

“EQUAL OPPORTUNITIES IN THE ICT SECTOR” MANIFESTO

Achieving **gender equality and women empowerment** is one of the seventeen Sustainable Development Goals for 2030, being considered not just a “fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.”

In the field of **technology** gender gaps are manifold – involving access, content, skills, vocation – and lead to ramifications affecting society as a whole in the medium term.

Evidence shows that the level of participation of women in Information Society is limited, in terms of both access to Information & Communication Technologies (ICT) and careers in the field. This is **a gap at a global scale** which, rather than shrinking, has been widening over the last few years.

It is also a fact that such gaps within the ICT sector result into well-known constraints, the so-called “glass ceilings” or “concrete ceilings” (socio-cultural or self-imposed barriers), hampering the access of women to decision-making and leading roles. These concepts and data are daunting and have long been regarded as inevitable.

Last, reliable indicators suggest that **rectifying that situation would result into higher economic growth and socio-cultural development.**

Therefore, it is for ethical, social and economic reasons that **the inclusion of women into the technology sector is not a choice, but a necessity.**

Firstly, in order to foster an egalitarian development of society and respect for diversity and people. Secondly, so the sector and economy at large can benefit from the huge potential already available.

Gender inequality in the ICT sector is not inevitable and we all are responsible for making change happen. Indeed, it is already happening!

Joining the voices of movements, companies, the public sector, women, men and diverse organisations that are already working to break down “walls” and “ceilings”, we put forward this manifest created in collaboration with many of them.

Individuals and organisations endorsing this manifest commit to **advocating and promoting future measures aimed at achieving equal opportunities for women in the ICT sector**, following the 10 lines of action presented below.

Let's not forget that everything counts. Each proposal, every voice has its own space and helps to design a future full of opportunities...

Article 1: DIVERSITY.

Supporting gender diversity at work to promote creativity, enhance well being in the work environment and spread inclusivity values across all realms of society.

Article 2: WORK-LIFE BALANCE.

Fostering the creation of work environments that help reconcile the careers and lives of men and women, taking advantage of the potential offered by digital technologies.

Article 3. CO-RESPONSABILITY.

Involving men, women and organisations in the public debate and actions relating to co-responsibility, in order to find a long-lasting and effective solution to the gender gap in the ICT sector.

Article 4. MERITOCRACY.

Defending, recognising and fostering equal opportunities in all recruitment processes, job promotions and acknowledgement of the talent of men and women in the ICT sector.

Article 5. LEADERSHIP.

Fostering female leadership at organisations and companies by raising awareness within senior management of the positive value of diversity, taking advantage of professional networks (e.g. via mentoring) and supporting self-confidence and the empowerment of women in the technology sector.

Article 6. DIGITAL ECONOMY.

Raise awareness of the importance of female presence within the most technical areas of the digital economy, fighting stereotypes and building new role models.

Article 7. GROWTH.

To recognise, promote and evidence of the link between a better and higher inclusion of women into the ICT sector and economic and business growth.

Article 8: EDUCATION.

Help girls think science and technology is for them too, promoting a social and educational context where they feel capable and encouraged to engage with those subjects. In order to do so, it is essential to break down stereotypes and gender roles often associated with technology and science, as well as raising awareness and helping to identify and reward STEAM talent within families and educational contexts.

Article 9. VOCATION.

Encourage women to pursue a career in science and technology focusing on psychological, environmental, economic, cultural, social and other factors that may affect their career choices; raising awareness on the benefits and opportunities available in this sector.

Article 10. VISIBILITY.

Contribute to increase the visibility of professionals within the science and technology fields by sharing the careers and appealing stories of local, national and international women. Showcase and share the initiatives fostered by companies and organisations, which promote gender diversity in the ICT sector.

This manifesto is the result of a collective reflection, promoted by the [Consejería de Transformación Económica, Industria, Conocimiento y Universidades](#) (Junta de Andalucía), with input from local and national movements, such as the [Human Smart Lab](#) Space, Mujeres Tech, Girls in Tech, Women Forum for Cybersecurity, Women Techmakers, companies such as How I Learned Code, Conecta 13, the CPS Agency, or the IAFM, the academic sector through the Official College of Telecommunications Engineers of Western Andalusia and Ceuta or the Office of Free software of the University of Granada. They also contributed their individual perspectives, intellectuals from several universities at national and international level, such as Seville, Deusto, Zaragoza or Coventry. On the other hand, hundreds of professionals from multinationals, SMEs, from the third sector and public administration, gathered on the occasion of WomAnDigital on March 13, 2018 and previously in the open debate on the web ([womandigital.es](#)).



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