Women in Technology: How to Close the Gender Gap?

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About me
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- Finished Ph.D in Information Science and Technology, in 2016
- Taught practical classes in 5 editions of subjects at the University of Coimbra (From 2014 to 2018)
- Invited Professor at the department of informatics engineering, at the superior school of technology and management of the polytechnic institute of Viseu (IPV) in 2018-2019
- Currently
  - A researcher
  - Full member of Software and Systems Engineering Group (SSE) of the Centre for Informatics and Systems (CISUC), Department of Informatics Engineering, University of Coimbra
- Detailed Information: https://eden.dei.uc.pt/~naghmeh/
Gender Equality
Women in Research

WOMEN IN RESEARCH

- Men: 30%
- Women: 70%

STEM-related Fields in Higher Education

- ICT: 70%
- Natural Science, Mathematics, and Statistics: 3%
- Engineering, Manufacturing, Construction: 5%
- Other STEM Related Fields: 8%
- Other Fields: 14%

The Gender Gap in Science

European Women in Science and Engineering

Scientists and engineers in the EU (2017)

- 59% men (10.5 million)
- 41% women (7.1 million)
European Women in Science and Engineering

Proportion of women scientists and engineers in the EU (2017)
Portuguese Women in Technology

% WOMEN IN WORKFORCE (2018)

- Men: 49%
- Women: 51%

% WOMEN STEM GRADUATES (2018)

- Men: 69%
- Women: 31%

% WOMEN IN TECH (ICT) (2018)

- Men: 84%
- Women: 16%

Source: OECD Statistics, Eurostat
Portuguese Women in Technology: Example

# MASTER STUDENTS IN INFORMATICS ENGINEERING (MEI), UC

Best year with 16.84%
Question 1

Why does gender equality in technology matter?
Question 2

What is the main reason for this gap?

Sociocultural
Question 3

How can we close this gap?

Culture Change

Remove Unconscious Gender Bias

Visibility and Role Models

Awareness

Take actions