



## **Report by the Secretary-General**

### **ITU'S ACTIVITIES RELATED TO RESOLUTION 70 (REV. DUBAI, 2018)**

#### **Summary**

This document summarizes ITU's activities related to the implementation of Resolution 70 (Rev. Dubai, 2018) since the last report to Council. As Annex 1, this document also updates the ITU Gender Equality and Mainstreaming (GEM) Policy endorsed by Council-13.

#### **Action required**

The Council is invited **to note** this report and **to endorse** the draft ITU Gender Equality and Mainstreaming (GEM) Policy in [Annex 1](#).

#### **References**

*PP Resolution 70 (Rev. Dubai, 2018); Council documents [C13/39](#), [C14/6](#), [C15/6](#), [C16/6](#), [C17/6](#), [C18/6](#), [C19/6](#), [C20/6](#), [C21/6](#), [C13/INF/11](#), [C18/INF/3](#), [C19/INF/2](#), [C20/INF/2](#), [C21/INF/4](#), [C22/INF/4](#)*

## **1 Introduction**

Resolution 70 (Rev. Dubai, 2018) highlights the importance of mainstreaming a gender perspective in ITU and promoting gender equality and the empowerment of women through telecommunications/information and communication technologies (ICTs). This document provides a summary review of relevant activities and developments since the Virtual Consultation of Councillors in 2021 (C21/VCC-1). Further information related to gender and ICTs can be found on [ITU's gender webpage](#).

## **2 Data Gathering and Tracking**

ITU regularly collects and disseminates ICT indicators related to individuals accessing and using ICTs. These indicators can be disaggregated by gender, age, education, labour force status, and occupation. ITU monitors and tracks three gender-related indicators that are included in the SDG Indicators Monitoring Framework: (1) "*proportion of individuals who own a mobile telephone, by sex*" (which is one of the gender-related indicators monitoring SDG 5), (2) "*proportion of individuals*

using the Internet, by sex”, and (3) “proportion of individuals with ICT skills, by sex”. Latest figures as published in ITU’s [Measuring digital development: Facts and figures 2021](#) show that the digital gender divide is narrowing globally, but large gaps remain in poorer countries. Globally, an average of 62% of men use the Internet compared with 57% of women. Although the digital gender divide has been narrowing in all world regions and has been virtually eliminated in the developed world, wide gaps remain in Least Developed Countries (LDCs) and in Landlocked Developing Countries (LLDCs), so still more effective action is urgently needed to address a range of barriers – cultural, financial and skills-related – that are impeding Internet uptake, especially among women.

ITU’s [gender dashboard](#) is under review to be published online. It will continue to provide a visual overview of gender in the ICT arena, in ITU meetings, and within ITU, such as staff composition by gender and grade, gender representation in the recruitment and selection processes, and gender representation in statutory committees. Further gender equality efforts in human resources are available in the report to the Council on Resolution 48 ([C22/54](#)).

### **3 Advancing the Agenda 2030 and Bridging the Digital Gender Divide**

#### **3.1 World Summit on the Information Society (WSIS)**

The [WSIS+10 Statement on Implementation of WSIS Outcomes and the WSIS+10 Vision for WSIS Beyond 2015](#) invite all WSIS stakeholders to mainstream a gender equality perspective and use ICTs as a tool to that end. As the coordinator of the WSIS Process, ITU has been working with the UN WSIS Action Line focal points and across ITU to fully integrate gender equality perspectives in WSIS related strategies. The WSIS Forum 2021 was held in a virtual format and organized a special track on “ICTs and Gender Mainstreaming” dedicated to the issues of bridging the gender divide, women empowerment, and the promotion of an equality perspective through the use of ICTs. The list of ICTs and Gender Mainstreaming workshops is available [here](#).

As the outcomes of this special track at the WSIS Forum 2021, WSIS and its stakeholders have launched the following WSIS Special Initiatives:

- A new repository called *WSIS Stocktaking Repository of Women in Technology* (<http://www.itu.int/go/WSISGender>). This repository provides opportunities to connect with women leaders and practitioners in all sectors of the ICT industry from all regions and to engage in various activities on ICTs and Gender Mainstreaming, such as workshops, training courses, networking events, WSIS Forum, and others that aimed at fostering a dialogue on the use of ICTs as a means for implementing the SDGs.
- To promote the repository, the [WSIS Gender Trendsetters](#) advocates and promotes the inclusion of gender issues in ICTs discussions as well as the WSIS Forum 50/50 gender balance challenge.

More information about WSIS and its preparations for the WSIS Forum 2022 can be found in [www.wsis.org/forum](http://www.wsis.org/forum).

#### **3.2 Girls in ICT Day**

Launched in 2011 and now a UN observance, the [International Girls in ICT Day](#) takes place every fourth Thursday of April to encourage more girls and young women to take up ICT careers and studies.

The 10th Anniversary of Girls in ICT was celebrated on 22 April 2021. With the theme 'Connecting girls, creating brighter futures', 10 Moments of Girls in ICT was a series of virtual events hosted by ITU and its partners. The 10 Moments series was designed with three goals in mind: build momentum and awareness about the importance of encouraging girls in STEM; engage key stakeholders and communities; and provide an inclusive platform to discuss the best ways to encourage girls to pursue STEM careers.

In September 2021, as part of Girls in ICTs 2021, Airtel Networks Zambia Plc. partnered with the Smart Zambia Institute to provide digital skills training to schoolgirls in the country and to encourage them to pursue careers in STEM. Under the program, hosted by Smart Zambia Institute, 150 girls selected from three provinces in Zambia will undergo digital skills training that will run throughout 2021. The partnership is part of the Digital Transformation Centers (DTC) initiative launched by the ITU and CISCO.

### **3.3 Girls can Code Initiatives**

In 2018 and 2019, over five hundred girls participated in coding workshops as part of the [African Girls Can Code Initiative](#), an initiative by ITU, the African Union and UN Women with financial support of ITU and the Royal Danish Embassy in Ethiopia. In 2020, the initiative scaled-up, went hybrid and held an event with UNECA in Addis Ababa, Ethiopia, with 125 girls participating in person and over 2000 girls from across the continent participating remotely. The second phase of the initiative is bringing the regional initiative to the national level, with the development of customized national programs with partners.

The [American Girls Can Code Initiative](#) has taught over 7000 girls how to code through a series of workshops organized with the support of many different partners. American Girls Can Code initiative counts today on a new ITU project supported by Facebook. Its main objective is to promote the development of digital skills activities in benefit of girls and young women from the region and to provide support to beneficiary countries to review/adopt digital inclusion policies and strategies. The project was signed in January 2021 to be implemented in 2 years.

### **3.4 EQUALS: The Global Partnership for Gender Equality in the Digital Age**

As a co-founder of the [EQUALS](#) initiative back in 2016, ITU has been leading the efforts along with other members to ensure that women can access ICTs, are equipped with digital skills, and build leadership. EQUALS Global Partnership is a committed group of corporate leaders, governments, businesses, not-for-profit organizations, academic institutions, NGOs, and community groups around the world dedicated to promoting gender balance in the technology sector by championing equality of access, skills development, and career opportunities for women and men alike.

Within EQUALS, ITU has also been conducting long-standing work on Child Online Protection to develop a training on safety online for girls. The safety module will be part of workshops for girls delivered with GSMA in 12 countries.

On 8 March 2021, ITU, FIRST, and EQUALS launched the [Women in Cyber Mentorship Programme](#). The first edition of the programme focused on the Arab and Africa regions. It engages role models and leaders in this field and connects them with talented women worldwide. This effort aims at overcoming the global gender gap in the field of cybersecurity, through the creation of a global mentorship programme aimed at building capacity of women wishing to pursue a successful career and evolve within the cybersecurity sector. The Women in Cyber Mentorship Programme is three-fold, and incorporates a series of inspirational webinars, technical and soft skills training courses,

and a six-month mentorship module. All activities were delivered online over the course of eight months, from March 2021 to August 2021.

USTTI, in partnership with the United States Department of State's Bureau of Economic and Business Affairs', the Providing Opportunities for Women's Economic Rise (POWER) initiative, and EQUALS are conducting a series of programs that will address best practices to connect the unconnected and bridge the divides that affect women and girls.

Through this partnership, USTTI hosted a webinar series that facilitated an exchange of knowledge and lessons learned from regulators, policymakers, service providers, entrepreneurs and other stakeholders who are working towards increasing connectivity and improving digital inclusion, including in developing countries.

The [EQUALS in Tech Awards](#), are given every year to organizations and individuals working to help girls and women gain equal internet access, digital skills, and opportunities in the tech industry. Individuals and organizations can nominate their own initiatives or those of others for an award in the following categories: Access, Skills, Leadership and Research.

### **3.5 Enhance the digital ecosystem and build digital skills for women in Least Developed Countries (LDCs)**

In September 2020, and in partnership with the Enhanced Integrated Framework (EIF) and UNOPS, ITU launched a cooperative project to enhance the digital ecosystem and build digital skills for women in Least Developed Countries (LDCs). The project is benefiting women in Burundi, Ethiopia and Haiti. A total of 32 policies, strategies and regulations related to the digital economy have been assessed on their gender responsiveness. The regulations include the following categories: international development instruments, national digital policies, and national laws, and regulations.

The project's capacity building focus provided female entrepreneurs and workers with an in-depth understanding of the information and digital tools needed to improve their readiness and competitiveness in the international market. Ninety-eight per cent of women who participated in capacity building activities agreed that attending the workshops improved their understanding and knowledge on how digital skills and technologies can increase the competitiveness of their business/professional horizon. Ninety-eight per cent also found the learning sessions useful for their work. For more information see [here](#).

### **3.6 Outstanding activities in ITU Liaison Office in New York**

ITU liaison office at the UN in New York is also actively engaged in communications and partnership building activities to support implementation of Resolution 70. This includes promoting ITU initiatives at the UN and other external events. ITU, UNICC and the Office of the UN Secretary-General's Envoy on Youth have been collaborating on a gender and tech initiative called Talking Tech: Girls and Women in ICT. This initiative promotes ICT studies and careers to women and girls through one-one intergenerational interviews recorded online and promoted through social media. The Talking Tech interview series reached its 100<sup>th</sup> episode in August 2021. To date, it has involved 260 participants from 80 different countries around the world ranging from experts in artificial intelligence (AI) to electronic sports (esports), astronauts to leaders of UN agencies, and ambassadors to corporate executives. In the interviews, women and girls from around the world share achievements and challenges, exchange advice and network with one another – all to inspire others with evidence that every girl can fulfil great potential in the ICT sector.

## **4 Reinforcing Women’s Participation in ITU’s Meetings and Conferences**

### **4.1 Gender Equality in Delegations and Conferences**

ITU continues efforts to increase participation of women in ITU events. An internal checklist supports staff in planning gender-responsive events. Conference circular letters to membership and event invitations encourage gender-balanced representation and invite nominations of women for key roles. Statistics are reported on event pages and ITU’s gender dashboard.

Council 2021 approved a document on “Proposed improvements for the Plenipotentiary Conference” ([C21/13](#)) highlighting the importance of organizing a full gender responsive and inclusive ITU Plenipotentiary Conference 2022 (PP-22).

A gender-responsive event is one that aims to advance gender equality by upholding actions on agenda-setting, participation, governance, working environment, and decision-making which, when used collectively, can work as a system to accelerate, achieve, and sustain gender equality, as well as to achieve the Sustainable Development Goals by 2030 (SDG 5), and contribute to a gender equal and inclusive society.

The ITU secretariat, together with the PP-22 Host Country, started preparations for a gender-responsive PP-22 with the following objectives:

- Ensure that every stage of the planning is worked from a gender perspective and make attendees aware and part of it.
- Promote equal representation of men and women.
- Improve women participation in ICT decision-making.
- Advance gender mainstreaming in the outcomes (resolutions and decisions) of the conference.
- Foster transparency and accountability through tracking and reporting data and information before, during and after the event.
- Strive for ensuring all attendees an event free from harassment, sexism, or discrimination by providing a safe and inclusive environment for everyone and giving women spaces to step up their influence in the decision-making process and networking.
- Provide a solid basis for gender-responsiveness for future ITU events.

### **4.2 ITU Network of Women for WRC**

Inspired by the [We Lead initiative](#), the “Network of Women for WRC” project is a knowledge sharing and mentoring network that encourages gender balance in decision-making bodies, panels, statutory committees, and study groups at ITU-R events leading to the next World Radiocommunication Conference.

NOW4WRC aims to increase the number of women participating in and taking on leading roles, such as committee chairs and conference chairs, in the technical conferences of ITU’s Radiocommunication Sector.

The NOW4WRC19 mentorship programme (before CPM19-2 and WRC-19) brought together 205 new and experienced delegates from 70 countries and matched over 180 mentor/mentee pairs to share knowledge and encourage larger and more active participation of women in the WRC process. NOW4WRC19 participants led the effort that succeed in the adoption of the [WRC-19 Declaration on Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector](#).

In December 2020, the Network of Women for WRC-23 ([NOW4WRC23](#)) was launched to fulfill one of ITU's commitments to implement the concrete actions in the WRC-19 Gender Declaration. It aims to continue building capacity and encouraging greater participation of women in key roles, increasing attendance in ITU-R meetings and conferences as delegates, chairs, and vice-chairs. Since then, the NOW4WRC23 has also expanded to include regional initiatives, led by the [Regional NOW4WRC23 Co-Chairs](#) for each of the six Regional Telecommunication Organizations (RTO). In 2021, numerous activities have been organized in the various regions, carried out within and during the RTOs' preparatory processes for the WRC-23.

A key component of the NOW4WRC23 initiative is mentoring, which is carried out both within the RTOs and also at the global level in conjunction with the ITU-R Study Group activities. The global NOW4WRC23 mentoring programme, supported by [BR coordinators](#), aims to provide an active forum for exchanging knowledge, networking and mentoring for women in the ITU Radiocommunication Sector (ITU-R). Its main objectives are four-fold:

- To strive for gender balance among delegates.
- To prepare women delegates for key roles in the WRC-23.
- To grow the ITU women's community in terms of their numbers and level of participation in the conference.
- To increase the number of women delegates having chairmanships and other key roles in ITU-R Study Groups, Working Parties and Working Groups during the important Study Period between WRCs.

Furthermore, the [Radiocommunication Advisory Group \(RAG\) Correspondence Group](#) on the implementation of the WRC-19 Gender Declaration has been established to focus on the empowerment of women and promotion of gender integration in the ITU-R Study Groups and other entities. A key objective of their work is the development of a draft new Resolution on 'Promoting Gender, Equality, Equity and Parity in the ITU Radiocommunication Sector, which will be presented for adoption at the 2023 Radiocommunication Assembly.

### **4.3 ITU Network of Women for WTDC**

In January 2021, ITU-D launched the Network of Women for the World Telecommunication Development Conference ([NoW4WTDC](#)), with the overarching aim of increasing the number of women participating in ITU-D meetings as well as taking up leadership roles, such as committee chairs, working group chairs and other management roles related to processes in preparation of WTDC itself, and beyond. It will be a platform to understand the challenges that women delegates face and explore possible avenues to overcome them. It will also allow sharing important lessons in a supportive community through mentorship and networking opportunities.

As part of this effort, ITU launched the global mentorship programme on 28 May 2021 at the NoW4WTDC side event during the Telecommunication Development Advisory Group (TDAG) meeting and called for mentees on 24 June 2021 at the Global Symposium of Regulators (GSR) 2021 – NoW4WTDC session. An entire programme of Fireside discussion was also launched in October 2021.



#### **4.4 Setting the Standard for Gender Equality**

The ITU Telecommunication Standardization Sector continues to undertake actions to improve gender equality in TSB and ITU-T including supporting the activities of the Women in Standardization Expert Group (WISE). The second WISE event is planned at WTSA-20 on 8 March 2022 to continue the discussion on how to advance gender equality and the empowerment of women. WISE will also be honouring women, men, and entities who have made valuable contribution to gender equality and the empowerment of women in ICT standardization sector.

The AI for Good Summit continues to focus on increasing the number of female speakers on technical topics. Through the Bridging Standardization Gap initiative, TSB delivers training to encourage active participation of men and women from developing countries.

Lastly, TSB continues collaboration with other Standards Development Organizations and UN agencies on ensuring that the standards development processes are inclusive, and the standards developed are gender responsive.

#### **4.5 ITU Digital World 2021**

The Forum at ITU Digital World 2021 took place online from September-December 2021. Despite circumstances being very different to a physical event, the participation of female speakers continued to be encouraged in the same way, resulting in a gender balance in Forum and Ministerial roundtable sessions of 32% female and 68% male speakers, with female speakers present in every session. This represented an increase in the share of female speakers from 21% in 2020.

### **5 Institutional Awareness of Gender Equality and Mainstreaming**

#### **5.1 International Gender Champions of Geneva**

The ITU Secretary-General is a founding member of the Geneva chapter of the [International Gender Champions \(IGC\)](#). In addition to the panel-parity pledge to avoid single-sex panels, the SG commits to the pledge to stand for zero tolerance of gender-based violence (GBV), an IGC commitment to the Generation Equality Forum that aims to tackle some of the deepest and most harmful norms that prevent the equal rights of women and girls being realised.

Among his personal commitments for 2021, the SG commits to further work on: (1) reinforcing the efforts to help countries to have the necessary capacity to collect and disseminate/share global/regional/national gender- and age-disaggregated data on access and use of ICTs and digital skills; and (2) helping countries to raise awareness and promote the active participation of girls and young women in ICT related careers and other digital skills to fulfil the demand of future jobs on an equal basis.

As from January 2022, ITU led the Action coalition on Technology and Innovation of the Generation Equality Forum, a process convened by UN Women, and hosted by the governments of Mexico and France.

#### **5.2 ITU as a Safe and Professional Environment**

ITU continues its efforts to ensure a safe and harmonious work environment for all. ITU participates in the Chief Executive Board (CEB) task force addressing sexual harassment within the United Nations system. Work is focused on scaling up prevention and response mechanisms to sexual harassment. ITU is member of the five work streams, which are: 1. Implement: Support the roll-out of products endorsed by HLCM; 2. Strengthen: Advance a victim-centred approach to tackling sexual

harassment; 3. Learning and Communication; 4. Outreach and Knowledge Sharing; and 5. Leadership and Culture.

### **5.3 UN-SWAP and Gender Equality and Mainstreaming across ITU**

The United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) is the accountability framework applicable to all UN entities to measure, monitor and advance towards a common set of gender equality standards. In 2020, ITU “met” or “exceeded” requirements for 8 out of 17 performance indicators. Significantly, ITU has improved performance on 4 indicators: Programmatic gender-related SDG results; Gender-responsive performance management; Organizational culture; and Knowledge and communication. The representation of women witnessed gains at most levels between 2010 and 2020. Women are the majority at the P1 and P2 levels. Parity is closed to being achieved at the P3 level. Representation of women from P4 and above still needs to improve. The report card for the year 2020 is provided as information document [C22/INF/4](#).

ITU continues efforts to incorporate a gender perspective in its plans, activities, procedures, management approaches, and human resources development of the Union.

ITU’s first Gender Equality and Mainstreaming (GEM) Policy was endorsed by the ITU Council at its 2013 session. In 2020, ITU started a review of the policy aiming at updating and bringing it into alignment with UN-SWAP 2.0, the revised version of the UN System-wide Action Plan on gender equality and women’s empowerment. An updated GEM Policy is attached as Annex 1 to this document, for the Council’s consideration and endorsement.



## ANNEX 1

# ITU Gender Equality & Mainstreaming Policy

### 1 Preamble

As the United Nations specialized agency for information and communication technologies (ICTs), ITU works to bridge the digital divide and build an inclusive digital society. In this context, including a gender perspective in ITU's work is essential to ensure that the benefits of ICTs are made available to all women and men on a fair and equitable basis. At the same time, ITU is committed to cultivating an inclusive culture among its workforce.

### 2 Purpose

This policy presents a shared vision for integrating a gender perspective throughout the Union. It provides a tool to ensure that gender equality is a core consideration in ITU's strategic plans, activities, programmes, and procedures. This policy also outlines an accountability mechanism to ensure oversight and achievement of results and an action plan to be developed and reviewed periodically.

### 3 Scope

The Gender Equality & Mainstreaming (GEM) applies to all staff members at headquarters and field offices and covers ITU's internal operations as well as its programmatic work.

### 4 Rationale

The GEM policy builds on the following resolutions: Resolution 70 (Rev. Dubai, 2018), WTDC Resolution 55 (Buenos Aires, 2017), WTSR Resolution 55 (Rev. Hammamet, 2016), the "Declaration on Promoting Gender Equality, Equity and Parity in the ITU Radiocommunication Sector" (WRC-19), and Resolution 48 (Rev. Dubai, 2018) on Human Resources Management and Development.

ITU has also endorsed the UN system-wide policy on gender equality and the UN System-wide Action Plan (UN-SWAP) on gender equality and women's empowerment. Promoting gender equality and the empowerment of women is in line with ITU's mission to connect the world. This implies incorporating a gender perspective in the implementation of all the plans, programmes, activities and procedures of the Union. ITU also recognizes that gender equality helps foster a more inclusive, creative, and effective organization which is linked to increased productivity and innovation. To lead by example, ITU thus also commits to applying a gender perspective within its own organization.

### 5 Policy

#### ***ITU's Gender Vision statement***

ITU's vision is to become a model organization for gender equality, and to leverage the benefits of ICTs to empower both women and men.

## **Objectives**

To fulfil this vision, the GEM policy aims to achieve the following objectives:

- Achieve gender equality within ITU to allow both women and men to equally contribute to and participate in the work of the organization;
- Develop policies, programmes, projects and capacity development activities that allow for both women and men to equally benefit from ICTs, and further achieve equalities and parity in the representation of women;
- Strengthen institutional plans and procedures for gender mainstreaming and to review the organization's delivery mechanisms to integrate gender issues more effectively;
- Provide an accountability framework for gender equality and an internal monitoring, evaluation and reporting mechanism in accordance with the requirements of the UN-SWAP.

In relation to the above objectives, this policy commits ITU to take actions focusing on the following areas:

### **a) Organizational Culture and Staffing**

The GEM policy proactively commits ITU to promoting an inclusive workplace and to nurture an enabling environment for gender equality by:

- Fostering a participative organizational culture that fully supports promotion of gender equality and the empowerment of women, and values the contribution of each staff member, irrespective of gender;
- Promoting inclusive decision-making processes and management styles;
- Ensuring a gender-sensitive approach in applying HR policies and practices including in recruitment and staff development;
- Implementing a capacity development plan for gender equality and the empowerment of women for all staff, including senior managers tailored training, and the assessment of capacities of all staff;
- Implementing measures aimed at significantly improving gender parity at all levels and in each sector, including specific senior level accountability mechanism in place for ensuring the promotion of gender equality and the empowerment of women;
- Enhancing flexible work arrangements and implementing policies on parental leave and entitlements, adoption, family and emergency leave and breastfeeding.
- Taking appropriate measures to enhance respect for diversity;
- Supporting the work of the Senior Gender Affairs Officer and the Gender Task Force, to add efforts towards gender parity in ITU; and
- Ensuring an active involvement in an inter-agency community of practice on gender equality and the empowerment of women, including all levels of entity staff at headquarters, and field offices.

## **b) Plans, Programmes and Activities**

ITU will ensure that gender equality and the empowerment of women becomes standard practice in all its plans, programmes, activities, projects and services. In order for women and men benefit equally from ICTs, ITU's work will systematically consider and address women's as well as men's needs, priorities and experiences as part of the development of policies, programmes, projects and capacity development activities so by:

- Integrating a gender perspective in processes and activity planning including strategic and financial planning;
- Including gender assessment in plans, programmes, activities, services and procedures;
- Promoting and showcasing good practices in the use and adoption of ICTs for gender equality and the empowerment of women;
- Conducting evaluations to assess corporate performance on gender mainstreaming or evaluation of the GEM policy;
- Implementing resolutions aimed at increasing the participation of women in ICTs;
- Providing sex-disaggregated data on the participation of the membership in the work of the Union, and advocating for gender balance in decision-making bodies, statutory committees and study groups;
- Developing a financial resource tracking mechanism to quantify disbursement of funds;
- Enhancing gender equality and the empowerment of women in ITU's communication plan; and
- Using gender-sensitive language in all ITU documents including pictograms and non-text representation.

## **6 Operationalization**

### **a) Responsibility for Implementation**

The implementation of this policy requires the commitment, participation and contribution of each staff member. All staff members are required to give their full support and sustained efforts in carrying it out.

The responsibility and the accountability for its successful implementation rest with senior management and elected officials. ITU's governing bodies are responsible for ensuring that adequate resources are allocated for the implementation of this policy.

The Secretary-General of ITU will continue to implement his commitments as an International Gender Champion and will continue to encourage Member States and other stakeholders to increase the participation of women in ITU's activities. The Elected Official will continue to publicly advocate gender equality.

The Gender Task Force, composed of Gender Focal Points representing the General Secretariat units, Bureaux, including field offices, and Staff Council, will continue to support the implementation of the policy. Each Gender Focal Point will be appointed by a formal delegation and authorization from the respective hierarchy. Written terms of reference will be established detailing the roles and responsibilities of the Task Force and Gender Focal Points.

The Task Force will prepare a Union-wide action plan with delivery dates, roles and responsibilities.

The Task Force will also coordinate reporting on gender equality activities as required by the Council and the UN-SWAP. Senior managers will proactively promote improvements in UN-SWAP Performance Indicators where requirements are not met/exceeded.

The Gender Focal Points will act as catalysts in implementing the action plan and will assist all staff in their Bureaux/General Secretariat units both at headquarters and in the field offices in evaluating and monitoring activities towards the achievement of the objectives of the GEM policy.

**b) Governance**

In order to strengthen accountability and exchange of experience among managers, the progress and difficulties encountered in their areas of responsibility shall be reported to the Management Coordination Group (MCG) periodically, at least biannually.

The gender-related activities for the achievement of the organization's objectives shall be reported to Member States annually.

ITU shall ensure a targeted audit engagement that includes gender as part of the risk-based audit planning and refer to it in relevant reports.

The GEM policy is a living document that will be reviewed and if needed updated at least every five years, in line with UN-SWAP recommendations. The action plans will be monitored and, if needed, updated at least every two years as an integral part of the policy's implementation to ensure that gender equality and the empowerment of women are incorporated into the plans, programmes, activities and procedures of the Union.

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