

**Report**  
**Of the ITU Regional Videoconference Seminar for CIS**  
**Dedicated to the International Girls in ICT Day**  
*Moscow, Russia, 28-29 April 2016*

The ITU Regional Videoconference Seminar for CIS dedicated to the International Girls in CIT Day, organized by the Area Office for CIS in cooperation with Moscow Technical University of Communications and Informatics (MTUCI) was held in Moscow, Russia, from 28 to 29 April 2016.

**68 participants** (including 53 remote ones) from **8 CIS countries** (Republic of Azerbaijan, Republic of Armenia, Republic of Belarus, Kyrgyz Republic, Republic of Moldova, Russian Federation, and Ukraine), the International Telecommunication Academy (ITA), the UNESCO IITE, and the International Telecommunication Union.



Since one of the goals of the events organized within the framework of the Girls in ICT Day is attraction of new female specialist in the ICT sector, the majority of the participants made female students of telecommunication universities: The Belorussian State Academy of Communications, the Institute of Electronics and Telecommunications (IET) under Kyrgyz State Technical University named after I.Razzakov, and The Alexander Popov Odessa National Academy of Telecommunications (ONAT) – the latter two are ITU-D Members.

At the opening ceremony, the participants were greeted by Ms. Natalia Amelina, Chief Specialist, UNESCO IITE and Mr. Orozobek Kaiykov, Head, ITU Area Office for CIS. Mr. Kaiykov also moderated all sessions of the sessions of the seminar.

The seminar dedicated to the Girls in ITU Day was organized in the Area Office for CIS for 5<sup>th</sup> time this year and, as a kind of anniversary event for the region, became a platform for consideration the results of implementation of the PP Resolution 70 in the CIS countries. Therefore, the event was aimed at analyzing the dynamics of women's involvement in the ICT over the 5 years went by. In particular, the seminar was to consider national programmes of CIS countries aimed at involvement of more women in ICT and their influence on the gender situation in the ICT enterprises in the region, and, in particular, in the management of the ICT enterprises.



First Session began with the presentation of **Ms. Irina Sineva**, Head, Department of International Programmes and Projects, MTUCI, which was dedicated the gender situation in the **ITU** headquarter. According to the data from open sources, no considerable changes occurred in the management of the organization, including the top level (among elected officials, including the posts of Secretary-General, Deputy Secretary-General, Directors of Bureaus, representation of women is still 0%).



**Ms. Natalia Amelina** presented **UNESCO** activities aimed at bridging of gender gap and the efforts for empowerment of women in the ICT. Noting that 5 of 8 Millennium Declaration Goal relate to gender equality, Ms. Amelina told in particular of the spheres of UNESCO activities aimed at involvement of women in the processes of world order and conflict resolve through provision of equal access to information. Ms. Amelina noted that UNESCO became the first UN Agency which achieved gender parity at the top management level.



Main principals of gender policy in the Republic of Belarus were presented by **Ms. Irina Divakova** from Permanent Mission of the **Republic of Belarus** to the United Nations in Geneva. According to the speaker, to achieve gender equality the Republic of Belarus started implementation of the National Action Plan aimed at Provision of Gender Equality and the Conception of Provision of Gender Equality. Also, Women and Men of the Republic of Belarus statistical digest is issued each three years (next publication is to be issued in July 2016), the data of which were used by the speaker for the presentation. In general, the data shows that women, if choosing ICT as a professional sphere, prefer less technical and more creative professions, such as e-business economy, IT information and psychological provision, virtual environment design. The statistics of Belorussian ICT key enterprises, such as Beltelecom and Giprosvyaz, do not allow to make a unique conclusion: over the 5 years, the proportion of male and female staff remained at the same level in Beltelecom: 60% vs. 40% accordingly and the number of women slightly decreased, while in Giprosvyaz the proportion was opposite, and by 2015 the proportion of female staff is over 60%.

**Ms. Olga Ryabychina** from **Belorussian State Communication Academy**, who participated in the seminar remotely, noted that among the professors of the Academy, the proportion of women is approximately three times more than that of men: 72% vs. 28%, however at the top management level the proportion is opposite: 83% of men vs. 17% of women, while at middle management staff the proportion of female is by 10% more than that one of men. The average age of the female management staff (which was gradually changing within the 5 years from 40 to 45 years) obviously gives evidence of quite stable personnel situation in the Academy. Among the students, girls make approximately a third part of total number. Among the students who choose the profession of software tester, which was introduced in the Academy in 2013, the proportion of girls increased over the 3 years from 9% to 37%.



**Ms. Eleonora Vasilachi**, Head, Directorate of Polices Analysis, Monitoring and Evaluation, Ministry of Information Technology and Communications of the **Republic of Moldova** told of the implementation of the National Programme of Provision of Gender Equality in the Republic of Moldova for 2010-2015 and of the activities of the Government Commission for Gender Equality created in the country. These measures increase of the number of women in the management and furthered business activity among women. The gender policy of the

Government promote positive image of women as development partners at local and country level. Currently, 26.3% of ministers in the country are women. Also, the number of women in the ICT sector of the Republic of Moldova increased from 52.2% to 62.4% over the 5 years and, in particular, in e-communications from 31.8% to 42.6%. The number of women occupying management posts in the ICT also increased from 21.7% (2010) to 32% (2015), of whom 28.7% are younger than 35 years. As for professional education in the sphere of ICT in general, male student still dominate: 81.2% vs. 18.8% of females. In the ICT, girls prefer professions such as IT-management (39.5% female students), cybernetic and economical informatics (32.8% female students), however recently the proportion of female students increased even in quite men's professions, such as information technologies, communications, and cybersecurity.

This is mainly thanks to the efforts of the Government aimed at promotion of ICT sphere as professional field for women. Open days dedicated to the Girls in ICT Day are organized by the Ministry of Information Technology and Communications, IDSI, Technical University of Moldova, Moldovan State University, International Independent University of Moldova, companies MoldData, EBS, StarNet, Ericsson, Modcell, Unité, Pentalog High Tech, Accent. Under the «Girls Go IT» initiative implemented by the Government in cooperation with UN Women, Moldovan Association of Private ICT Companies, Centrul de Guvernare Electornica, Novateca, Tekedu, Women in ICT Forums are organized yearly starting 2011. Also, «Girls Go IT» summer camp for school girls was organized in August 2015, “Girls Go IT Gagauzia” training programme in March 2016 and *Generation Z* competition in the ICT for girls elaborating software and web design.



Gender aspect of ICT development in **Russia** was presented by **Ms. Gulnara Abdrakhmanova**, Director, Information Society Statistics and Monitoring Centre, Institute of Statistical Investigation and Knowledge Economy, Higher School of Economics. Russia is one of the CIS countries with quite well developed ICT sector, where telecommunications made 1.2% in the gross value added structure in 2014-2015, while ICT industry – 0.9% (compared to hydrocarbon and gas production 8.6%). Over 72% of households have access to the Internet. Russia is a country with

minimal gender gap in the use of Internet, which significantly reduced in the period of 2006-2015: from 19.3% women using Internet in 2006 to 77.1% women using Internet in 2015, compared to 78.4% of men using Internet in 2015. While in rural area the percentage of women daily using Internet is even more that of men: 44.8% vs. 42.7%. Besides, that are women, who predominantly use Internet to communicate in social networks, search of information of goods and services, email, video calls, and obtaining different kinds of information and knowledge, compared to men who more actively use Internet for downloading films and music and for video and computer games.

At the same time, the percentage of women involved in telecommunications reduced from 45% to 38% and in IT from 35% to 25% in the period of 2005 to 2014 with remaining unchanged percentage of women involved in Russian economy – 38%. As of 2014, the percentage of ICT female specialists makes just 19%, including skilled level specialists – 18%. The percentage of men and women employed with in ICT is approximately equal to the percentage of male and female graduates of telecommunication universities. The data presented show that women and men in Russia have equal access to ICT and use ICT with equal activity (77% vs. 78%), however gender gap exists in the ICT-related professional sphere: in telecommunications the number of male staff is by 1.6 times more than of female, while in IT industry – by 2.7 times.

Therefore, women's potential is not fully used to settle the problem of employee scarcity in the ICT. At the same time, women daily using ICT and working on equal terms with men are obviously aware

of the career opportunities provided by the ICT sector, so the existing gender gap may signify availability of other attractive fields of professional realization or just different life priorities, than careerism.



Dynamics of women's involvement in ICT in Kyrgyz Republic was presented by **Ms. Nurzat Bolzhobekova** from State Communication Agency under the Government of **Kyrgyz Republic**. According to the speaker, in pursuance of the PP-10 Resolution 70, yearly events are organized to attract more women in ICT sector in Kyrgyz Republic by the national ICT regulator – the State Communication Agency, Megacom, Institute of Electronics and Telecommunications under Kyrgyz State Technical University named after I.Razzakov.

Ms. Bolzhobekova presented analysis based on statistics of several Kyrgyz communication providers and the State Communication Agency. In the period of 2011-2015, some increase of percentage female staff is observed in LLC Nurtelecom - from 39,6% to 46,3%; in OJSC Kyrgyztelecom the percentage of women practically remains unchanged (from 50,8% to 50,3%); while in the State Communication Agency and in CJSC Alfa Telecom the percentage of female staff decreased from 49% to 42% and from 46% to 43% accordingly. Therefore, with more or less gender-balanced situation in the ICT sector in general, there is significant gender disbalance in the top management: in the Agency, Kyrgyztelecom, and Sky Mobile presentation of women in the top management positions is 0%, in Alfa Telecom women's representation in top management increased from 15% in 2011 to 27% in 2015, while in Nurtelecom the percentage of women in top management decreased in the same period from 28.6% to 14.3%. However in middle level management the situation is more promising, in particular in the State Communication Agency and in Kyrgyztelecom, also the average age these women became younger: 42-43 years compared to 46 years in 2011. Based on the data presented, it takes on average 20 years for a woman to reach a middle management position in these organizations (and they obviously have no chances to reach a top management position?). Therefore, with obvious interest of women in the ICT-related professions, men still have more chances to make a career in this field, however this could be also explained by women's traditional life priorities: home, family, children.

Gender situation in The Alexander Popov Odessa National Academy of Tele communications (ONAT) was presented by Ms. Irina Stankevich, Head of Management and Marketing Department, who participated in the event remotely. In general, the ONAT could be called an almost gender-balanced university with proportion between female and male students of 45% vs 55% in 2011, which changed to 40% vs. 60% in 2015. At the same time, the gender proportion of students who entered the ONAT in 2011 is equal to the proportion of the graduates of the year 2015. Quite natural is, that the majority of students specialized in technical professions are males, and over the last 5 years, the proportion of females and males changed in favor of males: from 35.84% vs. 64.16% 2011 to 28.78% vs. 71.22% in 2015. Among students entering the ONAT to study humanitarian subjects the number of females grew from 75.28% in 2011 to 88.24% in 2015.

Gender situation in the **Institute of Electronics and Telecommunications** (IET) under Kyrgyz State Technical University (KSTU) named after Iskhak Razzakov was presented by Ms. Gulnara Abdyllyayeva, the IET Deputy Director, who participated in the event remotely. According to the speaker, the proportion between female and male students remained at the same over last 5 years: 1:4. At the same time, among graduates specialized in the Information Systems and Technologies, the number of boys was twice more the number of girls, while among graduates specialized in Telecommunications, the proportion between girls and boys changed from 1:2 to 1:3 over the last 5 years. Some growth of

number of female students is obvious in the specialist field of Radioelectronics from 0% in 2011-2012 to approximately one third of graduates of the course year 2015, of whom 31% were employed in the ICT sector (compared to 56% male graduates specialized in Radioelectronics, who were employed with ICT).

Also, representatives of Femme Digital club from Republic of Azerbaijan participated in the seminar remotely on 29 April. On 28 the club held several events dedicated to the Girls in ICT Day in Baku, in particular in several schools and in the Diplomatic Academy.

The seminar was completed by a **roundtable**, which discussed the gender-related situation in the ICT of the CIS countries based on the presentations delivered.

**Irina Sineva** noted, that when evaluating the work of the ICT staff, the main criteria should be professionalism, therefore the issues of gender equality would get off the ground. Also, Ms. Sineva noted, that the issue of gender equality in the ICT should be discussed in a more extensive sweep and at a higher level with participation of decision makers.

**Eleonora Vasilachi** noted the clearly defined trends in women's involvement in decision making, in particular the increase of women occupying top management posts and rejuvenation of management staff.

**Nurzat Bolzhobekova** noted that, however the Resolution 70 is not very actively implemented in the ITU headquarter, it is actively implemented by the CIS countries. Ms. Bolzhobekova suggested to elaborate a questionnaire for different ICT market players to be filled out by male staff of different levels regarding the qualities required from a woman to be appointed at a top management position. According to Ms. Bolzhobekova, the analysis of the replies could improve the gender-related situation in the ICT sector of the CIS countries.

**Gulnara Abdrakhmanova** noted the improved analytical and expert level of the regional Girls in ICT event, that evidences the settlement of a number of issues related to the Resolution 70. At the same time Ms. Abdrakhmanova noted that there was no gender discrimination in the CIS countries: women can choose professions, work and build a career on equal terms with men. At the same time, choice of ICT as a professional field means for women playing a men part, so it would be interesting to compare the situation in ICT with gender trends in other professional fields. Also, Ms. Abdrakhmanova supported Ms. Sineva, that professionalism should be main criteria when evaluating the work of the personnel.

A **representative of RISK company** (Republic of Azerbaijan) noted significant changes in the ICT of Azerbaijan, which occurred over the past 18 years, especially increase of female decision makers, in particular lawmakers, deputy ministers (economics), since the example is drawn from the first lady of Azerbaijan, who occupies several responsible posts at the same time.

**Irina Divakova** noted that with lack of gender discrimination in the ICT of the CIS countries there are problems due to the fact, that women came to the ICT professions later than men, however the ICT industry is attractive for women, that is evidences by the positive trends in the ICT of the Republic of Moldova and the Republic of Azerbaijan. According to Irina Divakova it would be useful to analyze initiatives of ICT-specialized universities aimed at attraction of more girls in the ICT professions.

Summing up the discussion, **Orozobek Kaiykov** noted that there was no gender discrimination in the CIS countries, but this situation has some specificity due to culture, traditions, and mentalities of so-called sub-regions of the CIS (Transcaucasian, Asian, and European parts of the region). Mr. Kaiykov supported Ms. Sineva that it would make sense to invite male management staff to the Girls in ICT event to discuss gender equality in the ICT. Referring to pressing issues of the ICT, such as e-waste and child online protection, Mr. Kaiykov noted, that girls in ICT could contribute to the settlement of these issues. Ms. Kaiykov suggested that telecommunication universities of the CIS countries (such as, for example, the IET under the KSTU in Bishkek), could track professional careers of the graduates and help them in employment, considering that 90% of graduates are employed inside the country, however the most significant condition to select a staff is professional competence.

All participants of the seminar noted the necessity a more careful collection and study of gender-related statistics, which would allow making more distinct conclusion of the results of the PP Resolution 70 implementation.

All participants expressed gratitude to the ITU for organization of the event dedicated to the very topical issues. The ITU, in its term, expresses thanks to the participants for the active participation in the discussion.

### Events in the CIS Countries Dedicated to the Girls in ICT Day



The Institute of Electronics and Telecommunications (IET) under the Kyrgyz State Technical University (KSTU) named after Iskhak Razzakov held a number of events dedicated to the International Girls in ICT Day.

A training and a competition of IT projects within the framework of Female Specialist programme were conducted in Kyrgyz and Korean Information Access Centre of the KSTU with the support of CRDF Global US foundation from 26 to 27 April 2016. The training was provided by specialists of the centre, Mr. Yevgeny Krasovsky, Ms. Anna Degtyareva, and Ms. Tatyana Kanzaveli. The participants of the events got acquainted with career

opportunities in the IT sphere and obtained recommendations related to work search and review of their business plans, as well as consulted regional and US IT experts. Also, the participants learned how to compose feasibility study of ICT business ideas, conduct market research, and create new ICT enterprises.



On 27 April 2016, IT project competition took place: 4 participants got finalists of the competition.



On 28 April 2016, one of the youngest and most promising mobile communication providers *Nur Telecom* invited girls to get acquainted with their key divisions' activities and pose questions to the management of the company. Also, female bosses of the company shared with the girls their success stories.

In the afternoon, the IET female students and staff took part in the regional videoconference seminar for CIS

dedicated to the Girls in ICT Day, organized by the ITU Area Office.

The same day, mobile operator *MegaCom* bestowed branded gifts to the girls, who wrote best essays on the topic The Role of Women in the ICT.

On 29 April 2016, the IET female students and staff had an excursion over *MegaCom* company. The excursion participants got acquainted with the activities of the leader of mobile communications, talk to the company specialists and see how telecommunications means function. Career opportunities in the ICT were presented by female top management staff of the company.

After the excursion, the girls participated in the second day of the regional videoconference event.

