ICT for Empowering Women

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Dr. Danguole Rutkauskiene - CV

- President of National Association of Distance Education (Lithuania)
- **Member of Teacher Academy Pedagogical Advisory Board at School Education Gateway**
- Member of Management Committee of EADTU (European Association of Distance Teaching Universities)
- Member of WITSA Committee on Education, Training and Human Resources
- **Task Force Leader of “School Communities” at National Digital Coalition**
- **High-level Advisory Committee member at The European Centre for Women and Technology (ECWT)**
- Steering Committee Member of INPUT association
- Member of INFOBALT Association (vice-President 2011-2013)
- Member of Steering Committee of EDEN (European Distance Education Network)(2005-2010)
- Member of WB GDLN (World Bank, the Global Development Learning Network)
- Member of “Knowledge Society Board” at President of the Republic of Lithuania (2001-2003)

Participated in more than 80 international projects, wrote 30 books and more than 180 articles
The example of the ICT sector

Digital jobs: vacancies and graduates*
(numbers)

- Vacancies in the digital sector
- New ICT graduates

* Surveys and forecasts assuming moderate growth in GDP and ICT investment. Only ICT graduates are considered here. Source: Empirica
Global situation

- Over 3.4 billion people around the world use the Internet. However, only 43% of women are connected.

- Women comprise half of the world's working population but they only generate about 37% of GDP today.

- If women reached parity with men in the workforce, it would add up to $28 trillion, or 26%, to annual global GDP in 2025 compared with a business-as-usual scenario.

- According to a 2015 study "Women in the Workplace", it will take more than 100 years for U.S. corporations to reach gender parity based on current trends.
European situation

- Today, only 29 per 1,000 women in the EU have an ICT related degree (compared to 95 men per 1,000 men)

- Women leave the tech sector mid-career much more frequently than men

- In the EU, only 19.2% of ICT-sector workers have female bosses, compared to 45.2% of non-ICT workers

- Only 9% of women over 45 with ICT-related degrees remain in the sector
**European situation**

**Application Developers**
Only 9 in 100 European app developers are female.

**ICT Managers**
Only 19% of ICT managers are women.

**Women in ICT**
Of 1,000 women with a Bachelors or other first degree, only 29 hold a degree in Information and Communication Technologies (ICTs) (as compared to 95 men), and only 4 in 1000 women will eventually work in the ICT sector.
Female participation in the ICT sector in Europe

- Female tertiary graduates: 1000
- Female graduates in IT: 29
- Women working in IT: 4
Factors that limit women’s presence in the ICT sector

- Social stereotypes
- Low self-confidence
- Poor negotiation skills
- Lower leadership ambition
- Personal preferences
Image of the ICT sector among women

Stereotypes

Boring  Solitary  With no social skills  Useless to help others

New Image

Exciting  Diverse  Creative  Useful
Key Priorities

1. Getting more girls to study ICT and STEM
2. Attracting to and retaining more women in ICT
3. Designing gender sensitive ICT solutions
4. Fostering women's digital entrepreneurship
5. Sustaining ECWT as the leading platform and single point of contact in Europe for women in computing
National Digital Coalition (NDC) in Lithuania

MISSION

Institutions, companies and organizations agreed to form the National Digital Coalition for the Promotion of Digital Skills for Jobs in Lithuania mission to increase employment and to achieve a more effective use of digital potential and cooperate in implementing information society development programme 2014–2020 Digital Agenda for Lithuania.
Objective nr. 2

2. To attract more young people to choose ICT and other science studies and professions, to ensure the acquisition of digital skills also when learning other professions:

- To continuously improve general education, higher education and vocational training programmes according to the labour market requirements.
- To seek that the professionals that are being trained had necessary ICT skills required by the labour market.
- To reinforce the framework of digital skills training by cooperation between the representatives of business, education and other organizations.
- To include ICT training to the system of non-formal youth education.
In 2015 only 35% of private sector executives were women.
Situation in Lithuania
KTU case. Informatics dep.
Student admissions

5-10% of students are female
Prof. Valentina Dagienė

- Founder of BEBRAS Challenge, which engaged almost 1,5 million children from 50 different countries
- 55 % of BEBRAS participants are girls!
Milda Mitkutė

• VINTED startup establisher, current marketing manager

• VINTED is an online fashion marketplace for buying, selling and swapping clothes

• 8 countries with 10 million members, and growing
Recommendations

• To educate girls about ICT from the early years
• Review education system at schools focusing on ICT
• To show more good practises of women in ICT
• Allocate funds and means to engage more young people in ICT
• Special means to support youngsters and particular women entrepreneurship
• Foster women engagement to ICT skills and ICT relater career and business
• Reach for synergy in „Women in ICT“ organizations (National Digital Coalition, Women in Tech, Women and Technologies)
Thank you for your attention

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