

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



Agenda

- Introduction
- key figures
- Consultation overview :
 - methodology
 - mapping of ideas
 - Focus : presentation of a consensus and of a controversy
- Next steps
- Appendix

Orange Cyberdefense's commitment

Orange has set targets of

- **25% women** in technical and digital professions worldwide
- **35% women** in leadership position

by 2025

And Orange Cyberdefense is in!



We can't afford to deprive ourselves of 50% of talent. We need women who shine in all our professions! Managers, be active allies in promoting diversity and inclusion.

Ladies, dare to come and make a difference in a field that is shaping our digital future.

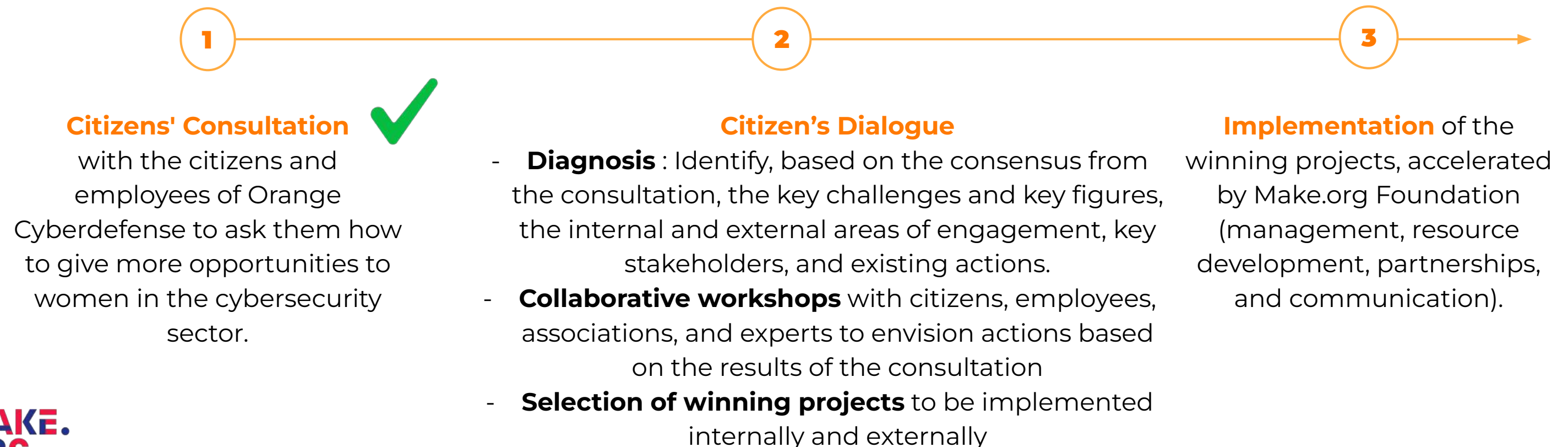
Hugues Foulon
CEO Orange Cyberdefense

Our proposal: engage your employees and civil society in a large participatory initiative to give more opportunities to women in cybersecurity careers

What?

A large participatory initiative with your stakeholders, particularly your employees and civil society, to co-create concrete projects with a positive impact in favor of gender equality in the cybersecurity sector.

How?





Key figures



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Key figures from the consultation

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

From 15.10.2024 to 22.12.2024

In 11 Countries (Acquisition campaign in France, Germany and Sweden)



8 741
participants



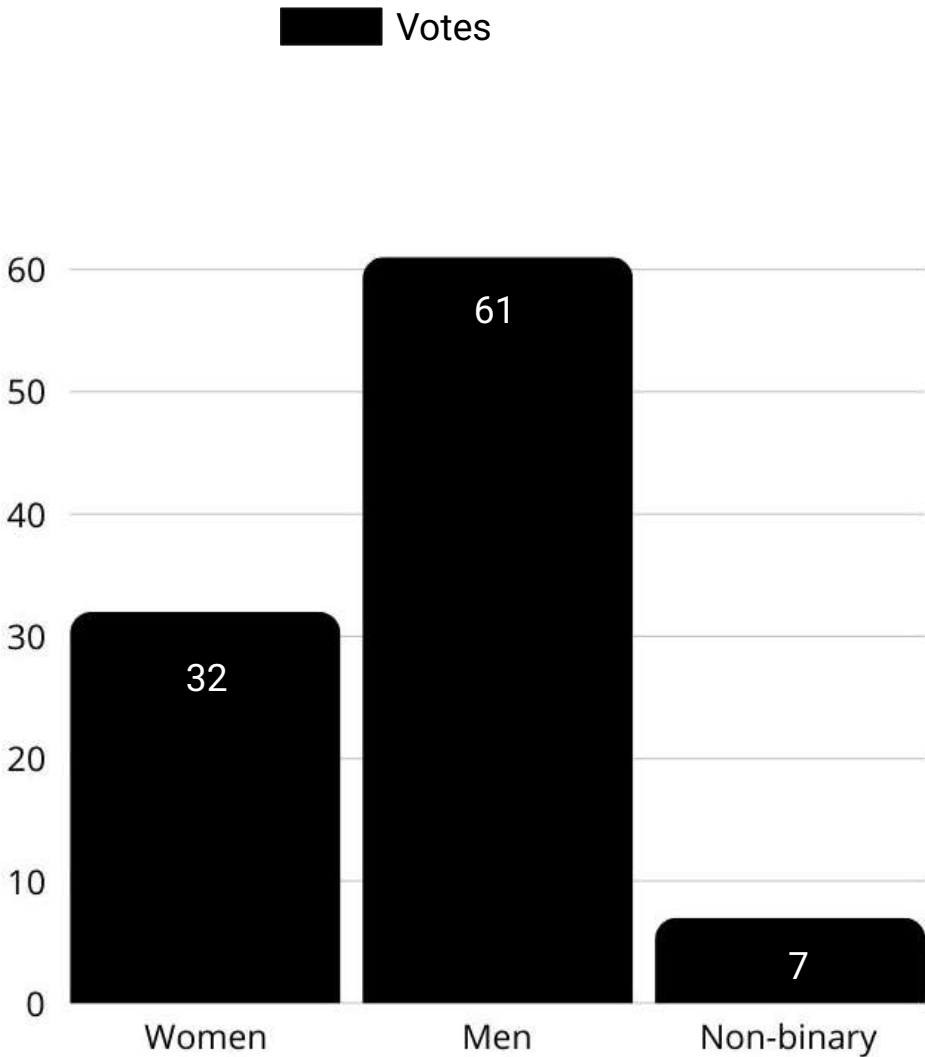
592
proposals
submitted



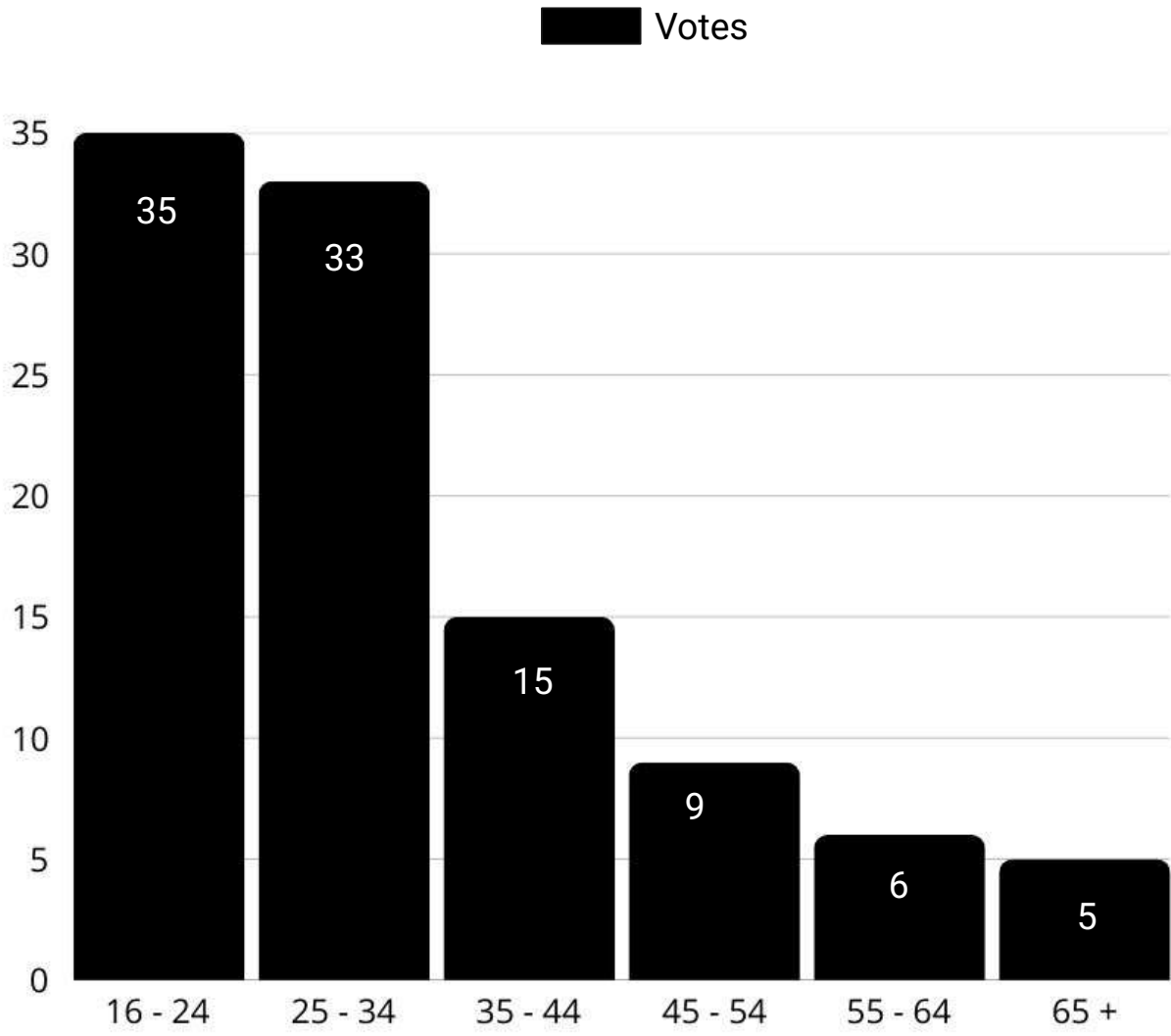
93 128
votes

Participants' profiles

Participation by gender

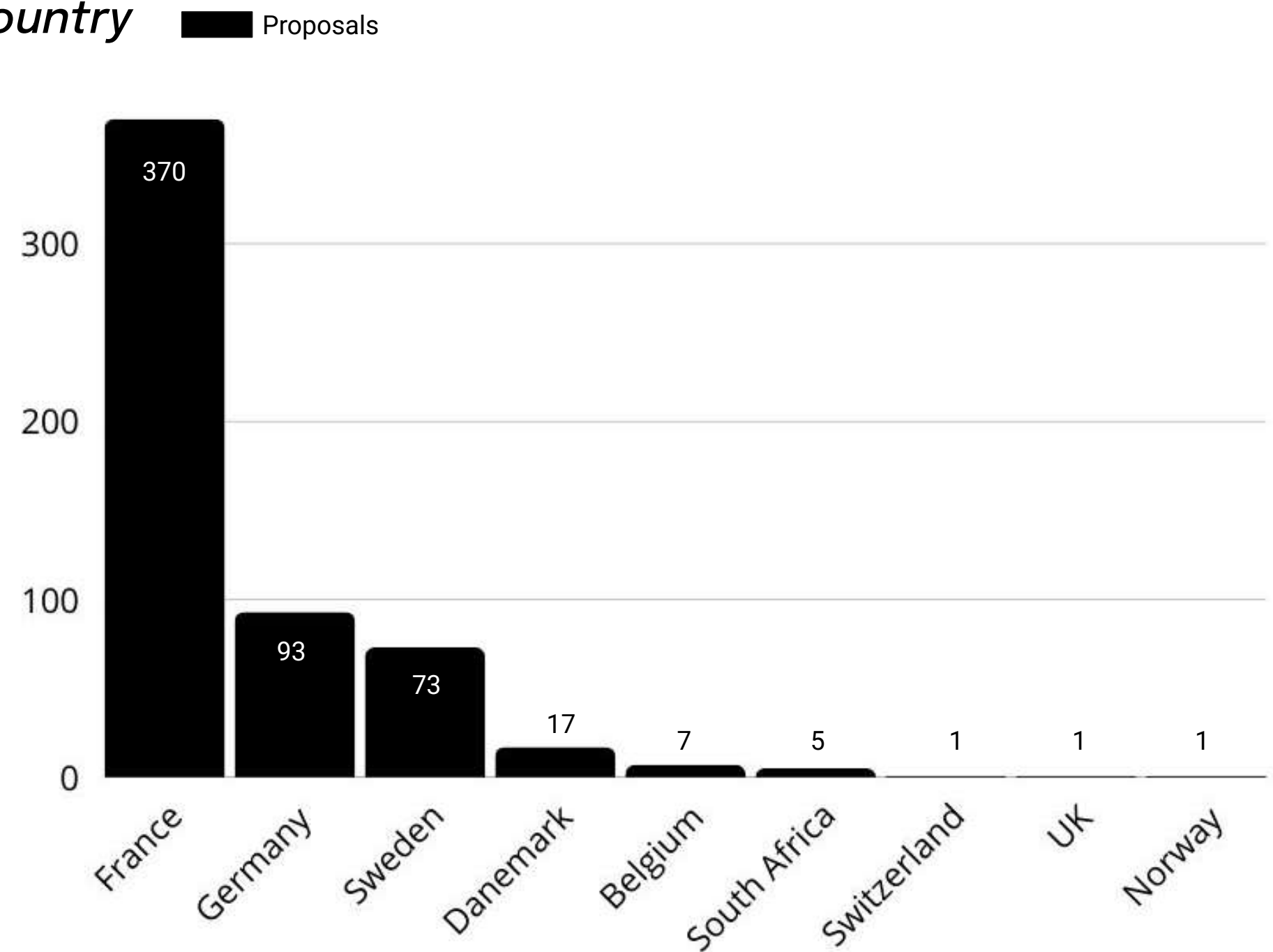


Participation by age



Participants' profiles

Proposals by country

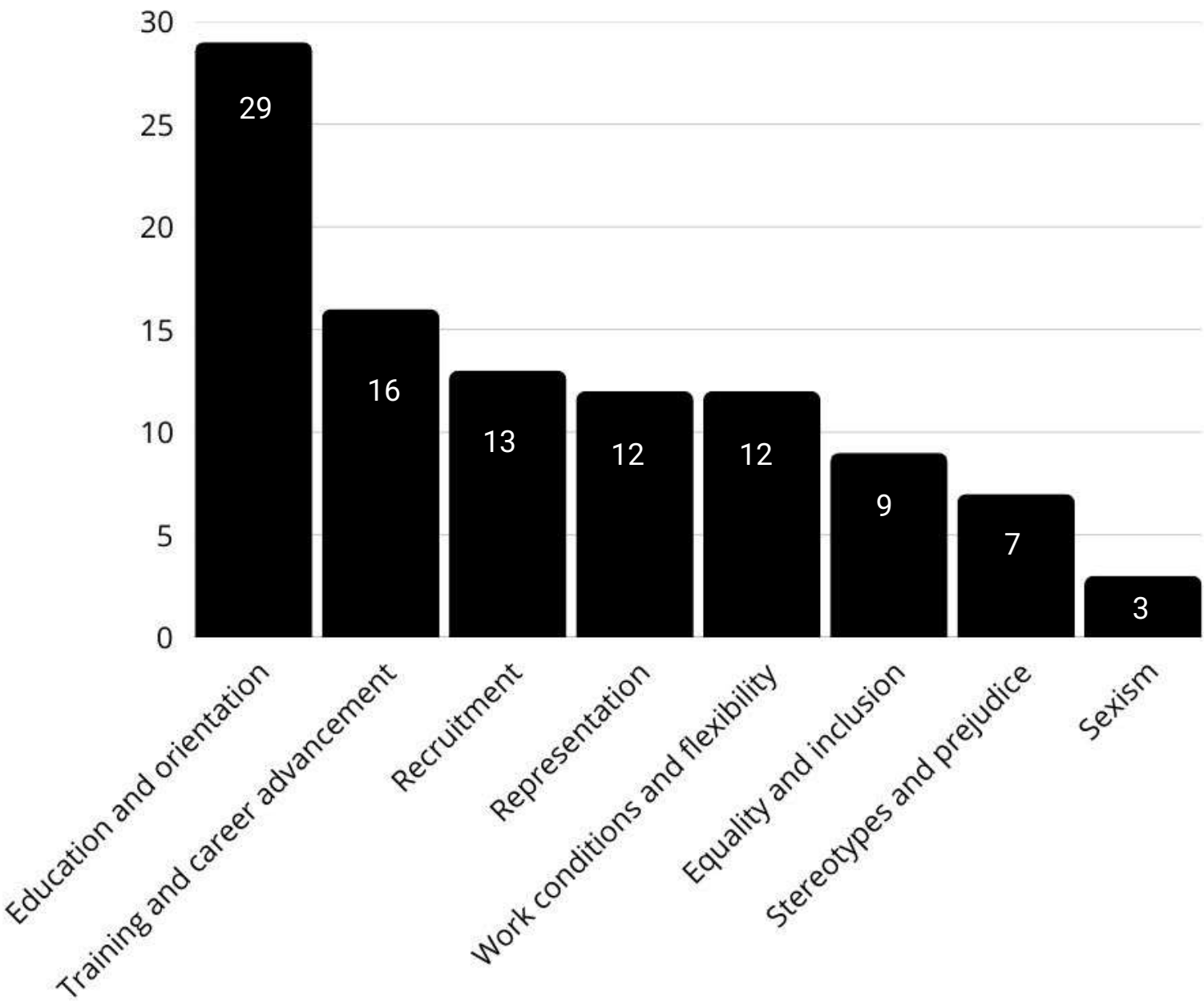


Main themes of the consultation

What citizens are talking about

% of 568 validated proposals*

**The sum of the percentages is greater than 100% because some proposals fall under more than one theme.*



This graph does not take citizens' votes into account, only the number of proposals.



Consultation overview



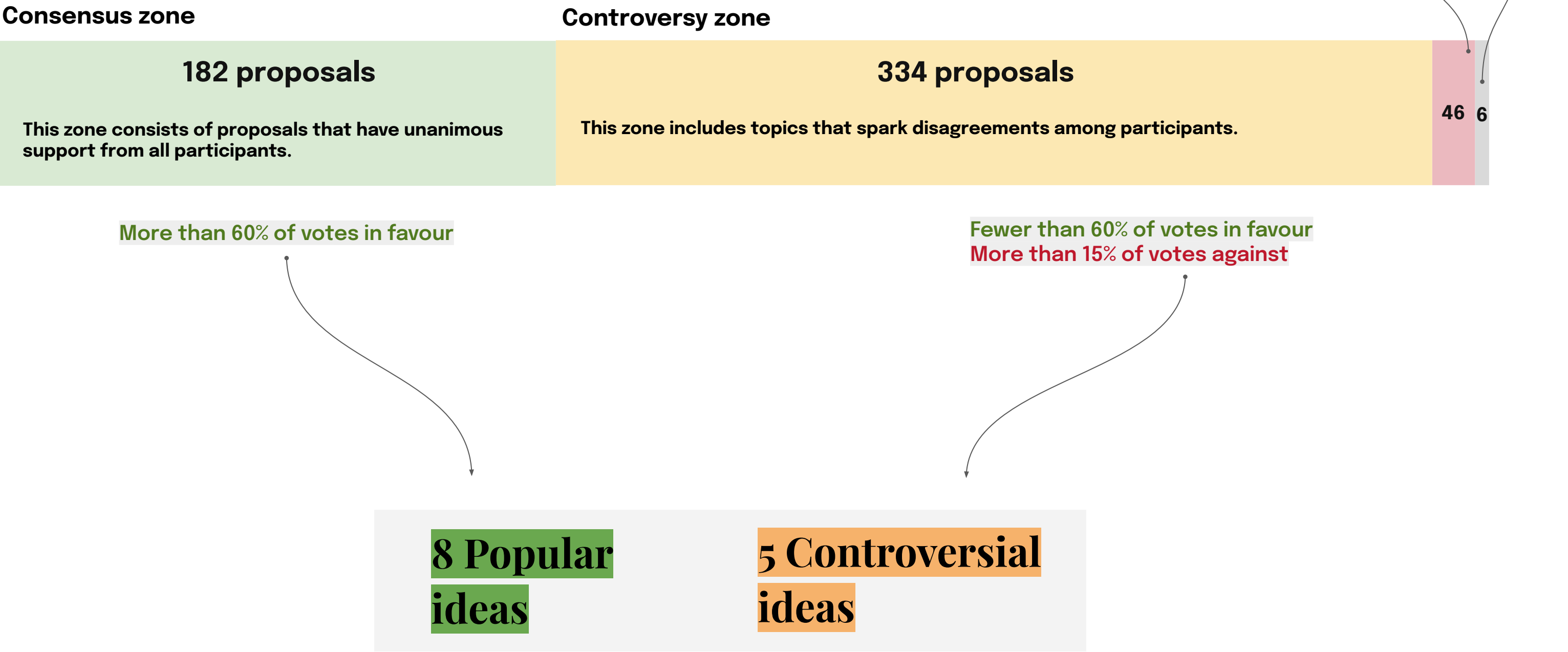
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Methodology

592 SUBMITTED PROPOSALS

568 VALIDATED PROPOSALS



8 popular ideas and 5 controversial ideas under 3 axes

An idea is a group of proposals sharing the same meaning. We have organized these ideas into three main axes to structure and guide the reading of the qualitative analysis.

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
- ⚡ Challenging media and cultural approaches to promote women in tech
- ⚡ Challenging educational norms



Popular idea

Encouraging school interventions and ambassadorship

17 proposals

What the majority of citizens agree on

Engaging students in middle and secondary schools through passionate individuals and role models. Sharing concrete examples of careers and successes which can inspire interest and curiosity.

Highlighting the achievements of women and showcasing female leaders in the field to provide inspiration and show that success in these careers is attainable for everyone.

The importance of women representing careers in IT and cybersecurity at job fairs and conferences.

♥ Popular proposal examples:



Controversial topic

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

13 proposals

What citizens are divided on

- Offering scholarships and stipends for women entering IT or transitioning careers. Prioritizing female applicants for existing financial aid programs and better promoting available grants.
- Developing specialized paid trainee programs for women, financial support for job-seeking women etc.
- Creating incubators and investment funds for startups founded by women.

⚡ Controversial proposal examples:



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Cultural and societal shifts

- Demystifying cybersecurity and IT careers: awareness, inclusion, purpose
- ⚡ Challenging media and cultural approaches to promote women in tech
- ⚡ Challenging educational norms



Illustration : Encouraging school interventions and ambassadorship

Bien comprendre les enjeux :

Macro

Près de 33% des apprenantes indiquent qu'elles ont été découragées simplement parce qu'en tant que femme le milieu « leur serait hostile », soit parce qu'il ne s'agit pas de « métiers de femmes ». 2024

La proportion de femmes diplômées dans les STIMc décline encore et baisse en France de 6% alors qu'en Europe elle augmente de 19% ! [\(2013-2020\)](#)

Dans les années 1980-1990, lorsqu'on parlait de sécurité informatique, on retrouvait 20 % de femmes qui travaillait dans ce domaine. En 2020, on parle désormais de cybersécurité, enjeu stratégique, le résultat est que seules 11% de femmes travaillent dans ce domaine. [\(source\)](#)

Orange cyberdefense et Orange

Hello Women, #NoBiasinCyber, Women4Cyber,

Dispositifs

WiTech, E-mma, Les Décodeuses, Coloris, Anna Stépanoff, Magic Makers, Elles Bougent, Sistemic, Become Tech, Social Builders, Viens voir mon Taf, Tous en stage, Fondation Femmes@Numériques, Femmes Ingénieures, Simplon, 50in Tech, Google start up, Filles et maths, Konnexio, Femmes et Sciences, Rev'Elles, Capital Filles, etc.



Co-constituer des pistes de solutions

Accélération de la mobilisation des collaborateurs et collaboratrices de Orange Cyberdefense sur des programmes d'inspiration et de mentorat par : la création d'une expérience streamliné et extrêmement engageante interne et un multipartenariat avec des programmes existants



Selection puis mise en oeuvre

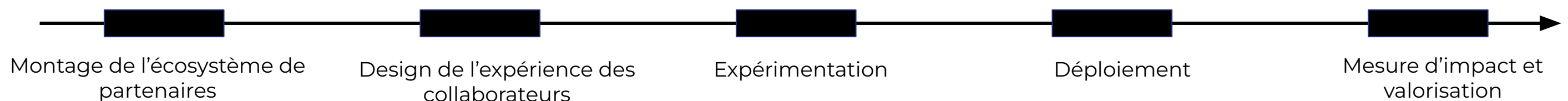


Illustration : Offering flexible and family-friendly work options

Bien comprendre les enjeux :

Macro

82% des parents salariés sont prêts à changer d'entreprise pour plus de services parentalité. (Baromètre de la parentalité en entreprise 2023 - Les Parents Zens)

7/10 salariés prendraient un autre emploi s'il offrait des horaires plus flexibles.

79% des travailleurs à temps partiel sont des femmes. 44% des hommes se disent intéressés par le temps partiel. (Étude Goods To Know)

76% des RH mettent en place des Politiques Familiales pour fidéliser les salariés.

8% de ROI global quand on investit sur les politiques familiales. (Grâce à la diminution de l'absentéisme & baisse des coûts de recrutement due à une meilleure fidélité des salariés. Étude Suisse, Miras 2005)

Orange

Accord Groupe monde sur l'égalité professionnelle entre les femmes et les hommes avec UNI Global Union.

En France, des accords sur l'égalité professionnelle entre les femmes et les hommes et sur l'équilibre entre la vie privée et la vie professionnelle sont signés tous les trois ans par Orange SA et les organisations syndicales. Le dernier accord date de décembre 2021 et couvre les années 2022 à 2024.

La Charte des 15 engagements pour l'équilibre des temps de vie. Charte de la parentalité. Semaine QVT.

Dispositifs

Be Family



Co-constituer des pistes de solutions

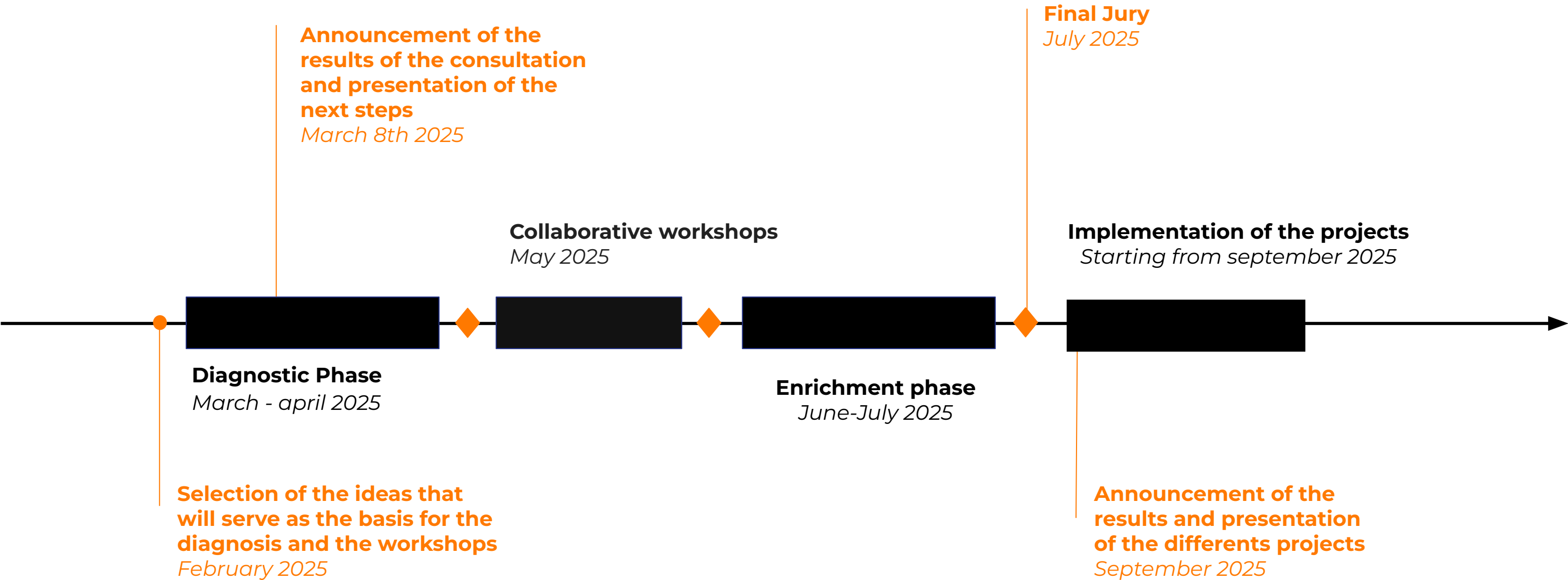
Amélioration de la politique "parentalité" par un diagnostic, une concertation interne et la mise en œuvre de dispositifs spécifiques et mise en visibilité auprès des collaboratrices et futures collaboratrices.



Selection puis mise en oeuvre



Indicative agenda of next steps





Appendix



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01.

Education & skill development



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Popular idea

Encouraging school interventions and ambassadorship

17 proposals

What the majority of citizens agree on

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Highlighting the achievements of women and showcasing female leaders in the field to provide inspiration and show that success in these careers is attainable for everyone.

The importance of women representing careers in IT and cybersecurity at job fairs and conferences.

♥ Popular proposal examples:



■ % votes "in favour" ■ % "neutral" votes ■ % votes "against"

Popular idea

Organizing workshops and activities to spark interest in tech and science

12 proposals

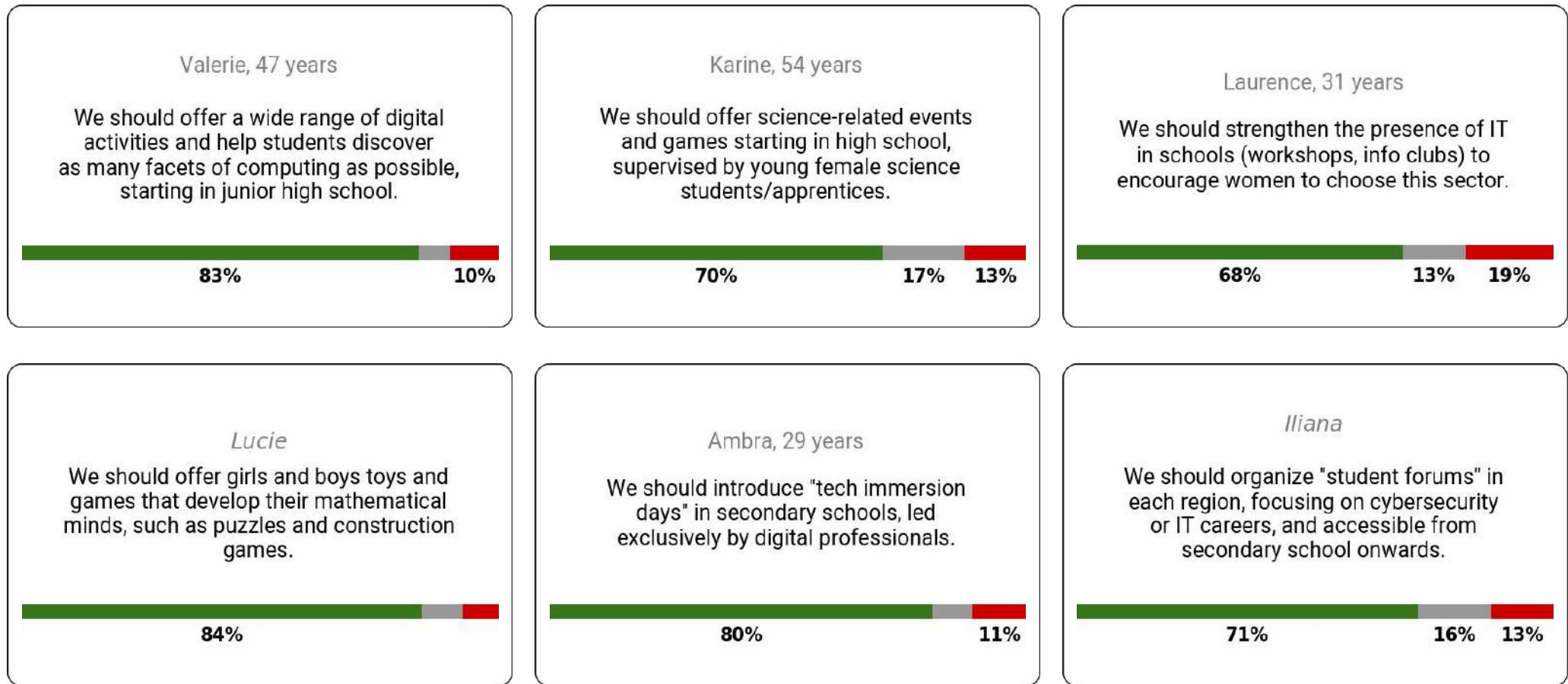
What the majority of citizens agree on

Providing a broad spectrum of digital activities in schools allows students to explore different areas of technology, from basic programming to more complex aspects of computing.

Encouraging both boys and girls to engage with educational tools like puzzles, games, and programming workshops can help dismantle gender stereotypes.

Organizing hands-on, immersive learning experiences, such as *immersion days* led by professionals to provide students with real-world insights into the digital world.

♥ Popular proposal examples:



Popular idea

Guiding young girls in tech through collaboration with companies and professionals

7 proposals

What the majority of citizens agree on

Informing girls about the growing demand for tech professionals.

Facilitating school-company collaborations. Providing internships and direct exposure to professionals, offering a practical understanding of tech careers.

Establishing mentorships between girls and tech professionals to guide young students, provide valuable insights, and inspire them to explore careers in digital fields.

♥ Popular proposal examples:



Popular idea

Strengthening computing and practical IT education in schools

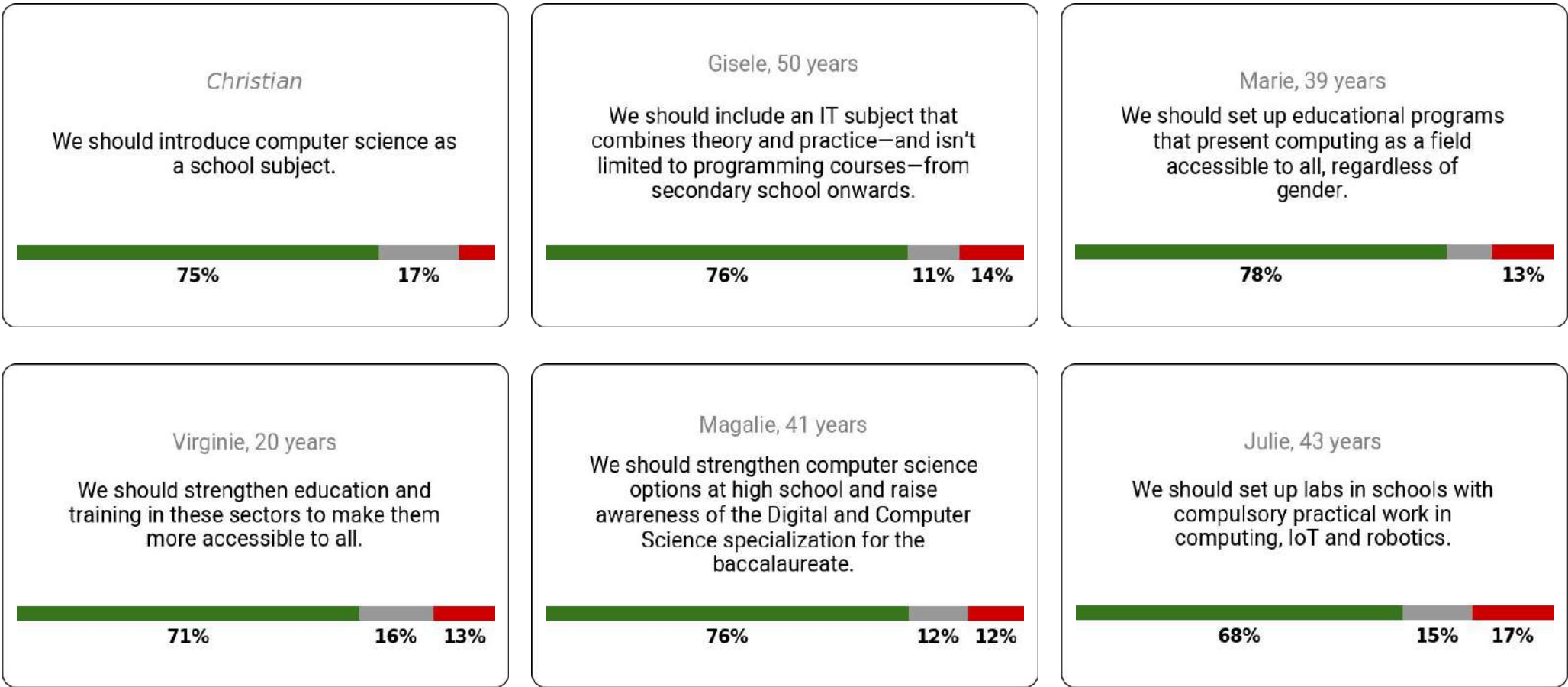
7 proposals

What the majority of citizens agree on

Making computer science a formal subject in schools and ensuring that all students have access to foundational knowledge in the field.

Strengthening computer science options (labs; more training; both theory and practice etc.).

♥ Popular proposal examples:



Controversial topic

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

13 proposals

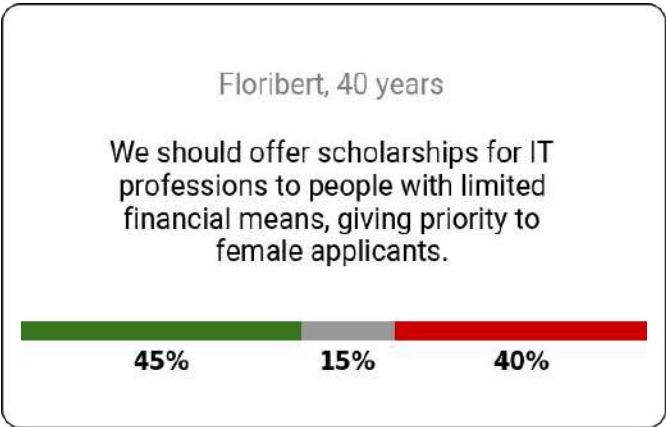
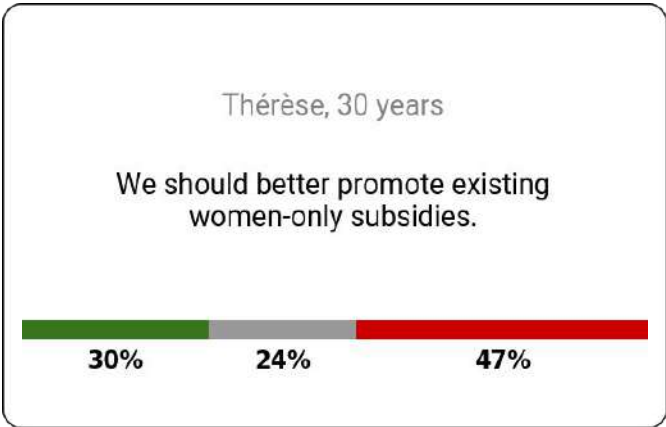
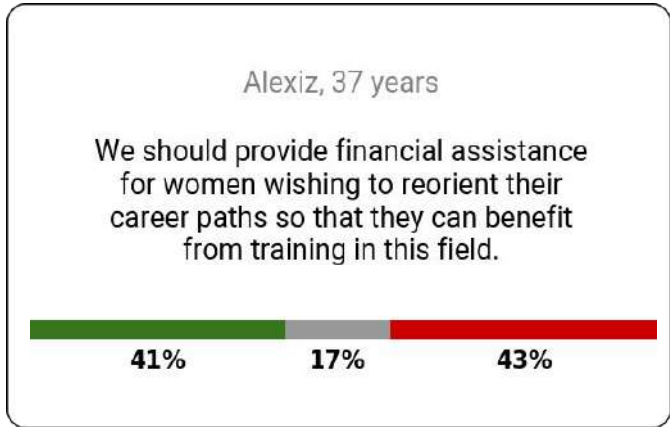
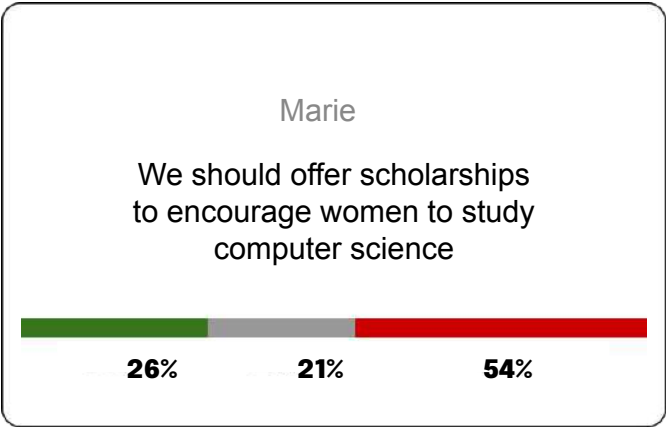
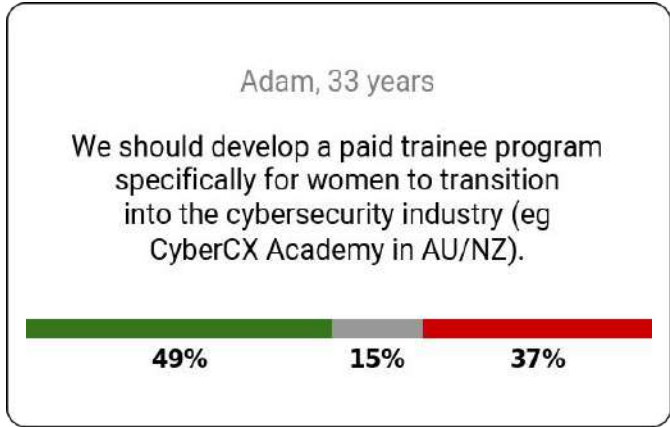
What citizens are divided on

Offering scholarships and stipends for women entering IT or transitioning careers. Prioritizing female applicants for existing financial aid programs and better promoting available grants.

Developing specialized paid trainee programs for women, financial support for job-seeking women etc.

Creating incubators and investment funds for startups founded by women.

⚡ Controversial proposal examples:



Controversial topic

Focusing exclusively on women in tech through targeted programs and initiatives

8 proposals

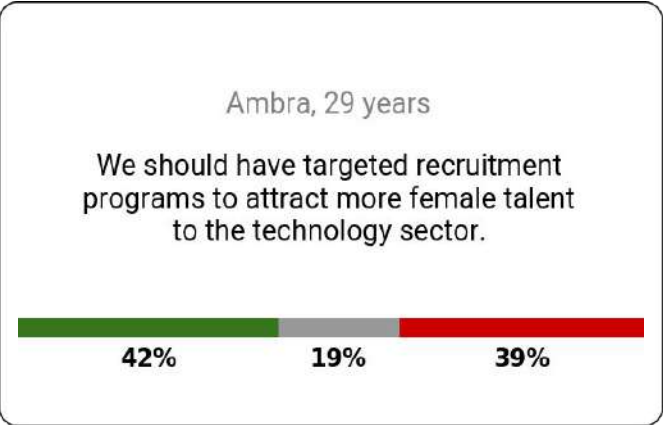
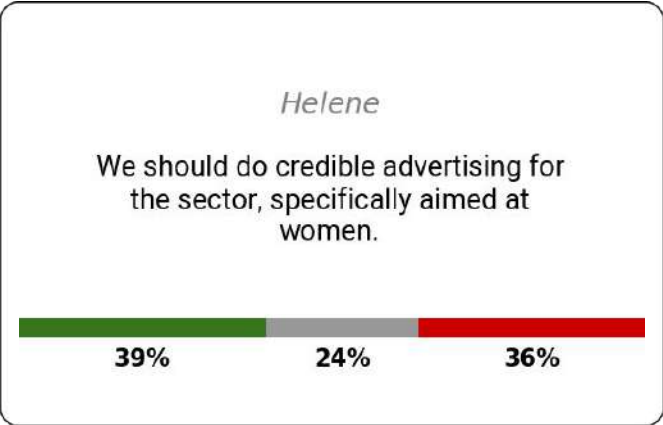
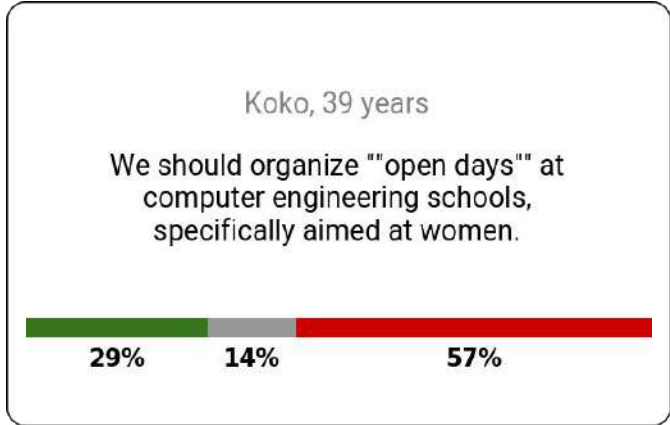
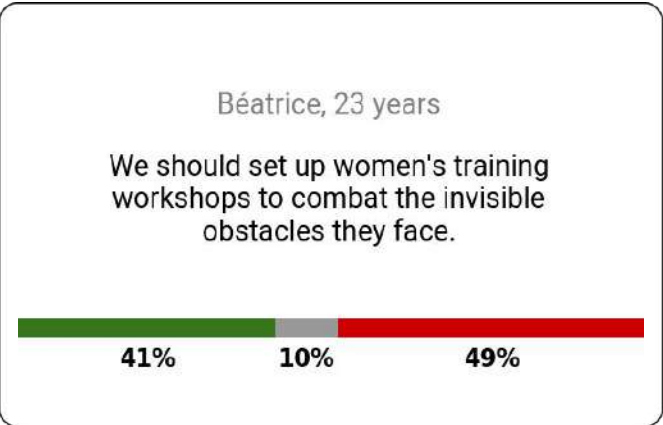
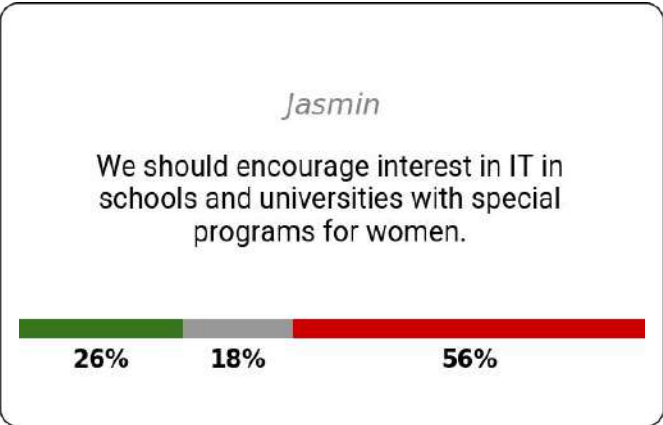
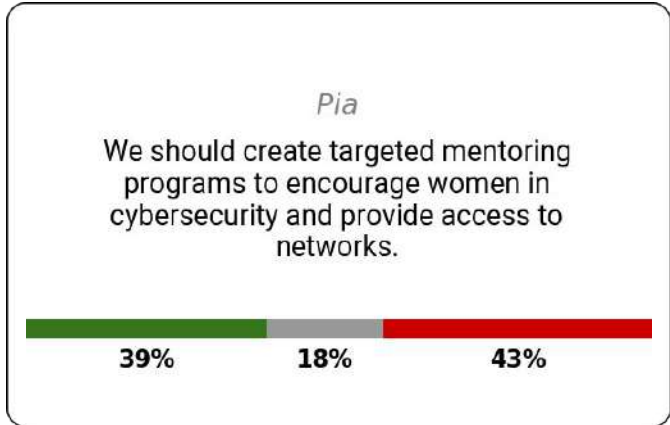
What citizens are divided on

Hands-on initiatives designed to attract interest for women. Organizing discovery days and coding workshops exclusively for girls.

Dedicated scholarships and retraining programs specifically tailored for women.

Targeted advertising campaigns aimed at women.

⚡ Controversial proposal examples:





02.

Workplace & recruitment policies



Cyberdefense



Popular idea

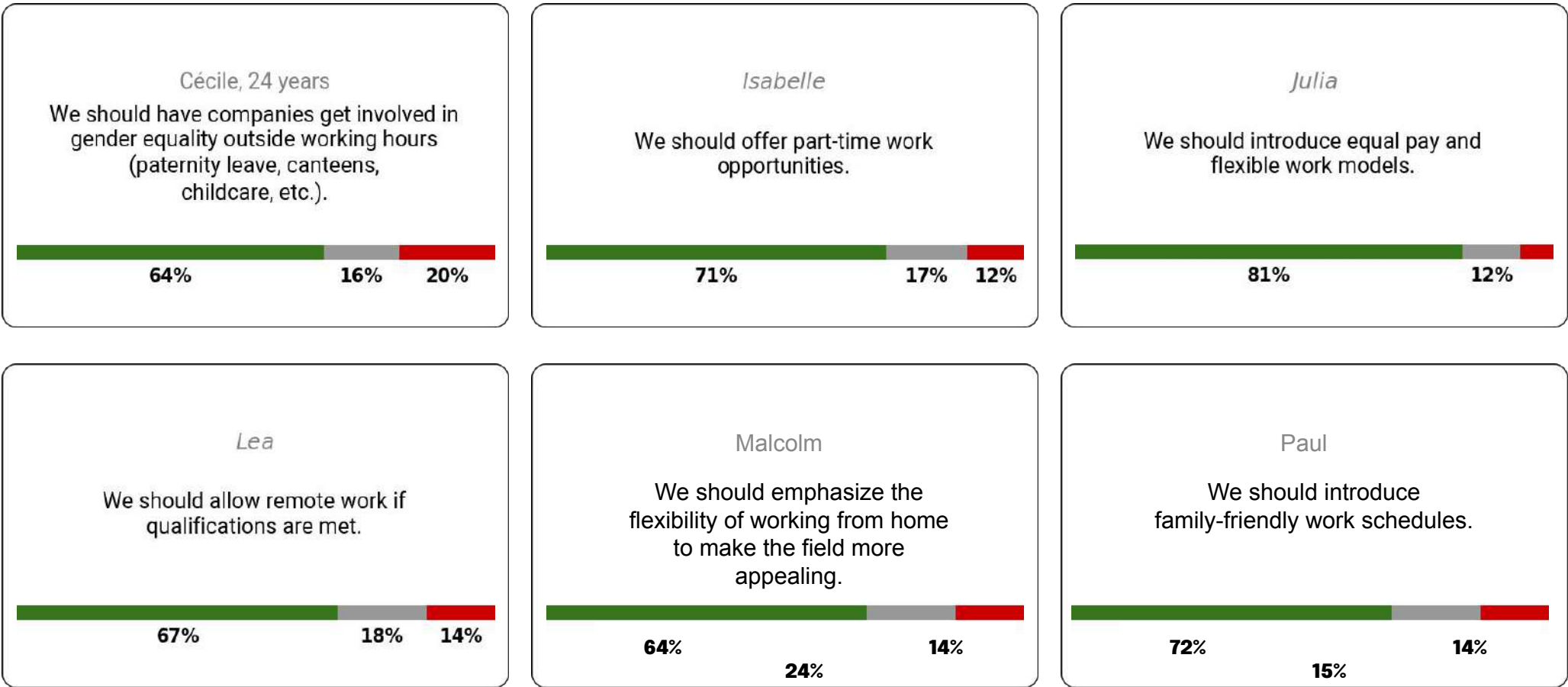
Offering flexible and family-friendly work options

13 proposals

What the majority of citizens agree on

Providing flexible work arrangements, such as part-time roles, family-friendly schedules, and remote opportunities, to enhance the field's appeal and accessibility.

♥ Popular proposal examples:



■ % votes "in favour" ■ % "neutral" votes ■ % votes "against"

Popular idea

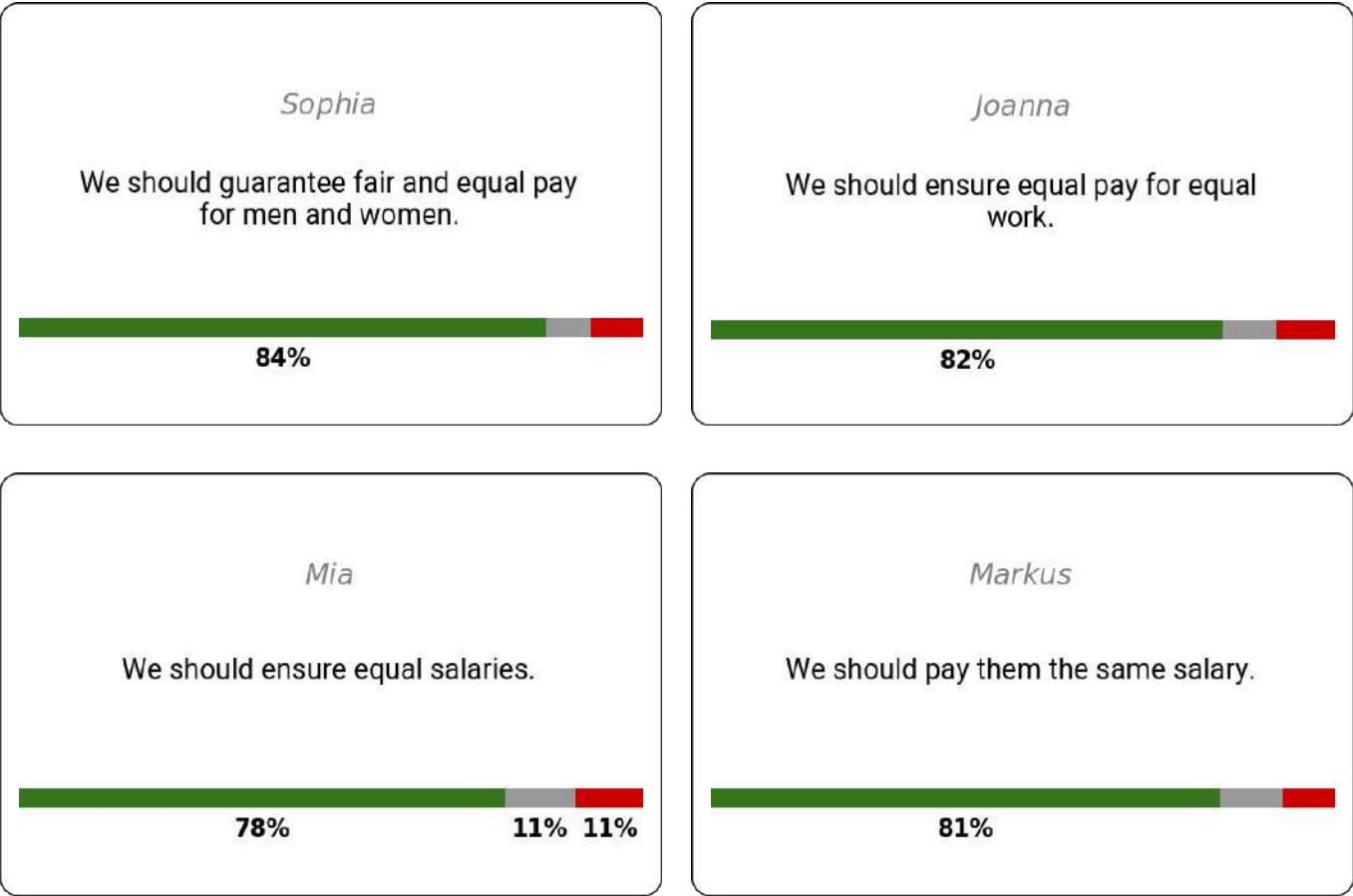
Ensuring fair and equal pay for all

11 proposals

What the majority of citizens agree on

Ensuring equal pay across genders to promote fairness and eliminate gender-based disparities. This practice can drive greater workforce satisfaction and create an environment where all employees feel valued equally.

♥ Popular proposal examples:



■ % votes "in favour" ■ % "neutral" votes ■ % votes "against"

Popular idea

Promoting skill-based and inclusive recruitment practices

9 proposals

What the majority of citizens agree on

Basing hiring decisions solely on skills, performance, and competence, without bias related to gender, ethnicity, or personal opinions.

♥ Popular proposal examples:



■ % votes "in favour" ■ % "neutral" votes ■ % votes "against"

Controversial topic

Addressing gender disparities in tech through recruitment and quotas

22 proposals

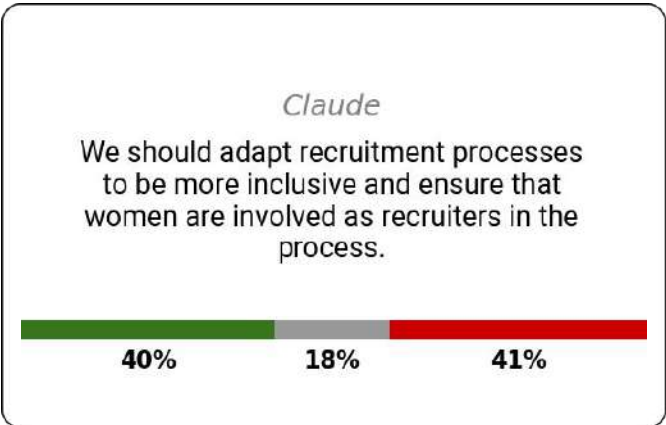
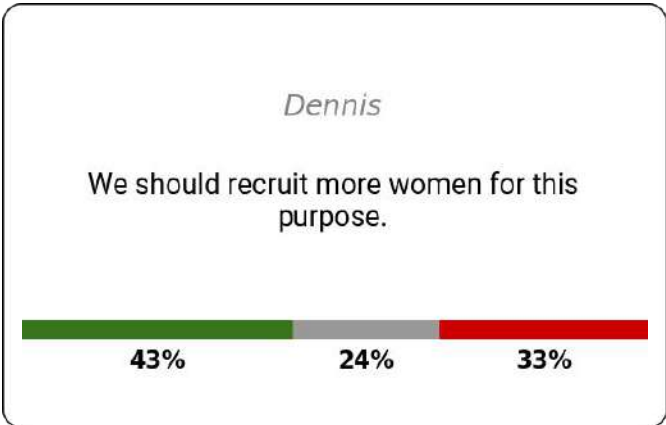
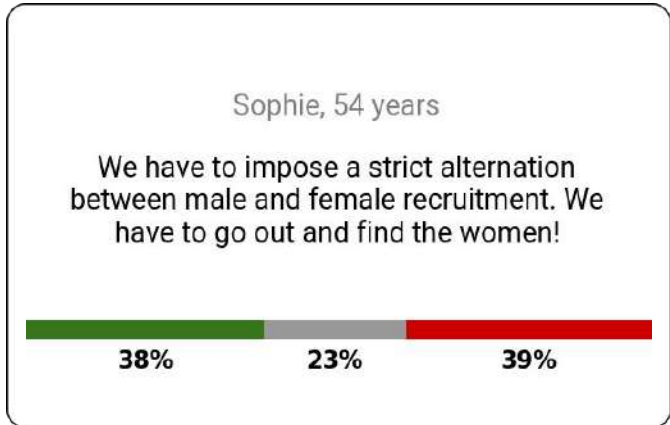
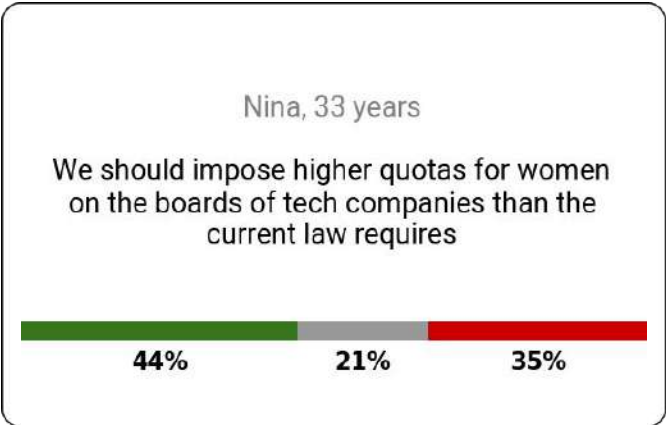
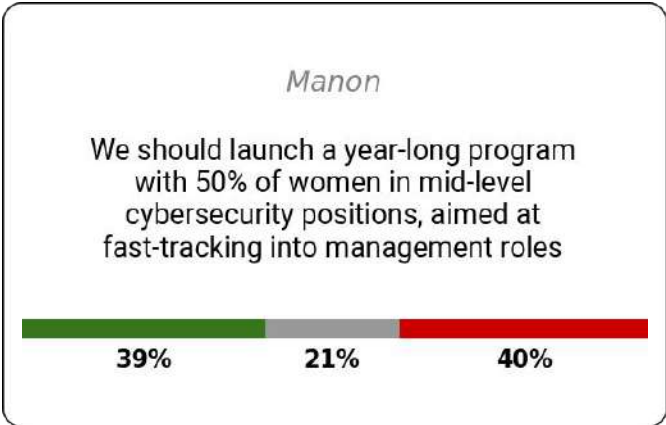
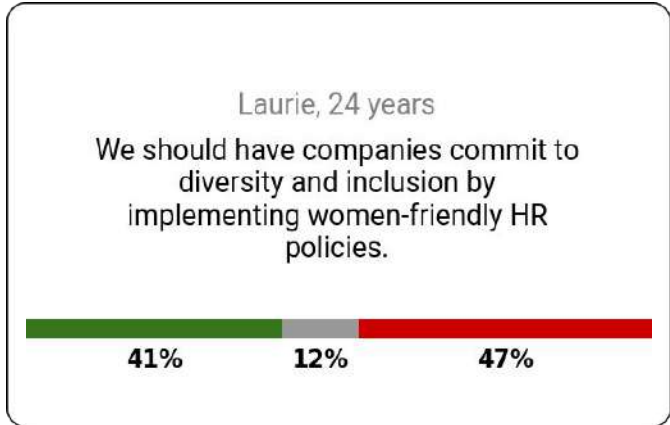
What citizens are divided on

Changing recruitment strategies to actively alternate male and female hires while involving women in hiring decisions.

Targeted educational programs and internships reserved for female students to build early interest in the field.

Partnering with women-focused organizations and regularly assessing diversity efforts can further strengthen gender inclusion across the industry.

⚡ Controversial proposal examples:





03.

Cultural & societal shifts



Cyberdefense



Popular idea

Demystifying cybersecurity and IT careers: awareness, inclusion, purpose

22 proposals

What the majority of citizens agree on

Introducing IT and cybersecurity careers early, with hands-on exposure and better communication about career diversity to guide informed choices.

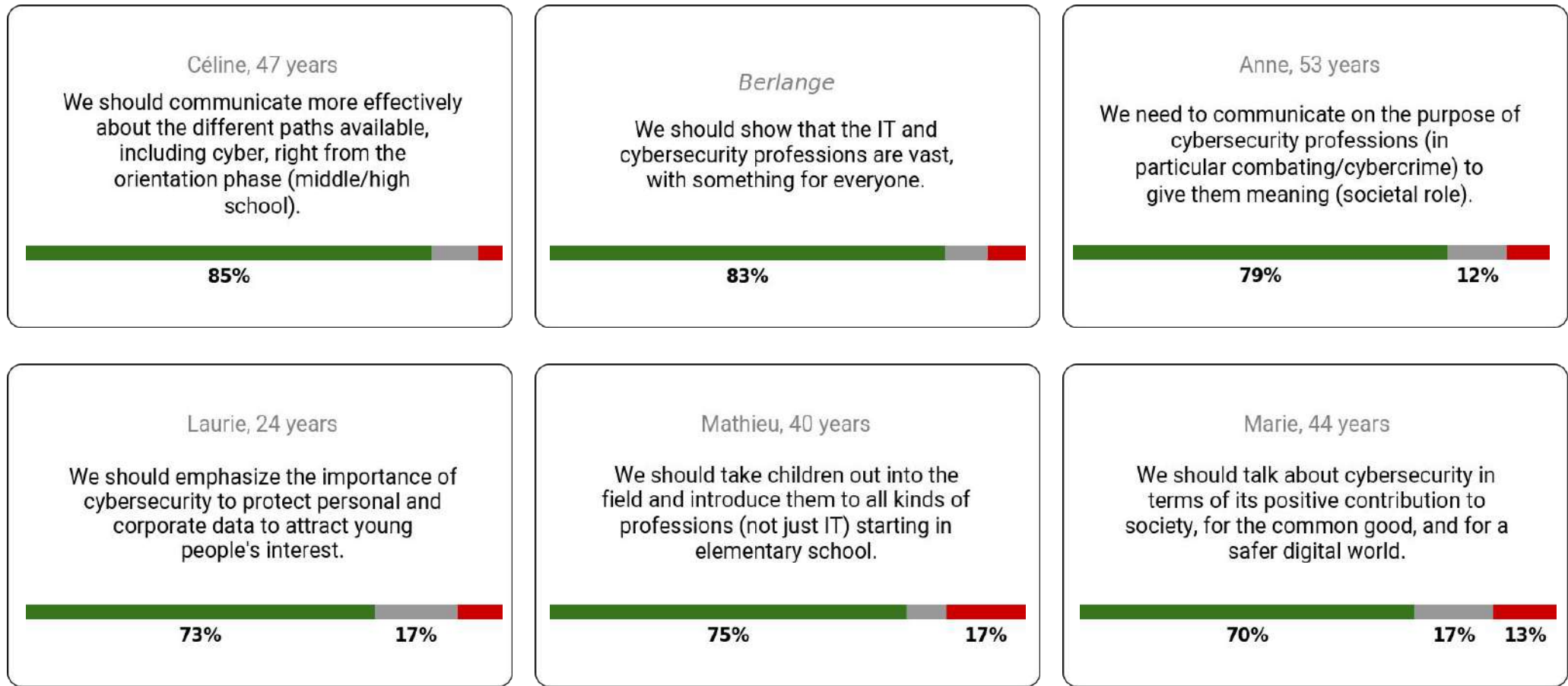
Making cybersecurity careers relatable by breaking stereotypes and highlighting their accessibility and broad appeal.

Framing cybersecurity as a meaningful profession that protects society, combats cybercrime, and ensures digital safety for the common good.

Simplifying technical roles, highlight job diversity, and teach foundational concepts to make IT and cybersecurity less intimidating.

Presenting cybersecurity as part of the broader IT field, showcasing its interconnections and the variety of career paths available.

♥ Popular proposal examples:



Controversial topic

Challenging media and cultural approaches to promote women in tech

13 proposals

What citizens are divided on

Transforming the cultural portrayal of women in this field. Increasing the visibility of female experts in media, such as news reports and documentaries.

Featuring female tech professionals in prominent roles within TV shows, movies, and books.

⚡ Controversial proposal examples:



Controversial topic

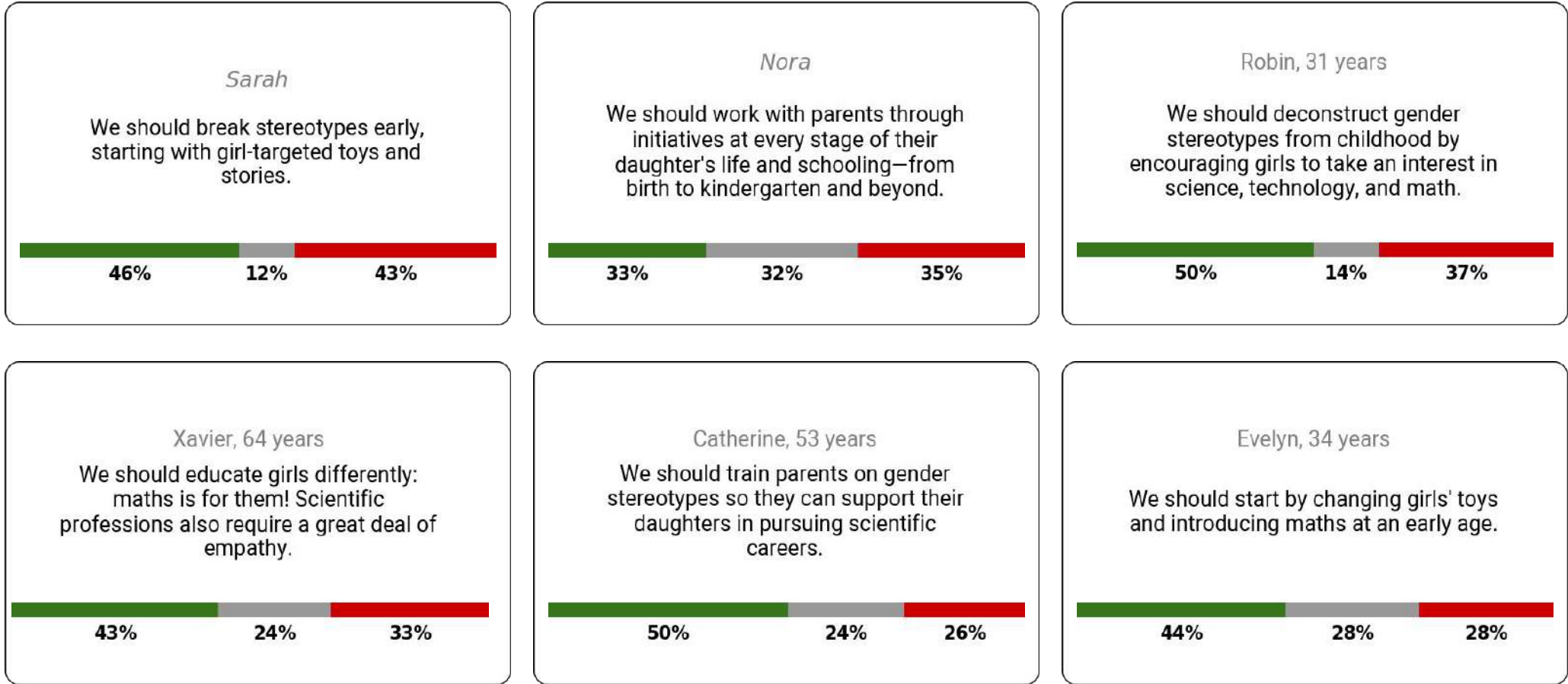
Challenging educational norms

6 proposals

What citizens are divided on

The idea that breaking gender stereotypes should begin early, focusing on changing toys, education, and parental attitudes to encourage girls' interest in STEM fields.

⚡ Controversial proposal examples:



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