



ComITU



Joint Celebration of Girls in ICT Day
28 April 2016, Lucerne, Switzerland

Girls in ICT day

28 April 2016

*Expanding horizons,
Changing attitudes*

www.girlsinict.org



ITU Plenipotentiary Resolution 70 backed by all ITU Member States calls for the celebration of International Girls in ICT Day on 4th Thursday of April every year

Over 5,300 events in 150 countries, empowering more than 177,000 girls and young women globally.

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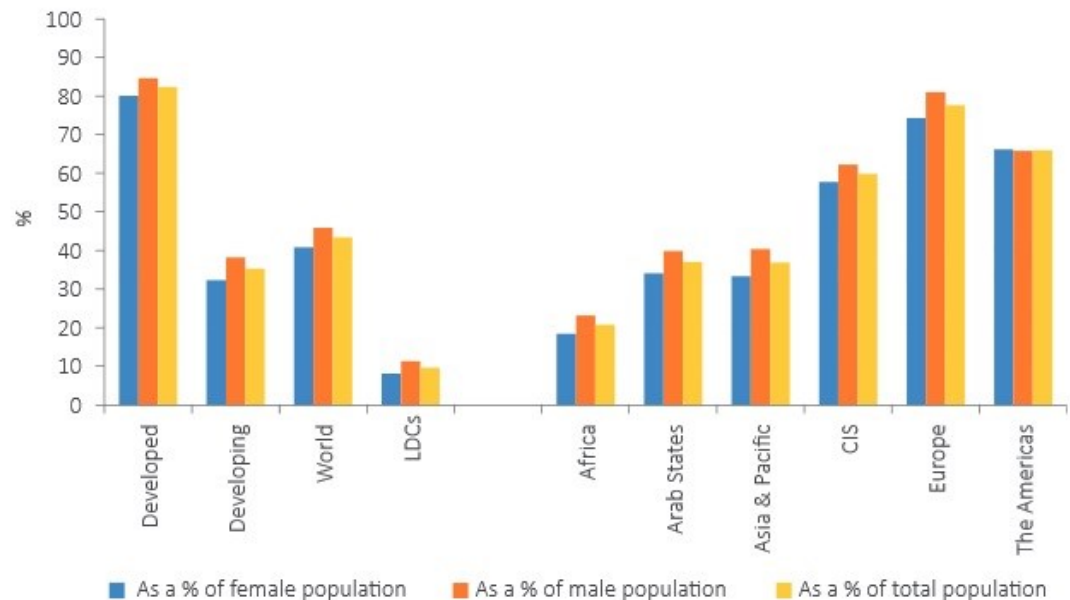
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Why do we need a Girls in ICT Day?

Internet users by gender

Chart 1.22: Percentage of individuals using the Internet, by gender, development status and region, 2015*



Source: 2015, ITU, Measuring the Information Society

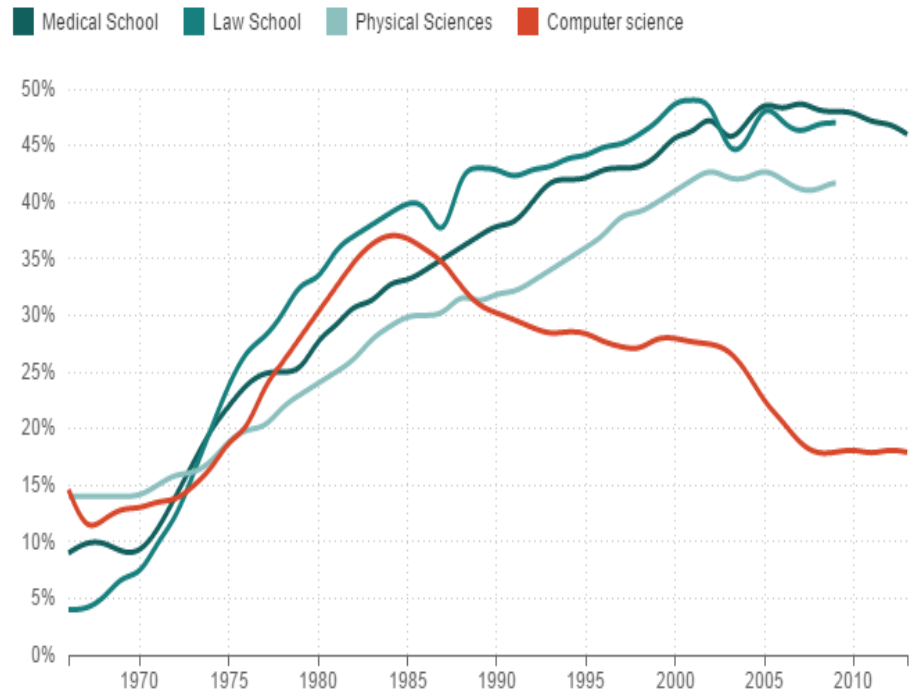
- ✓ Internet user penetration rate 11% lower for females than for males
- ✓ Gap in Internet user penetration rate between males and females is 5.4% in developed countries and 15.4% in developing countries¹

¹The gap represents the difference between the Internet user penetration rates for males and females relative to the Internet user penetration rate for males, expressed as a percentage.

Percentage of girls in STEM studies

In the US, 37% of college computer science grads in 1985 were women, today only 17%

% Of Women Majors, By Field



Source: National Science Foundation, American Bar Association, American Association of Medical Colleges
Credit: Quoc Trung Bui/NPR

Figure 11 STEM occupations by sector and gender in 2014

Women in STEM occupations



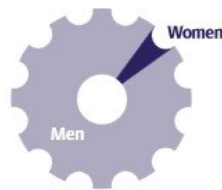
Women make up just 12.8% of the UK STEM workforce



Engineering professionals



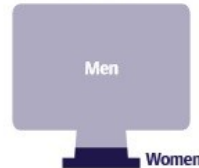
Women make up just 5.7% of this sector



ICT professionals



Women make up just 15% of this sector



Science, engineering & production technicians



Women in technology

Source: Wise Analysis of Labour Force Survey (April – August 2014), available at

https://www.wisecampaign.org.uk/uploads/wise/files/WIS_E_UK_Statistics_2014.pdf. Data refers to the UK

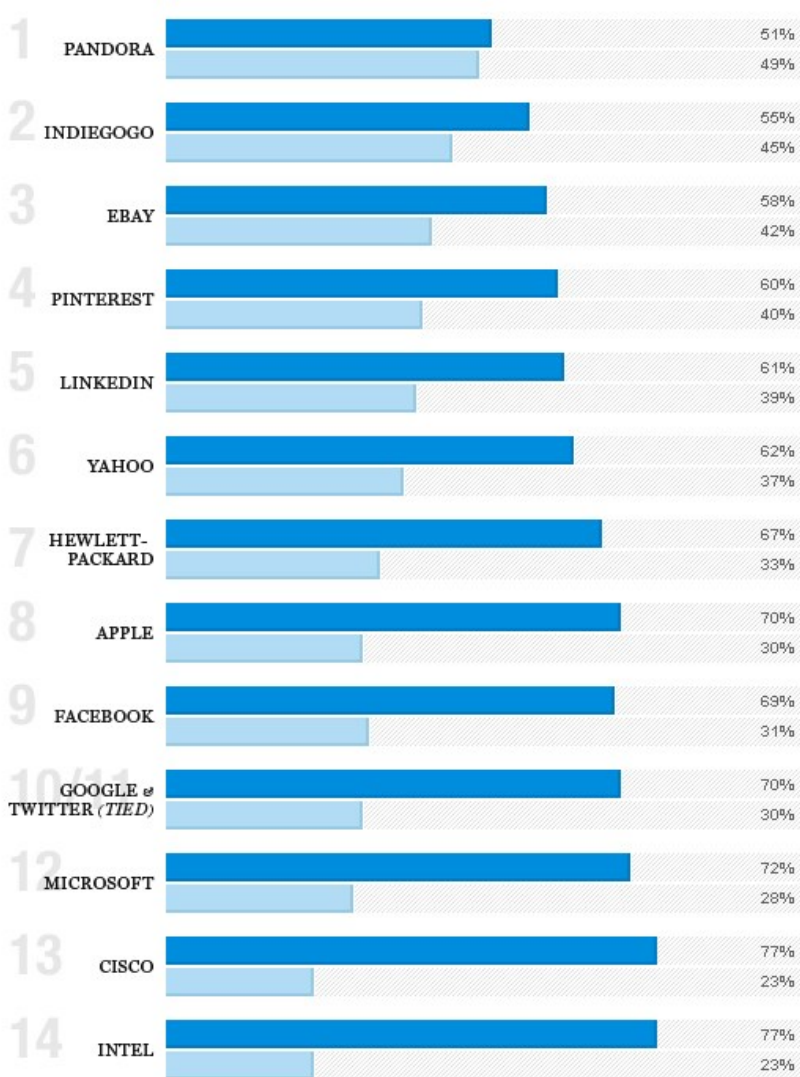
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Women in technology

GENDER DIVERSITY (OVERALL)

■ MEN ■ WOMEN



FORTUNE

Source: FORTUNE (2014)
<http://fortune.com/2014/08/29/how-tech-companies-compare-in-employee-diversity/>

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Few women are creators of ICT...

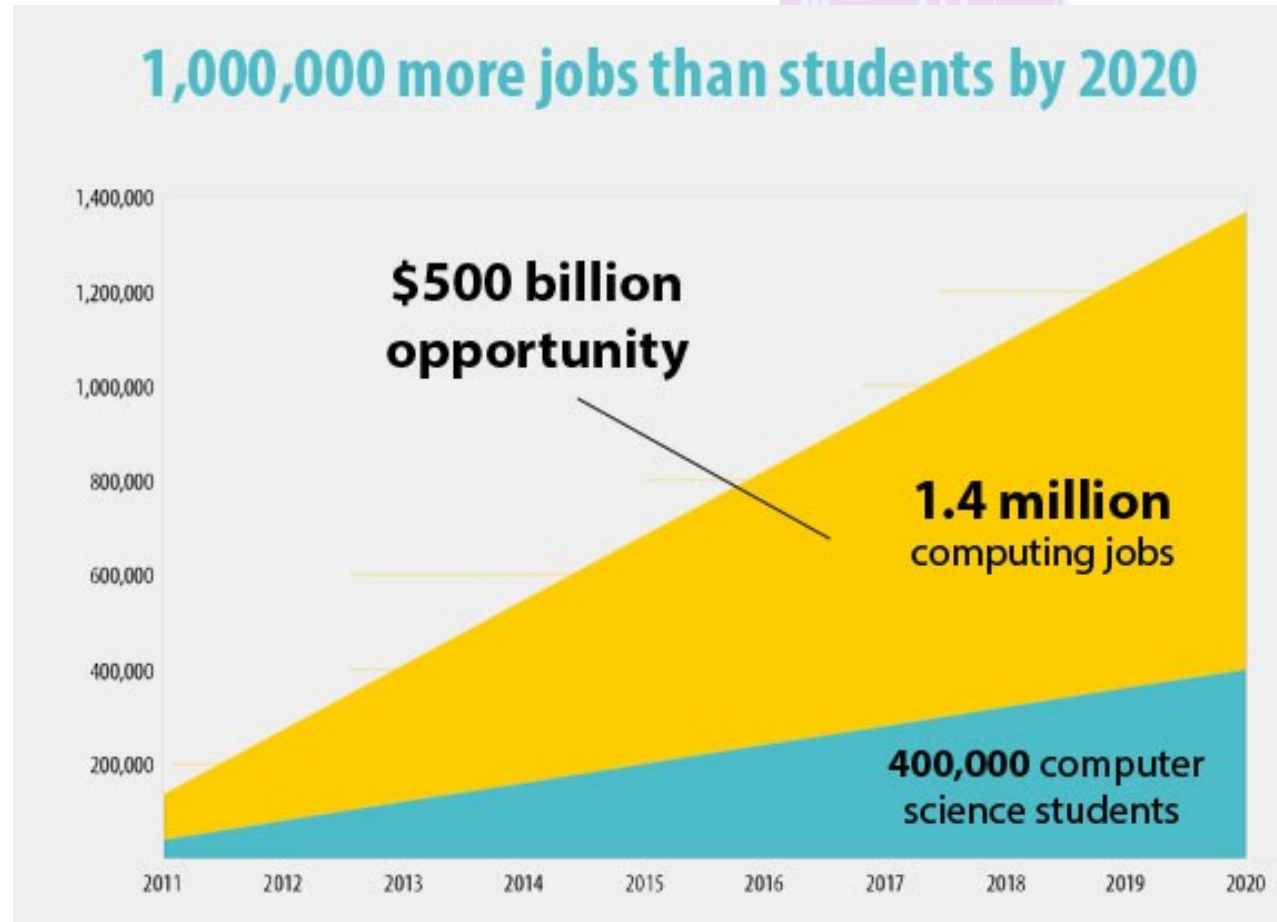
- ✓ Less than **30%** of the ICT workforce are women
 - ✓ **19%** of ICT entrepreneurs are women
- ✓ **9%** of app developers are women in Europe
- ✓ Only **20%** of European women aged 30 with ICT-related degrees work in ICT sector
- ✓ **19%** of ICT managers are women
 - ✓ **4%** of senior management positions in technical/R&D departments are held by women in Silicon Valley
- ✓ **10%** of corporate officer positions in Fortune 500 technology companies are held by women
 - ✓ **5%** of IT patents are held by women in the US

Source: NCWIT (2010) **Women in IT: The Facts**, available at https://www.ncwit.org/sites/default/files/resources/ncwit_thefacts_rev2_010.pdf

Source: European Commission (2013) **Women Active in the ICT Sector**, available at http://www.bgwomeninict.org/language/bg/uploads/files/documents_0/documents_32b35cbb8f4815da69c1295eb5c29c99.pdf

...but that's where the jobs are!

- Estimated shortfall of over two million skilled ICT professionals worldwide
- ICT creators are shaping our societies
- Digital literacy has become prerequisite for employment opportunities in nearly all sectors



Source: Code.org, 2015. Data refers to USA.

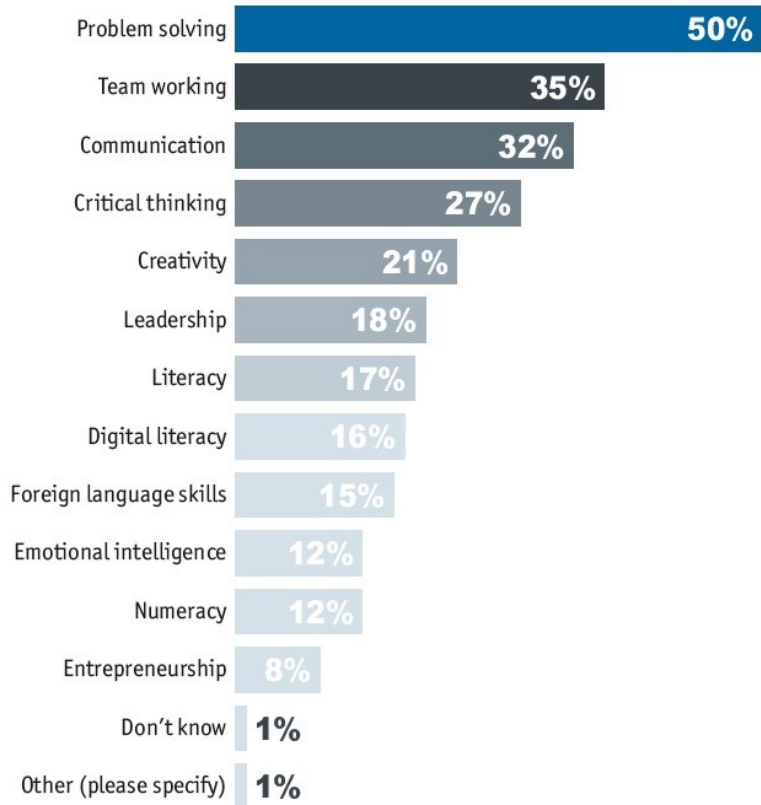
Girls in ICT Day and SDGs: Digital skills

Chart 2 (business survey)



Which of the following would you say are the most critical skills for employees in your organisation to possess today?

Select up to three
(% of respondents)



Source: The Economist Intelligence Unit.

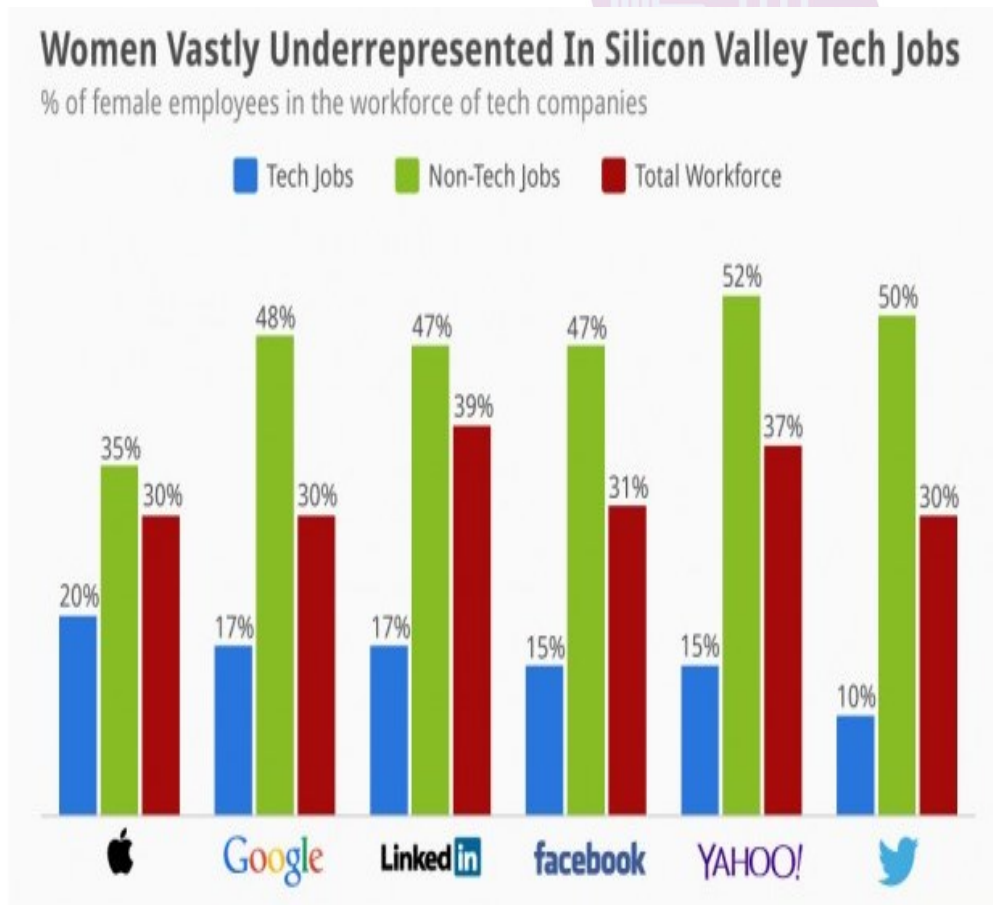
SDG 4.3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university

SDG 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

Source: The Economist Intelligence Unit (2015) Driving the Skills agenda, available at <http://www.economistinsights.com/analysis/driving-skills-agenda>

Girls in ICT Day and SDGs: Equality

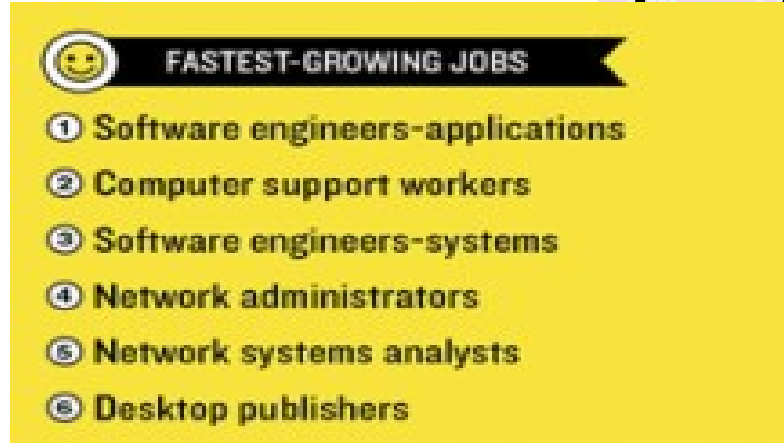
- SDG 5.1: End all forms of discrimination against all women and girls everywhere
- SDG 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life
- SDG 5.b: Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- SDG 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status



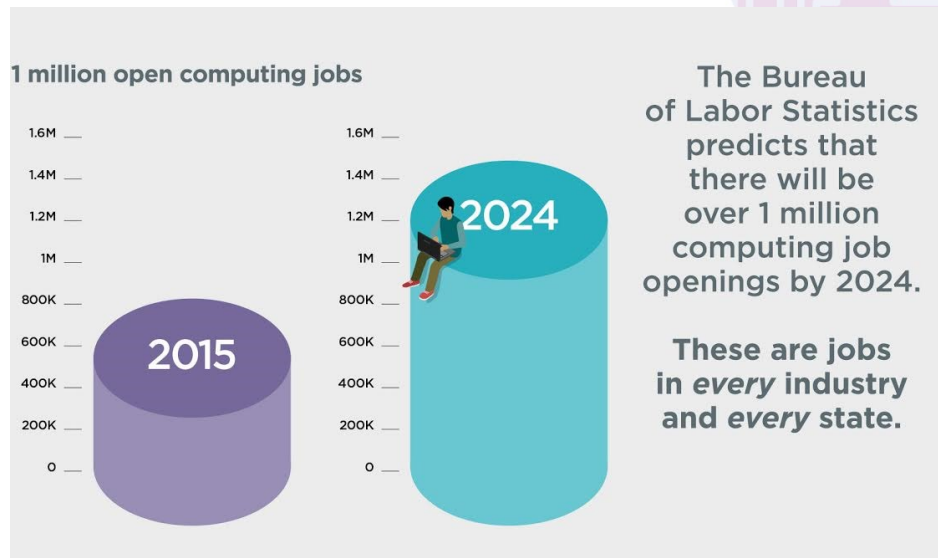
Source: StatistaCharts (2014)
<https://www.statista.com/chart/2582/female-employment-in-tech-companies/>

Girls in ICT Day and SDGs: Employment

- **SDG 8.2: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors**
- **SDG 8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services**
- **SDG 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value**
- **SDG 8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training**



Source: MIT review (2013)
<https://www.technologyreview.com/s/515926/how-technology-is-destroying-jobs/>. Data refers to U.S.



Source:

- Picture: <http://aprildaly.org/blog/default.aspx>
- Original data: Bureau of Labor Statistics (2014), http://www.bls.gov/emp/ep_table_107.htm. Data refers to U.S.

Gender and WSIS Overall Review

- 6. (...) We acknowledge that a gender divide exists as part of the digital divides, and encourage all stakeholders to ensure the full participation of women in the information society and women's access to new technologies, especially information and communications technologies for development.
- 27. (...) We recognize that ending the gender digital divide and the achievement of Sustainable Development Goal 5 on gender are mutually reinforcing efforts, and we commit to mainstreaming gender in the WSIS process, including through a new emphasis on gender in the implementation and monitoring of the action lines, with the support of relevant United Nations entities, including the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women). We call for immediate measures to achieve gender equality in Internet users by 2020, especially by significantly enhancing women's and girls' education and participation in information and communications technologies, as users, content creators, employees, entrepreneurs, innovators and leaders. We reaffirm our commitment to ensure women's full participation in decision-making processes related to information and communications technologies.



International Girls in ICT Day

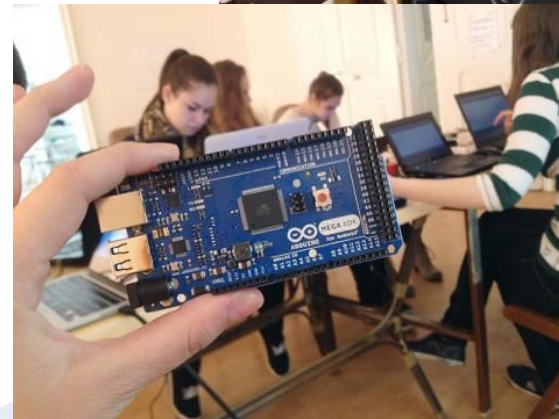
- *Open days at ICT- companies, research facilities, universities, government institutions*
- *Meeting female role models*
- *ICT-skill trainings*
- *Contests & quizzes*
- *...and much more!*



International Girls in ICT Day

- **Workshops**

- Mobile app building
- Programming
- Experiencing with 3D printing
- Coding camps
- Creating animated stories and games
- Blogging



Girls in ICT Day in Europe

Since 2011, activities organized in **33 countries by at least 100 different organizations**, including governments, private sector, academia and civil society



Highlights:

- Nation-wide celebrations organized in Germany and the Netherlands with thousands of participating girls
- Cisco, Microsoft and Ericsson organized events throughout Europe in numerous countries



2016 Girls in ICT Day in Europe

To date, we are aware of at least 52 events happening in 28 countries

- In Spain, The Institute for Women is organizing **workshops in schools** throughout the country and a specific **training material** has been developed for teachers to promote science and technology careers for girls and young women#
- In Croatia, HAKOM, Croatian Regulatory Authority for Network Industries is organizing jointly with partners a series of activities, including **workshops on design, cryptography, and LEGO Mindstorm robots**
- In Poland, UKE, Polish National Regulatory Authority – Office of Electronic Communications is organizing a **“Work in IT is not only programming” – conference, a contest for traineeships in ICT** and developed a **“More women in administration – it pays off” - guidebook for businesses**
- In Portugal, Fundação Portuguesa das Comunicações is organizing a **creative digital works competition** as well as a **panel discussion** celebrating 2016 Girls in ICT Day
- In Latvia, Tele2 Shared Service Center is organizing a **meet-up for students and industry professionals** to discuss trends in ICT job market and get inspired by highly successful women from the industry
- In Italy, Enel ICT is holding an **“Open doors”-event** inviting girls from secondary schools and universities for an educational day

Tips to make your event a success!

- ✓ **Showcase your event as part of the global movement**
- ✓ **Involve girls in hands-on workshops**
- ✓ **Use technology and social media**
 - Web or video conferencing
 - Active promotion on social media with **#GirlsinICT**
- ✓ **Attract and retain partners and sponsors**
- ✓ **Get feedback from the participants**



Girls in ICT day 28 April 2016

Expanding horizons, Changing attitudes



"Through this workshop, we learnt that girls shouldn't back out of IT. We are supposed to grab each and every opportunity."

- Oracle Academy, India 2015

"I have learnt how make animations through the Scratch Programming which is something that is not very common in Nigeria." - YiSHDA, Nigeria 2015



"I love the programme because it has helped to widen my knowledge about ICT and my future"

-Women's Technology Empowerment Centre, Nigeria 2015



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Thank you!



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