

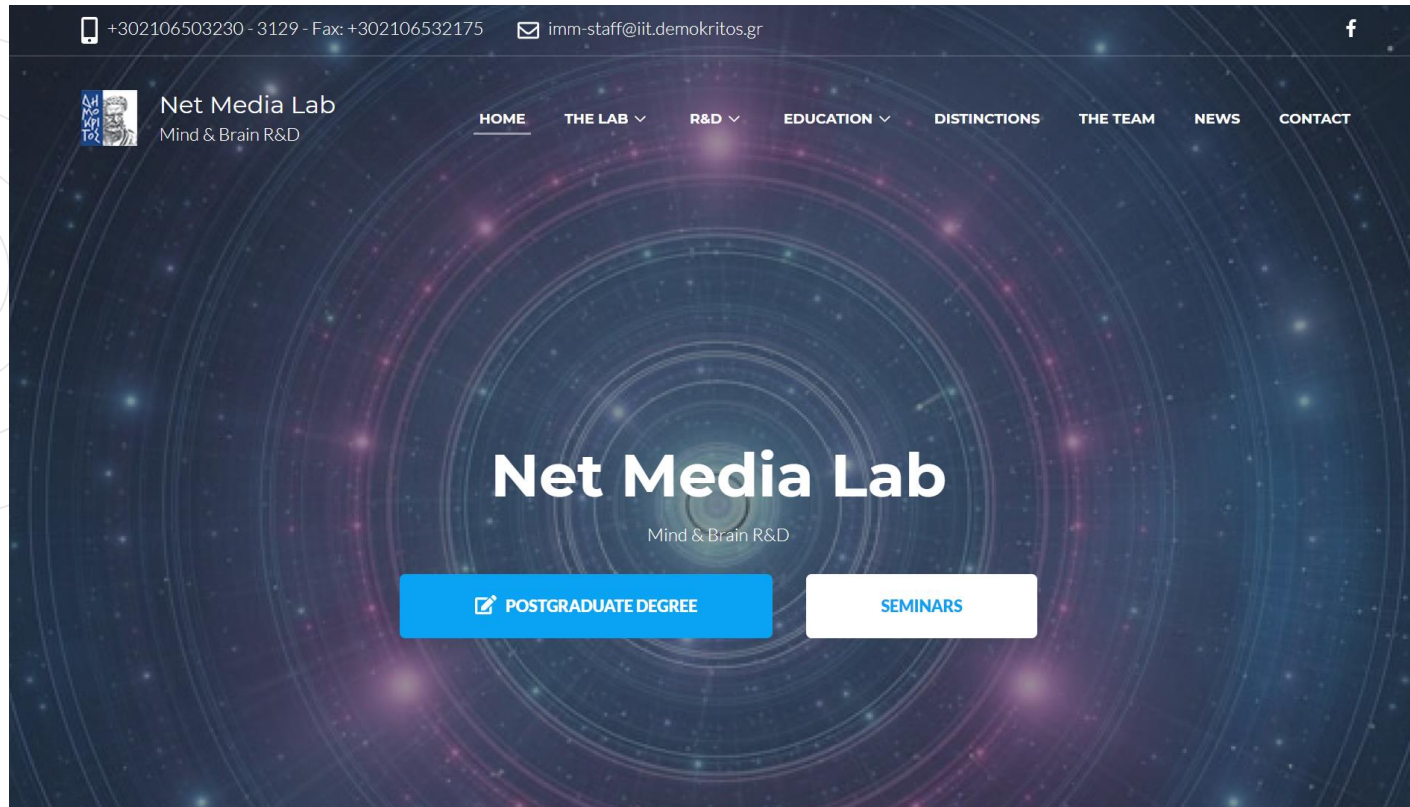
**Διαδικτυακή Ημερίδα
“Γυναίκα στον 21ο Αιώνα”**

Dr. Athanasios Drigas
RESEARCH DIRECTOR
Engineer & Psychologist
Net Media Lab - Mind & Brain R&D
I.I.T. - **N C S R** “Demokritos”

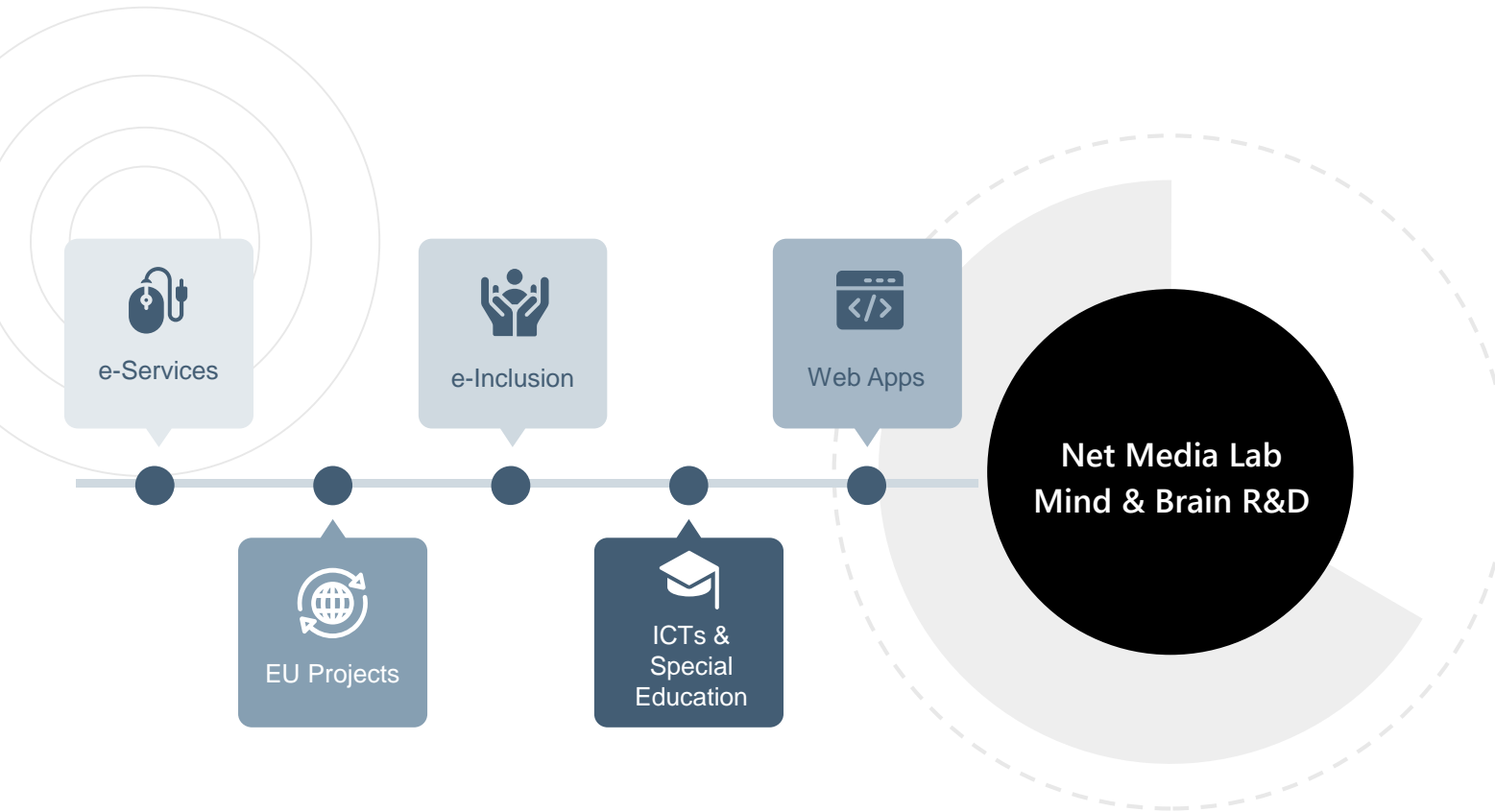
<http://imm.iit.demokritos.gr/>

<http://imm.iit.demokritos.gr/wp-content/uploads/2021/02/drgr.pdf>

10 MARCH 2022



- Net Media Lab, Mind & Brain, R&D (<http://imm.iit.demokritos.gr/>)
- ewomanthon (<http://ewomanthon.iit.demokritos.gr/>)
eWomen's Summit (<http://ewomanthon.iit.demokritos.gr/index.php/womens-summit/>)
Womenet (<http://ewomanthon.iit.demokritos.gr/index.php/women-net/>)



Education

Interinstitutional - Interdepartmental **Postgraduate Programme** organized by the Department of Greek Philology of the Democritus University of Thrace and the Institute of Informatics & Telecommunications (I.I.&T.) of the National Centre for Scientific Research "Demokritos" entitled "**Specialization in ICTs and Special Education: Psychopedagogy of Inclusion**"

<http://specialedu.iit.demokritos.gr/>

Many PhD Degree Theses Researches, Studying ICTS for Cognition and for Various Fields in Special Education

<http://imm.iit.demokritos.gr/team/>

Annual Seminar entitled "Specialization in ICTs and Special Education"

<http://imm.iit.demokritos.gr/seminars/>

Training Activities within EU Projects

- "ROBOTICS FOR DEAF"
- "CODESKILLS4ROBOTICS: Promoting Coding & STEM Skills through Robotics: Supporting Primary Schools to Develop Inclusive Digital Strategies for All" Short-Term Joint Staff Training Event

<http://imm.iit.demokritos.gr/education>

3D2ACT:

Fostering Industry 4.0 and 3D Technologies through Social Entrepreneurship:
An Innovative Programme for a Sustainable Future

AIMS

- Support VET trainers and educators in an attempt to strengthen their profiles with the acquisition of new skills, the development of targeted material, the collection of tools and resources
- Create opportunities for linking VET schools with the labour market building on synergies and partnerships with established organizations using industry 4.0 and automation or 3D printing and Robotics

CONSORTIUM

P1: N.C.S.R. "Demokritos" –
Greece

P2: European Digital Learning
Network –
Italy

P3: Politeknika Ikastegia Txorierrri –
Spain

P4: Emphasys Centre –
Cyprus

P5: Incubator Leeuwarden –
Netherlands

P6: Regional Directorate of
Primary and Secondary
Education of Crete –
Greece

P7: University of Crete –
Greece



3D2CT

Strategic Partnerships for
Vocational Education and Training
2020-1-EL01-KA202-078957

30 months
(1/12/2020 - 31/05/2023)

STEAM4ALL:

Supporting the Digital Inclusion of All Students Through An Inter-disciplinary Programme For A Sustainable Future

AIMS

- Design, pilot-test and produce an inclusive multimedia toolkit to support students with fewer opportunities
- Help students with fewer opportunities to acquire a combination of digital (coding and robotics) and STEAM competences based on an interdisciplinary approach that will promote environmental education and sustainable development

CONSORTIUM

P1: Culture Goes Europe (CGE) – **Germany**

P2: European Digital Learning Network – **Italy**

P3: 2nd E.K. of Piraeus – **Greece**

P4: Stichting Amsterdam European Mobility – **Netherlands**

P5: Emphasys Centre – **Cyprus**

P6: N.C.S.R. "Demokritos" – **Greece**

P7: Gemeinschaftsschule Campus Efeuweg – **Germany**



STEAM4ALL

Strategic Partnerships for
School Education
2020-1-DE03-KA201-077538

30 months
(1/10/2020 - 31/03/2023)

DigiTeaL:

Digital Teaching Literacy

AIMS

- Identify training needs and skill gaps around teachers' online teaching capability in the partner countries.
- Create a practical, step-by-step resource that guides teachers through the technical elements of setting up safe online teaching, using identified best practice, and giving them confidence if they have mainly focused on face-to-face teaching in the past.
- Inform teachers about the non-technical issues classroom management associated with online teaching, and provide solutions.
- Make teachers aware of an internationally recognized online assessment system that they can adapt for their students in any subject.

CONSORTIUM

P1: University of
Wolverhampton –



UK

P2: Emphasys Centre –



Cyprus

P3: N.C.S.R. "Demokritos" –



Greece

P4: Bennohaus –



Germany

P5: University of Bucharest –



Romania



DigiTeaL

Strategic Partnerships for
School Education
2020-1-UK01-KA226-SCH-094429

18 months
(01/06/2021 - 30/11/2022)



Erasmus+

<https://digitealproject.eu/>

MORE THAN 370 PUBLICATIONS



- Intervention program using a robot for children with Autism Spectrum Disorder
- Metacognition, Mindfulness and Robots for Autism Inclusion
- Robotics in Autism Intervention
- Artificial intelligence in special education: A decade review
- Artificial Intelligence (AI) in Autism
- A Review on Artificial Intelligence in Special Education
- Artificial Intelligence in Autism Assessment
- Incorporation of Artificial Intelligence Tutoring Techniques in Mathematics
- A Review on ICTs, E-Learning and Artificial Intelligence for Dyslexic's Assistance
- Artificial Techniques for Language Disorders
- Decade Review (1999-2009): Artificial Intelligence Techniques in Student Modeling
- Decade review (1999-2009): progress of application of artificial intelligence tools in student diagnosis

- Women's Leadership via Digital Technology and Entrepreneurship in business and society
- Women with Special Educational Needs. Policies & ICT for Integration & Equality
- Emotional Intelligence & ICTs for Women and Equality
- Female Entrepreneurship and Employability in the Digital Era: The Case of Greece
- ICT-based Innovation and Employability for Women
- Online Research for the Impact of ICTs on Greek Women's Employability and Entrepreneurship

Distinctions

<http://imm.iit.demokritos.gr/distinctions>

A Net Media Lab Study has been included in a German National Policy Report for AI @Education

A Net Media Lab Mind-Brain R&D's Research on AI in Special Education has been included in a Policy Document by the National Research Council of Canada. 2021.

A Net Media Lab Mind-Brain R&D's Research on AI in Special Education has been included in a Strategic Policy Recommendation by OECD. 2021.

1

A new policy report of **European Commission** includes a Net Media Lab's Study for ICT's and **AI in Special Education (2019)**

2

A Net Media Lab's study was cited by the American Governmental report entitled: "**Environmental scan of educational technology in U.S. public schools**" (2018)

3

A Net Media Lab's study-article has been included in the **CIPD** Strategic Study entitled: "Rapid evidence review. Impact of **artificial intelligence**, robotics and automation technologies on work, targeting Global **Labor Market**" (2017)

4

The Net Media Lab's **project ieWomen** is the unique project from Greece that is referenced in the Europe's Digital Progress Report (**EDPR**) 2017 Country Profile Greece and has assigned the title "Highlight of the year 2017".

5

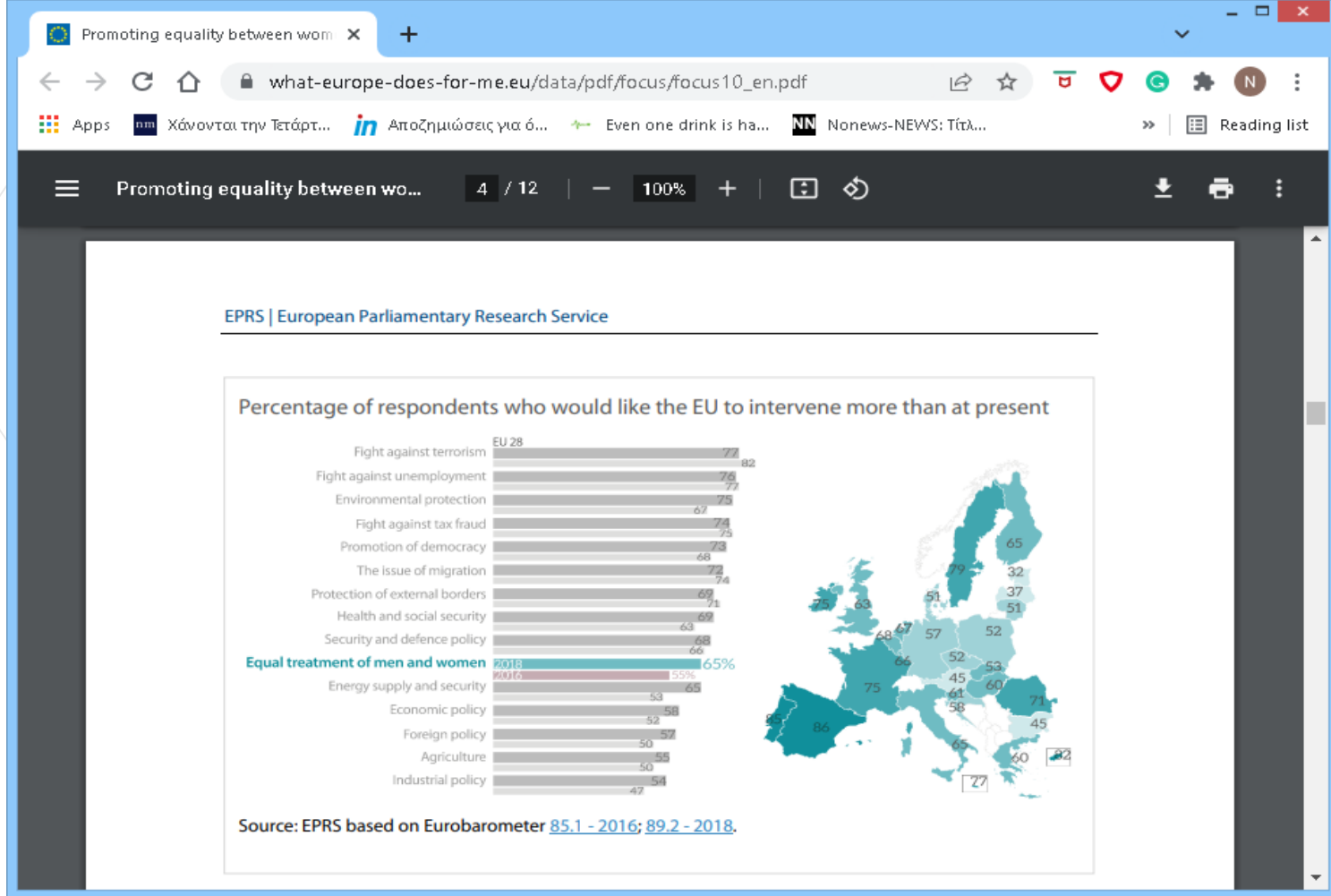
A Net Media Lab's study-article has been included in the **OECD** Strategic Proposal entitled: "Making Innovation Benefit All: Policies **for Inclusive Growth**, targeting Country Members" (2017)

6

A NET MEDIA LAB's study - article has been included in a report on Virtual Learning Environments VLEs & **DYSLEXIA** for **National Policy in UK** (2016)

A Net Media Lab's study – article has been included in a U.S.A. Congress, Disability National Council's Inclusion Policy Report for 2007-2014 submitted to the U.S.A. President. 2007

A Net Media Lab's study has been included in a "white paper" – strategic proposal for blockchain economy – virtual coins, and inclusive-supportive activities for people with disabilities.



Promoting equality between wom x +

what-europe-does-for-me.eu/data/pdf/focus/focus10_en.pdf

Apps Χάνονται την Τετάρτ... Αποζημιώσεις για ό... Even one drink is ha... Nonews-NEWS: Τίτλ...

Promoting equality between wo... 2 / 12 100% +

increasing. Women's ability to participate equally in society is still affected by disproportionate exposure to [violence](#), with one in three women in Europe having experienced physical and/or sexual violence since the age of 15. Analysis is also beginning to illustrate how factors such as age, ethnicity, sexual identity and orientation and disability [intersect](#) with gender, aggravating discrimination and affecting people's life chances.

Gender gap in 2017

INACTIVITY DUE TO CARING RESPONSIBILITIES	EMPLOYMENT
31% of inactive women aged 20 to 64	11.5 percentage points to the disadvantage of women
+1.6 pp compared to 2014	0.0 pp compared to 2014
4.5% of inactive men aged 20 to 64	PAY
+0.6 pp compared to 2014	16.2% of average gross hourly earnings of men
	-0.4 pp compared to 2014

In addition, to design fair and effective policy the gender dimensions of emerging trends will need careful consideration.⁵ In some countries, cuts to public services and other [austerity measures](#) have undermined progress towards women's integration into the labour market and a more equal division of care responsibilities between women, men and society.⁶ This could have a lasting impact, whilst [population ageing](#) could put further pressure on women to 'fill gaps' in public provision.

[Women](#), young people and migrants are also the groups most likely to be engaged in expanding [non-standard](#) forms of work, which allow more people to engage in the labour market, but are insecure and linked with lower pay, training and maternity benefits. EU data [shows](#) that almost half of women with low qualifications (45 %) work in a precarious job compared to just over a quarter of

https://what-europe-does-for-me.eu/data/pdf/focus/focus10_en.pdf

Promoting equality between wom x +

what-europe-does-for-me.eu/data/pdf/focus/focus10_en.pdf

Apps Χάνονται την Τετάρτ... Αποζημιώσεις για ό... Even one drink is ha... Nonews-NEWS: Τίτλ...

Promoting equality between wo... 9 / 12 100% +

(employment, social security and healthcare, goods and services, education and social advantages); for sex, the current legislation covers the first three areas. An [Equal Treatment Directive](#), as proposed back in 2008, would ensure that equality is promoted evenly across all the different discrimination grounds.

However, during the last legislative term, the **equal treatment** proposal and a [proposed directive](#) on **gender balance on company boards** (2012) remained stalled in the

Gender gap in 2017

Category	Percentage	Change since 2014
WOMEN IN SENIOR MANAGEMENT 25.3% of board positions	25.3%	+5.1 pp compared to 2014
WOMEN IN NATIONAL PARLIAMENTS 29% of seats	29%	+1.8 pp compared to 2014

9

EPRS | European Parliamentary Research Service



The pursuit of gender equality

An uphill battle - Facts & figures

EDUCATION



While young women are more likely to hold a university degree than men (48% of women vs 36% of men), they are still far less likely to study STEM.



STEM



Only around 20% of university students enrolling in subjects like computer science & engineering are women.

By age 15, boys are twice as likely as girls to expect to work as engineers, scientists or architects.

2x

ENTREPRENEURSHIP

Women are much less likely than men to be self-employed.



17% male workers self-employed



10% female workers self-employed



Working women are also half as likely to employ their own staff.

Women earn less from self-employment, too - at least a fifth less than their male peers, in almost all OECD countries.



EMPLOYMENT



On average, women are 11 percentage points less likely to be in paid work than men.

Mothers are 23 percentage points less likely to be employed than fathers.



Less than 1/3 of all managers are women on average across OECD countries.



GENDER PAY GAP

The median full-time female employee still earns almost 15% less than her male counterpart (OECD average).



PUBLIC LIFE

FEMALE MANAGERS FEMALE POLITICIANS



% of managers in central government that are women (OECD average, 2015)



% of seats in national legislatures that are held by women (OECD average, 2016)

URL: oe.cd/gender2017



Gender (in)equality - OECD

oecd.org/general/genderinequality.htm

OECD.org Data Publications More sites News Job vacancies

OECD
BETTER POLICIES FOR BETTER LIVES

> A to Z

Google Custom search

OECD Home About Countries Topics

Coronavirus (COVID-19)

> Français

[OECD Home](#)

Gender (in)equality

Men earn more than women, work less, and occupy more of the top jobs – but women live longer, are better educated and get to retire younger. How best to harness the talents of both sexes for better lives all round?

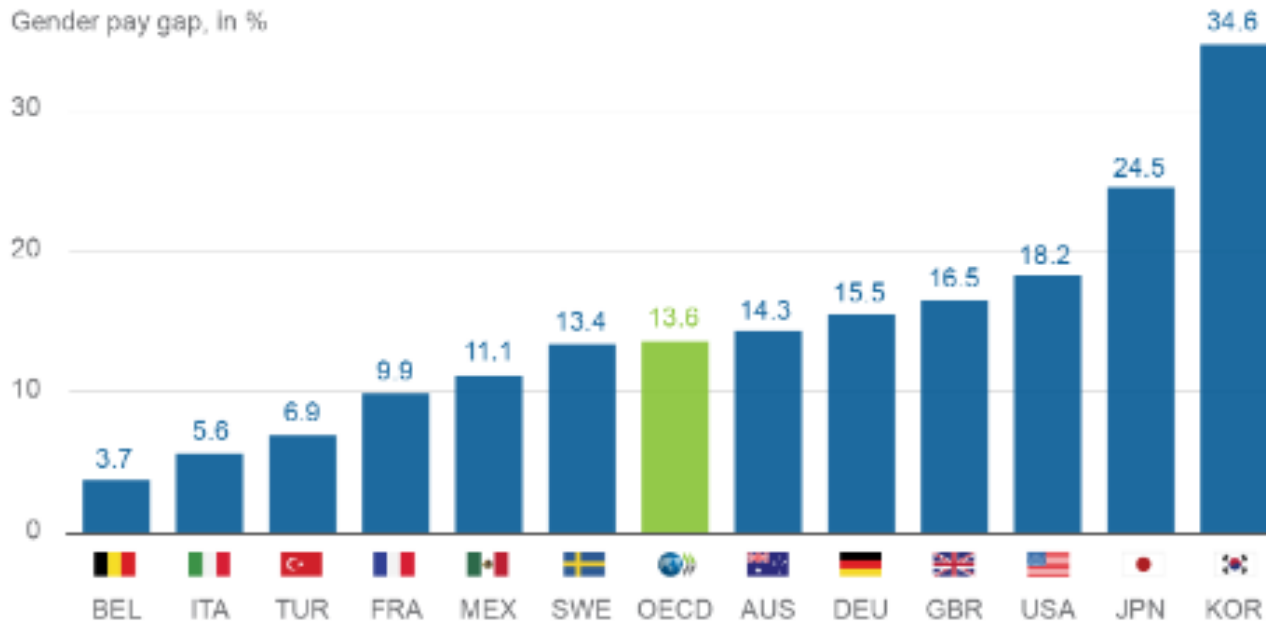
The financial and economic crisis has underlined the importance of making the best use of all our resources if we are to achieve sustainable growth that benefits everyone in the years to come – and that includes people. Making the most of the talent pool means ensuring that men and women, boys and girls, have a fair chance to contribute both at home and in the workplace. The OECD's gender initiative is a measure of the importance of the human element in creating better policies for better lives.

<https://www.oecd.org/general/genderinequality.htm>



Gender pay gap in selected OECD countries

Difference between median full-time earnings of men and women, as a % of median earnings of men

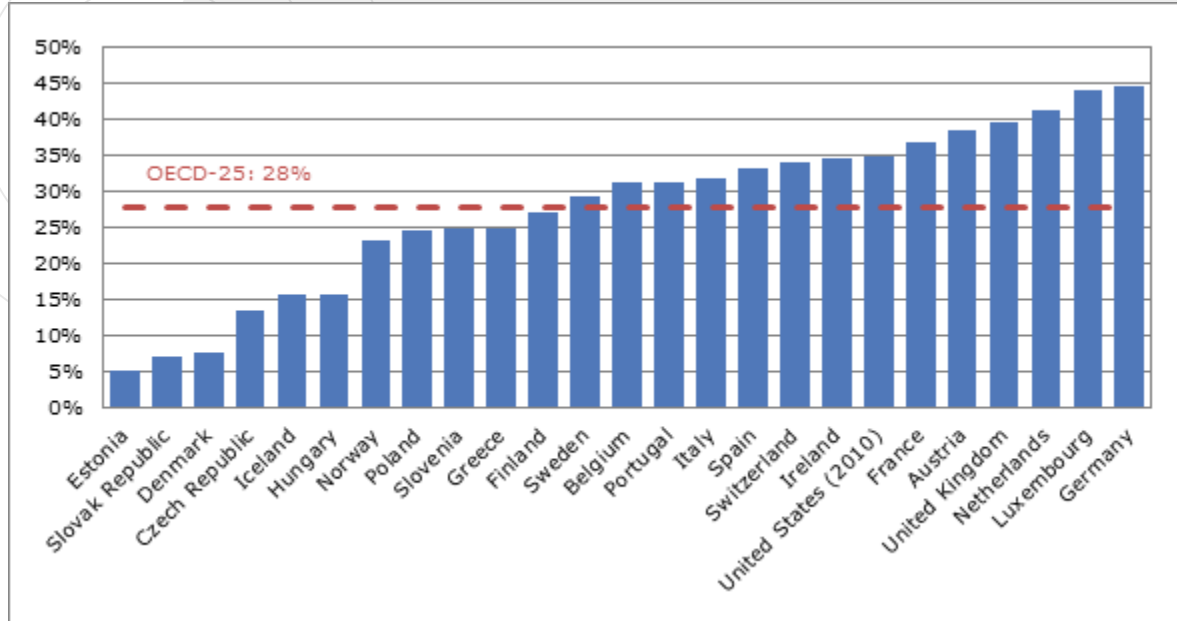


Source: OECD Gender data portal - www.oecd.org/gender/data



<https://www.oecd.org/social/international-women-s-day-progress-on-gender-equality-is-too-slow-says-oecd.htm>

New OECD data and analysis revealing the wide gap in pension benefits between men and women



<https://www.oecd.org/gender/data/newoecddataandanalysisrevealingthewidegapinpensionbenefitsbetweenmenandwomen.htm>

What is the gender gap and why

+

← → ↺ 🏠

weforum.org/agenda/2022/03/international-womens-day-gender-gap-inequality/

🔍

🔗

☆

🔒

📶

⚙️


🖱️

N

⋮

Global Agenda | Gender Inequality

What is the gender gap and why is it important? Measuring progress for International Women's Day



Progress to bridge the gender gap is critical, though slow, and might not be attained for more than a century. Image: UNSPLASH/LinkedIn Sales Solutions

04 Mar 2022

Emma Charlton
Senior Writer, Formative Content

🌐

🐦


in

📺

UpLink - Take Action for the
SDGs

UPLINK

VISIT UPLINK TO
SUBMIT, REVIEW
OR SUPPORT
INNOVATIVE
SOLUTIONS TO SDG
CHALLENGES



Take action on UpLink

AUDIO: LISTEN TO THE ARTICLE

▶

07:34

🔊

⚙️

This is an experimental feature. Some words or names may be mispronounced. Does it sound good? Yes / No

• The World Economic Forum's Global Gender Gap Report measures the number of years it will take to achieve gender parity.

• The gender gap in Political Empowerment is the largest of the four areas tracked.

• The findings underscore the importance of International Women's Day on 8 March; this year's theme is #BreakTheBias.

"If you can't measure it, you can't manage it," so goes the adage, often attributed to management consultant Peter Drucker.

And this International Women's Day, being able to measure and monitor the progress toward gender parity is more important than ever; as the quest for equality continues to garner attention, it's important to understand whether actual progress is being made.

What is the Global Gender Gap Index?

<https://www.weforum.org/agenda/archive/gender-parity/>

18

How is the world helping women x


weforum.org/agenda/2022/03/gender-gap-strategies-parity-diver...

WORLD ECONOMIC FORUM

Join us Sign in

Global Agenda Gender Inequality COVID-19

15 strategies helping to close the gender gap around the world

A photograph showing two women in a modern office environment. The woman on the left, with long brown hair and wearing a dark blazer over a brown top, is pointing her right index finger towards a laptop screen. The woman on the right, with long dark hair and wearing a bright orange top, is looking at the laptop. The background shows office desks, computer monitors, and a blue wall.

<https://www.weforum.org/agenda/archive/gender-parity/>

15 strategies helping to close the gender gap around the world

- 1. Understanding the problem**
- 2. Invest in policies to help women back into the workplace**
- 3. More female role models**
- 4. Aim for the snowball effect**
- 5. Consider quotas**
- 6. Design tools for “unbanked” women in developing countries**
- 7. Review paternity leave policies**
- 8. Understand more about what motivates women**
- 9. Recognize the value that women provide in supporting colleagues**
- 10. Don’t always play safe**
- 11. Address the gender gap at all levels in scientific fields**
- 12. Tackling the patent gender gap**
- 13. The need for more legal rights for women**
- 14. Monitor violence against women**
- 15. Make diversity a priority for start-ups**

<https://www.weforum.org/agenda/2022/03/how-are-female-leaders-are-tackling-workplace-bias/>

<https://www.weforum.org/agenda/2022/03/international-womens-day-flexibility-work-jobs-coursera-linkedin/>

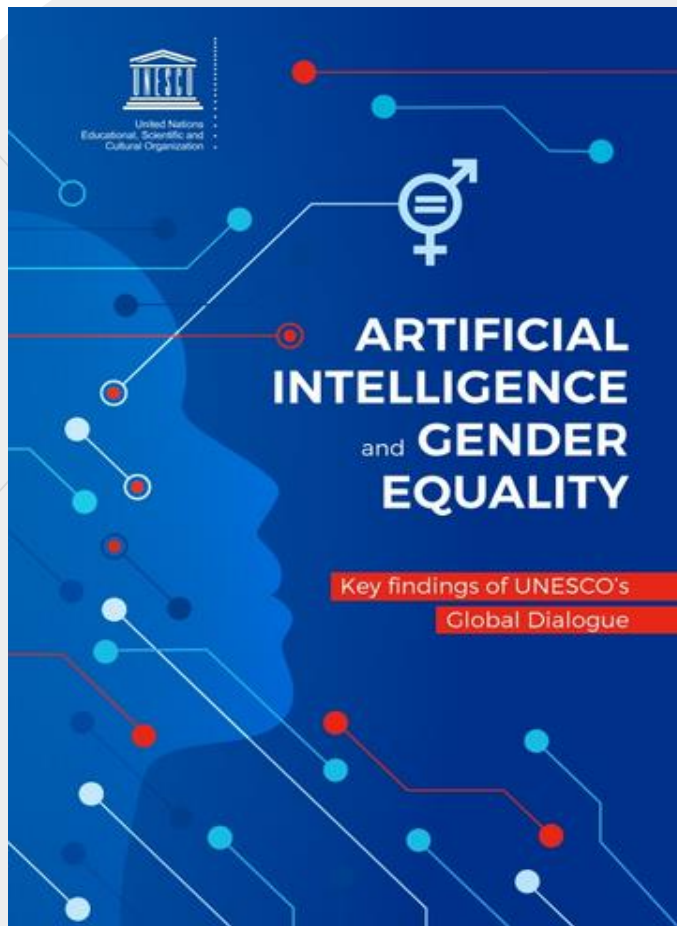
<https://www.weforum.org/agenda/2022/03/women-achievements-making-history-2022/>

<https://www.weforum.org/agenda/2022/03/improve-gender-equality-universities-report/>

<https://www.weforum.org/agenda/2022/03/unconscious-bias-gender-international-womens-day/>

<https://www.weforum.org/agenda/2022/03/international-womens-day-industry-experts-womens-health/>

<https://www.weforum.org/agenda/archive/gender-parity/>



<https://unesdoc.unesco.org/ark:/48223/pf0000374174>



Claudine Habak, Mohamed L. Seghier, Mohamed A. Fahim, Scott
Parkman
Emirates College for Advanced Education



Ευχαριστώ για την προσοχή σας

Any questions?

You can find me at

✉ dr@iit.demokritos.gr

<http://imm.iit.demokritos.gr/>