Bridging the Gender Gap in the Digital Sector

BUILDING A BUSINESS

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AGENDA

5min	Welcome & Introduction Annalise Duca
10min	Presentation of key findings of the “Analysis of the Gender Gap in the Digital Sector in Malta” - 2020 study Anamaria Magri Pantea
40min	Guest speaker sharing insights & open discussion with participants Angele Giuliano Annalise Duca
10min	Summary of discussion and concluding remarks Anamaria Magri Pantea

MEET THE SPEAKERS

Anamaria Magri Pantea

ASCEND CONSULTING

Annalise Duca

AnnaliseDuca

Angele Giuliano

AcrossLimits

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

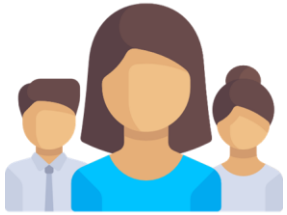
CAREER ADVANCEMENT

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

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

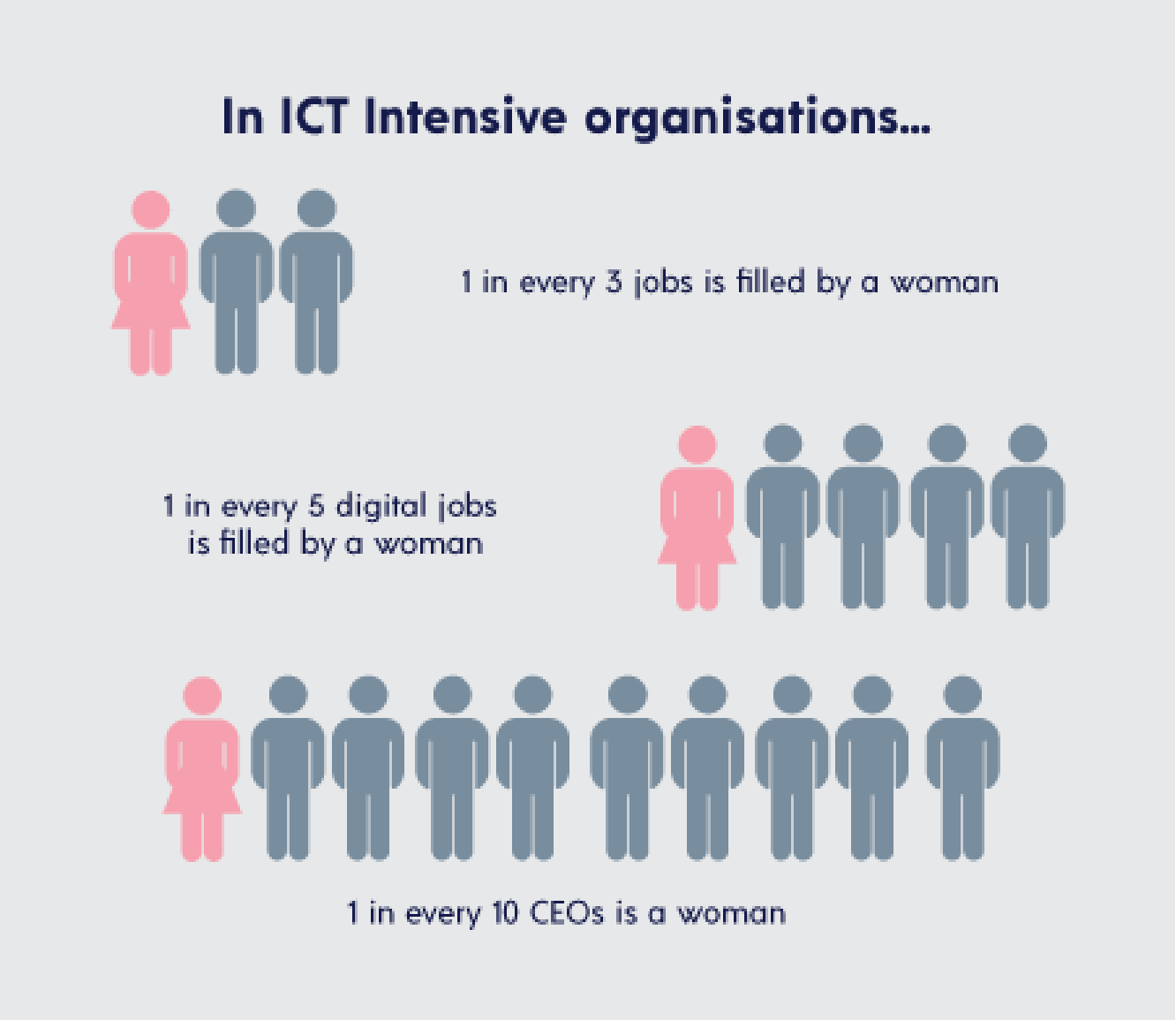
Public Sector

with ICT Department as support function in organisation

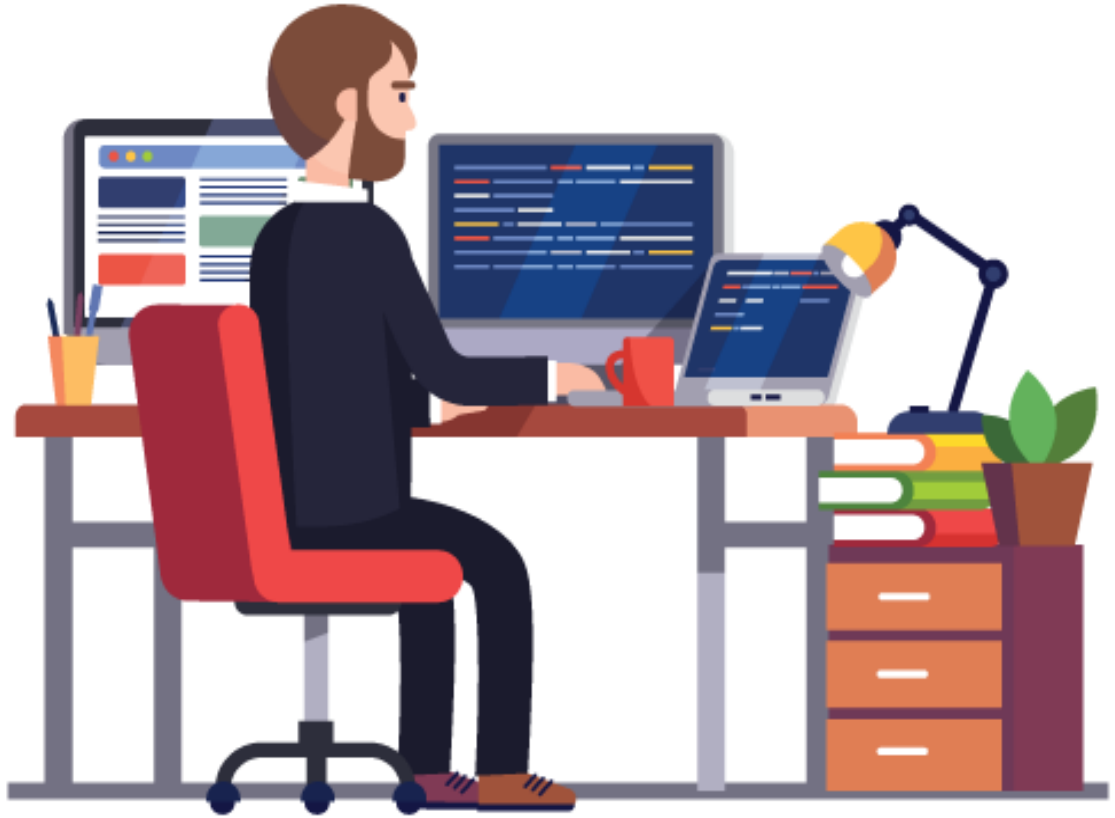
Capturing **both quantitative & qualitative** info in the **Digital Sector & Digital Jobs**

Key quantitative findings

1 in 10 in ICT using sectors



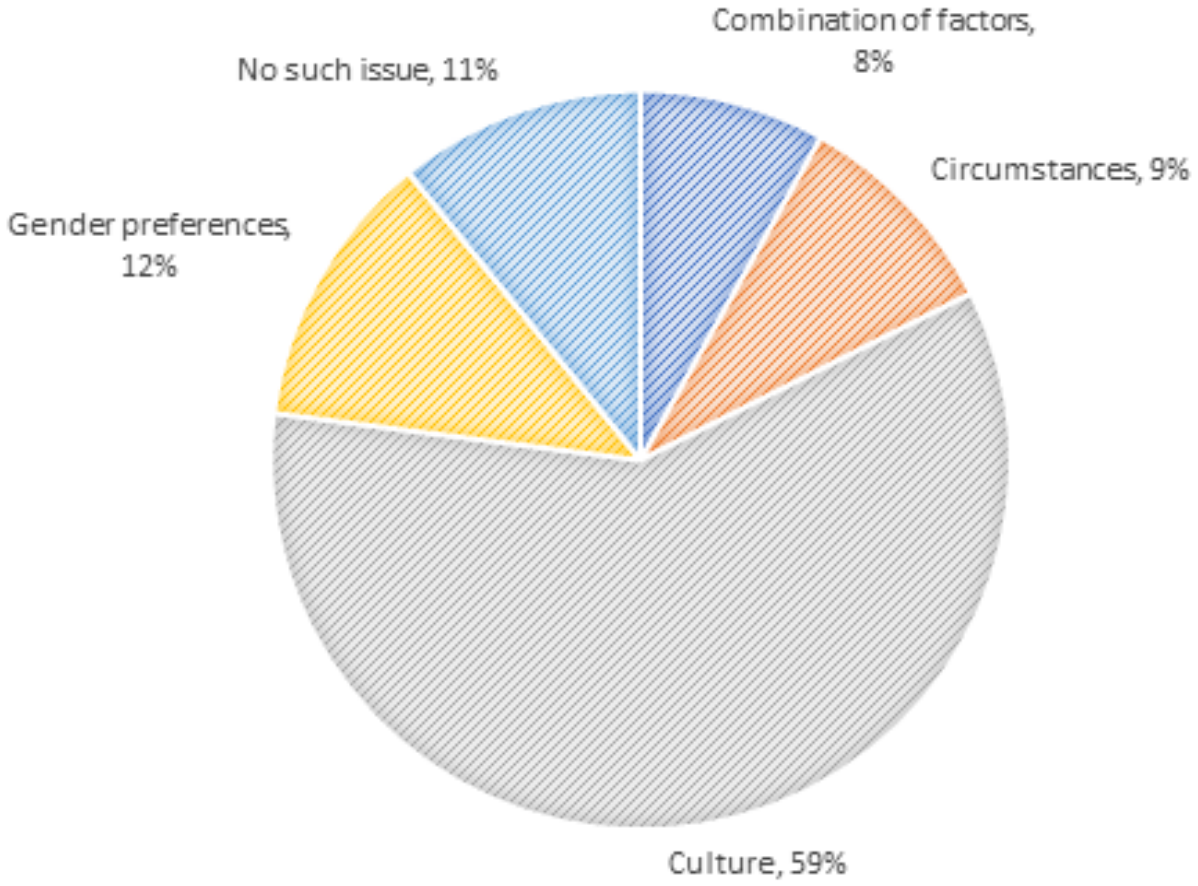
Perceived barriers to gender balance



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

Ingrained stereotypes in Maltese education, family and social systems

Perceived barriers to gender balance



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

A few other relevant statistics

In Europe women represent only 19.2% of entrepreneurs in the Digital Sector, whilst overall female entrepreneurship stands at almost 54%. This is also well below the proportion of women amongst ICT sector employees - 34%.

Only 1.4% of the female graduates in Malta hold an ICT degree.

56% of women in digital jobs quit mid-career.

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

BUILDING A BUSINESS - SPEAKER'S INSIGHT

1

What's your take on these findings and their implications for Building a Digital Business?

BUILDING A BUSINESS - SPEAKER'S INSIGHT

2

What are the top tips you would share that are a must when building a business (especially if you are a woman)?

3

What challenges have you found? And how do you manage to overcome such challenges?

4

What can we do together to improve the number of women entrepreneurs? And why do you think this is important?

ARE YOU A WOMAN CODER THAT WANTS TO INSPIRE OTHERS?

Becoming a Woman Coder is an Erasmus+ Project aimed at encouraging women to follow short training courses to acquire coding skills and start a new rewarding career for themselves.

If you are a female and

- ✓ Have a career in coding, development or IT
- ✓ Retrained yourself in coding/IT after trying other jobs, or failing to find a suitable job

We want YOU to be a part of our testimonials, and motivate other females to follow your steps. You can make a difference in their career and their life!

Contact us on juanita@acrosslimits.com

Erasmus+

BECOMING A WOMAN CODER

BUILDING A BUSINESS - OPEN DISCUSSION

Introduce yourself, particularly highlighting your interest in the topic.

1-2 mins each

Do you have any particular question?

Please raise your hand, or just put your question in comments, and we will address them one after the other.

SUMMARY OF KEY POINTS

1. Address risk averse attitude & lower self-confidence
2. Women have an advantage in networking - use it!
3. Learn to like and/or manage constructive criticism, competition, conflict
4. Align your work with your passion and values
5. Get the right training, focused on the target areas
6. Use heckatons as opportunity to test ideas, find collaborators - women & men! Do collaborate! Some links where to find info on hackathons: https://devpost.com/hackathons, https://joinup.ec.europa.eu/collection/digital-response-covid-19/hackathons-and-events, https://www.hackjunction.com/, https://www.the-hackfest.com/, https://ultrahack.org/
7. Do your homework (sketch a business plan) but do not overthink. Take calculated risks.
8. Watch your cash-flow, focus on good paying clients
9. Diversity in digital leads to better, more representative products & services
10. Grow the “cake” together, not fight over it.

THANK YOU

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