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| Report by the Secretary-General |
| ITU’S ACTIVITIES RELATED TO RESOLUTION 70 (REV. Dubai, 2018) and NEW Approach to Gender equality and Mainstreaming Planning |

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| SummaryThis document summarizes ITU’s activities related to the implementation of Resolution 70 (Rev. Dubai, 2018) since Council 2018, and introduces the new approach for Gender Equality and Mainstreaming (GEM) planning.Action requiredThe Council is invited **to note** the report.\_\_\_\_\_\_\_\_\_\_\_\_References*PP* [*Resolution 70 (Rev. Dubai, 2018)*](https://www.itu.int/en/council/Documents/basic-texts/RES-070-E.pdf)*; Council documents* [*C13/INF/11*](http://www.itu.int/md/S13-CL-INF-0011/en)*,* [*C13/39*](http://www.itu.int/md/S13-CL-C-0039/en)*,* [*C14/6*](http://www.itu.int/md/S14-CL-C-0006/en)*,* [*C15/6*](http://www.itu.int/md/S15-CL-C-0006/en), [*C16/6*](http://www.itu.int/md/S16-CL-C-0006/en),[*C17/6*](http://www.itu.int/md/S17-CL-C-0006/en)*,* [*C18/6*](http://www.itu.int/md/S18-CL-C-0006/en)*,* [*C18/INF/3*](https://www.itu.int/md/S18-CL-INF-0003/en)*,* [*C19/INF/2*](https://www.itu.int/md/S19-CL-INF-0002/en)*,* [*C19/24*](http://www.itu.int/md/S19-CL-C-0024/en)*.* |

# 1 Introduction

Resolution 70 (Rev. Dubai, 2018) highlights the importance of mainstreaming a gender perspective in ITU and promoting gender equality and the empowerment of women through telecommunications/information and communication technologies (ICTs). This document provides a summary review of relevant activities and developments since Council 2018. Further information related to gender and ICTs can be found on [ITU’s gender webpage](http://www.itu.int/en/action/gender-equality/Pages/default.aspx).

# 2 Data Gathering and Tracking

ITU regularly collects and disseminates ICT indicators related to individuals accessing and using ICTs. These indicators can be disaggregated by gender, age, education, labour force status, and occupation. ITU monitors and tracks three gender-related indicators that are included in the SDG Indicators Monitoring Framework: (1) “*proportion of individuals who own a mobile telephone, by sex*” (which is one of the gender-related indicators), (2) “*proportion of individuals using the Internet, by sex*”, and (3) “*proportion of individuals with ICT skills, by sex*”.

ITU’s [Gender Dashboard](https://www.itu.int/genderdashboard) provides a visual overview of gender in the ICT arena, in ITU meetings, and within ITU. The last tab presents ITU’s overall staff composition by gender and grade, as well as gender representation in the recruitment and selection processes. Gender representation in statutory committees is also reported. Further gender equality efforts in human resources is available in the [Report to Council on Resolution 48](https://www.itu.int/md/S19-CL-C-0024/en).

# 3 Advancing Agenda 2030 and Bridging the Digital Gender Divide

### 3.1 World Summit on the Information Society (WSIS)

The[WSIS+10 Statement on Implementation of WSIS Outcomes and the WSIS+10 Vision for WSIS Beyond 2015](http://www.itu.int/net/wsis/documents/HLE.html)invite allWSIS Stakeholders to mainstream a gender equality perspective and use ICTs as a tool to that end. As the coordinator of the WSIS Process, the ITU has been working with the UN WSIS Action Line focal points and across ITU, to fully integrate Gender equality perspectives in WSIS related strategies. This is particularly evident in the WSIS Forum, WSIS Stocktaking, WSIS Prizes, UNGIS and Partnership on Measuring ICT for Development, in order to facilitate their implementation to ensure that the Information Society enables women’s empowerment and full participation on the basis of equality in all spheres of society and in all decision-making processes. One successful example of this joint effort is the [WSIS Forum](http://www.wsis.org/forum) where there is an effort to achieve 50:50 participation of women and men.

### 3.2 African Girls Can Code Initiative (AGCCI)

ITU and UN Women, in collaboration with the African Union Commission, have launched the African Girls Can CODE Initiative. The AGCCI is a four-year programme that aims to train and empower girls and young women aged 17 to 20 years old across Africa to become computer programmers, creators and designers. The key objectives are to promote ICTs for girls and digital skills for young women and girls; encourage African countries to mainstream ICT studies to provide girls and young women with more opportunities to learn digital skills; establish a network of women in ICTs who will act as role-models; and create an online community platform for sharing coding experiences.

**3.3 Girls in ICT Day**

The [International Girls in ICT Day](https://www.itu.int/en/ITU-D/Digital-Inclusion/Women-and-Girls/Girls-in-ICT-Portal/Pages/Portal.aspx) takes place every fourth Thursday of April to encourage more girls and young women to take up ICT careers and studies. From its launch in 2011 through 2018, the campaign had reached 357,000 girls in 171 countries. The #GirlsinICT hashtag has reached 93 million Twitter accounts while the ITU Girls in ICT Portal has received over 1 million page views, helping to raise visibility for the importance of attracting more women and girls to ICT studies and careers. In 2018 the day saw more than 2,186 events in 131 with the flagship Girls in ICT Day event being held in Geneva. The next International Girls in ICT Day is 25 April 2019. The day is now a [UN observance](http://www.un.org/en/sections/observances/international-days/index.html).

### 3.4 EQUALS: The Global Partnership to Bridge the Gender Digital Divide

[EQUALS](http://equals.org/), the Global Partnership for Gender Equality in the Digital Age, has the objective to establish a network of organizations working together to ensure that women are given access, are equipped with skills, and develop the leadership potential of girls and women to work in the ICT industry. The partnership has five co-founders: GSMA, ITC, ITU, UNU, and UN Women; 40 partners and 26 Research group members, all working together to address the digital gender divide. The global framework of action focuses on three complementary and cross-cutting areas of action: (1) Access, (2) Skills, and (3) Leadership.

### 3.5 EQUALS in Tech Awards

The fifth annual [EQUALS in Tech Awards](https://www.equals.org/awards) (formerly GEM-TECH Awards) was held on 21 September 2018 in New York. More than 300 nominations were put forward this year from stakeholders across the globe. The Awards celebrated four winners in the categories of Access, Skills, Research and Leadership. The EQUALS in Tech Awards was made possible through partnership with the Swiss Federal Office of Communication (OFCOM), the Internet Society and support from Verizon. For the EQUALS investor work please see [here](https://www.equals.org/single-post/2018/12/23/Money-matters-Tackling-the-gender-gap-in-technology-investment) and for 25 ways to be a more inclusive engineer see [here](https://www.equals.org/single-post/2019/01/08/25-Ways-to-Be-a-More-Inclusive-Engineer).

### 3.6 Broadband Commission - Recommendations to Reduce the Digital Gender Divide

The Broadband Commission Working Group on the Digital Gender Divide, chaired by GSMA and UNESCO, delivered a set of [recommendations](https://www.broadbandcommission.org/workinggroups/Pages/digital-gender-divide.aspx) in March 2017, to help reduce the digital gender gap in Internet and broadband access and to clarify the complementary roles of different actors. During the Annual Meeting of the Broadband Commission for Sustainable Development in New York in September 2018, the group launched its second progress report “[Bridging the gender gap in internet and broadband access and use](https://www.broadbandcommission.org/Documents/publications/DigitalGenderDivideProgressReport2018.pdf)”. It provides an update on progress against the commitments of the Working Group members to take forward the four groups of recommended actions outlined in the outcome of March 2017. From now on, these updates will be the responsibility of the [Equals Global Partnership](https://www.equals.org/).

# 4 Reinforcing Women’s Participation in ITU’s Meetings and Conferences

### 4.1 Gender Equality in Delegations and Conferences

Following ITU’s collaboration on the publication “[Shaping the international agenda: Raising women’s voices in intergovernmental forums](http://www.itu.int/en/action/gender-equality/Documents/raising-womens-voices.pdf)”, ITU has increased efforts towards gender-balanced representation and participation. Circular letters sent to membership encourage gender-balanced representation and invite nominations of women for key roles. The Secretary-General has indicated that all invitation letters signed by himself shall contain a sentence encouraging the participation of women delegates/participants.

### 4.2 Plenipotentiary Conference 2018 in Dubai (PP-18)

The Secretary-General made a personal commitment to promote the representation of women in delegations and in the key roles of chairs and vice-chairs for PP-18. Four of the seven chairs were women and participation of women delegates increased by 3.5 percentage points. While the percentage increase is low, there was a shift with awareness on the participation of women, particularly with the election of Doreen Bogdan-Martin as ITU’s first female elected official. Gender information was included and communicated regularly in registration statistics. Conference webcasts were analysed to determine speaking time of women and men through machine learning, in partnership with University of Southern California’s Signal Analysis and Interpretation Laboratory (USC/SAIL); results were reported on the [gender dashboard](http://www.itu.int/genderdashboard).

### 4.3 ITU Network of Women for WRC (NOW)

During [WRS-16](https://www.itu.int/en/ITU-R/seminars/wrs/2016/Pages/default.aspx), the ITU ‘Network of Women for WRC’ ([NOW)](http://www.itu.int/go/NOW4WRC19) was launched. NOW encourages gender balance in decision-making bodies, panels, statutory committees, and study groups at ITU-R events to build capacity early in the [WRC-19](http://www.itu.int/en/ITU-R/conferences/wrc/2019/Pages/default.aspx) process and encourage greater participation of women delegates, including in roles such as chairs and vice-chairs. Several sessions and mentorship programme cycles were organized during ITU-R study group meetings as well as during WRC-19 regional preparatory meetings. Dates and other details are available on the [NOW website](http://www.itu.int/go/NOW4WRC19). A NOW panel discussion “[*International decision-making in ICT – where are the women?*](https://www.itu.int/net4/wsis/forum/2018/Pages/Agenda/Session/113#intro)*”* was organized at the WSIS Forum in March 2018 to discuss the current situation, debate the role of women in international decision-making processes, and rethink how to shape the ICT world towards more inclusion. The [session](https://www.itu.int/en/ITU-R/study-groups/rsg4/rwp4a/NOW4WRC19/SiteAssets/WSIS2018NOW4WRCMindMapDiscussion.pdf) also covered participation in the [WRC](http://www.itu.int/en/ITU-R/conferences/wrc) and preparatory processes and how women in the radiocommunication sector can take ownership of their community, foster teamwork and build capacity in the [NOW](http://www.itu.int/go/NOW4WRC19) community.

### 4.4 Setting the Standard for Gender Equality

In alignment with ITU-T Resolution 55 (Rev. Hammamet), the Director of TSB, Dr Chaesub Lee, continues to undertake actions to improve gender equality in TSB and ITU-T. In 2018, 60 per cent of promotion into higher grades in TSB were awarded to women in the professional category. With regard to active participation in ITU-T activities, 34 per cent of expert speakers at the AI Summit 2018 were women. Last but not least, TSB has endorsed the “Gender Responsive Standards” initiative by UNECE whose aim is to improve gender balance in standards development and to ensure that the content and impact of standards when implemented are gender responsive.

# 5 Institutional Awareness of Gender Equality and Mainstreaming

### 5.1 International Gender Champions of Geneva

The ITU Secretary-General is a founding member of the Geneva chapter of the [International Gender Champions](https://genderchampions.com/) and has taken the panel-parity pledge to avoid single-sex panels. As he does each year, the Secretary-General has made the following [annual commitments for 2019](https://genderchampions.com/champions/houlin-zhao): (1) to launch a public outreach campaign to raise awareness and promote equal access to ICT infrastructure; and (2) to increase the number of countries collecting and disseminating global/regional/national gender- and age-disaggregated data on access to, and use of, ICTs and digital skills, and to reinforce ITU’s efforts to help countries to have the necessary capacity to collect the required data.

### 5.2 ITU as a Safe and Professional Environment

A zero-tolerance policy on sexual harassment (SH) has been communicated and upheld across ITU. A task force was set up within ITU in early 2018 and a staff-wide survey on SH was launched in April. ITU also participated in the UN-wide SH survey together with 30 UN entities in November. Heeding the call of the United Nations Office at Geneva's campaign to “Say no to sexism", ITU [launched a campaign](http://international-telecommunication-union.instantmagazine.com/itu/say-no-to-sexism/en/) to increase awareness of sexist attitudes and behaviours. ITU’s commitment to a safe and harmonious work environment aligns to the Chief Executive Board (CEB) task force on addressing sexual harassment within the United Nations system. Work is focused on scaling up prevention and response mechanisms to sexual harassment with specific focus on harmonized UN policies, improved reporting and accountability, and enhanced communications and training. ITU has also been involved in the sub-working group on a code of conduct to prevent sexual harassment during or in relation to UN events; the [code](https://www.itu.int/en/delegates-corner/Documents/ITU%20code%20of%20conduct.pdf) is accessible from the [Delegates Corner](https://www.itu.int/en/delegates-corner/Pages/default.aspx).

### 5.3 Network of BR Women Engineers in the Space Sector

In order to develop visibility in the Space Sector, BR female engineers continue to engage key stakeholders and delegates while strengthening internal networks within ITU. In 2018, the network continued its participation in the Girls in ICT Day with speed mentoring, presentations of Space activities outside ITU to liaise with organizations focused on Women in STEM, female entrepreneurs, and meetings with key stakeholders in the Sector. The objective is to encourage and prepare for an equal and active participation at every level in the Space Sector.

### 5.4 UN-SWAP Reporting

The United Nations system-wide action plan for gender equality and mainstreaming (UN-SWAP) is the accountability framework applicable to all UN entities to measure, monitor and advance towards a common set of gender equality standards. ITU reports are reviewed by UN Women and then formally acknowledged by letter with an analytical review of ITU’s progress. ([C19/INF/2](https://www.itu.int/md/S18-CL-INF-0003/en)) Improvements were made across seven indicators and a total of 6 out of 15 indicators met or exceeded requirements, reflecting a 40% compliance. This concluded the first phase of UN-SWAP. Requirements have increased and reporting on UN-SWAP2.0 commenced this year. Greater detail is available in the [presentation to CWG-FHR.](https://www.itu.int/md/S19-CLCWGFHR09-INF-0001/en)

### 5.5 Gender Equality and Mainstreaming Planning across ITU

ITU is working to ensure a gender perspective is incorporated in the work programmes, management approaches, and human resource development of the Union. This has been done in a stand-alone annual GEM action plan for the last two years. In the true spirit of mainstreaming, this planning is now in the process of being addressed in ITU’s Human Resources Strategic Plan (HRSP) and the Operational Plans for the General Secretariat and the Sectors for the period 2020-2023. Planning will align with the best practices established in UN-SWAP framework with the aim of continually improving ITU’s UN-SWAP compliance. The new planning framework will focus on the following, with numbering aligned to the [UN-SWAP performance indicators](http://www.unwomen.org/-/media/headquarters/attachments/sections/how%20we%20work/unsystemcoordination/un-swap/un-swap-2-framework-and-technical-guidance-en.pdf?la=en&vs=1406).

2. High-level reporting on gender and SDG 5

3. GEM planning incorporated operational and HR strategic plans; incorporate gender analysis

6. Updated ITU gender equality and mainstreaming policy

7. Public and internal championing of gender equality from ITU’s leadership

8. Gender responsive performance management

9. Guidelines for improve utility and implementation of gender marker

10. Establish baseline financial target for GEM within ITU

11. Parity in statutory committees

12. Establish gender parity strategy within HR strategy, aligning with UN SG’s strategy

13.1 Safe and harmonious work environment, free of sexual harassment; including CEB Task Force

13.2 Gender-responsiveness work/life balance policy and implementation

13.3 Establish organizational culture monitoring mechanism; staff survey

14. Gender equality capacity assessment

15. Training for GTF focal points and gender elements included in induction training/booklet

16. Updated GEM communications; intranet

17. UN-SWAP peer review of 2018 report

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