



Document C20/INF/2-E
3 March 2020
English only

Note by the Secretary-General

UN-SWAP REPORT CARD - 2018

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 last year (JIU/REP/2019/2) reporting the framework as an important catalyst for system-wide progress towards gender mainstreaming; a truly unique system-wide achievement. 2018 is the first year of UN-SWAP 2.0, an expanded and enhanced framework with 4 new indicators and 4 strengthened indicators.

This document is ITU's 2018 Report Card.

Action required

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

References

C20/6 <https://www.itu.int/md/S20-CL-C-0006/en>

3 September 2019

Dear Mr. Zhao,

I write to thank you for your leadership and the gender advocates of the International Telecommunication Union (ITU) for their 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, 2018 constituted the initial year of reporting of UN-SWAP 2.0 (2018-2022) which revised several indicators, making them more rigorous, and added four new ones including a stand-alone one on leadership and three indicators on normative and development results in the context of the Sustainable Development Goals (SDGs). As such, all entities and especially those with a programme/technical assistance component to their work, are encouraged to strengthen their gender equality-related programme results, both by enhanced resource allocation and by ensuring that their UN-SWAP team includes a focal point specifically for the coordination and reporting of the gender equality-related SDG results of the entity's work.

An overview of accomplishments and challenges related to the first year of UN-SWAP 2.0 implementation is found in the attached report of the Secretary-General on Gender Mainstreaming in the UN System ([E/2019/54](#)). In addition, three infographics, which will also be available on the UN Women website, accompany this letter. They provide you a summary of (1) system-wide reporting results; (2) reporting results specific to ITU, including a comparison with other entities with a technical focus and with the United Nations system as a whole; and (3) information on ITU's progress towards gender parity.

We are also pleased to share the [recent JIU review of the UN-SWAP](#). Overall, the review acknowledges **the UN-SWAP as a useful framework for tracking system-wide progress as well as a benchmark and catalyst for advancement towards gender mainstreaming in most participating entities**. More importantly, **the UN-SWAP is seen as a system-wide achievement**. A harmonized implementation of the review recommendations is expected to be discussed at the upcoming Annual Conference of UN-SWAP Focal Points to be hosted by UN Women in New York, on 10-12 September 2019.

Mr. Houlin Zhao
Secretary-General
International Telecommunication Union
Geneva

With specific reference to ITU's UN-SWAP 2.0 reported results for 2018, UN Women commends ITU for the following achievements:

- **Strengthening staff capacity to incorporate gender dimensions into their work.** We are pleased to know that “I Know Gender” online training has been made mandatory for all staff, and that ITU staff participate in women's leadership training as well as unconscious bias and diversity trainings.
- **Conducting gender responsive audits.** We note that the Internal Audit Unit consults with the ITU gender focal point in planning and carrying out gender related assignments and incorporates gender risk planning at the level of each individual audit. We also commend the IAU for presenting gender equality findings to ITU's Governing Council.

Importantly, UN Women takes this opportunity to recognize the dedication and hard work of *Tracy Tuplin and Mairéad Maguire* throughout the 2018 UN-SWAP reporting process. We congratulate and deeply thank ITU gender advocates including *Doreen Bogdan-Martin and Béatrice Pluchon* for their commitment to improve gender mainstreaming and create an inclusive work environment within ITU as well as influence the entire UN system through their innovative initiatives. We particularly thank *Tracy* for her inter-agency solidarity and leadership as demonstrated through her active participation in the Geneva-based UN-SWAP network.

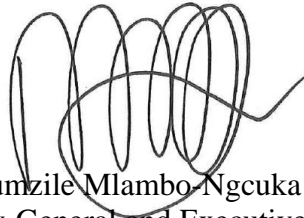
To build on the momentum of ITU's achievements, and to ensure increased performance in areas of weakness, UN Women encourages ITU to:

- **Focus efforts on areas where ITU is currently “missing” requirements;**
 - Establish a financial benchmark (Performance Indicator 10) for implementation of the gender equality and women's empowerment mandate.
 - Increase efforts to improve the equal representation of women for all categories from P3 and above (Performance Indicator 12).
 - Assess capacity of staff to promote gender equality (Performance Indicator 14). A capacity assessment will help to identify current constraints and opportunities for the improvement of gender equality and the empowerment of women in ITU. The results can be used to establish a capacity development plan to implement initiatives needed to address weaknesses.
- **Further strengthen inter-agency linkages and share lessons learnt** by taking part in a UN-SWAP peer review with another reporting entity, for instance another entity with a technical focus.

Finally, we invite you to respond to this letter with plans for further implementing the UN-SWAP 2.0, particularly addressing the areas of concern we highlight above. As in prior years, Ms. Aparna Mehrotra, Director, Division for UN System Coordination, and her team, who lead the UN-SWAP at UN Women, remain available to strengthen and support this common endeavour for gender equality and the empowerment of women. Aparna may be reached at Aparna.Mehrotra@unwomen.org.

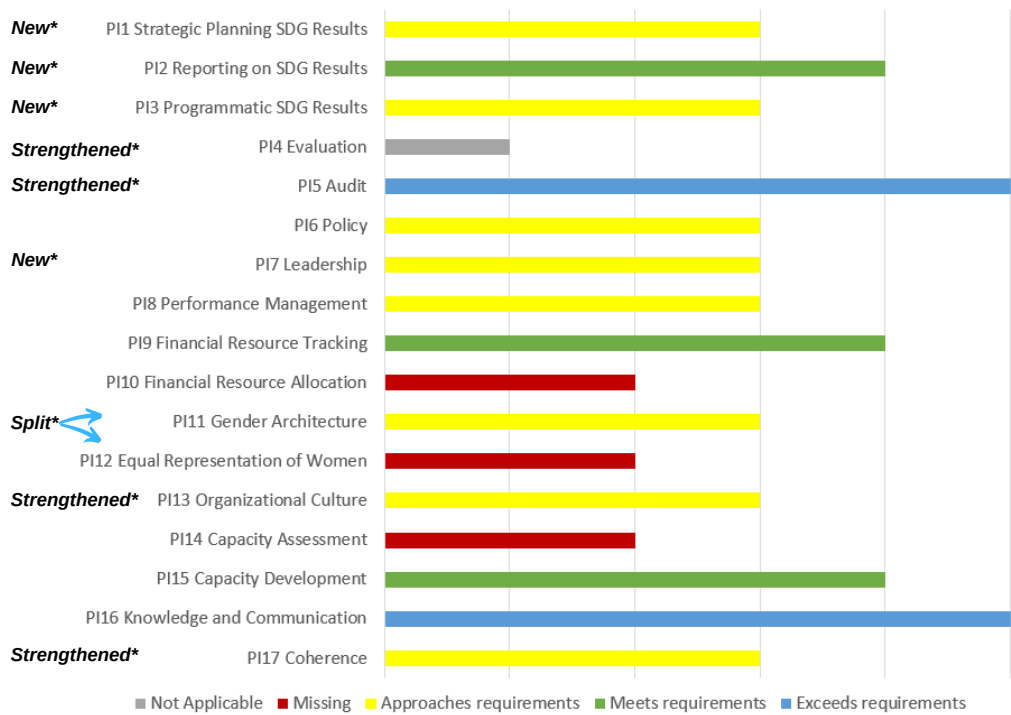
We very much look forward to our continued partnership as we work to ensure the full implementation of UN-SWAP 2.0.

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

2018 UN-SWAP Performance by Indicator: ITU



2018 constitutes the first year of reporting against UN-SWAP 2.0, an expanded and enhanced framework with 4 new indicators and 4 strengthened indicators.

As such, the 2018 performance establishes a new benchmark for the years to follow.

In 2018, ITU "met" or "exceeded" requirements for 5 out of 17 UN-SWAP 2.0 indicators.

Most significant gains

Impressively, in 2018, ITU "exceeded" requirements for the newly strengthened **PI5 on Audit**.

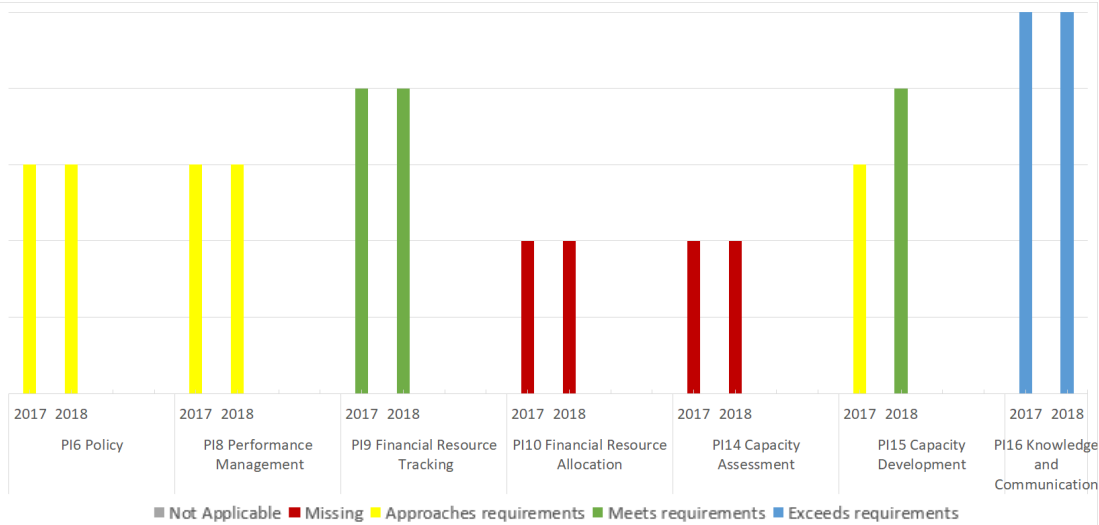
Areas for improvement



UN Women encourages ITU to focus on the areas that rated as "missing" requirements:

- **PI10 on Financial Resource Allocation**
- The newly independent **PI12 on Equal Representation of Women**
- **PI14 on Capacity Assessment**

Comparative Performance 2017-2018, indicators carried over from UN-SWAP 1.0: ITU



Between 2017 and 2018, ITU increased its performance for 1 of the 7 indicators that were carried over from UN-SWAP 1.0: **PI15 on Capacity Development**, from "approaches" to "meets" requirements.

2018 Comparative Performance by Entity Type: ITU

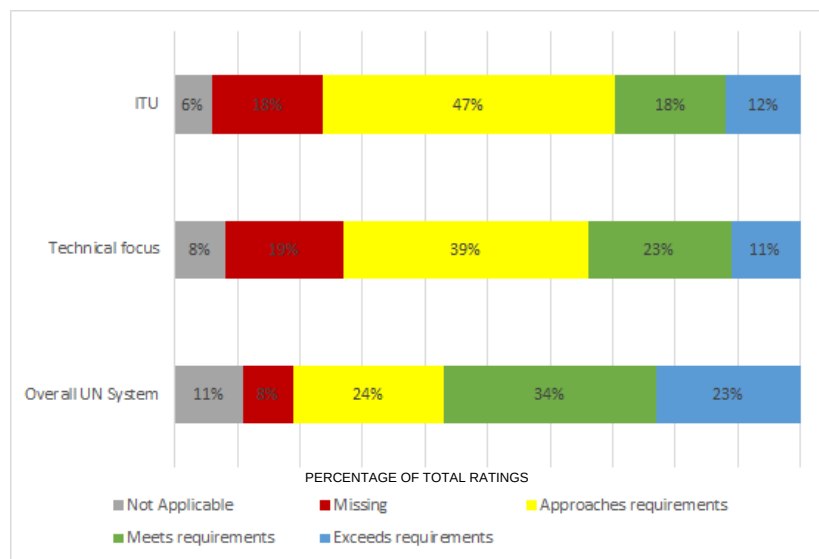
Aggregate performance in 'meets/exceeds' requirements ratings

57%
UN System

34%
Technical
Focus

30%
ITU

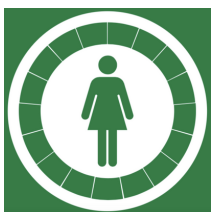
- ITU "met" or "exceeded" requirements for 30% of UN-SWAP 2.0 indicators (5 out of 17 indicators). ITU's performance **trails** that of entities with a technical focus and the overall UN system by 4 and 27 percentage points, respectively.



Highlights from new UN-SWAP 2.0 Indicators

Strategic Planning Gender-related SDG Results (PI1)

This new indicator captures high-level results on gender equality and the empowerment of women, as reflected in the main strategic planning documents, which contribute to meeting SDG targets.



ITU "approached" the requirements for this indicator. To "meet" requirements, ITU's main strategic planning document must include a high-level result on gender equality, and demonstrate that this result has been achieved.

Leadership (PI7)

This new indicator focuses on ways in which senior managers can directly promote gender equality and the empowerment of women.

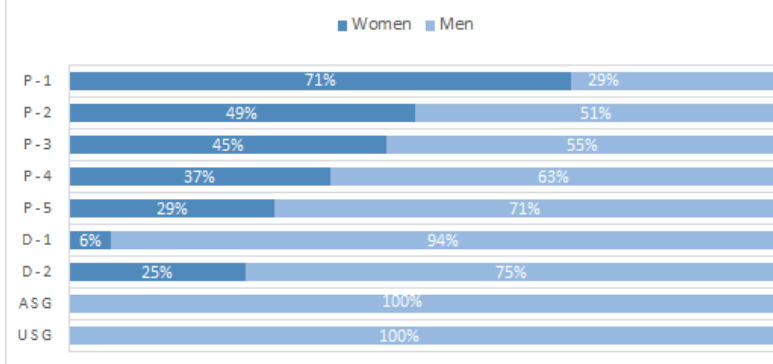


ITU "approached" the requirements for this indicator. To "meet" requirements, senior managers must internally and publicly champion gender equality and the empowerment of women.

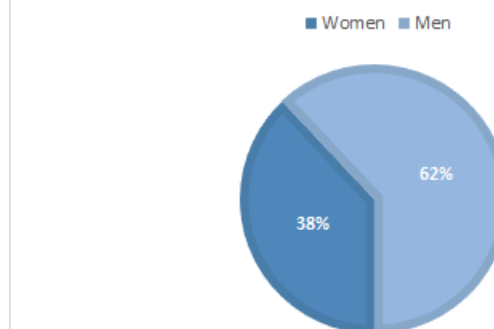
Gender Parity 31 December 2008 - 31 December 2018

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.

% WOMEN AND MEN, BY LEVEL
REPORTED IN 2018



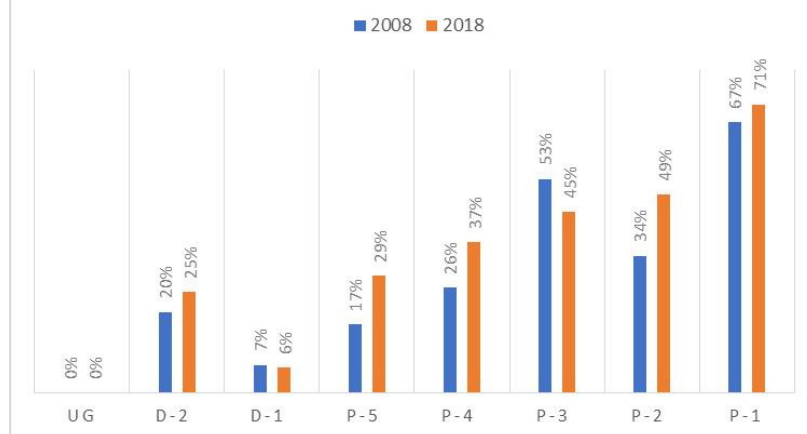
INTERNATIONAL STAFF, OVERALL BALANCE
REPORTED IN 2018



Trends: 2008-2018

- Distinct gains have been made in the representation of women across a majority of levels at ITU between 2008-2018.
- Notable increase is seen at the P-4 and P-5 levels, which have increased by 11 and 12 percentage points respectively.
- Gains are also seen at the P-2 level. Female staff now represent 49% of staff in 2018, increasing 15 percentage points from 2008 reporting.

COMPARISON BETWEEN 2008 AND 2018, % 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 recognizes different starting points and challenges, and provides positive tools to empower and encourage staff and managers alike.
- It recommends 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 customized implementation plans for the Strategy.
- The [Enabling Environment Guidelines](#) offer a set of recommendations that entities can use to create a more diverse and inclusive work force.

*The analysis is based on data provided by ITU as of 31 December 2018 and CEB data from 31 December 2008. 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.