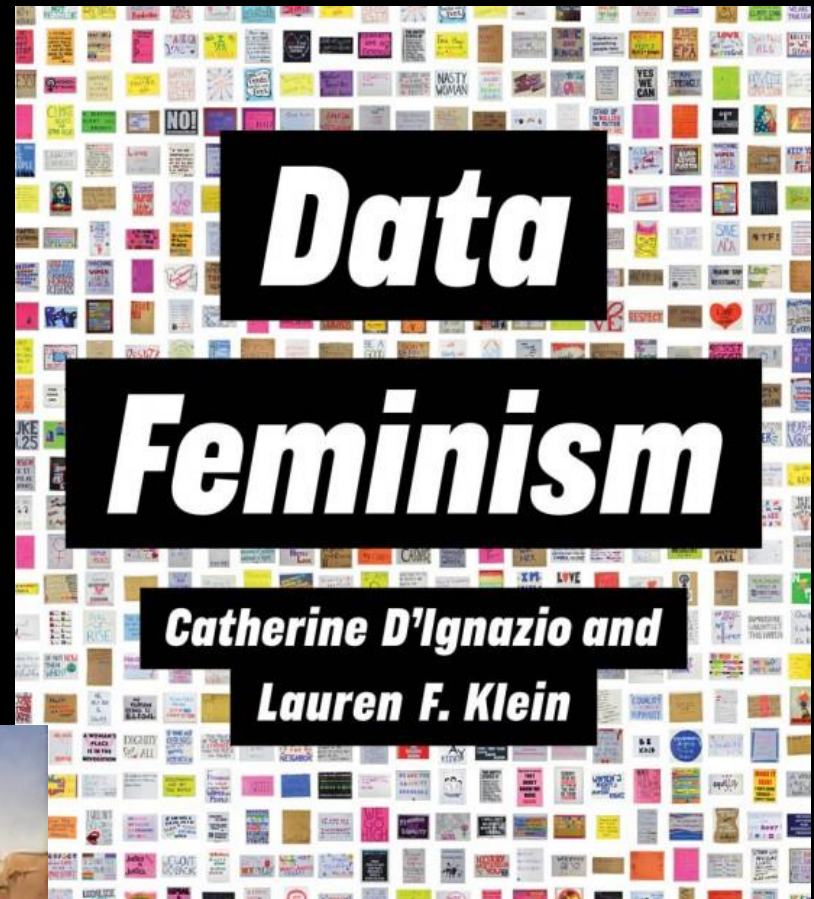# Οι θηλυκότητες στον χώρο της τεχνολογίας

Αναστασία Καραγιάννη,
Συνιδρύτρια της DATAWO
Υποψήφια Διδάκτωρ της Νομικής Σχολής του ΕΚΠΑ

©John William Waterhouse
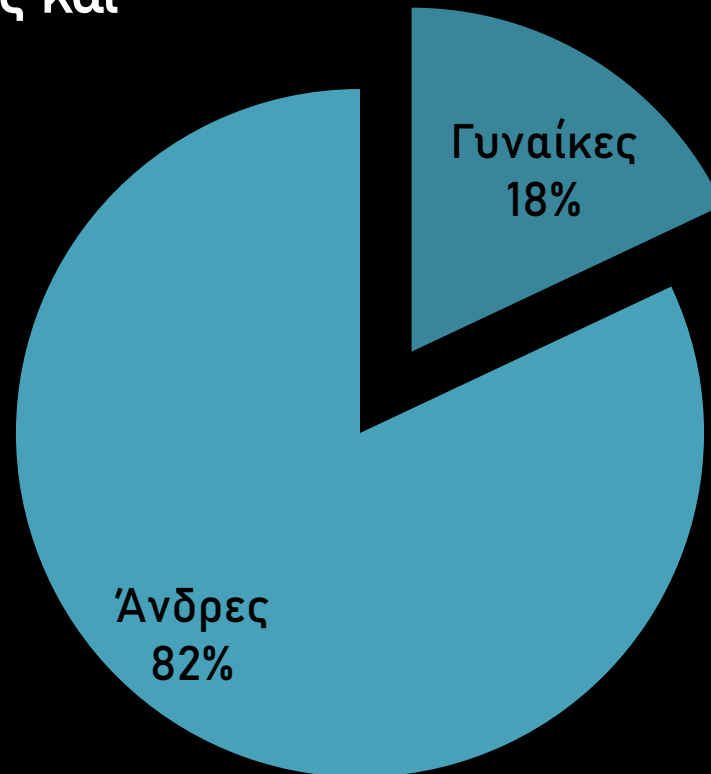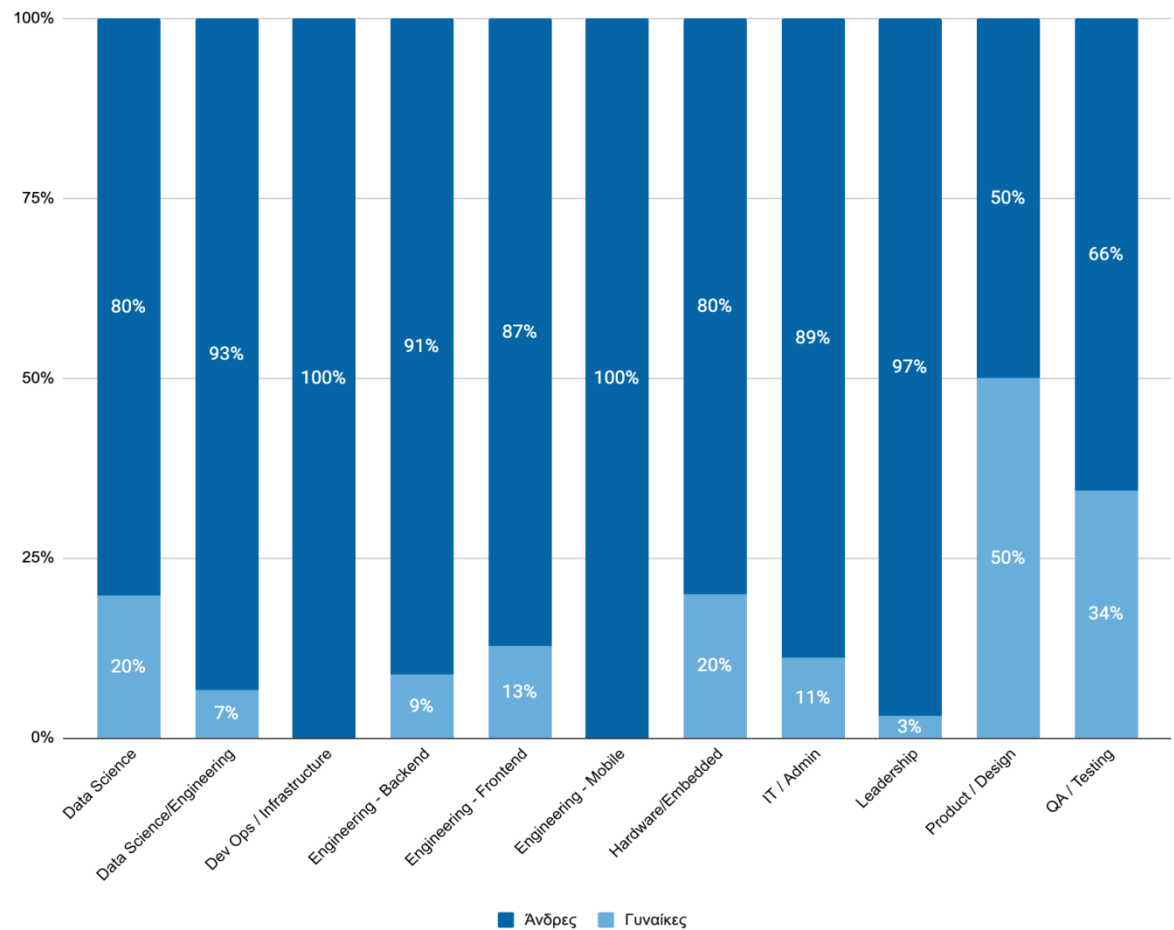

©The MIT Press

©frapress

Θέσεις εργασίας στον χώρο της τεχνολογίας και φύλο

Γυναίκες 18%

Άνδρες 82%

©Marathon VC

Ποσοστά φύλων ανά θέση εργασίας

©Marathon VC

Η κατάσταση συνολικά στην Ευρώπη

Main indicators	EU	
	Women	Men
Digital skills		
Internet daily users (16–74, %, 2019)	78	80
Above basic digital skills (16–74, %, 2019)	31	36
Information skills	71	71
Communications skills	67	66
Problem-solving skills	56	63
Software skills	39	44
Training to improve digital skills (16–74, %, 2018)	18	22
Segregation in education and labour market		
ICT graduates (%, 2018)	20	80
ICT specialists (15 +, %, 2019)	18 (s)	82 (s)
Scientists and engineers in high-technology sectors (25–64, %, 2019)	20	80

Τι συμβαίνει σε άλλες χώρες της ΕΕ.

Gender employment gap 2020

EU 🇪🇺

Employment rate of men and women aged 20-64 (%)

11.0 percentage points (pp)

66.2%   77.2%

+ 🇮🇹 **ITALY**   52.1% 19.7 pp 71.8%

− 🇱🇹 **LITHUANIA** 75.8% 1.7 pp 77.5%

#InternationalWomensDay ec.europa.eu/eurostat 🇪🇺
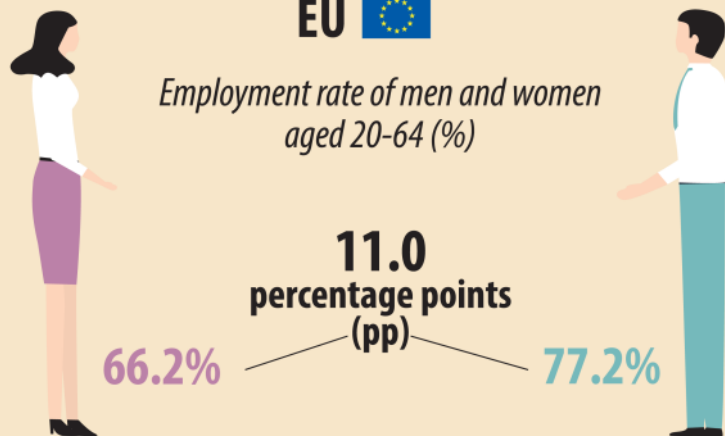
Gender overall earnings gap (GOEG), 2018
(%)

	Average hourly earnings (EUR)		Average number of hours paid per month		Employment rate for age group 15-64 (%)		Gender overall earnings gap (%)
	Men	Women	Men	Women	Men	Women	
EU-27	16.63	14.10	162	142	73.1	62.3	36.7
Belgium	20.78	19.58	163	143	68.2	60.7	26.4
Bulgaria	3.55	3.05	179	177	71.5	63.9	24.1
Czechia	7.84	6.29	171	165	81.8	67.6	36.0
Denmark	31.97	27.30	131	124	76.9	71.3	25.1
Germany	21.70	17.33	153	123	79.7	72.1	41.9
Estonia	8.50	6.64	177	167	78.1	71.4	32.6
Ireland	24.29	21.55	158	134	74.1	63.3	35.7
Greece	9.18	8.23	159	151	64.7	45.3	40.4
Spain	12.88	11.35	161	146	67.9	56.9	33.0
France	19.69	16.40	154	142	68.9	61.9	31.0
Croatia	6.73	5.96	184	181	65.4	55.9	25.5
Italy	15.93	15.07	175	144	67.6	49.5	43.0
Cyprus	11.87	10.63	174	166	73.3	64.2	25.2
Latvia	7.00	5.63	164	159	73.6	70.1	25.7
Lithuania	5.70	4.90	174	165	73.3	71.6	20.4
Luxembourg (¹)	25.28	24.91	182	158	70.6	63.4	23.2
Hungary	5.88	5.04	179	172	76.3	62.3	32.8
Malta	12.62	10.98	169	156	81.5	61.5	39.4
Netherlands	19.76	16.85	146	107	81.6	72.8	44.2
Austria	19.03	15.15	167	132	77.4	68.6	44.2
Poland	6.54	5.98	180	166	74.0	60.8	30.7
Portugal	8.06	7.35	169	160	72.7	66.9	20.6
Romania	5.17	5.06	184	183	73.2	56.2	25.3
Slovenia	10.01	9.08	181	174	74.5	67.5	21.0
Slovakia	7.42	5.95	171	166	73.9	61.2	35.5
Finland	22.04	18.32	162	153	73.5	70.6	24.6
Sweden	21.50	18.91	165	149	78.8	75.9	23.5
Iceland	28.05	24.11	162	137	87.5	82.5	31.5
Norway	31.90	27.68	151	131	76.9	72.6	28.9
Switzerland	38.91	31.77	167	130	84.5	75.7	43.1

(¹) The cross-border workers account for over 40 % of the workforce in Luxembourg. They are coverd by the Structure of Earnings Survey (the source of data on the average hourly earnings and the average montlhy hours paid) but not by the Labour Force Survey (the source of data on the employment rate) which are conducted in Luxembourg.

Source: Eurostat (online data codes: earn_ses_hourly, earn_ses_monthly, lfsa_ergaed, teqges01)

eurostat 🇪🇺

Challenges and Key Performance Indicators

The identified challenges along with the goals are presented in the table below.

Intervention Areas	Challenge Title	Goal
HR Management Practices	Challenge 3 –Lack of support to female students at KTU to retain them into ICT academic careers	Objective 3 – Create mentoring Network for Women PhD students at KTU
	Challenge 4 – Women struggle in creating a clear career vision	Objective 4 – help women to create their career Roadmap
	Challenge 5 – Women are not involved in decision making at the Faculty	Objective 5 - Involve women in organization decision-making process by supporting women leadership
Teaching and Students Services & Institutional Communication	Challenge 6 – The lack of visibility of women in IT	Objective 6 – Present more good practices for women working in IT
Other Gender Equality Issues	Challenge 8 - Lack of men involved in Gender Equality Actions	Objective 8 – Encourage men to stand for Gender Equality

ΕΡΓΑΣΤΗΡΙ ΠΡΟΓΡΑΜΜΑΤΙΣΜΟΥ
ΓΙΑ ΘΗΛΥΚΟΤΗΤΕΣ

Πρωτοβουλία
της DATAWO

FEMALE CODE LAB

ΕΝΑ ΔΙΗΜΕΡΟ ΔΙΑΔΙΚΤΥΑΚΩΝ
ΜΑΘΗΜΑΤΩΝ ΠΡΟΓΡΑΜΜΤΙΣΜΟΥ ΚΑΙ
ΚΩΔΙΚΑ
15- 16 ΔΕΚΕΜΒΡΙΟΥ 2021

_____

RESERVE YOUR SPOT!

*ΣΥΝΔΙΟΡΓΑΝΩΝΕΙ Η
DATAWO ΜΑΖΙ ΜΕ ΤΙΣ
**Greek Women in STEM,
Greek Girls Code &
Girls in Tech - Greece***

Ο ρόλος των stakeholders...

PINK-
WASHING

Ο ρόλος των stakeholders...

- ✓ εκπαίδευση
- ✓ ευαισθητοποίηση
- ✓ παροχή κινήτρων
- ✓ συμπερίληψη
- ✓ ανάδειξη προτύπων
- ✓ ενίσχυση γυναικείας επιχειρηματικότητας,
- ✓ δημιουργία ενός υγιούς sustainable επιχειρηματικού μοντέλου
- ✓ νομικές δράσεις

Ώρα για ερωτήσεις...

Ευχαριστώ για τον χρόνο σας!