ITU
International
Telecommunication
Union

Contribution by the Secretariat

ITU'S GENDER EQUALITY AND MAINSTREAMING PLANNING FOR 2018

Background

Council 2017 endorsed a Gender Equality and Mainstreaming (GEM) Implementation Plan for 2017 (C17/71). The plan was developed following a review of ITU's GEM activities and guiding framework. The implementation plan was designed to align with the United Nations system-wide action plan on gender equality and the empowerment of women. (UN-SWAP).

This document reports on progress of the 2017 implementation plan and presents the anticipated approach for the 2018 implementation plan.

References

*Gender equality and mainstreaming policy (GEM) and proposed implementation plan for 2017, (*C17/71*);* United Nation SG's system-wide gender parity strategy

Annexes: 2

1.   Introduction

The Secretariat has been working on the gender equality and mainstreaming implementation plan endorsed by Council 2017; progress is viewable in Annex 1. The plan was developed following a review of ITU's GEM activities and guiding framework and was aligned to the United Nations system-wide action plan on gender equality and the empowerment of women (UN-SWAP). Aligning with UN-SWAP was considered an effective and efficient approach for incorporating best practices as recognized across the UN system. Progress is measured against UN-SWAP performance indicators that are reviewed and fine-tuned on a regular basis.

2.   ITU compliance with the UN-SWAP

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 report annually. 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. Acknowledgement and review of ITU's 2016 report is available in Annex 2.

The UN Women letter commends ITU's implementation of a gender marker and its commitment to sex-disaggregated data and gender-responsive reporting. The letter subsequently encourages ITU to aim for 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. Finally, the letter introduces the roll out the updated UN-SWAP 2.0, which builds on and refines existing indicators, contextualizes the framework within the 2030 Agenda, and aligns with the UN Secretary-General's system-wide Gender Parity Strategy.

3.   Key advancements

Three key achievements have been particularly noteworthy in advancing gender equality and mainstreaming in ITU this past year: (1) the GEM review, (2) the implementation plan, and (3) resource allocation. The GEM policy review, staff consultation and audit conducted at the beginning of 2017 established a baseline of GEM in ITU that helped determine priorities for developing the implementation plan. The audit in particular provided an objective perspective on needs and, and its recommendations establish additional accountability. The implementation plan and allocation of resources has provided structure as well as systematic review and followup.

4.   Approach for ITU GEM action plan for 2018, to be presented to Council 2018

The Secretariat acknowledges the advice and recommendation of UN-Women and the UN-SWAP framework. New UN-SWAP 2.0 requirements are noted, in particular, the two new indicators: (1) leadership, and (2) equal representation of women in staffing. The content and recommendations of the recent UN Women letter and the new UN-SWAP 2.0 requirements are expected to drive ITU's GEM Action plan for 2018.

Annex 1: Status of ITU's GEM Implementation Plan for 2017

1. Policy and Plan
To meet the UN-SWAP performance indicators, ITU would need to have an up-to-date gender equality and women's employment policy/plan addressing both gender mainstreaming and equal representation of women. The content would need to align to UN-SWAP requirements and include accountability at all levels, including senior managers. Accountability measures would need to include assessment in performance appraisal and/or senior manager compacts that specify their accountabilities. The implementation plan would need to include gender mainstreaming, gender-targeted interventions, and equal representation of women in staffing clearly set out. Further, monitoring and evaluation of the policy and action plan would need to be clear, complete with timelines, mechanisms to ensure that monitoring and evaluation takes place and the results are fed back into programming.

Outputs	Owner/Involved	Status	Notes
1.1. Review GEM Policy	GTF	Completed	Took place 2017Q1; emphasis was developing a structured implementation plan
1.2. Implementation Plan	GTF	Completed	Require new plan for Council 2018
1.3 Accountability mechanism	GTF/SGO	In progress	

2. Leadership
To meet the UN-SWAP performance indicators, ITU's senior managers would need to publically champion the promotion of gender equality and the empowerment of women, including equal representation of women at all levels. ITU would need to report annually to the Council on its UN-SWAP performance.

Outputs	Owner/Involved	Status	Notes
2.1. Establish SG's 2017 IGC Commitments	GTF/SGO	Completed	http://genderchampions.com/champions/houlin-zhao
2.2. Report to Council on UN-SWAP performance	GTF	Completed	UN-SWAP acknowledgement letter submitted to Council as C17/INF/7

3. Gender Responsive Performance Management
To meet the UN-SWAP performance indicators, an assessment of gender equality and the empowerment of women would need to be integrated into core values and/or competencies for all staff, with a particular focus on supervisors and levels P4 and above.

Outputs	Owner/Involved	Status	Notes
3.1. Reflect gender in ITU core values/competencies	HRMD/GTF	Completed	Service order to be issued noting revisions to ITU core values and competencies

4. Strategic Planning
To meet the UN-SWAP performance indicators, ITU would need to incorporate gender analysis in the strategic and operational plan for the Union. The Strategic Plan for the Union would need to include at least one specific outcome/expected accomplishment and one specific indicator on gender equality and women's empowerment. Reference to gender should be included in the summary orientation.

Outputs	Owner/Involved	Status	Notes
4.1. GTF involved in next strategic plan preps	SPM/GTF	Completed	GTF input prepared; to be reviewed at next Council Working Group meetings in Jan18
4.2. GTF involved in next operational plan preps	SPM/GTF	In progress	To align with strategic plan

5. Reporting & Data Analysis
To meet the UN-SWAP performance indicators, ITU would need to report on gender equality and women's empowerment results in relation to the central strategic planning document. All key entity data is sex-disaggregated, unless there is a specific reason noted for not disaggregating data by sex.

Outputs	Owner/Involved	Status	Notes
5.1. Review Baseline Data Gaps	GTF/BDT	Completed	Data shows a gender digital divide; closing the gap is a new strategic target

6. Evaluation

To meet the UN-SWAP performance indicators, ITU would need to meet the UN Evaluation Group (UNEG) gender-related norms and standards. Further to the ITU Management Coordination Group's proposal to co-locate a central corporate evaluation function within the Internal Audit Unit, a study was conducted in Q4 2016 and Q1 2017 for: (1) developing an Evaluation Policy and a work plan; (2) assessing the capacity requirements; and (3) proposing further steps for the establishment of the evaluation function, based on best practices in other UN organizations' evaluation functions and the norms and standards of the United Nations Evaluation Group (UNEG).

Outputs	Owner/Involved	Status	Notes
6.1. Consider UNEG Gender Norms & Standards	IA/Bureaux	N/A	Without an evaluation unit, UN Women deems this indicator non-applicable for ITU

7. Gender Responsive Auditing

To meet the UN-SWAP performance indicators, ITU's Internal Audit Unit would need to hold a consultation with the gender focal point/department on risks related to gender equality and the empowerment of women, as part of the risk based audit annual planning cycle. This requires that the Internal Audit Unit considers all significant entity risks in prioritizing its annual or multi-year audit work plan. Work planning documentation should support the extent to which the risks related to the achievement of gender equality and the empowerment of women are being managed. The exercise should inform the need for including a gender audit in the annual audit plan or concluding that risks are adequately managed and there is no need for additional audit testing.

Outputs	Owner/Involved	Status	Notes
7.1. Audit of gender equality/mainstr. within ITU	IA	Completed	Recommendations currently being implemented; to be included in 2018

8. Programme Review

To meet the UN-SWAP performance indicators, programme quality control systems would need to fully integrate gender analysis. ITU's programme documents would need to include: (1) gender analysis in the background and justification of a programme document; (2) explicit statements on the ways in which gender equality and the empowerment of women will be promoted; phrases such as "supporting women" or "with attention to vulnerable groups including women" are not sufficient; (3) explicit statement on how benefits are extended to both sexes (4) specific roles of men and women who will implement the programme; (5) monitoring and evaluation plans should assess how gender objectives have been met; (6) all key population-based data should be disaggregated by sex, or a rationale provided as to why data is not sex-disaggregated.

Outputs	Owner/Involved	Status	Notes
8.1. Checklist for programmes / techn cooperation projects	Bureaux	In progress	Draft checklist/guidelines
8.2. Programme review (w/ gender training/expertise)	Bureaux/GTF	In progress	

9. Resource Tracking

To meet the UN-SWAP performance indicators, ITU would need to continue the exercise that consists of estimating the resource level used to promote gender equality and women's empowerment. ITU has already introduced Gender Marker in the ITU ERP system in 2016 and will continue to improve it and the related reporting tools.

Outputs	Owner/Involved	Status	Notes
9.1. Report on gender marker/resource allocation	FRMD	Completed	Tracking does not quantify disbursements that promote gender equality

10. Resource Allocation

To meet the UN-SWAP performance indicators, ITU would need to have set and achieved a financial target for meeting its gender equality and empowerment of women mandate in all of its budgets, including HQ, regular, core, and extra-budgetary resources. It should be noted that there is no budget allocation for gender activities in the draft budget 2018-2019 and therefore ITU should encourage voluntary contributions. The gender post can be considered to be fully resourced if it has adequate human and financial resources to support ITU in meeting its gender equality and empowerment of women mandate, taking into account the UN-SWAP Performance Indicators. Resources would need to cover coordination, capacity development, quality assurance, and inter-agency networking.

Outputs	Owner/Involved	Status	Notes
10.1. Set financial benchmark for resourcing GEM	FRMD/GTF	Incomplete	Establishing a benchmark requires business owner input
10.2. Request/secure financial resources for GEM implem.	GTF/SGO	Completed	Budget allocated to coordinate GEM implementation

11. Gender Architecture and Parity

To meet the UN-SWAP performance indicators, ITU would have: (1) gender focal points (GFP) at a P4 grade with written terms of reference (ToR) with at least 20 per cent of their time allocated to gender functions; (2) gender parity in staffing; and (3) a fully resourced gender unit. The gender post can be considered to be fully resourced if it has adequate human and financial resources to support the UN entity in meeting its gender equality and empowerment of women mandate, taking into account the UN-SWAP Performance Indicators. Resources would need to cover coordination, capacity development, quality assurance, and inter-agency networking.

Outputs	Owner/Involved	Status	Notes
11.1. Updated GTF ToRs/design ie co-leadership men/women	GTF	In progress	Updated TORs dependent on revision of gender job description
11.2. Formalization of GFP ToRs (ie in PPA guidelines)	GTF	In progress	Updated TORs pending finalization; to review incorporation into PMDS
11.3. Parity in statutory committees	HRMD	In progress	Some progress; revisions to statutory committees expected before end 2017

12. Equal Representation of Women

To meet the UN-SWAP performance indicators, ITU would need to reach equal representation of women at all levels.

Outputs	Owner/Involved	Status	Notes
12.1. Report to Council on efforts toward parity	HRMD	In progress	Parity plan in development; integrating gender element in succession planning

13. Organizational Culture

To meet the UN-SWAP performance indicators, ITU would need to demonstrate that it is carrying out the following: (1) UN Ethics-related rules and regulations are enforced, with mandatory ethics training and zero tolerance for unethical behaviour is implemented; (2) Implement policies for the prevention of discrimination and harassment, including special measures for prevention from sexual exploitation and sexual abuse, ethics office, abuse of authority, administration of justice, conflict resolution and protection against retaliation; (3) Implement, promote, and report on facilitative policies for maternity, paternity, adoption, family and emergency leave, and childcare; (4) Implement, promote, and evaluate policies related to work-life balance, including part-time work, staggered working hours, telecommuting, scheduled breaks for extended learning activities, compressed work schedules, financial support for parents travelling with a child, and phased retirement; (5) Promote existing UN rules and regulations on work-life balance with an internal mechanism available to track implementation and accessibility by gender and grade; (6) Periodic staff meetings by units are scheduled during core working hours and on working days of staff working part-time, with teleconference or other IT means actively promoted; (7) Conduct regular global surveys and mandatory exit interviews which obtain and analyse data relevant for an assessment of the qualitative aspect of organizational culture and provide insight into issues that have a bearing on recruitment, retention, and staff experience.

Outputs	Owner/Involved	Status	Notes
13.1. Review/workplan for ethics-related training	Ethics/HRMD	In progress	Mandatory online training expected 2018Q1; reviewing UN e-learning modules
13.2. Review work/life policies	StaffCouncil/GTF	In progress	A cross-sectoral group has been reviewing proposals and discussing
13.3. Track work-life policy implementation by G & Gr	HRMD	Completed	Tracking implemented; some concern on access and operationalization of the policy
13.4. Monitoring mechanism (i.e. exit survey/interview)	HRMD	In progress	Questionnaire and/or exit interviews to be formalized in 2018 as part of separation
13.5. Recruitment process and documents	HRMD/GTF	In progress	While gender currently integrated, further improvements under review
13.6. Gender sensitization in procurement	Proc	In progress	Women-owned bidders invited to self-identify through UNGM & on ITU forms
13.7. Gender balance in ITU statutory committees	HRMD	In progress	Some progress; revisions to statutory committees expected before end 2017

14. Capacity Assessment

To meet the UN-SWAP performance indicators, ITU would need to conduct an entity-wide assessment of staff capacity in gender equality and women's empowerment and a capacity development plan is established or updated at least every five years. Lack of capacity in promoting gender equality and the empowerment of women has been defined as one of the key constraints to better performance and leadership.

Outputs	Owner/Involved	Status	Notes
14.1. Conduct Gender Equality Capacity Assessment survey	HRMD/GTF	Incomplete	Contributions provided for management and leadership training
14.2. Capacity Development Plan (updated every 5 years)	HRMD	Incomplete	

15. Capacity Development

To meet the UN-SWAP performance indicators, training on gender equality and the empowerment of women would need to take place for all relevant staff – at least one day of training for new staff during the first year, minimum of one day of training once every two years after this. Gender specialists and gender focal points receive specific, tailored training – minimum two days of training a year on gender equality and women's empowerment.

Outputs	Owner/Involved	Status	Notes
15.1. Encourage/require "I Know Gender" training	HRMD/GTF	Completed	Service order to be issued for "I Know Gender" as mandatory training
15.2. Gender link in induction training/booklet (new staff)	HRMD	In progress	Contents proposed; HRMD compiling. Induction programme in development
15.3. Gender for new/all staff (1 day)	HRMD/GTF	Incomplete	To consider in 2018 training budget; "I Know Gender" to be mandatory
15.4. Training for GTF focal points (primaries)	HRMD/GTF	Incomplete	To consider in 2018 training budget; "I Know Gender" to be mandatory

16. Knowledge Generation and Communication

To meet the UN-SWAP performance indicators, ITU would need to regularly document and share knowledge on ICTs and gender equality and the empowerment of women, as well as the representation and status of women in ITU. The communication plan would need to include gender equality and women's empowerment as an integral component of internal and public information dissemination. Public communications would need to be gender-sensitive and draw attention to the gender dimensions of issues wherever relevant, and internal communications would need to draw attention to the representation and status of women within the institution.

Outputs	Owner/Involved	Status	Notes
16.1. GTF Welcome Package (ToRs, links, general info, etc.)	GTF	In progress	Pending completion of ToRs
16.2. Internal Communications Strategy (ITU guidelines)	COMM	In progress	Page online and resources being uploaded
16.3. Update sharepoint	GTF	In progress	New platform or revamp of GTF SharePoint required
16.4. Monthly GTF meetings with actions	GTF	In progress	More structure and regularity to meetings, albeit not every month

17. Coherence

To meet the UN-SWAP performance indicators, ITU would need to participate regularly in systematically in inter-agency coordination mechanisms on gender equality and the empowerment of women.

Outputs	Owner/Involved	Status	Notes
17.1. Inter-agency meeting reports back to GTF/Sharepoint	GBS/GTF	In progress	Attended annual UN-SWAP meeting; docs to be shared when available

Planet 50-50 by 2030
Step It Up for Gender Equality

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

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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.
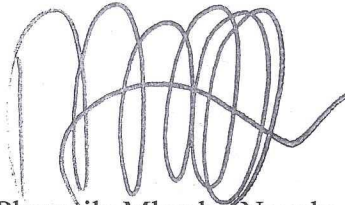
Third, we would like to take the opportunity to strongly encourage ITU to aim for the attainment of parity at all levels of the organization, and *particularly at the decision-making levels of P-5 and above, where the representation of women remains particularly low, at 23 per cent, 6 per cent and 11 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

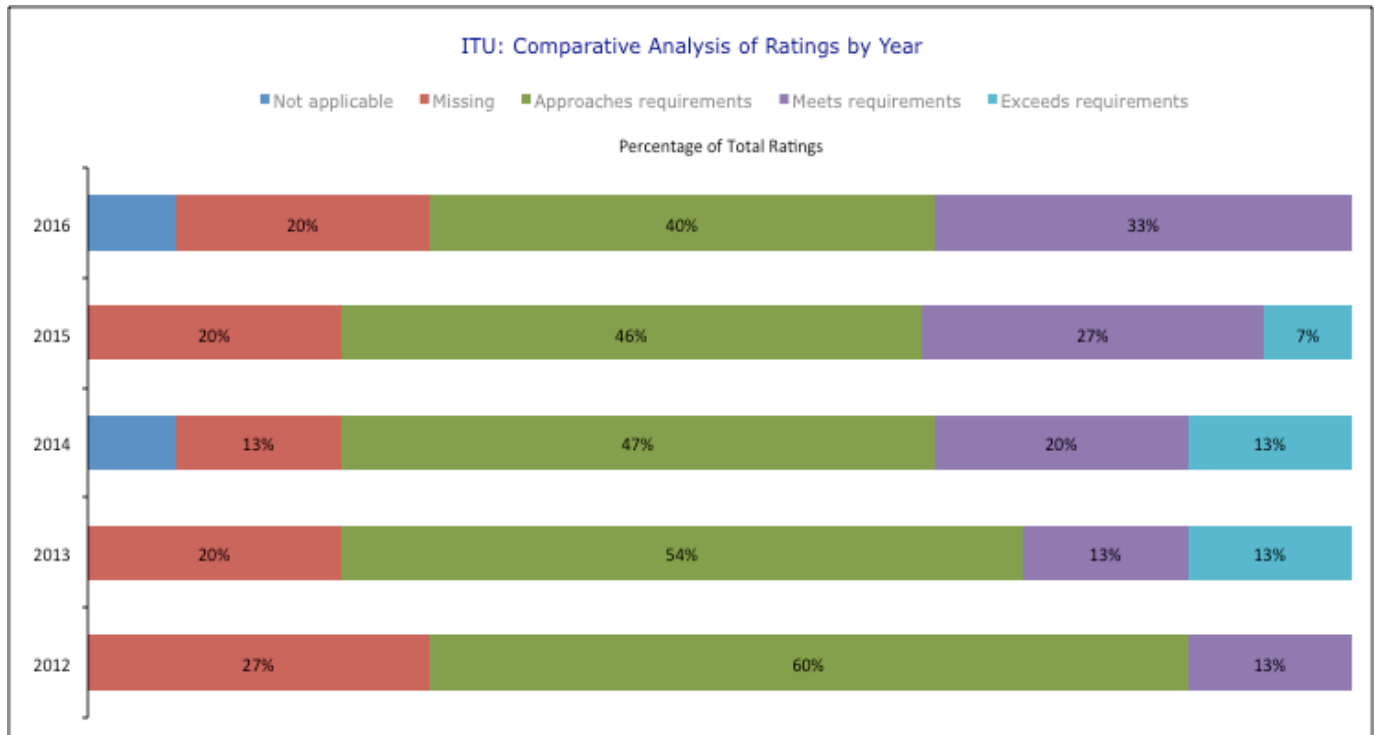*Breakdown of ITU's ratings for all Performance Indicators*

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

  - *PI 1: Policy/plan, downgraded its rating from "meets" to "approaches" requirements*
  - *PI 5: Evaluation, shifted its rating downwards* from "approaches" requirements to "not applicable".
  - *PI 8: Resource tracking upgraded its rating* from "approaches" to "meets" requirements;
  - *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:

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

- In particular:
  - **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.

  - **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

	Not Applicable	Missing	Approaches	Meets	Exceeds
ITU		20%	40%	33%	0%
Technical focus		24%	36%	28%	8%
Overall UN System		6%	23%	45%	19%
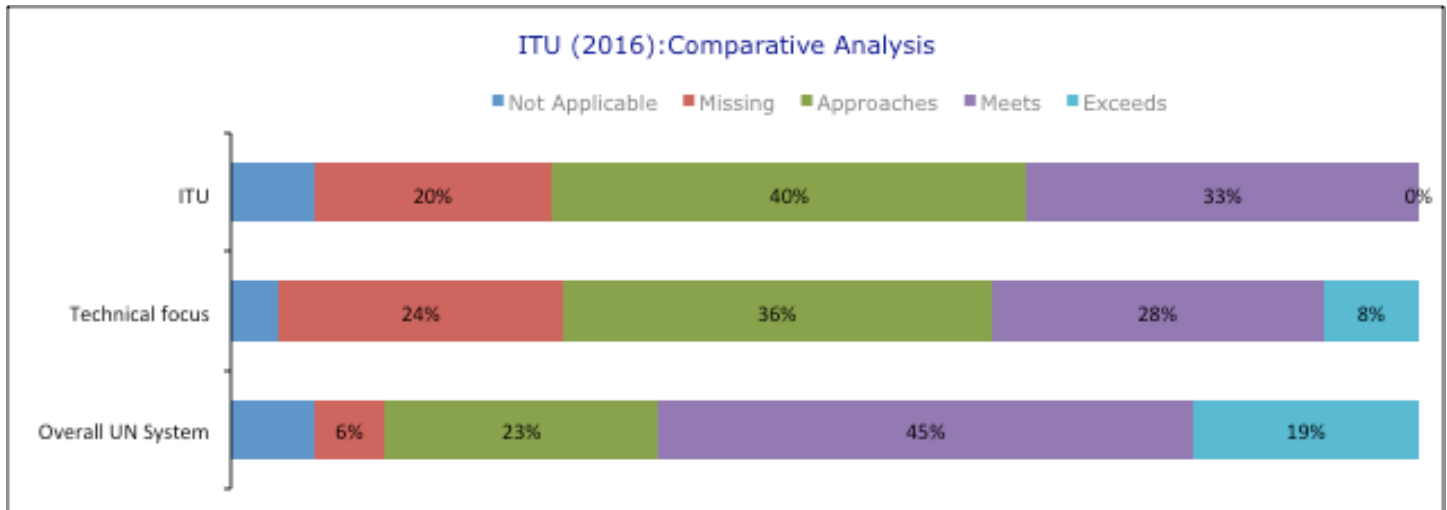
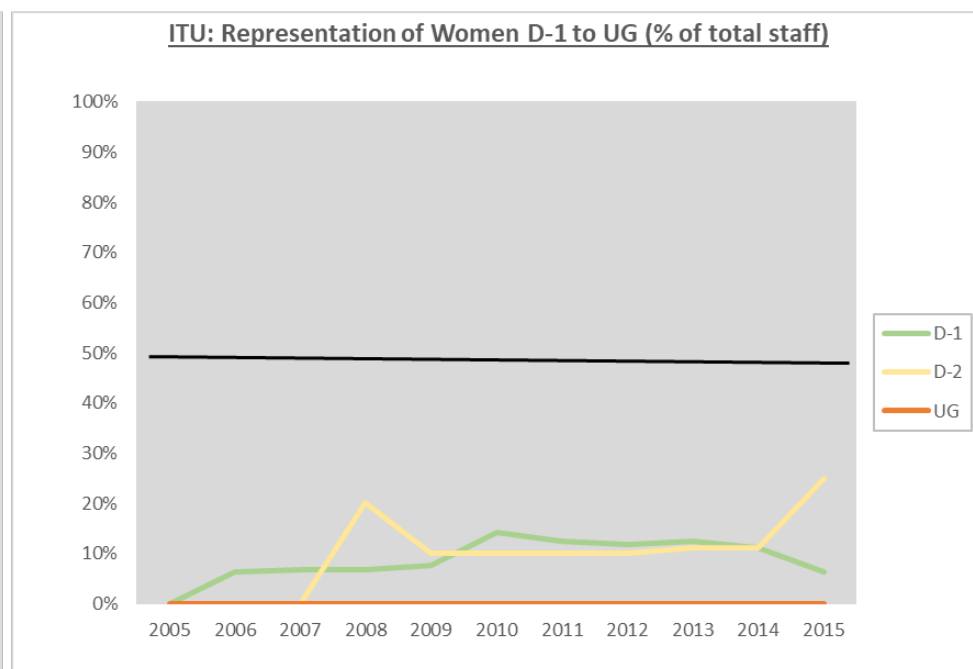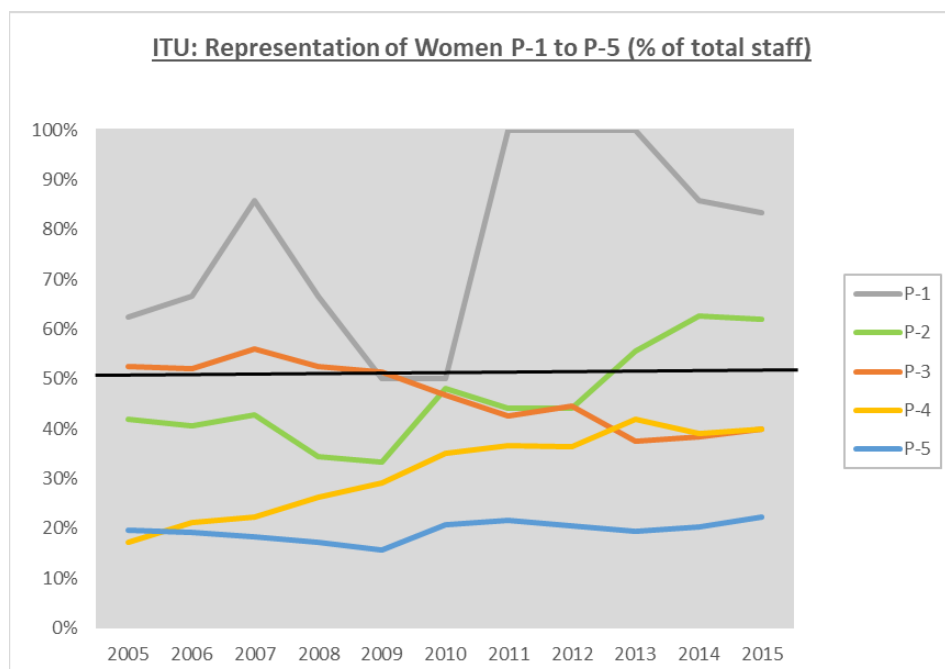*Performance in the area of gender parity*
(The analysis reflects on the most recent available CEB data from 31 December 2015)

- 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.

Attainting 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.

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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%

Source: CEB HR Report (2005-2014), UN Entities (2015). Prepared by the Focal Point for Women, UN System Coordination Division.

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.

Source: CEB HR Report (2005), UN entities (2015). Prepared by the Focal Point for Women, UN System Coordination Division. (Note: Allow for 0.1 discrepancies due to rounding) Website: http://www.unwomen.org/en/how-we-work/un-system-coordination/women-in-the-united-nations/current-status-of-women