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|  | INTERNATIONAL TELECOMMUNICATION UNION  **TELECOMMUNICATION STANDARDIZATION SECTOR**  STUDY PERIOD 2022-2024 | | TSAG-TD196 | | |
| TSAG | | |
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| **Question(s):** | | N/A | | Geneva, 30 May - 2 June 2023 | |
| **TD** | | | | | |
| **Source:** | | Director, TSB | | | |
| **Title:** | | Outcome of survey on promoting gender equality in ITU Telecommunication Standardization Sector activities | | | |
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| **Abstract:** | This document informs on the outcome of the survey on promoting gender equality in ITU Telecommunication Standardization Sector activities and invites TSAG to note and support the implementation of the key findings. |

**Actions:**

* Members are encouraged to support the implementation of the following actions with a view to accelerate gender equality in all areas of ITU-T
  + Nominate more women candidates for ITU-T leadership positions (Chairmen, Vice-Chairmen and rapporteurs)
  + Select women as Heads of Delegations
  + Ensure gender balance in delegations to ITU-T events and activities
  + Encourage and support women and girls enrolling in STEM fields

**Overview:**

In accordance with WTSA-20 Resolution 55 (Rev. Geneva, 2022) on promoting gender equality in ITU Telecommunication Standardization Sector activities, ITU-T Membership was invited to participate in a survey with the aim to collect insights on various ways to accelerate gender balance in all areas ITU-T’s work and its committees.

The survey inquired on the following:

* The challenges to women’s participation in ITU-T Events, groups and Leadership positions, i.e. (Chairman/ Vice Chairman/ Rapporteurs)
* Proposals to propose to accelerate participation of women in (1) ITU-T activities and (2) leadership positions.

**Survey results:**

* *Participation:* 
  + A hundred and sixteen (116) entities from 47 countries participated in the survey
  + Fifty percent were men and 50% women
  + Top five working groups were: TSAG (26%), SG2 (19%), SG20 (16%), SG16 (16%) & SG3 (14%)
  + Chairman (6%), Vice-Chairman (14%), Rapporteurs (15%), Editors (22%), delegates (58%)
  + Government (58%, Private sector (30%) Academia (6%), other (10%)
  + Top 5 countries: United States of America, People’s Republic of China, Togo, Japan, Republic of Korea

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* *Findings:* 
  + It was reported that Members States continue to nominate less women, as compared to men, as candidates for ITU-T leadership positions, Heads of Delegation and as delegates to ITU events;
  + Women continue to be underrepresented in science, technology, engineering, and mathematics (STEM) fields which is consequently reflected in the professional technical fields and similarly in ITU-T activities;
  + With regard to proposals to increase representation and participation of women in ITU-T activities, it was reported, among other, that (1) a mechanism to celebrate entities who nominate women candidatures to ITU-T leadership positions, as Heads of delegations as well as delegates to ITU-T events could yield positive outcomes; (2) providing training, (3) raising awareness on the importance of selecting more women; (4) establishing a mentoring program to groom more women in ITU-T activities, etc.

**Conclusion:**

* ITU-T Membership is invited to note the findings and encouraged to implement the proposed actions to the extent possible.

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