Gender diversity in tech: a perspective from employees and unions

UNI Europa Equal Opportunities 2020
What is gender?

Gender is a set of characteristics that are socially constructed and learned which we express in terms of masculinity and femininity.

Gender is shaped by cultural, economic, social and historical factors.
Unconscious biases

Social stereotypes about certain groups of people that individuals form outside their own conscious awareness
Impact of unconscious biases
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In recruitment
In recruitment
Examples of unconscious biases in language for job adverts
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In retention of women potential
In retention of women potential

- Lack of support for women workers such as networks or mentorship programmes
- Too much pressure on women leaders to take up the roles of mentors
- Lack of work-life balance
- Unequal pay
- Fewer opportunities for upskilling
- Lack of transparency in hiring and promotion processes
- Sexual harassment
The union response
The union response

- Raising awareness
- Gender mainstreaming
- Working towards better work-life balance
- Strategic policy making
- Mentoring Programs
Raising awareness

www.breakingthecircle.org
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Gender mainstreaming
Work-life balance
Strategic policy making
Mentoring Programs