

*instructs the Secretary-General* to submit each year to the Council a report on the action taken in pursuance of this Resolution.

*Ref.:* Documents C97/116 and C97/123.

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**R 1187 Gender Perspective in ITU Human Resource Management, Policy and Practice**  
(C-2001)

The Council,

*noting*

a) Resolution 70 (Minneapolis, 1998) on the inclusion of gender perspective in the work of ITU, which:

- instructs the Council to ensure that, within available resources, appropriate funding is included in each budget for gender perspective initiatives,
- instructs the Secretary-General to facilitate the work of the ITU Focal Point on Gender Issues by providing the necessary means to carry out the work,
- instructs the Secretary-General and Directors of the Bureaux to report to Council each year on progress made;

b) Resolution 7 of the World Telecommunication Development Conference (Valletta, 1998);

c) Document C2001/37, R11 b) regarding the lack of gender balance in ITU staff and the absence of an action plan to address this lack;

d) Document C2001/48 concerning an action plan and proposed procedures to address geographical and gender representation,

*further noting*

a) the recommendation of the ITU-D Task Force on Gender Issues that BDT create a Gender Unit with fulltime staff in order to effect the goals expressed in Resolution 7 from Valletta, Malta and Resolution 70 from Minneapolis,

b) the System-Wide Medium-Term Plan for the Advancement of Women 2002-06, to be adopted by ECOSOC in July, including ITU proposals and programmes,

*believing*

a) that by including women in every phase of ITU policy and practice, ITU can benefit from drawing on a vast and rich resource, half the world's population;

b) that gender balance, like geographical representation, should be taken into account in ITU policy and practices, including recruitment and publication, hiring, training and education, mobility and promotion opportunities, selection of leadership in all ITU bodies, and ITU elections,

*considering*

that Council 2001 has not been provided reports on progress made in increasing gender perspective in line with Resolution 70,