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| **Radiocommunication Advisory Group** | C:\Users\murphy\AppData\Local\Temp\Temp1_ITU logo Entire package.zip\jpg\ITU official logo_blue_RGB.jpg |
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|  | **Document RAG/46-E** |
| **7 March 2022** |
| **Original: English** |
| Correspondence Group on the Implementation of WRC-19 Gender Declaration |
| Report of Activities of the Correspondence Group |

Introduction

During its 27th meeting the Radiocommunication Advisory Group (RAG) decided to establish a RAG Correspondence Group 1 on Gender (RAG CG-1) based on the instructions provided to the RAG by the RA‑19 and the WRC‑19 with the following Terms of Reference:

* providing guidance and encouragement toward the equitable selection of chairmen, vice chairmen and rapporteurs in the work of the ITU-R Study Groups, the CPM and in the work of the RAG itself;
* supporting and providing input to the ongoing work of the “Network of Women” to enhance and maximize the effectiveness of this initiative;
* providing advice, where possible, on ITU-R matters supporting the goal of achieving gender equality, equity and parity in the work of the sector.

Additionally, the (RAG CG-1) should prepare a possible new ITU-R Resolution “Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector” for consideration by the Chairman of the RAG and subsequent submission to the Radiocommunication Assembly 2023, taking into account the provisions of the WRC-19 Declaration on Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector, and any other additional proposals submitted to the (RAG CG-1).

Report of activities

In the period since the last meeting of RAG in April 2021, the RAG CG-Gender continued its work by the e-mail reflector.

At the end of April 2021, the Correspondence Group started the preparation of the ITU-R Resolution “Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector”. For the drafting of this new Resolution, the CG took inspiration from Declaration on Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector of WRC o Sharm el-Sheikh 2019. The working document towards a preliminary draft new Resolution is provided to the RAG for consideration as Attachment 2 to this document.

The collaboration with the “Network of Women” initiative has been established and the Chair and Vice-Chair of the Correspondence Group collaborate to the initiatives of the management group of the NOW4WRC23. In this framework, the Chair of the CG was invited to attend to the session for the Network of Women for WRC23 which was held during the 1st Inter-Regional Workshop on WRC23 Preparations in December 2021 where the work on the draft Resolution was presented.

The Correspondence Group was also involved in the discussion on how to explain to the Administrations the necessity and the importance of regular and consistent funding and support for the attendance to the ITU meetings of their representatives. This is still an open issue because no easy solutions could be found.

The workplan of the activities has also been updated.

Thanks are due to the ITU-R Bureau for the help and for the support.

**Attachment 1**: Workplan for the RAG Correspondence Group 1 on the Implementation of WRC‑19 Gender Declaration

**Attachment 2**: Working document towards a preliminary draft new Resolution “Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector”

ATTACHMENT 1

**Workplan of the activities of the RAG Correspondence Group 1 on the implementation of WRC-19 Gender Declaration**

This document presents a workplan for the fulfillment of the tasks described in the Term of Reference of the RAG CG-1.

Term of Reference:

* providing guidance and encouragement toward the equitable selection of chairmen, vice‑chairmen and rapporteurs in the work of the ITU-R Study Groups, the CPM and in the work of the RAG itself;
* supporting and providing input to the ongoing work of the “Network of Women” to enhance and maximize the effectiveness of this initiative;
* providing advice, where possible, on ITU-R matters supporting the goal of achieving gender equality, equity and parity in the work of the sector.

Additionally, the (RAG CG-1) should prepare a possible new ITU-R Resolution “Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector” for consideration by the Chairman of the RAG and subsequent submission to the Radiocommunication Assembly 2023, taking into account the provisions of the WRC-19 Declaration on Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector, and any other additional proposals submitted to the (RAG CG-1).

**Workplan**

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| Date | *Providing guidance and encouragement toward the equitable selection of chairmen, vice chairmen and rapporteurs in the work of the ITU‑R Study Groups, the CPM and in the work of the RAG itself* | *Supporting and providing input to the ongoing work of the “Network of Women” to enhance and maximize the effectiveness of this initiative* | *Providing advice, where possible, on ITU-R matters supporting the goal of achieving gender equality, equity and parity in the work of the sector* | *New ITU-R Resolution “Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector”* | General |
| February 2021 | Draft a LS to be sent by RAG to ITU R SGs and WPs and regional groups | Get into touch with the Co-Chairs of the NOW4WRC23 and start the collaboration |  |  |  |
| 15 March 2021 | Consolidate the LS |  |  |  | Prepare a workplan and a report of the activity of the CG to be presented to RAG‑21 meeting |
| April 2021 |  |  |  | Start the drafting of the Resolution |  |
| November 2021 |  |  |  | Check progress |  |
| December 2021  |  | Participation to to the session during 1st Inter-Regional Workshop on WRC23 Preparations |  |  |  |
| March 2022 |  |  |  | Working document towards a Preliminary draft new Resolution | Update the workplan and prepare a report of the activity of the CG to be presented to RAG‑22 meeting |

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| April 2022 – RAG-22 meeting |  |  |  | Preliminary draft new Resolution |  |
| November 2022 |  |  |  | Check progress |  |
| March 2023 |  |  |  | Consolidation of the Preliminary draft new Resolution | Update the workplan and prepare a report of the activity of the CG to be presented to RAG‑23 meeting |
| April 2023 – RAG-23 meeting |  |  |  | Draft new Resolution |  |

ATTACHMENT 2

Working document towards a preliminary Draft new
resolution

Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector

The ITU Radiocommunication Assembly,

recognizing

*a)* that while radiocommunication plays an important role in globalization and the effective development of information and communication technologies (ICT), statistically women are not well represented in international radiocommunications processes;

*b)* that the work of the ITU Radiocommunication Sector (ITU-R) can be advanced most effectively through the active inclusion of all genders and pursuit of gender equality in all ITU regions;

*c)* that there is a need to ensure gender parity in all ITU-R activities, bearing in mind equal geographical distribution;

*d)* that the Radiocommunication Bureau (BR) has established the ITU Network of Women, launched at the 2016 World Radiocommunication Seminar, which is dedicated to promoting women in radiocommunications, telecommunications/ICT and related fields;

e) that ITU has adopted a Gender Equality and Mainstreaming (GEM) Policy, with the aim of becoming a model organization for gender equality that leverages the power of telecommunications/ICT to empower all genders equally;

*f)* the progress made by ITU in raising awareness on gender issues, specifically over the last decade, in increasing women’s participation in and contribution to international forums, in studies, projects and training, and in the establishment of an internal Gender Task Force, as well as the successful establishment by ITU of an international “Girls in ICT” day to be held every year on the fourth Thursday of April;

*g)* Resolution 70 (Rev. Dubai 2018) of the Plenipotentiary Conference, on gender mainstreaming in the ITU and promotion of gender equality and the empowerment of women through ICT;

*h)* Resolution 48 (Rev. Dubai, 2018) of the Plenipotentiary Conference on human resources management and development and, in particular, its Annex 2 “Facilitating the recruitment of women at ITU”;

*i)* the United Nations Secretary-General’s System-wide Strategy on Gender Parity;

*j)* Resolution 55 (Rev. Buenos Aires, 2017) of the World Telecommunication Development Conference, which encourages mainstreaming a gender perspective for an inclusive and egalitarian information society;

*k)* Resolution 55 (Rev. Hammamet, 2016) of the of the World Telecommunication Standardization Assembly, which encourages mainstreaming a gender perspective in the activities of the ITU Telecommunication Standardization Sector (ITU-T);

*l)* that the ITU’s strategic plan references gender issues with a view to debating and exchanging ideas to define, throughout the organization, a concrete action plan with deadlines and goals;

*m)* the EQUALS Global Partnership, of which ITU is a founding member, which is made up of other United Nations agencies, governments, the private sector, academia and civil society organizations, and which aims to reduce the gender digital divide in the world;

*n)* the recommendation in the 2016 United Nations’ Joint Inspection Unit report that the “Secretary-General present to the Council for endorsement at its 2017 session an action plan to complement the Gender Equality and Mainstreaming Policy, with specific targets, indicative timelines and monitoring measures to improve gender balance, especially at senior management levels, within each component of the Union, and report annually to the Council on its implementation”,

bearing in mind

*a)* that a fundamental principle of the United Nations Charter adopted by world leaders in 1945 is “equal rights of men and women”;

*b)* United Nations Economic and Social Council (ECOSOC) Resolution E/2012/L.8, on mainstreaming a gender perspective into all policies and programmes in the United Nations system, which welcomed the development of the UN System-Wide Action Plan on Gender Equality and the Empowerment of Women (UNSWAP 2.0), and the 60th session of the UN Commission on the Status of Women (March, 2016), which stressed the need to ensure women’s full, equal and effective participation in all fields, and leadership at all levels of decision-making in the public and private sectors, and public, social, economic and political life;

*c)* the United Nations HeForShe initiative (2014) to involve men and boys in the promotion of gender equality;

*d)* that society as a whole, particularly in the context of the information and knowledge society, will benefit from equal participation of all people from all ITU regions in policy-making and decision- making and from equal access to communication services for all genders;

*e)* that the outcome document of the overall review of the World Summit on the Information Society (WSIS) acknowledged that a gender digital divide exists, called for immediate measures to achieve gender equality in Internet users by 2020, especially by significantly enhancing women's and girls' education and participation in ICT, as users, content creators, employees, entrepreneurs, innovators and leaders, and reaffirmed a commitment to ensure women’s full participation in decision-making processes related to ICT;

*f)* that women continue to be under-represented in the fields of science, technology, engineering and mathematics (STEM), particularly those fields related to the development of ICT, both in academia and in the professional ranks;

*g)* that enhancing women’s and girls’ education and their participation in ICT also contributes to the achievement of Sustainable Development Goal 5: Achieve gender equity and empower all women and girls;

*h)* the 2013 report of the Working Group on Broadband and Gender of the Broadband Commission for Sustainable Development: Doubling Digital Opportunities – Enhancing the inclusion of women and girls in the information society,

encourages Member States and Sector Members

*a)* to adopt proven measures to increase gender equality globally, by encouraging more women to pursue academic degrees at all levels in STEM fields, particularly those related to the ICT;

*b)* to urgently undertake active measures to increase gender equity in primary and secondary education, particularly in mathematics and science, to prepare all genders to sufficiently pursue undergraduate degrees in STEM fields, particularly in electrical engineering and computer science, which are critical for the development of ICT;

*c)* to improve gender equity by substantially increasing the number of scholarships and fellowships offered to women pursuing academic degrees at all levels in STEM fields, particularly in electrical engineering and computer science;

*d)* to improve gender equity by substantially increasing the number of internships, training opportunities and summer jobs offered to women pursuing academic degrees in fields related to the development of ICT;

*e)* to actively support ICT education for all genders, particularly those that are under-represented, and support all measures that will help prepare them for a professional career in ICT;

*f)* to support the inclusion of women in all aspects and levels of ITU-R activities, including in domestic, regional and international processes,

resolves

that ITU-R should accelerate efforts to ensure that all its policies, work programmes, information dissemination activities, publications, study groups, seminars, courses, assemblies and conferences reflect the commitment to gender equality, and promote gender balance bearing in mind equal geographical distribution:

*i)* by according high priority to gender mainstreaming in the management, staffing and operation of ITU-R;

*ii)* through the equitable selection of women:

a) for posts, including those at the Professional and higher levels in BR, in addition to other relevant considerations including geographical distribution;

b) for roles that build expertise and expand opportunity, such as delegates, including Heads and Deputy Heads of Delegation, in the preparation towards and at World Radiocommunication Conferences;

c) for the chair and vice chair and rapporteurs of the ITU-R Study Groups, Working Parties, CPM, the RAG and the WRC;

*iii)* by encouraging Member States, Regional Organizations and Sector Members to support gender diversity by actively promoting the inclusion of women in all aspects of ITU-R activities including the domestic, regional and international processes;

*iv)* by supporting the ongoing work of the Network of Women to ensure that all women have an opportunity to develop as ITU-R leaders throughout their career;

*v)* by supporting the ITU Secretary-General to participate in the Planet 50/50 initiative sponsored by UN Women to tackle invisible gender bias as a Geneva Gender Champion on behalf of ITU-R;

*vi)* by improving the gender balance in candidates for chair and vice chair posts so as to support the active involvement of women in radiocommunications groups and activities;

*vii)* by promoting the use of ICT for the economic and social empowerment of women and girls,

instructs the Director

1 to continue to implement the ITU GEM Policy, including supporting the implementation of recommendations from the Joint Inspection Unit relevant to gender mainstreaming, supporting the Gender Focal Points for ITU-R, and encouraging BR staff to undertake relevant training;

2 to continue to integrate a gender perspective in the work of the BR in accordance with the principles already applied in ITU;

3 to include in all circular letters the statement, “The membership is encouraged to have a goal of gender parity in their delegations”;

4 to conduct and to publish an annual review on progress made in the Sector in advancing gender mainstreaming, including by collecting and reviewing statistics on ITU-R activities by gender, including information on chair and vice-chair of Study Groups and Working Parties and delegation and geographical distribution, publishing current information on a public-facing web portal, and sharing findings with the Radiocommunication Assembly and the World Radiocommunication Conference.

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