

Factsheet Vrouwen & ICT

INITIATIEVEN:

- [VHTO](#), landelijk expertisebureau meisjes/vrouwen en bèta/techniek, zet zich in om meer meisjes en vrouwen in Nederland te interesseren voor een opleiding en beroep in bèta, techniek en ict. Ook spant VHTO zich in om vrouwen op de arbeidsmarkt in deze branches te behouden door het meer toegankelijk te maken voor meisjes en vrouwen.
 - In [Spiegelbeeld](#) zijn vrouwelijke professionals en studenten in bèta, techniek en ict verzameld in een online database. Je kunt je o.a. aanmelden voor activiteiten in het voortgezet onderwijs. Deze activiteiten zijn erop gericht meer meisjes enthousiast te maken voor een toekomst in bèta/techniek/ict.
 - Het ESF-Equal project [Ict-STER](#) is in het leven geroepen vanuit de vraag waarom er in Nederland zo weinig meisjes kiezen voor ict. Een belangrijke oorzaak blijkt het gebrek aan voorbeeldvrouwen in de ict/informatica te zijn. In dit succesvolle landelijke project hebben alle betrokken partijen zich ingezet om te komen tot nieuw beleid en nieuwe methodieken om meer meisjes enthousiast te maken voor een toekomst in de ict.
 - [Girlsday](#)
- In Nederland is het percentage vrouwen werkzaam in de bètawetenschappen lager naarmate de positie hoger is. Het [MEERVOUD-programma](#) stelt vrouwelijke, gepromoveerde onderzoekers in de biologie, aardwetenschappen, wiskunde, informatica en astronomie in staat een positie te verwerven als Universitair Docent.
- Europese Commissie:
 - Code van beste praktijken voor vrouwen in de ICT-sector (IP/09/344). Resultaat: binnen 6 maanden na publicatie aantal ondernemingen dat jonge vrouwen wil aanmoedigen opleidingen te volgen en een loopbaan te starten in de telecommunicatie, technologie en internetindustrie, gestegen van 5 tot 28.
 - [The European Directory](#) een onlinegids voor vrouwen in ICT. Deze gids bestrijkt drie verschillende gebieden : technologie, gemeenschapsvorming en het bedrijfsleven. De gids brengt alle activiteiten, vacatures, wetgeving en statistieken die betrekking hebben op vrouwen in ICT bijeen om een overzicht te geven van wat er in Europa op dat gebied gebeurt en wil samenwerking en netwerken tot stand brengen tussen de verschillende actoren.
- The [International Taskforce on Women and Information and Communication Technologies \(ITF\)](#) is a community of expertise of organizations, institutions, businesses, academia and individuals working to increase the economic, social, and educational opportunities for women and girls in the knowledge society in a measurable way.
- [Anita Borg Institute for Women in Technology](#) We are women technologists. We use technology to connect our communities. We create technology because it is who we are – intelligent, creative and driven. We lead with compassion and a belief in inclusion. We develop competitive products and find solutions to

problems that impact our lives, our nation, our world. Together, through the Anita Borg Institute for Women and Technology (ABI), we are inventing a better future. Working with men that believe in our mission, we are changing the world for women and technology. Initiatives:

- [Women of Vision](#) The Women of Vision Awards Banquet, hosted by the Anita Borg Institute Board of Trustees, honors women making significant contributions to technology. One winner is selected in each category: Innovation, Leadership, and Social Impact.
- [Grace Hopper Celebration of Women in Computing](#)
- [Systers Online Community](#)
- [TechLeaders](#)
- [Be Counted!](#) A survey of the gender distribution at Tech events. The project aims to collect a stream of user-contributed data on gender diversity in technology environments in the form of Gender Ratio Reports (GRRs). The longterm aim of the project is to not just collect but also provide tools for retrieving and visualizing the data in order to encourage others to collectively analyze the patterns behind the numbers.

NETWERKEN:

Nederlandse netwerken:

- [Stichting WomeninIT](#) is een netwerk van en voor vrouwen die werkzaam zijn in het IT vakgebied. Tijdens bijeenkomsten worden veel onderwerpen en vragen uitgewisseld en samen worden veel antwoorden gevonden.
- [Women on the Web-NL](#) is een Nederlands netwerk voor vrouwen op internet. De grootste internetgebruikersgroep in Nederland, waar vrouwen kennis en ervaring over computers, programmatuur, multimedia en internet met elkaar delen. Via mailinglijsten, maar ook tijdens cursusdagen, ontmoetingen met vakgenoten en spontaan georganiseerde borrels.
- De doelstelling van het [Netwerk Vrouwelijke Ingenieurs](#) is precies wat de naam aangeeft: een netwerk zijn voor vrouwelijke ingenieurs. Het netwerk wil de spin in het web vormen voor de vele vrouwen-netwerken uit het technische bedrijfsleven en de technische universiteiten en hogescholen.
- De open LinkedIn-groep '[ICT en Vrouwen](#)' tracht de mensen samen te brengen die zich sterk willen maken voor meer vrouwen in de ICT

Internationale netwerken:

- [Duchess](#) is a global network of women who work with or are interested in Java technology. The primary focus is to support and get a voice to women in the Java industry.
- [Systers Online Community](#) is the world's largest email community of technical women in computing. Systers broadly promotes the interests of women in the computing and technology fields. Anita Borg created Systers to "increas[e] the number of women in computer science and mak[e] the environments in which women work more conducive to their continued participation in the field." It serves this purpose by providing women a private space to seek advice from their peers, and discuss the challenges they
- [TechLeaders](#) brings together elite networks of women from industry, academia, and government. Annual gatherings and regional workshops explore the future

of technology and develop technical women's leadership skills, networks, and provides resources to help them navigate all stages of their careers.

- [Genderchangers](#) We are women and women-identified gender minorities. We belong to various generations and speak many different languages. What we share is a desire to shape the world we live in. As activists we make conscious choices about the technology we use. We dig deep into hardware and software to demystify them. We focus on free and open source software as a political decision. We share our technical skills in the same spirit. In this way, DIY expands into DIT: Do It Together. Things can break and it's fun!
- [Geek Femisim Wiki](#) A resource for and about women in geek communities.
- [LinuxChix](#) is a community for women who like Linux and Free Software, and for women and men who want to support women in computing. The membership ranges from novices to experienced users, and includes professional and amateur programmers, system administrators and technical writers

EVENTS:

- De [Amsterdam Girl Geek Dinner](#) is a social event that is intended to encourage women to explore science, technology, and other traditionally male-dominated areas.
- Op 18 maart 2010 vindt in het Beurs WTC gebouw in Rotterdam [ICTDelta2010](#) plaats, een jaarlijks event voor iedereen, zeker ook voor vrouwen, die zich betrokken voelt bij ICT onderzoek en innovatie.
- [Girlsday](#) is een (internationaal) evenement dat zich richt op meisjes tussen de 10 en 15 jaar. Tijdens Girlsday gaan deze meisjes overal in het land op excursie bij technische bedrijven of bij technische afdelingen van instellingen zoals ziekenhuizen, science centers, onderzoekscentra. Girlsday laat meisjes ervaren dat werken in techniek, bèta en ict interessant, uitdagend en leuk is!
- [The Grace Hopper Celebration \(GHC\) Of Women In Computing Conference](#) Conference is designed to bring the research and career interests of women in computing to the forefront. The Conference is the world's largest gathering of technical women in computing. Presented with Association on Computing Machinery (ACM) the GHC Conferences offer opportunities for mentoring, motivation, networking, technical and career development.
- [She Geeky](#): THE UNCONFERENCE Connecting Women in Tech -January 29, 30 & 31, 2010 @ the Computer History Museum in Mountain View.
- The [Eclectic Tech Carnival](#) is a gathering of women with a critical interest in Free Information and Open Standards technology. The event creates an opportunity for women to network, exchange skills and have fun! It's been held at least once a year since 2002, each time in a place where there is a group of women interested and willing to host and organise it. Its roots are in the [Genderchangers](#) hardware and FLOSS courses.
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NIEUWS:

- [Dutch Cowgirls](#)
- [I heart Switch](#) is a technology life & style blog, which showcases innovative design, fashion and topics from a female perspective.

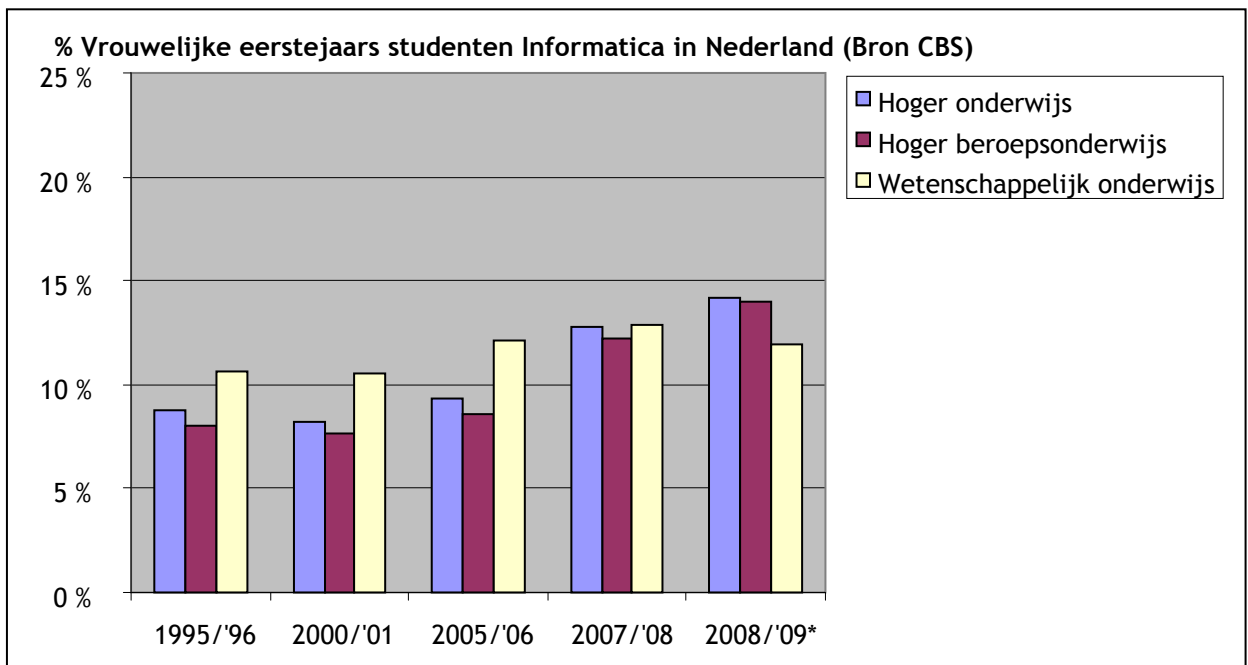
- [The Next Women](#) is the first award-winning online Women's Business Magazine and networking forum, with a focus on startups and growing businesses, led, founded or invested in by women. They bring news on business, events, funding and tech from a female angle and interview and profile Female Internet Heroes, making them notable and quotable.
- [Techdiva](#) * Diva by looks, geek by heart *
- [Geek Feminism Blog](#)

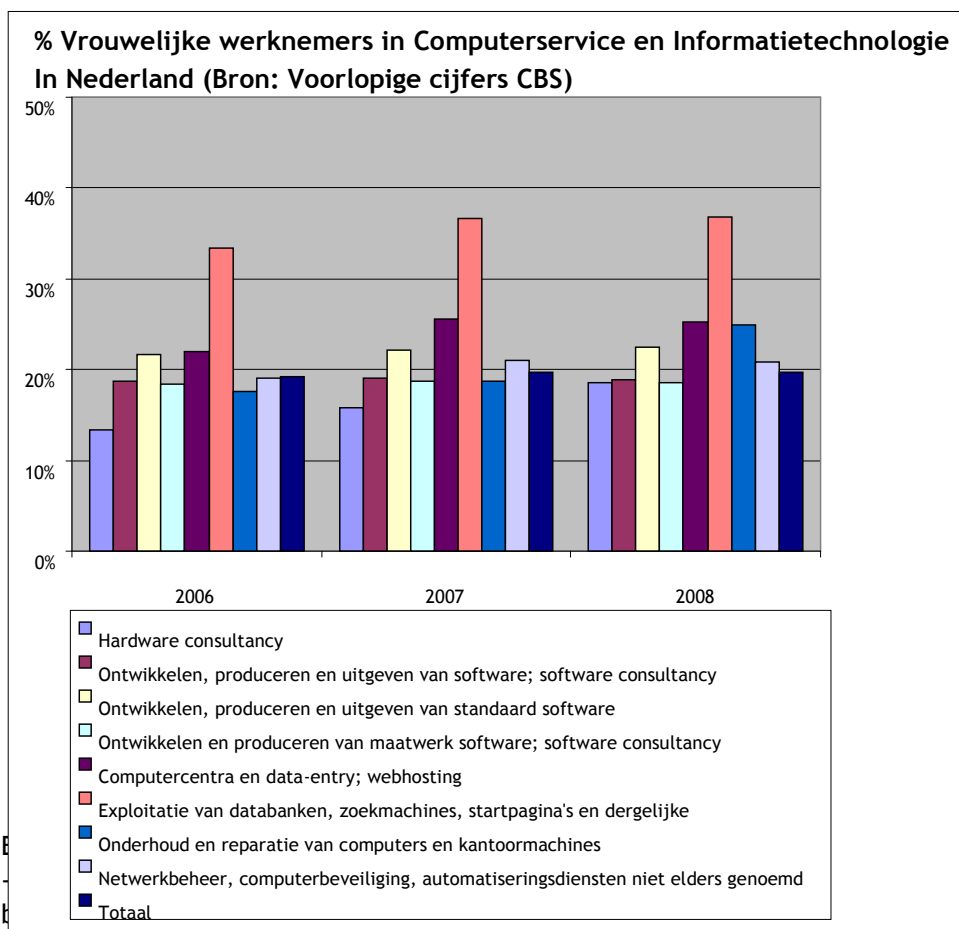
STATISTIEK:

In Nederland is nagenoeg geen verschil in gedrag van Nederlandse mannen en vrouwen wat betreft:

- Internet aankopen
- Internet faciliteiten
- Internet gebruik
- Internet vaardigheden
- Redenen internetgebruik

(Bron CBS)





- opslag van gegevens: samenstellen van een computerrecord voor dergelijke informatie;
- beschikbaarheid van de databank: leveren van gegevens voor on-line terugzoeken of toegankelijk maken van op verzoek gesorteerde gegevens (beheerd door de computer) voor iedereen of voor een bepaalde groep gebruikers;
- videotexbanken.

White Paper Women and ICT - Why are girls still not attracted to ICT studies and careers?A. Gras-Velazquez, A. Joyce & M. Debry <http://eskillseun.org>

Cisco, Insight, European Schoolnet

The study was carried out in five European countries that are broadly representative of varying levels of ICT integration in both education and wider society: Italy, Poland, United Kingdom, Netherlands, France. They are also countries that have strong cultural influence on their neighbours. Three groups of both genders were targeted by surveys in pilot schools with in each country: students, teachers and parents.

Findings: Girls still held back by stereotyped thinking, but attitudes may be evolving

Most girls drop out of ICT studies after secondary education. This can be attributed partly to lack of support from role models, persistent stereotyped views that the sector is better suited to men, a lack of understanding about what ICT jobs entail, and in some cases, how easy or difficult they find the subject. However, a key finding of the study is that girls generally like and enjoy ICT studies and are competent users of computers and computer operating systems.

- Girls are roughly equal to boys in aptitude in ICT at secondary level.
- Most girls enjoy studying ICT however this enjoyment does not often transmit into careers.
- Female role models generally exert strong influence on girls making decisions about further study/careers.
- These role models are not 'tech-savvy' - however most mothers surveyed are positive about ICT.
- Where mothers are most positive, daughters share these positive attitudes.
- Both students and role models generally believe that technology is better suited to men.
- Neither girls nor role models see ICT roles offering them chances to travel, to help others or to work independently. However feedback from Cisco HR and employees from a range of business functions including sales and engineering point to discrepancies between these perceptions and what tech workers think. This suggests that in many instances, teachers and parents are poorly educated about what ICT really entails.

A comparative analysis of the country findings yielded the following points:

- Polish female students have the most positive view towards ICT, ICT jobs and Internet networking careers, followed by Italy and the UK.
- Dutch female students have the most negative view and see ICT networking careers as better suited to men.
- In general, 50% fewer female students are interested in studying ICT in the future compared to the percentage that report liking ICT at school.
- Except in the Netherlands, over 50% of students are influenced by role models (parents, celebrities and teachers). In particular, male students look to male role models, and girls to female role models
- In general, the research found positive attitude towards ICT from female parents, especially in Poland, Italy and France - although this was much less the case in the Netherlands.

Conclusions

We conclude that public-private collaboration could play a role in changing perceptions about industry, by giving access to more realistic and authentic information about ICT and ICT careers. In particular, closer cooperation education agencies and Ministries, together with industry, are needed to ensure accurate information about ICT is available to teachers, pupils and their parents. Numerous initiatives have been launched, but the mainstreaming of such initiatives is required to have a systemic impact.

Women in ICT Status and the way ahead

European Commission Information Society & Media
January 2008

Findings:

- Internet use habits of men and women are similar. However, depending on the age group rather than on the gender, the use of ICT is involved in their daily activities to a greater or a lesser degree.
- Although men and women use the Internet equally frequently, they are likely to use different methods for acquiring ICT skills.
- More females than males used the Internet for formalised educational activities (school, university, etc) in the age groups 16 to 24 and 25 to 54 in the EU-27
- Slightly more males than females used the Internet for post educational courses in the EU-27
- Virtually all students aged 15 (99.31%) said that they have already used a computer and the majority (81%) have a computer at home. The aggregated country data reveals some gender specific differences in computer use.
- there are no entrenched gender differences in either science performance or attitudes towards science. There is also no significant difference in boys' and girls' declared wishes to use science in future studies or jobs. Overall, according to the PISA 2006 Study, boys and girls aged 15 report placing equal value on science.
- Although the trend across tertiary education level shows a general increase in the number of highly educated females, in specific sectors, such as computing and engineering and engineering trades, female graduates are significantly outnumbered by male graduates.
- A UNESCO study shows that the percentage of female graduates in science and technology in Europe varies from 44% in Estonia to merely 20% in the Netherlands. It is worth noting that in most of the Eastern European countries considered by the UNESCO study (Estonia, Bulgaria, Romania, Poland, Latvia) the percentage of women graduates in science and technology is situated above the EU average, while Austria (23%), Germany (24%) and France (28%) are situated below the EU average of 33%.
- A significantly larger percentage of men pursue an advanced research degree in computing
- Women are significantly under represented in RTD activities in the governmental, in the higher education, as well as in the business enterprise sector. Across the various activity sectors, the discrepancy is most significant in engineering and technology research.
- In general, the difference between the earnings of women and men earnings was greatest in the high-tech manufacturing sector. The gender imbalance between men and women in decision making positions is illustrated by the gender distributions of managerial positions

Conclusions

Despite the increase in the percentage of women in employment in engineering and technology between 1999 and 2003, the gender differences are so persistent that they will most likely not self-correct in the foreseeable future. This report aims to emphasize, in the light of the data presented, the need to design a common policy framework for gender awareness at EU level. The framework should express the commitment of Member States to create the appropriate institutional framework as well as adequate economic incentives to allow and encourage women to pursue a professional career in engineering and technology (and more specifically in ICT) while respecting possible constraints to their professional choices.

**Free/Libre and Open Source Software: Policy Support FLOSSPOLS Gender:
Integrated Report of Findings**

Women and men within Free/Libre and Open Source Software (F/LOSS) fundamentally differ in the way in which they participate. Both our qualitative as well as our quantitative research points to the fact that men tend to pick up the more prestigious technical tasks. Men are overrepresented in activities such as coding, testing, as well as reading and writing bug reports. All these activities are closely related to the production of source code. On the other hand women are more likely to engage in the less technical aspects of F/LOSS production. They engage more in documenting, providing graphics and sounds, moderating mailing lists and organising workshops. In most projects these activities are considered to be less crucial and are, therefore, less prestigious.