










ESPAÑA
DIGITAL
2025

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April 2021

Gender & Digitalisation

Spain's Digital 2025 Agenda

-  1. Digital connectivity
-  2. 5G technology boost
-  3. Digital skills
-  4. Cybersecurity
-  5. Digital transformation of public sector
-  6. Digital transformation for businesses and digital entrepreneurship
-  7. Tractor projects of sectorial digitalization
-  8. Spain, centre of attraction for audio-visual talent or investment
-  9. Data economy and AI
-  10. Digital rights

**CROSS-CUTTING OBJECTIVE
CLOSING DIGITAL DIVIDE**

✓ **2025 target:** 80% of people with basic digital skills. **50% will be women**

Current situation Data

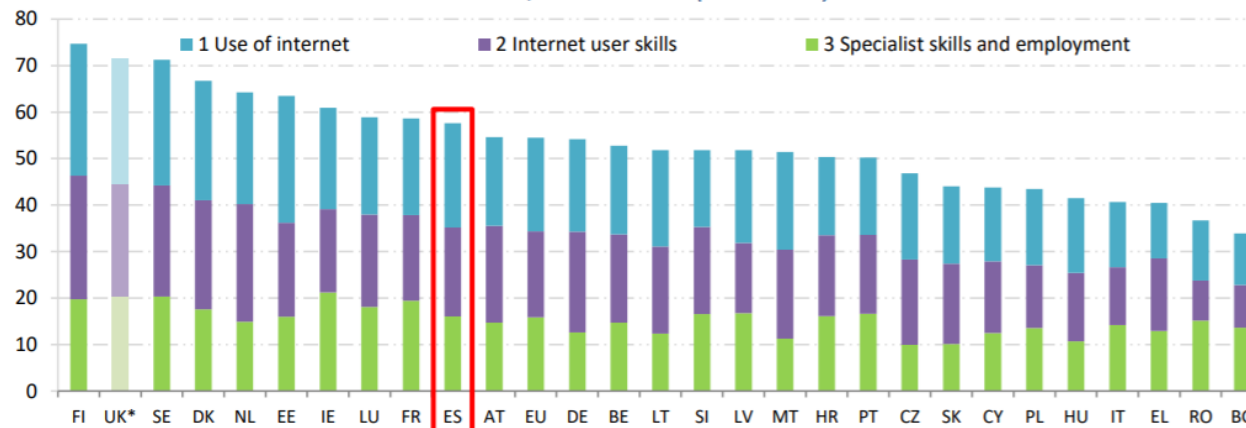
- ❑ Only **28%** of **#STEM students** are women
- ❑ In Spain just **17%** of **ICT specialists** are women
- ❑ The number of women ICT specialists remains stagnant at around **1%** of total **female employment**.
- ❑ Only **16%** of Spanish **tech start-ups** were founded by women



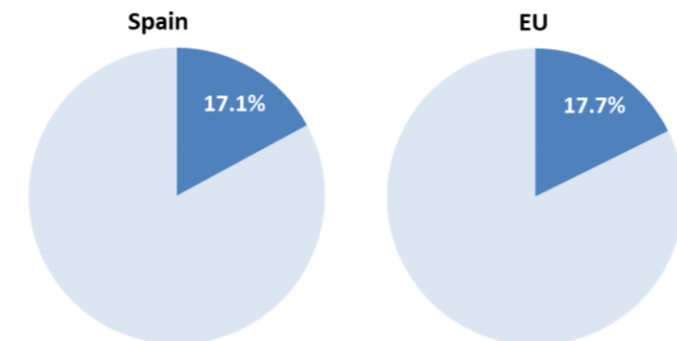
Women in Digital Scoreboard 2020

Spain

Rank: 10, score 57.6 (EU: 54.5)



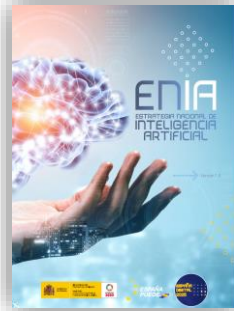
Female ICT specialists (% of total)



Four plans that support Digital Transformation of Spain

National Strategy for Artificial Intelligence

600 mill

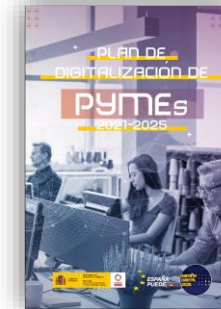


National Plan for Digital Skills

3.75 bn €

National Plan for the digitalization of public administration

2.6 bn €



SMEs Digitalization Plan

4.6 bn €

More than 11 bn €



1. Horizontal Digital Skills.

➤ Bridge the gender digital divide:

- ✓ Program to boost scientific and technological **vocations** in the education system.
- ✓ Teacher training to eliminate **gender biases**.
- ✓ Promote the **technical-scientific vocations** of girls.
- ✓ Program to promote **digital training of women** and participation in technological training itineraries.
- ✓ Make the role of **digital professionals visible**, emphasizing their work for society. The presence of women in technology careers increases when studies have a more "humanistic" profile.
- ✓ **Digital training for female professionals** in the technology sector.
- ✓ Specific programs to boost **rural female entrepreneurship** (mentoring, coaching, electronic commerce platform)



2. Digitalize the Education System (infrastructure, skills)



3. Digital Skills at work (throughout working life, public sector workers, SMEs)



4. Digital Specialists



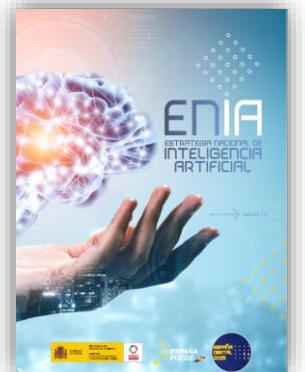
1. Basic digitalisation for SMEs
2. Managing and supporting change
3. Disruptive innovation and digital entrepreneurship
4. Sectorial support for digitalization

**CROSS-CUTTING OBJECTIVE
CLOSING DIGITAL DIVIDE**

- **Gender equality**, a cross-cutting objective.
- **Positive action measures** when necessary to favor the participation of women, and of women-led companies.
- Promote the participation of **women** both in **access to financing** and in access to entrepreneurship, digitalization and innovation centers.
- **Training program for female managers.**
- Support for the creation of startups by **female entrepreneurs.**



1. Scientific research & innovation in AI
 2. Digital skills: empower and attract in the field of AI
 3. Data platforms and infrastructures in support of AI
 4. Incorporate AI into value chains
 5. AI in government administration and in national strategic missions
 6. Ethical and regulatory framework (protection of rights)
- **Action Plan** aimed to **reduce gender discrimination** and promoting gender equality in the field of science: Scholarship programs, industrial doctorates, Technical Support Personnel, Postdoctoral Contracts, seed capital reserves for startups, and support for the participation of women in international programs on AI technologies.
 - Attract and retain global AI talent: Launch of the **“SpAI In Talent Hub”** Program, promoting the incorporation of female entrepreneurs and female talent.
 - **Advisory Council for Artificial Intelligence:** Ensuring the balanced presence of women and men.





Happy to reply to your questions!