

gem

ITU gender equality  
& mainstreaming



equality.  
it's in our code.

**1st woman delegate**

M. Dobruskina & S.Ginsburg (USSR)

**1932**

**1st woman to chair Council**

L. Shope-Mafole (South Africa)

**1965**

**1999**

**1st woman to chair WTDC**

Dr Hessa Al Jaber (Qatar)

**2003**

**2006**

**2008**

**ITU Council 2014:**  
28 % of delegates are women

**2014**

**1st woman to head a delegation**

M.C. Sejas Sierra (Bolivia)

**1st woman to chair WRC**

Dr V. Rawat (Canada)

**1st woman to chair WTSA and RRB**

L. Shope-Mafole (South Africa)  
J.N. Zoller (US)

*Let's meet some of them...*



**Ms Lyndall Shope-Mafole**

*South Africa*

1st woman to chair Council

1999



**Dr Veena Rawat, *Canada***  
1st woman to chair WRC 2003



**Dr Hessa Al Jaber, Qatar**  
1st woman to chair WTDC 2006



**Ms Lyndall Shope-Mafole, *South Africa***  
1st woman to chair WTSA 2008



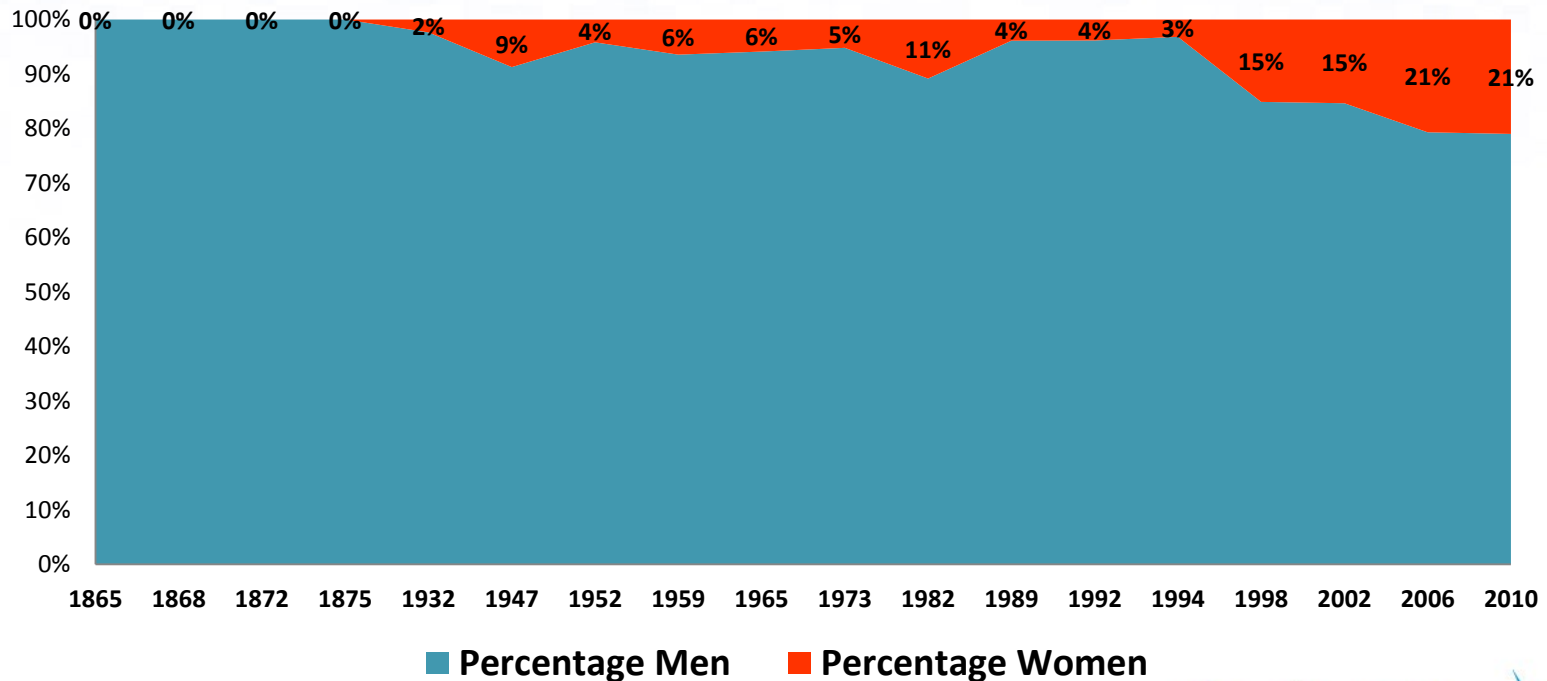
**Ms Julie N. Zoller**

*United States*

1st woman to chair RRB  
2008

# ITU and gender stats...

## ITU Plenipotentiary conferences and female attendance





# Outline

- Introduction to **Gender Equality and Mainstreaming (GEM) Policy**
- **“Connect Her”** Interactive Portal for Staff and Members
- **“I Know Gender”** Online Gender Training from UN Women
- **Guidelines** for GEM in the Workplace
- **GEM Awards Ceremony** during PP-14

# Introduction to ITU's GEM Policy

- **Landmark decision of ITU Council-13**
- **Moving now from adoption to implementation**
- **Overview of steps now underway**

## Connect Her Network

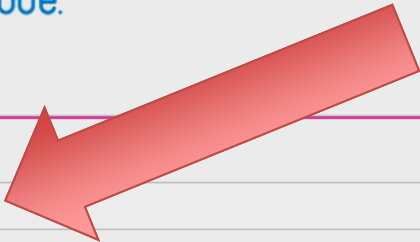
- New **multilingual collaborative space** for exchange of information and opinions
- **Open to the entire ITU community** – Member States, Sector Members, Academia, ITU staff...
- Very **user-friendly** – lots of options to post, share, learn from others' experience

<https://extranet.itu.int/sites/connecther/SitePages/Home.aspx>



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## Newsfeed

Start a conversation



Gatarayiha, Regis (gatarayr)

The Rwandan government has prioritized women's representation by adopting a constitution in 2003 requiring women to be granted 30 percent of posts in all decision-making organs. As a result of this, Rwanda is now the world's leader in women lawmakers with an unprecedented 64 percent of seats in Rwanda's parliament, more than any another country in the world.

You, Castro, Juan Luis, and 2 others like this.

About an hour ago Unlike Reply



Berezowski, Wojciech (berezows) That is a very interesting and good example to be followed!

6 minutes ago Like

Add a reply



Berezowski, Wojciech (berezows)

The Polish "Girls in New Technologies" project animates and actively supports efforts to increase the participation of women and girls in the area of new technologies. Magdalena Gaj has in various ways encouraged young girls and women to build their career in the sector of new technologies. Do not hesitate to contact me for further details. <http://en.uke.gov.pl/highlights-of-the-conference-to-celebrate-international-girls-in-ict-day-13792>

You and Castro, Juan Luis like this.

16 minutes ago Unlike Reply



Berezowski, Wojciech (berezows)

We would like to share with you some news about the Polish activities regarding the "Girls in ICT" initiative, which is one of the priorities of the President of the Polish NRA Office of Electronic Communications (UKE) - Ms Magdalena Gaj. A conference to celebrate the international "Girls in ICT Day" was held on 25 April in Krakow as part of a project "Girls in New Technologies". The event was organized by the President of UKE, the AGH University of

## ConnectHer collaboration network

ITU-wide community environment to coordinate ITU's action in the area of Gender Equality and Mainstreaming (GEM)

A truly collaborative network where men & women help each other:

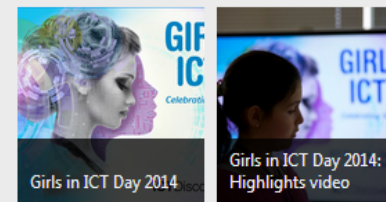
- Share articles, best practices, experiences, tips, gender related events
- Offer support and coaching

## Video Corner



More videos >

## Most Popular



## I want to join an existing conversation...

+ new discussion

Recent My discussions Unanswered questions



International Girls in ICT Day

# Online Gender Training

- ITU is partnering with sister agency **UN Women** to bring most advanced **online training modules to ITU staff**
- **Training to start in June** – piloted by ITU Telecommunication Standardization Bureau
- Training to be rolled out to **ALL ITU staff** over coming 12 months

I Know Gender

# I Know Gender:

An Introduction to Gender Equality and  
Women's Empowerment for UN Staff



# I Know Gender



## Our work with the UN System

As part of the general mandate of UN Women (UN General Assembly resolution 64/289,) and in the framework of the UN SWAP, the Training Centre (TC) has developed the following training resources to be made available to the UN System.

## UN Women Training Centre Courses

### I know Gender: An introduction to gender equality and women's empowerment for UN System staff

**Course objective:**

This course aims to develop and/or strengthen understanding and awareness of basic concepts of gender equality and women's empowerment to all UN staff at HQ and at regional and country levels, and promote a first step towards behavioral change and the integration of a gender perspective into everyday work for all UN System staff. It provides a background of general knowledge and information on gender equality and women's empowerment.

**Course content:**

Three main modules: a common denominator for all UN System staff:

- 1) Gender Concepts to get Started
- 2) Human Rights Framework and Global Standards for Gender Equality
- 3) Promoting Gender Equality through the System. This module includes an introduction to the UN Gender architecture and strategies to address the challenges to advancing gender equality and the empowerment of women.

**Cost:**

Free

**Languages:**

English (to be translated to French and Spanish)

**Duration:**

2.5 hours (3 mandatory modules)

**Learning mode:**

Online and self-paced

**When:**

Anytime starting in April 2014

**Where:**

<http://trainingcentre.unwomen.org>

# Guidelines for GEM in the Workplace

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## Gender Guidelines for:

- **Media Products**
- **Managers**
- **Meetings and Training Events**
- **Projects and Programmes**



# Guidelines for GEM in the Workplace

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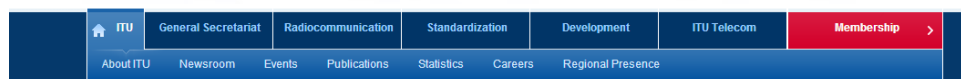
**The Guidelines will complement  
the online training modules**

# ITU GEM Awards

- **Special high-profile side-event at PP-14**
- **Awards will recognize outstanding achievements by:**
  - **a Member State**
  - **a Sector Member, and**
  - **an individual**
- **Outstanding ITU staff will be recognized through internal staff achievement awards**

# ITU GEM Awards

- ITU is seeking sponsorship to make this a great occasion - we'd love your support!
- Call for nominations will be issued shortly



## Gender Equality and Mainstreaming Policy (GEM)

YOU ARE HERE [HOME](#) > [ITU'S AREAS OF ACTION](#) > [WOMEN AND GIRLS IN ICT](#) > [GENDER EQUALITY AND MAINSTREAMING POLICY \(GEM\)](#)

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### A Global Commitment to Girls & Women in ICTs

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Acknowledging the need to minimize the current technological divide between men and women, ITU has placed the gender divide at the forefront of issues to take on. ITU's 'Girls in ICT Day' has surpassed all expectations by helping to expose girls to the exciting opportunities ICTs have to offer.

ITU will now take the promotion of gender equality a step further by recognizing the current work individuals and professionals are contributing to gender empowerment in the field of ICTs by launching its first *ITU Gender Award*, to be presented at the Plenipotentiary Conference 2014 (PP-14) in Busan, Republic of Korea.

### HOW WE GOT TO THE CONCEPT?

Following the establishment of UN Women by the UN General Assembly in 2010, ITU's 2010 Plenipotentiary Conference adopted *Resolution 70* highlighting the role ICTs have in advancing gender equality and women's empowerment. Furthermore, the resolution instructs the ITU Council to continue initiatives to accelerate the gender mainstreaming process in the Union.

Respectively, ITU unveiled a *Gender Equality and Mainstreaming Policy (GEM)* initiative during its 2013 Council session, accompanied by an Action Plan underscoring the need to mainstream gender in all of its facets. ITU Secretary-General, Dr Hamadoun I Touré personally highlighted the significance an award would play in celebrating the contributions women have made in ICTs.



# Video message: UN Women Executive Director



**Phumzile Mlambo-Ngcuka**

UN Women Executive Director

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