GIRLS IN ICT DAY 2019 – ACTIVITIES IN EUROPE

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1. Introduction

International Girls in ICT Day 2019 was celebrated around the world on and around 25 April 2019. The global initiative backed by all ITU Member States in ITU Plenipotentiary Resolution 70 (Rev. Busan, 2014) aims to create a global environment that empowers and encourages girls and young women to consider studies and careers in the growing field of information and communication technologies (ICTs). On International Girls in ICT Day, celebrated every fourth Thursday in April, ITU stakeholders are encouraged to organize events to commemorate the day and attract more girls and young women into ICT.

In Europe, International Girls in ICT Day has been celebrated in numerous countries by various stakeholders – the public sector, civil society, academia and private sector organizations. In 2019, activities were held at least in 27 countries. The 2019 edition saw many new innovative approaches to celebrate the day as well as fruitful collaborations between stakeholders from different sectors. Girls in ICT Day attracts annually lots of attention also online through social media, especially with the #GirlsinICT hashtag organisers use to publish information about their activities.

Approach

The information presented in this report was collected through reports and communication to ITU from different stakeholders. Information is presented in an alphabetical order per country.

This report is based on the information provided to ITU by the International Girls in ICT Day 2019 event organizers supplemented by online research through search engines and social media platforms. The pictures from the events have been shared with ITU and are used with the permission of the organizers.

We welcome more events to be added and request any such information to be sent to eurregion@itu.int.

More information is available at :

- www.itu.int/girlsinict for the International Girls in ICT Day events
- www.itu.int/en/ITU-D/Regional-Presence/Europe for ITU Regional Actions in Europe

2. Activities in Europe

Albania

Albanian ICT Academy commemorate the Girls in ICT Day by organizing activities for girls from 25th to 27th April. The participating girls had the chance to hear from inspiring female mentors and learned how to develop an app of their own choice. Among other projects, the girls developed apps to tackle environmental and social problems.

Andorra

Andorra joined the celebrations of Girls in ICT Day for the first time in 2019. Andorra Telecom organized two activities around Girls in ICT Day. Events were held at one high school for around 35 students and at a secondary school for around 25 students. In collaboration with the Ministry of Education, Andorra Telecom is also preparing for an information campaign to promote the opportunities of ICT field to girls and young women in Andorra.

Austria

Ernst & Young organized activities in several European countries, including in Austria. See section Private sector events in several European countries.

Bosnia and Herzegovina

The INPUT center celebrated Girls in ICT Day for the fifth year. This year the center organized a series of workshops for girls and young women between the ages of 10-19. The workshops focused on robotics and the participating girls had the chance to learn how to program robots with Lego Mindstorm, Arduino and mBot.

A non-profit organization called Girl Thing, part of the students' council of the Faculty of electrical engineering in Tuzla, organized their first Girls in ICT Day event. The members of the council presented the organization and results of IT projects they have been active in. In addition, a panel discussion was organized with five successful female IT entrepreneurs in Bosnia and Herzegovina, with the title "Programming is also a girl thing".

IT Girls BiH marked the International Girls in ICT Day by launching an online campaign with female role models, culminating with a public meetup at a tech space in Sarajevo. The online campaign started on April 16 and lasted until April 25, every day featuring an inspirational message by an "IT Super Girl" and inviting other girls and women to share their own messages under the designated hashtags. The meetup was organized on April 25 and included a panel discussion on the challenges in the sector and IT Girl's vision for girls and women in ICT in Bosnia and Herzegovina.

The telecom operator Mtel a.d. organized a Girls in ICT Day event in cooperation with a local high school. Girls aged 15-19 years were invited to take part in IoT workshop at Mtel training centre. Workshop trainers were female engineers working at Mtel and creating IoT services for real consumers and business. During the workshop, girls had an opportunity to learn not only new skills, but to hear from real role models about their carrier paths, everyday work and their hands-on approach in creating real ICT solutions.

Bulgaria

Coding Girls held a networking and inspiring career event to celebrate Girls in ICT Day in Sofia. The event included an inspiring guest speaker, who was a UX/UI Designer and Digital Artist. In addition to hearing her inspiring talk, the participants learned about the work of Coding Girls and learned about how to start a career in the ICT industry and how to approach your dream employee companies. Importantly, the participants could connect with like-minded people interested in exploring a future in the field of ICT.

Croatia

Lemax organized for the fifth time an event under the name "ICT Supergirls". Altogether 200 students from local universities and high schools took part in activities and could meet guest speakers including Croatian women entrepreneurs, network with them and also get to know the Lemax team.

The Faculty of Electrical Engineering, Computer Science and Information Technology Osijek (FERIT) organized Girls in ICT Day for the fourth time for the purpose of promoting information and communication technologies (ICTs) and professions in this field amongst elementary and high school students. As teachers have the crucial role of motivating girls, this year FERIT organized a meeting with elementary and high school teachers of math, computer science and physics. The event included lectures and panel

discussion on "Future professions and Motivating Girls for ICT Careers"

Czech Republic

Gender Studies organized Girls in ICT Day for the seventh year. In collaboration with several ICT companies, the event allowed girls to visit offices, hear about interesting job positions, meet role models, and get a more concrete idea of what the work in the technical fields involves. Activities took place in Girls Day in Prague, Plzeň, Olomouc a Mladá Boleslav.

Germany

The annual Girls' Day celebrations in Germany focused on attracting more girls and young women into STEM fields (Science, Technology, Engineering and Math). The initiative is led by Kompetenzzentrum Technik-Diversity-Chancengleichheit e.V. In 2019, more than 10,000 events were organized with almost 100,000 girls participating. 1,267 events had a focus on ICT. The initiative also has a high-level support as Chancellor Angela Merkel participates annually in the activities.

Hungary

Holografika held an "Open Doors" event for 12 girls. During the event the participating girls had the chance to learn about the work of Holografika, meet employees and in particular, learn about 3D technologies and their many fields of application.

The Faculty of Informatics of University of Debrecen held a career orientation day to commemorate International Girls in ICT Day 2019 for high school and elementary school girls. In addition to learning about the studying opportunities available at the Faculty of Informatics, the participating girls could try out various hands-on activities, such as experience Virtual Reality, different gadgets and design and print objects with 3D printers.

Iceland

In Iceland, Girls in ICT Day was held at Reykjavik University, in collaboration with Ský (The Icelandic Computer Society) and Samtök iðnaðarins (Federation of Icelandic Industries). In 2019, around 1000 girls in 9th grade were invited to take part in the day. The girls attended workshops at Reykjavik University where they were e.g. presented with challenges in web design, programming and artificial intelligence. Following the workshops, the girls visited

companies in the tech industry where they had a chance to meet female role-models and see what it is like to work in the industry. In addition to Reykjavik, the Girls in ICT Day was this year also celebrated in Akureyri in cooperation with the University of Akureyri.

Italy

STEM in the City is an initiative led by the City of Milan to develop a "STEM-oriented" culture free from gender barriers and stereotypes to help guide young women to studies and careers in fields of science and technology. In 2019, over 150 free events were organized including workshops, training courses, debates and role model sessions with the collaboration of 146 public and private partners. Over 14.000 people participated at the public meetings, including several teachers and students from 107 schools and universities. In addition, there were over 300 speakers and trainers.

Lithuania

Kaunas University of Technology Faculty of informatics invited female high school students and recent graduates to participate in a full day of hands-on activities, contests and an inspirational discussion in an event titled: "DIGITAL GIRLS: rock IT on". The program included a contest in which the participants had to introduce an ICT profession and the winning teams were awarded by valuable prizes from a partner company. This was followed by a discussion with role models studying and working in the ICT field, who shared their advice and experience with the participants. Finally, the girls could pick a workshop of their choice and get acquainted with one of several proposed fields of ICT. Workshops included VR, LEGO robots, microchips and apps.

Luxembourg

Women in Digital Empowerment celebrated Girls in ICT Day by holding a half-day event with around 25 female participants. The event was open for girls from the age 13 upwards and included talks on coding and technology and tips for choosing a career in tech and ICT. Moreover, participants learned about data visualization, the App Inventor and had the chance to network with other like-minded young women interested in technology.
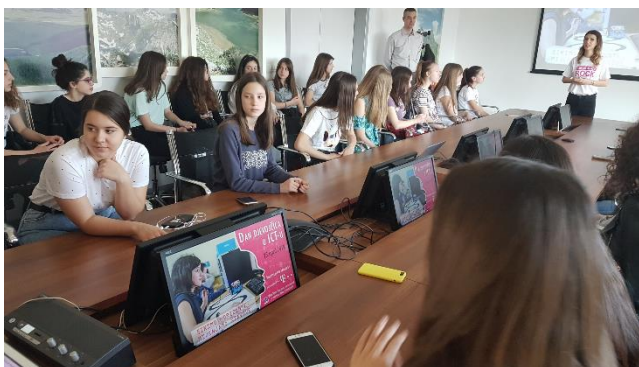
Malta

The eSkills Malta Foundation organized a half-day event with female students of age 9 and upwards. The event included four mini-workshops and all the participants rotated taking part in all of them. The purpose of the workshops was to boost students' interest in ICT and computer science and preparing them with the skills needed in digital societies and economies, namely critical thinking, creativity, collaboration, communication, information literacy, media literacy, technology literacy, flexibility, leadership, initiative, productivity, and social skills.

Montenegro

The Association of IT and Information Technologists in cooperation with Crnogorski Telekom and with the support of the Ministry of Education organized workshops for around 100 girls aged between 7 and 14. At these workshops, held in three elementary schools, the girls could learn the basics steps of programming and managing a robot. Participants of the program "Mali programeri" (Young developers) also participated in the workshops.

An elementary school JU Srednja ekonomsko-ugostiteljska in Nikšić held a series of activities for approximately 25 girls to commemorate the Girls in ICT Day. During the workshops the girls learned about the importance of studying STEM topics and were motivated to take part in the national competition of girls in ICT. The event also initiated a launch of a school-wide database for girls to cooperate through mentoring programs, projects, hackathons and meetups.

Another school in Niksic, Montenegro, OŠ "Mileva Lajović Lalatović" also organized activities. The event started with an introduction to International Girls in ICT Day initiative, followed by a presentation of the first female programmer, Ada Lovelace. The girls also had introduction to Scratch and learned the basics of programming.

Netherlands

Girls' Day celebrations focusing on all STEM fields are held annually also in the Netherlands, organized by VHTO, the Dutch national expert organization on girls/women and science/technology. During Girls' day, technical companies, (non-)governmental organizations, and research institutes open their doors for 10-15 year old girls, in order to awaken/increase their interest in STEM fields. In 2019, more than 10,000 girls participated in Girls' day in the Netherlands.

Poland

In Poland, the University of Lodz joined the celebrations of Girls in ICT Day for the first time by organizing a 'open doors' event. The University hosted several activities including the main event that consisted of a ICT workshop for 30 girls aged 13-15 from local high schools. At the Faculty of Physics and Applied Informatics, the girls learned about the basics of programming and robotics. After a brief theoretical introduction, participants were encouraged to write a simple piece of code that "programmed" fruit connected to a microelectronic systems so that they served as a piano keyboard. This practical training was preceded by a meeting at the Faculty of Law and Administration on online threats and cybersecurity.

Portugal

To commemorate Girls in ICT Day, Fundação Portuguesa das Comunicações | Museu das Comunicações organized an exhibition titled "Anonymous pioneers". The exhibition acknowledged the work of the anonymous women who have been pioneers in working in the male-dominated field of technology.

In Portugal, also the National Center for Cybersecurity in cooperation with the Polytechnic of Leira held an event to commemorate the Girls in ICT. The event included a panel discussion on the importance of ICT for future career paths. Altogether, the event had around 100 participants.

Romania

The company UiPath in partnership with an innovation centre Iceberg held an event to encourage more women to consider careers in the field of robotics. During the event, the participant learned about Robotic Process Automation (RPA) and how it is changing the way work gets done across industries. The event to commemorate Girls in ICT Day was part of the two organizations' mission to empower more women and minorities to become leaders in digital fields.

Serbia

The Association of Business Women in Serbia (ABW) in cooperation with partner organizations promoted a wide array of activities to celebrate 2019 Girls in ICT Day across Serbia. As Girls in ICT Day has been celebrated in Serbia since the launch of the campaign, during the last years, more than 100 primary schools in Serbia have participated and more than 7,000 girls joined and had the chance to meet successful women role models and entrepreneurs from more than 100 companies. As a first part of the activities, girls were invited to present their entrepreneurial ideas by submitting a video tutorial and all the ideas that met the criteria were published on ABW Serbia Youtube channel. Secondly, girls visited companies in different cities in Serbia to learn first-hand about working in the ICT sector. Thirdly, the activities

included the main celebration, which was held in the presence of Prime Minister and other high-ranking officials and partners.

Also, schools joined the Girls in ICT Day celebrations in Serbia. The Primary School Vožd Karađorđe held a workshop, in which the girls presented their project which had focused on famous female mathematicians. After the presentation, the participants worked with other pupils and teachers to learn about the tools with which they created the project attachments: Adobe Spark, Sway, Scratch and others. Altogether 100 primary school students participated in the event, 50% of them were girls. A database was also developed to display more information on well-known mathematicians. Moreover, the participating girls had the chance to visit ICT companies remotely via Skype to learn about their businesses.

The Association for Female Affirmation (AFA) celebrated Girls in ICT Day in cooperation with Telekom Serbia and together with girls from locals' elementary schools. The main purpose was to answer and contemplate on the question "How to bring ICT closer to girls in primary schools and to motivate them to enroll STEM universities and schools?". Participants worked together with data analysts and programmers from Telekom and through practical work tried to come up with the most innovative solutions to reduce gender gap in STEM. At the end of the day, the best ideas were rewarded - and the winning team had the opportunity to present their idea on Teenage stage at the AFA Innovation Week.

Ministry of Trade, Tourism and Telecommunications held its yearly conference celebrating Girls in ICT Day with the participation of 300 girls from 12 elementary schools across Serbia. The conference was launched by the Serbian Prime Minister, followed by two panels comprising of a number of highly esteemed panelists, i.e. successful women currently shaping both private and public sector of the Republic of Serbia, scientists and special guests that will present their inventions and share their experience. In addition, a competition was launched in the lead up to the conference and three best works were presented and awarded during the celebration.

Slovakia

Aj Ty V IT holds annually Girls' Day event in Slovakia with the purpose of attracting more girls and young women into STEM fields. In 2019, more than 1000 high school female students visited more than 60 companies throughout Slovakia. Every company had different program for girls – including trying virtual reality, the latest technologies, and learning basic programming. In addition, the participants can interact with women in tech to learn more about how the jobs are in practice, have the chance to meet interesting people and see some tech solutions developed by women in action.

Spain

Universitat Autònama de Barcelona (UAB) organized a conference to commemorate Girls in ICT Day to promote careers and studies in the field of ICT and foster cooperation between different private and public institutions. The conference included sessions on topics such as IoT, cybersecurity, Aerospace, Energy & Smart Cities, among others. In addition, participants had the chance to network and explore opportunities in studying and working in ICT.

The Association of Women Researchers and Technologists from Aragón AMIT-Aragón organized this year the 4th edition of the program "A Female Engineer in every School". More than 190 women engineers from University of Zaragoza, CSIC and private sector visited primary schools to lead hands-on workshops with young students to show them how engineers work. Through more than 100 sessions, more than 5000 students were reached in Aragón, 50% of which were girls. The workshops ranged from computing, design, mechatronic and robotics to material science and biotechnology, depending on the age of the students, with a proactive attitude of self-efficiency and promoting team-work to achieve results.

STEM Talent Girl organized workshops in Valladolid, Oviedo, Ávila, Burgos, Madrid and Segovia. The activities were organized in cooperation with local private sector partners.

Polytechnical University of Catalania organized several events at different campuses to mark Girls in ICT Day. In Manresa, UPC Manresa held a full-day conference. The event included inspiring presentations from former students in STEM fields and workshops on topics such as designing 2D, graphic design, programming and digital music. In Barcelona, UPC co-operated with the Faculty of IT and the Higher Technical School of Telecommunications Engineering of Barcelona for the organization of a conference that included panel discussions on supercomputing and AI as well as a roundtable that featured four ICT students from UPC. Finally, participants could join workshops on encrypting messages, satellites, app building or robotics. At UPC Vilanova, an event was organized in cooperation with the ITSCool Association. At the event, current and former students in ICT at UPC shared about their experience and their professional plans. In addition, an app building workshop was organized.
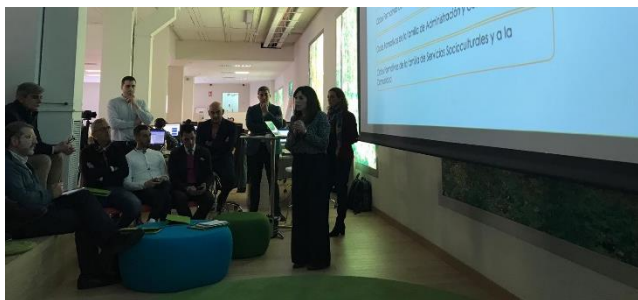
Galicia Supercomputing Centre, CESGA held a virtual conference to celebrate Girls in ICT Day. Altogether, more than 450 participants joined the conference remotely or in person from schools and education institutes across the country. Among others, the conference aimed to generating a catalogue of best practices for boosting girls' interest in technology. In total, 31 proposals moving forward were presented from all over Spain. The participants could also take part in various hands-on activities during the conference.

CTIC Technology Centre organized two open-doors events to celebrate Girls in ICT Day. The participating students were invited to participate in the STEM Talen Girl project and learned about technologies and applications developed by CTIC, including augmented reality, virtual reality and blockchain. In addition, in cooperation with Oviedo Emprende, an event was held with a participation of more than 60 students. The participants had the chance to learn about the stories and experience of five Asturian female technologists and researchers, who will share with them the type of work they do, their professional career, the barriers they encountered, and which factors were determinant in the choice of their studies.

Albaydar together with Media Interactiva organizes a session for parents of high school students and vocational training students who aim to improve the students' digital skills and also obtain an official Microsoft certification. In addition, one of the students was given the opportunity to compete in the National Olympics of Microsoft Office Specialist in Madrid.

The Scientific Cultural and Innovation Unit of the University of Salamanca, together with the Association of Women Researchers and Technologists (AMIT) held a conference that included panel discussions focusing on the best practices of promoting ICT fields to girls and young women. Several professors participated in the round-table and the event was open to all teaching staff and students.

To commemorate Girls in ICT Day, the Singular Center for Research in Intelix Technologies (CITIUS) of the University of Santiago de Compostela opened an exhibition that acknowledges the contributions of notable female scientists and technologists and promotes technical studies and careers for girls and young people.

Professional Colleges of Engineering and Informatics in La Rioja (Colegios Profesionales de Ingenieros en Informatica de La Rioja (C.P.I.I.R. y C.P.I.T.I.R) celebrated Girls in ICT Day for the third consecutive year by organizing an event, which encompassed activities presenting the Digital Agenda of La Rioja and talks, in which several professionals in ICT field shared about their work experience. The event was also transmitted through a videoconference to connect speakers from their workplaces and students from different schools.

The polytechnic college of the University of Girona, in the framework of the FEMENG program and together with the IMERIR center, organized an event to celebrate Girls in ICT Day. A total of 40 girls between ages of 13 to 16 participated from two locations Girona and Perpignan, and during the event, they learned about the different opportunities provided by ICT and experienced ICT in hands-on activities.

Sweden

Inicio, a non-profit organisation invited 120 girls of ages 13–19 to participate in a full day event with hands-on workshops and case studies. The theme selected for this year's Girls in ICT was gaming. In the hands-on workshop, girls built a gamified electronic device from scratch (designed by Inicio), and in the case study, Primetime, a mobile gaming app, presented a real-life case for the girls to solve. During lunch time there was also a mini fair where different KTH projects and tech companies had showcases. The event took place at KTH Kista.

Switzerland

Empowerment Lab, a non-profit organization, joined the Girls in ICT Day celebrations for the first time by organizing a video gaming workshop.

CERN held workshops on Information and Communication Technologies (ICTs) for about 100 girls aged 6 to 14 at the Globe of Science and innovation. A team of almost exclusively female mentors led the workshops: CERN engineers and specialists, members of the Women in Technology community and members of the RightsTech Women association. The girls were introduced to the programming of the Poppy Ergo Jr. robot, an articulated arm designed for education. They worked in pairs to learn the basics of computing, coding and programming logics. The youngest had the opportunity to discover what is inside a computer and how programming work, thanks to paper, scissors and LEGOs.

The EBU (European Broadcasting Union) joined BBC Young Reporter and BBC WiSTEM celebrations of International Girls in ICT Day. Local girls and young women at BBC Birmingham plus BBC Salford spent the day at hands-on workshops and activities with BBC staff and STEM ambassadors, as well as taking part in a live link-up with the EBU in Geneva. The event in Geneva included a panel discussion with the topic of best practices in promoting girls and women in ICT fields and included panellists from ITU.

The Federal Office of Communications celebrated Girls in ICT Day by organizing an event, in which schoolgirls got to know more about what an electronics technician, computer scientist and mediamatician does at their respective jobs and even trying out the jobs themselves. Prior to the event, OFCOM's apprentices visited multiple regional schools and held presentations to inform female pupils about the "Girls in ICT Day". In total as a result, 11 girls were interested in participating in the event.

Turkey

Information and Communication Technologies Authority (ICTA) commemorated Girls in ICT Day by devoting a special session to it during the 13th International Electronic Communications Regulators Conference. The special session included participation of female high school students, their teachers and role model speakers from ICTs world, who shared their experiences and accomplishments and made inspiring presentations. Also, a video message from ITU BDT Director was shown at the beginning of the session. Female students and their teachers had also the opportunity to meet in person all the role model speakers and to discover the ICTA's "Experience Center" which demonstrates various new technologies including virtual reality and many internet applications.

Ukraine

The [State University of Telecommunications](#) organized a conference with role model speakers, who shared their experience with the students. The round table included different perspectives of working in the ICT field. In the end, all participants received a certificate of participation.

[Kiev National University of Culture and Arts](#) celebrated Girls in ICT as the Department of Computer Science organized a meeting with students of the Faculty of Information Policy and Cybersecurity to discuss the place and prospects of girls in the IT industry in Ukraine. During the meeting, the Girls in ICT Day initiative and its objectives were presented as well as some success stories of women in IT. Several role models gave inspiring speeches about their own career paths and studies. Also, the importance of mentoring was discussed.

The [Engineering Institute of the Zaporizhzhia National University](#) organized activities for the fifth time for Girls in ICT Day in Zaporizhzhia. Software Engineering students and teachers organized a celebration connected with IT for Zaporizhzhia pupils with support of Cisco company and Institute of Education Content Modernization. More than 100 girls and boys from Zaporizhzhia and Dnipro schools had the chance to learn from game zones and speak with girls who have made a career in IT. The event also included several digital games and applications the participants could try out. Moreover, several role models shared about their successful careers in different fields of ICT.

United Kingdom

[St Joseph's Catholic Primary School](#) organized a STEMettes afternoon club to celebrate the Girls in ICT Day. In the workshop, five participating 9-year-old girls worked on Scratch project and did digital animations, which were presented at an astronomy art exhibition. The animation planned by the girls themselves covered topics such as rocket launch, death of our sun and black holes.

[The BBC](#) Young Reporter and BBC WiSTEM celebrated International Girls in ICT Day at BBC Birmingham and at BBC Salford. Local girls and young women spent the day at hands-on workshops and activities with BBC staff and STEM ambassadors, as well as took part in a live link-up with the EBU (European Broadcasting Union) in Geneva.

Private sector events in several European countries

[Ernst & Young](#) visited schools across Germany, Switzerland, and Austria for Girls in ICT Day, facilitating a 'digital school day' to get more young girls interested in ICT as a career. In 2019, over 100 EY employees worked with groups of 20-30 girls between the ages of 11-15 in over 30 schools, sharing their knowledge and insights on ICT. They explored the range of career options in this sector from creative pursuits like web design and Photoshop to data science and robotics. In addition to exploring career opportunities and discussing the importance of women in ICT, the students were taught how to program a simple app or a robot. The day wrapped up with a quick quiz about digitization and some prizes.

The [GSMA](#) Spain, Barcelona Office hosted 23 girls, between 11 and 17 years old, who learned how to use the coding software SonicPi to program and create their own cell phone ringtone. The girls were also exposed to the mathematics involved in the creation of music. Supporting partners of the event included Mobile World Capital Barcelona Foundation, CaixaBank and Telefonica. The event included a speech talk from a role model, who spoke about motivating girls to choose careers in the STEM fields and breaking existing stereotypes of women in tech. Moreover, other topics discussed in the event included Artificial Intelligence and algorithmic bias; women in ICT: state of play; impact of an increasing female workforce in the tech world; cool examples of projects and tech tools for the youngsters; tech companies founded by women; the threats and dangers of stereotypes in the tech industry and potential careers choices in tech.

In the UK, the GSMA London Office ran several activities for a group of 11 girls from the London-based Hurlingham Academy, who visited the GSMA HQ in London for a tour of the office. The participants were introduced to the GSMA programmes including #CaseForChange, Connected Women, IoT and Tech4Girls. They also listened to speeches from several speakers who discussed the exciting roles of women in tech, and ways to select STEM subjects that will help them into the world of tech.

Events organized by ITU

In Rome, Italy, ITU and Com-ITU of CEPT co-organized a joint celebration on 7 May 2019, hosted by the Ministry of Economic Development. This event was being held back to back with the Europe Regional Development Forum 2019. Celebrations included an interactive exercise with the representatives of European administrations on gender equality.

In Odessa, Ukraine, ITU and ONAT Academy held a joint celebration to commemorate International Girls in ICT Day on 24 April 2019.

3. Towards International Girls in ICT Day 2020

International Girls in ICT Day 2020 will be observed on 23 April 2020 All Member States, Sector Members, Associates, Academia and other stakeholders are encouraged to join the global movement to empower girls and young women through ICTs by organising activities to celebrate the day on and around 23 April 2020.

Organisers are welcome to design and create their own programme most suitable for the local context with resources available. To guide organisers with practical tips and ideas for event activities, ITU has also published a toolkit available on ITU Girls in ICT Portal. Past Girls in ICT Day events published on the Girls in ICT Day Portal may also serve as inspiration.

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