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| Report by the Secretary-General | |
| ITU’S ACTIVITIES RELATED TO RESOLUTION 70 (REV. Dubai, 2018) | |

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| Summary  This document summarizes ITU’s activities related to the implementation of Resolution 70 (Rev. Dubai, 2018) since Council 2019.  Action required  The 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)*,* [*C20/INF/2*](https://www.itu.int/md/S20-CL-INF-0002/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 2019. 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 monitoring SDG 5), (2) “*proportion of individuals using the Internet, by sex*”, and (3) “*proportion of individuals with ICT skills, by sex*”. Latest figures as published in [ITU’s Measuring digital development: Facts and figures 2019](https://www.itu.int/en/ITU-D/Statistics/Pages/facts/default.aspx) show that while Internet use continues to spread, the digital gender gap is also growing. More effective action is urgently needed to address a range of barriers – cultural, financial and skills-related – that are impeding Internet uptake, especially among women.

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/S20-CL-C-0054/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. Some activities planned for the WSIS Forum 2020, include: (i) a women’s networking breakfast; (ii) workshops and display on Gender and ICTs; and (iii) trainings that encourage women to be active by building their skills and confidence, as well as providing motivation, especially to young women to pursue technology careers. More: [www.wsis.org/forum](file:///\\blue\dfs\sgo\CSD\Gender\Council\Council%202020\www.wsis.org\forum)

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

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. Read the ITU news [article](https://news.itu.int/empowering-girls-to-code-for-a-bright-and-promising-future/).

### 3.3 Americas Girls Can Code Initiative (AGCCI)

The Americas Girls Can Code initiative was built on the 2018 TIC TAC Workshops in Technology launched by the ITU Americas Regional Office. ITU announced its Americas Girls Can Code Initiative in 2019 and has since reached 300 girls. Several partners have supported the initiative with in-kind contributions, including UN Women, the Brazilian Federal Institute, ANATEL, SERPRO, the Municipality of Campinas, the University of Brasilia, UNICEPLAC, and Women from Brazil Group. Watch the [Americas Girls Can Code video](https://www.youtube.com/watch?v=gkYUlpgasoo).

**3.4 Girls in ICT Day**

Launched in 2011 and now a [UN observance](http://www.un.org/en/sections/observances/international-days/index.html), 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. In 2019, 102 countries celebrated International Girls in ICT Day. For the first time, global celebration took place in Addis Ababa, Ethiopia with high-level panels, hands-on workshops for school-age girls, and interactive dialogues with nearly 200 participating girls from local schools. It also featured an additional full-day site visit to two local schools to talk with teachers and girls. Back in Geneva, ITU staff participated in an EBU- and BBC-organized event where women-in-tech role models shared their personal and experience with girls, via live TV link between EBU HQ in Geneva and the BBC studios in Birmingham and Manchester. Additionally, a panel discussion “[How to Close the Gender Gap in the Digital World](https://news.itu.int/close-digital-gender-gap-4-questions/)“ was held at UN Palais in Geneva with ITU’s participation.

The 2020 event of 23 April in the Samoan capital of Apia, will be the first time ITU’s own Girls in ICT Day celebration will be held in the southern hemisphere. With the theme *Expand Horizons, Change Attitudes*, the event is expected to welcome some 1,000 local school-age girls from Samoa and abroad for a day of fun, interactive tech workshops, talks by industry experts, and high-level discussions around ways to boost regional capacity building for digital skills development. The global event in Apia will also feature winners from national competitions across the region.

### 3.5 EQUALS: The Global Partnership to Bridge the Gender Digital Divide and Telecom World

The [EQUALS](http://equals.org/) network (5 co-founders: GSMA, ITC, ITU, UNU, and UN Women; 50 partners and 26 Research group members) continues its work 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. In 2019 there was a special focus on EQUALS Entrepreneurs at ITU Telecom World in Budapest Hungary. With the aim of improving gender balance at the event and to support female entrepreneurship in the industry, 24 SMEs led by women in developing countries were selected out of 140 applications to attend and learn at ITU Telecom Word 2019. Representing 14 countries and various tech sectors such as health, education, ecommerce, and cybersecurity, were able to participate at the event and scale their businesses with global exposure and industry knowledge and engagement.

### 3.6 EQUALS in Tech Awards

The fifth annual [EQUALS in Tech Awards](https://www.equals.org/awards) was held on 27 November 2019 in Germany in the context of the Internet Governance Forum. There were more than 200 nominations from 68 countries. The Awards celebrated five winners in the categories of Access, Skills, Research and Leadership I and II from a pool of 15 outstanding finalists from 12 countries. The EQUALS in Tech Awards was made possible through partnership with the Swiss Federal Office of Communication (OFCOM), the Internet Society and support from Inmarsat. See also: 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).

### 3.7 Exploring technologies and hands-on STEM experience for Girls

In order to strengthen links and interaction between ITU and the local community, ITU HQ staff provided volunteer support and organized a [workshop on robotics](https://www.elargisteshorizons.ch/index.php/en/all/193-23-lego-mindstorms-bring-your-lego-robot-to-life-using-a-computer-program) at the 2019 edition of the biennial event “Science technology Day for Girls”. This was the third participation to this event (editions 2015, 2017, and 2019), hosted at the University of Geneva in November 2019. This event is designed to encourage girls aged 11 to 14 to study science, mathematics, engineering, and technology (STEM) subjects.

### 3.8 Liaison Office in New York

ITU’s liaison office at the UN in New York is also actively engaged in communications and partnership building activities to support implementation of Resolution 70. This includes promoting ITU initiatives at UN and other external events. Side events organized at UN Headquarters during 2019 addressed gender equality themes including: gender equality/women in the tech sector, women-in-tech with disabilities, digital gender divide, digital skills for women and girls and impacts of AI/automation on women. ITU’s long-standing partnership with the New York City Mayor’s office involves activities to inspire local girls’ interest in ICT studies and careers. ITU NY also co-chairs the gender working group of the UN Inter-agency task-team in Science, Technology and Innovation.

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

### 4.1 Gender Equality in Delegations and Conferences

Stemming from 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 continues efforts to increase participation of women in ITU events. An internal checklist supports staff in planning gender-responsive events. Conference circular letters to membership and event invitations encourage gender-balanced representation and invite nominations of women for key roles. Statistics are reported on event pages (see Council 2019) and ITU’s [gender dashboard](http://www.itu.int/genderdashboard).

### 4.2 Machine Learning to Determine Speaking Time

ITU is collaborating with the University of Southern California’s Signal Analysis and Interpretation Laboratory (USC/SAIL) to use ICT to better understand participation of women at ITU events. Based on the premise that you cannot fix what you cannot see, machine learning-based software is used to analyse conference webcasts in the original language to determine percentage of female and male voices. Results are made available on the [gender dashboard](http://www.itu.int/genderdashboard).

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

The Network of Women for WRC-19 (#NOW4WRC19) is a knowledge sharing and mentoring network that encourages gender balance in decision-making bodies, panels, statutory committees, and study groups at ITU-R events. The [NOW](http://www.itu.int/go/NOW4WRC19) mentorship programme (at CPM19-2 and WRC-19) brought together new and experienced delegates (205 enrolments) from 70 countries, and matched over 180 mentor/mentee pairs to share knowledge and encourage a larger and more active participation of women in the WRC process. NOW participated in a [Gender Mainstreaming 50/50](https://www.itu.int/net4/wsis/forum/2019/Agenda/ViewSession/251) WSIS panel in March 2019. Sessions and social events were organized at CPM19-2 in Geneva and at WRC-19 in Sharm El-Sheikh. Details are available on the [NOW web portal](http://www.itu.int/go/NOW4WRC19), including [photos from the WRC-19 reception](https://www.flickr.com/photos/itupictures/sets/72157711705305922/) hosted by Egypt.

A Declaration on Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector was adopted at WRC, recognizing the need to accelerate efforts towards gender equality, equity and parity in ITU community. Read also: [BR Director’s Statement](https://www.itu.int/en/ITU-R/Director/Documents/Speeches/Maniewicz/2019-11-19%20-%20WRC-19%20-%20Director%27s%20Statement%20on%20Gender%20Declaration.pdf) and [ITU Communiqué](https://www.itu.int/en/mediacentre/Pages/2019-CM10.aspx).

### 4.4 Setting the Standard for Gender Equality

The Director of TSB, Dr Chaesub Lee, continues to undertake actions to improve gender equality in TSB and ITU-T. In 2019, 80 per cent of promotion into higher grades in TSB were awarded to women mainly in the professional category. Further, the Secretariat is using in-house talent to develop software and applications such as Deep Voice Recognition (DVR) to help track data on active participation by men and women in ITU-T activities with the aim to encourage more participation by women. The AI for Good Summit, a TSB initiative, continues to focus on increasing the number of female speakers on technical topics; 36 per cent of expert speakers at the AI Summit 2019 were women. TSB also continues the collaboration with other Standards Development Organizations and UN agencies on ensuring that the standards development processes are inclusive and the standards developed are gender responsive.

### 4.5 ITU Telecom World 2019

As part of ITU’s commitment to implementing the principles of the International Gender Champions panel parity pledge, ITU Telecom World 2019 continued efforts to balance gender within Forum sessions, reaching 30% female speakers in 2019, the highest ratio yet, with only one male only panel. ITU Telecom World will continue to work towards the goal of achieving full parity in sessions.

# 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/) (IGC). In addition to the panel-parity pledge to avoid single-sex panels, the SG [commits](https://genderchampions.com/champions/houlin-zhao) to further work on: (1) raising awareness and promoting equal access to ICT infrastructure; and (2) increasing the number of countries collecting and disseminating global/regional/national gender- and age-disaggregated ICT data on access to, and use of, ICTs and digital skills. In regard to the first, ITU conducted research on woman, ICT and emergency telecommunication which will launch as a joint report with the Emergency Telecommunication Cluster (ETC) in April 2020.

### 5.2 ITU as a Safe and Professional Environment

ITU continues its efforts to ensure a safe and harmonious work environment for all. ITU participates in the Chief Executive Board (CEB) task force addressing sexual harassment within the United Nations system. Work is focused on scaling up prevention and response mechanisms to sexual harassment. 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. A circular letter was sent last September informing of adoption of the [code](https://www.itu.int/en/delegates-corner/Documents/ITU%20code%20of%20conduct.pdf) for all events regardless of where they take place, as well as incorporation into online event registration. The code is also accessible from ITU’s [Delegates Corner](https://www.itu.int/en/delegates-corner/Pages/default.aspx).

### 5.3 UN-SWAP and Gender Equality and Mainstreaming across ITU

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. In 2018, ITU “met” or “exceeded” requirements for 5 out of 17 UN-SWAP2.0 indicators. ITU was commended for implementing new mandatory gender training as well for reporting UN-SWAP results to the Council. Encouragement for improvements focused on performance indicators still noted as “missing”, such as establishing a financial benchmark, improving representation of women from P3 and above, conducting a gender equality capacity assessment. The full letter and report card are provided in information note [C20/INF/2](https://www.itu.int/md/S20-CL-INF-0002/en).

### ITU continues efforts to incorporate a gender perspective in the work programmes, management approaches, and human resource development of the Union. For example, a gender element has now been incorporated into the staff electronic performance management and development system (ePMDS). A review of the 2013 Gender Equality and Mainstreaming Policy is currently underway; a number of focus groups and individual interviews will inform the new policy which will align to the 17 UN-SWAP performance indicators.

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