How to strengthen women's role in IT professions such as cybersecurity?

An international consultation launched with Make.org from 15.10.2024 to 22.12.2024 in 11 countries

1/ Key figures

8 741 participants

592 proposals submitted

93 128 votes

2/ Participant's profile

Gender: 32% of women 61% of men

Age : 68% of the participants were between 16 and 34 years old

3/ mapping of ideas

⬤ The most popular ideas ⚡ The most controversial topics

Education and skill development

⬤ Encouraging school interventions and ambassadorship

Organizing workshops and activities to spark interest in tech and science

Guiding young girls in tech through collaboration with companies and professionals

Strengthening computing and practical IT education in schools

⚡ Providing targeted financial support exclusively for women in tech and cybersecurity careers

Focusing exclusively on women in tech through targeted programs and initiatives

Workplace and recruitment policies

⬤ Offering flexible and family-friendly work options

Ensuring fair and equal pay for all

Promoting skill-based and inclusive recruitment practices

⚡ Addressing gender disparities in tech through recruitment and quotas

Cultural and societal shifts

⬤ Demystifying cybersecurity and IT careers: awareness, inclusion, purpose

⚡ Providing targeted financial support exclusively for women in tech and cybersecurity careers

Challenging educational norms

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