Claudia de Castro Caldeirinha

Leadership Professor | author | speaker

Twitter: @ClaudiadeCast13 @RedscopeConsult

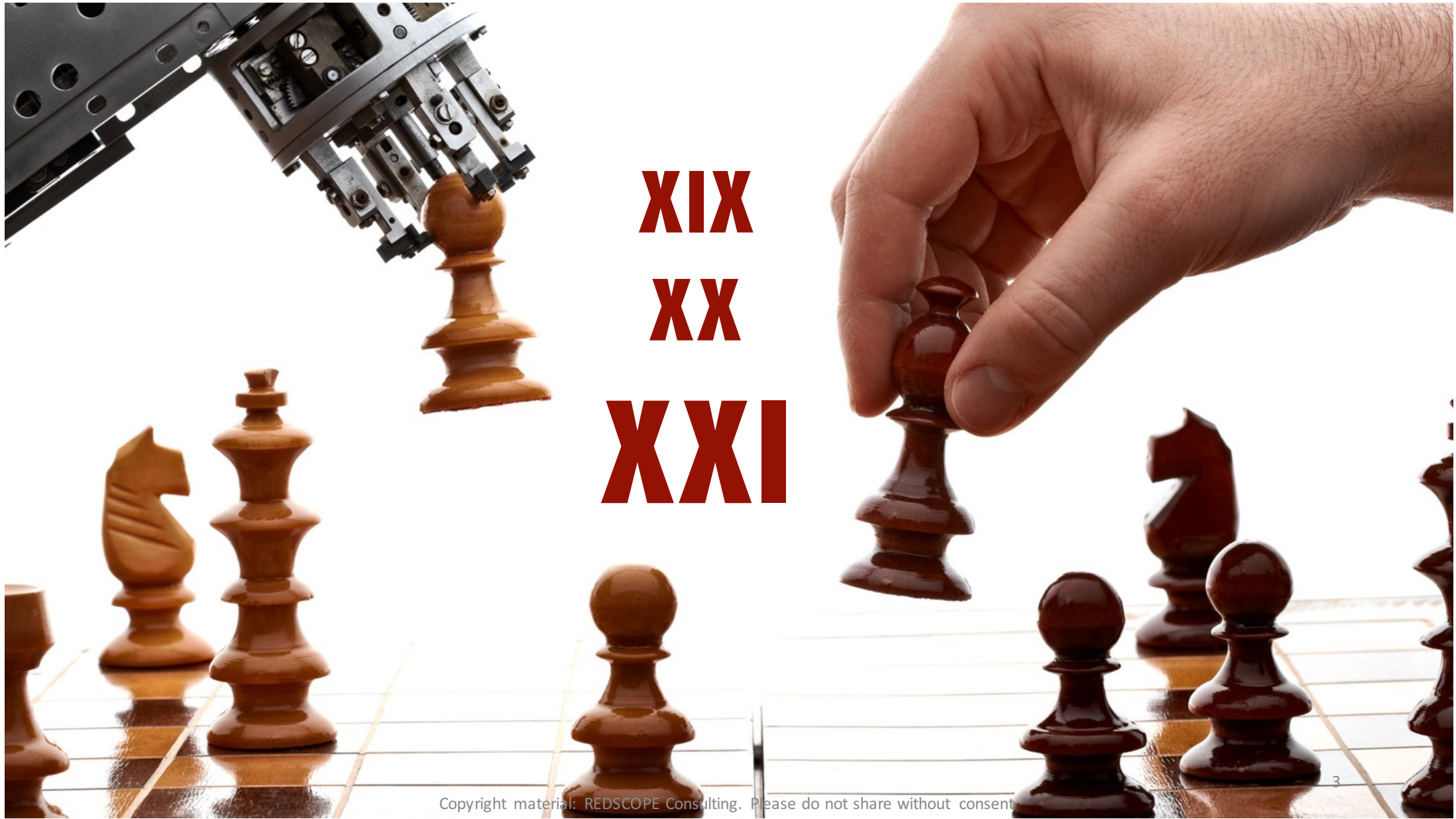# No more business as usual

XIX

XX

XXI

40b

250M

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

13% work in Digital (< than 2011)

6/1000 EU w. work in Digital

57% EU Graduates are women

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

Thank you!

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