

Document C19/INF/2-E
13 February 2019
Original: English

Note by the Secretary-General

UN-SWAP 2017 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 report to UN Women annually through an online reporting system. UN Women review 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 2017 report.

Action required

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

References

[Document C19/6, C19/39](#)

30 October 2018

Dear Mr. Zhao,

I write to thank you and the relevant staff of the International Telecommunication Union (ITU) for your 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, 2017 constituted the final year of reporting under the first phase of implementation of the Action Plan. Since its introduction in 2012, the UN-SWAP has facilitated substantial and sustained improvement in the United Nations' performance on mainstreaming gender equality. During this time, the UN System witnessed a 34-percentage point increase in meeting the requirements of the Action Plan. Significant gains notwithstanding, persistent system-wide areas of weakness remain, particularly related to gender architecture and parity, resource allocation, and capacity assessment.

An overview of accomplishments and challenges related to UN-SWAP implementation is found in the attached report of the Secretary-General on Mainstreaming a gender perspective into all policies and programmes in the United Nations system (E/2018/53). In addition, three documents accompany this letter to provide you with an overview of 1) system-wide reporting results between 2012 and 2017; 2) reporting results specific to ITU, including a comparison with other Secretariat entities and with the United Nations system as a whole; and 3) detailed information on ITU's progress towards gender parity.

With specific reference to the 2017 UN-SWAP reporting results of ITU, UN Women commends ITU for the following achievements:

- **Completing a gender audit.** UN Women encourages ITU to use the baseline findings from this audit to inform an updated gender policy.
- **Securing resources to guide gender mainstreaming efforts within ITU.** Allocation of human and financial resources for the incorporation of gender dimensions in all areas of work is crucial for enhanced and sustainable progress in this area.

Mr. Houlin Zhao
Secretary-General
International Telecommunication Union
Geneva, Switzerland

- **Strengthening reporting mechanisms for gender equality and the empowerment of women**, including through reporting to ITU's governing body on progress towards gender-related mandates.
- **Tracking financial resources allocated to gender equality and the empowerment of women**. Noteworthy activities include the OECD-DAC Gender Equality Policy Marker now included in the ITU Enterprise Resource Planning (ERP) system.

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

- **Update and strengthen its Gender Equality Policy.** 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" requirements for double the number of indicators than those without. We encourage ITU to align the Policy with the UN-SWAP 2.0 framework to enhance system-wide coherence and drive progress against all indicators.
- **Improve gender-responsive performance management.** On this note, UN Women understands that the assessment of gender equality and the empowerment of women is being integrated into core values and competencies for all staff through a new ITU Competency Framework. We look forward to receiving an update on this in the next round of UN-SWAP reporting.
- **Strengthen organizational culture.** To better identify opportunities and potential road blocks for an enabling environment for both male and female staff, UN Women suggests that ITU undertake an organizational staff survey.

Importantly, *UN Women takes this opportunity to recognize the continued dedication and leadership of ITU staff; particularly, Beatrice Pluchon Doreen Bogdan and Tracy Tuplin.* Their steady and consistent collaboration and contribution to the UN-SWAP and to gender equality and women's empowerment has been there for all to see over the five years of the UN-SWAP. Both UN-Women and the peers in the global UN-SWAP Focal Point network are very appreciative of their efforts and deem them very valued members of the network. We congratulate this team for its commitment to improving gender mainstreaming, as demonstrated by its positive UN-SWAP performance over the past five years and we look forward to their continued partnership as we move into the next generation of accountability for gender equality and the empowerment of women: SWAP 2.0.

With the first phase of implementation complete, UN Women now turns its attention to supporting the UN system in its efforts to build on its successes and address continuous gaps that prevent it from fully achieving its gender-related mandates. To this effect, after an extensive, system-wide consultation, involving discussions with over 50 UN entities and two rounds of piloting by eight entities between May and September 2017, and 10 entities between January and

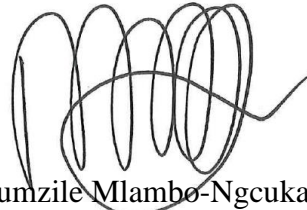
March 2018, UN Women has finalized and widely circulated an updated UN-SWAP 2.0 framework.

UN-SWAP 2.0 further refines existing indicators and anchors the framework within the 2030 Agenda. It introduces three new indicators focused on results and one on Leadership, and expands the accountability framework to encompass system-wide reporting on results linked to gender-related targets of the Sustainable Development Goals, including Sustainable Development Goal 5. First reporting on UN-SWAP 2.0 will take place in January 2019.

Finally, please be aware that the equivalent of the UN-SWAP for the UN country team level, i.e. the UNCT-SWAP Gender Scorecard, is currently being rolled out as well. It constitutes a self-assessment framework comprised of 15 performance indicators and its roll out is expected to align with the UNCT UNDAF cycles.

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. Aparna may be reached at Aparna.Mehrotra@unwomen.org.

Yours sincerely

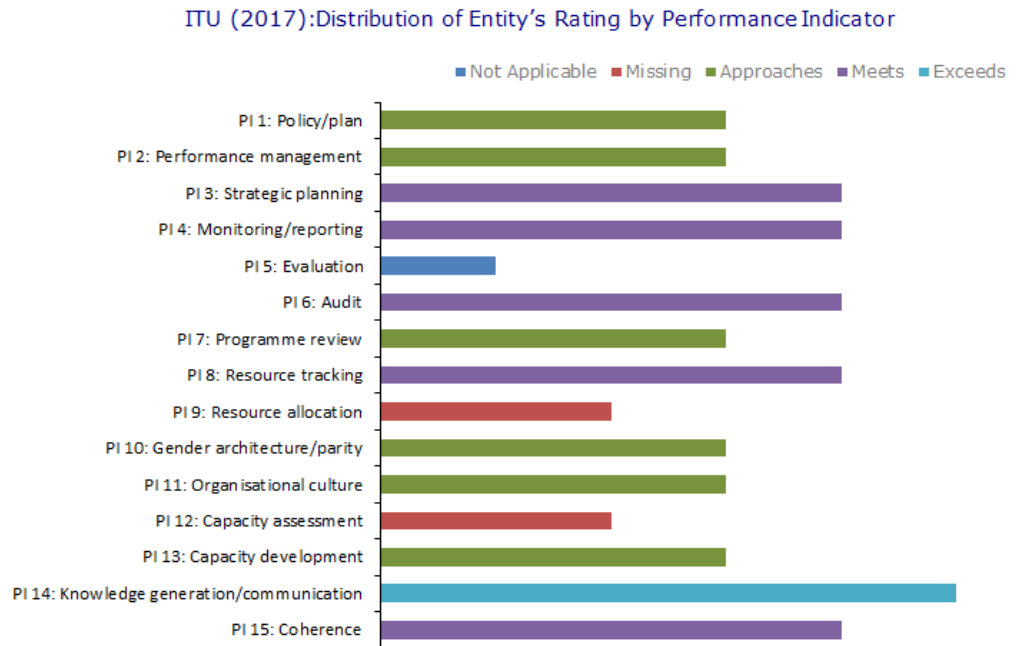
A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

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

Noteworthy Developments

- Between 2016 and 2017, ITU demonstrated progress across 7 performance indicator areas.
- Six indicators 'met' or 'exceeded' requirements in 2017**, an increase from 5 indicators in 2016.
- Additionally, one performance indicator **improved from "meeting" to "exceeding"** requirements.
- ITU impressively meets the requirements for the Audit indicator, a historically challenging area. UN Women encourages ITU to follow up on recommendations made.

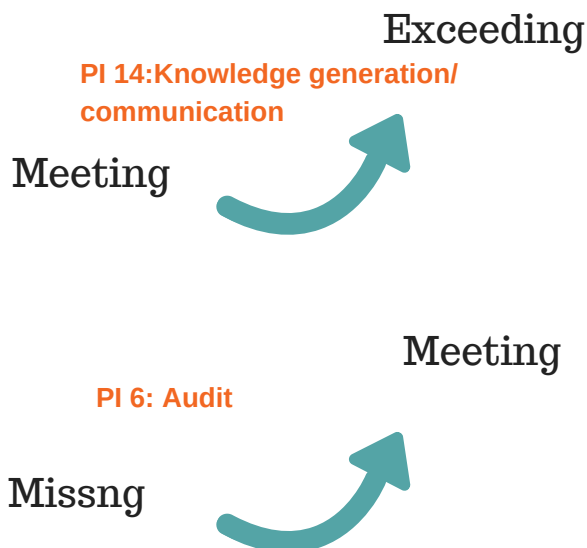
Ratings by Performance Indicator (2017)



Gains in Performance

2016

2017



Areas for improvement:

UN Women encourages ITU to provide increased attention to indicators currently rated as **"missing"** or **"approaches"** requirements:



Approaches:

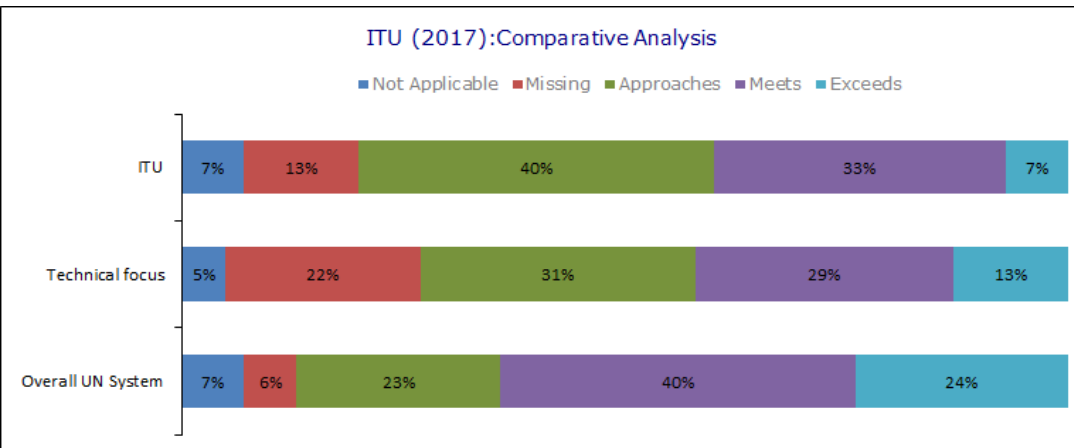
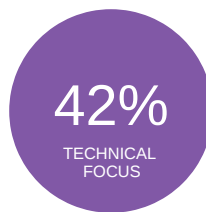
PI 1: Policy/ Plan
 PI 2: Performance Management
 PI 7: Programme Review
 PI 10: Gender Architecture and Parity
 PI 11: Organizational Culture
 PI 13: Capacity Development

Missing:

PI 9: Resource Allocation
 PI 13: Capacity Assessment

Comparative analysis (by entity and year)

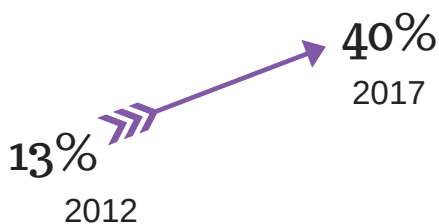
Aggregate performance in 'meets/exceeds' ratings (2017)



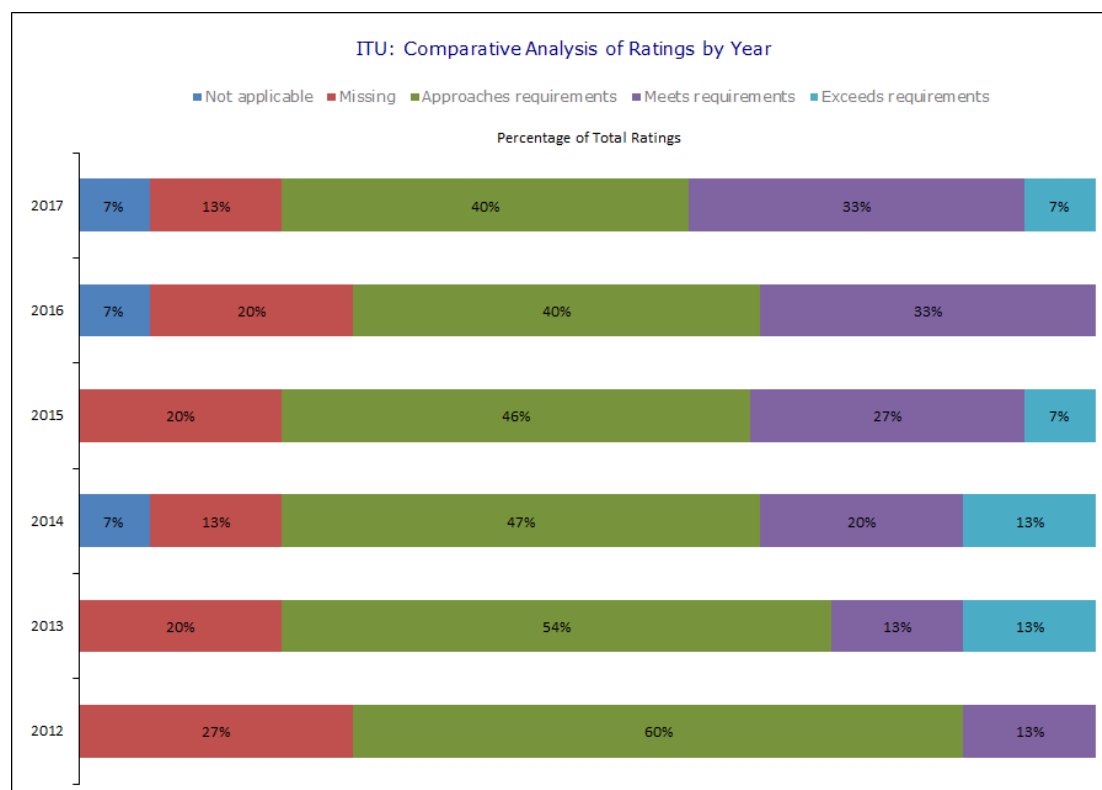
While ITU performs comparably to the aggregate performance of entities with a technical focus, the organization trails the the overall performance of the UN system by 24 percentage points.

Positively, ITU reports fewer instances of 'missing' requirements than reported by like entities.

Ratings for all Performance Indicators: 2012 to 2017



ITU demonstrated impressive progress over the five year period. In 2012, only 13 per cent of all indicators 'met' requirements whereas 40 per cent 'met' or 'exceeded' requirements in 2017 - a considerable increase of 27 percentage points.

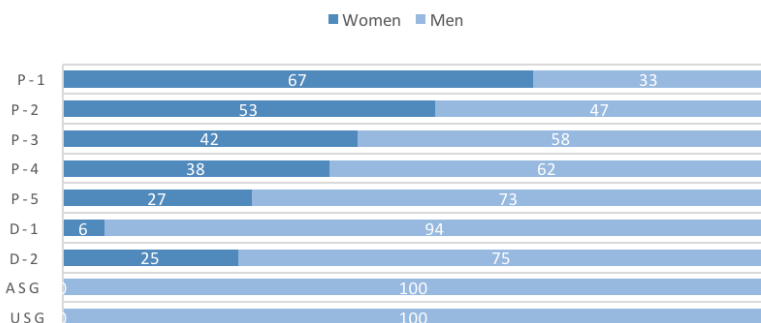


Focus on Gender Parity at ITU

Attaining and sustaining progress 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.

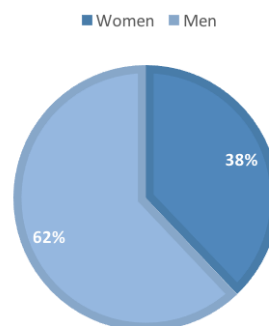
% WOMEN AND MEN, BY LEVEL

AS OF 31 DECEMBER 2016



INTERNATIONAL STAFF, OVERALL BALANCE

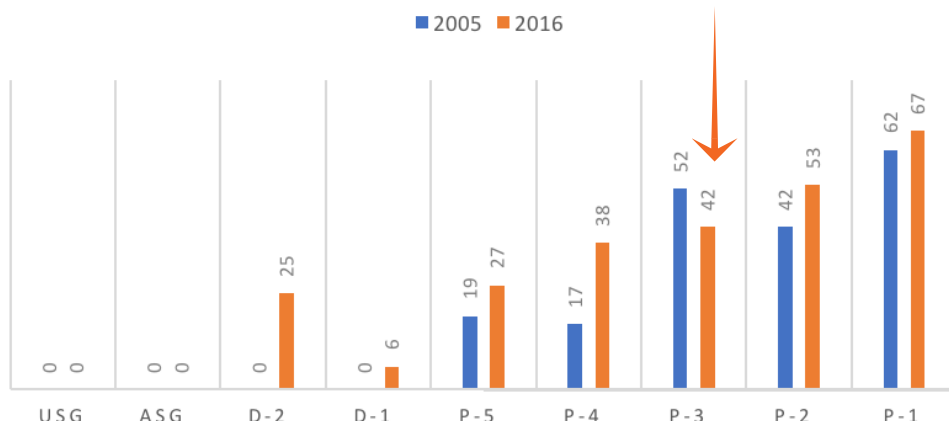
AS OF 31 DECEMBER 2016



Overview

- Between 2005 and 2016 gains were made in the representation of women at the professional and above levels in ITU at P-1, P-2, P-4, P-5, D-1 and D-2 levels.
- Progress has not been sufficient, however. In 2016, the equal representation of women, had only been reached at the P-2 and P-1 level. Disconcertingly, in 2016, the P-3 level was 10 percentage points lower than it was 2005
- Representation of women at senior management level remains low. There was no female representation at the USG or ASG level and of 21 Director level posts only 2 posts were held by women.

COMPARISON BETWEEN 2005 AND 2016, % WOMEN BY LEVEL



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 balances accountability with incentives, recognizes different starting points and challenges, and provides positive tools to empower and encourage staff and managers alike.
- It provides recommended 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 unique implementation plans for the Strategy.

*The analysis is based on data provided by ITU as of 31 December 2016 and CEB data from 31 December 2015