



INTERNATIONAL TELECOMMUNICATION UNION

**Telecommunication Development Bureau (BDT)**

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**REPORT OF WORKING GROUP 2**

*Technologies and global information infrastructure development and applications*

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### **1. General**

During the Second Meeting of the Task Force on Gender Issues (TFGI), this Working Group recognized the limited participation of women in the work of ITU, particularly in technical fields in telecommunications. It recommended to the TFGI to include in its work programme the need to identify barriers and problems in achieving an increase of women's participation as well as proactive strategies and policies on gender equality and equity in the telecommunication and ICT areas.

As a response to this recommendation, a gender questionnaire was developed and disseminated with the annual survey to the ITU Member Regulators.

Through the use and analysis of the questionnaire, the TFGI endeavours to:

- bring awareness to Member States of the importance of creating gender equality and equity policies
- provide up-to-date information on planning and preparation of strategies on gender equality and equity within the organizations involved in telecommunications
- promote wide dissemination of the purpose and mandate of the Task Force on Gender Issues
- create a database for the basic indicators related to gender equality
- identify possible areas where expertise of the Task Force and ITU could be shared with other UN agencies.

### **2. Gender Questionnaire**

A database including the database design, data entry forms, reports, maintenance issues and deliverables was created to store the responses and process the answers to the questionnaire.

Thirty-seven organizations responded to the first ITU Gender Questionnaire. This pool of respondents provides a meaningful insight into the gender policies and practices of ITU Member States as a whole. Responses were also well distributed geographically. Eight were from the Africa Region, six from the Americas, seven from Asia & Pacific, two from Arab States and 14 from European Administrations.

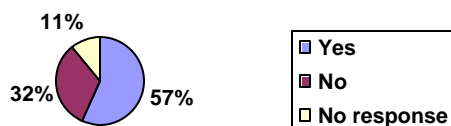
The Report on the basic indicators for each response is attached. Of the total number of 3,320 managerial posts indicated, 806 or 24% were held by women.

Sixteen organizations indicated that policies and practices are in place to ensure that recruitment, employment, training and advancement of men and women are taken on a fair and equitable basis.

Twenty-two organizations indicated that too few qualified women account for the difficulty in increasing the number of women within the telecommunication sector. Only four answered that the difficulty in increasing the number of women within the sector was due to a lack of commitment of senior management. Five responded that limited access to information technologies was the reason for employing few women in the organization.

The table below indicates organizations that wish to receive advice and/or assistance in implementing gender equality strategies.

### 6.1 Organizations interested in receiving advice and/or assistance in implementing gender equality strategies



CountryName	Name of Organization
Azerbaijan	Ministry of Communications
Cambodia	Ministry of Posts and Telecom.
Cameroon	Agence de Régulation des Tél.
Canada	CRTC
Côte d'Ivoire	Agence des Télécommunications de Côte d'Ivoire
Eritrea	Communications Dept.
Ethiopia	Ethiopian Telecommunication Corporation
Honduras	CONATEL
Hungary	Communication Authority, Hungary
Kenya	Communications Commission of Kenya
Madagascar	OMERT
Maldives	Post and Telecommunication
Mexico	Comisión Federal de Telecomunicaciones
Moldova	Ministry of Transport and Communications
Nicaragua	TELCOR
Portugal	Instituto das Comunicações de Portugal
Romania	National Agency for Comm. and Info. Technology
Singapore	Infocomm Development Authority
Swaziland	SPTC
Thailand	The Communications Authority of Thailand (CAT)
Western Samoa	Ministry Post and Telecom

Working Group 2 would like to encourage responses from additional organizations. While the initial pool of respondents should ideally be enlarged, Working Group 2 also recognizes that this was the first attempt to convey to Member States awareness of the importance of creating gender equality and equity policies and that further efforts are needed to improve the questionnaire and ensure wider dissemination.

### 3. Associate Rapporteurs to the Study Group-D Meetings

During the work of the Study Group-D meetings from 11 to 22 September 2000, associate rapporteurs of Working Group 2 contributed to the debate. A document was presented on the TFGI projects related to the Question 15/2, Human resource management and development. A gender component was introduced to the Recommendations submitted for Question 10/2, Focus Group 7 concerning mechanisms to promote the development of new telecommunication technologies for rural applications. A liaison statement has also been prepared for Question 14/2 on the application of telecommunications in health care.