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|  | **Document RAG/48-E** |
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| IMPLEMENTATION OF WRC-19 GENDER dECLARATION AND DRAFTING OF A POSSIBLE RA-23 “GENDER RESOLUTION” |

# 1 Background

In accordance with §§ A1.4.1 to A1.4.4 of Resolution ITU-R 1-8 and with Resolution ITU-R 52-1, the RAG Correspondence Group 1 (RAG CG-1) was tasked by RAG-20 to consider an appropriate course of actions to initiate prior to RA-23 towards implementing the provisions of the WRC-19 Gender Declaration, in particular:

* 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 was tasked to prepare a possible new RA-23 *“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*.

# 2 Proposal

The CEPT NOW4WRC23 (CEPT Network of Women for WRC-23) activities started by the introductory session held at the CPG23-2 meeting (8-11 December 2020). The CPG23-3 meeting (18-21 May 2021) confirmed the need to continue the activity of the CEPT NOW4WRC23 in both CPG and its project teams, including allocation of time slots for NOW4WRC23 sessions to share the experience and discuss the way CEPT and its Members could contribute to the initiative. CPG23-3 also agreed unanimously to approve the CEPT NOW4WRC23 statement as given in CPG(21)019 ANNEX VI-04 and approved the CEPT mentoring program for WRC-23 (see CPG(21)019 ANNEX VI-03).

The CEPT NOW4WRC23 invited the CPG23-4 meeting (9 – 12 November 2021) to:

* Note the progress made by CEPT NOW4WRC23
	+ The CEPT NOW4WRC23 co-ordinators
	+ The CEPT NOW4WRC23 Mentoring Programme
* Support the work of RAG Correspondence Group on Gender
* Promote CEPT NOW4WRC23’s activities internationally.
* Ask the administrations and sector organisations to encourage women delegates to prepare themselves to participate in the work of the WRC-23 at all levels, from drafting group to committees.

Aiming to support the work of RAG CG-1, CEPT proposes the text of draft RA-23 Resolution *“Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector”,* as outlined in the attachment, for further consideration of RAG.

**Attachment**: 1

Attachment

Working document towards a preliminary Draft new
resolution on gender

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 very few women participate in international radiocommunications processes;

*b)* that the work of the ITU Radiocommunication Sector (ITU-R) can be advanced most effectively through the active inclusion and participation of women;

*c)* that there is a need to ensure gender parity in all ITU-R activities;

*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 both women and men;

*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 society as a whole, particularly in the context of the information and knowledge society, will benefit from equal participation of women and men in policy-making and decision- making and from equal access to communication services for both women and men;

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

*c)* 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;

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

*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 of proven measures to increase globally the number of women pursuing academic degrees at all levels in STEM fields, particularly those related to the ICT;

*b)* to urgently undertake active measures to increase the number of girls receiving primary and secondary education in mathematics and science that is sufficient to prepare them for undergraduate degrees in STEM fields, particularly in electrical engineering and computer science, which are critical for the development of ICT;

*c)* to substantially increase the number of scholarships and fellowships provided to women pursuing academic degrees at all levels in STEM fields, particularly in electrical engineering and computer science;

*d)* to substantially increase the number of internships, training opportunities and summer jobs available for women pursuing academic degrees in fields related to the development of ICT;

*e)* to actively support ICT education for girls and women, and support all measures that will help prepare them for a professional career in ICT,

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 of the ITU-R to gender equality and gender balance:

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 chairmen, vice-chairmen 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 the inclusion of women in all aspects of ITU-R activities including the domestic, regional and international processes, with focus on:

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

b)the gender balance in candidates for chairman and vice-chairman posts in radiocommunications groups and activities;

iv) by encouraging Member States, Regional Organizations and Sector Members to support 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 chairman and vice-chairman posts so as to support the active involvement of women as well as men 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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1. This document has been developed and agreed within the framework of CEPT ECC CPG. [↑](#footnote-ref-1)