



opdc

PRÉMIO
**Women
Shaping
Tech**

Contextualization:

- The Government, as part of the National Digital Strategy, recently announced the National Program for Girls in STEM, reinforcing its commitment to attracting more young people to these fields. In 2023, only 20% of ICT specialists in Portugal were women, and STEM graduates represented around 30% of the total in those areas. APDC proposes to actively contribute to this initiative, taking a central role in mobilizing and strengthening the STEM ecosystem in Portugal.
- In 2024, APDC supported the mapping of STEM initiatives carried out in Portugal, in the context of the STEM Women Congress.

APDC Initiative:

Women shaping TECH initiative

Attracting and Retaining Women in Tech





1. MAPPING

- Participation in the survey and mapping of STEM initiatives promoted by public and private entities, with a focus on promoting gender equality.
- This mapping will be carried out in the context of the SWC – Stem Women Congress, an initiative dedicated to reducing gender inequality in STEM sectors (Science, Technology, Engineering, and Mathematics).
- The goal is to identify the geographical coverage, age groups targeted, number of young people/women impacted, and the expected outcome of each initiative, contributing to a clearer and more strategic view of the actions currently underway.



Detailed Mapping

Collaborate in the comprehensive mapping of STEM initiatives in Portugal, covering schools, universities, companies, and organizations.



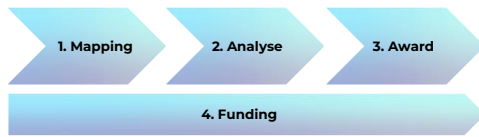
Identification of Trends

Data analysis to identify the main areas of activity and existing gaps.



Dinamic Database

Promote the online platform developed by SWC to connect STEM initiatives, with the aim of fostering collaboration and facilitating access to resources.



2. ANALYSE

- Collaborate in the preparation of a report that cross-references the mapped data with official statistics on the representation of women at different levels of education and employment in Portugal.
- This report, carried out by SWC, will make it possible to assess the impact of the initiatives implemented, distinguishing between attraction ('inspiration') and retention ('career') actions for women in STEM fields.
- The results will be presented at the SWC – Stem Women Congress, which will take place in Lisbon, on October 8, 2025, at the Pavilion of Knowledge.



Analysis of the initiatives

Evaluation of the quality, impact, and relevance of the mapped STEM initiatives.



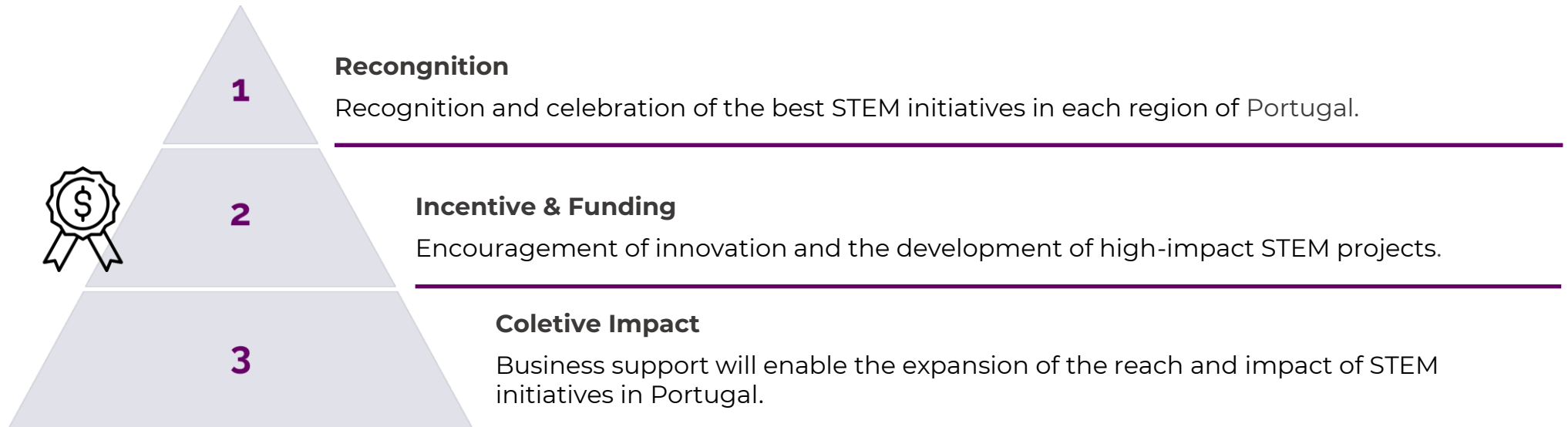
Comparison With Official Statistics

Comparison of the mapping data with official statistics on the STEM landscape in Portugal.



3. AWARD

- Promote the creation of a support fund to establish an Award aimed at recognizing the best STEM initiatives across the various regions of Portugal.
- This award will honor projects with a significant impact on attracting and retaining women in STEM fields. Applications will be open to initiatives that complete the mapping questionnaire.





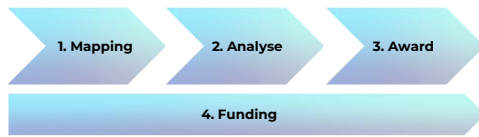
4. CORPORATE FUNDING

Companies have the opportunity to support this initiative by contributing to the promotion of gender equality in STEM fields.

The funding will be directed towards:

- The creation of Awards that recognize the best STEM initiatives in Portugal and enhance their impact.
- The creation of a unified exhibition area at key events, in the context of the Portuguese presidency of D9+ (2nd half of 2025), and/or at Qualifica and/or Futurália (in 2026). This space will highlight ongoing STEM initiatives, providing information on geographic coverage and impact, allowing potential participants and companies to learn about, support, or partner with these actions.

This support reinforces companies' commitment to inclusion and offers visibility as leaders of change in the STEM ecosystem.



4. CORPORATE FUNDING

SPONSORSHIP MODELS

A. Single Monetary Fund

- **Structure:**
 - Equal contribution from all companies, amounting to €5,000 (five thousand euros) each.
 - Creation of a single fund to distribute awards across the regions of Portugal (+ contribution towards the creation of the unified exhibition area).
- **Example:**
 - Total: €50,000
 - Contribution: 10 companies x €5,000 each
- **Benefits for Companies:**
 - Participation in selecting the awarded initiatives.
 - Recognition as supporters with national impact.
 - Visibility in communication materials and at the joint event.

Timeline:

- **By June 30, 2025** – Confirmation of company participation in the initiative, with a financial contribution of €5,000 per company.
- **July 1–2, 2025** – Official announcement of the total amount raised for the Award and participating companies, during the 34th APDC Congress.
- **By July 11, 2025** – Registration of STEM initiatives developed in Portugal, for integration into the national mapping of the SWC and the Impact Report.
- **September 2025** – Selection of initiatives to support, based on defined criteria and analysis of expected impact, in coordination with participating companies.
- **October 8, 2025** – Presentation of the Impact Report at the STEM Women Congress, held at the Pavilhão do Conhecimento.
- **Second half of 2025** – Unified event/exhibition area to be defined, in coordination with the Digital Ministry, which will preside over D9+. A ministerial meeting with digital authorities from the countries involved in this initiative is expected on October 16–17.