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S8: Women in Digital Services

- **State of the art of female presence in the IT/digital industry**
- **How technology democratization opens opportunities to women**
- **Future drivers to enhance women's contribution in IT/digital services**

- **27%** of women in the French IT software and services industry in 2014 vs 25% in 2010 – *Markess for Syntec Numérique*
- **26%** of professional computing occupations in the 2017 U.S. workforce held by women – *ncwit.org*
- **17%** of Fortune 500 Chief Information Officer (CIO) positions held by women in 2017 – *ncwit.org*
- **11%** of all executive position in Silicon Valley were held by women in 2015 – *Fenwick and West LLP*
- **30%** of women in senior leadership at Facebook in 2018 compared with 23% in 2014 – *FB Chief Diversity Officer*

How technology democratization opens opportunities to women

Time period	Key IT Technology	IT environment/ organization	Gender role
1960 - 1980	Mainframes Minis	<ul style="list-style-type: none"> . IT department control by males . Top down approach 	<ul style="list-style-type: none"> . Computer training mainly for men . Female for clerical tasks
1990 - 2000	Servers Networks PCs	<ul style="list-style-type: none"> . Departmental computing with a growing number of female users . Decentralization of IT 	<ul style="list-style-type: none"> . More female business lines managers involved . Female skills participation to solutions development
2000- 2020	Internet e-business Digital	<ul style="list-style-type: none"> . All employees involved . Collaborative and bottom up approach 	<ul style="list-style-type: none"> . Higher female contribution to digital development . Female understanding to initiate innovative digital approaches

Transition from a « techno centric » environment to a « usage centric » one favorable for women

Funding of women owned start ups:

Richard Branson's fund Virgin start up pledging to fund companies started by men and women equally by the end of 2020.

In Europe 6% of venture-backed start-ups were led by a female CEO last year – *Atomico*

Attracting women profiles from other industry sectors:

To compensate the shortage of IT experts, women are reskilled 1,4 million software development jobs unfilled by 2020 – US BLS

Benefiting from technology:

Digital and internet technologies are opportunity for women aid in breaking down barriers to mobility.