# Bridging the Gender Gap
## in the Digital Sector

**APPLYING FOR JOBS**

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# AGENDA

| | |
|---|---|
| 5min | Welcome & Introduction<br>Annalise Duca |
| 10min | Presentation of key findings of the "Analysis of the Gender Gap in the Digital Sector in Malta" - 2020 study<br>Anamaria Magri Pantea |
| 40min | Guest speakers sharing insights & open discussion with participants<br>Marjo Kayhko, Fran Moisa<br>Anamaria Magri Pantea |
| 10min | Summary of discussion and concluding remarks<br>Annalise Duca |

# MEET THE SPEAKERS

**Anamaria Magri Pantea**

Ascend Consulting

**Annalise Duca**

AnnaliseDuca

**Marjo Kayhko**

Kindred Group plc

**Fran Moisa**

FranMoisa

## Bridging the Gender Gap
### in the Digital Sector

**EDUCATION & TRAINING**

**Monday, November 9**
6:00pm - 7:00pm

## Bridging the Gender Gap
### in the Digital Sector

**APPLYING FOR JOBS**

**Tuesday, November 10**
6:00pm - 7:00pm

## Bridging the Gender Gap
### in the Digital Sector

**BUILDING A BUSINESS**

**Wednesday, November 11**
6:00pm - 7:00pm

## Bridging the Gender Gap
### in the Digital Sector

**CAREER ADVANCEMENT**

**Thursday, November 12**
6:00pm - 7:00pm

# Analysis of the Gender Gap in Malta's Digital Sector

Main findings relevant to our focus today

# Analysis of the Gender Gap in Malta's Digital Sector

**CEOs**

**CTOs**

**HR Managers**

**ICT Intensive sectors**

**Telecoms**

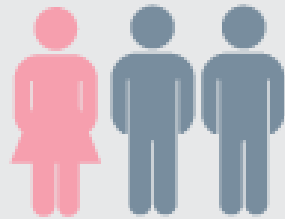ICT is a central component of operations

**ICT non-intensive sectors**

**Public Sector**

with ICT Department as support function in organisation

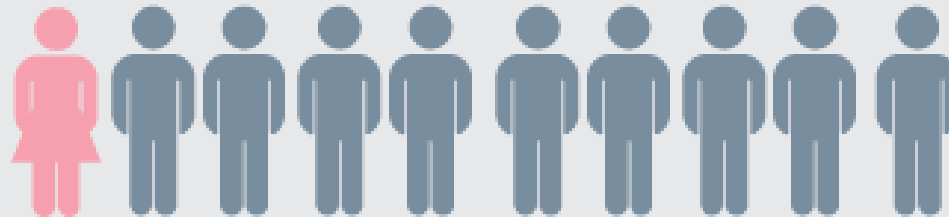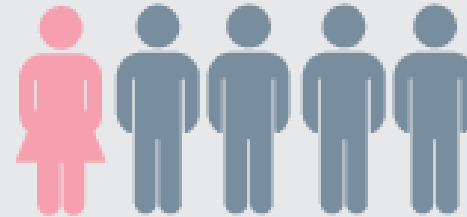Capturing **both quantitative & qualitative** info in the **Digital Sector & Digital Jobs**

# Key quantitative findings



**1 in 10 in ICT using sectors**

In ICT Intensive organisations...

1 in every 3 jobs is filled by a woman

1 in every 5 digital jobs is filled by a woman
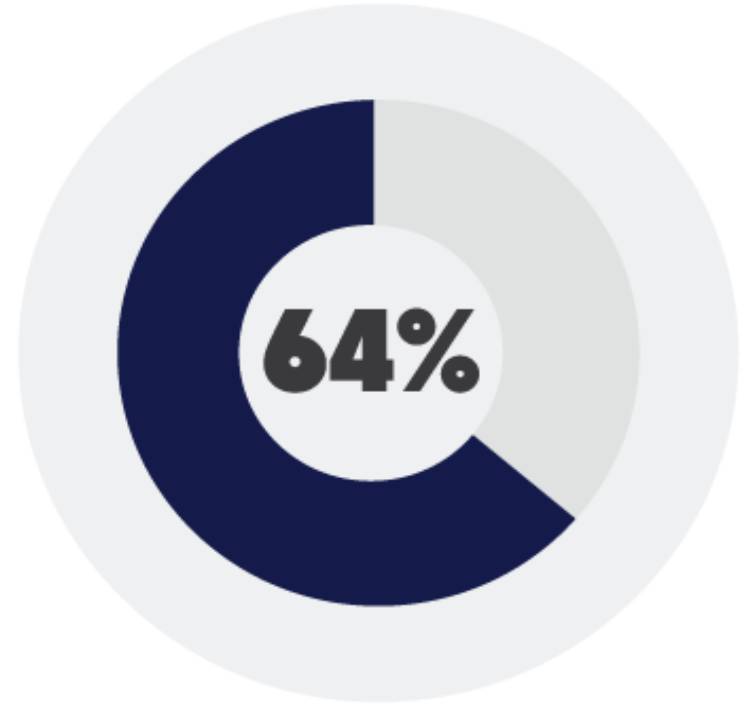
1 in every 10 CEOs is a woman

# Perceptions on gender balance & challenges

**63%**

of ICT Intensive & Telco organisations **agree that their organisation needs more female employees**
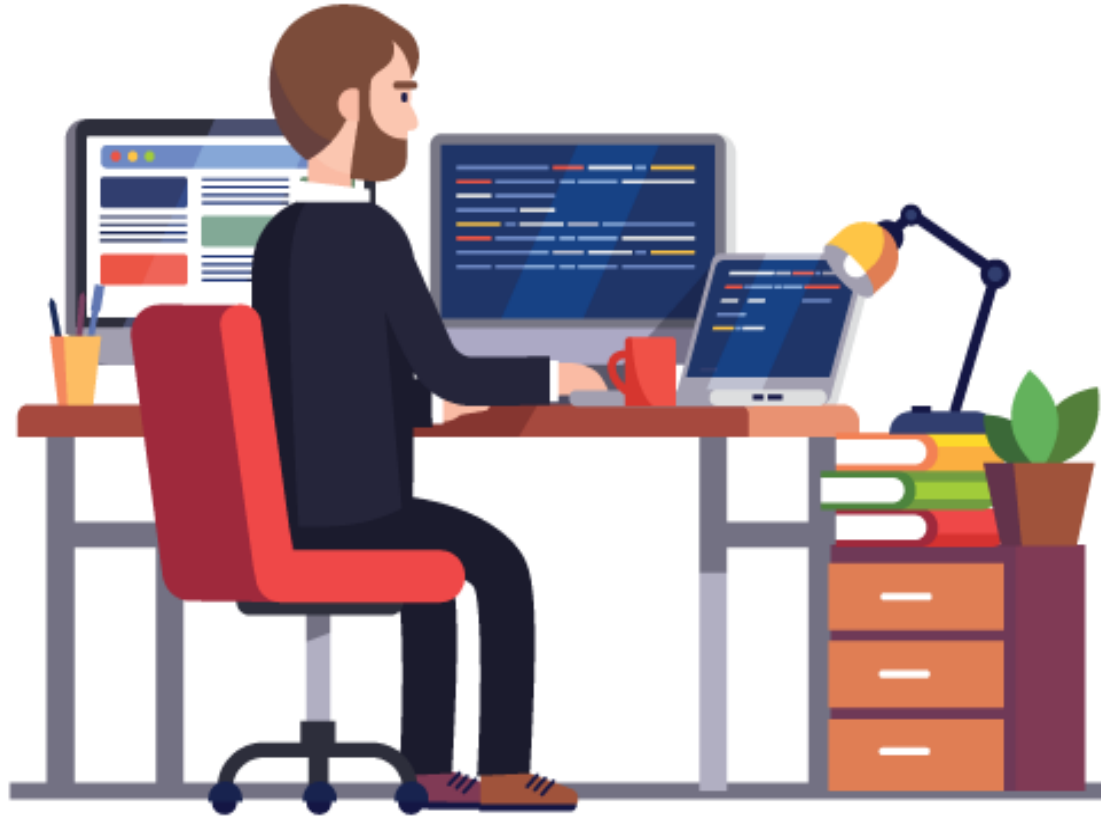
**64%**

of respondents from ICT Using organisations & Public Sector **feel that there is a need for more female ICT employees**

# Perceptions on gender balance & challenges



51%

from ICT using & Public sector

58%

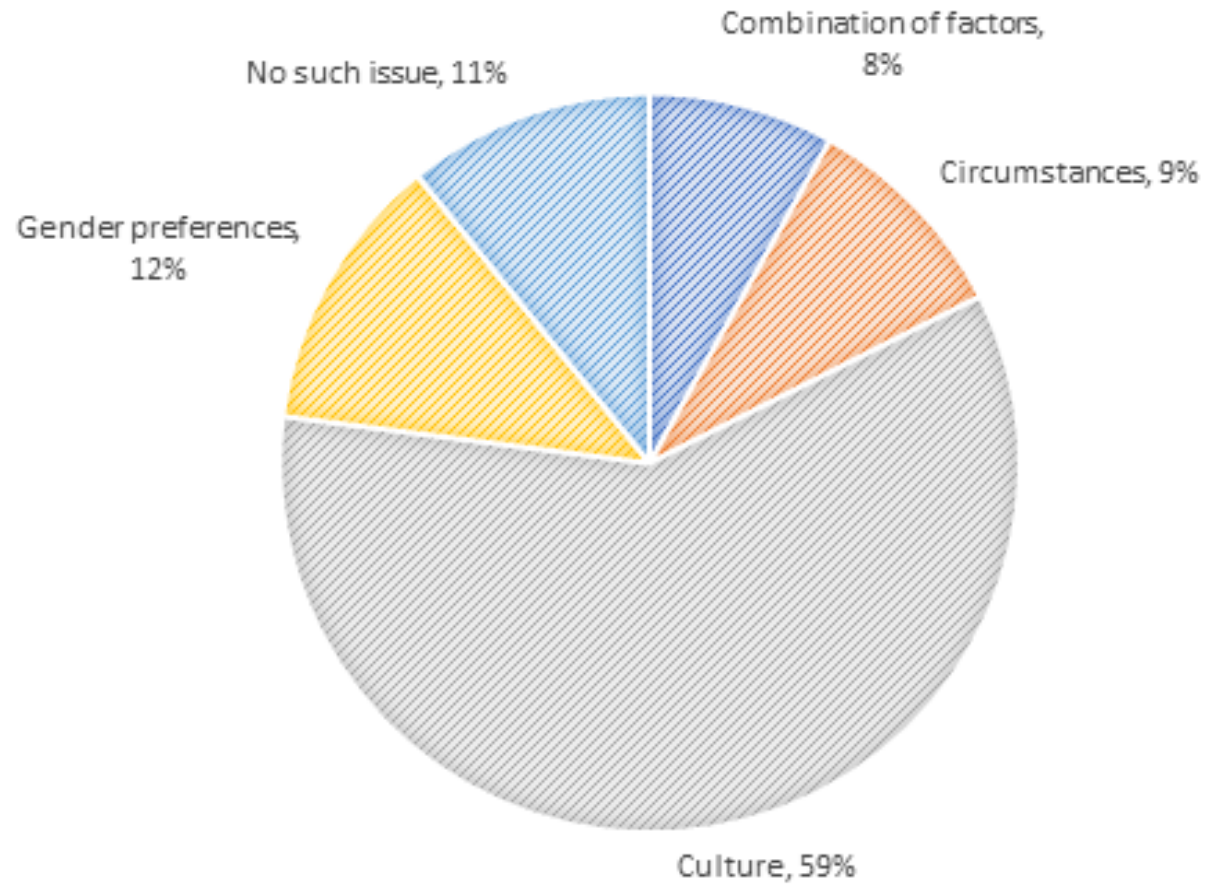of ICT Intensive & Telco respondents feel that it is harder to recruit

females
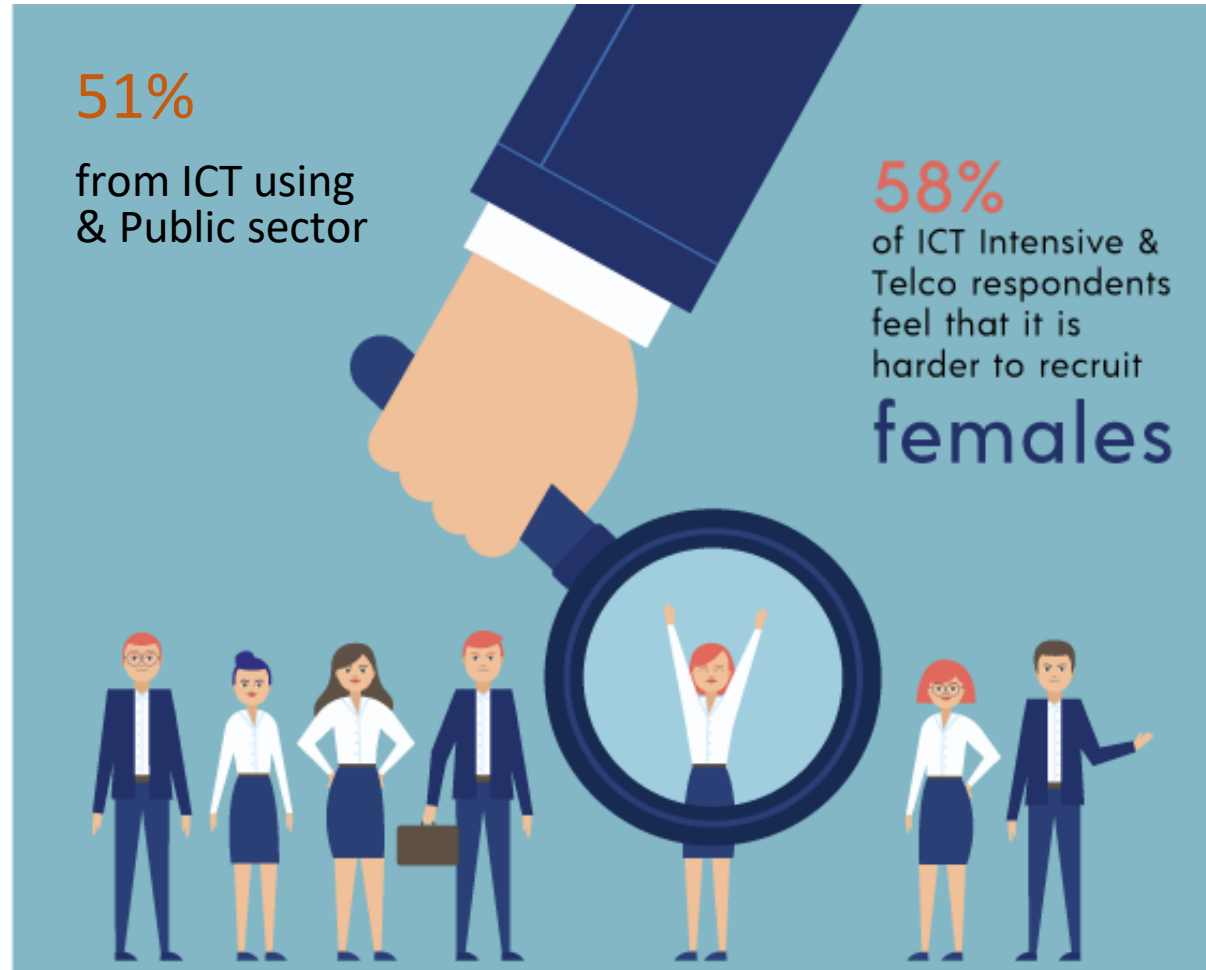
# Perceived barriers to gender balance



Ingrained stereotypes in Maltese education, family and social systems

**59%** claimed that culture is the biggest barrier to gender equality in ICT jobs

# Perceived barriers to gender balance



No such issue, 11%

Combination of factors, 8%

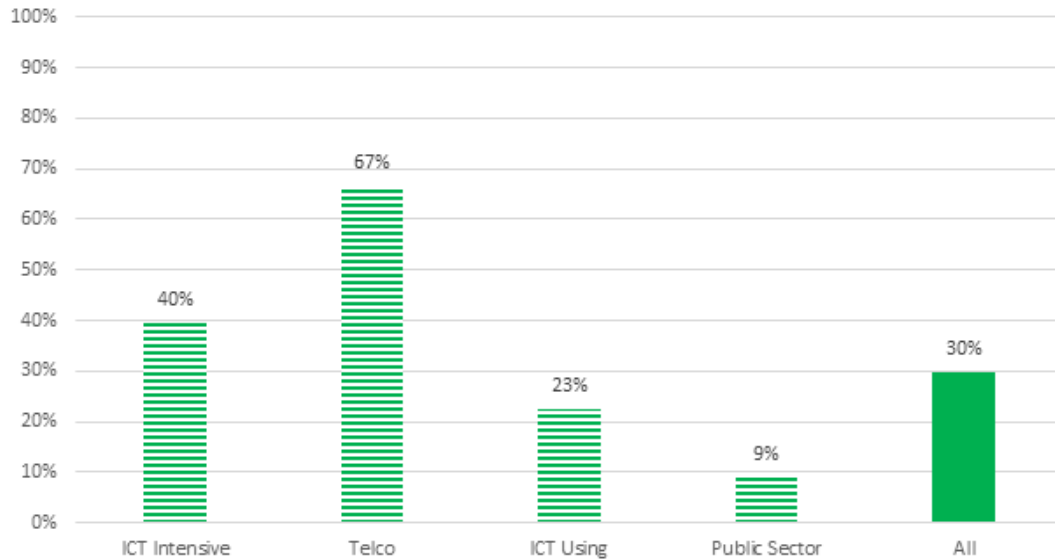Circumstances, 9%

Gender preferences, 12%

Culture, 59%

"The issue with gender imbalance is the lack of **family-friendly measures** rather than any form of discrimination against women."
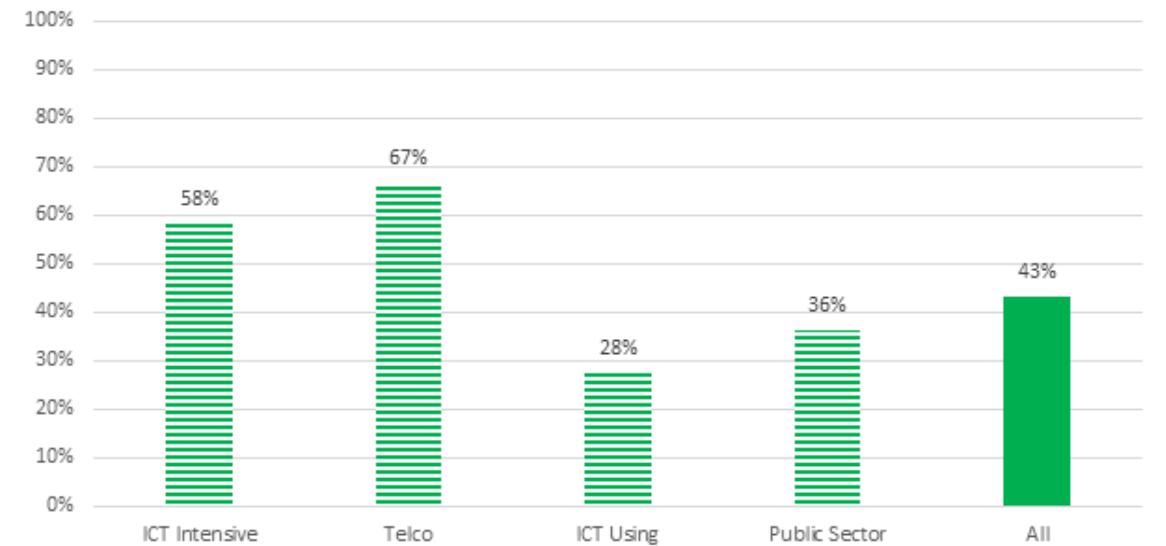
# Initiatives for

## Attraction



## Retention & career support



Discrimination in favour of any gender is generally not favoured.

Most initiatives constitute of family-friendly measures, a range of retention measures and very soft outreach measures.

# A few other relevant statistics

According to latest Eurostat data, 73% of Maltese enterprises had hard-to-fill vacancies for ICT specialists. Only slightly better across Europe, with 53% of all EU enterprises facing such challenge.

Currently Europe has a deficit of 1 million IT professionals and 150,000 eLeaders. (DigitalEurope 2020).

Women are twice more likely than men to lose their jobs during this pandemic.

**1**

What's your take on these findings and their implications for Applying for Jobs?

**2**

Marjo, as the leader of a team of ICT specialists, what are the main aspects you consider when shortlisting, interviewing and selecting new staff?

3

Fran, as a headhunter and recruiter, what are the main things you consider when looking for talent?

# APPLYING FOR JOBS - OPEN DISCUSSION

**What would you like to learn more about?**

**Do you have any particular question
or comment?**

Please write it down in the chat, or
just raise your hand to speak, and
we will address them one after the other.

4

Marjo, what would you recommend women to do to become more visible to ICT companies? And how should they be more aware of job opportunities?

5

Fran, what are the top 3 pieces of advice you would give a woman searching for a digital job or a job in the Digital Sector?

# SUMMARY OF KEY POINTS

1. Important to go beyond development as a digital sector. Learn more digital skill sets which is acquired
2. Research do so that companies with more diversity performs better.
3. Adding family values / company culture will help increase the number of women in the digital sector
4. Lack of initiatives from companies and will not help us improve these numbers. Flexibility is being forced on companies both for man and women and this could help improve the numbers.
5. Companies want good talent to join them. So women shouldn't be discouraged.
6. We should change the way how technology is portrayed. Digital roles are not only about robots, programming etc..
7. Applicants should ensure that their CV is showing what you can actually do. CV is the first step to stand out from others
   a. Outline main skills related to your role
   b. Don't overdo it with unnecessary information but focus on their key requirements so you get to an interview
   c. During interview one should highlight teamwork / communicating skills and ability to learn
   d. Technical skills are important but the willing to learn is more important
   e. Clarity & Format
   f. Go away from buzz words - and read the job description and ensure that you match your keywords! This is important especially if you are applying with big companies who are using ATS (Application Technical System)
   g. LinkedIn profile helps - Check your digital footprint - All social media
      i. Use this for networking - add connections - comment on articles - post articles
   h. Your email address is also important - make sure you look professional
8. If you want to change your career - ensure that you choose something that you really want to do
9. Look at the company culture - some companies might be toxic or bad environment for you. You might want to avoid that.
10. Don't write your expectations from the employer or from your job
11. Focus your time on becoming excellent on things that you are already strong in (and highlight that)
12. Be passionate in what you do - sometimes a degree is not important
13. Be visible digitally and ensure you have a good portfolio
14. Network with the right people

# THANK YOU

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