Bridging the Gender Gap
in the Digital Sector

EDUCATION & TRAINING

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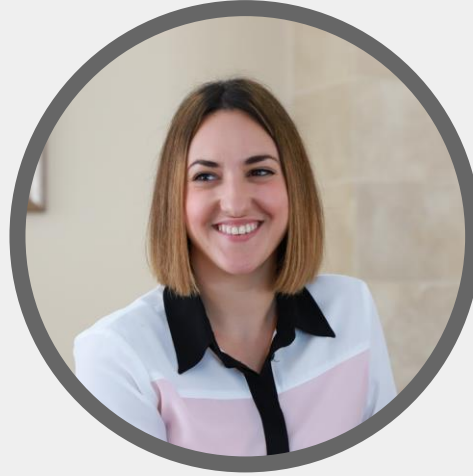
ascend consulting

ad annalise duca

eSkills
eSkills Malta Foundation

MEET THE SPEAKERS

Anamaria Magri Pantea

Ascend Consulting

Annalise Duca

AnnaliseDuca

Dr. Claudia Borg

University of Malta

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** Dr. Claudia Borg Annalise Duca
10min	**Summary of discussion and concluding remarks** Anamaria Magri Pantea

Bridging the Gender Gap
in the Digital Sector

EDUCATION & TRAINING

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

Bridging the Gender Gap
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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
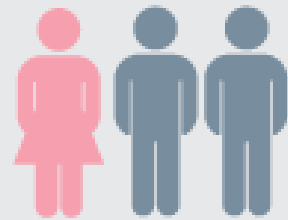
ICT non-intensive sectors

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
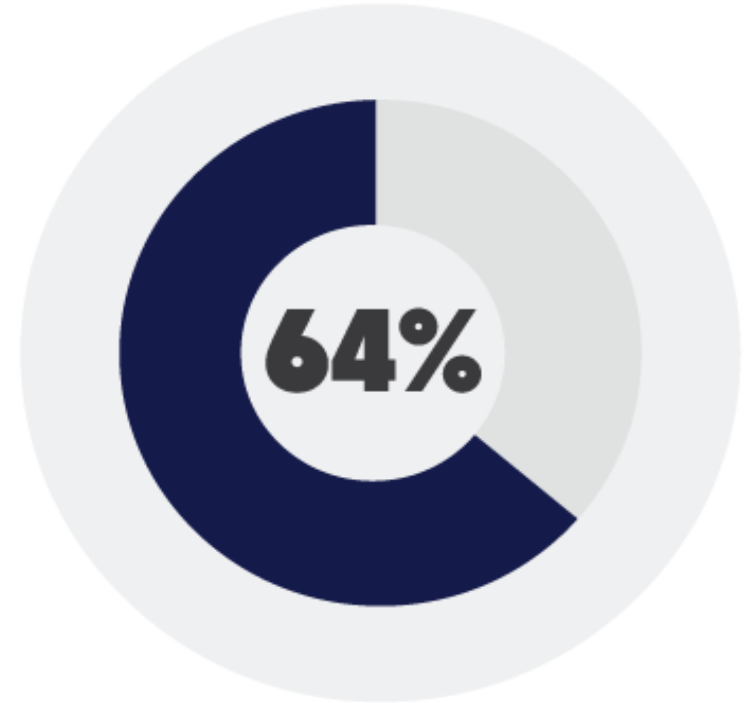
1 in every 10 CEOs is a woman

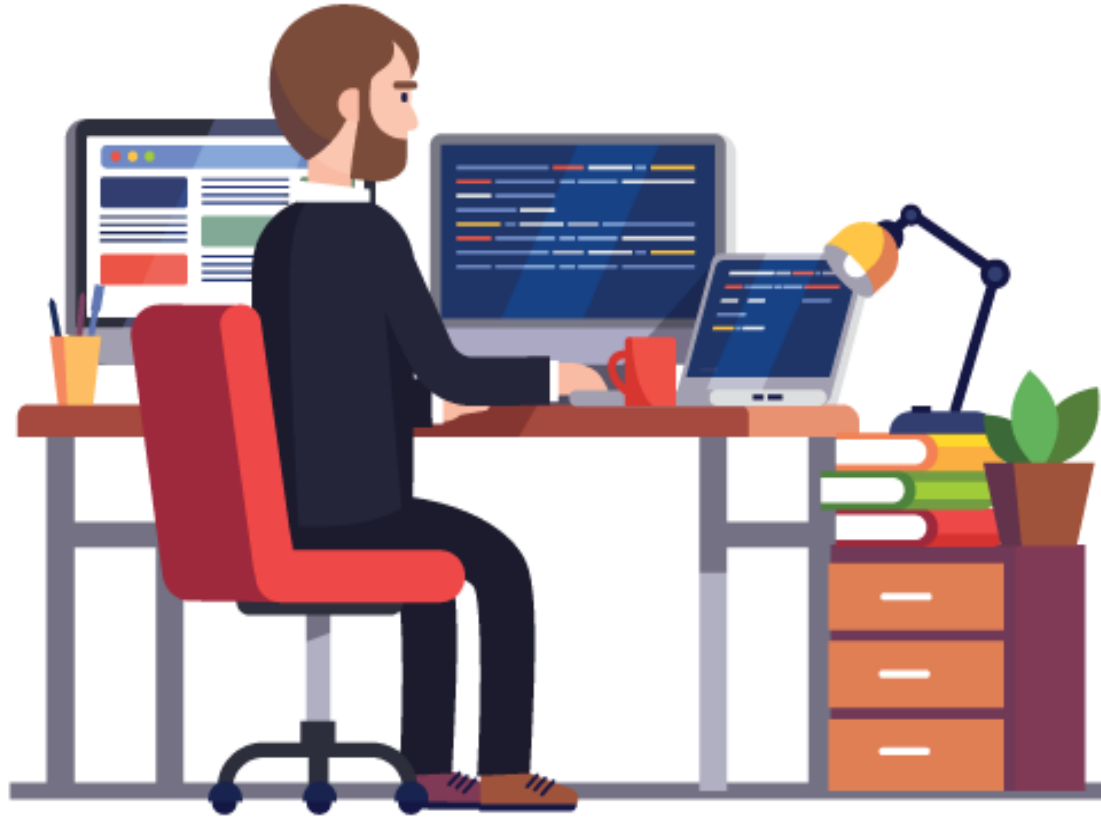# Perceptions on gender balance & challenges

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**
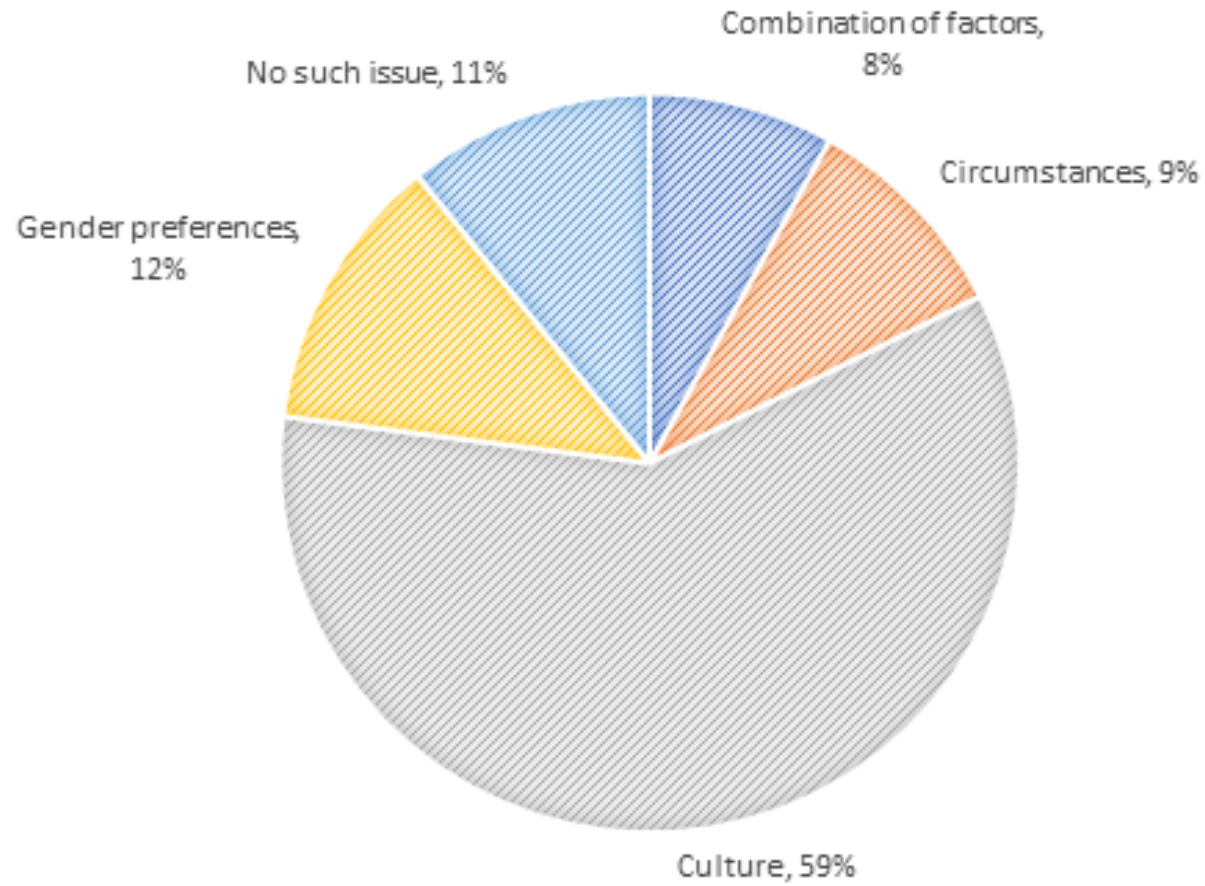
Perceived barriers to gender balance

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

Combination of factors, 8%

No such issue, 11%
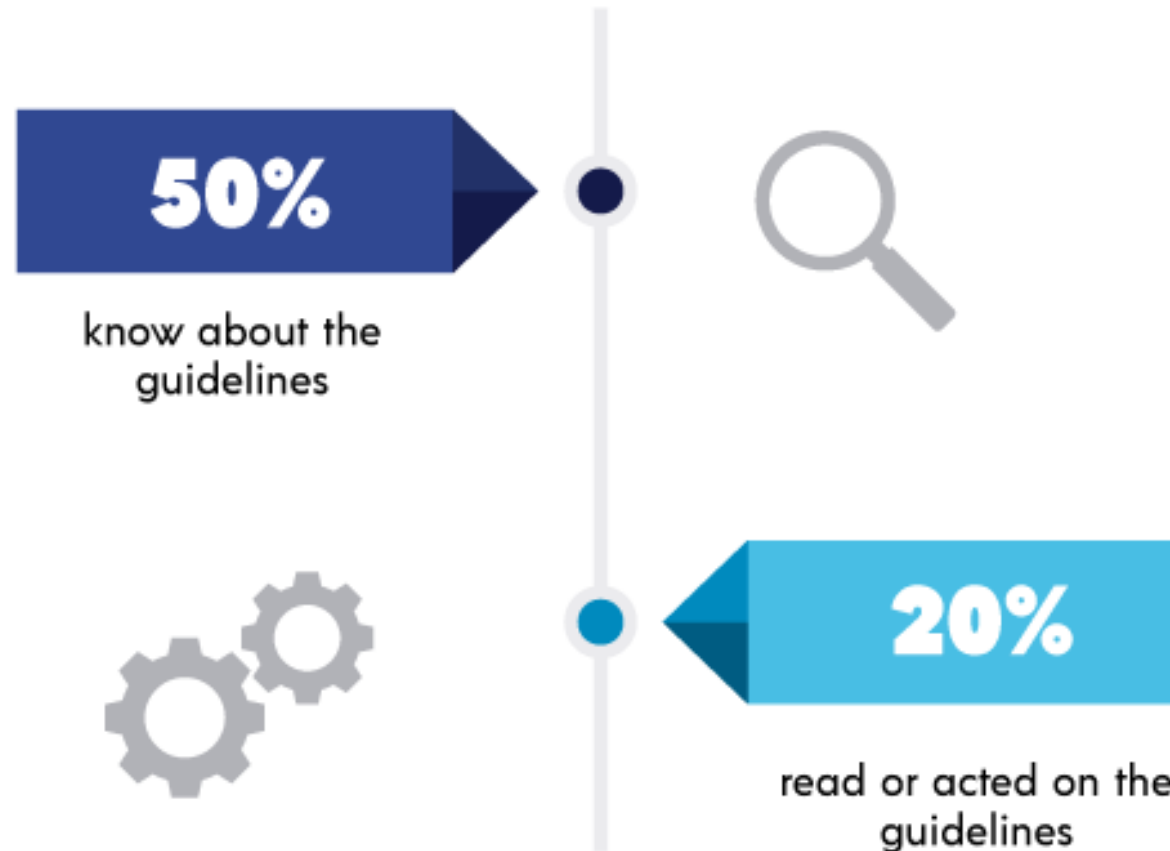
Circumstances, 9%

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."
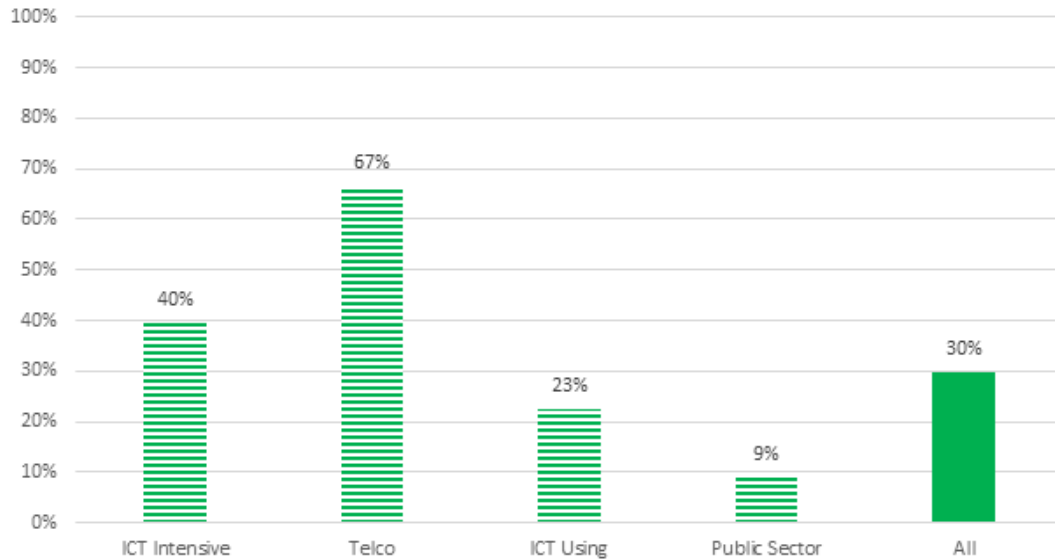
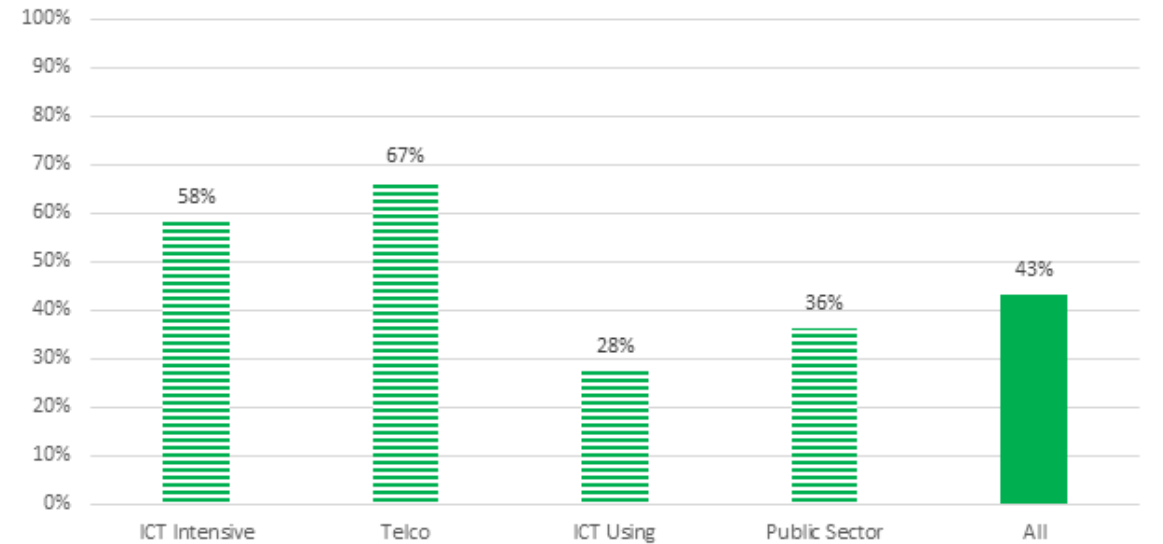# Awareness about the eSkills Guidelines to increase women participation in ICT

50%

know about the guidelines

20%

read or acted on the guidelines

Initiatives for

Attraction

100%
90%
80%
70%   67%
60%
50%
40%   40%
30%   23%   30%
20%
10%   9%
0%
ICT Intensive   Telco   ICT Using   Public Sector   All

Retention & career support

100%
90%
80%
70%   67%
60%   58%
50%
40%   36%   43%
30%   28%
20%
10%
0%
ICT Intensive   Telco   ICT Using   Public Sector   All

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 recruit and 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).

Only 1.4% of the female graduates in Malta hold an ICT degree. 10 times lower compared to male graduates (10.35%). (2020 Global Gender Gap Report).

1

What's your take on these findings and their implications for Education & Training?

2

What do you think can be done to promote more the digital sector from a young age with students?

3

What can educators / parents do in order to remove the stigma that certain subjects are not for girls?

EDUCATION & TRAINING - OPEN DISCUSSION

Introduce yourself (in the chat), particularly highlighting your interest in the topic.

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 perceptions in family and attitudes in early primary/secondary school environment.
2. Present the digital sector and jobs in a clearer way, from their problem solving perspective.
3. Engage students and make them interested in the practical uses of digital tools in all sectors.
4. Make clear that ICT is for everyone.
5. Mixed education should close gender gaps
6. Focus on soft-skills & can-do attitude
7. More use of flipped classroom and EduTech
8. More & earlier education-industry collaboration
9. Target promo to girls/women to close the gap
10. More women in user requirements setting groups and UX testing of digital tools

THANK YOU

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