RESOLUTION ITU-R 72

Promoting gender equality and equity and bridging the contribution and participation gap between women and men in ITU-R activities

(2023)

The ITU Radiocommunication Assembly,

considering

a) Resolution 70 (Rev. Bucharest, 2022) of the Plenipotentiary Conference, on mainstreaming a gender perspective in ITU and promoting gender equality and the empowerment of women and girls through telecommunications/information and communication technologies (ICTs);

b) ITU Council Decision 631 (Geneva, 2023), on implementation of Resolution 70 (Rev. Bucharest, 2022);

c) Resolution 48 (Rev. Bucharest, 2022) of the Plenipotentiary Conference, on human resources management and development and, in particular, *resolves* 10, stating that the Union must aim to become a model organization for gender equality and leverage the power of telecommunications/ICTs to empower both women and men;

d) the Declaration on Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector of the World Radiocommunication Conference (Sharm el-Sheikh, 2019);

e) the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) and the relevant report on ITU's performance on UN-SWAP 2.0 indicators for 2021;

f) the conclusions of the 67th session of the United Nations Commission on the Status of Women (CSW67);

g) 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 International Girls in ICT Day, to be held every year on the fourth Thursday of April;

h) that, regarding ICTs, equal access and participation at all levels and in all fields, especially in policy- and in decision-making, between women and men are beneficial to society as a whole;

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

recognizing

a) that, while radiocommunications play an important role in globalization and the effective development of ICTs, statistically women are under-represented in international radiocommunication processes, including at all levels in the work of the ITU Radiocommunication Sector (ITU-R);

b) that the work of ITU-R could be advanced most effectively through the inclusion of more women from all ITU Regions participating actively and meaningfully;

c) that more work needs to be done to ensure the mainstreaming of gender equality in all ITU Regions and across 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/ICTs 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 and leveraging the power of telecommunications/ICTs to empower both women and men;

f) that ITU's strategic plan references gender issues with a view to having a gender-balanced workforce, mainstreaming diversity and inclusion practices across its work, and closing the digital gender divide,

further recognizing

a) that the field of radiocommunications will benefit from equal participation of women and men from all ITU Regions in policy- and decision-making;

b) the importance of fully engaging men and boys as agents and beneficiaries of change in the achievement of gender equality;

c) that enhancing women's and girls' education and their participation in radiocommunication issues and ICTs also contributes to the achievement of Sustainable Development Goal 5,

resolves

that ITU-R should strengthen and accelerate all efforts to ensure that all its policies, work programmes, information dissemination activities, publications, study groups, seminars, courses, assemblies and conferences reflect the commitment of ITU-R to gender equality for the empowerment of women, including by:

i) according high priority to the incorporation of gender policies in the management, staffing and operation of ITU-R;

ii)   making efforts to ensure gender balance in selection processes for:
- posts, including those at the professional and higher levels in BR;
- roles that build expertise and expand opportunity, such as delegates, including heads and deputy heads of delegation, in the preparation for and at world radiocommunication conferences (WRCs);
- the roles of chair, vice-chair and rapporteur of Radiocommunication study groups and working parties, the Conference Preparatory Meeting, the Radiocommunication Advisory Group and WRC;

iii)   encouraging Member States, regional organizations and Sector Members to support, to the extent practicable, gender balance by actively promoting the inclusion of women in all aspects of ITU-R activities, including domestic, regional and international processes, with a focus on:
- giving roles that build expertise and expand opportunities, such as delegates, including heads and deputy heads of delegation, and spokespersons in the preparation for and at WRCs;
- proposing and nominating candidates for leadership roles such as chair and vice-chair in Radiocommunication groups and activities;
- proposing women when designating participation in projects or training related to the work of ITU and other ICT-related international organizations;

iv)   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 careers;

v)   promoting the use of ICTs for the economic and social empowerment of women and girls worldwide,

encourages Member States, consistent with national legislation, and Sector Members

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

2   to support the training of women in the processes of ITU-R;

3   to encourage more women to pursue academic degrees at all levels in STEM fields, particularly those related to ICTs and radiocommunications;

4   to strengthen educational policies and study plans and to promote and increase the interest of, and opportunities for, women and girls in STEM fields, particularly in electrical engineering and computer science, which are critical for the development of ICTs, and in particular radiocommunications;

5   to substantially increase 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;

6   to substantially increase the number of internships, training opportunities and summer jobs offered to women pursuing academic degrees in fields related to the development of ICTs and in particular to radiocommunications;

7   to actively support ICT education, with a focus on radiocommunications, for girls and women, and support all measures that will help to prepare them for a professional career in ICTs,

instructs the Director of the Radiocommunication Bureau

1   to continue to implement the ITU GEM Policy, including by supporting the implementation of recommendations of the Joint Inspection Unit of the United Nations system relevant to gender mainstreaming and supporting the Gender Focal Points for ITU-R for the purpose of promoting women;

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

3   to give appropriate priority to gender parity when choosing candidates who have equal qualifications for a post, taking into account geographical distribution (No. 154 of the ITU Constitution) and gender balance;

4   to include in all circular letters a statement encouraging and supporting the participation of women in ITU-R meetings and activities;

5   to conduct and to publish an annual review on progress made in ITU-R in advancing gender mainstreaming, including by collecting and reviewing statistics on ITU-R activities by gender, including information on chairs and vice-chairs of study groups and working parties and delegations and geographical distribution, publishing current information on a public-facing web portal, and reporting findings to the Radiocommunication Assembly and the World Radiocommunication Conference for the purpose of monitoring and promoting the representation of women in ITU-R;

6   to continue to provide the necessary support to the Network of Women in the conduct of its activities;

7   to ensure the follow-up and the implementation of this Resolution, in coordination with the ITU General Secretariat, ITU members, and ITU Regional Offices.