



INTERNATIONAL TELECOMMUNICATION UNION

**TELECOMMUNICATION  
DEVELOPMENT BUREAU  
ITU-D STUDY GROUPS**

**Document 1/025-E  
Document 2/051-E  
7 September 1998  
Original: English only  
DELAYED**

FIRST MEETING OF STUDY GROUP 1: GENEVA, 10 - 12 SEPTEMBER 1998  
FIRST MEETING OF STUDY GROUP 2: GENEVA, 7 - 9 SEPTEMBER 1998

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Question: All:

### **STUDY GROUPS 1 AND 2**

SOURCE: TASK FORCE ON GENDER ISSUES

TITLE: DRAFT REPORT ON THE ESTABLISHMENT OF A TASK FORCE ON  
GENDER ISSUES

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Please find herewith - for your information - the draft report of the meeting held on  
1-2 September 1998.

Annex: 1



**Telecommunication Development Bureau (BDT)**

**Establishment of Task Force on Gender Issues  
Geneva, 1-2 September 1998**

**Document 8-E  
3 September 1998  
Original: English**

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**REPORT ON THE ESTABLISHMENT  
OF TASK FORCE ON GENDER ISSUES**

Geneva, 1-2 September 1998

**1 Opening address by Mr. Ahmed Laouyane, Director of BDT**

The BDT Director opened the meeting by recalling that the Resolution proposing the establishment of the Gender Task Force had been received with enthusiasm at the Valletta World Development Conference. He urged the meeting to consider ways of ensuring that women, including girls, benefited from the rapid pace of change in the telecommunications sector and especially stressed that care should be taken to ensure that women were not disadvantaged by changing employment patterns. The Director informed the meeting of several important developments which had taken place since the Malta WTDC-98 including the appointment of Mrs. Hanne Laugesen as the Gender Focal Point for the ITU. Mr. Laouyane ended his remarks by encouraging the Task Force on Gender to organise a special Session at the Minneapolis Plenipotentiary Conference to ensure that the initiative taken at the BDT level was integrated into the work of the other sectors of the Union and incorporated into the ITU Plan of Action.

**2 The following individuals were appointed as officers:**

- Chair, Iris Struiken-Wijdenbosch, TELESUR(Suriname);
- Vice-chairs, Tony Zeitoun CIDA(Canada), Gillian Marcelle, GIIC-Africa (South Africa).

The BDT focal point on gender issues, Patricia Faccin, BDT, served as secretary to the Task Force and the meeting also nominated chairs and rapporteurs for the six working groups established. Details of the names of the chairs and rapporteurs are provided in Annex 7.

**3 Working Methods**

In plenary, there was a discussion of the proposed working methods of the Task Force which concluded that the work of the Task Force should carry out its work through a Steering Committee and programme working groups. It was agreed that the Steering Committee would be comprised of the chair, vice chairs chair, vice-chairs, the chairpersons of each working group and the BDT Focal Point.

The meeting also agreed that the Steering Committee would report to the BDT Director, liaise with the BDT Gender Focal Point, BDT staff and other UN bodies and serve as the secretariat for the

Task force, carrying out all administrative duties required including networking and dissemination of information.

The Task Force formed 6 working groups to correspond to the priority areas covered under the BDT programmes of the VAP, as well as a group which will deal with information dissemination, content development and networking. The working groups were self-organised so that members of the Task Force could choose to work in areas where they had special interests and expertise.

The working groups undertook intensive discussions to identify priority actions and required resources; report of each group with the names of participants is attached.

It was agreed that the Task Force and its working groups should make intensive use of ICT tools including electronic mailing lists, databases and web sites.

The meeting requested that the Steering Committee produce a revision of Document 2 to take account of the suggestions and inputs made by participants, including more detailed delineation of the responsibilities of working group chairpersons and rapporteurs and the management and administrative responsibilities of the Steering Group and BDT Focal point.

#### **4 Presentations during the sessions**

Contributions were presented during the two days from:

- Gillian Marcelle, GIIC-Africa “Gender and Telecommunications Policy”
- Anne Walker, International Women’s Tribune Centre
- Johann Ernberg and Guy Giradet, VAP Programme 3 - Rural development and universal access

#### **5 Budgetary considerations**

After discussion of a draft budget, it was felt necessary to present a global budget covering the next four years. It was agreed that the steering committee would be responsible for the preparation of the final draft budget, taking into consideration the budgetary implications from each of the WG reports submitted. The meeting emphasised the need to be proactive in securing contributions from the ITU members, the private sector and the donor community.

#### **6 Research Tasks and Programme activities**

Each of the working groups identified priority programme activities and research tasks which ought to be undertaken, these included:

- developing pilot projects which specially target women as users of communications services;
- completing studies and assessments of e.g. impact of reform on women, identifying barriers to use of communications technologies by women, appropriate telecoms equipment and services design to take account of the needs of categories of women such as rural women, girls and non-literate women; identifying how communications technologies and services can best serve women’s information and development needs;
- compiling data on use of communications services and participation in all aspects of the telecommunications industry on a gender-disaggregated basis by extending existing BDT data collection and analysis activities or undertaking new projects;

- conducting training on gender-analysis for BDT staff, ITU-D sector members;
- carrying out awareness raising and liaison activities;
- contribute to TELECOM 99 by inter alia encouraging women to submit relevant contributions, to participate in the forum and by advising the organizers on how they might consider integrating gender perspectives.

## **7 Other issues**

The following additional points were raised by the meeting as requiring urgent attention

- changing the name of the Gender Task Force in French to “EGALITE DE CHANCE ENTRE FEMMES/HOMMES”
- every effort should be made to introduce gender neutral terminology in the documents and working practices of the Union

## **8 Closing address Mr. Ahmed Laouyane, Director of BDT**

He congratulated the meeting for having opened and initiated a very important issue for the Development Sector and the ITU as a whole. Mr Laouyane acknowledged the importance of the work of the Task Force on Gender Issues and confirmed his personal interest and support by stating that in his view

*“there is no possibility for sustainable development without the full participation of women, in all development programmes, on an equal footing”*

He urged the Task Force to develop clear priorities and areas of focus, and emphasized that it was necessary to carry out the work of the Task Force through a secure institutional framework within the Union. Mr Laouyane also advised that in this regard it was important to secure approval of the mandate of the Task Force at the upcoming Plenipotentiary and suggested options for achieving this objective.

The BDT Director acknowledged that it would be necessary for the Task Force to mobilise resources and urged the meeting to secure the necessary budgetary allocations from the ITU and to undertake creative mobilisation from the private sector and other donors.

Mr Laouyane further recognised that the ITU needed to carry out internal reforms with respect to gender equity within the secretariat.

The BDT Director in conclusion identified some suggested future directions for the work of the Task Force, including the following areas:

- awareness raising campaigns
- integrating gender issues into the existing series of training programmes, workshops and seminars (70-100 sessions per year organized by the BDT)
- projects which promote the use of telecoms for development particularly for most marginalized groups such as non-literate women, youth and increasing women's participation as entrepreneurs in the telecoms field.

## **Annexes**

- Report of the working groups
- Members of the Steering Committee

## LIST OF ANNEXES

### **TASK FORCE ON GENDER ISSUES (TGIF)**

- |          |                                                               |                                                                                                                               |
|----------|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| <b>1</b> | <b>WG 1</b>                                                   | Reform, Legislation and regulation of telecommunications                                                                      |
| <b>2</b> | <b>WG 2</b>                                                   | Technologies and global information infrastructure (GII) development and applications, including GMPCS and Internet           |
| <b>3</b> | <b>WG 3</b>                                                   | Développement rural et service/accès universel                                                                                |
| <b>4</b> | <b>WG 4</b>                                                   | Finance and economics, including WTO issues, tariffs, accounting rates, etc + Development partnership with the private sector |
| <b>5</b> | <b>WG 5</b>                                                   | Capacity building through human resources development and management                                                          |
| <b>6</b> | <b>WG 6</b>                                                   | Information dissemination/content development/ awareness raising                                                              |
| <b>7</b> | Members of the Steering Committee Task Force on Gender Issues |                                                                                                                               |

## Annex 1

### WORKING GROUP 1

#### **PROGRAMME 1 - REFORM, LEGISLATION AND REGULATION OF TELECOMMUNICATIONS**

##### **1 Purpose**

It was agreed that the purpose of this working group was to assess the impact of reform, regulation and legislation on women, and opportunities resulting from them; to ensure the participation and representation of women and men in the decision-making accompanying these processes; and to develop a proactive response to these developments and trends.

##### **2 Approach**

Following considerable discussion, it was agreed that the work of the group would involve three aspects. The first would be *assessment*, the second, the development of *strategies* in order to redress and exploit any outcomes of the assessment; and the third to develop engendered best *practice* for policy and regulation.

##### **2.1 Assessment**

The proposed activities of BDT's Programme 1 should be engendered, particularly the studies and reports such as the General Trends in Telecommunication Restructuring, should include questions to member countries on gender and produce disaggregated gender statistics which should be stored in a disaggregated manner on databases.

Case studies on the gender impact of reform, regulation and legislation, or lack thereof, should be conducted for comparative analysis purposes and benchmarking. The importance of documenting stories or anecdotal experiences to interpret and supplement statistic was emphasized.

##### **2.2 Strategies**

Two strategies were identified in order to feed into the planned regional and sub-regional workshop and seminar series of the BDT. One was to ensure that gender is mainstreamed into the programmes devised with regional and international organisations. The second was that gender-specific workshops and seminars be devised as value-added products to be included in the series offered by the ITU to regions requesting assistance e.g. assessment of impact of reform on women or engendering national telecommunication policy.

With regard to the intended *collaboration and partnership arrangements* being pursued by BDT it proposed that regulatory exchanges lent themselves to the development of women in the fields of engineering (technical), economics and law.

It was proposed that the *regulatory library* organise its documentation on communication policies and regulation, databases, organisation of the website, and search engines in a gender specific way in order to easily access disaggregated information on women.

As regards *training* the specific requirements of this programme would need to work very closely with Programme 6, however, the importance of formal training opportunities and hands-on training through such projects as regulator exchanges as mentioned was emphasized.

Gender training should be offered along side other standard training within and outside of BDT.

The proposed *direct assistance* to be provided to developing countries should mainstream gender in the policy and regulatory options on offer. Licensing and regulatory models that expose countries to gender issues should be included.

A project based, fully costed budget would need to be developed and motivated in order for the goals to be realised and against which to evaluate and monitor progress.

### **2.3 Practice**

These strategies should proactively contribute to the development of common notions of best regulatory and policy practice which includes gender. Gender conscious guidelines should be devised for licensing and regulatory purposes that include options around reporting gender disaggregated statistics, licence awards on the basis of women's participation and ownership and incentives for including women in appointments, training and promotion.

Such information and advice should be available on a regulator's hotline in addition to more formal and intermittent workshops and seminars.

## **3 General**

The point was made that international organisations with a much longer history of commitment to gender, such as the ILO, were important resources that should be drawn on to develop engendered best practice. NGOs were also cited as a major repository of experience that must be tapped.

Concerns were raised around the gender insensitive language used within this forum and the documentation of the ITU. It was proposed that all documentation emanating from the Task Force be scanned to include gender neutral language and that it be encouraged in the discussion held by the group.

It was proposed that the steering committee be representative of the different regions of the world and the different sectors involved in telecommunications, namely public, private and NGO.

**Chairperson**

Alison Gillwald

**Rapporteur**

Frieda Werden

**Participants**

Roderick Sanatan

Yoshiko Kurisaki

Gillian Marcelle

Honore Vignon

Natasa Gospic

Fortunata Mdachi

Reginie Fraser

Dietmar Plesse

Hassane Makki

Anne Walker



## **Annex 2**

### **WORKING GROUPS 2 AND 4**

#### **PROGRAMME 2 - TECHNOLOGIES AND GLOBAL INFORMATION INFRASTRUCTURE (GII) DEVELOPMENT AND APPLICATIONS, INCLUDING GMPCS AND INTERNET**

#### **PROGRAMME 4 FINANCE AND ECONOMICS, INCLUDING WTO ISSUES, TARIFFS, ACCOUNTING RATES, ETC +**

#### **PROGRAMME 5 DEVELOPMENT PARTNERSHIP WITH THE PRIVATE SECTOR**

During the course of the first meeting of the Task Force on Gender Issues members of the combined groups for Programmes 2, 4 and 5 established a set of shared programme priorities. The following summarises the priorities agreed upon:

To view the quest for achieving gender sensitivity as a partnership between women and men. Gender sensitivity should include encouraging the mainstreaming of the concept of women as human resources. Mainstreaming gender, as defined in Document 4-E, the Working Document of the Task Force, represents good business and good public policy.

Positive change must involve the modification of the views on gender. The starting point for such improvements is developing gender neutral language.

To engage the private and public sectors in supporting the goals of the Task Force on Gender Issues. The Task Force must be practical and goal-oriented in its work plan and explicit about its financial requirements.

Members of the combined group determined that Programmes 4 and 5 should remain as a combined topic as the issues are directly related. Programme 4 involves the financial incentives established by governments that may facilitate the private sector delivery of services to women and Programme 5 relates to how the private sector might invest its revenues for expansion of infrastructure and services to women.

#### **Programme 2                    Technologies and Global Information Infrastructure development and application, including GMPCS and Internet**

Members of Programme 2 Group focused on the question:

What are the special requirements women have so that they can become active users and participants in the Information Age (including both low and high technologies)?

#### **Identification of Priority Areas**

Identify and eliminate governmental, technological and cultural barriers to use of communication services by women.

Encourage the private sector to work with schools and other youth centres to ensure that they have access to advanced communications technology and training, with emphasis on the girl-child.

Encourage the delivery of communications services to rural communities with special emphasis on multi-purpose telecentres, combining as relevant high-tech and low-tech approaches, designed to meet the needs of the local community with special focus on the usability of these services by women.

The ITU should set a “first-mover” example with regard to implementing the initiatives of the Task Force on Gender Issues into its own projects and practices.

In parallel with Programmes 4 and 5, the Members of this group underscored the importance of addressing the woman as consumer.

### **Programmes 4 and 5    Finance and economics, including WTO issues, tariffs, accounting rates; and Development partnership with the private sector**

Priority areas were identified to ensure that the issue of equal opportunities between men and women become part of the general ITU working plan – to include gender issues in all ITU projects.

#### **Identification of Priority Areas**

Work with all Gender Task Force programmes to ensure that a private sector perspective is taken into account.

Attract private sector and NGO contributions to the Gender Task Force (in-kind as well as direct contribution).

Encourage the private sector to expand their training programmes to include more public and private sector opportunities for women.

Encourage the private sector to develop programmes to expose youth to professional opportunities in telecommunications.

Encourage the private sector to focus on women as a target market for telecommunication services.

Establish a web-based discussion group on how to make telecommunications services more accessible for women.

Create incentives for and remove barriers to sustainable delivery by the private sector of communications services to women and utilization of such services by the targeted customers.

Identify and establish links with other groups such as unions, women’s and professional organisations that might be helpful in extending a gender focus in telecommunications.

Encourage private and public sectors to include gender issues in their briefs for all ITU meetings and working groups.

Encourage the discussions at the Plenipotentiary meeting to incorporate a gender focus in all relevant ITU programmes and documents, including the Strategic Plan, the Action Plan and the Convention.

**Chairperson**

Walda Roseman

**Rapporteur, Programme 2**

Lee Julianne

**Rapporteur, Programmes 4, 5**

Svetlana Piterceva

**Participants of Programmes 2, 4 and 5**

Azodogbehou Fidelia

Bravenboer Petra

Cioni Sandrine

Coffin Jane

Davidson Ronald

Enderlyn Allyn

Hurd Jane

Islam Nazrul

Johnson Terence

Kaidi Fatima

Madola Larissa

Martinez Luz

Mporamazina Jean-Claude

Muntemba Dorothy

Pech Christine

Pieterse Hans

Prado Carmen

Rotenberg, Meta,

**Annex 3 (Original French)**

**GROUPE DE TRAVAIL NO 3**

**PROGRAMME 3 - DÉVELOPPEMENT RURAL  
ET SERVICE/ACCÈS UNIVERSEL**

**1 Introduction**

Le Groupe de travail a été chargé d'étudier le programme No. 3 concernant le développement rural et services/accès universel. Les thèmes du programme ciblent autour de:

- |        |                                                                                                                                                                       |
|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Q.7/1  | Accès/service universel                                                                                                                                               |
| Q.14/1 | Rôle des télécommunications dans le développement socio-culturel, y compris la protection et la promotion de la culture et de l'identité des populations autochtones. |
| Q.10/2 | Communications dans les zones rurales et isolées                                                                                                                      |

ont fait l'objet de discussions très enrichissantes.

**2 Résultat de travaux:**

La priorité ci-dessous a été retenue:

- Accès équitable de l'homme et de la femme ainsi que des riches et des pauvres au service universel sans oublier les différentes applications (santé, éducation, agriculture, tourisme, etc.)
- Comment favoriser cet accès?

Le groupe a estimé que pour atteindre cet objectif, il faut nécessairement:

- 1) Engagement du gouvernement à développer des politiques appropriées des systèmes de réglementation pour assurer la fourniture équitable de ces services.
- 2) Définir avec la communauté leurs besoins. Se concentrer à fournir seulement les services appropriés.
- 3) Mettre l'accent sur la participation des femmes dans les décisions de la communauté.
- 4) Sensibilisation et formation à 3 niveaux:
  - Des cadres qui vont développer des politiques appropriées et qui figurent dans le point 1 (c'est à dire le développement des politiques sur l'accès universel.
  - Des formateurs
  - De la communauté pour les différentes applications
- 5) S'assurer que les membres de la communauté exploitent et entretiennent ces services qui doivent inclure la radiodiffusion en langues locales.

- 6) La création de Télécentres communautaires là où le besoin se fait sentir.
- 7) Développer le partenariat entre le gouvernement les secteurs privés domestiques et étrangers.
- 8) Développer le partenariat avec les ONG et les réseaux de communication féminins existants.
- 9) Assurer la liaison entre les programmes du BDT et le développement rural.
- 10) Assurer la liaison avec les commissions d'études 1 et 2 du BDT.
- 11) Assurer la liaison avec les sous/groupes de travail "égalité des sexes".
- 12) Liaison avec les différents centres d'excellence.

**Chairperson:**

Halima Traore

**Rapporteur**

Ali Habsou

**Participants**

Adriana Pedro Raphael

Laura Vicenta Ngore

Ruth Ojiambo-Ochieng

Habib Tall

Jean Yvon Andrianantenaina

Fatima-Zahra Tahri

Tony Zeitoun

Guy Girardet

Chantal Ayele Affo

## **Annex 4**

### **WORKING GROUP 5**

#### **PROGRAMME 6 - CAPACITY BUILDING THROUGH HUMAN RESOURCES DEVELOPMENT AND MANAGEMENT**

The inputs of the group are based on the premise that it agrees with the approach and areas highlighted in Document No. 1 on Programme 6 adopted in the Valletta Action Plan.

##### **1 Transfer of knowledge**

The group urged that training programmes in the telecommunication sector adopt a holistic approach including such technics as lifelong learning.

Training on gender awareness should be included in the curriculum of all training programmes, including at all centres of excellence.

It was emphasized that women's access to opportunities to managerial positions was important. In addition to proactive recruitment practises women should be supported and encouraged through improved access to management training and other capacity building programmes such as mentorship and shadowing.

##### **2 Sharing of experiences and know-how**

Women should be encouraged and facilitated to participate actively in study visits, internships, regional and inter-regional Human Resources Development workshops, meetings, electronic and round table discussions to share experience on common issues.

##### **3 Assistance**

Assistance to telecommunication and broadcasting organizations in HRM/HRD, should be expanded to include a gender perspective in its activities including training on gender analysis by specialists with relevant expertise.

##### **4 Dissemination of Information**

The group agreed to work actively to encourage women to take advantage of the BDT training programmes available by distributing information on training opportunities, updating the Task Force Website and disseminating the directory of training centres and Human Resources Quarterly.

##### **5 Training and Human Capacity Building**

The group felt strongly that it was particularly important that every effort be made to include more women as trainers and trainees in all the activities of the centres of excellence.

The group offered its expertise to organize and conduct gender training.

## **6 The Exchange of experiences and know-how**

The group felt that wide participation from a diverse range of organizations within the telecommunications sector should be encouraged particularly to ensure that organizations which represented women were included in processes of exchange of experiences and know-how.

### **Priorities**

Access to opportunities e.g. training, employment, employment positions, etc.

Establishment of gender training programmes

Improving and targeting dissemination of information on access to training opportunities.

### **Impact indicators**

A significant increase in:

- level of participation of women in meetings, workshops, conferences, etc.
- the number of women trained in the telecoms sector,
- level of co-operation and collaboration between gender focal points and the Human Resource Development section,

resulting in a more gender equitable telecom sector.

### **Chairperson**

Kalai Maluki

### **Rapporteur**

Mmathapelo Lengosane

### **Participants**

Asnaketch Huluka

Ximena Charnes

Marie-France Fosaneli

Barabara Wilson

## **Annex 5**

### **WORKING GROUP 6**

#### **INFORMATION DISSEMINATION/CONTENT DEVELOPMENT/ AWARENESS RAISING**

Information dissemination/content development/awareness raising.

#### **Areas to discuss**

##### **Research**

1. How telecom services can be used to meet the information/development needs of women?
2. What gender and development information networks are already in existence?
3. How the gender task force can link most effectively with these networks?
4. What networking strategies have been most effective in reaching women at community and rural level?
5. What are possible negative impacts of communications technologies and services on women?

##### **Strategies**

6. Best ways of linking existing networks with telecentres etc, and vice versa
7. Ways to raise essential funds for these activities
8. How do we make linkages between high and low technologies?

##### **To be added to the original list**

Awareness-building within BDT

Awareness-building within villages and gender and development networks

Using rural radio broadcasts in local languages as a means of awareness-building

##### **Research**

Appropriate technologies for non-literate positive/negative influence

Importance of rural radio

How to get information to broadcasters

##### **Strategy**

Distance learning - including non-literate women

Making linkages two-way/to the field, from the field

Reaching children, youth and educators effectively.



**Closing notes**

- 1 Mr. Guy Girardet offered to set up a list-serve for Working Group 6, with fax and e-mail both incorporated.
- 2 The Chair will facilitate the list-serve to the degree possible and work towards preparing a paper for ITU in the next few weeks.

**Chairperson**

Anne S. Walker

**Participants**

Ruth Ochieng

Luz M. Martinez

Ximena Charnes

Marilyn Carr

Guy Girardet

Asnaketch Bahiru Huluka

Regenie Fraser

Vaililo Timaio

Paulette Abenkou

Terence Johnson

## Annex 7

### MEMBERS OF THE STEERING COMMITTEE TASK FORCE ON GENDER ISSUES

<b>Working Groups</b>	<b>CHAIRPERSON</b>	Iris Struiken-Wijdenbosch	Telesur (Suriname)
	<b>VICE CHAIR</b>	Tony Zeitoun	CIDA (Canada)
	<b>VICE CHAIR</b>	Gillian Marcelle	GIIC-Africa (South Africa)
	<b>SECRETARY</b>	Pat Faccin	BDT
	<b>Focus of work - VAP programmes and other areas</b>		
<b>1</b>	Programme 1 - Reform, Legislation and regulation of telecommunications	Allison Gillwald	South Africa
<b>2</b>	Programme 2 - Technologies and global information infrastructure (GII) development and applications, including GMPCS and Internet	Walda Roseman <sup>1</sup>	United States of America
<b>3</b>	Programme 3 - Rural development and universal service/access	Halima Traore	Mali
<b>4</b>	Programme 4 - Finance and economics & Programme 5 - Development partnership with the private sector	Walda Roseman	United States of America
<b>5</b>	Programme 6 - Capacity building through human resources development and management	Kalai Maluki	Kenya
<b>6</b>	Information dissemination, content development and networking	Anne Walker	IWTC (Australia)

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<sup>1</sup> Interim chairperson.