

Agenda item: PL 1.6

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## Report by the Secretary-General

### ITU'S ACTIVITIES RELATED TO RESOLUTION 70 (REV. GUADALAJARA, 2010)

#### Summary

This document summarizes ITU's objectives and achievements in the implementation of Resolution 70 (Rev. Guadalajara, 2010) "*Gender mainstreaming in ITU and promotion of gender equality and the empowerment of women through information and communication technologies*" during the period 2013-2014.

#### Action required

The Council is invited to take **note** of the report.

#### References

[Resolution 70 \(Rev. Guadalajara, 2010\)](#); [C13/INF/11](#); [C13/39](#).

## 1. Introduction

Resolution 70 (Rev. Guadalajara, 2010) highlights the role of ICTs to advance gender equality and women's empowerment. The Resolution encourages Member States and Sector Members to, *inter alia*, review their policies related to the information society to ensure the inclusion of a gender perspective in all activities. The resolution further instructs the Council to continue initiatives to accelerate the gender mainstreaming process in ITU. Resolution 70 (Rev. Guadalajara, 2010) has called for the incorporation of a gender perspective in the implementation of the ITU strategic plan and financial plan for 2012-2015, as well as in the operational plans of the Union's three Bureaux and the General Secretariat. The Secretary-General is instructed to report annually to the Council on the progress made in ITU.

## **2. Gender mainstreaming in ITU**

### **Work of the internal Gender Task Force**

2.1 The ITU Gender Equality and Mainstreaming Policy (GEM) was adopted by the ITU Council at its 2013 session. A circular letter ([DM-13/1022](#)) was sent on 20 November 2013 to inform all ITU Membership about the new policy and seek their support in its implementation.

2.2 The Gender Task Force has started to prepare the Union-wide action plan with delivery dates, roles and responsibilities. To date, over 50 concrete action items have been identified as the first steps to progress towards achieving gender equality. The action plan will be finalized by mid-2014.

2.3 As a first step the ITU management committee agreed on the following ten priority actions to accelerate the implementation of the Policy:

- As requested by the Policy, formalize the Gender Task Force.
- Provide internal resources to ensure that adequate resources are allocated for the implement of the Policy.
- Create an internal networking platform on Gender using SharePoint: "Connect\_Her".
- Organize a side event during PP-14 involving women delegates and women ministers.
- Make available a basic gender mainstreaming web-based training for all staff and extend the successful TSB gender mainstreaming workshop to other key groups.
- Amend the staff rules and regulations as well as the terms of reference of Statutory Committees to include gender balance in nomination of the members and gender sensitivity within their mandate and working methods.
- As a temporary measure to redress gender imbalance at all levels (G & P), the appointment and promotion board should ensure that at least one representative of each gender is included in the short list by selecting the most qualified applicant.
- Gender Guidelines (for recruitment, staff management, programme management, communication, training) will be elaborated.
- Outreach activities on employment opportunities in ITU in order to attract qualified women and update ITU rosters will be improved.
- Gender will be included in the resource mobilization strategy.

### **Positive evolution of the gender distribution by sector and by category**

2.4 The overall representation of women in the professional and higher categories in the Union showed a slight increase from 36% in February 2013 to 37% in January 2014. During the same period, the General Secretariat and TSB showed the strongest improvement in its female representation in the professional category with a 3% increase. The female representation in BDT increased from 33% in 2013 to 35%. The representation of professional women in BR grew slightly to 27% compared to 26% in January 2013 although the level continues to remain below 30%. The evolution of the gender distribution per Bureau and category for the period 2008 to 2014 (January) is found in Annex 1.

2.5 Two representatives of each gender have been already included in the Statutory Committees in an effort to move towards gender equity in all committees.

### 3. Girls in ICT Day

3.1 International Girls in ICT Day 2014 is scheduled for 24 April 2014. ITU members are encouraged to organize national events and build on the success of International Girls in ICT Day 2012 and 2013 which have had a combined outreach of more than 70,000 girls and young women around the world. Event organizers can find [promotional banners, flyers](#) and [videos](#), as well as suggestions on organizing Girls in ICT Day events and information about the 2012 and 2013 events, on the [Girls in ICT Portal](#).

3.2 The celebration of International Girls in ICTs 2013 saw more than 1500 events in 121 countries including at ITU headquarters, co-organized with the U.S. Permanent Mission, and at the European Parliament in collaboration with European Commission. All ITU Regional offices organized or supported events, often together with ITU-D Sector Members.

3.3 H.E. Dr Margarita Cedeño de Fernández, Vice-President of the Dominican Republic, has accepted to be ITU Patron for the issue of Girls in ICT.

### 4. Activities of the Union

#### ***Broadband Commission Working Group on Gender***

4.1 The Broadband Commission Working Group on Gender chaired by Helen Clark, UNDP Administrator, held two meetings in 2013. The group agreed on an ambitious new target designed to spur female access to ICTs. It delivered its outcomes in the form of a report presented by Helen Clark and Geena Davis to the Commission. The findings of the report were widely covered in mainstream media in the US and worldwide.

#### ***Global Youth Summit***

4.2 The Global Youth Summit held on 9-11 September 2013 in Costa Rica adopted a [Declaration](#) calling for “equitable and universal access to ICTs, particularly for women and girls, and other groups marginalized by the digital divide”. Nearly half the participants in the Summit were young women.

#### ***Activities in collaboration with other UN agencies and the private sector***

4.3 ITU took an active part in several meetings including:

- UN Women Expert Group Meeting on Gender and the Post-2015 Development.
- Fifty-seventh session of the UN Commission on the Status of Women (CSW57).
- UN System-wide Action Plan (UN-SWAP) reporting workshop.
- UN-Women Stakeholders’ Forum “Challenges and achievements in the implementation of the Millennium Development Goals (MDGs) for women and girls – the road ahead”.
- Microsoft’s Pink Cloud conference.
- Women in Science event organized by ITU, UNESCO, CERN and IFUW.
- First ‘African Digital Woman of the Year’ awards, held in Cameroon in November 2013.

4.4 ITU regularly provided inputs in regard to the catalytic role of ICTs in achieving the MDGs on Gender Equality, in the MDGs and the post-2015 Framework as well as in the Beijing+15 preparatory process. ITU also reported on the implementation of the UN System-wide Action Plan (SWAP) on gender equality and women’s empowerment, and, together with UNWOMEN, is planning to organize a side event on ICTs and Poverty Reduction during CSW 58 in March 2014.

### **Telecommunication Development Bureau (BDT)**

4.5 The BDT Girls in ICT Portal ([www.girlsinict.org](http://www.girlsinict.org)) continues to provide practical information to young women and girls seeking to enter into or further an ICT career in order to attract more women into multi-disciplinary ICT careers. The ITU Girls in ICT Portal is constantly updated and includes links to more than 570 programmes targeting ICT career development for girls and young women. The Portal also contains the profiles of 36 successful women from all regions of the world.

4.6 Over 920,000 women have been trained in basic digital skills through the Telecentre Women: Digital Literacy Campaign as of the end of January 2014. The campaign is co-organized by ITU and ITU-D Sector Member, Telecentre.org Foundation (TCF), and has nearly attained its original goal to provide 1 million women with digital literacy training.

4.7 To expand the campaign to provide women with more advanced digital literacy skills, BDT developed training materials which have been used in train-the-trainer courses provided to TCF telecentre managers where participants learn how to teach women and youth the necessary skills to enable them to engage in employment, entrepreneurship, and lifelong learning in order to stay competitive amidst rapid changes.

4.8 During the WSIS Forum 2013, BDT and UN WOMEN organized a High-Level Dialogue on “Women’s Empowerment in the Information Society” and a “Women and ICT careers” session was organized by BDT with a range of stakeholders where best practices in promoting women in ICT careers and encouraging girls to pursue science, technology, engineering and math (STEM) studies were identified.

4.9 The Women with the Wave: High Level Forum on Digital Inclusion of Women and Girls, held on 23-24 October 2013 in Hanoi, Vietnam, attracted some 140 senior multistakeholder delegates from 40 countries. The Forum issued a Statement on Empowering Women and Persons with Disabilities through Media and ICTs with a twelve-point plan of action, including development of a gender action plan by ITU Sector Member, the Asian Broadcasting Union.

### **Radiocommunication Bureau (BR)**

4.10 The BR continues its efforts to contribute to a more equitable gender perspective. The BR established close ties with the European Space Agency and the “Women in Aerospace Europe” association, participating in workshops, providing training and increasing the visibility of the female staff of the BR in the aerospace sector.

4.11 Ties were also established with the “Business Professional Women Club of Geneva”, and the BR Director with Mrs Bogdan (SG/SPM) participated in a meeting with the members of this association.

### **Telecommunication Standardization Bureau (TSB)**

4.12 TSB continues its efforts to include a gender perspective in all its activities and programmes. Following WTSA Resolution 55 (Rev. Dubai, 2012), a gender mainstreaming training, facilitated by the International Labour Organization (ILO), has been delivered to TSB staff, particularly those in Study Group leadership positions.

4.13 Staff members are continuously encouraged to incorporate a gender perspective, including adopting gender-sensitive language in all documents and encouraging more active participation of women in ITU-T activities.

### **Annex: 1**

## ANNEX

### Gender distribution by Bureaux and General Secretariat and by category 2008-2014 (as of 22 January 2014)

	Category	Gender	2008		2009		2010		2011		2012		2013		2014	
TSB	GS	Female	26	79%	23	72%	23	72%	20	71%	20	69%	21	75%	21	75%
		Male	7	21%	9	28%	9	28%	8	29%	9	31%	7	25%	7	25%
	<b>Result</b>	<b>33</b>		<b>32</b>		<b>32</b>		<b>28</b>		<b>29</b>		<b>28</b>		<b>28</b>		<b>28</b>
	P	Female	5	22%	4	18%	7	25%	10	31%	9	31%	11	35%	10	34%
Male		18	78%	18	82%	21	75%	22	69%	20	69%	20	65%	19	66%	
<b>Result</b>		<b>23</b>		<b>22</b>		<b>28</b>		<b>32</b>		<b>29</b>		<b>31</b>		<b>29</b>		<b>29</b>
BDT	GS	Female	49	91%	55	86%	47	85%	50	86%	49	84%	44	81%	42	81%
		Male	5	9%	9	14%	8	15%	8	14%	9	16%	10	19%	10	19%
	<b>Result</b>	<b>54</b>		<b>64</b>		<b>55</b>		<b>58</b>		<b>58</b>		<b>54</b>		<b>52</b>		<b>52</b>
	P	Female	24	39%	28	40%	30	42%	31	39%	28	35%	28	32%	29	34%
Male		38	61%	42	60%	41	58%	48	61%	51	65%	59	68%	56	66%	
<b>Result</b>		<b>62</b>		<b>70</b>		<b>71</b>		<b>79</b>		<b>79</b>		<b>87</b>		<b>85</b>		<b>85</b>
BR	GS	Female	51	72%	49	74%	48	75%	45	73%	41	75%	40	75%	38	73%
		Male	20	28%	17	26%	16	25%	17	27%	14	25%	13	25%	14	27%
	<b>Result</b>	<b>71</b>		<b>66</b>		<b>64</b>		<b>62</b>		<b>55</b>		<b>53</b>		<b>52</b>		<b>52</b>
	P	Female	21	25%	22	26%	22	27%	21	27%	22	27%	22	26%	22	27%
Male		62	75%	62	74%	61	73%	56	73%	61	73%	62	74%	60	73%	
<b>Result</b>		<b>83</b>		<b>84</b>		<b>83</b>		<b>77</b>		<b>83</b>		<b>84</b>		<b>82</b>		<b>82</b>
SG	GS	Female	173	67%	164	66%	158	66%	155	66%	149	63%	143	63%	137	63%
		Male	85	33%	84	34%	80	34%	81	34%	88	37%	83	37%	81	37%
	<b>Result</b>	<b>258</b>		<b>248</b>		<b>238</b>		<b>236</b>		<b>237</b>		<b>226</b>		<b>218</b>		<b>218</b>
	P	Female	54	37%	56	36%	61	39%	61	37%	76	43%	77	44%	77	44%
Male		93	63%	101	64%	97	61%	102	63%	101	57%	98	56%	97	56%	
<b>Result</b>		<b>147</b>		<b>157</b>		<b>158</b>		<b>163</b>		<b>177</b>		<b>175</b>		<b>174</b>		<b>174</b>
ITU	General Service	Female	299	72%	291	71%	276	71%	270	70%	259	68%	248	69%	238	68%
		Male	117	28%	119	29%	113	29%	114	30%	120	32%	113	31%	112	32%
	<b>Total</b>	<b>416</b>		<b>410</b>		<b>389</b>		<b>384</b>		<b>379</b>		<b>361</b>		<b>350</b>		<b>350</b>
	Professional	Female	104	33%	110	33%	120	35%	123	35%	135	37%	138	37%	138	37%
		Male	211	67%	223	67%	220	65%	228	65%	233	63%	239	63%	232	63%
	<b>Total</b>		<b>315</b>		<b>333</b>		<b>340</b>		<b>351</b>		<b>368</b>		<b>377</b>		<b>370</b>	
<b>Overall</b>		<b>731</b>		<b>743</b>		<b>729</b>		<b>735</b>		<b>747</b>		<b>738</b>		<b>720</b>		<b>720</b>