



**REDSCOPE**  
CONSULTING

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A dark blue background featuring a glowing blue network of interconnected dots and lines, resembling a digital landscape or a complex system.

# No more business as usual

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A photograph of a chessboard with wooden pieces. On the left, a robotic arm's hand holds a white pawn over a black pawn. On the right, a human hand holds a black pawn over a white pawn. The board is light-colored wood with dark squares.

**XIX**

**XX**

**XXI**



40

b

250M

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# GENDER GAPS

- **Access to and use of digital technologies**
- **Digital education (segregation across fields of study)**
- Access to **Digital labour market**
- Access to high-quality jobs and **top management positions**



24,9%  
ICT graduates

57% EU Graduates  
are women

13% work  
in Digital  
(< than 2011)

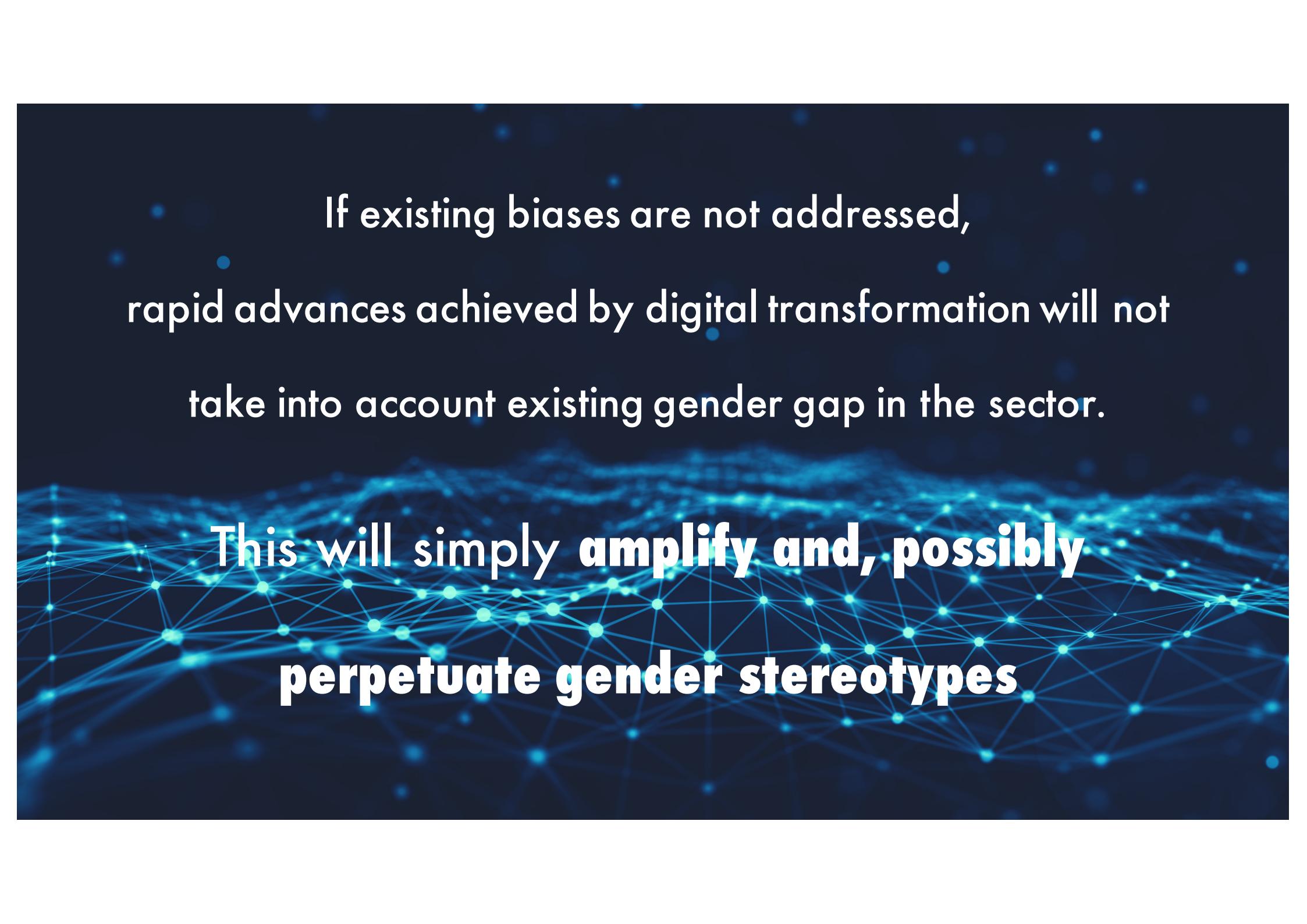
6/1000 EU w.  
work in Digital

w. have less  
access to VC

Software dev.  
Still "white  
male"

"drop-out  
phenomenon"  
of women

# Bias alert



If existing biases are not addressed,  
rapid advances achieved by digital transformation will not  
take into account existing gender gap in the sector.

This will simply amplify and, possibly  
perpetuate gender stereotypes

# What if ...

> women enter the EU digital  
jobs market?

## EUR 16 billion

# Digital Opps for women

- E-markets
- Information & mobilisation
- > flexibility
- Access to loans & mobile banking

# Good News

# Moving forward



# Acceleration urgent



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# Thank you!

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