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| **Agenda item: PL 2** | **Document C25/6-E** |
| **16 May 2025** |
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| Report by the Secretary-General |
| REPORT ON RESOLUTION 70  |
| **Purpose**This document serves as the annual report on ITU’s gender equality and mainstreaming work, as requested by Resolution 70 (Rev. Bucharest, 2022) of the Plenipotentiary Conference. **Action required by the Council**Council is invited to **note** the report.**Relevant link(s) with the Strategic Plan**Enabling environment, capacity development.**Financial implications** Within the allocated budget 2024-2025. Member States are encouraged to provide voluntary contributions to support the ITU programs and initiatives for women and girls.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**References**[*ITU Strategic Plan 2024-2027 - Goal 2,*](https://www.itu.int/en/council/planning/Pages/default.aspx)[*Resolution 70 (Rev. Bucharest, 2022) of the Plenipotentiary Conference);*](https://www.itu.int/en/council/Documents/basic-texts-2023/RES-070-E.pdf)[*WTDC Resolution 55 (Rev. Kigali, 2022)*](https://www.itu.int/dms_pub/itu-d/opb/tdc/D-TDC-WTDC-2022-PDF-E.pdf#page=358)*;* [*Resolution ITU-R 72 (Dubai, 2023)*](https://www.itu.int/pub/R-RES-R.72)*;* [*WTSA Resolution 55 (Rev. New Delhi, 2024);*](https://www.itu.int/pub/T-RES-T.55-2024)[*Council Decision 631 (C23)*](https://www.itu.int/en/council/Documents/Council-Res-Dec/Council-Res-Dec-2023-E.pdf);[*ITU’s Gender Equality and Mainstreaming (GEM) Implementation Plan 2024-2025*](https://www.itu.int/md/S24-CL-C-0006/en)*;* [*ITU’s UN-SWAP 2023 Report Card*](https://www.itu.int/en/action/gender-equality/Documents/Report_card_ITU_2023.pdf)*.* |

# 1 Introduction

As part of its mission to extend the benefits of digital and new emerging technologies to all,[[1]](#footnote-2) ITU integrates a gender perspective across its work. Covering the one-year period from Document [C24/6](https://www.itu.int/md/S24-CL-C-0006/en) through March 2025, this document reports on ITU’s progress in advancing gender equality as instructed by [Resolution 70](https://www.itu.int/en/council/Documents/basic-texts-2023/RES-070-E.pdf) (Rev. Bucharest, 2022) of the Plenipotentiary Conference. In October 2024, ITU-T updated [Resolution 55](https://www.itu.int/pub/T-RES-T.55-2024) strengthening commitment to mainstreaming gender equality in standardization activities, aligning with sector-specific gender commitments already established in each in [ITU-R](https://www.itu.int/dms_pub/itu-r/opb/res/R-RES-R.72-2023-PDF-E.pdf) and [ITU-D](https://www.itu.int/dms_pub/itu-d/md/18/wtdc21/c/D18-WTDC21-C-0103%21R1%21PDF-E.pdf#page=243).

# 2 Targeted initiatives to address the gender digital divide

**2.1** **Gender digital divide data:** The gender digital divide refers to the gap in access, skills, and use of digital technologies between men and women. As of [2024](https://www.itu.int/itu-d/reports/statistics/facts-figures-2024/), 70% of men and 65% of women are using the Internet, narrowing the gap from 277 million more male users in 2021 to 189 million in 2024. While regions like the Americas, Europe, and the CIS have achieved gender parity, progress varies globally. The Asia-Pacific region has improved significantly, but the Arab States and Africa lag behind. Notably, the Small Island Developing States have achieved parity despite lower overall Internet usage. Women are still about 7% less likely to own a mobile phone than men, outnumbering men among non-owners by 31%. Continued efforts are needed to address socio-economic and cultural barriers hindering women's access to digital technologies.

**2.2** **Girls in ICT Day 2025**: The [global ITU celebration for the 2025 edition](https://www.itu.int/women-and-girls/girls-in-ict/international-girls-in-ict-day-2025/) was held on 24 April in Bishkek, Kyrgyzstan, co-hosted by the Commonwealth of Independent States (CIS) and the Arab States regions as a hybrid event, which featured a live link between Bishkek, Kyrgyzstan, and Nouakchott, Mauritania, under the theme “Girls in ICTs for Inclusive Digital Transformation”. The programme focused on interactive intergenerational dialogues, uniting girls, young women, women leaders, and ICT experts to explore solutions for closing the gender digital divide, while also providing a platform for government officials, ICT leaders, and ITU-D Network of Women representatives to reaffirm their commitment to a more inclusive and barrier-free digital future. A Geneva-based event, linked to the ITU 160 anniversary and WTISD theme, complemented this effort by providing an in-person platform for girls to engage with ICT professionals and foster mentorship.

**2.3 EQUALS 2.0**: [EQUALS](https://eur03.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.equalsintech.org%2F&data=05%7C02%7Cmaria.durangonzalez%40itu.int%7C40901c9350fb48d3a2b308dd65633c55%7C23e464d704e64b87913c24bd89219fd3%7C0%7C0%7C638778199085368291%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=hN4qyVr5N8s9EV9aH0b7sngWPpu%2F4ER2H77iruLc5Os%3D&reserved=0) Global Partnership reaffirmed its commitment to digital gender equality, setting a new goal to achieve it by 2035. Led by ITU, ITC, UN Women, UNU, and GSMA, EQUALS aims to place women and girls at the center of digital transformation by equipping them with skills, resources, and opportunities. The re-launch took place at Mobile World Congress (MWC) in Barcelona in March 2025. Over the next decade, EQUALS aims to empower 100 million women and girls to actively participate, lead, and innovate in the digital economy. The annual [EQUALS in Tech Awards](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.equalsintech.org%2Fawards&data=05%7C02%7Cmaria.durangonzalez%40itu.int%7C40901c9350fb48d3a2b308dd65633c55%7C23e464d704e64b87913c24bd89219fd3%7C0%7C0%7C638778199085409219%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=ysRI0iJ1G8iD16Nt%2FGbj0WshvTNmBpEJUdz17JaYbYM%3D&reserved=0) recognize individuals and organizations working towards equal internet access, digital skills, and opportunities for girls and women in tech.

**2.4 AI Skills Accelerator**: Together with EQUALS, ITU-D and Ernst & Young (EY) launched a 2-year [AI skills accelerator for girls](https://www.itu.int/women-and-girls/women-in-ict/ai-skills-accelerator-for-girls)programme to train 1 000 girls and young women girls and young women from marginalized communities in 12 countries, 2 from each ITU region. Aiming to equip participants with essential digital, ethical, and managerial skills to become AI innovators and content creators, the program covers topics such as AI fundamentals, big data, machine learning, coding, data handling, and the ethical implications of AI. First-cohort workshops have supported over 470 participants in six countries: India, Jordan, Kazakhstan, Kenya, Malta, and Paraguay, supporting over 470 participants.

**2.5** **Her Digital Skills**: ITU-D together with GSMA, EY, W4 and support of Qualcomm and Verizon jointly delivered 21 workshops throughout 2024 under the [Her Digital Skills](https://www.equalsintech.org/her-digital-skills/) initiative that aims to provide access to free, gender transformative, foundational digital skills training, e-skills badges, and e-mentoring for one million women and girls by 2030. Around 1 758 participants benefited from Kenya, Nepal, Uganda, Somalia, Trinidad and Tobago, Bahamas, Cameroon, United States, Saint Lucia, South Africa, Pakistan, Nigeria, Ghana and Micronesia.

**2.6 Her CyberTracks**:Co-implemented with GIZ, UNODC and EU CyberNet/LAC4, this [initiative](https://www.itu.int/en/ITU-D/Cybersecurity/Pages/Skills-Development/Her-CyberTracks.aspx) addresses the underrepresentation of women in cybersecurity. Launched in 2023, it expanded in 2024 to focus on low-income countries and introduced specialized tracks. The program integrates the ITU Women in Cyber Mentorship Programme and is delivered through the ITU Academy. Implemented in Europe and Africa, with a pilot in the Americas planned for 2025, it has engaged around 300 participants, promoting a more inclusive and resilient global cybersecurity landscape.

**2.7** **World Summit on the Information Society (WSIS)**: The [WSIS+20 Forum High-Level Event 2024](https://www.itu.int/net4/wsis/forum/2024/) featured a special track on ICTs and gender mainstreaming addressing issues such as online safety for women, the development of gender-inclusive ICT policies, and the support of women-led tech startups. Special initiatives such as the WSIS Gender Trendsetters, and the WSIS Stocktaking Repository of Women in Technology are unique platforms to champion gender considerations and encourage networking and mentoring. [WSIS](http://www.wsis.org/) convened a [side event](https://www.itu.int/net4/wsis/forum/2025/Agenda/Session/119) on 19 March 2025 during the 69th session of the Commission on the Status of Women (CSW69), highlighting the need for gender equality in digital policies ahead of the WSIS+20 Review. Discussions focused on fostering an inclusive digital ecosystem and integrating digital considerations into the Beijing+30 review process.

**2.8** **Network of Women Digital Ministers and Leaders**: ITU launched its [first Network of Women Digital Ministers and Leaders](https://www.itu.int/net4/wsis/forum/2024/Agenda/Session/416) event alongside WSIS+20 last July. In July 2025, the Secretary-General will host a second one as part of WSIS+20 Forum High Level Event 2025, as per Resolution 70.

**2.9** **Network of Women (NoW)**: ITU promotes the active participation of women in ITU events and advances the Network of Women (NoW) initiatives in each of the three Sectors: [ITU-R](https://www.itu.int/now4wrc/), [ITU-D](https://www.itu.int/en/ITU-D/Digital-Inclusion/Women-and-Girls/NoW/Pages/default.aspx), and [ITU-T](https://www.itu.int/en/ITU-T/NoW/Pages/default.aspx). A [NOW4WRC27 mentorship programme](https://www.itu.int/now4wrc27/mentoring-programme/), launched early this year, will run until WRC-27 and empower women delegates by enhancing their understanding of ITU-R working methods, Radio Regulations, and the WRC-27 process. The [Empowering Women Leaders Mentorship Programme](https://www.itu.int/en/ITU-D/Digital-Inclusion/Women-and-Girls/NoW/Pages/mentorship/2024/Empowering-Women-Leaders-Mentorship-Programme.aspx), launched by NoW in ITU-D ahead of WTDC-25, encourages greater women representation in ICT decision-making. The NoW for WTSA-24 campaign ([NOW4WTSA24](https://www.itu.int/wtsa/2024/now/about/)) led to a 24% increase in the number of women appointed in leadership positions, with female representation at the Assembly reaching 26%. Although short of the 35% target, it marks the highest female representation at a WTSA held outside of Geneva.

**2.10 Representation of women delegates**: ITU monitors participation of women in ITU events and activities through the ITU Gender Dashboard. Progress is slow and somewhat stalled in recent years. Overall numbers of women are just over one-third, averaging out the lower representation in more technical ITU-R and ITU-T Sectors while ITU-D and General Secretarial events have higher representation of women. Progress is slow and somewhat stalled in recent years. Overall numbers of women are just over one-third, averaging out the lower representation in more technical ITU-R and ITU-T sectors while ITU-D and General Secretarial events have higher representation of women.

**2.11** **WTISD and** **ITU160 Gender Champion initiative:** With the gracious support from Canada, the [ITU160 Gender Champion initiative](https://www.itu.int/wtisd/itu160-gender-champions/) will bring nine young women (ages 18–25) working in digital development to Geneva. Their fully funded participation will provide a unique opportunity to engage in the WSIS+20 High-Level Event, AI for Good Global Summit, and ITU's 160th Anniversary commemorations from 7 to 11 July 2025. This initiative aims to empower these young women by providing them with a platform to showcase their work, network with industry leaders, and gain valuable insights into the digital transformation landscape. The World Telecommunication and Information Society Day ([WTISD](https://www.itu.int/wtisd)) on 17 May 2025 also highlights gender equality in digital transformation.

# A graph with numbers and percentages  AI-generated content may be incorrect.3 Addressing gender equality in the ITU

**3.1** **UN-SWAP 3.0 and GEAP**: The UN System-wide Action Plan (UN-SWAP) on Gender Equality and the Empowerment of Women provides a framework for UN entities to mainstream gender equality considerations. ITU closed out UN-SWAP 2.0 with 53% compliance (2024 report card pending), up from [47% in 2023](https://www.itu.int/en/action/gender-equality/Documents/Report_card_ITU_2023.pdf). Progress reflects completion of a capacity assessment, monitoring mechanisms, and launch of a new inclusive leadership training. [UN-SWAP 3.0](https://gendercoordinationandmainstreaming.unwomen.org/un-swap-30-framework-and-technical-guidance) introduces higher standards best practices and aligns with the [UN System-Wide Gender Equality Acceleration Plan](https://www.un.org/sites/un2.un.org/files/2024/12/unw_geap_deck_detailed_plan_final.pdf) (GEAP).

**3.2** **Representation of Women**: ITU [tracks](https://app.powerbi.com/view?r=eyJrIjoiOWJmNjg1MTktOWM4NC00ZmRmLWFiZTYtYWY3NGNkOGI0MmY4IiwidCI6IjIzZTQ2NGQ3LTA0ZTYtNGI4Ny05MTNjLTI0YmQ4OTIxOWZkMyIsImMiOjl9&pageName=ReportSectiond997698b760ca05d92dc) and reports representation of women to the United Nations system-wide Gender Parity Strategy and UN-SWAP. Women remain under-represented in ITU leadership roles and over-represented in general services. Two newly appointed women deputy directors in ITU-R and ITU-D increased the representation of D2 positions to 60%, with three out of five roles now held by women. Despite this progress, significant gaps remain at other levels, with women occupying only 37% of D1 positions and 30% of P5 positions.

**3.3** **Organizational Culture and Capacity Development**:An enabling environment is crucial for staff wellbeing and attracting top talent, especially women in IT and engineering. A January 2024 staff capacity assessment informed new capacity development and gender parity plans. New trainings cover microaggressions and harassment prevention, as well as an inclusive leadership training for senior managers, P5 and above. ITU's first staff engagement survey in January 2025 established an important monitoring role key to continuous improvement. In addition to new staff inductions, mandatory “I Know Gender” training is in place. Leadership maintains a rigorous zero-tolerance approach to harassment.

The ITU Gender Task Force is an existing internal coordination and monitoring mechanism across the whole ITU, established in 2014 by the ITU Secretary-General, which includes gender focal points representing the ITU General Secretariat and the Bureaux. The ITU Gender Task Force works closely to ensure the implementation of the ITU mandate in relation to gender equality and the UN-SWAP 3.0, across the whole ITU.

**3.4** **ITU160 Talk: Women in Tech – Driving Digital Inclusion**: ITU160 anniversary and the World Telecommunication and Information Society Day (WTISD) 2025 highlights the pressing need to advance digital gender equality, so that women and girls everywhere can also benefit from and contribute to digital transformation, under the theme: Gender equality in digital transformation. ITU launched its first ITU160 Talk on Women in Tech on International Women’s Day, 08 March 2025. The Secretary-General Doreen Bogdan-Martin led a discussion on ITU’s progress toward gender equality in digital transformation and workplace inclusion. The event featured a fireside chat, an interactive quiz, and the “Not a Woman’s Job?” exhibition, celebrating women breaking barriers in STEM. The event reaffirmed ITU’s commitment to closing the gender digital divide and fostering an inclusive digital future.

**3.5** **Gender and Youth Office (GYO):** Per Council Decision 631, ITU established a Gender & Youth Office (GYO) reporting to the Secretary-General. It is now operational and led by a P5 Senior Gender & Youth Advisor, appointed in February. A P2 Junior Professional Officer also joined in February, funded by France.

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1. [ITU Constitution](https://www.itu.int/en/council/Documents/basic-texts/Constitution-E.pdf), Article 1 d. [↑](#footnote-ref-2)