

Equals - A Global Partnership for Gender Equality in the Digital Age

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Outline

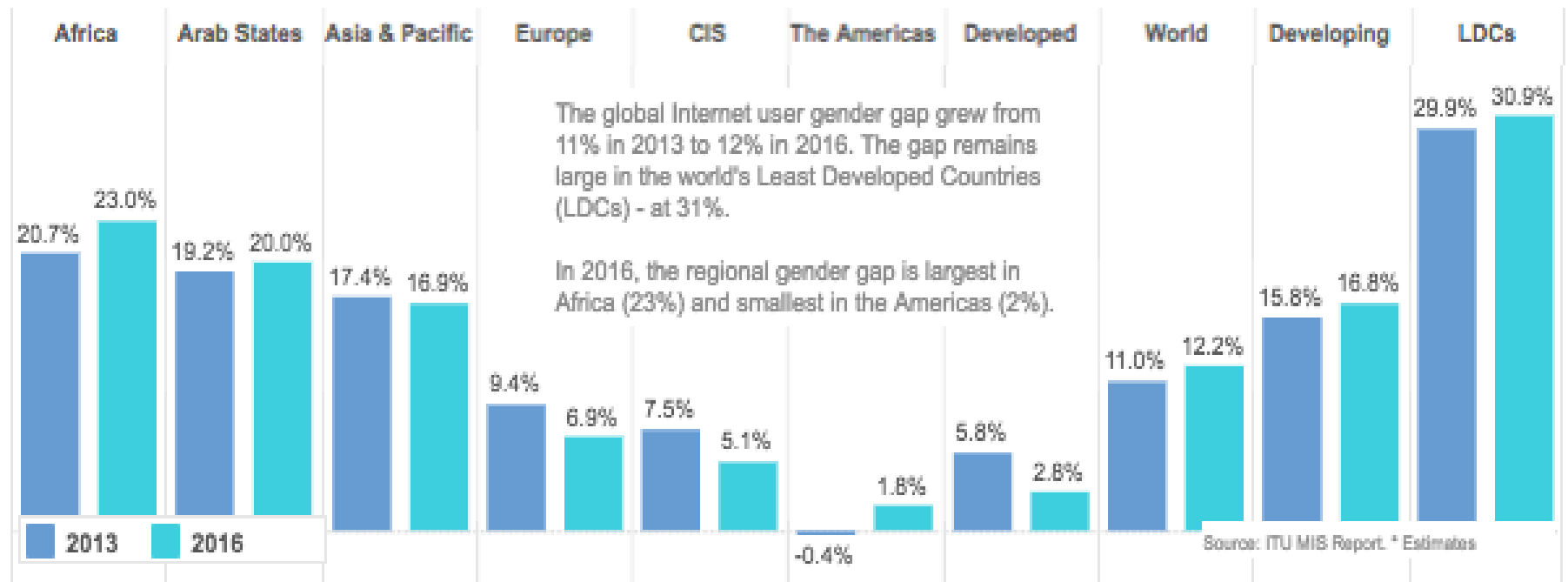
- The ITU
- Some facts and figures re women and tech
- Equals
- Recommendations for the Women and Space project

About the ITU

ITU: the United Nations specialized agency for information and communication technologies (ICTs)

Committed to connecting the world

Internet User Gender Gap (%), 2013 and 2016*



In low- and middle-income countries,
200 million fewer women
own mobile phones than men.

Source: GSMA's Low and Middle Income data

There are an estimated
250 million fewer women
online globally than men.

Source: ITU LMD Report

Of the 193 ITU Member States,
22
have female ICT Ministers.

Source: ITU data

Out of 164 independent regulators,
12
are headed by women.

Source: ITU data

Only **6%** of
app developers are female

Source: InMobi's State of Mobile App Developers 2016 report

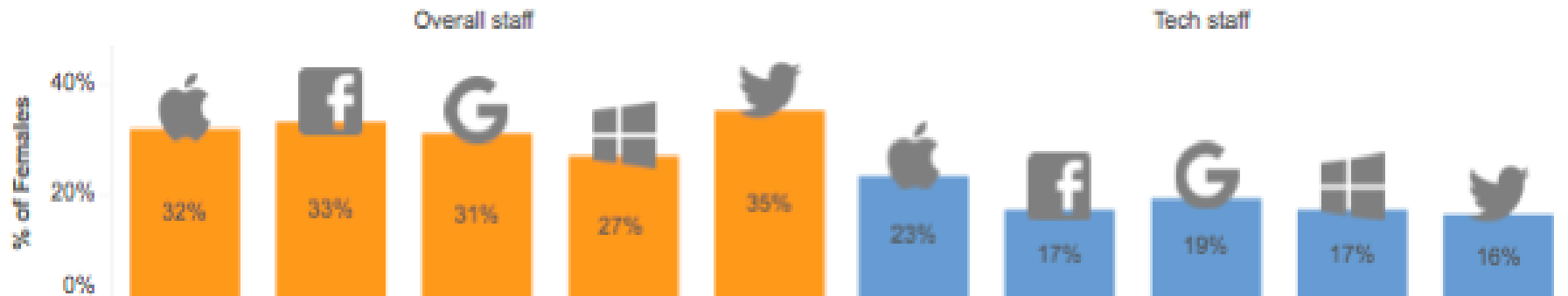
There are only
21 Female CEOs
amongst Fortune 500 companies

8.7%* of ITU Sector Members
have female CEOs

6.2%* of ITU Sector Members
have female CTOs/CIOs.

*Provisional data. 80% of Sector Members surveyed to date.

Women in Tech



Source: <http://www.bbc.com/news/technology-37605943>

More concerning facts

- Less than 1% of high school girls in the US see computer science as part of their future (Google [x])
- Ratio of male to female engineers in children's TV shows and movies is 14 to 1 (Geena Davis Institute on Gender in Media)
- Only 12% of computer-science degrees in the US currently go to women cf 37% in 1984.

Home

Sectors

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World Conferences

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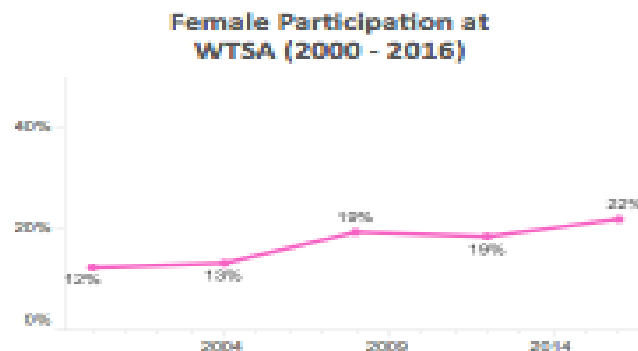
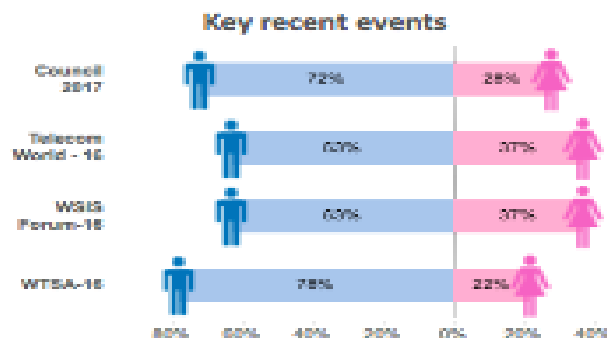
[ITU Statutory Committees](#)

Women in ITU Meetings

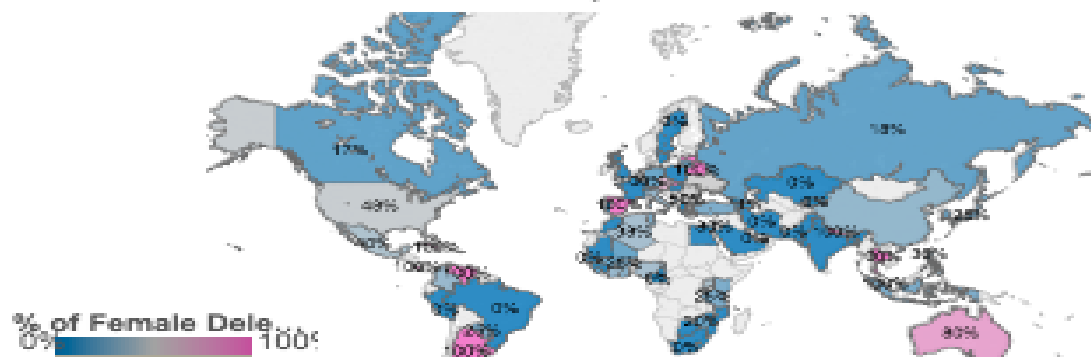
Women in ICTs and Connectivity

Women in ITU

Women in ITU Meetings (Overall Current Values)



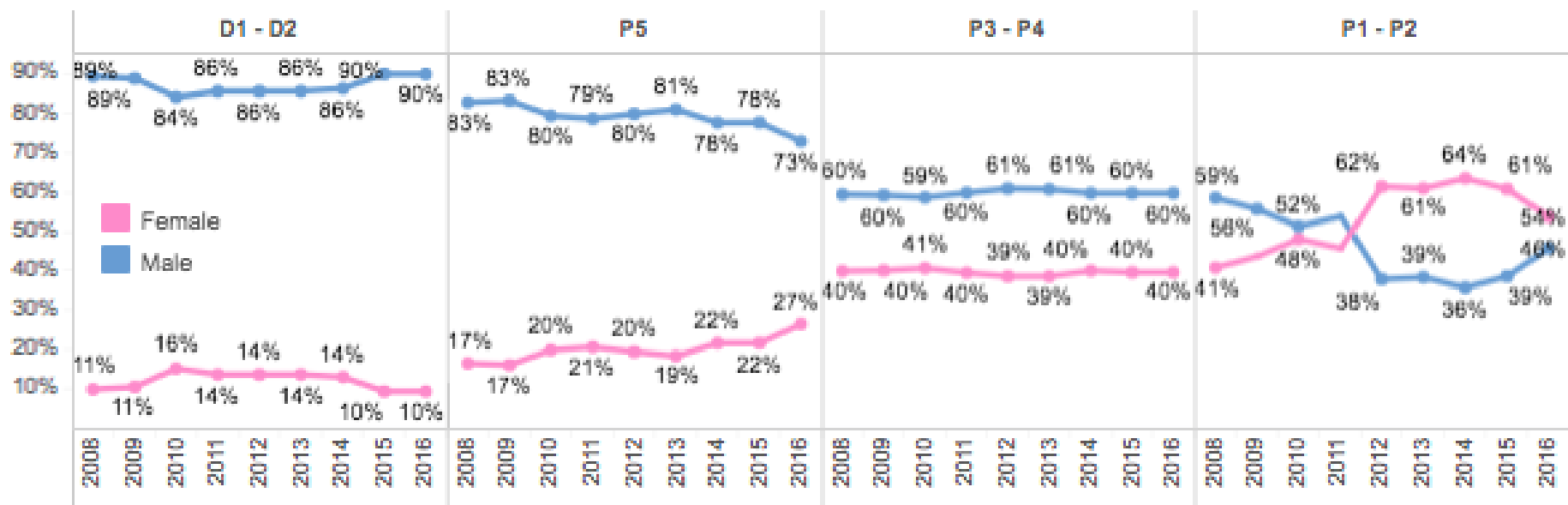
Female Participation at Council 2017



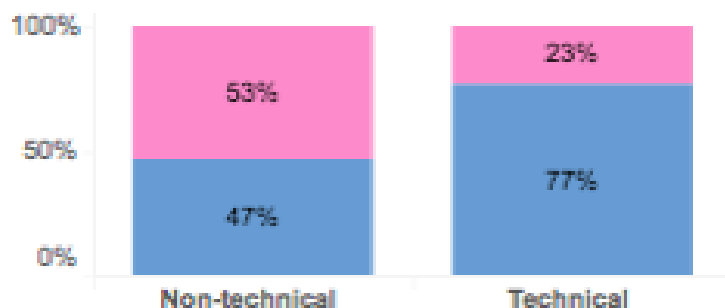
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Percentage of registered female delegates. Click on the map for more information on the percentage of interventions by women per country delegation (note: in some cases,

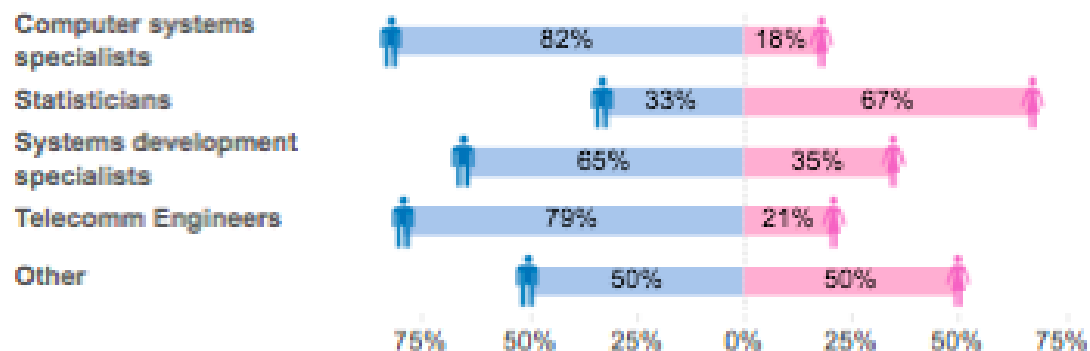
Professional Staff



Professionals in Technical vs. Non-Technical Positions



Professionals in Technical Positions



WE ARE E^QUALS

TECH HAS NO GENDER

THE GOAL

To create an unstoppable global movement where women and girls are Equal participants in the digital technology revolution.

CO-FOUNDERS

ITU / UN WOMEN / GSMA / UNU / ITC

CONFIRMED PARTNERS

- African Development Bank
- Association for Progressive Communications
- Code to change
- Digital Opportunity Trust
- Digital Impact Alliance
- EY
- German Federal Ministry for Economic Cooperation and Development
- Girls Scouts
- Harvard Berkman Klein Center
- IEEE
- Inmarsat
- Internet Society
- Mozilla Foundation
- Nokia
- OECD
- ONE
- Royal Holloway of London
- UN Office Of The United Nations High Commissioner For Human Rights
- UNESCO
- Unilever
- United Nations Conference on Trade and Development
- WEB Foundation
- World Economic Forum

EQUALS AREAS OF ACTION



ACCESS

Achieve equal access to digital technologies



SKILLS

Scale participation in ICT learning and skills



LEADERSHIP

Empower women as ICT leaders, creators and entrepreneurs



RESEARCH

Ensure an evidence-based approach towards achieving the Partnership goals

Access (sample actions)

- Universal connectivity
- Affordability of internet access
- Affordability of hardware on which to access the Internet
- Improve safety and security online with attention to addressing the specific risks that women and girls face

Other points of importance, but in need of further discussion on tactics and indicators:

- *Develop more content relevant to women and girls to increase demand and interest*
- *Actively involve women in the design, development, and implementation of national digital policies and ensure that bridging the gender divide is integrated in them as a priority.*
- *Build the confidence and self-esteem of women and girls to empower themselves to seek access and acquire/build digital skills.*

Skills (sample actions)

- Improve the quality of digital training programmes and education. Ensure that it is gender sensitive. Use blended learning too to integrate digital skills capacity building into other programmes that reach women and girls.
- Build literacy generally – too many women and girls can't yet read.
- Build and illustrate the business case for investing in skills building for women and girls in STEM, including digital skills.
- Promote that gender equality is integrated as an objective with KPIs in all programmes on STEM, including digital, training and education

Other points of importance, but in need of further discussion on tactics and indicators:

- *Reach more women and girls with e-skills and digital literacy programmes*
- *Counter stereotypes that hold women and girls back from acquiring STEM skills, including digital skills.*
- *Support more women in tech businesses and female tech entrepreneurs with capacity building, mentorship and access to finance.*

Leadership (sample actions)

- Encourage more tech companies to commit to the Women's Empowerment Principles
- Develop a list of tech sector specific key actions that companies can take to empower women and girls in the workplace, marketplace and community
- Encourage tech companies to buy from, invest in, train and partner with women tech entrepreneurs through the SheTrades platform
- Encourage governments to use their hard and soft power (including through procurement policy and practice) to support more women in employment and leadership in the tech sector and women tech entrepreneurs
- Identify sex disaggregated key performance indicators and improve data collection to accelerate closing the gender gap, recognizing that data is a vital tool to measure progress and ensure accountability

Other points of importance, but in need of further discussion on tactics and indicators:

- *Promote that national digital strategies and policies be gender sensitive and address how to bridge the gender digital divide in the country*
- *Programmes that engage men in tech to see that gender equality is their issue too and proactively address backlash that might be present in some areas*
- *Ensure initiatives to bridge the gender divide in tech are backed with the needed budget*

Recommendations for a women and space project

- Consider a platform, and foster opportunities, to leverage and amplify what already exists cf reinventing the wheel
- Knowing what others are doing and sharing information is still a huge need
- Make it multi-stakeholder
- Make it multi-disciplinary
- Engage girls from a young age to build interest and the pipeline and show what is possible – promote multiple pathways in
- Recognize that both women and men may have bias and may perpetuate norms that undermine gender equality
- Engage men and boys or risk a backlash
- Look at women and girls only programmes and mainstreamed programmes
- Prioritize
- Acknowledge women and girls' intersectionality
- Recognize progress
- Walk the talk and measure impact
- Invest in a secretariat

