

CWG-Internet

Open Consultation on Bridging the Gender Digital Divide

ITU GENDER ACTIVITIES AND POLICIES

22 JANUARY 2018



Background of ITU's Gender Activities – Resolution 70

- ◉ [Resolution 70](#) (Rev. Busan, 2014) highlights the role of **ICTs to advance gender equality** and women's empowerment in many ways, notably by:
 - Encouraging girls to choose a career in the field of information and communication technologies (ICTs)
 - Fostering the use of ICTs for the **social and economic empowerment** of women and girls.
- ◉ The resolution also instructs the Council to continue initiatives to accelerate the gender mainstreaming process in ITU.



External Gender Activities and Policies

Efforts to Address the Gaps



Advancing Agenda 2030

- ⊙ Adopted by UNGA in September 2015, with explicit reference to enabling technology to promote the [empowerment of women](#)
 - “Digital Inclusion: Towards Equal access, skills and leadership for women and girls” held in March 2017 by ITU, the Permanent Mission of Rwanda, and UN Women during the Commission on the Status of Women (CSW61).
 - Inter-agency meetings and mechanisms:
 - ⊙ Gender Cluster Group of the Interagency Task Force for Financing for Development
 - ⊙ ITU supported proposal to create gender and STI sub-group of the Inter-agency Task Team on STI for the SDGs.
 - ⊙ Inter-agency Network on Women and Gender Equality (IANWGE)

Girls in ICT Day

- ◉ Annual event to **encourage** more girls and young women to take up **ICT careers and studies**.
- ◉ From its launch in 2011, the campaign had reached 300,000 girls in 166 countries.
- ◉ 2017: more than **2,100 events in 134 countries** in which more than **70,000 girls and young women** took part.





EQUALS Global Partnership

- [EQUALS](#) is composed of a network of organizations working together to ensure that women and girls are given access, are equipped with skills, and develop the leadership potential to work in the ICT industry.
- The partnership consists of:
 - **5** co-founders: GSMA, ITC, ITU, UNU and UN Women;
 - **27** multi-stakeholder partners
 - **26** Research group members
- The global framework of action focuses on three complementary and cross-cutting areas of action:

ACCESS



Ensure that women and girls have access to digital devices and services.

SKILLS



Encourage girls to take up studies in science, technology, engineering, and mathematics (STEM) fields. Equip women and girls with the necessary digital skills to prepare them for the job market in today's growing digital economy.

LEADERSHIP



Promote leadership opportunities for women by encouraging companies to take active role to employ women and promote women's entrepreneurship.

EQUALS in Tech Awards

- ◎ The fourth **annual [EQUALS in Tech Awards](#)** (formerly known as GEM-Tech Awards) was held on December 19-20 at the 2017 Internet Governance Forum in Geneva, Switzerland.
- ◎ 293 nominations were put forward for the 2017 Awards, from stakeholders across the globe.
- ◎ The Awards celebrate the achievements of three initiatives in categories **aligned with the global Partnership:**

ACCESS



Ensure that women and girls have access to digital devices and services.

SKILLS



Supporting development of science, technology, engineering and math skills of women and girls

LEADERSHIP



Supporting development of science, technology, engineering and math skills of women and girls





Working Group Broadband Commission

- ⦿ Chaired by GSMA and UNESCO, on September 2017, the Broadband Commission Working Group on the Digital Gender Divide launched its progress report "Bridging the gender gap in internet and broadband access and use".
- ⦿ The report identified four specific action areas :
 - **Compile detailed evidence:** collect, analyze and track sex-disaggregated data to inform policy, particularly at a national and sub-national level, through a greater understanding of the issue.
 - **Integrate policy:** integrate gender equality targets and key performance indicators into strategies, policies, plans and budgets, involving women and relevant local communities from the onset.
 - **Address the barriers women face:** confront barriers that impede gender equality online, including affordable access; issues around safety; digital literacy and confidence; and the availability of relevant content, applications and services.
 - **Support multi-stakeholder cooperation:** develop tools and policies to support national and international efforts, and effective sharing of best practices to address the digital gender gap.





International Gender Champions (IGC)

- ◉ IGC is a **leadership network** that brings together female and male decision-makers to **break down gender barriers**
- ◉ ITU SG is a founding member of Geneva Gender Champions
- ◉ ITU Co-chairs with Australia the **Impact Group on “Composition of Delegations and Panels”**
 - ◉ Key outcome: Joint IGC/UN Women publication: *Shaping the International Agenda: Raising Women's Voices in Intergovernmental Forums*

ITU SG Commitments



The Panel Parity Pledge to strive for **gender parity in all discussions**



Progress towards **gender balance** in ITU **statutory committees**



Encourage **women candidates** for Chair and Vice-Chair positions of Conferences Committees, Council Working groups and Study Groups; **Track, publish** and mention the numbers in particular during **conferences**.



ITU Network of Women for WRC (NOW)

- ⊙ Launched during 2016 World Radiocommunications Seminar ([WRC-16](#))
- ⊙ [NOW](#) encourages gender balance in decision-making bodies, panels, statutory committees and study groups at ITU-R events.
- ⊙ Main Objectives of NOW:
 - Gender balance among delegates
 - Prepare women delegates in key roles of WRC-19
 - Grow ITU women's community capacity and contribution



Women in Standardization Expert Group (WISE)

- ◎ [ITU-T Resolution 55](#): ITU-T should encourage the **inclusion** of a **gender perspective** in all **ITU-T** activities and groups, including staffing by:
 - Encouraging TSB staff to attend gender related training and workshops
 - Invite Member States and Sector Members to contribute to meeting gender-equality through:
 - ◎ **Equal participation** of qualified women and men in standardization activities
 - ◎ **Nominating** qualified women to **ITU-T leadership positions**.

[WISE](#) is dedicated to **promoting women in standardization, telecommunication/ICTs,** and related fields and to recognizing men and women who have made and continue to make remarkable contribution in promoting women and the work of women in these fields.



Network of BR Women Engineers in the Space Sector

- ⦿ In order to develop visibility in the Aerospace Sector, BR female engineers, members of [Women in Aerospace Europe \(WIA-E\)](#), continue to engage key stakeholders and delegates.
- ⦿ In 2017, the network participated in the Girls in ICT Day with a satellite workshop and meetings with key stakeholders in the sector with the objective of encouraging and preparing for an equal and active participation at every level in the Sector.

Expanding your Horizons

- ◎ ITU staff (BR Engineers, SPM, BDT) organized a [workshop](#) on robotics in order to **strengthen links and interaction between ITU and the local community**, hosted at the University of Geneva in November 2017.
- ◎ This event aimed at encouraging girls aged 11 to 14 to study and consider a **career in STEM subjects**.
- ◎ The girls participating in one of the three ITU workshop sessions on **robotics** learned to **program robots** and had rich exchanges with ITU engineers.





Internal Gender Activities and Policies



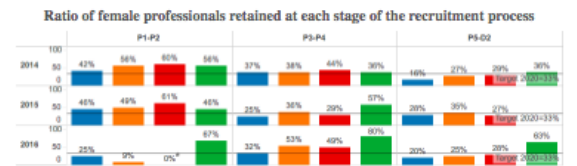
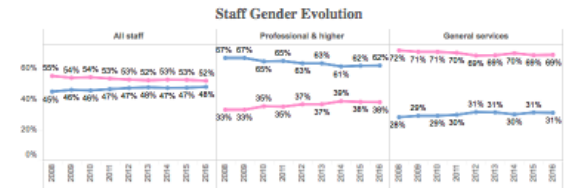
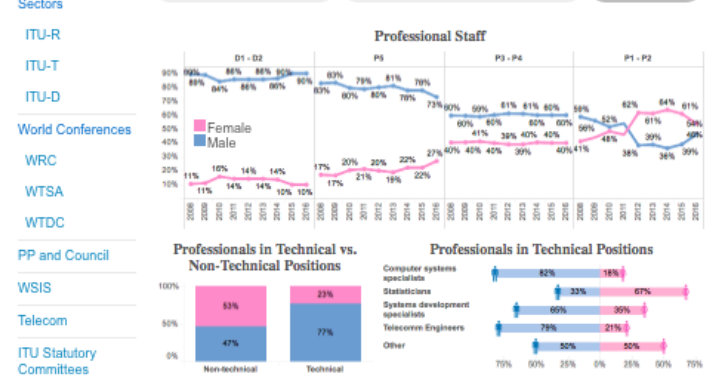
Data Collection and Tracking

- ITU collects and disseminates ICT indicators related to gender, disaggregated by gender, age, education, labor force status and occupation.
- ITU monitors and tracks three gender-related indicators of the SDG Indicators Monitoring Framework :
 - “proportion of individuals who own a mobile telephone, by sex” (which is one of the gender-related indicators),
 - “proportion of individuals using the Internet, by sex”, and
 - “proportion of individuals with ICT skills, by sex”.

ITU Gender Dashboard

YOU ARE HERE HOME > ITU'S AREAS OF ACTION > GENDER EQUALITY > SHARE

Home Women in ITU Meetings Women in ICTs and Connectivity Women in ITU



* No short list for temporary vacancies notices (TVN)
Application Pre-Selection Shortlisted Selected



Data Collection and Tracking

- ITU publically shares sex-disaggregated data online through its [Gender Dashboard](#) which tracks
 - Women in ITU Meetings (I.e. Telecom, WSIS, WTSA etc.)
 - Women in ICTs and Connectivity
 - Women in ITU (HR data analysis)

ITU Gender Dashboard

YOU ARE HERE [HOME](#) > [ITU'S AREAS OF ACTION](#) > [GENDER EQUALITY](#) > [SHARE](#)

[Home](#) [Women in ITU Meetings](#) [Women in ICTs and Connectivity](#) [Women in ITU](#)

Sectors

ITU-R

ITU-T

ITU-D

World Conferences

WRC

WTSA

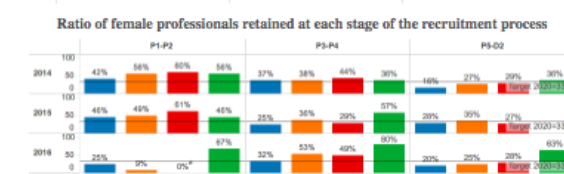
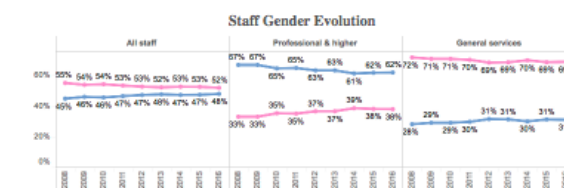
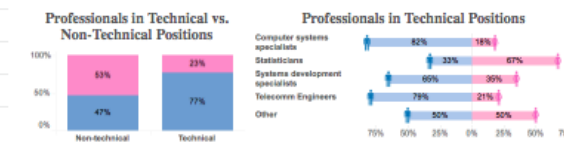
WTDC

PP and Council

WSIS

Telecom

ITU Statutory Committees



* No short list for temporary vacancies notices (TVN)
■ Application... ■ Pre-Sele... ■ Shortlisted ■ Selected



ITU Gender Task Force

- ⊙ Established in September 2012, the [Gender Task Force](#) is composed of **ITU Staff** appointed to **coordinate the implementation of Resolution 70**.

- ⊙ **Function:**
 - Oversees the implementation of ITU GEM Policy and Resolution 70
 - Collaborates and exchanges information on gender related activities across ITU and raises awareness on gender equality both internally and externally.



UN SWAP Reporting

- ⦿ UN-SWAP is the United Nations **system-wide action plan** for gender equality and mainstreaming; an accountability framework applicable to all UN entities designed to measure, monitor and drive progress towards a common set of gender equality standards.

- ⦿ ITU uses the UN-SWAP framework for guiding its [Gender Equality and Mainstreaming Policy \(GEM\)](#); the implementation plan and progress is reported to Council.
- ⦿ ITU also reports annually to [UN-SWAP](#) which is acknowledged by a formal letter to the SG.