



UNEVOC

United Nations
Educational, Scientific and
Cultural Organization

International Centre
for Technical and Vocational
Education and Training



Más Mujeres en las TICs (More Women in ICT)

Promising Practice 2021

Context

Gender inequality in ICT

The information and communications technology (ICT) sector has grown rapidly in recent decades, and with continued expansion forecast, it is an area of high employability and opportunity. In Chile, and indeed globally, however, there is a large gender gap. Just 5% of those working in ICT in Chile are female (compared to 24% globally) and only 10% of those currently in training are female – figures that have not changed in more than 10 years.

ICT School of Duoc UC

Recognizing the stark gender inequality, the ICT School of Duoc UC – with presence in three regions and almost 14,000 students – has focused its efforts on increasing the number of girls and women in ICT. In collaboration with a number of institutions, they are working to reduce this gender gap.

'More Women in ICT'

It is from these efforts that the programme 'More Women in ICT' was born in 2019. This aims to break down gender stereotypes and barriers and encourage more women into the profession. The programme, now co-funded by UNESCO-UNEVOC and Duoc UC, seeks to increase the participation of

Overview

Implemented by: Duoc UC

Where: Chile

Theme: Gender equality in ICT

Status: Programme active since 2019, scaled-up in 2020

Duoc UC is a non-profit, private institution for higher education which specializes in technical and professional courses.

Duoc UC aims to equip people with the skills and knowledge both for success in the world of work, and also for making a positive contribution to society.

women in ICT, promote their role in the ICT industry, and to strengthen the development of leadership, communication and mentoring skills for future female students.

Objectives

The overarching, long-term aim of the programme is to change the culture of the ICT industry in terms of gender equality and opportunities for women in this field. With that in mind, its core objectives are to:

- **increase the reach of the 'More Women in ICT' programme within the Duoc UC community**
- **promote the talent and leadership of women in ICT**
- **increase interest in technological careers in young women**
- **work collaboratively with other institutions with similar objectives to achieve greater impact**

In addition, the initiative will provide training in leadership skills to enable women to become agents of change in their future work environments and to lead new opportunities for women in the ICT industry.

They will also be encouraged to promote interest in ICT-based careers to female students by providing practical experience and becoming role models that challenge current, male-dominated, stereotypes.



The 'More Women in ICT' project

The 'More Women in ICT' project continued to be implemented in 2020 despite the COVID-19 pandemic, with workshops for schools, training for ICT students and the strengthening of an existing peer community within Duoc UC. During the last year, the programme also recognized the pandemic as an opportunity to further improve its new, fully online courses.

From October 2020, thanks to the support of UNESCO-UNEVOC, the programme started moving onto the next stage of evaluation, refinement and implementation, including developing medium and long-term strategies. Core components of these strategies include:

- **Strengthening the current 'More Women in ICT' community** by training participating students in leadership, communication, and mentoring skills in order to transform them into leaders and role models for the next generation.
- **Development of a handbook** describing the activities carried out by schools to facilitate their replication by Duoc UC students and other institutions.
- Having well-defined indicators in place for **monitoring progress** in expanding the programme's coverage and scope.
- Delivery of a final report on the project with a view to **expanding its coverage and scope** both within Duoc UC, as well as in systematic collaboration with the ICT industry and other educational institutions.

Outcomes

The main outcomes from the programme so far include:

Expanded community

The programme has already contributed to an increase in the number of women participating within the 'More Women in ICT' community. In the last 5 years, Duoc UC has managed to increase the number of women entering its programmes by 49%. Annually, approximately 400 women are enrolling in ICT programmes at Duoc UC, this represents 27% of national enrolment. In the last year, the 'More Women in ICT' programme has increased the number of participating students six-fold from 40 students in 2019 to 247 at the end of 2020.

Empowering women

The expansion of the community leads to an increase in the number of women empowered to become agents for change among their peers. By revealing their skills and competences in the field, they change gender stereotypes.

The next generation

Activities have been developed and implemented for female students to encourage their interest in studying ICT and future ICT-based careers.

Improved alliances

The programme has facilitated improved alliances with other organizations for the development of joint activities aimed at eliminating the gender gap in ICT.



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Challenges and insights

COVID-19

The pandemic forced the implementing team to be flexible in the face of contingencies and to focus on a largely virtual workspace. The programme, however, also saw this as an opportunity to scale-up the initiative to other regions of the country without multiplying implementation costs. This contributed to a large uptake in enrolment of new students in the programme.

Communication

The programme understands the importance of clear communication through appropriate channels to highlight what the 'More Women in ICT' programme is, what the aims are, and how it will be implemented. The programme also recognized the need to work with career advisors, teachers and parents so they understand, support and promote the importance of the 'More Women in ICT' model.

Collaboration

As a result of strategic communication, the programme has also been able to collaborate broadly with other institutions that share common goals and challenges.

The future

'More Women in ICT' is committed to working collaboratively with other key actors in the field of gender-equality in ICT. The programme will continue to create innovative activities which engage both the current generation of ICT students and those of future generations. The programme will continue to support and showcase women's capabilities as experts in the field of ICT, and to work towards a more equal, accessible and diverse workforce for this generation and those to come.

Learn more

Rodrigo Nuñez, Foreign Affairs Director, Duoc UC, helped to compile this document.

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To learn more about Duoc UC, a UNEVOC Centre, visit: www.duoc.cl.

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