

Bridging the Gender Gap in the Digital Sector

CAREER ADVANCEMENT



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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 speakers sharing insights & open discussion with participants Dr. Claire Cassar, Rachel Falzon Anamaria Magri Pantea
10min	Summary of discussion and concluding remarks Annalise Duca

MEET THE SPEAKERS



**Anamaria
Magri
Pantea**

ASCEND
CONSULTING



**Annalise
Duca**

AnnaliseDuca



**Dr. Claire
Cassar**

D4N6 Ltd.



**Rachel
Falzon**

ReWired HR
Consultants

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

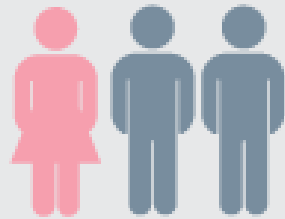
with ICT Department as support function in organisation

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

Key quantitative findings

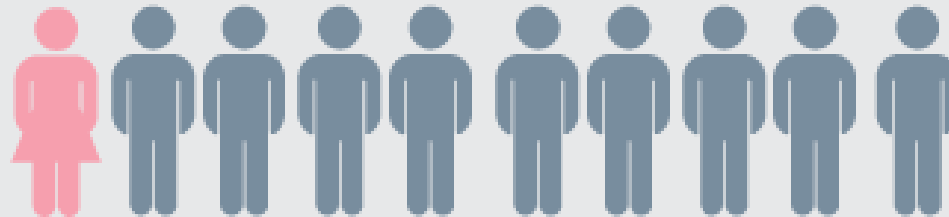
1 in 10 in ICT using sectors

In ICT Intensive organisations...



1 in every 3 jobs is filled by a woman

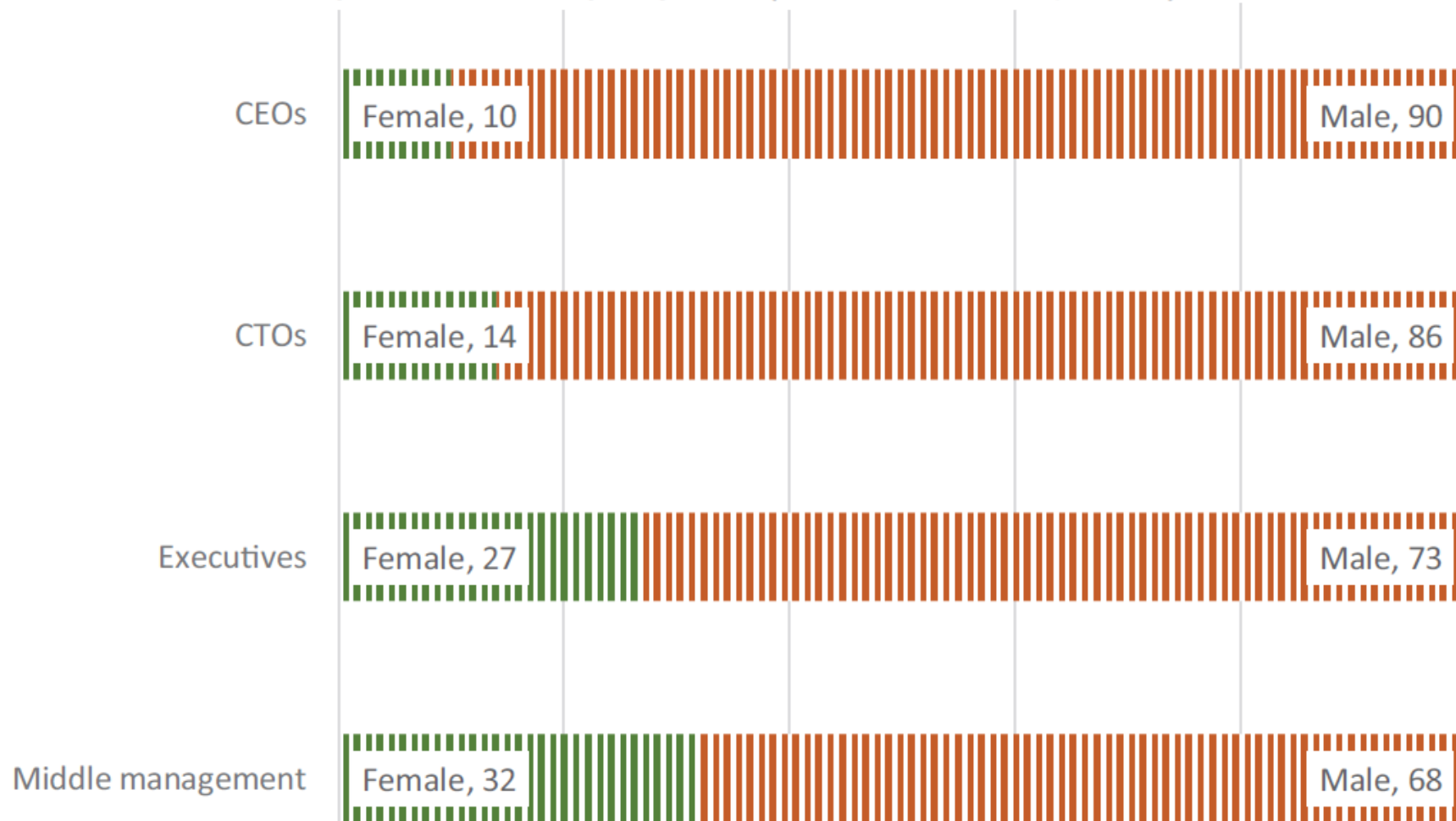
1 in every 5 digital jobs
is filled by a woman



1 in every 10 CEOs is a woman

Key quantitative findings

Gender ratios per 100 employees (ICT Intensive, 10+)

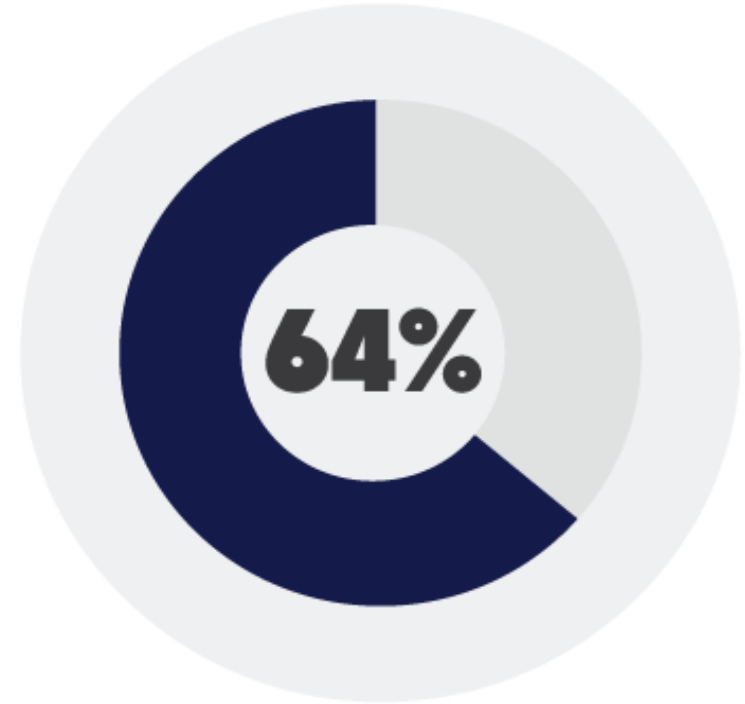


Perceptions on gender balance & challenges

63%

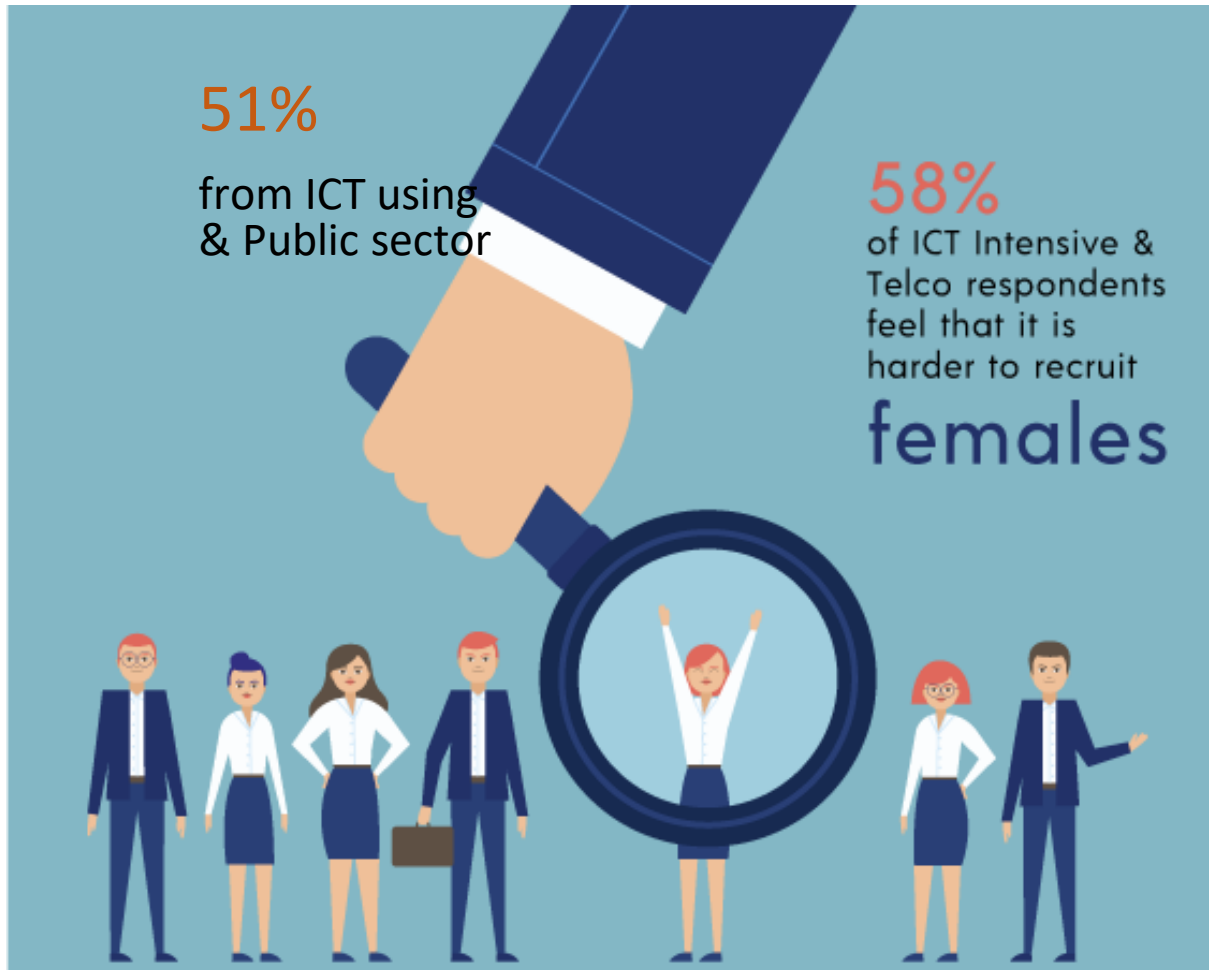


of ICT Intensive & Telco organisations
**agree that their organisation needs
more female employees**



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

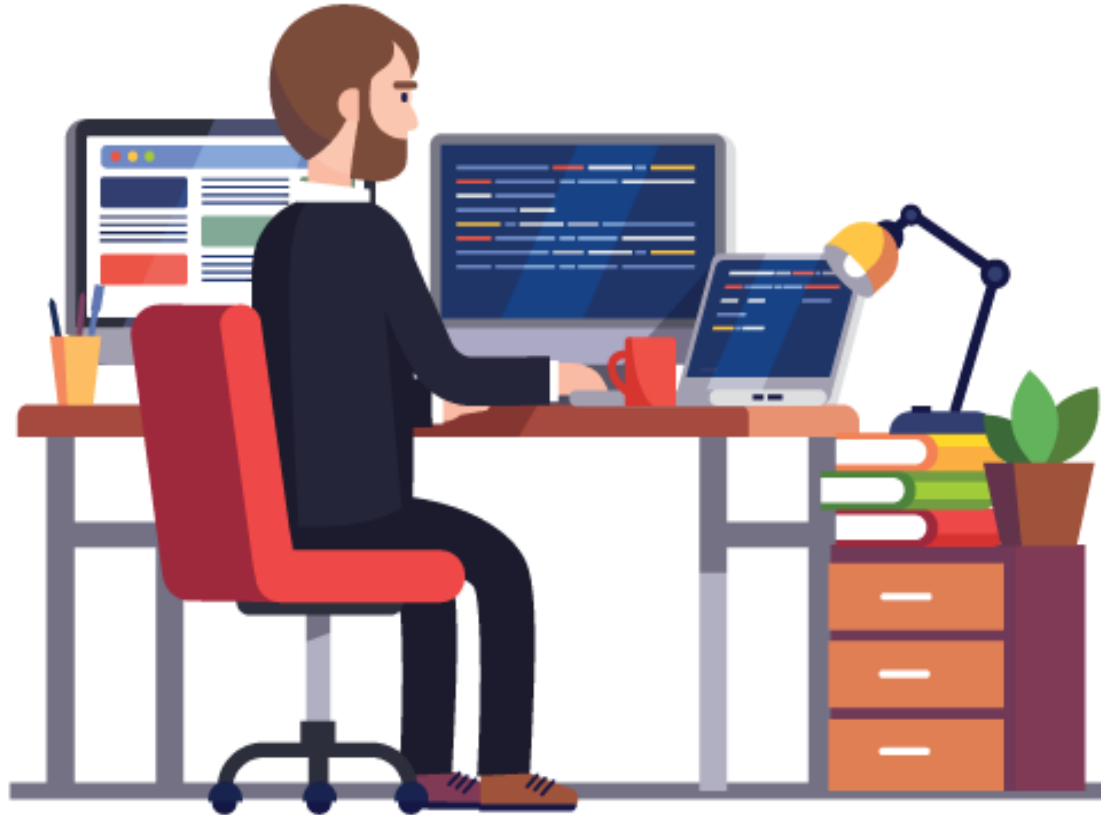
Perceptions on gender balance & challenges



But mostly disagreed or neutral with statements like:

- it is harder to retain female employees in the medium to long term,
- women turnover tends to be higher than that of men,
- men tend to progress faster in an ICT career

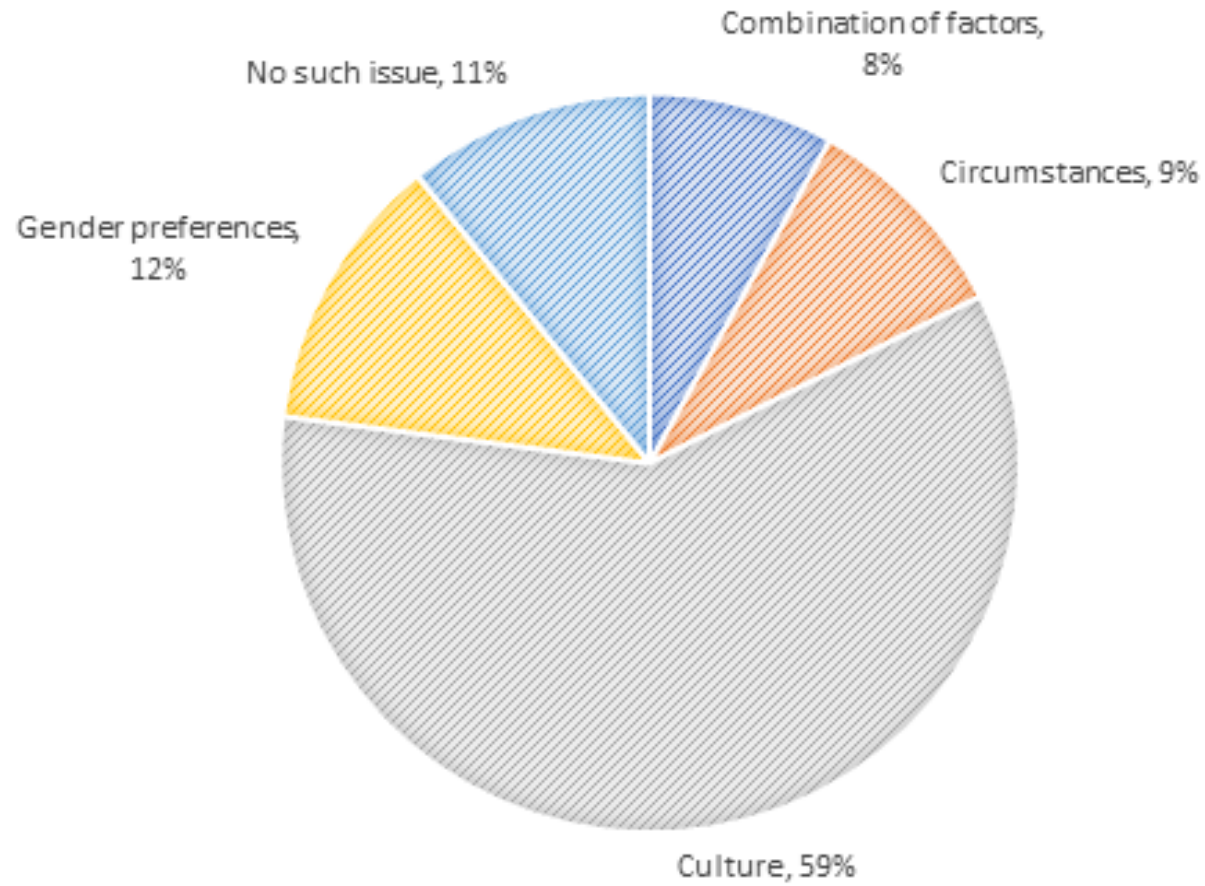
Perceived barriers to gender balance



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



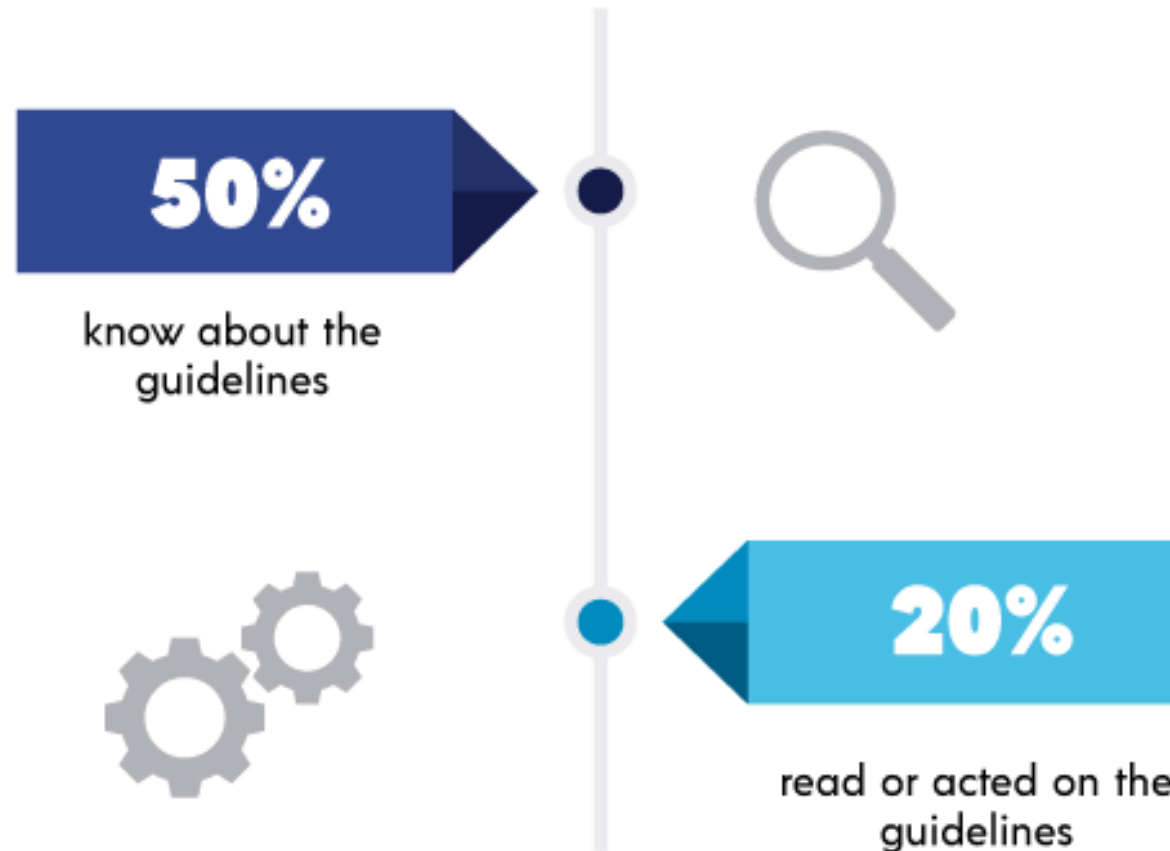
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The issue with gender imbalance is the lack of **family-friendly measures** rather than any form of discrimination against women.

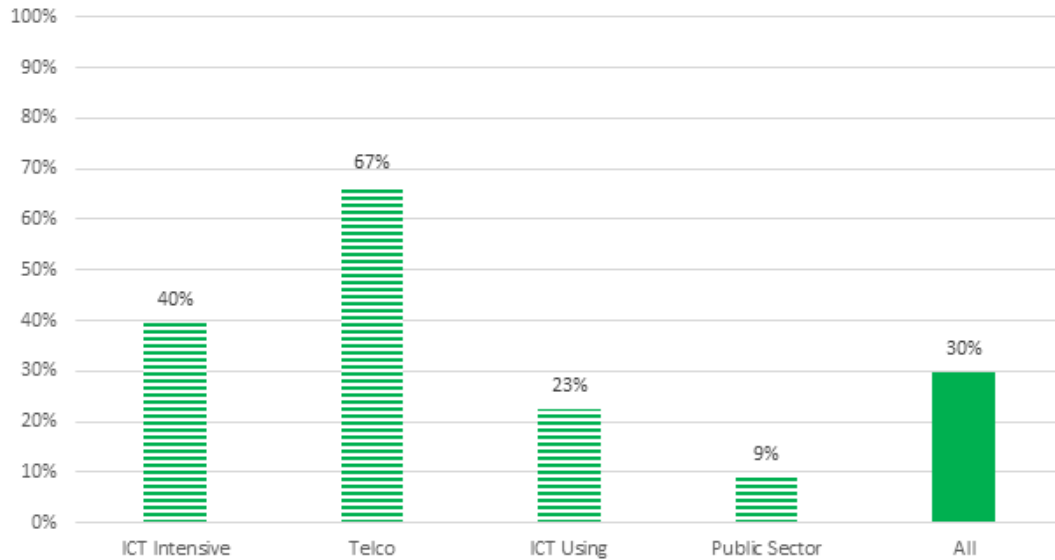
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Awareness about the eSkills Guidelines to increase women participation in ICT

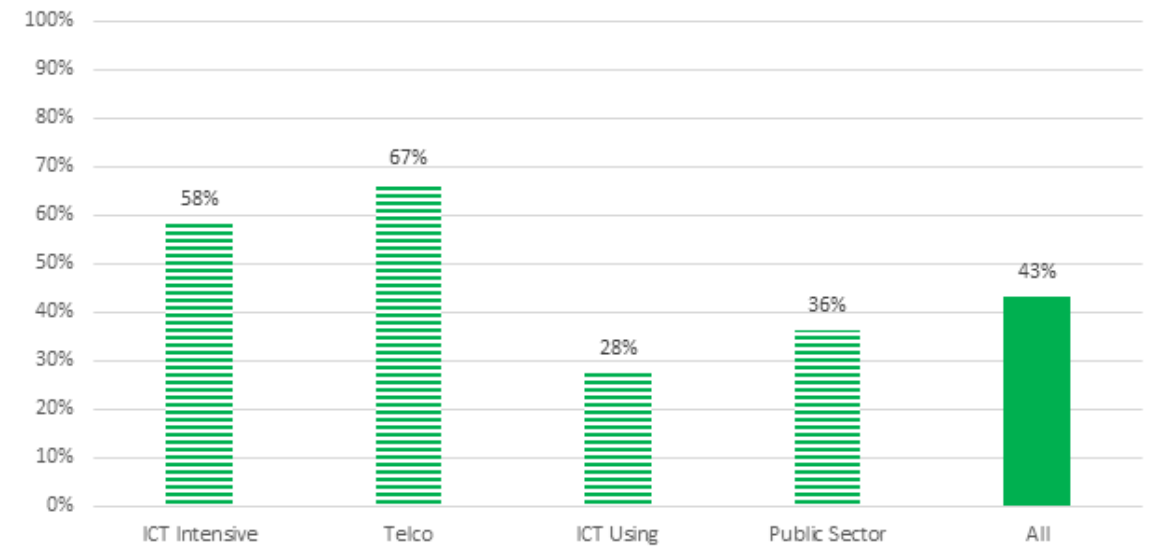


Initiatives for

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.

Survey key insights in a nutshell

Gender imbalance is a very common issue across all organisations.

Gender imbalance intensifies in senior and/or technical positions.

Larger organisations & ICT intensive companies are more gender diverse and perceive lesser difficulty to retain female employees.

Many ICT non-intensive organisations respondents were neutral to statements on gender imbalance on recruitment and career progression. This might show lack of awareness and appreciation of such imbalance.

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.

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

While 20% of women aged 30 with ICT related degrees work in the sector, only 9% of women above 45 years of age do so.

CAREER ADVANCEMENT - SPEAKERS' INSIGHT

1

To both, what's your take on these findings
and their implications for Career
Advancement?

CAREER ADVANCEMENT - SPEAKERS' INSIGHT

2

Claire, please share a bit with us the main steps, opportunities and challenges along your career progression in the Digital Sector.

CAREER ADVANCEMENT - SPEAKERS' INSIGHT

3

Rachel, as a people performance professional having worked with a number of organisations, what do you see as the main issues leading to fewer women in C-level roles? Or women diverting their career outside the Digital Sector?

CAREER ADVANCEMENT - OPEN DISCUSSION

Introduce yourself, highlighting what would you like to learn more about.

1 min 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.

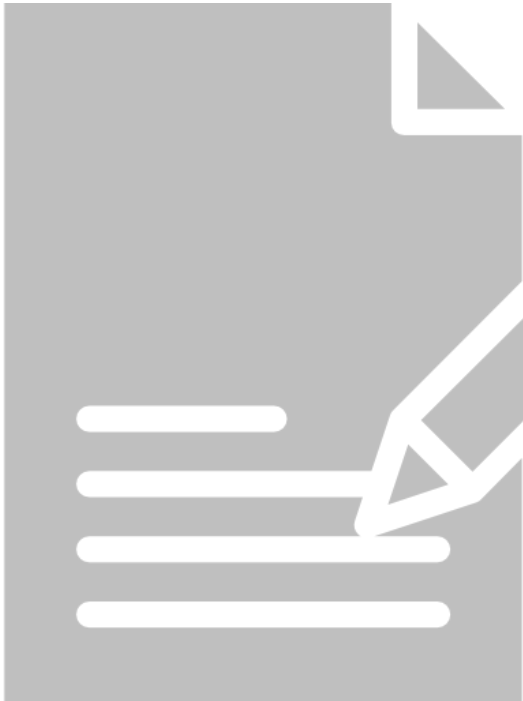


CAREER ADVANCEMENT - SPEAKERS' INSIGHT

4

To both, what's your top 3 pieces of advice to women in building a strong base and support network to facilitate their career advancement?

SUMMARY OF KEY POINTS



1. Stereotypes and gender biases are very evident in our country especially when compared with Nordic culture.
2. Finding people in the industry is not very easy - especially in certain sectors. Although considering the nature of the sector, we should have more people especially due to flexibility. COVID and move to remote working - could be blessing in this context despite the family caring role. A hybrid model can help improve the career advancement for women. Employers could be now more forward coming towards remote working etc.
3. Career progression - might not only be growing up the vertical, but could also be the need to exit for a while and enter the sector again.
4. Re-skilling is very important, especially with the speed of the sector
5. Women and career progression needs to be a dialog between the employee and employer...one need to ensure that this company fits your goals and vision too.
6. One have to stop fearing about making mistakes, but consider those as a learning progress
7. Inspiring people and learning is key
8. One should be the CEO of their own career and take the lead towards growth.
9. No role models for girls - even for IT graduates - we need to find more of women that succeed.
10. The major stumbling block for females to choose the ICT career is being intimidated by the idea that those subjects are for the boys club. And this idea of "the boys club" even extends to and impacts career progression/applying for promotions, moving into management roles.
11. Empowering is very important in all aspects

THANK YOU

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