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| **Agenda item: PL 2** | **Document C24/6-E** |
| **3 May 2024** |
| **Original: English** |
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| Report by the Secretary-General | |
| Report on ITU’s programme on gender equality including updates on Council-23 decisions | |
| **Purpose**  In addition to the annual reports requested by Resolution 70 (Rev. Bucharest, 2022) of the Plenipotentiary Conference, Council 2023 concluded with additional directives (see Council [Decision 631](https://www.itu.int/md/S23-CL-C-0125/en), and document [C23/76](https://www.itu.int/md/S23-CL-C-0076/en)) to create a functional unit on gender, a new gender action plan and coordination mechanism for Network of Women initiatives across the sectors. This document provides a status report on both targeted initiatives to address the gender digital divide as well as institutional gender mainstreaming. The GEM Plan is included in [annex](#Annex).  **Action required by the Council**  The ITU Council is invited to **note** the report and to **provide any guidance** on the way forward as may be appropriate.  **Relevant link(s) with the Strategic Plan**  Bridging the digital gender gap; gender mainstreaming and equal representation as enablers.  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **References**  [*Resolution 70*](https://www.itu.int/en/council/Documents/basic-texts-2023/RES-070-E.pdf) *(Rev. Bucharest, 2022) of the Plenipotentiary Conference; Council 2023 Decision 631 (*[*C23/125*](https://www.itu.int/md/S23-CL-C-0125/en)*); Council 2023 document* [*C23/76*](https://www.itu.int/md/S23-CL-C-0076/en)*;* [*ITU’s UN-SWAP 2022 Report Card*](https://www.itu.int/en/action/gender-equality/data/Documents/2022-ITU-SWAP-2-reporting-results-en_.pdf)*.* | |

**1 Introduction**

ITU is to extend benefits of new technologies to all the world’s inhabitants.[[1]](#footnote-2) ITU’s [Resolution 70](https://www.itu.int/en/action/gender-equality/Documents/S22-PP-Res70-E.pdf) specifically focuses on gender equality with a clear and formal commitment to integrating a gender perspective into the organization’s work and activities. In November 2023 ITU-R adopted [gender-equality focused Resolution 72](https://www.itu.int/dms_pub/itu-r/opb/res/R-RES-R.72-2023-PDF-E.pdf), reinforcing sector-specific gender commitments of those already established in each of [ITU-D](https://www.itu.int/dms_pub/itu-d/md/18/wtdc21/c/D18-WTDC21-C-0103!R1!PDF-E.pdf#page=243) and [ITU-T](https://www.itu.int/dms_pub/itu-t/opb/res/T-RES-T.55-2022-PDF-E.pdf).

Covering the one-year period from [C23/6](https://www.itu.int/md/S23-CL-C-0006/en) through April 2024, this document reports on ITU’s progress in advancing gender equality as instructed by Resolution 70 (Rev. Bucharest, 2022) of the Plenipotentiary Conference and Council-23. Reporting follows a dual approach addressing:

* **targeted interventions** to address specific gaps in gender equality, and
* **institutional gender mainstreaming** across the organization.

**2 Targeted initiatives to address the gender digital divide**

**2.1** **Gender digital divide data and the ITU gender dashboard**: The gender digital divide refers to the gap in access, skills, and use of digital technologies among men and women. [Facts and Figures 2023](https://www.itu.int/itu-d/reports/statistics/facts-figures-2023/) reports women and girls still account for a disproportionate share of the global offline population, outnumbering male non-users by 17 per cent. In terms of phone ownership, women are 8 per cent less likely to own a mobile phone than men, and outnumbering men non-owners by 35%. The significance of this problem cannot be understated as it perpetuates inequalities and hinders women’s and girls’ opportunities for education, employment, and participation in the digital economy. Bridging this gap is essential for promoting gender equality, fostering economic empowerment, and ensuring inclusive development in the digital age. ITU collects and disseminates information on individuals accessing and using ICTs, disaggregated by sex, which is accessible from the [ITU Gender Dashboard](http://www.itu.int/genderdashboard). Information on women’s participation in ITU events, women in ITU staffing, as well as UN-SWAP annual reports are also accessible from the dashboard.

**2.2** **Girls in ICT Day 2024**: The [global ITU celebration](https://www.itu.int/women-and-girls/girls-in-ict/international-girls-in-ict-day-2024/) for the 2024 edition was held in the Philippines on 25 April, hosted by the Department of Information and Communications Technology (DICT). The interactive programme included an opening ceremony, a high-level segment and an intergenerational dialogue. ITU headquarters in Geneva held a “High Level intergenerational Dialogue: Women leadership in Tech” session. [International Girls in ICT Day](https://www.itu.int/women-and-girls/girls-in-ict/) is an ITU flagship event aimed at empowering girls and young women to pursue careers in the ICT sector. Since its launch in 2011, it has become a global movement encompassing some 175 countries and is a [United Nations international day](https://www.un.org/en/observances/list-days-weeks) celebrated annually on the fourth Thursday of April.

**2.3 EQUALS in Tech**: ITU co-founded the [EQUALS](http://www.equalsintech.org) initiative in 2016 to promote women’s access to ICTs, digital skills, and leadership. EQUALS in Tech is a dedicated group of partners that works with a variety of stakeholders worldwide to promote gender balance in the technology sector. The annual [EQUALS in Tech Awards](https://www.equalsintech.org/awards) recognize individuals and organizations working towards equal internet access, digital skills, and opportunities for girls and women in tech.

**2.4 Her CyberTracks**:Designed to address the gender gap in cybersecurity by connecting talented women with mentors and leaders in the industry, ITU’s [Women in Cyber Mentorship Programme](https://www.itu.int/en/ITU-D/Cybersecurity/Pages/Women-in-Cyber/Women-in-Cyber-Mentorship-Programme.aspx) 2023 was delivered online from July through November 2023. The programme offers a comprehensive approach through inspirational webinars, technical and soft-skills training courses, and mentorship.

**2.5** **Tech as a driver of women’s economic opportunity**:ITU partnered with the Enhanced Integrated Framework (EIF) and the United Nations Office for Project Services (UNOPS) to improve the digital ecosystem for women in the least developed countries of Burundi, Ethiopia and Haiti. Completed in December, the [project](https://www.itu.int/en/ITU-D/Digital-Inclusion/Pages/EIF-Regional-Project-.aspx) evaluated the gender responsiveness of policies, strategies and regulations related to the digital economy and focuses on capacity building for female entrepreneurs. The project benefited 2570 individuals (81.4% women and 53% youth) in Burundi, Ethiopia, and Haiti. The project built women’s digital skills in the agriculture and textiles and apparel sectors. ITU and partners have built the capacity of policymakers to develop and reformulate gender-responsive policies and regulations related to the digital economy through advocacy, tailored training, and guidance of 400 public officers.

**2.6** **Gender mainstreaming in policy – supporting ITU membership**: In 2023, ITU launched a “Handbook to Mainstream Gender in the Digital Policies”, as a tool filled with insights and guidance for policymakers on concrete actions to take to advocate for gender equality. The handbook offers an actionable checklist on how to set up policy actions that are gender equal. [Online sessions](https://www.itu.int/women-and-girls/women-in-ict/mainstreaming-gender-in-digital-policies-workshop-asia-and-the-pacific-and-cis/) to familiarize with the content were organized towards the end of 2023. Trainings around the content of the handbook and its use will be developed in 2024.

**2.7 World Summit on the Information Society (WSIS)**: ITU makes a concerted effort to integrate gender equality perspectives in [WSIS](http://www.wsis.org/) strategies. WSIS Forum features a special track on ICTs and gender mainstreaming. There is the WSIS Stocktaking Repository of Women in Technology and a WSIS Gender Trendsetters initiative to promote the repository.

**2.8** **Network of Women (NoW)**: ITU works to increase the participation of women in ITU events and supports Network of Women (NoW) initiatives in each of the three sectors: [ITU-R](https://www.itu.int/now4wrc23/), [ITU-D](https://www.itu.int/en/ITU-D/Conferences/WTDC/WTDC21/NoW/Pages/default.aspx), and [ITU-T](https://www.itu.int/en/ITU-T/NoW/Pages/default.aspx). Women made up 22 per cent of all WRC-23 delegates, an increase from 18% at WRC-19 in 2019. Women also held more leadership roles in the WRC-23 compared to past conferences. These achievements reflect the work of the Network of Women for WRC-23. The Network of Women for WTSA-24 ([NOW4WTSA24](https://www.itu.int/wtsa/2024/now/about/)) launched in January 2024 with a call to action to Member States to reach 35% female participation at the Assembly, and nominate more women in key ITU-T leadership positions for the next ITU-T Study Period. ITU-D is ramping up preparations for NOW4WTDC25. The Network continues to develop and implement an exciting plan of activities in important and strategic events.

In December 2023, ITU-D signed an agreement with the Communication, Space & Technology Commission of the Kingdom of Saudi Arabia to support the critical work of the NoW in the ITU-D through trainings and mentorship opportunities.

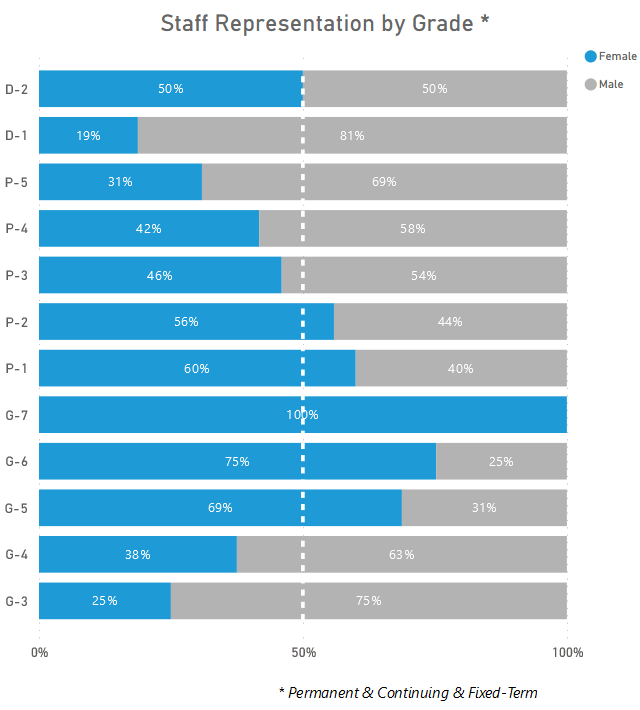
In May, the Secretary-General is set to host a **Network of Women Ministers** and Leaders as part of WSIS+20 High Level Event, as per Resolution 70.

Further to Council document [C23/76](https://www.itu.int/md/S23-CL-C-0076/en) last year, the secretariat has established an internal group to enhance coordination and maximize synergies across the networks and sectors.

**2.9 International Gender Champions**: The ITU Secretary-General is a global board member of the [International Gender Champions](https://genderchampions.com/champions/doreen-bogdan-martin) (IGC), a network of top-level decision-makers who lead by example with concrete actions for genuine change both in programming and in organizational culture. In addition to [core pledges](https://genderchampions.com/commitment?CommitmentSearch%5bchampion_ids%5d%5b%5d=230&CommitmentSearch%5bcategory_id%5d=&CommitmentSearch%5bchapter_id%5d=#search-form) for panel parity and against gender based violence, the Secretary-General’s 2024 commitments include an internal staff feedback mechanism as well as gender-responsive procurement. Further, the Secretary-General co-leads a new gender and AI impact group.

**3** **Institutional gender mainstreaming**

**3.1** **Gender equality and mainstreaming (GEM) Plan**: Collaboratively developed across the organization, the secretariat maintains a detailed **GEM Plan** to coordinate and deliver on ITU’s gender equality mandate. The plan aligns to the UN-SWAP accountability framework and draws on UN best practices; it is a ***living document*** and continually updated. For example, ITU’s internal audit is completing an audit and recommendations will be added to the plan. To address Council 2023 Decision 631, the GEM Plan is included in [annex](#Annex). To streamline monitoring and coordination, the secretariat is moving coordination to an online planning software which is expected improve tracking and accountability of GEM work.

**3.2 Equal representation of women staff**: ITU [tracks](https://app.powerbi.com/view?r=eyJrIjoiOWJmNjg1MTktOWM4NC00ZmRmLWFiZTYtYWY3NGNkOGI0MmY4IiwidCI6IjIzZTQ2NGQ3LTA0ZTYtNGI4Ny05MTNjLTI0YmQ4OTIxOWZkMyIsImMiOjl9&pageName=ReportSectiond997698b760ca05d92dc) and reports representation of women to the United Nations system-wide Gender Parity Strategy and UN-SWAP. Women in ITU remain under-represented in leadership positions and over-represented in General Services and junior professional levels (P1 & P2). Women occupied 30% of the senior leadership posts (P5, D1, D2) in 2023 compared to slightly higher 31% in 2022. HRMD is committed to continued efforts to attract women talent to reflect the global constituency that ITU serves.

Representation of women in ITU events from 2018-2024.
**3.2 Equal representation of women delegates**: Participation of women in ITU events and activities is also tracked and reported on the [gender dashboard](http://www.itu.int/genderdashboard). Progress is slow and somewhat stalled in recent years. Overall numbers of women are just over one third, averaging out the lower representation in more technical ITU-R and ITU-T sectors while ITU-D and General Secretarial events have higher representation of women.

**3.3 Organizational culture**: An enabling environment is important for staff wellbeing and crucial to attract top talent, particularly women in IT and engineering. Staff input and feedback are essential for strengthening organizational culture. ITU participated in a UN-Wide Health Survey late 2023. A new exit survey launched in January will provide insight into reasons staff are leaving the organization, and a broader staff survey is also planned for later this year. The results of which are expected to feed into broader strategic plan for transformation of organizational culture that fully supports gender equality. Gender mainstreaming continues in all ITU policies and practices reviews. For example, the new UN-aligned parental-leave policy (Service order 23/13) allows for a more even distribution of responsibilities between both parents. The secretariat is currently looking to ensure ITU procurement adheres to gender mainstreaming best practices.

**3.4 Organizational capacity assessment and development**: ITU conducted its first gender capacity assessment in January which will feed into a new staff capacity development plan. Broader capacity building efforts include three new self-paced online trainings, for staff and a broader global audience. [Gender analysis for digital inclusion](https://academy.itu.int/training-courses/full-catalogue/gender-analysis-and-digital-inclusion-how-achieve-gender-equality-digital-sector) launched in March for International Women’s Day. There is also a [Green and digital entrepreneurship for women](https://academy.itu.int/training-courses/full-catalogue/green-and-digital-entrepreneurship-women) course, as well as companion training for the [Handbook on mainstreaming gender in digital policies](https://www.itu.int/hub/publication/d-hdb-gender-2023-01/), designed to support the inclusion of gender equality in policy-making. Trainings are accessible from ITU Academy.

**3.5** **Gender architecture and allocation of financial resources**: As instructed in Council Decision 631, ITU has established a **functional unit to address gender equality within the Executive Office of the Secretary-General**. In our 2023 UN-SWAP submission, we reported less than 1% of total ITU revenue being allocated to gender equality. Additional resources would be required to fully deliver on ITU’s gender equality mandate. As per UN best practice, ITU would like to set a benchmark for funds to address and deliver on ITU’s gender equality mandate, to be monitored as part of UN-SWAP reporting.

**3.6 Reporting and UN-SWAP**: The United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women ([UN-SWAP](https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability)) is the accountability framework applicable to all United Nations entities to measure, monitor and advance towards a common set of gender equality standards. Despite ITU’s policy vision as “a model organization for gender equality” and Resolution 70’s instruction for full UN-SWAP compliance, ITU’s gender equality performance is lacking. ITU’s UN-SWAP report card on 2022 performance reflects 47% compliance which is significantly lower than the overall UN system average of 74%.[[2]](#footnote-3) In 2024, ITU expects to report additional progress and “meet” requirements for audit, capacity assessment, and organizational culture.

**3.7 Raising the bar and UN-SWAP 3.0**: In March, the United Nations Secretary-General António Guterres introduced a [new UN System-Wide Gender Equality Acceleration Plan](https://news.un.org/en/story/2024/03/1147407) aimed at enhancing the empowerment of women and girls globally. The initiative emphasizes investing in women and girls to promote progress and create a better world and pledges to focus on women and girls in all aspects of UN work. In essence, much is expected to be reflected in raised standards of an updated UN-SWAP 3.0.

**4** **Moving forward**

Closing the gender digital divide and delivering on ITU’s mandate for gender equality amidst the increasingly pervasive digital landscape requires a more concerted effort from across ITU and its membership. The secretariat highlights the need for a better resourced “One ITU” approach.

Member States may wish to contribute voluntarily, offering financial and personnel resources to reinforce ITU’s work towards gender equality for a more equal and inclusive digital future for all.

***Annex: 1***

Annex

INTERNATIONAL TELECOMMUNICATION UNION

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**ITU’s Gender Equality and Mainstreaming (GEM)**   
**Implementation Plan 2024-2025**

Updated April 2024

ITU’s mandate on ***gender equality and mainstreaming (GEM)*** is set out in numerous governing body Resolutions[[3]](#footnote-4)1 and other governance directives. This document is a hybrid strategy and implementation plan for delivering on GEM directives, which in parallel translates the principles in ITU’s Gender Equality and Mainstreaming (GEM) Policy[[4]](#footnote-5)2 (endorsed by Council 2022) as actionable tasks and processes. As ITU must comply[[5]](#footnote-6)3 with [UN-SWAP](https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability/key-tools-and-resources) (the ***accountability framework*** for mainstreaming gender equality and the empowerment of women in the United Nations system), this plan aligns to 17 performance indicators in the UN-SWAP framework. Concerted and ongoing effort is required to ***advance*** as well as ***maintain*** ITU’s compliance, otherwise, ITU risks backsliding on achievements and overall compliance.

This plan has been co-created with the Gender Task Force (GTF) and UN-SWAP business owners from across the organization; it endeavors to capture the range of ITU’s gender-related work. Successful implementation of GEM requires the full support, commitment, and participation of all staff. This plan is a ***living document*** to be monitored, progressively improved, and regularly updated.

ITU’s past UN-SWAP performance is included at the end of the document, along with a visual representation of the *Gender Results Effectiveness Scale* (GRES) to help distinguish between type of results and guide ITU’s efforts to become a transformative organization in terms of gender equality.

***I.***  ***Gender-related SDG results***

1. **Strategic planning on gender-related SDG results** **2023 Status:** approaches requirements

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI01-Strategic-planning-SDG-results-en.pdf), ITU needs at least one high-level entity result statement on gender equality and the empowerment of women in the main strategic planning document that would contribute to meeting targets under the UN Sustainable Development Goals (SDGs) for 2030, with specific reference to SDG5 (gender equality targets). Adequate evidence is required that the high-level result has been achieved or is on track to being achieved. Further, ITU needs to demonstrate while tracking achievement of results their contributions to SDG 5 targets. In order to exceed this requirement, ITU needs to include one high-level transformative result on gender equality and empowerment of women within the main strategic planning document.

Outputs Owner Timeline

* 1. High-level result on Gender and SDG5 in [Strategic Plan 2024-27](https://www.itu.int/en/council/Documents/basic-texts-2023/RES-071-E.pdf) (pg 367-368) GS/SPM done
  2. Provide evidence that gender-related targets on track (ie [Facts and Figures](https://www.itu.int/en/ITU-D/Statistics/Pages/facts/default.aspx); [HRMD](https://app.powerbi.com/view?r=https://app.powerbi.com/view?r=eyJrIjoiOWJmNjg1MTktOWM4NC00ZmRmLWFiZTYtYWY3NGNkOGI0MmY4IiwidCI6IjIzZTQ2NGQ3LTA0ZTYtNGI4Ny05MTNjLTI0YmQ4OTIxOWZkMyIsImMiOjl9&pageName=ReportSectiond997698b760ca05d92dc)) GS/SPM annual
  3. Review SDG5-related indicators and propose improvements for Strategic Plan 2028-32 GS/SPM by 2026

1. **Reporting on gender-related SDG results** **2023 Status:** meets requirements

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI02-Reporting-on-SDG-results-en.pdf), ITU needs to report to its governing body on the high-level result in the main strategic planning document and include reporting on the main SDG-linked gender equality and empowerment of women results. Results must be presented as part of reporting on the main strategic plan and all reports on performance since publication of the last central strategic planning document should be used. Reporting includes specific contributions to SDG 5 targets. In addition, to meet requirements the systematic use of sex-disaggregated data in strategic plan reporting is needed.

Outputs Owner Timeline

* 1. Report to the Council on gender equality and mainstreaming (GEM) progress GS/SPM 2Q2024
  2. Systematic use of sex-disaggregated data in strategic plan reporting BDT/IDA annual
  3. Report progress on women in [staffing](https://app.powerbi.com/view?r=eyJrIjoiOWJmNjg1MTktOWM4NC00ZmRmLWFiZTYtYWY3NGNkOGI0MmY4IiwidCI6IjIzZTQ2NGQ3LTA0ZTYtNGI4Ny05MTNjLTI0YmQ4OTIxOWZkMyIsImMiOjl9), [events](https://app.powerbi.com/view?r=eyJrIjoiOWM3MWE2YjYtYzdmYS00MDU5LTk4YjYtYWFiOTA0YjU2ZDYyIiwidCI6IjIzZTQ2NGQ3LTA0ZTYtNGI4Ny05MTNjLTI0YmQ4OTIxOWZkMyIsImMiOjl9) delegates ([ITU Gender Dashboard](http://www.itu.int/genderdashboard)) GS/IS/SPM automated
  4. Report on [UN-SWAP 2022](https://www.itu.int/en/action/gender-equality/data/Documents/2022-ITU-SWAP-2-reporting-results-en_.pdf) on progress and compliance with performance indicators GS/SPM 2Qannual
  5. Report on gender-balance in fellowships to attend ITU meetings ([Res.213](https://www.itu.int/dms_pub/itu-s/opb/conf/S-CONF-ACTF-2018-R1-PDF-E.pdf#page=492), [S0 21/02](https://www.itu.int/en/fellowships/Documents/2021/SO_21-02_E.pdf)) BDT

1. **Programmatic gender-related SDG results (not in the Strategic Plan)**  **2023 Status:** N/A

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI03-Programmatic-SDG-results-en.pdf), ITU needs to demonstrate through the use of internal reporting systems that results on gender equality and the empowerment of women are consistently included in programmatic initiative planning documents. Further, the results need to be met or on track to be met and provide evidence for this in UN-SWAP reporting*.* While Performance Indicator 1 refers to corporate level gender equality and the empowerment of women results, this Performance Indicator refers to results of individual programmatic initiatives that are not fully and directly captured in the main strategic planning document. It is not an alternative to reporting on Performance Indicator 1; entities need to report on both Performance Indicator 1 and this Performance Indicator as appropriate. These results may be at the global, regional, country and/or community level.

Outputs Owner Timeline

* 1. [Report to TDAG](https://www.itu.int/md/D18-TDAG29-C-0002/en): [GICT](https://www.itu.int/women-and-girls/girls-in-ict/), [EQUALS](https://www.equals.org/), [NOW in ITU-D](https://www.itu.int/en/ITU-D/Conferences/WTDC/WTDC21/NoW/Pages/default.aspx), Her Cyber Track/[Women in Cyber](https://www.itu.int/en/ITU-D/Cybersecurity/Pages/Women-in-Cyber/Women-in-Cyber-Mentorship-Programme.aspx) BDT 3-4Qannual
  2. Report to RAG: [NOW4WRC23](https://www.itu.int/now4wrc23/), [RAG Corr. Group on Gender](https://www.itu.int/en/ITU-R/conferences/rag/cg-gender/Pages/default.aspx) BR ongoing
  3. Report to TSAG: [ITU-T NOW](https://www.itu.int/en/ITU-T/NoW/Pages/default.aspx); [NOW4WTSA24](https://www.itu.int/wtsa/2024/now/) TSB 3Q2024
  4. GEM considerations included in project cycle documents ([Res.55](https://www.itu.int/dms_pub/itu-d/md/18/wtdc21/c/D18-WTDC21-C-0103!R1!PDF-E.pdf#page=243); [C23/D631](https://www.itu.int/md/meetingdoc.asp?lang=en&parent=S23-CL-C-0125)) BDT/PRJ 2024
  5. Establish a mechanism to coordinate NOW activities and operations of the three sectors GS/SPM 2024
  6. Promote programmes and advocate for online safety; against abuse & harassment ([Res55](https://www.itu.int/dms_pub/itu-d/md/18/wtdc21/c/D18-WTDC21-C-0103!R1!PDF-E.pdf#page=243)) BDT
  7. Consider gender perspectives in study group questions, as appropriate BDT/TSB/BR

***II. Oversight***

1. **Evaluation 2023 Status:** N/A

This indicator is only relevant where there is an Evaluation department. To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI04-Evaluation-en.pdf), ITU needs to meet the UN Evaluation Group (UNEG) gender equality-related norms and standards in all evaluations and apply the UNEG Guidance on Integrating Human Rights and Gender Equality in evaluation during all phases of the evaluation. It also calls on all reporting UN system entities to conduct at least one evaluation to assess corporate performance on gender mainstreaming every 5-8 years. For an evaluation to “meet requirements”, at least one of the criteria provided by the UNEG ([UN-SWAP EPI](https://www.uneval.org/document/detail/1452)) needs to be assessed at “fully integrated”.

Outputs Owner Timeline

* 1. Incorporate gender and diversity in project management & project evaluation guidelines OU/BDT TBD
  2. Integrate UNEG gender-related norms and standards in ITU evaluations OU/BDT TBD
  3. Evaluate relevant projects to assess gender implications (Res55)[[6]](#footnote-7)4 OU/BDT TBD

1. **Gender-responsive auditing | PRIORITY INDICATOR |** **2023 Status:** meets requirements

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI05-Audit-en.pdf), ITU’s Oversight Unit needs to have tools for auditing gender equality and the empowerment of women related issues (e.g. policy compliance, quality of reporting etc.) and apply them as appropriate in all relevant audit phases. As the last targeted audit was in 2017 a new targeted audit is required to meet requirements.

Outputs Owner Timeline

* 1. Review gender-related risks in annual audit work planning; apply in all relevant phases OU annual
  2. Targeted audit on gender equality (every 5 years; last was in 2017) OU 2Q2024
  3. Gender considerations reflected in OU’s Report to Council OU annual

***III. Institutional strengthening to support achievement of results***

1. **Policy** **2023 status:** approaches requirements

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI06-Policy-en.pdf), ITU needs to have implemented an up to date (developed, reauthorized or revised, in the last five years) gender equality and women’s employment policy/plan addressing both gender mainstreaming and equal representation of women. The content needs to align to UN-SWAP requirements and include accountability at all levels, including senior managers. In order to meet the requirements, it is required to have an implementation strategy including (i) implementation plan; (ii) time frame for implementation; (iii) resources needed for implementation; and (iv) accountability of different levels of staff, including senior managers, for the promotion of gender equality and the empowerment of women, which is inclusive of gender mainstreaming, gender targeted interventions and equal representation of women in staffing clearly set out. Accountability measures need to include assessment in performance appraisal and/or senior manager compacts that specify their accountabilities. Further, monitoring and evaluation of the policy and action plan need to be clear, complete with timelines, and mechanisms to ensure that monitoring and evaluation takes place, and the results are fed back into programming. In addition, policies should now include a section on the main GEEW results, tied to the SDGs, which can be an elaboration of the main strategic planning document. To meet the requirements on the equal representation of women, ITU is required to implement policies that support women’s representation at all levels of the organization and a comprehensive strategy for achieving gender balance.

Outputs Owner Timeline

* 1. Update Gender Equality and Mainstreaming (GEM) plan for approval SPM/ITUwide/EOs 2Q2024
  2. Draft [gender parity](https://www.itu.int/md/S18-CL-C-0063/en) plan with defined targets HRMD 2024
  3. Update [gender](http://www.itu.int/genderdashboard)/[council](https://www.itu.int/en/council/dashboard) dashboards to monitor equal representation of staff SPM/HRMD automatic
  4. Draft accountability framework to monitor 6.2 SPM/HRMD 2025

1. **Leadership** **2023 status:** meets requirements

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI07-Leadership-en.pdf), ITU’s senior managers (D1 and above, with particular focus on Secretary-General (SG)and Deputy Secretary-General (DSG)) need to internally and publicly champion the promotion of gender equality and the empowerment of women. Internal championing includes articulating a vision of the ways in which the entity will support the promotion of gender equality and the empowerment of women as a central UN norm and ensure that organizational goals reflect this vision and actively challenging gender bias within the entity to promote attitudinal change and act as a role model (including via IGC). In addition, senior managers shall ensure accountability mechanisms are enforced so that the entity reaches equal representation of women in staffing within an appropriate time frame, in particular at the P4 level or above. In addition, advocacy of GEEW needs to be shown in at least 2 of the 5 following: (1) Articulate in a public speech or equivalent, other than a speech on International Women’s Day, a clear vision of how the entity gender equality and empowerment of women mandate will be achieved. (2) Advocate with other UN entities concerning the importance of promoting gender equality and the empowerment of women. (3) Promote equal representation of women in delegations to Governing Bodies, assemblies and/or intergovernmental fora. (4) Promote mentoring programmes on gender equality and the empowerment of women in particular for the senior management team or equivalent. (5) Ensure that substantive attention to gender equality and the empowerment of women is included in all relevant engagements of senior managers. ITU needs to show that funds are prioritized for achieving the entity’s gender equality and the empowerment of women mandate through advocating for additional funds and human resources, and/or reallocating internal funds, consistent with decision-making authority.

Outputs Owner Timeline

* 1. SG’s [2024 Commitments](https://genderchampions.com/champions/doreen-bogdan-martin) as an International Gender Champion SGO 1Qannual
  2. Internal and public gender commitments from ITU’s senior leadership EOs annual
  3. Gender consideration in SG/DSG/Directors’ speeches and addresses CCD annual
  4. Launch Network of Women Digital Ministers led by SG SGO 2Q2024
  5. Ensure alignment of shared activities among NoW SPM/Sectors annual

1. **Gender-responsive performance Management** **2023 status:** meets requirements

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI08-Performance-management-en.pdf), an assessment of gender equality and the empowerment of women is required to be integrated into core values and competencies, and demonstrated for all staff, with a particular focus on levels P4 and above. In relation to equal representation of women and men, the basic requirement is that respect for diversity is built into the corporate competencies and ethical standards of all job descriptions and vacancy announcements. The equal representation of women and men at all levels of the ITU needs to be a core value. In addition to this, ITU is required to identify means of rewarding performance for staff as a way to promote gender equality and the empowerment of women.

Outputs Owner Timeline

* 1. Ensure all vacancy announcements are gender neutral HRMD implemented
  2. Interview panels systematically assess candidates’ gender-sensitivity HRMD 2025
  3. ePMDS to include gender-related management objectives HRMD 2025

1. **Financial resource tracking** **2023 status:** meets requirements

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI09-Financial-resource-tracking-en.pdf), ITU needs to have a financial tracking system (e.g. a gender marker) in place to quantify funds allocated for the promotion of gender equality and the empowerment of women. This requires not just tracking funds that are explicitly focused on promoting gender equality, but also funds allocated for gender mainstreaming.

Outputs Owner Timeline

* 1. (Automate?) report on gender marker results and resource allocation for gender FRMD ?Q2024
  2. Develop and implement mechanism to monitor/assess accurate coding FRMD 2024
  3. Review the gender marker(s) and potential for improvement FRMD 2024

1. **Financial resource allocation | PRIORITY INDICATOR |** **2023 status:** missing

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI10-Financial-resource-allocation-en.pdf), ITU needs to have set and achieved a financial percent target for meeting its gender equality and empowerment of women mandate in all budgets, including regular, core, and extra-budgetary resources. This process is iterative, and entities should aim not just to consistently meet a set target but also to periodically reassess whether sufficient resources are being allocated to GEEW and if necessary adjust the target upwards.

Outputs Owner Timelines

* 1. Set a financial target for gender equality expressed as percentage of total revenue FRMD ?Q2024
  2. Annual reporting on financials to meet ITU’s gender equality mandate FRMD ?Q2024
  3. Periodical review of financial resources allocated to GEM

1. **Gender architecture** **2023 SWAP status:** approaches requirements

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI11-Gender-architecture-en.pdf), ITU needs gender focal points at HQ and regionally, with written TORs, and at least 20 per cent of their time allocated to gender focal point functions. A fully resourced gender unit/department is required, meaning it has adequate human and financial resources to support ITU in meeting its gender equality and empowerment of women mandate.

Outputs Owner Timelines

* 1. Establish a resourced function unit to address gender in SGO SG/FRMD
  2. Update GTF focal points; provide briefings to new members SPM as needed
  3. Review ToRs and functioning of GTF for potential improvements, effectiveness GTF/SPM 2024

1. **Equal representation of women | PRIORITY INDICATOR |** **2023 SWAP status:** missing

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/2022-12/UN-SWAP-2-TN-PI12-Equal-representation-of-women-en.pdf), ITU needs to achieve the milestones and targets set in a gender parity plan and must submit up-to-date staffing statistics for all levels to substantiate. To exceed requirements, ITU needs to have equal representation in senior levels of Field Offices as well as advisory bodies, committees etc.

Outputs Owner Timelines

* 1. Draft [gender parity](https://www.itu.int/md/S18-CL-C-0063/en) plan with defined targets HRMD 2024
  2. Revise ITU recruitment procedures to align with Res.70 instructions HRMD implemented
  3. Training for hiring managers to address unconscious bias HRMD 2025
  4. Regular reports for inclusion in [UN system-wide gender parity dashboard](https://app.powerbi.com/view?r=eyJrIjoiOGY5YjU4ZGEtYmE0ZS00ZDQ4LWJhNjgtNzNhMzJhNmFhMjZmIiwidCI6ImIzZTVkYjVlLTI5NDQtNDgzNy05OWY1LTc0ODhhY2U1NDMxOSIsImMiOjh9) HRMD annual
  5. Update [ITU gender dashboard](http://www.itu.int/genderdashboard) on staffing HRMD/SPM automatic
  6. Report on the implementation of the gender parity strategy to CEB HRMD annual
  7. Develop outreach strategy to attract more women candidates HRMD 2025
  8. Encourage women in ITU delegations/events; [track and report](https://app.powerbi.com/view?r=eyJrIjoiOWM3MWE2YjYtYzdmYS00MDU5LTk4YjYtYWFiOTA0YjU2ZDYyIiwidCI6IjIzZTQ2NGQ3LTA0ZTYtNGI4Ny05MTNjLTI0YmQ4OTIxOWZkMyIsImMiOjl9) (incl for Res167) ongoing
  9. Ensure gender balance in ITU statutory committees (res70) EOs/HRMD ongoing

1. **Organizational culture | PRIORITY INDICATOR |** **2023 SWAP status:** approaches requirements

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI13-Organizational-culture-en.pdf), ITU needs to demonstrate that its Organizational culture fully supports promotion of gender equality and the empowerment of women. This has been defined as carrying out the (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 parental, adoption, family and emergency leave, breast-feeding 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, disseminate results of and report on 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; (9) Demonstrate adherence to all system-wide and individual sexual harassment policies. To *Exceed Requirements*, ITU needs to conduct an ILO Participatory Gender Audit.

Outputs Owner Timelines

* 1. Track compliance and mandatory ethics-related trainings ETHICS TBC
  2. Participate in CEB Task Force on sexual harassment DGS/HRMD ongoing
  3. Establish exit survey as an internal monitoring mechanism HRMD implemented
  4. Establish all staff survey HRMD 2024
  5. Review gender responsiveness in procurement documents/processes PROC 2024-25
  6. Preventing sexual exploitation and abuse (PSEA) report & monitoring ETHICS TBC
  7. Conduct participatory gender audit (ILO) TBC
  8. Review/update facilitative policies per [UN Enabling Environment Guidelines](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2019/Gender-parity-Enabling-environment-guidelines-en.pdf)

1. **Capacity assessment**  **2023 SWAP status:** missing

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI14-Capacity-assessment-en.pdf), ITU is required to carry out a capacity assessment of all relevant staff and use the findings to establish a capacity development plan with resources and timelines outlined. A capacity assessment every five years helps determine if the capacity development strategy is working.

Outputs Owner Timelines

* 1. Conduct Gender Equality Capacity Assessment HRMD implemented
  2. Analyze results, report with recommendations for capacity development HRMD 2024
  3. Capacity Development Plan to meet ITU staff needs (updated every 5 years) HRMD 2025

1. **Capacity development | PRIORITY INDICATOR |** **2023 SWAP status:** approaches requirements

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI15-Capacity-development-en.pdf), ITU needs to have ongoing mandatory training for all levels of staff at HQ, regional and area offices. Considered adequate is 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 with a minimum two days of training a year on gender equality and women’s empowerment. ITU should determine which training courses are most relevant for its staff.

Outputs Owner Timelines

* 1. Update mandatory learning Service Order 18/10 HRMD 2024
  2. Tracking/monitoring compliance of mandatory learning HRMD 2024
  3. Update L&D platform playlist for gender and related trainings for staff SPM/HRMD ongoing
  4. Mentoring program to provide guidance and support to female staff
  5. Implement a management leadership training (gender module) HRMD 2025
  6. Training for hiring managers to address unconscious bias HRMD 2025
  7. Gender analysis for digital inclusion training available for self-paced online training SPM 1Q2024
  8. GEM training to BDT staff designing projects to develop gender-sensitiveness (Res55) BDT ongoing
  9. Develop targeted training to address challenges women faced in ICT BDT ongoing
  10. Develop training, toolkits, assessment guidelines for policy development BDT ongoing

1. **Knowledge and communication**  **2023 SWAP status:** meets requirements

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI16-Knowledge-and-communication-en.pdf), ITU needs to: (1) systematically document and publicly share knowledge on gender equality and women’s empowerment substantially related to its mandate and to the representation and status of women in the institution itself; (2) ensure its communication plan is gender-sensitive and includes gender equality and women’s empowerment as an integral component of internal and public information dissemination. To exceed requirement, ITU needs to be actively involved in an inter-agency community of practice on gender equality and the empowerment of women. [*ITU currently communicates on GEEW but without clear inclusion into a structured communications strategy/plan, thus reports as meeting requirements, rather than exceeding requirements*.]

Outputs Owner Timeline

* 1. GTF welcome briefings / induction (ToRs, links, UN-SWAP, general info, etc.) SPM if/as needed
  2. Ensure gender in communications strategy/plan CCD
  3. Update ITU Gender Guidelines CCD
  4. Regularly update GEM info on both [external](http://www.itu.int/gender) and internal (intranet, TEAMS) sites SPM/GTF ongoing
  5. Hold GTF meetings (consider GTF engagement/effectiveness) SPM/GTF ongoing
  6. Align with digital transformation tools/platforms SPM ongoing

1. **Coherence**  **2023 SWAP status:** meets requirements

To meet this [UN-SWAP performance indicator](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/How%20We%20Work/UNSystemCoordination/UN-SWAP/UN-SWAP-2-TN-PI17-Coherence-en.pdf), ITU needs to systematically participate in inter-agency coordination mechanisms as well as in periodical UN-SWAP peer review process. The peer review conducted in 2022 is valid for up to five years. To exceed requirements, ITU needs to support another entity to implement a performance indicator.

Outputs Owner Timeline

* 1. Active in various communities of practice (CoP): [UN-SWAP](https://unswap.unwomen.org), [GEF](https://forum.generationequality.org/), IANWGE, [IGC](https://genderchampions.com) GS/SPM ongoing
  2. Strengthen partnerships, cooperation, ie gender analysis training, EQUALS, GEF SPM/BDT ongoing
  3. Support other UN entities in implementing performance indicators
  4. UN-SWAP peer review every 5 years (last in 2022) SPM by 2027

***ITU’s Historical UN SWAP Compliance:***



***Gender Results Effectiveness Scale (GRES):***

Timeline

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1. [ITU Constitution](https://www.itu.int/en/council/Documents/basic-texts/Constitution-E.pdf), Article 1 d. [↑](#footnote-ref-2)
2. UN-SWAP reporting results from 2013 accessible from [www.itu.int/genderdashboard](http://www.itu.int/genderdashboard). [↑](#footnote-ref-3)
3. 1 PP Resolution 70 (Gender Mainstreaming); ITU-D Resolution 55; ITU-T Resolution 55; ITU-R Resolution 72, ITU Resolution 213, ITU Resolution 48, C23/76 Multi-country proposal for the Empowerment and inclusion of Women in the activities of the Union, ITU Council Decision 631. [↑](#footnote-ref-4)
4. 2 https://www.itu.int/md/S22-CL-C-0006 [↑](#footnote-ref-5)
5. 3 Resolution 70 [↑](#footnote-ref-6)
6. 4 For 2024 ITU will conduct a pilot to incorporate a gender perspective into the evaluation of projects implemented by ITU’s Telecommunication Development Bureau. The lessons learned from this pilot will be incorporated at later stage across ITU’s future evaluation function. [↑](#footnote-ref-7)