

2022 ECONOMIC AND ENVIRONMENTAL DIMENSION  
IMPLEMENTATION MEETING

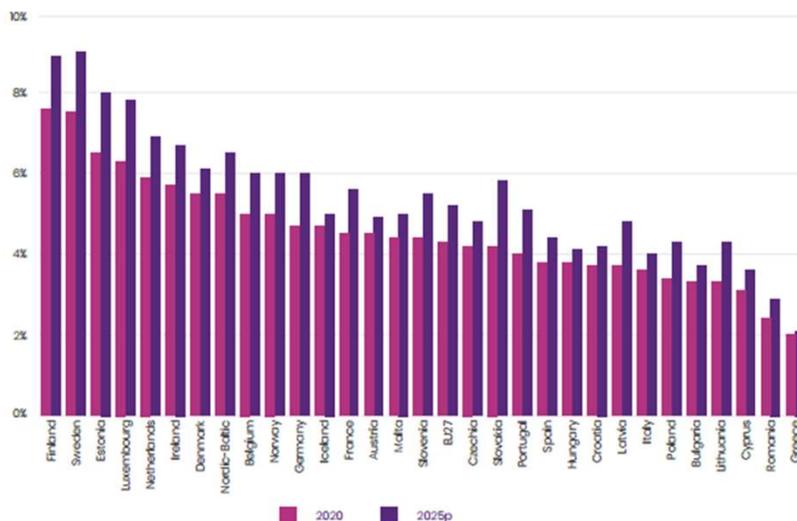
Vienna, 15 November 2022

Session 1,

Ms. Žydrūnė Vitaitė, Co-founder of Women Go Tech initiative, Lithuania



**Chart 4. The share of ICT specialists as part of total employment, 2020 and projection until 2025.**

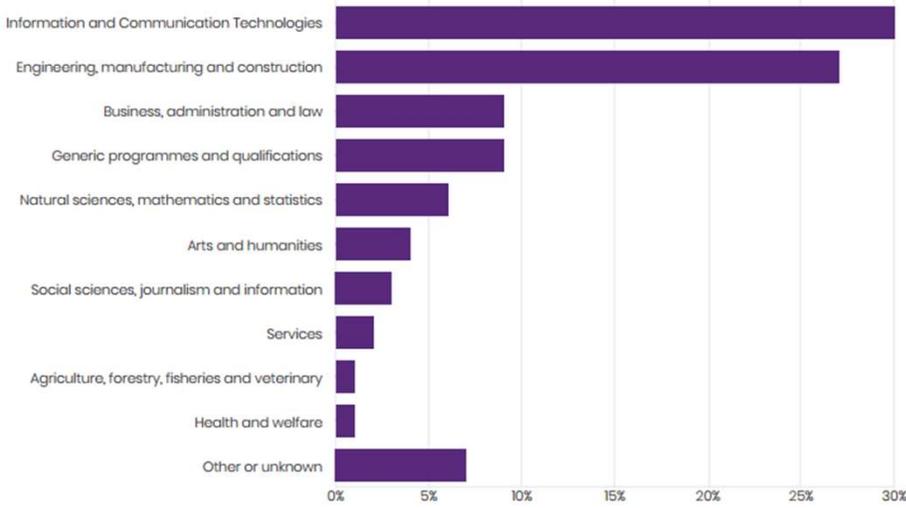


Top 3 countries with the largest share of ICT specialists in the EU are from the Nordic-Baltic region:

- Finland - 7.6%
- Sweden - 7.5%
- Estonia - 6.5%

Source: Eurostat, Labour Force Survey, online table code [isoc\_sks\_itspt]. The methodology and outputs of projections are presented in the Annex of this report. Countries are ranked in descending order according to the share of ICT specialists in employment in 2020.

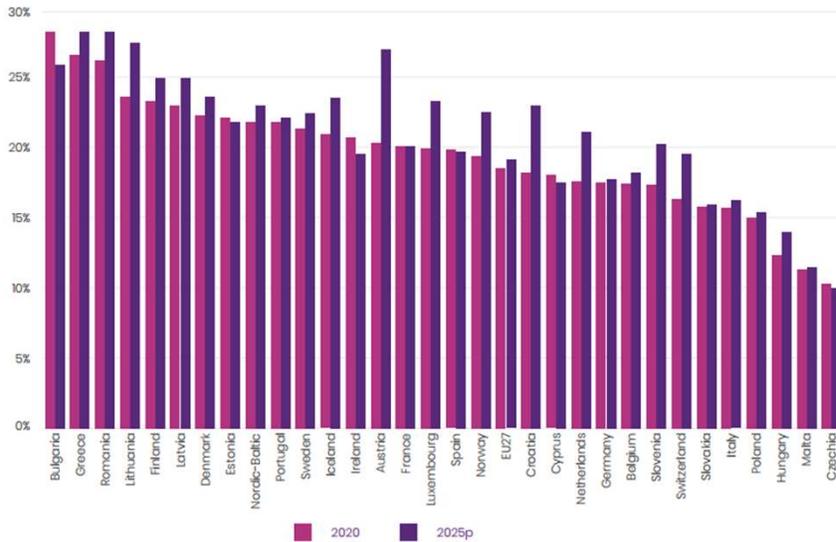
**Chart 10. ICT specialists in employment by field of study, EU27, 2020.**



Source: Eurostat, Labour Force Survey, special data extraction provided by Eurostat.



**Chart 5. The share of women among ICT specialists, 2020 and projection until 2025.**



**Only 18.5% of all ICT specialists were women in the EU27 in 2020.**

By 2025, the share of women among ICT specialists in the EU27 **will increase only marginally up to 19.1%.**

**0.7%** - this is the change of gender proportion in ICT sector in Lithuania since 2011.

Source: Eurostat, Labour Force Survey, online table code [isoc\_sks\_ittps]. Reading notes: the methodology and outputs of projections are presented in the Annex of this report. Countries are ranked in descending order according to the share of women among ICT specialists in 2020.



# WOMEN GO TECH: navigating careers towards tech

One-on-one **mentoring sessions**

**Tech content sessions** with tech experts

**Events** with top-notch tech companies

**Multi-layer community** for mentees, mentors, experts, alumni



## Change Agent In Tech Since 2017

**600+ women chose technology** sector thanks to  
*Women Go Tech*

This makes a **change rate of 65%** of all women  
participants throughout seasons 1-6

**Uniting champions for diversity in tech:** community of  
corporates, experts and 15 000 tech-driven women

**Trusted by:**



**Patron:**

Click to see [interview with the president in WGT S05 opening](#)



**President  
Dalia Grybauskaitė**

## OUR SPLENDID COMMUNITY TODAY:



**930+**  
mentees in  
Mentorship program



**6000+**  
pupils met  
#EmpoweringGirls  
experts and heard  
their career stories



**350+**  
mentors who  
have shared their  
knowledge



**10 000**  
Discover Tech  
Participants in  
Lithuania



**10 700**  
Discover Tech and  
Mentorship program  
participants in Latvia



**50+**  
companies who  
joined the Women  
Go Tech mission

1

„STICKY FLOOR“ IS WAY TOO STICKY

## Tech is not only about coding...



Cyber Security



UX Design



Quality Assurance



Product Ownership



Project Management



Production Engineering



Data Analytics



Business Analytics



Back-end Development

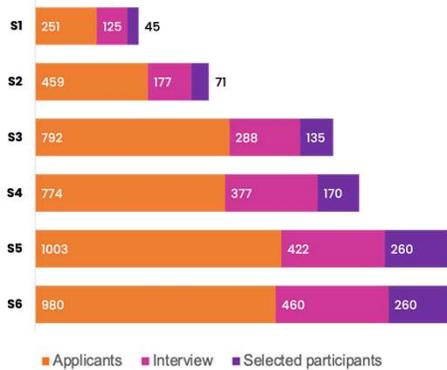


Front-end Development

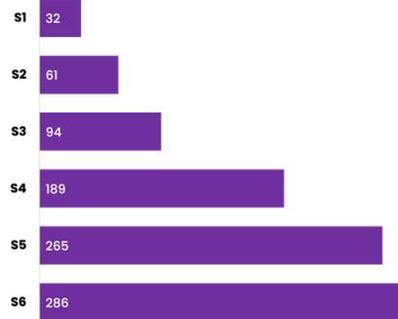


## Women Go Tech journey towards Talent Empowerment

Applicants & Participants



Mentors & Experts





# 2

## ROLE MODELS START THE MOVEMENT

### Real career path shift

A job in TECH | Promotion in TECH | Paid internship | Started tech studies in Uni

**52%+** of participants got employed in TECH sector during the program

**65%** of participants are employed in TECH sector a year after the programme

**600+**  
change stories  
by now



**Rūta Raubienė**

From decades of work at textile industry, Rūta switched to QA field. Two QA job offers were on the table mid-season. Rūta has successfully changed her career to **Analyst / QA Engineer**.



**Jurgita Visakavičiūtė**

Jurgita was working in public sector organizations for the most of her career life. With the encouragement of the mentor she has successfully landed a job of **Software engineer** at Danskebank.



**Martyna Vaitkūnaitė**

While still working in HR, Martyna joined the program in backend development track but changed her path to QA. After participating in WIX academy, she was offered a full time position as a **QA Engineer**.



**Justė Bartkuvienė**

Justė has spent almost 9 years working with projects at NGOs. During maternity leave, she started digging into tech and found her passion: backend development. Currently Justė works as a **Software developer**.

# 3

## COMMUNITY POWER IS REAL

### SHOUT OUT TO THOSE WHO MADE THESE STORIES HAPPEN



# 4 MEN ARE EQUALLY IMPORTANT IN BRINGING DIVERSITY TO TECH



**Kostas Mackevičius**  
Head of QA  
Hoisting



**Margarita Grigalevičiūtė**  
Data Analyst  
Mazda



**Arvydas Maculevičius**  
Head of Technical Service Automation  
HELLA Lithuania



**Rūta Laurikaitė-Franckevičė**  
Test Automation Engineer  
IBM



**Vytautas Ašeris**  
Director of Engineering  
Vinted



**Andrius Binevičius**  
Process technology specialist  
HELLA



**Artūras Taicas**  
CEO  
Ibex



**Vaida Vaižnūzytė**  
IT director  
Ernst&Young



**Gediminas Misevičius**  
Open Banking Partnership Manager @ Digital Innovation  
Swedbank



**Ieva Lapinskienė**  
Senior project manager  
HELLA



**Lina Praškevičiūtė**  
Leading Product Manager  
Vinted



**Wojciech Popiel**  
Product Designer  
Vinted



**Dominyka Ragauskaitė**  
Product Management Lead  
Vinted



**Ffion Quick**  
UX Writer  
Wix



**Marius Ivanouskas**  
CEO  
Telia Global Services Lithuania



**Sandra Virbukaitė**  
Lecturer  
Vilnius University



**Mindaugas Girvainis**  
Team leader  
MetaSite Business Solutions



**Sheldon Naller**  
Security Specialist Lead  
DeLiaxis Latvia



**Mindaugas Paškevičius**  
Front-End Chapter Lead  
Danske Bank



**Rosa Špokauskaitė**  
Brand logo designer  
Safbank



**Birutė Kiričiuk**  
Principal Test Engineer  
Transkribio



**Mindaugas Balciunas**  
Lead .NET Developer, HR manager  
Moblifony



**Vailana Kalama**  
Content Designer  
Wix.com



**Maurice de Beijer**  
Software architect and developer  
ABB The Problem Solver



**Marija Padvilikė**  
Senior system analyst  
EIS Group Lietuva



**Lukas Yčas**  
Senior Security Engineer  
CUDO AI



**Tomas Kaminskas**  
Cloud engineer - team lead  
Omega 365



**Nerilė Mažeikiėnė**  
Sales and Customer Service Department Manager  
Ignitis



**Asta Bagdonavičienė**  
Head of Reporting and Data Visualization  
Telia



**Laimonas Lileika**  
Senior Director, Program Management and Organizational Excellence  
Teptel





**EY4Digital** – EU4Digital is active in the six countries of the Eastern Partnership, supporting the digital agenda in **Armenia, Azerbaijan, Belarus, Georgia, the Republic of Moldova, and Ukraine.**

A practical guidebook on how to start mentorship programs to close the gender divide in tech: [HERE](#)



## **NEXT: Regional Program for Women in CEE with a special focus on women refugees from Ukraine**

**Navigating 25 000 Women Towards Career In Tech**

**INTRODUCTION  
COURSE  
'DISCOVER TECH'  
FOR WOMEN  
INTERESTED IN  
TECH**

**MENTORSHIP  
PROGRAM FOR  
WOMEN  
CHOOSING TECH  
AS THEIR FUTURE  
CAREER PATH**





**Actions matter.  
Empower talents to discover tech.**

**Thank you**

Žydrūnė Vitaitė  
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