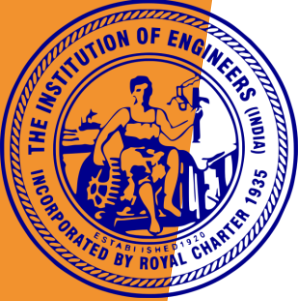


WORLD TELECOMMUNICATION INFORMATION SOCIETY DAY 2025

Er. Pallavi Pant (Research Scholar IET)
Er. Jaspreet Kaur (Research Scholar IET)

About World Telecommunication and Information Society Day

- ▶ World Telecommunication and Information Society Day (WTISD) is observed each year on **17 May** to raise awareness of the power of the Internet and other technologies to improve lives and bridge the digital divide.
- ▶ 17 May marks the anniversary of the signing of the first International Telegraph Convention and the creation of the International Telecommunication Union (ITU).
- ▶ In 2025, ITU commemorates its 160th anniversary, highlighting its long-standing role in advancing global connectivity and fostering international cooperation.

About World Telecommunication and Information Society Day

- ▶ World Telecommunication and Information Society Day (WTISD) focuses on the benefits of Information and Communication Technologies (ICTs) for societies and economies, while also highlighting the importance of bridging the digital divide. It emphasizes the potential of ICTs to transform societies and economies, and the need for inclusive and accessible digital innovation for all.
- ▶ World Telecommunication and Information Society Day (WTISD) is celebrated annually on May 17th and is linked to the UN's Sustainable Development Goals (SDGs).
- ▶ It aims to raise awareness about the potential of Information and Communication Technologies (ICTs), including the internet, to improve societies and economies.
- ▶ WTISD recognizes the crucial role of ICTs in achieving the UNs Sustainable Development Goals (SDGs). ICTs can be used to promote sustainable development in various areas, such as education, health, and economic growth.

1 NO
POVERTY



2 ZERO
HUNGER



3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



6 CLEAN WATER
AND SANITATION



7 AFFORDABLE AND
CLEAN ENERGY



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



10 REDUCED
INEQUALITIES



11 SUSTAINABLE CITIES
AND COMMUNITIES



THE GLOBAL GOALS

For Sustainable Development

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



14 LIFE BELOW
WATER



15 LIFE
ON LAND



16 PEACE AND JUSTICE
STRONG INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS





Gender Equality in Digital Transformation

Closing the gender digital divide and unlocks opportunity for all.

Explore the crucial role of gender equality in shaping the digital future. We cover workforce trends, leadership, entrepreneurship, policies, technology, risks, and measuring impact in technology sectors.

The Power of Digital Technologies

- Digital technologies drive **progress across all sectors of society.**
- Offer transformative potential for:
 - Economic growth
 - Innovation
 - Sustainable development

POSITIVE IMPACTS OF DIGITAL TECHNOLOGY

1

ENHANCED COMMUNICATION AND CONNECTIVITY

INCREASED EFFICIENCY AND PRODUCTIVITY

2

3

STREAMLINED BUSINESS PROCESSES AND OPERATIONS

Automating repetitive task and improve work flow efficiency

ENHANCED CUSTOMER EXPERIENCE AND SATISFACTION

4

through personalized services, 24/7 support, and seamless interactions across platforms

5

ADVANCEMENTS IN HEALTHCARE AND MEDICINE

Wearable devices, healthcare app

ECONOMIC GROWTH

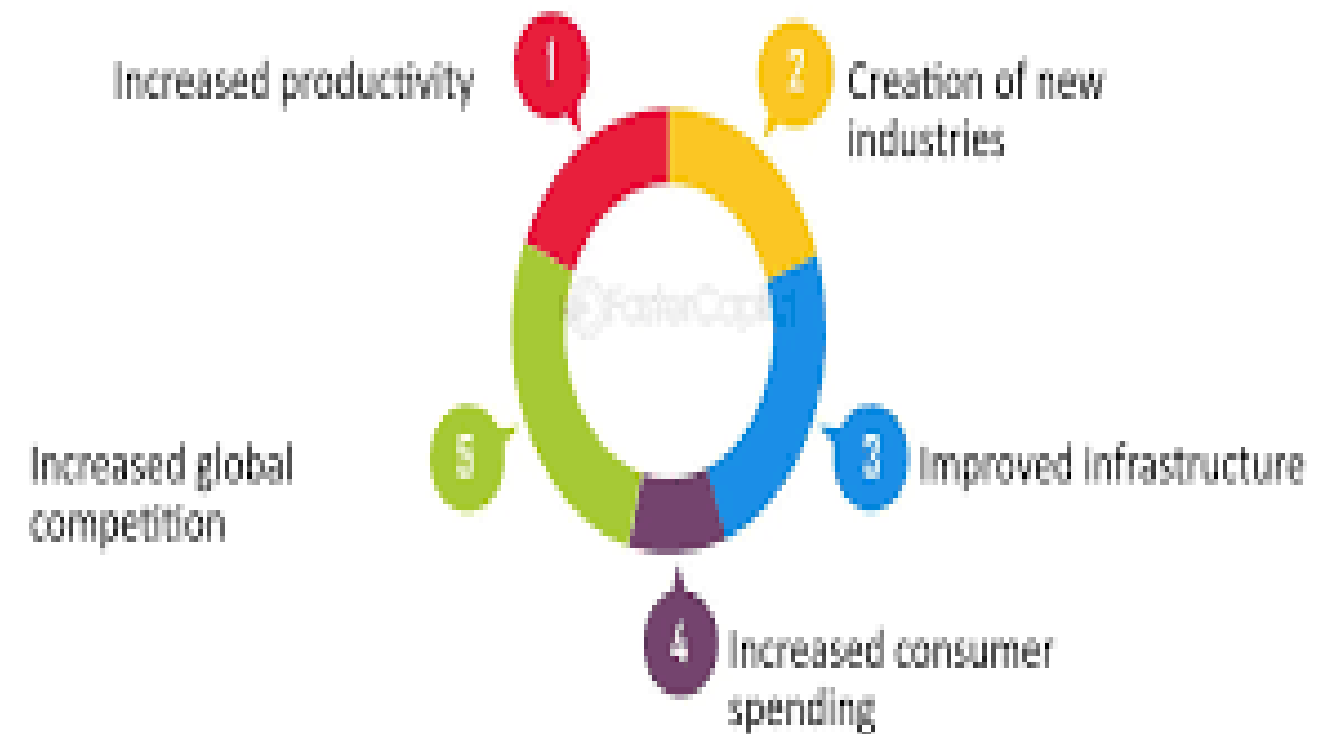
- Contribute significantly by boosting productivity
- Fostering innovation-creates job, boost long-term economic prosperity
- Enhancing competitiveness



INNOVATION

- ▶ Increased Productivity
- ▶ Creation of new Industries
- ▶ Improved infrastructure
- ▶ Increased consumer spending
- ▶ Increased global competition

The Impact of Technological Innovation on GDP Growth



Sustainable development

- ▶ Digital technologies offer a powerful means to advance sustainable development by improving access to information, services, and resources, enhancing efficiency, and fostering innovation.
- ▶ They can be instrumental in achieving the United Nations' Sustainable Development Goals (SDGs).

The Digital Divide

- 2.6 billion people remain unconnected globally.
- Women and girls make up the majority of those without access.
- This gap threatens inclusivity in the digital future.
- Despite progress, inequality remains a barrier to digital inclusion.
- 70% of men use the Internet globally, compared to 65% of women, a gap that leaves 189 million more men online than women worldwide.
- While the digital gender gap has narrowed in many developed countries, it has widened in Least Developed Countries (LDCs), where only 29% of women are using the internet compared to 41% of men.
- Gaps persist not only in access, but also in affordability, digital skills, participation in STEM, and leadership in the tech sector.

Understanding Digital Transformation

Definition

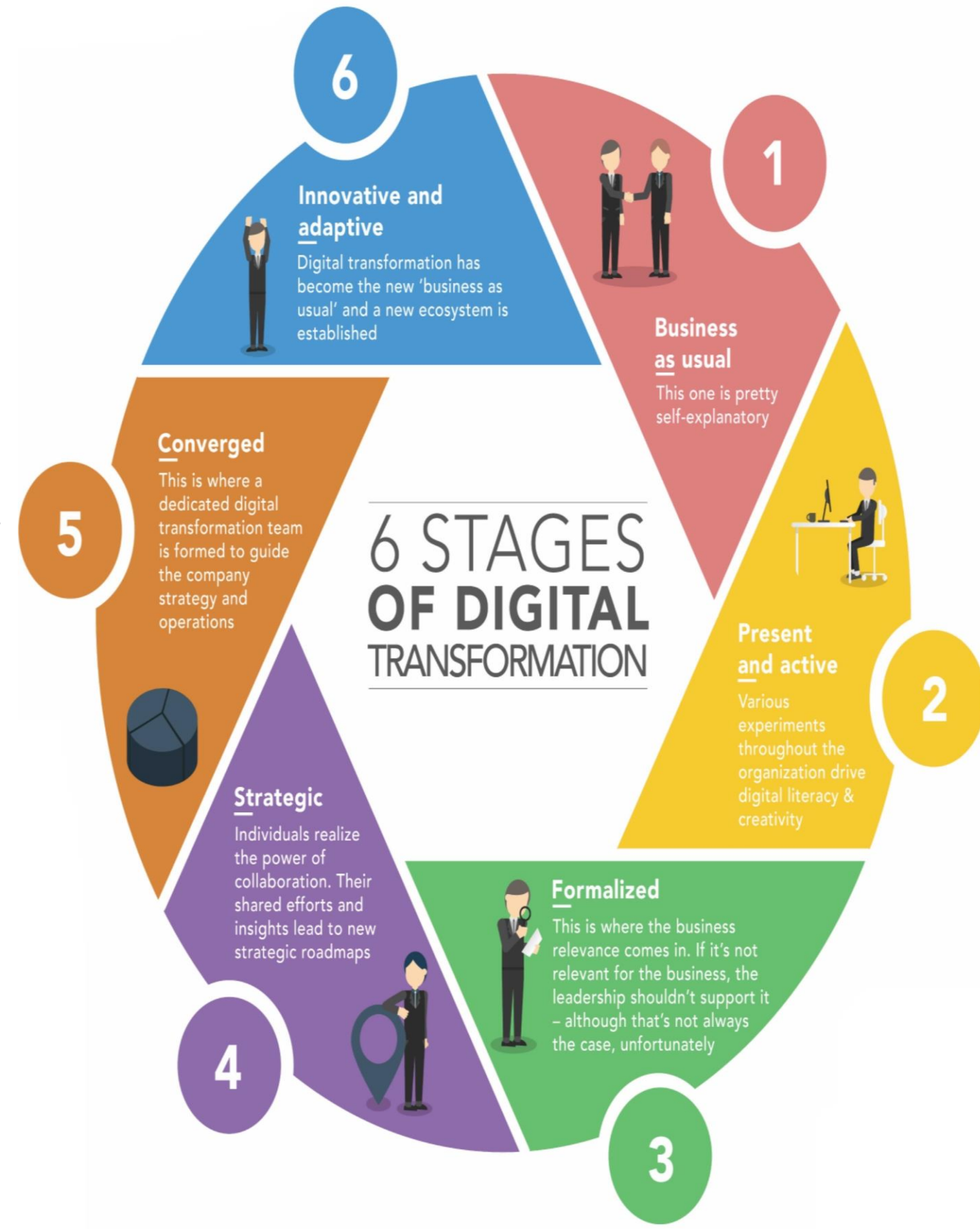
- Integration of digital technology into all areas of a business.
- Fundamental change in operations, customer experience, and business models.
- Aims to enhance efficiency, agility, and innovation.
- Involves a cultural shift toward adaptability and continuous improvement.

Key Technologies

- AI
- Cloud computing
- IoT
- Blockchain
- Data analytic

Market Size

- Global digital transformation spend expected to hit \$6.8 trillion by 2028.



Key Barriers for Women and Girls

- **Access:** Limited or no internet and device availability
- **Affordability:** Cost barriers for connectivity and tools
- **Skills:** Lack of digital literacy and training opportunities
- These gaps not only disadvantage women and girls, they also hinder economic growth, innovation in countries around the world, and the achievement of the Sustainable Development Goals (SDGs).

The goal of SDG 5 is to achieve gender equality and empower all women and girls

WHAT?



5.1 End discrimination against all women and girls



5.2 Eliminate violence against women and girls



5.3 Eliminate all harmful practices such as child marriage



5.4 Recognize and value unpaid care and domestic work



5.5 Ensure women's participation and leadership in decision-making



5.6 Ensure universal access to sexual and reproductive health and rights

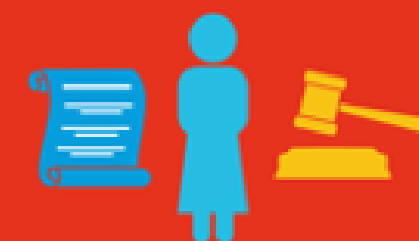
HOW?



5a. Undertake reforms to give women equal rights to economic resources including land



5b. Enhance the use of information and communications technology



5c. Adopt and strengthen policies and legislation



Why Gender Equality Matters in Digital Transformation

Diverse Perspectives

- Gender-diverse teams bring varied viewpoints that lead to more innovative and effective digital solutions.
- Including women in tech and decision-making helps address broader societal needs and challenges.

Inclusive Products

- Products designed by diverse teams are more likely to consider the needs of all user groups.
- Gender-balanced input helps avoid design flaws that exclude or disadvantage certain populations.

Profitability Boost

- Companies with higher gender diversity in leadership often outperform peers in profitability and productivity.
- Inclusive workplaces attract top talent, drive engagement, and foster better business outcomes.



Gender Equality: A Global Perspective

Definition

- Gender equality means equal rights, responsibilities, and opportunities for people of all genders in digital access, participation, and leadership.
- In digital transformation, it ensures that women and marginalized genders are not left behind in education, employment, and decision-making roles.

Gender Inequality Index (GII)

- The GII measures gender-based disparities in reproductive health, empowerment, and economic participation across countries.
- High GII values indicate poor gender equality; digital transformation can help reduce this by improving access to healthcare, education, and remote work for women.

UN SDG Goal 5

- SDG 5 emphasizes eliminating discrimination and empowering women through equal access to technology, education, and leadership.
- Digital transformation supports Goal 5 by promoting inclusion in STEM, closing the digital gender divide, and enabling economic independence.

Intersection of Gender and Technology

Different Impacts

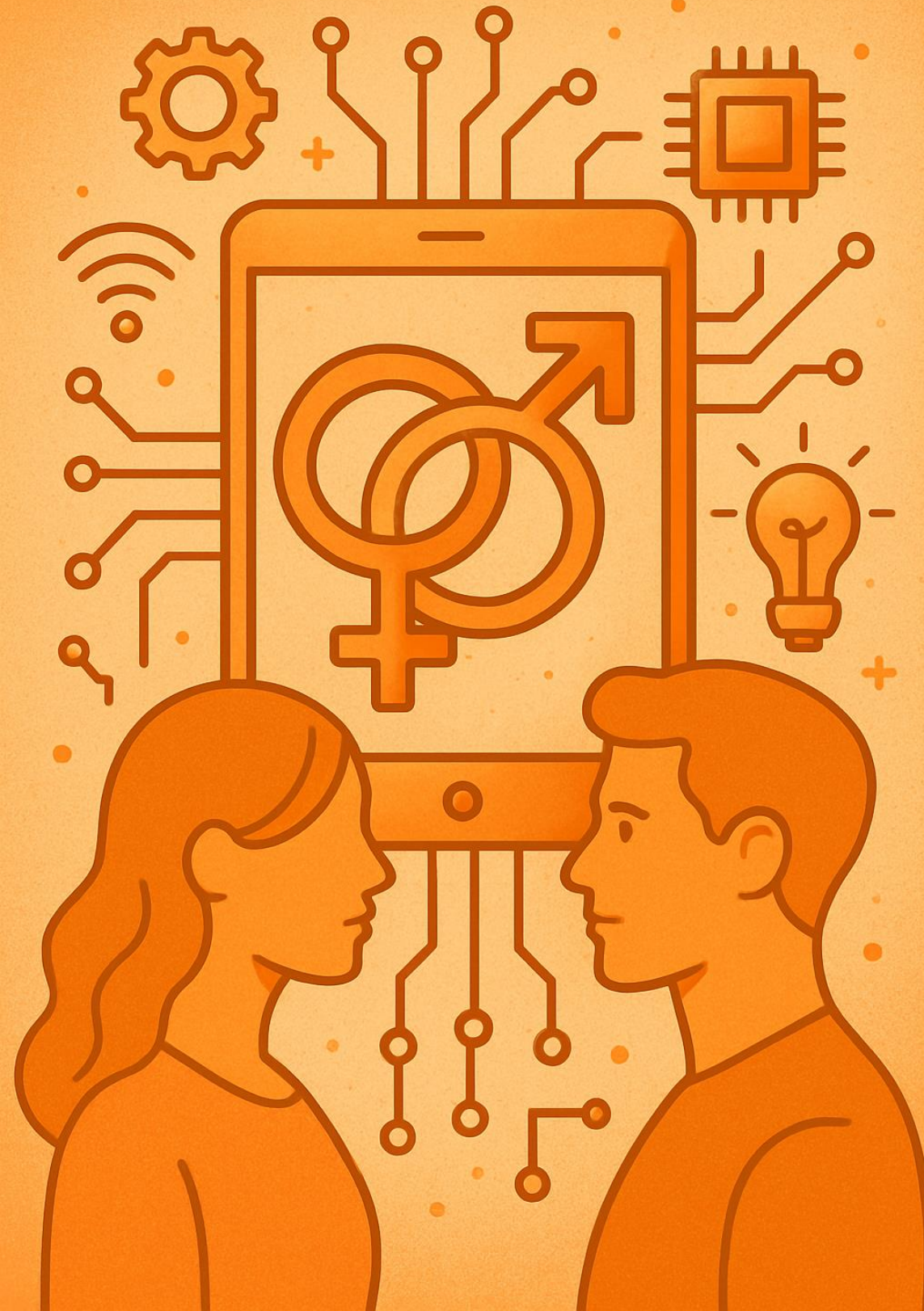
Technological changes can affect people of different genders in varied ways — automation may displace those in routine roles, while digital tools in health and finance may overlook diverse user needs.

Access to Innovation

Marginalized genders, including women, men, and non-binary individuals, often face limited access to emerging technologies, digital skills training, and innovation ecosystems, hindering equal participation.

Structural Barriers

Gender biases in education, workplace culture, and policy can prevent equal participation in tech fields, reinforcing inequalities and limiting representation across all gender identities in technology development.





The Benefits of Gender-Inclusive Digital Transformation



Innovation

Diverse teams bring varied perspectives, leading to more creative problem-solving and inclusive technology solutions that better serve all users.



Growth

Empowering all genders in digital roles unlocks untapped talent, driving productivity and fostering sustainable business development.



Market Reach

Inclusive digital strategies cater to a broader audience, improving user engagement and expanding access to new customer segments globally.

Companies with gender diversity outperform peers by 25%, says McKinsey.



Gender Digital Divide

Internet and Device Access

- People in rural or low-income regions, especially those from marginalized gender groups, often have less access to smartphones, computers, and reliable internet compared to others.
- Economic dependency and social norms can limit individuals' ability to own or control digital devices across various gender identities.

Digital Literacy Gaps

- People of different genders may face unequal opportunities for digital education and skill development due to cultural or institutional biases.
- Lack of confidence and unequal exposure to technology further widens the digital literacy gap across gender identities.

Regional Disparities

- Gender digital gaps are more severe in underdeveloped areas where policies supporting inclusive digital access across all genders are weak.
- Urban populations may enjoy better connectivity, but challenges like workplace bias and limited representation persist across gender identities in tech-related fields.

Why Digital Gender Equality Matters

- Ensures equal participation in today's digital economy
- Empowers women and girls to create tomorrow's solutions
- Unlocks untapped potential for **innovation** and **growth**

Gender Representation in Tech in Tech: Current Statistics

28%

Women in STEM

Percentage of female workers in science, tech, engineering, and math roles.

15%

Leadership

Women holding executive or senior tech leadership positions worldwide.

20%

Gender Pay Gap

Average wage difference between male and female tech employees is 85 cents per dollar.

27%

Women in Tech Jobs

Percentage of tech roles are held by women, despite women making up nearly half the global workforce.



Case Study: Developing Countries

1

Challenges Faced

- **Limited connectivity:** Poor infrastructure hinders access to digital tools in remote areas.
- **Mobile & Internet Use:** Mobile networks are often the primary means of digital access.
- **Tech Initiatives:** Governments and NGOs are investing in rural connectivity projects.

2

Mobile & Internet Use

Mobile phones and internet are key tools for accessing services like banking, education, and healthcare, especially in remote areas.

3

Tech Initiatives

Governments and NGOs are launching digital initiatives like e-government, mobile banking, and online education to address socio-economic challenges.



Barriers to Inclusion



Socio-Cultural Norms

Social roles and expectations restrict diverse individuals' tech involvement.



Lack of Education

Limited access to STEM education and training for underrepresented groups.



Workplace Discrimination

Bias and harassment hinder career growth in tech fields.



Industry Bias

Stereotypes and workplace discrimination persist across genders.



Work-Life Balance

Insufficient family-friendly policies hinder broader participation.



BARRIERS TO THE PARTICIPATION OF WOMEN IN THE DIGITAL TRANSFORMATION



ADVANCED DIGITAL TECHNOLOGIES



OPPORTUNITIES FROM THE DIGITAL TRANSFORMATION

INFORMATION GAPS

Women as
technology users

Women as
technology learners

Women as
technology developers
(employees)

Women as
technology learners
(entrepreneurs)

- Limited and inadequate services and infrastructure
- Constrained access to and control over financial resources
- Digital skills gaps
- Gender bias in research and design

- Gender (and ethnicity) bias and stereotypes that make digital technology fields less appealing to women

- Gender bias in recruitment and promotion
- Unbalanced gender distribution of unpaid work
- Gender-based violence in the workplace
- Limited access to credit and capital
- Less network opportunities

- Additive manufacturing
- Artificial intelligence and machine learning
- Big data analytics
- Cloud computing
- Distributed ledger technology
- Internet of Things
- Quantum computers
- Robotoc
- Unmanned autonomous vehicle systems

- Better and more resource-efficient products
- Financial inclusion
- Improved customer experience
- Increased efficiency and productivity

- New and more flexible ways to learn
- Demand for new skills

- Jobs and income opportunities
- Improved occupational health and safety

- Lower entry barriers
- Improved competitiveness
- New business models
- New revenue opportunities

Source: Authors, based on Policy Links (2021). Making Industry 4.0 Work for Least Developed Countries and Small Island Developing States. An Implementation Blueprint. A report for the Commonwealth Secretariat; United Nations Industrial Development Organization (2019). Industrial Development Report 2020. Industrializing in the digital age. Vienna.



Case Study: Developed Countries

Progress Achieved

- Increased participation in tech sectors and leadership roles across genders.
- Policies supporting diversity have improved representation in digital industries.

Persistent Gaps

- Challenges persist in accessing digital skills and high-tech jobs for underrepresented groups.
- Unconscious bias and lack of mentorship hinder advancement across sectors.

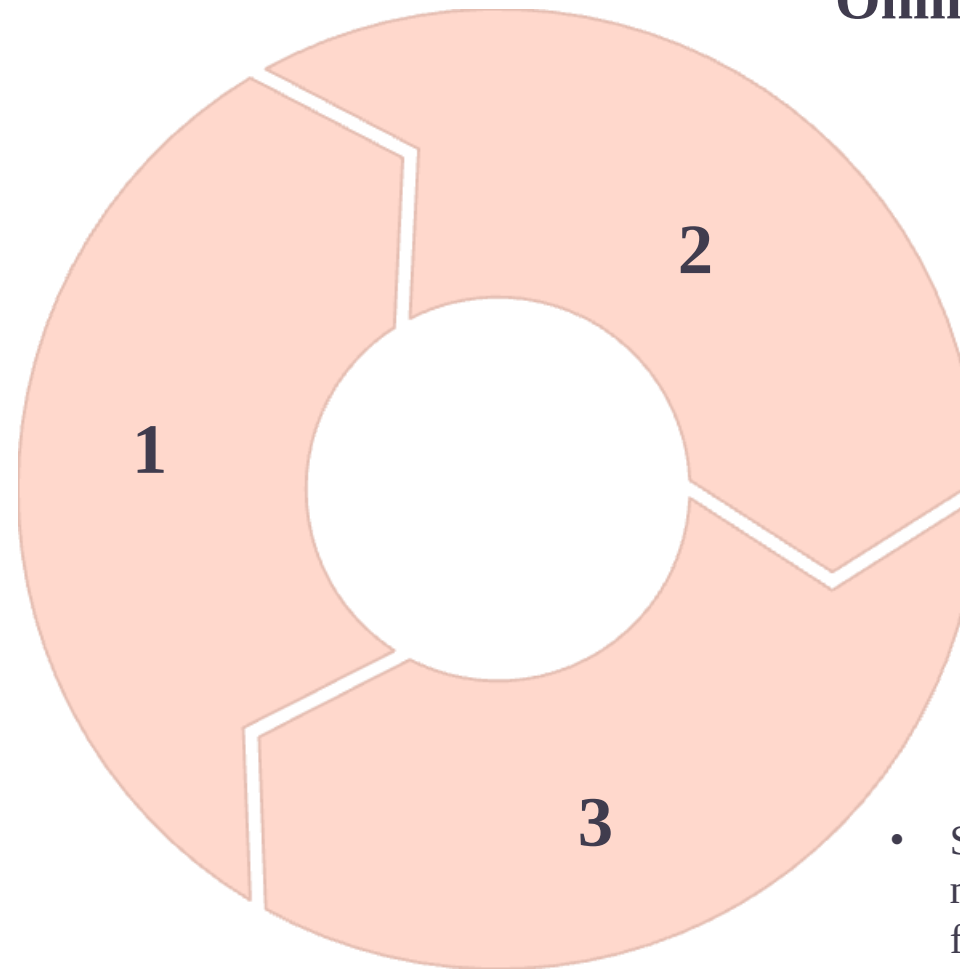
Policy Involvement

- Policies support underrepresented-led startups and mentorship in tech.
- Governments promote digital literacy and anti-discrimination legislation.

The Role of Education

STEM Education

- Encourages individuals to pursue careers in science, technology, engineering, and math.
- Reduces the gender gap in tech-related fields crucial to digital transformation.



Online Learning

- Provides flexible access to digital skills training, especially in underserved areas.
- Breaks traditional barriers to education like geography, time, and social norms.

Mentorship & Scholarships

- Supports individuals through guidance, role models, and career-building opportunities in digital fields.
- Increases participation and retention in tech and leadership roles.



Workforce Participation

Gender Diversity in Hiring

- Encouraging inclusive recruitment practices helps reduce gender gaps in digital and tech roles.
- Promotes balanced decision-making and innovation through diverse team perspectives.

Remote Work and Flexibility

- Flexible work options support individuals managing caregiving responsibilities, increasing participation.
- Reduces geographic and mobility barriers, enabling more people to join the digital workforce.

Employment Trends in Tech

- Digital growth creates new opportunities, but certain groups remain underrepresented in high-demand tech roles.
- Upskilling and digital literacy programs can help bridge the divide in emerging sectors.



Leadership and Decision-Making

Leaders in C-suite Tech Roles

- Leaders in C-suite Tech Roles bring diverse perspectives to tech strategy and innovation in digital transformation.
- Their presence in top roles drives inclusive decision-making and equitable workplace policies.

Inclusion in Boardrooms

- Gender-diverse boards ensure balanced governance and accountability in digital initiatives.
- Inclusive boardrooms are more likely to champion digital policies that support equality and representation.

Impact of Diverse Leadership

- Diverse leadership teams make better, data-informed decisions due to varied viewpoints.
- Organizations led by inclusive leaders are more adaptable and resilient in digital transformation efforts.



Digital Entrepreneurship

Tech Entrepreneurs

Founders from diverse backgrounds bring unique perspectives, addressing market gaps and driving innovation to meet evolving consumer needs.

Access to Capital and Funding

Disparities in funding access limit startup growth and scalability, creating barriers for underrepresented founders to scale their ventures successfully.

Role of Incubators and Accelerators

Programs that support diverse founders play a crucial role in accelerating innovation, expanding networks, and providing critical resources.

Strategies for Promoting Gender Equality

1

STEM Education

Invest in digital literacy for every individuals irrespective of their gender.

<https://indiastemfoundation.org/>

2

Inclusive Hiring

Adopt fair recruitment and promotion policies.

In this era of digital transformation, inclusive hiring is not just a policy—it's a vital perspective. When we embed gender equality into technological advancement, we create solutions that are fair, effective, and beneficial for all. Empowering talent—regardless of gender—is the true strength of a digitally progressive society.

3

Mentorship

Provide mentoring and sponsorship opportunities.

Mentorship can be a transformative experience for women entrepreneurs who face unique challenges that traditional entrepreneurship training often fails to address. To tackle this, UNDP created the Women Innovators Programme (WIP), in collaboration with GSMA's Four Years From Now (4YFN) program.

4

Work-Life Policies

Implement family-friendly and flexible workplace rules.

STRATEGIES FOR PROMOTING GENDER EQUALITY



RAISE
AWARENESS



EQUAL
OPPORTUNITIES



EDUCATION



FAIR WAGES

PROMOTING WORK–LIFE BALANCE

Providing maternity protection as part of a comprehensive care-leave policy, complying, at the minimum, with international labour standards.

Preventing discrimination against pregnant women and workers with care responsibilities. This ranges from awareness training to avoiding excessively long hours and unpredictable overtime or travel, which makes it difficult to plan for care of family members.

Providing paid paternity leave and encouraging uptake. Balancing unpaid care and domestic work requires companies to provide the conditions and incentives for men to assume their care responsibilities. This also contributes to reducing discrimination against women during recruitment and promotion.

Facilitating a smooth return to work after a parent's leave. Return-to-work policies may include: a gradual change from a part-time to a full-time schedule, flexible hours, working from home, coaching, and experience sharing. Box 9 presents the example of Cisco's Back to Business (B2B), a community that aims to connect those returning from extended leave with other Cisco colleagues and advisors from across the globe who share similar experiences.

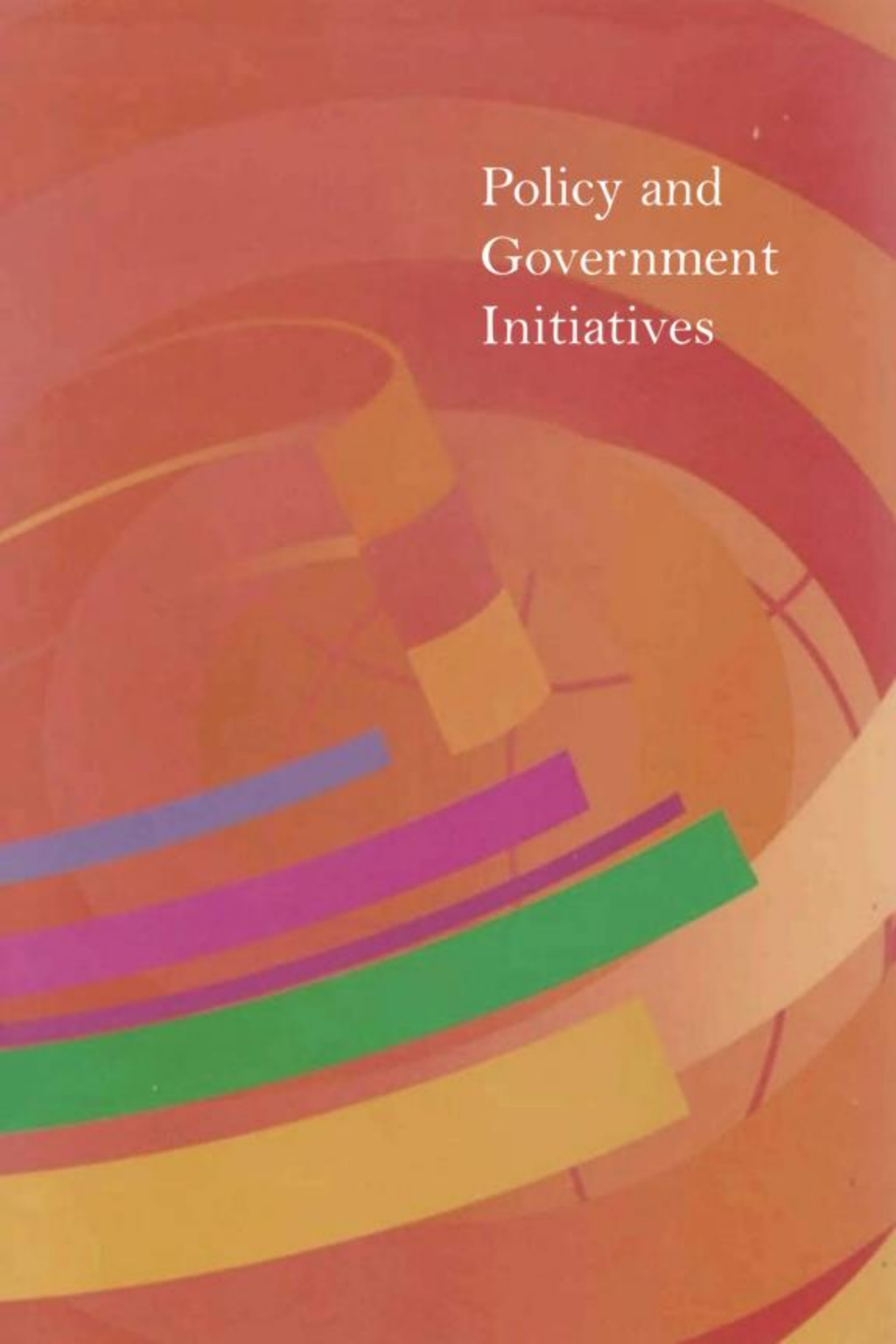
Supporting breastfeeding in the workplace. This ranges from educating staff to decrease stigma, to providing appropriate lactation spaces, and providing paid nursing breaks.

Assisting with on- or near-site subsidized childcare. Although employer-supported childcare is not intended to replace public childcare, different levels of company support contribute to an easier return to work after parental leave. It also facilitates the involvement of fathers in care. Company support may include in-house childcare facilities, as well as economic support to cover childcare expenses.

Supporting care responsibilities beyond childcare. Employees may provide care to relatives who are not their children, such as partners, parents and siblings; therefore, leave policies should be sufficiently flexible to account for different care responsibilities. Box 9 presents examples of initiatives through which Cisco UK seeks to support its employees who are carers.

Providing flexible working arrangements, such as adjusting working hours or working from home. However, without company policies and a culture that encourages all employees to make use of such arrangements without detriment to their career, these arrangements risk reinforcing gender stereotypes.

Extending coverage of leave benefits to all workers and families, including part-time and hourly employees, since women are over-represented in these job categories. Coverage should also be inclusive of different family types, including single parents and same-sex couples.¹²



Policy and Government Initiatives

Policy and Government Initiatives

WTD 2025: Bridging digital gender divide for inclusive future for India, ET Telecom

Gender-Responsive Budgeting

- Allocates public funds to address gender disparities in access to digital tools and education.
- Ensures digital policies and programs are funded with a gender-equity lens.

Digital Skills Training Programs

- Government-supported initiatives that provide every individual irrespective of their gender with essential digital literacy and tech skills.
- Help bridge the gender gap in the digital workforce and entrepreneurship.

National Policies Promoting Equality

- Include legal frameworks and strategic plans to promote equal participation in the digital economy.
- Encourage inclusive digital infrastructure and representation in STEM and tech policymaking.

Role of Private Sector

Corporate Inclusion Policies

- Private companies can enforce hiring and promotion policies that ensure equal opportunities for everyone in digital roles.
- Inclusion programs and training help build diverse leadership pipelines and close gender gaps in tech-related positions.

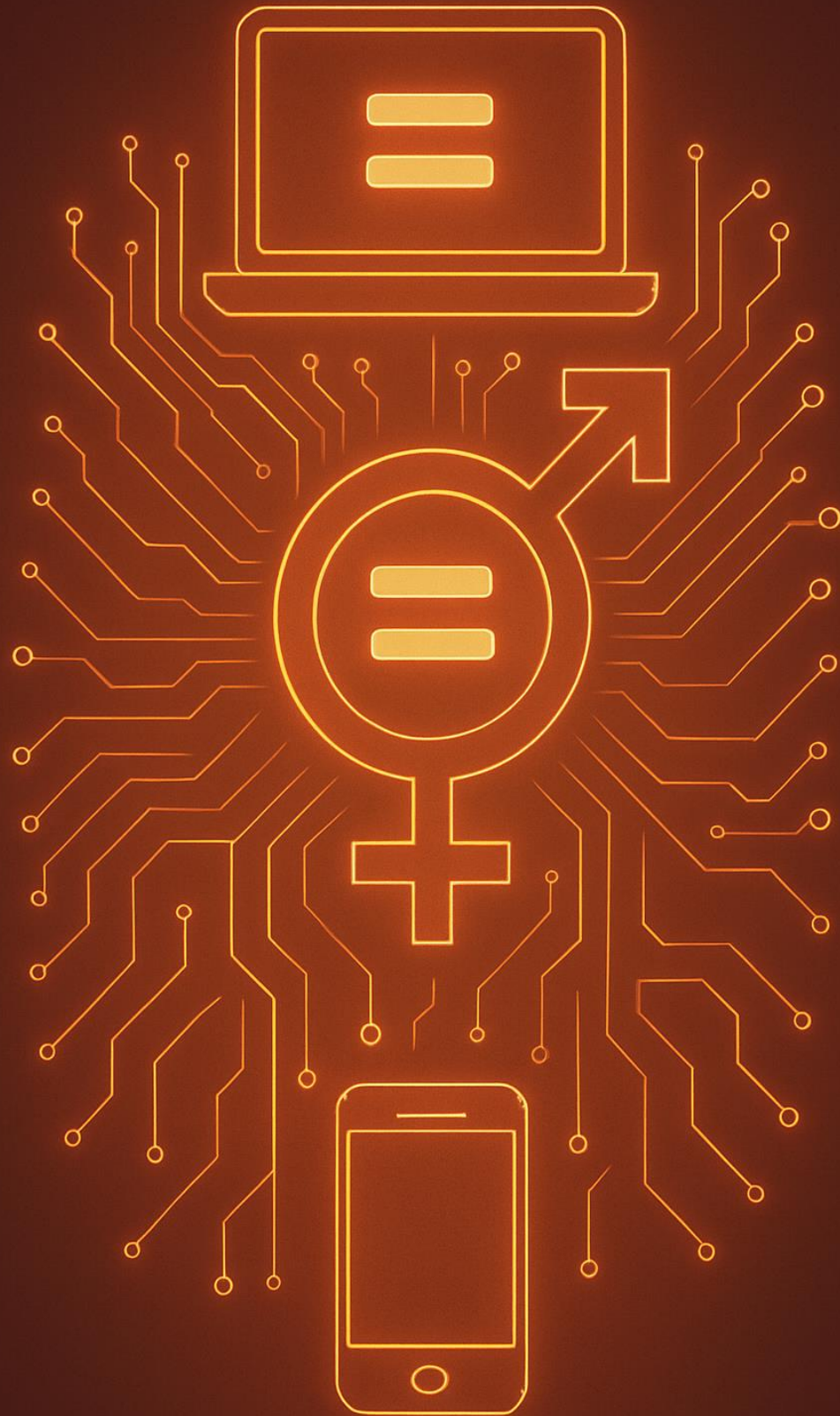
Tech Companies Leading Change

- Tech firms can set industry standards by actively promoting women in STEM roles and leadership positions.
- By investing in women-led startups and initiatives, they foster a more balanced digital economy.

Gender Lens in Product Design

- Companies can design digital products and services that address the unique needs and challenges faced by women.
- Inclusive design teams help avoid gender bias in technology, ensuring broader accessibility and usability.





Technology as an Enabler

Mobile Apps for Digital Empowerment

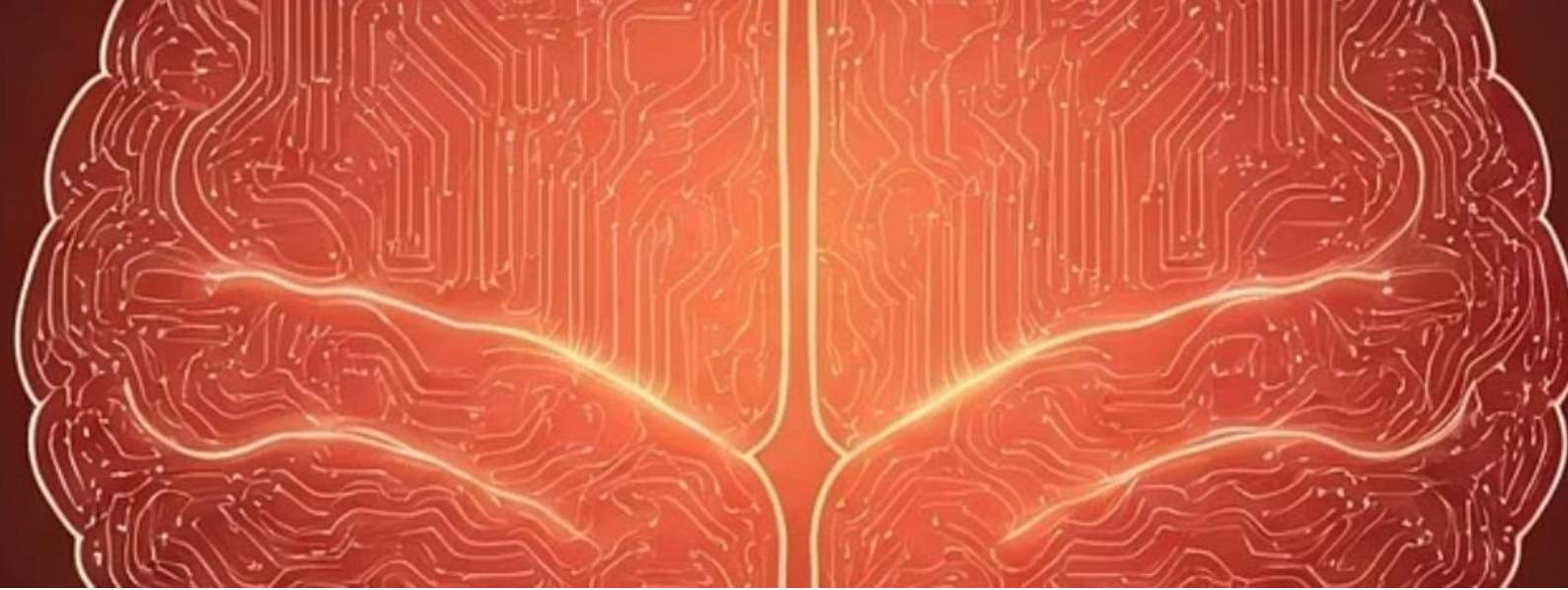
- Mobile apps provide access to education, healthcare, safety, and financial tools tailored to individual needs.
- They enable people in rural and urban areas to access critical services independently and securely.

Platforms for Voice and Representation

- Social media and digital forums give people space to share opinions, stories, and lead conversations.
- These platforms amplify voices in policymaking, activism, and leadership roles.

E-Governance and Inclusion

- Digital portals ensure easier access to government schemes, benefits, and legal rights for all.
- E-governance tools promote transparency and inclusion, reducing barriers caused by physical and social constraints.



Risks of Bias in Emerging Tech

AI and Gender Bias

- AI systems can replicate and amplify existing gender stereotypes present in training data.
- Biased algorithms may lead to unequal outcomes in hiring, financial services for gender minorities.

Lack of Diverse Data Sets

- Underrepresentation of women and marginalized genders in datasets skews outcomes.
- Tech solutions may fail to address the needs of all users, reinforcing digital exclusion.

Ethical Concerns in Algorithms

- Algorithms often lack transparency, making it hard to detect gender-based discrimination.
- Without ethical oversight, automated decisions may systematically disadvantage certain gender groups.

Inclusive Design and Innovation

1

Human-Centered Tech Design

Focuses on designing technology that prioritizes real user needs, ensuring that gender-specific challenges and preferences are addressed from the start to avoid bias and exclusion.

2

Gender-Inclusive UI/UX

Ensures digital interfaces and experiences are accessible, respectful, and relevant to all genders—avoiding stereotypes, offering inclusive language, and considering diverse usage patterns.

3

Co-Creation with Diverse Users

Involves engaging people of different genders and backgrounds in the design and innovation process to ensure solutions reflect a wide range of experiences, fostering fairness and relevance.





Digital Safety and Measuring Impact

Online Harassment & Cyberbullying

Addressing threats that disproportionately affect women online.

Safe Digital Spaces

Platforms must foster respect, protection, and moderation.

Metrics for Gender Equality in Tech

Data collection and accountability enable progress tracking.

Prioritizing safety and measurement strengthens gender equality in digital transformation.

Role of Men and allies

- ▶ The **role of men and allies** in promoting **gender equality during digital transformation** is **critical and often underestimated**. While many gender equality initiatives rightly focus on empowering women and girls, the active involvement of **men as allies** can accelerate systemic change and foster more inclusive digital environments.
- ▶ **Challenging Gender Bias in Tech Design & Development**
 - **Why it matters:** Most digital tools, platforms, and AI systems are designed in male-dominated environments, often embedding unconscious gender biases.
 - **Role of allies:**
 - Promote inclusive design practices in tech teams.
 - Advocate for diverse testing and user feedback during development.
 - Acknowledge and address biases in code, datasets, and algorithms.

► **Co-creating Policy and Culture Change**

- **Why it matters:** Gender equality requires a cultural shift—not just programs for women, but a shared responsibility.
- **Role of allies:**
 - Join or support gender-equality working groups and digital inclusion councils.
 - Push for parental leave policies that support shared caregiving, reducing gendered career gaps.
 - Ensure male voices reinforce—not dominate—conversations on inclusion.

▶ **Promoting Digital Literacy and Skills for All**

- **Why it matters:** In many communities, male gatekeepers (fathers, husbands, teachers) control women's access to education or tech.
- **Role of allies:**
 - Encourage and support women's participation in digital skills training.
 - Share home or caregiving responsibilities to free time for women's learning and growth.
 - Actively bring women into tech spaces, hackathons, and innovation hubs.

► **Modelling Inclusive Leadership**

- **Why it matters:** Representation matters. Men in leadership positions set the tone for culture and values in digital sectors.
- **Role of allies:**
 - Use leadership platforms to advocate for gender-balanced teams.
 - Sponsor women-led projects and startups.
 - Be transparent about pay equity and accountability metrics.
 - Gender equality is not a women's issue—it's a collective responsibility. Men and allies have a powerful role to play in building inclusive digital futures, not just as supporters but as active co-creators of change.

Polices and leadership

- **Policy:** Require all national digital strategies and innovation policies to include gender impact assessments.
- **Action:** Establish gender equality units within digital ministries or regulatory bodies.
- ▶ **Support Women's Leadership in Tech & Policy**
- **Policy:** Set minimum representation targets (e.g., 40% women) in digital governance boards, advisory councils, and regulatory agencies.
- **Action:** Fund leadership development programs for women in tech and public policy.
- ▶ **Ensure Online Safety and Digital Rights**
- **Policy:** Strengthen laws and platforms' accountability for online harassment, abuse, and gender-based digital violence.
- **Action:** Collaborate with civil society to create reporting systems and legal support for women facing online abuse.

▶ **Promote Inclusive Innovation and Entrepreneurship**

- **Policy:** Provide funding and incubation support to women-led and minority-led digital startups.
- **Action:** Simplify access to procurement systems and tech grants for women entrepreneurs.

▶ **Ensure Gender-Sensitive AI and Data Governance**

- **Policy:** Mandate that AI systems undergo bias audits and adhere to inclusive data governance principles.
- **Action:** Fund research on gender bias in algorithms and build inclusive datasets.

▶ **Monitor and Evaluate Progress**

- **Policy:** Create gender-disaggregated indicators for digital inclusion and tech leadership.
- **Action:** Establish independent oversight bodies to monitor progress and report annually.

- ▶ **Gender Equality in Digital Policy and Leadership** is a critical issue that intersects technology, governance, and social justice. As digital transformation reshapes economies and societies, it is essential to ensure that women and gender-diverse individuals are equally represented in shaping digital policy and occupying leadership roles.
- ▶ **Gender-Responsive ICT Policy**
 - Rwanda's **National ICT Policy** includes provisions specifically targeting women's access to technology and digital skills.
 - Policies are aligned with the **National Gender Policy**, ensuring that digital initiatives are inclusive by design.

Notable Indian Case Studies and Initiatives

1. VigyaanShaala

<https://vigyanshaala.com/>

Unlocking the Power of STEM Education for Women Empowerment, Rural Upliftment, and Societal Development

2. Internet Saathi Program

Launched in 2015 through a collaboration between Google India, Tata Trusts, and Intel, the Internet Saathi program focuses on improving digital literacy among women in rural areas. The initiative trains local women, known as "Saathis," who then educate other women in their communities on using the internet and digital tools. By August 2024, the program had reached over 17 million women across 170,000 villages.

3. Enabling Women of Kamand (EWOK)

Established by IIT Mandi in 2016, EWOK aims to empower rural women in Himachal Pradesh by providing training, guidance, and incubation support for entrepreneurship. The initiative focuses on imparting skills in areas like computer proficiency and communication, enabling women to start village-scale businesses and improve their socio-economic status.

Notable Indian Case Studies and Initiatives

4. Barefoot College

Founded by Sanjit "Bunker" Roy, Barefoot College in Rajasthan trains rural women, many of whom are illiterate, to become solar engineers. Through a peer-to-peer learning model, women acquire skills to install and maintain solar lighting systems, promoting both sustainable energy and women's empowerment in their communities.

5. Digital India Programme

The Government of India's Digital India initiative includes components aimed at bridging the digital gender divide. Efforts under this program focus on enhancing digital literacy among women, providing access to digital infrastructure, and promoting digital empowerment through various schemes and training programs.

Rwanda Case study

- ▶ Rwanda, a low-income country in East Africa, has become a global leader in **gender equality** and **ICT-driven development**. Following the 1994 genocide, Rwanda rebuilt its institutions with a strong emphasis on inclusivity, positioning gender equality at the heart of its national transformation agenda.
- Rwanda's **National ICT Policy** includes provisions specifically targeting women's access to technology and digital skills.
- Policies are aligned with the **National Gender Policy**, ensuring that digital initiatives are inclusive by design.

▶ **Gender-Responsive ICT Policy**

- Rwanda's **National ICT Policy** includes provisions specifically targeting women's access to technology and digital skills.
- Policies are aligned with the **National Gender Policy**, ensuring that digital initiatives are inclusive by design.

▶ **Girls in ICT Rwanda**

- A public-private initiative that encourages young girls to pursue careers in STEM and technology.
- Organizes mentorships, coding boot camps, and annual competitions like “Miss Geek Rwanda,” which rewards innovative tech ideas from girls.

▶ **Digital Ambassadors Program (DAP)**

- Trains youth, with a strong focus on women, to deliver digital literacy training in rural communities.
- Over **50% of trainers** are women, helping bridge the digital gender divide at the grassroots level.

▶ **Women in Tech Startups**

- The Rwanda ICT Chamber supports women entrepreneurs through incubation, networking, and funding access.
- Platforms like “**Wester Welle Startup Haus Kigali**” host numerous women-led tech startups focusing on health, finance, and education.

- ▶ **Gender equality is not a women's issue—it's a collective responsibility.** Men and allies have a powerful role to play in building **inclusive digital futures**, not just as supporters but as **active co-creators of change**.
- ▶ Promoting **gender equality in education, skills, and digital literacy** is not just a social imperative—it is essential for **inclusive economic growth, innovation, and resilience** in the digital economy. Digital transformation must be **inclusive by design**.

Future Trends

AI & Automation

- AI must be designed to avoid gender bias in algorithms and decision-making systems.
- Equal access to AI skills and tools empowers women to participate in future tech-driven sectors.

Emerging Roles

- New tech roles (e.g., data ethics officers, AI trainers) should encourage diverse representation from the start.
- Gender-balanced leadership in digital sectors is key to shaping inclusive digital policies and innovation.

Future of Work

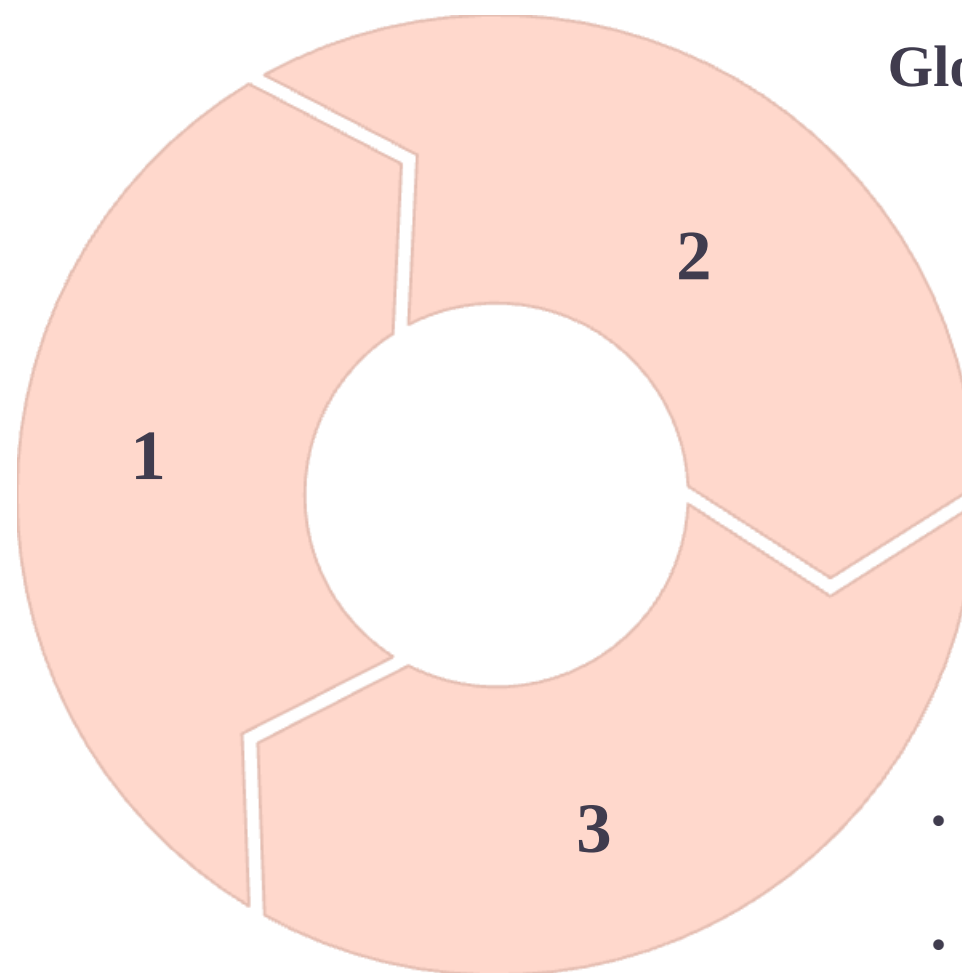
- Hybrid and remote models offer flexibility, helping bridge gender gaps in workforce participation.
- Reskilling programs need to be gender-inclusive to ensure women aren't left behind in tech evolution.



Successful Initiatives and Role Models

Notable Leaders

- Influential leaders shaping the tech industry.
- Visionaries driving innovation and inclusion in technology.



Global Movements

- Initiatives like Code.org inspire new generations.
- Collaborative efforts promoting digital literacy worldwide.

Grassroots Innovations

- Community-driven projects advancing inclusion.
- Localized initiatives fostering diverse tech talent.

आओ पढ़ाएँ, कुछ कर दिखाएँ
जो सीखा है, वो सीखा दे - बदलेंगे कल, आज से

Inspire
Educate
Transform

*When you teach you don't just
give knowledge-you give hope*



Mission of Parmarth

The mission of Parmarth is to:

- ❖ Provide quality education and skill development.
- ❖ Promote awareness of social and environmental responsibilities.
- ❖ Empower children through mentorship and guidance.
- ❖ Create a nurturing environment that fosters creativity and innovation.

Recommendations

1

Government Strategies

- Policies to support STEM education and equal opportunity.
- Investment in accessible technology and infrastructure for underserved communities.

2

Corporate Actions

- Inclusive hiring, mentoring, and family-friendly work environments.
- Encourage diverse leadership and career advancement opportunities for all employees.

3

Education & Society

- Raise awareness, challenge stereotypes, and empower individuals of all genders.
- Promote collaboration between educational institutions, industries, and governments to bridge the digital skills gap.



Conclusion

- **Digital transformation is not gender-neutral** — it holds the power to either reinforce or reduce inequalities.
- **Integrating gender equality** into every aspect of digital development is essential for innovation, inclusivity, and long-term growth.
- **Closing the digital gender gap** requires a multi-faceted approach: inclusive education, equitable workplace policies, gender-sensitive technologies, and proactive leadership.
- **Collaboration across sectors** — from governments and corporations to educators and civil society — is key to ensuring that the digital future is fair and empowering for all.
- By placing **equality at the core of digital strategies**, we can build a tech-driven world where **everyone thrives**.

The background features a series of overlapping triangles in various shades of orange and red, creating a dynamic, abstract geometric pattern. The triangles are of different sizes and orientations, some pointing upwards and others downwards, creating a sense of movement and depth. The colors range from light orange to deep red, with some areas appearing more saturated than others.

THANK YOU