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

- Some recommendations

About the ITU

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

Committed to connecting the world

The gender digital divide is widening

■ 2013 ■ 2017

Africa: 20.7 / 25.3
Arab States: 19.2 / 17.3
Asia & Pacific: 17.4 / 17.1
Europe: 9.4 / 7.9
CIS: 7.5 / 5.8
The Americas: -0.4 / -2.6
World: 11.0 / 11.6
Developed: 5.8 / 2.8
Developing: 15.8 / 16.1
LDCs: 29.9 / 32.9

Source: ITU (2017)

The overall global Internet user gender **gap increased** from 11.0% in 2013 to 11.6% in 2017

ITU estimates that the proportion of women using the Internet is **12% lower** than the proportion of men using the Internet worldwide.
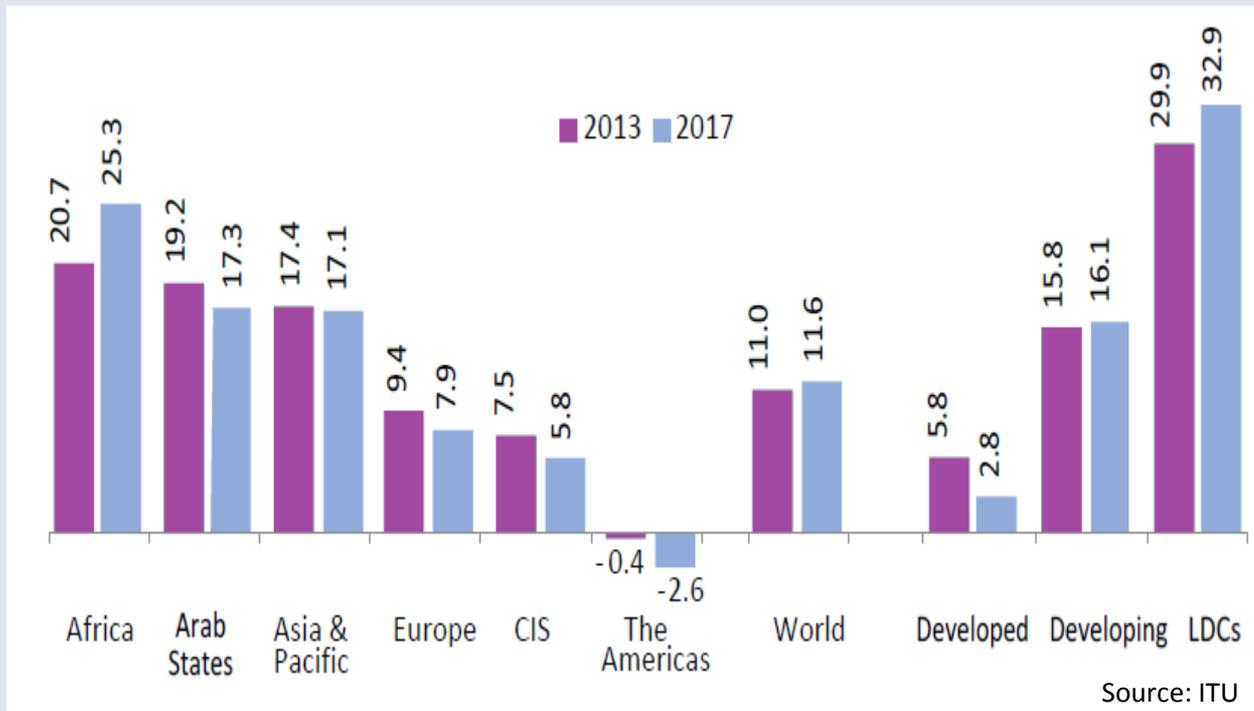
In low- and middle-income countries, **200 million fewer women** own mobile phones than men.

In 2017, the regional **gender gap is largest in Africa** (25.3%) and smallest in the Americas (-2.6%)

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

Source: GSMA and World Bank data

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

Source: ITU WIS 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

Overall staff — Tech staff

% of Females

Overall staff: 32%, 33%, 31%, 27%, 35%
Tech staff: 23%, 17%, 19%, 17%, 16%
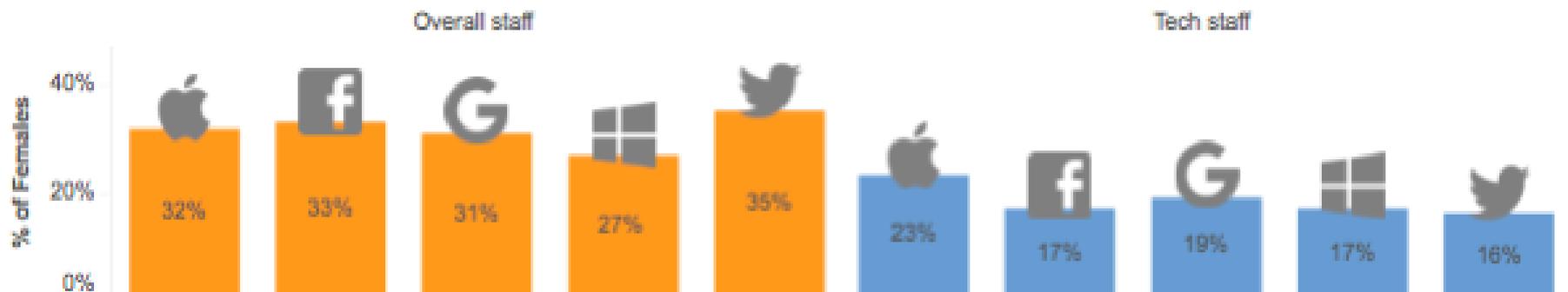
More concerning facts

- At tech companies, women comprise fewer than 1 in 5 senior roles

- In many countries, the percentage of women graduates in computer science has actually fallen since 2000. E.g. Only 12% of computer-science degrees in the US currently go to women cf 37% in 1984.

- Ratio of male to female engineers in children's TV shows and movies is 14 to 1 (Geena Davis Institute on Gender in Media)

ITU Gender Dashboard

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- Home
- **Sectors**
  - ITU-R
  - ITU-T
  - ITU-D
- **World Conferences**
  - WRC
  - WTSA
  - WTDC
- **PP and Council**
- **WSIS**
- **Telecom**
- **ITU Statutory Committees**

| Women in ITU Meetings | Women in ICTs and Connectivity | Women in ITU |

Women in ITU Meetings (Overall Current Values)

Overall	Chairs, Vice Chairs of Study Groups	World Conferences & Governing Bodies
22%	**6%**	**25%**

Key recent events

	Male	Female
Council 2017	72%	28%
Telecom World - 16	63%	37%
WSIS Forum-16	63%	37%
WTSA-16	78%	22%

Female Participation at WTSA (2000 - 2016)

12% · 13% · 19% · 19% · 22%
(2004, 2008, 2014)
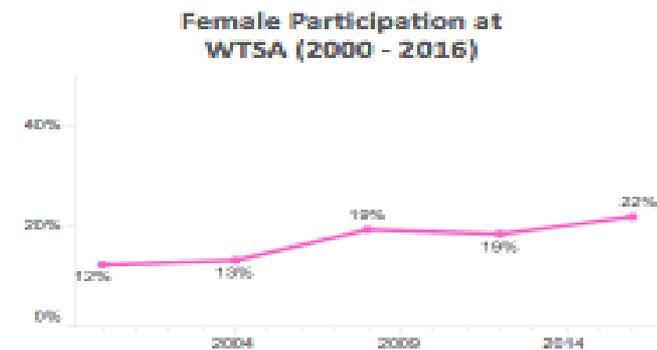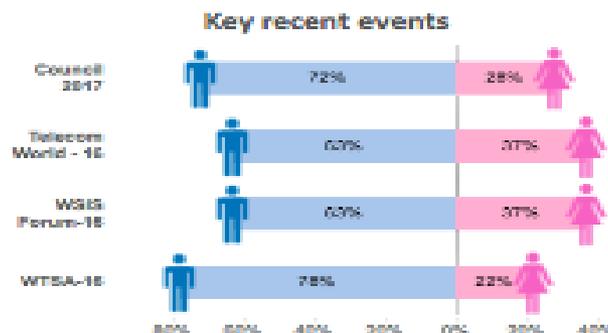
Female Participation at Council 2017
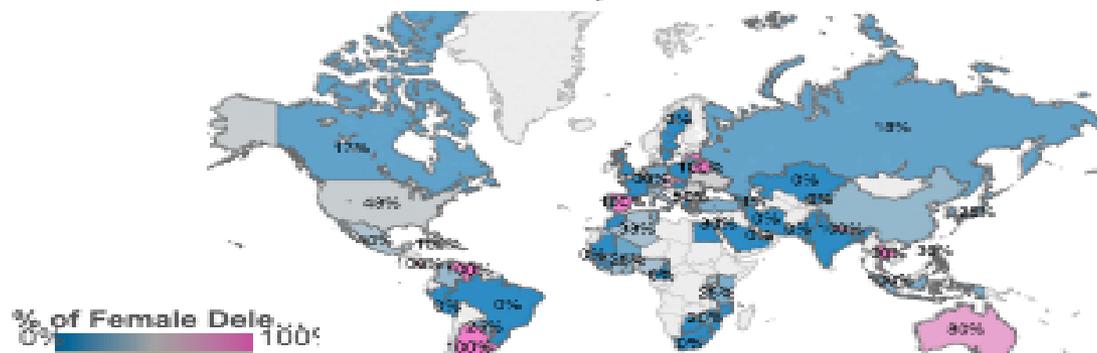
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% of Female Dele... 0% — 100%

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,

Network Of Women (NOW) for WRC

A Forum for Networking, Knowledge Sharing and Mentoring

RA-15 / WRC-15 — 83% / 17%
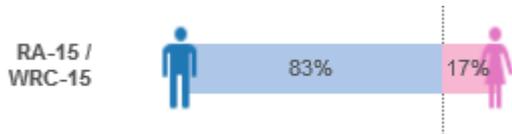
Gender balance among delegates: encourage a larger participation of women

WRC Gender Evolution of Roles

Chairs & Vice-Chairs of WRC: 86%, 71%, 100%, 100%, 86%

Chairs & Vice-Chairs of WRC committes: 100%, 100%, 96%, 82%, 86%

Secretariat of WRC events: 100%, 100%, 90%, 90%, 100%

2004   2009   2014
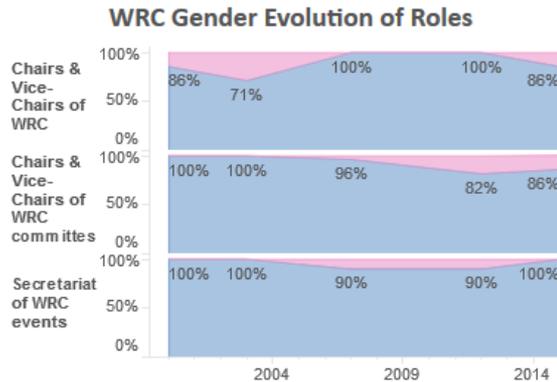
Prepare women delegates in key roles for WRC-19 (chairs, vice-chairs, etc.)

#ICT4SDG

Grow the **ITU-R women's community** capacities and contributions

Professional Staff

Line charts showing Female (pink) and Male (blue) percentages from 2008 to 2016.

D1 - D2
Male: 89%, 89%, 84%, 86%, 86%, 86%, 86%, 90%, 90%
Female: 11%, 11%, 16%, 14%, 14%, 14%, 14%, 10%, 10%

P5
Male: 83%, 83%, 80%, 79%, 80%, 81%, 78%, 78%, 73%
Female: 17%, 17%, 20%, 21%, 20%, 19%, 22%, 22%, 27%

P3 - P4
Male: 60%, 60%, 59%, 60%, 61%, 61%, 60%, 60%, 60%
Female: 40%, 40%, 41%, 40%, 39%, 40%, 40%, 39%, 40%

P1 - P2
Male: 59%, 58%, 52%, 48%, 38%, 61%, 64%, 36%, 39%, 61%, 54%
Female: 41%, 48%, 62%, 39%, 46%

Legend: Female (pink), Male (blue)
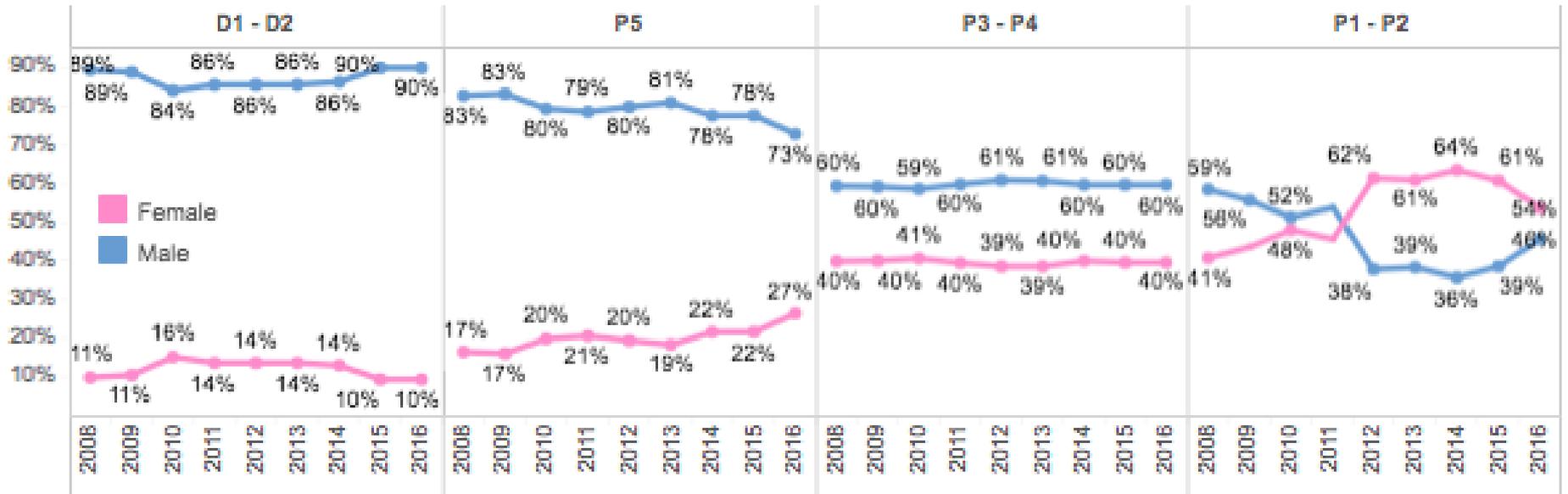
Professionals in Technical vs. Non-Technical Positions

Stacked bar chart:
- Non-technical: Female 53%, Male 47%
- Technical: Female 23%, Male 77%

Professionals in Technical Positions

Diverging bar chart (Male blue / Female pink):
- Computer systems specialists: 82% / 18%
- Statisticians: 33% / 67%
- Systems development specialists: 65% / 35%
- Telecomm Engineers: 79% / 21%
- Other: 50% / 50%

Scale: 75% 50% 25% 0% 25% 50% 75%
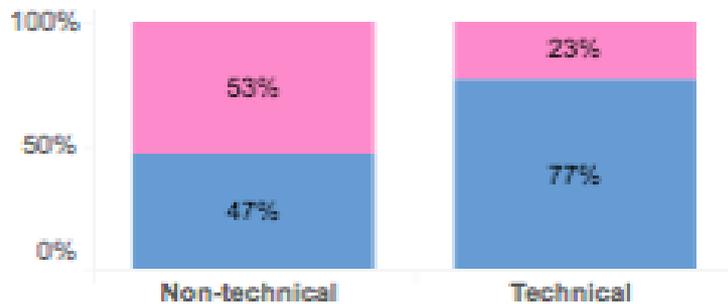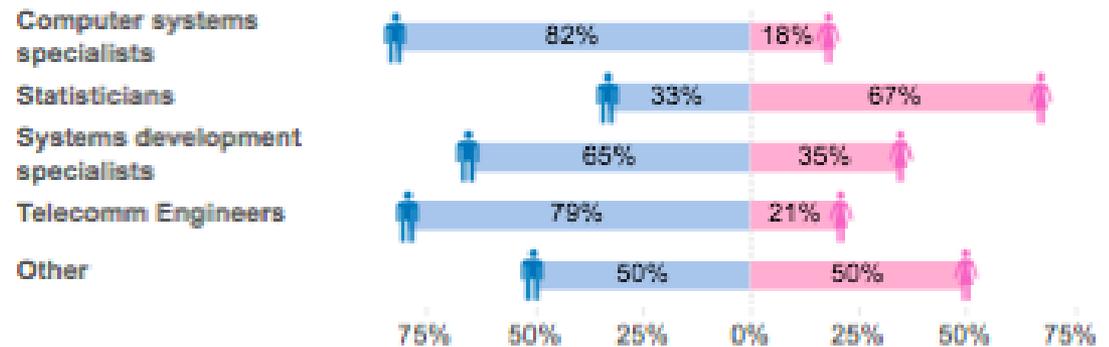
WE ARE EQUALS

TECH HAS NO GENDER

THE GOAL

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

5 CO-FOUNDERS

CONFIRMED PARTNERS

- African Development Bank
- Association for Progressive Communications
- Bytedance
- Code to change
- Digital Opportunity Trust
- Digital Impact Alliance
- EY
- Germany
- Girls Scouts
- Harvard Berkman Klein Center

- IEEE
- Internet Society
- Mozilla Foundation
- Nokia
- OHCHR
- ONE
- Pakistan
- Royal Holloway of London
- Rwanda
- She Loves Tech

- Switzerland
- UNESCO
- Unilever
- UNCTAD
- 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

McKinsey & Co, Women in the Workplace 2017

"Companies need a comprehensive plan for supporting and advancing women. Building on findings from previous years—and incorporating new insights into what top-performing companies are doing—companies should start with these core actions:

- Make a compelling case for gender diversity.

- Invest in more employee training.

- Ensure that hiring, promotions, and reviews are fair.

- Give employees the flexibility to fit work into their lives.

- Focus on accountability and results.

Additionally, it is critical that companies understand their particular pain points and tackle them directly. For most if not all companies, this includes addressing the distinct barriers women of color face and getting sufficient buy-in from men. Until they do, companies' gender-diversity efforts are likely to continue to fall short."

Recommendations for gender equality initiatives (from what we've learned)

- 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
- Acknowledge women and girls' intersectionality
- Recognize progress
- Walk the talk and measure impact