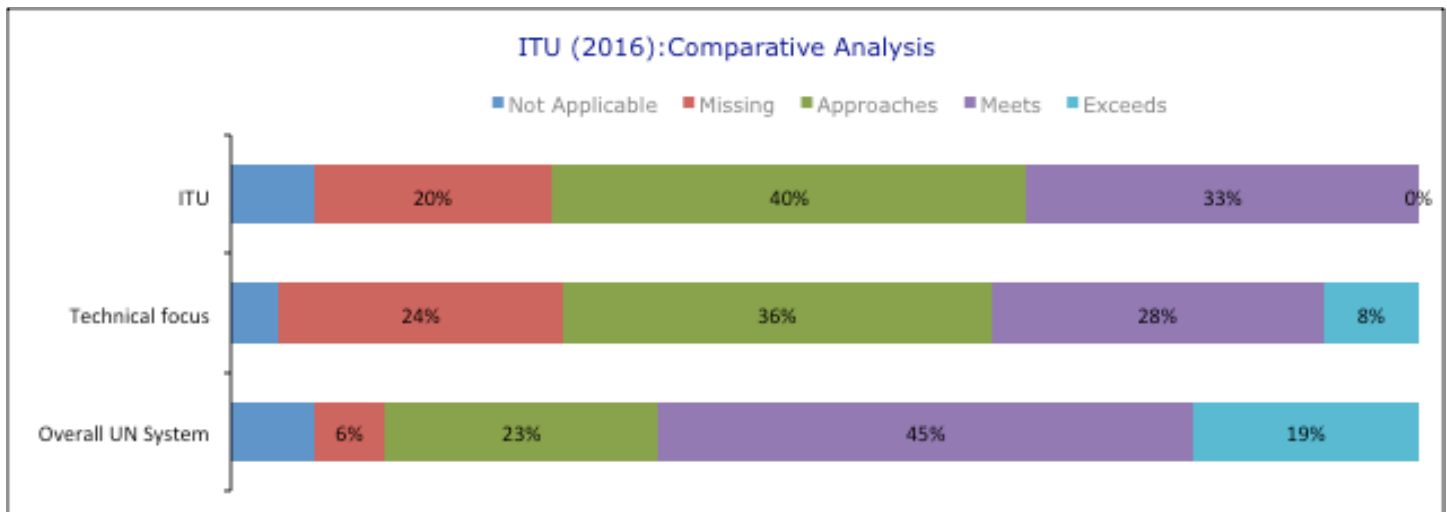
ITU (2016):Distribution of Entity's Rating by Performance Indicator

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ITU: Comparative Analysis of Ratings by Year

Comparative analysis of ITU's performance

- Relative to the average performance of the technical entities, ITU's progress towards meeting UN-SWAP requirements is slightly below average: ITU meets or exceeds requirements for 33 per cent of the performance indicators; whereas entities with a technical focus on average meet or exceed them for 36 per cent.

- ITU's progress towards meeting UN-SWAP requirements is significantly below average compared to the overall UN system, which meets or exceeds requirements for 64 per cent of indicators.

- Disconcertingly, ITU is not currently "exceeding" requirements for any indicators; compared to 8 per cent of technical entities and 19 per cent of the aggregate overall UN system.

- In contrast, however, entities with a technical focus report more ratings as "missing" the requirements than ITU, at 24 per cent and 20 per cent respectively.

ITU (2016):Comparative Analysis

Legend: Not Applicable ■ Missing ■ Approaches ■ Meets ■ Exceeds

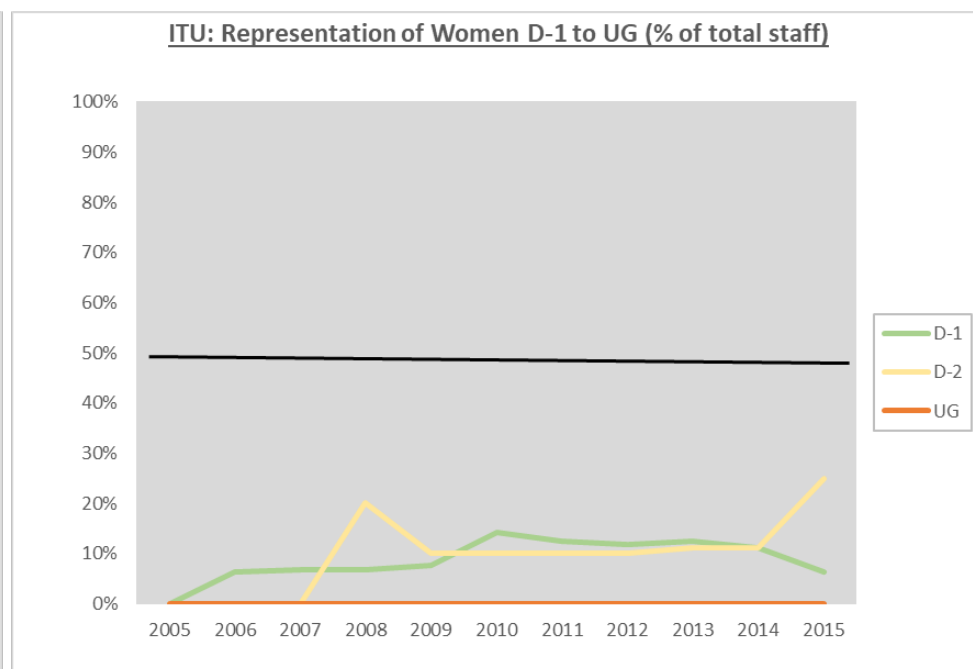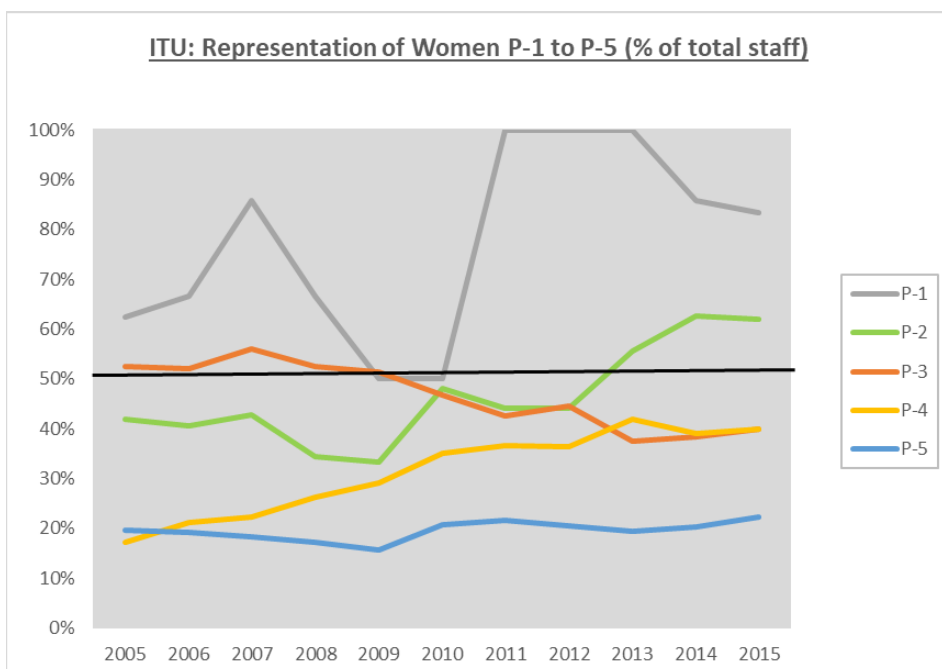| Category	Not Applicable	Missing	Approaches	Meets	Exceeds
ITU		20%	40%	33%	0%
Technical focus		24%	36%	28%	8%
Overall UN System		6%	23%	45%	19%

Performance in the area of gender parity
(The analysis reflects on the most recent available CEB data from 31 December 2015)

- As of 31 December 2015, the overall representation of women at the Professional and above levels in ITU stood at 38 per cent, a 7-percentage point increase since 2005.

- This amounts to an average annual increment of 0.7 per cent per year between 2005 and 2015.

- Similar to the previous year, ITU has only attained parity at the lowest professional levels of P-1 and P-2. The P-3 and P-4 levels have remained at 40 per cent since 2014.

- The representation of women at the P5 level is only 3 per cent higher than the representation of women was at this level a decade ago. It may be recalled that the P-5 level, as the lowest decision-making level, serves as an important pool and pipeline for the attainment of parity at the highest levels within an organization.

- Disconcertingly, the representation of women at the D-1 level *regressed from 11 per cent in 2014 to only 6 per cent in 2015*. This is 8 percentage points lower than this level was in 2010.

- The percentage of women at the D-2 level has increased from 11 per cent to 25 per cent. However, this appears to be due to a reduction in overall staff rather than an increase of women at the D-2 level.

- Given the slow rate of progress, concerted efforts are needed to increase the representation of women in ITU, particularly at the decision-making levels of P-5 and above. It is noteworthy that (as the trends below indicate), without continued vigilance, gains are easily lost and stagnation sets in.

Attaining and sustaining progress made in the equal representation of women requires a shift in culture and a strengthening of staff capacities to integrate gender equality throughout the Organization and its work. Gender equality and the empowerment of women, for the United Nations, is a mandate on par with any other such as poverty alleviation or environmental protection. As such, sensitivity and a commitment to gender equality should form a core competency of all staff.

Further detail on the representation of women by year for the period 2005 and 2015 is provided below. Also attached are the projections for the attainment of gender parity.

ITU: Representation of Women (P-1 to UG) 2005 to 2015, on contracts of a year or more, at all locations

ITU: Representation of Women P-1 to P-5 (% of total staff)

ITU: Representation of Women D-1 to UG (% of total staff)

YEAR	P-1 M	P-1 F	P-1 % F	P-2 M	P-2 F	P-2 % F	P-3 M	P-3 F	P-3 % F	P-4 M	P-4 F	P-4 % F	P-5 M	P-5 F	P-5 % F	D-1 M	D-1 F	D-1 % F	D-2 M	D-2 F	D-2 % F	UG M	UG F	UG % F	TOTAL M	TOTAL F	TOTAL	% F
2005	3	5	63%	25	18	42%	48	53	52%	67	14	17%	66	16	20%	14	0	0%	9	0	0%	0	0	0%	232	106	338	31%
2006	2	4	67%	25	17	40%	48	52	52%	67	18	21%	63	15	19%	15	1	6%	8	0	0%	0	0	0%	228	107	335	32%
2007	1	6	86%	24	18	43%	44	56	56%	66	19	22%	67	15	18%	14	1	7%	7	0	0%	0	0	0%	223	115	338	34%
2008	1	2	67%	19	10	34%	47	52	53%	65	23	26%	63	13	17%	14	1	7%	4	1	20%	5	0	0%	218	102	320	32%
2009	2	2	50%	18	9	33%	50	53	51%	66	27	29%	70	13	16%	12	1	8%	9	1	10%	0	0	0%	227	106	333	32%
2010	2	2	50%	14	13	48%	58	51	47%	63	34	35%	65	17	21%	12	2	14%	9	1	10%	0	0	0%	223	120	343	35%
2011	0	3	100%	19	15	44%	69	51	43%	59	34	37%	62	17	22%	14	2	13%	9	1	10%	0	0	0%	232	123	355	35%
2012	0	5	100%	19	15	44%	67	54	45%	61	35	36%	62	16	21%	15	2	12%	9	1	10%	0	0	0%	233	128	361	35%
2013	0	4	100%	20	25	56%	77	46	37%	58	42	42%	62	15	19%	14	2	13%	8	1	11%	0	0	0%	239	135	374	36%
2014	1	6	86%	19	32	63%	77	48	38%	70	45	39%	55	14	20%	16	2	11%	8	1	11%	0	0	0%	246	148	394	38%
2015	1	5	83%	19	31	62%	72	48	40%	66	44	40%	56	16	22%	15	1	6%	3	1	25%	5	0	0%	237	146	383	38%

TRENDS and PROJECTIONS for Gender Parity: ITU

Representation of women as of 31 December 2005 and 31 December 2015, on contracts of a year or more, at all locations

Representation of women: Trends for 31 December 2005– 31 December 2015																		
	P-1		P-2		P-3		P-4		P-5		D-1		D-2		UG		Total	
	2005	2015	2005	2015	2005	2015	2005	2015	2005	2015	2005	2015	2005	2015	2005	2015	2005	2015
Representation of women (% of total staff)	62.5	83.3	41.9	62.0	52.5	40.0	17.3	40.0	19.5	22.2	0.0	6.3	0.0	25.0	0.0	0.0	31.4	38.1
Change in Representation of women (% points)	20.8		20.1		-12.5		22.7		2.7		6.3		25.0		0.0		6.8	
Average annual increment (% points)	2.1		2.0		-1.2		2.3		0.3		0.6		2.5		0.0		0.7	

Projections for reaching gender parity at current average annual increment (31 December 2005 – 31 December 2015)									
	P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG	Total
Year at which gender parity will be reached	Attained	Attained	Never	2019	2108	2088	2025	Never	2032
Number of years to reach parity	Attained	Attained	Never	4	93	73	10	Never	17

Average annual increment required to achieve 50/50 gender balance by 2021* (% points)								
P-1	P-2	P-3	P-4	P-5	D-1	D-2	UG	Total
Attained	Attained	1.7	1.7	4.6	7.3	4.2	8.3	2.0

If a year is not provided, projections for gender parity are as follows:
"**Attained**" = A representation of women of 50% or higher
"**Never**" = Grade has a negative average annual Increment or no growth
"**N/A**" = "Not Applicable", i.e. no staff, male or female, are present at grade

2021 marks the end of Secretary-General Antonio Guterres' first term.