GENDER SCAN 2021

Developed countries - Teenagers and digital

GLOBALCONTACT Études&Conseil

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Gender ScanTM 2021 Survey Methodology:
The Gender ScanTM 2021 survey was conducted online (in 117 countries) from March to August 2021 on a declarative basis with 30,001 male and female respondents in the world.
In developed countries, 3019 teenagers, among which 1750 girls, 1200 boys and 69 others, responded to the survey. The respondents studied in 12 different developed economies – Australia, Canada, Czech Republic, France, Ireland; Lithuania, Spain, Switzerland and the United States.

Definition of teenager here used is based on the UNESCO definition of secondary education, thus comprising levels 2 and 3 of ISCED (International Standard Classification of Education), about 11 years - depending on the age at which the students access secondary education and above). This definition allows for consistent comparisons of a geographical area to the other).

As for the perimeter “developed countries”, we follow a United Nations’ (UN) widely used classification, as present, among other documents, in the 2021 World Economic Situation Prospects. We are aware of the problems and limits of this conceptualization and do not embrace it unconditionally. However, alongside many analysts, scholars and consulting firms, as well as UN agencies, we consider it adequate for the purposes of benchmarking and comparison.

GS 2021 survey – Developed countries
Teenagers report – table of contents

Is the digital sector as suitable for both men and women?	3
The wish to work in the digital sector	5
The motivations of teenagers interested in digital technology	6
What inhibits teenagers' interest in digital technology	9
Knowledge of digital professions	11
Levers for change: extracurricular digital training	12
The most desired jobs by gender	14
Perception of digital professions	15
Information sources on digital professions	17

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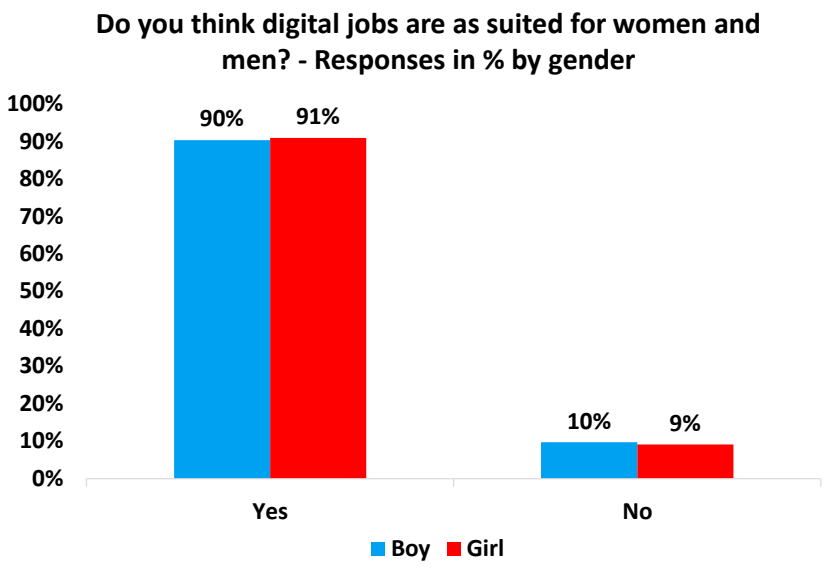
Perception of digital professions

For the absolute majority, gender is not an issue



For more than 90% of the adolescents who responded (3019, including 1207 boys and 1751 girls), the question is not an issue.

The breakdown of yes answers, in the verbatim (2236 in total, out of 2433, including 904 boys and 1432 girls is as follows:

Women and men are equal Boys: 44% Girls: 48%

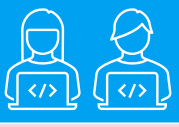
There are no gendered jobs Boys: 17% Girls: 28%

Digital technology does not require the ability of men or women Boys: 27% Girls: 16%

I don't see why it shouldn't be suitable for both Boys: 10% Girls: 7%

We have the same skills, it is society that creates differences Boys: 2% Girls:1%

Is the digital sector as suitable for both men and women? – Verbatim Yes

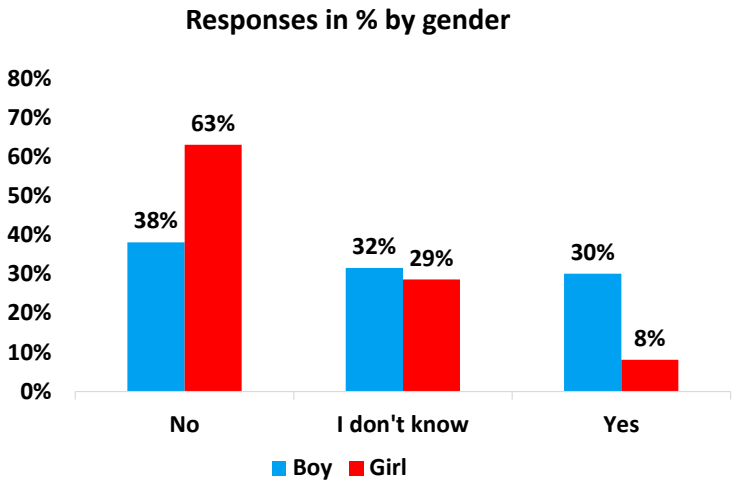


Digital technology does not require the capacity of men or women Boys: 27% Girls: 16%	"It is a field for those who know how to do it, there's no specific gender needed to work in it." Boy, Portugal, 17 years old	"You have to follow protocol and think outside the box when things don't work out. I have known many female classmates who are better at adapting than their male counterparts." Girl, Canada, 14 years old
Women and men are equal Boys: 44% Girls: 48%	"Human beings are equal when it comes to reasoning, both men and women think alike and manage to use their intellect equally." Boy, Portugal, 20 years old	"It depends not on gender, but their abilities." Girl, Lithuania, 16 years old
There are no gendered professions Boys: 17% Girls: 28%	"Because gender doesn't matter. Gender does not effect how well someone can work." Boy, Czech Republic, 15 years old	"In order for society to modernize we need to have a diverse population of people in all sectors of the workforce including STEM." United States, Girls, 17 years old
I do not see why it would not be suitable for both Boys: 10% Girls: 7%	"My dad is in IT and my mom has a PhD in Science, so why not?" Boy, Ireland, 15 years old	"Because there's no reason why they can't be for both genders." Girl, Ireland, 14 years old
We have the same capabilities, it's society that creates differences Boys: 2% Girls:1%	"The different attractions for digital (depending on gender) are purely cultural and determined by the social environment." Boy, France, 19 years old	"Gender has nothing to do with abilities. But there is still a very strong disparity in these environments where it is difficult to evolve not being a man: we are not taken seriously, we face harassment."

The wish to work in the digital sector

A considerably higher % of teenage boys express that wish, a significantly higher % of teenage girls say they do not have it

When you're older, would you like to work in the digital sector?



5

25% more girls than boys do not want to go digital. (63% vs 38%)

22% more boys than girls want to go into the digital sector. (30% vs. 8%)

Do you know the job you would like to do in the future?

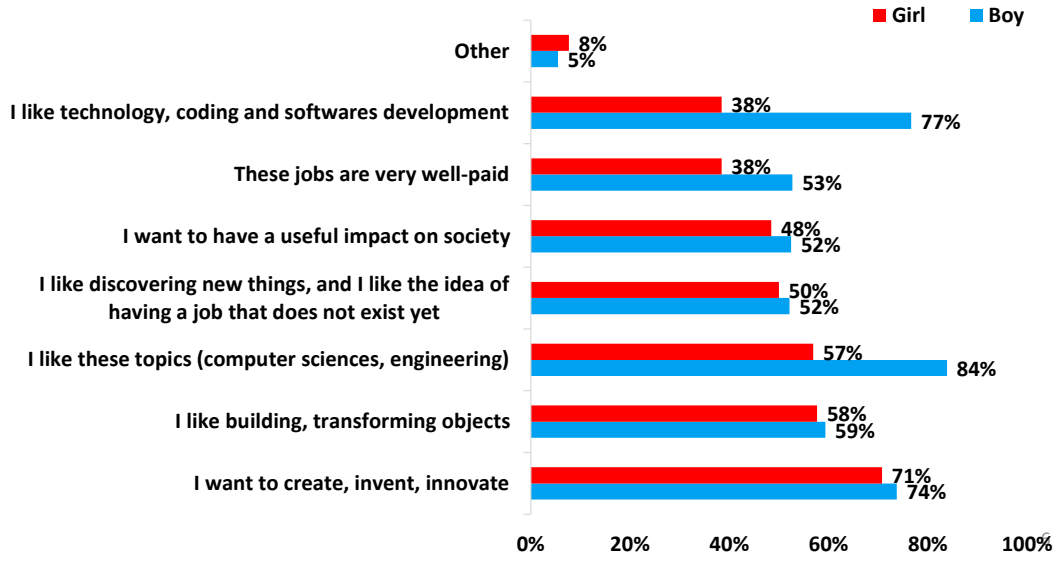
	Boys	Girls	Total
I have a vague idea	43%	44%	44%
Yes, absolutely	40%	42%	41%
No, not at all	17%	14%	15%

The motivations of teenagers interested in digital technology

A lesser % of girls is interested in technical aspects and in the pay

What do you like in digital-related jobs?

Responses in % by gender



For the 8% of girls and the 30% of boys who are interested in going towards digital, the motivations are similar.

Most of them wish to create, invent, innovate. Also, similarly high proportions of boys and girls wish to build, transform things. Next, half of interested respondents would like to have a useful impact on society and have curiosity, liking the idea of exercising a profession that does not yet exist

Similarities DO NOT CONCERN technical aspects and pay, where the gender differences are notable:

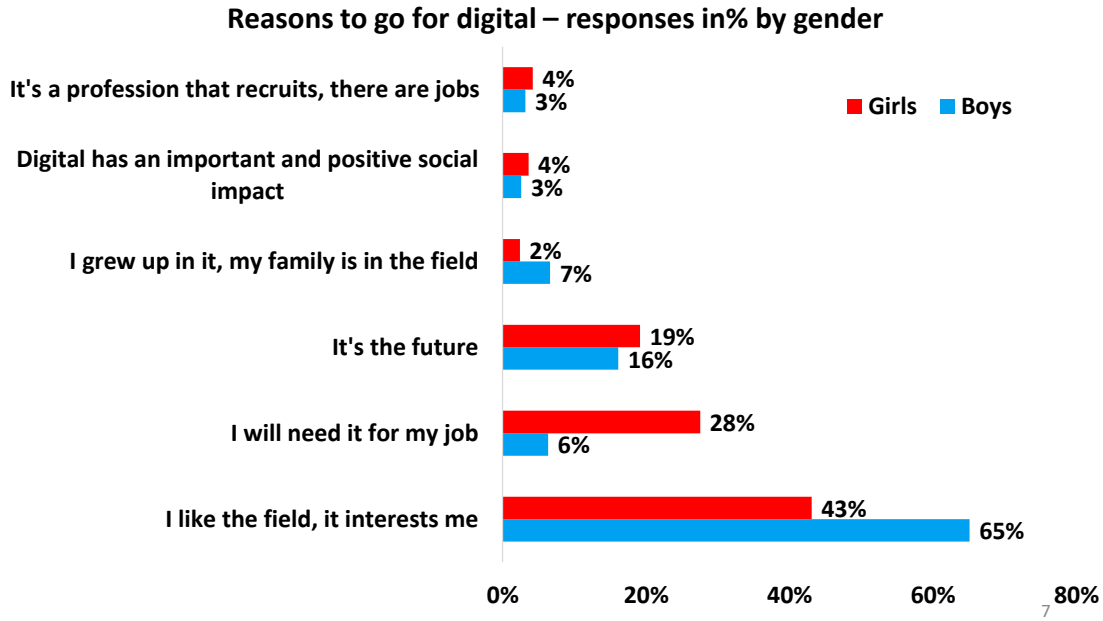
A much higher proportion of boys than girls:

- Likes technology, coding, software development (77% vs 38%, **+39%,** or twice the proportion)

- Likes computer sciences, engineering (84% vs 57%, +**27%**)

- declare to be motivated by the fact that the jobs are well-paid (53% vs 38%, **+15%)**

The motivations of teenagers interested in digital technology - Verbatim



Out of 538 who answered that they want to go digital later (367 boys and 171 girls), responses to the verbatim to explain why were:

More boys (65%) than girls (43%) are simply interested in digital or like the field. Some elements mentioned to explain this passion/interest are:
- Computers (12% boys, 11% girls)
- Video games (6% boys, 5% girls)
- Technology (5% boys, 7% girls)
- Programming (5% boys, 5% girls)
- I am good at it (5% boys, 5% girls)

On the other hand, **for significantly more girls (28%) than boys (6%), digital technology is interesting as a tool, as part of the concrete job they want to do**. Some of the jobs mentioned where they will need digital are:
- **Graphic design and animation** (15% girls vs 5% boys)
- Engineering (7% girls vs 24% boys)
- **Architecture** (7% girls vs 5% boys)
- Audiovisual sector (7% of girls vs 14% of boys)

The motivations of teenagers interested in digital technology - Verbatim

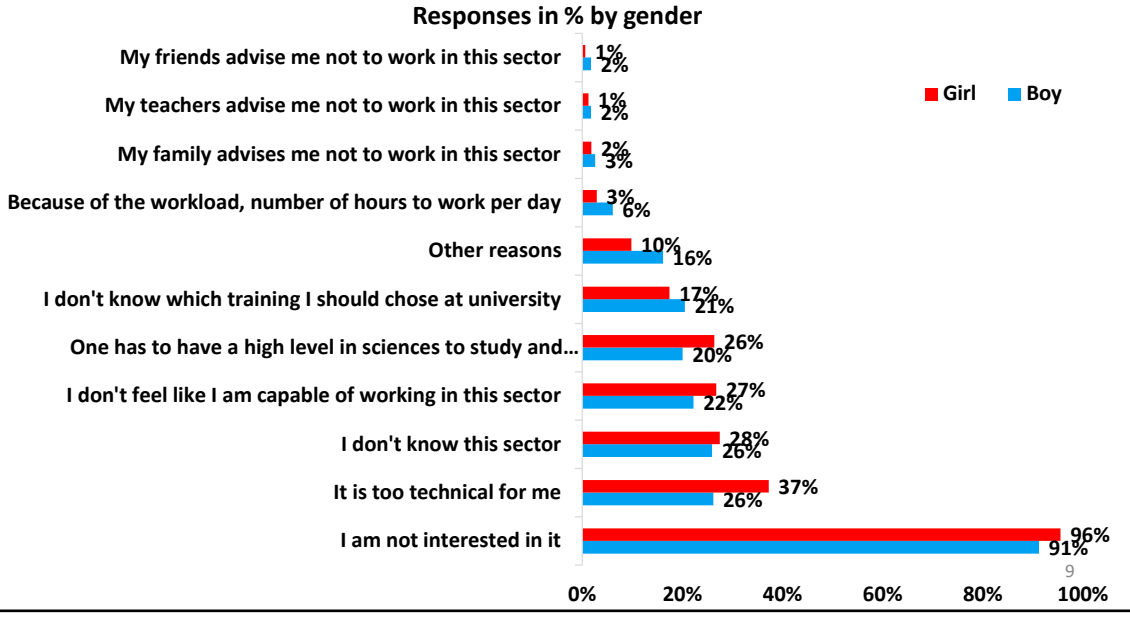
I like the field, it interests me	"I like digital and working on digital equipment." Boy, France, 13 years old	"I love it since it enables me to transmit ideas and be creative. " Girl, Portugal, 18 years old
I will need it for my job	"I would like to learn how to use technology for work." Boy, Ireland, 15 years old	"My future job requires computer knowledge, and it will serve me in other fields too." Girl, France, 12 years old
It is the future	"Because it is the future of work, and it pays a lot." Boy, Ireland, 14 years old	"Technology and engineering are the future." Girl, United States, 17 years old
I grew up in it, my family is in the field	"To follow the same path as my father. I love computers." Boy, France, 14 years old	"I was born into technology, it always attracted me." Girl, France, 16 years old
Digital technology has a significant and positive social impact	"Because I love it and I think that digital has a role to play both for our future and for our equality." Boy, France, 16 years old	"Digital technology makes it possible to create new technologies that have a positive impact on ecology." Girl, France, 17 years old
It's a field that recruits, there is work	"It is a sector in perpetual recruitment, and I have the bases to do it." Boy, France, 17 years old	"Because there are a lot of jobs." Girl, Ireland, 14 years old

8

What inhibits teenagers' interest in digital

A higher % of girls declares it is too technical, they do not feel capable, and one must have a high level of knowledge in science

Why don't you feel like working in the digital sector in the future?



The 38% of boys and 63% of girls not interested in heading towards digital technology in their studies/career:

- lack interest in similarly high proportions and declare not to know much about the sector in similar proportions;
- almost 4 out of 10 girls say it's **too technical** versus 3 out of 10 boys;
- 5 % more girls have **self-confidence** problems: 27% vs 22% boys;
- 3 out of 10 girls **do not feel capable** and think that it **takes a very high level of science/ math** (vs 2 out of 10 boys);

The verbatim corroborates the statistics of closed questions. New information is:

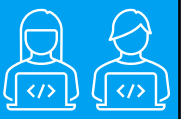
- 27% of boys, 20% of girls are not interested in digital because they **already have another project in mind**.
- 8% of boys, 6% of girls say that **digital does not suit them**, for various reasons - their eyes do not like screens, they want to work outdoors, in contact with people, in connection with nature or animals
- 3% of boys, 1% of girls are interested in digital but do not want to work in it, either for a question of principles, since they believe digital is harmful to society, or because they do not like it to this extent, or because it is a hobby for them, not a possible job.

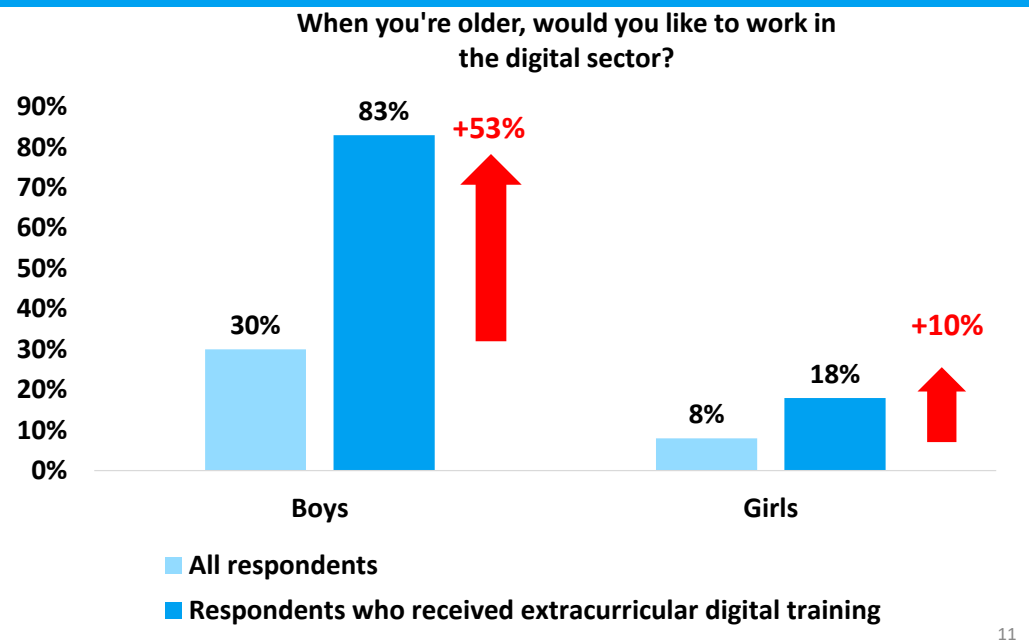
Distribution of verbatim responses by gender:
I'm not interested, I don't like digital 49% boys, 61% girls
I want to move towards another field 27% boys, 20% girls
It does not suit me 8% of boys, 6% of girls
I am interested but I don't want to make it my job 3% boys, 1% girls
I don't know enough about digital jobs 8% boys, 7% girls
It's very difficult, I'm not capable 5% boys, 4% girls

What inhibits teenagers' interest in digital - Verbatim

I'm not interested, I don't like digital technology	"I have no interest in it, I do not like it." Boy, Portugal, 18 years old	"Very little interest, also prefer to work with people and not stare at a computer screen for hours on end." Girl, Canada, 16 years old
I want to move towards another field	"I like horses not computers. I am going for something else." Boy, Ireland, 14 years old	"I want to go into the medical field, but I don't know if I am interested in actually coding and doing that kind of stuff." Girl, United States, 15 years old
That does not suit me	"I rather a more hands on job and not an office job." Boy, Ireland, 14 years old	"I wouldn't like to sit in front of a computer all day." Girl, Portugal, 18 years old
I'm interested in it but I don't want to make it my job	"That's not what I want to do with my life. It's a profession in which you quickly become obsolete." Boy, France, 14 years old	"It is a very useful and interesting area, but I would not like to work in it." Girl, Portugal, 18 years old
I don't know enough about digital professions	"Because I don't know really what that is." Boy, Czech Republic, 15 years old	"I am very little informed about digital professions and their opportunities." Girl, France, 17 years old
It's very difficult, I'm not capable	"I've always been very bad at everything related to digital and coding." Boy, France, 14 years old	"Because this work is too hard for me." Girl, United States, 17 years old

Levers for change: the positive impact of extracurricular digital training





11

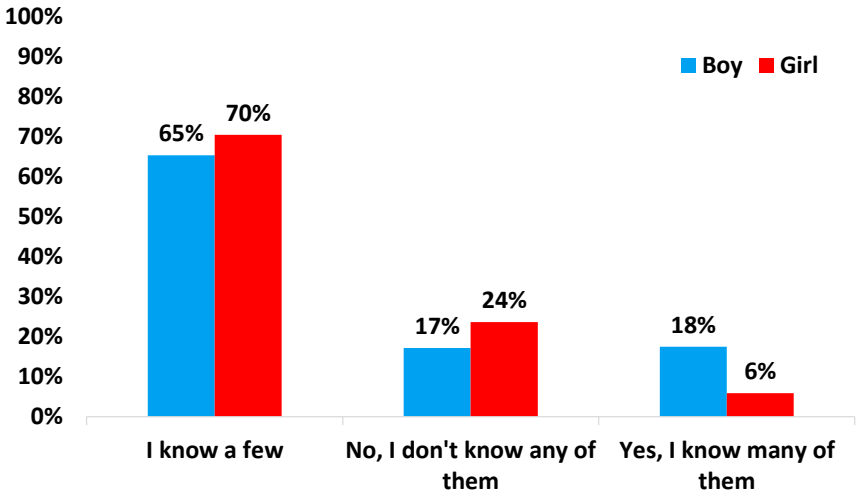
Out of 504 who followed an extracurricular digital training (362 boys and 142 girls), 80 (66 boys and 14 girls) completed the verbatim and answered the question "What do you like about this training?" The main elements presented are:
Innovation, creation, the opportunity to develop things (22% of respondents, 12% of girls and 26% of boys)
Learning new things (15% of respondents, 24% of girls and 12% of boys)
The interest and usefulness of content on a daily basis and for the future (12% of respondents, 18% of girls and 10% of boys)
Another aspect mentioned by boys (12%) exclusively is autonomy, the ability to learn independently, at one's own pace, while practicing at the same time.

Knowledge of digital professions

A higher % of boys than girls knows about digital sector's jobs

Do you know digital sector's jobs?

Responses in % by gender



12

The majority (±70%) of teenagers know a few digital professions.
A significant proportion (±20%) knows none. A higher proportion of girls (24%) than boys (17%) affirms to be in this situation (7% difference)
Even though 70% more girls say they know a few jobs, fewer of them know a lot (only 6%).
The total proportion of girls who knew about digital professions (70% + 6% = 76%) is lower than that of boys (65% + 18% = 83%); which reveals a significant discrepancy.

The most desired jobs by gender

Healthcare and teaching are aimed for by a higher % of girls. Engineering, digital-, science- and technical-related professions by a higher % of boys

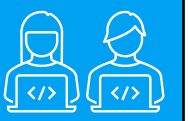
1. Doctor – 16 %	1. Digital professions – 13%
2. Paramedical professions – 16 %	2. Engineer – 13%
3. Teacher – 10 %	3. Doctor – 7%
4. Veterinarian – 8 %	4. Technician – 6%
5. Artist – 6 %	5. Scientist – 5%
6. Lawyer – 4 %	6. Teacher – 4%
7. Police officer – 4 %	7. Paramedical professions – 4%
8. Architect – 4%	8. Hospitality professions – 4%
9. Hospitality professions – 3%	9. Veterinarian – 4%
10. Stylist– 3%	10. Airplane pilot – 3%
11. Scientist – 3%	11. Business person – 3%

13

Ranking made from the verbatim of 1192 adolescent respondents, including 468 girls and 724 boys. The occupations highlighted are the common occupations between girls and boys in the top 11.

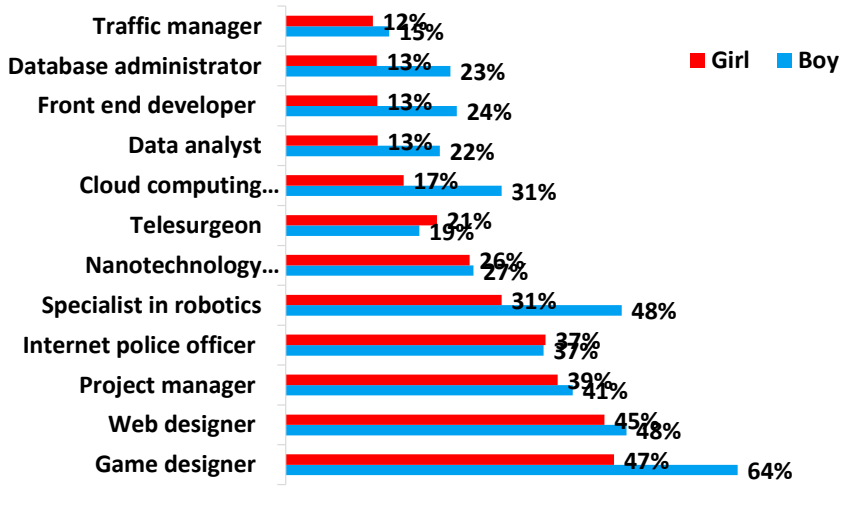
Perception of the digital professions

Similar % of boys and girls interested in health, project and design, but significantly lower % of girls interested in strictly technical careers



Do you consider the following jobs interesting?

Respondent Yes and Yes, absolutely in % by gender



14

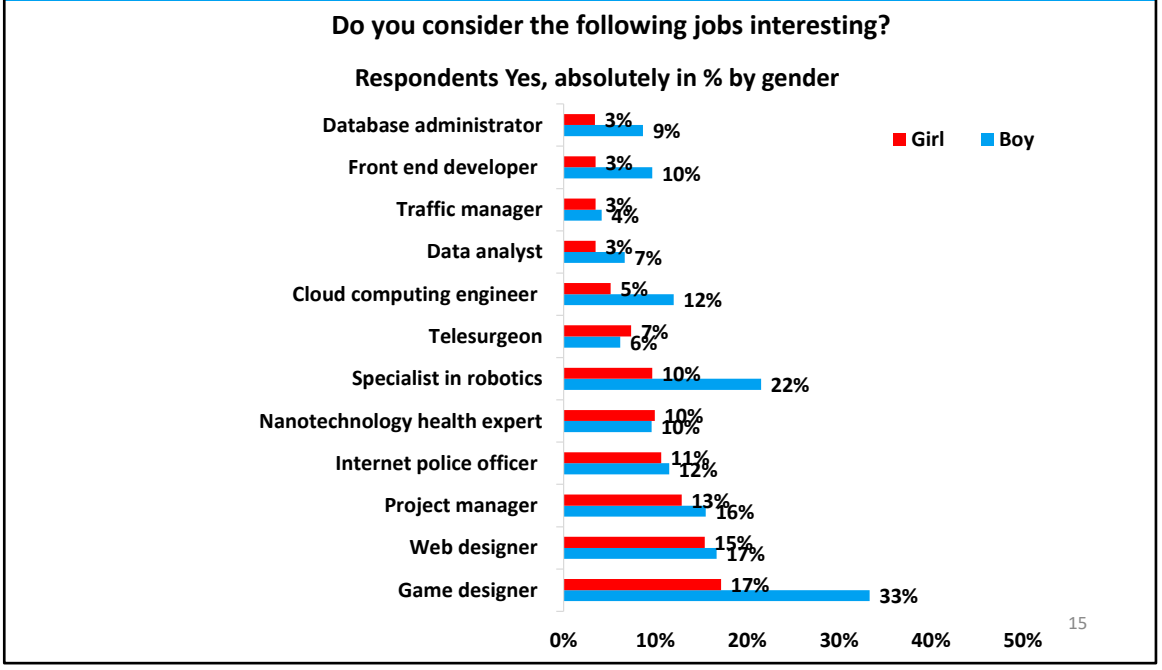
The top 5 digital professions:
- Game designer
- Web designer
- Project Manager
- Internet Police officer
- Robotics expert

Slightly higher % of interest from girls than boys regarding telesurgery, and very small gender differences regardinh:
- Web graphic designer
- Project Manager
- Internet Police officer
- Nanotechnology Health Expert

Even if significant gap nearly in game design, as nearly 50% of girls, and 60% of boys, find the job of game designer interesting
Less than 20% of girls interested in jobs with a strong technical connotation

Perception of the digital professions

Similar % of boys & girls highly interested in health, project and design, but lower % of girls highly interested in strictly technical careers



Almost as high a proportion of girls than boys find very interesting the professions of:

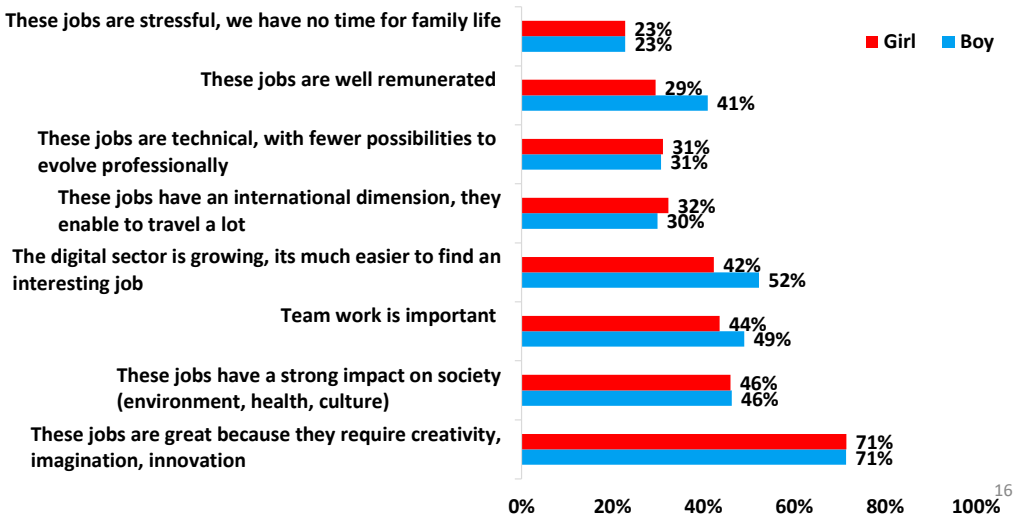
- Expert in health nanotechnologies
- Tele surgeon
- Internet police officer
- Project manager
- Web designer

Perception of digital professions

A slightly higher % of girls see the international opportunities; a higher % of boys point out the pay, employment and teamwork dimension

Select the sentences that in your view best describe digital jobs

Responses in % by gender



16

Identical proportion of girls and boys who perceive digital professions as:
- Innovative occupations,
- Important projects for society,
- Technical professions, with fewer possibilities to evolve.

Some differences between boys and girls include the perceptions that it is:
- A profession where you work a lot in a team (49% vs 44%,+5% for boys)
- A job sector that is on the rise, where it is easy to find a job (52% vs. 42%, +10% for boys)
- A well-paid job (41% vs. 29%,+12% for boys)

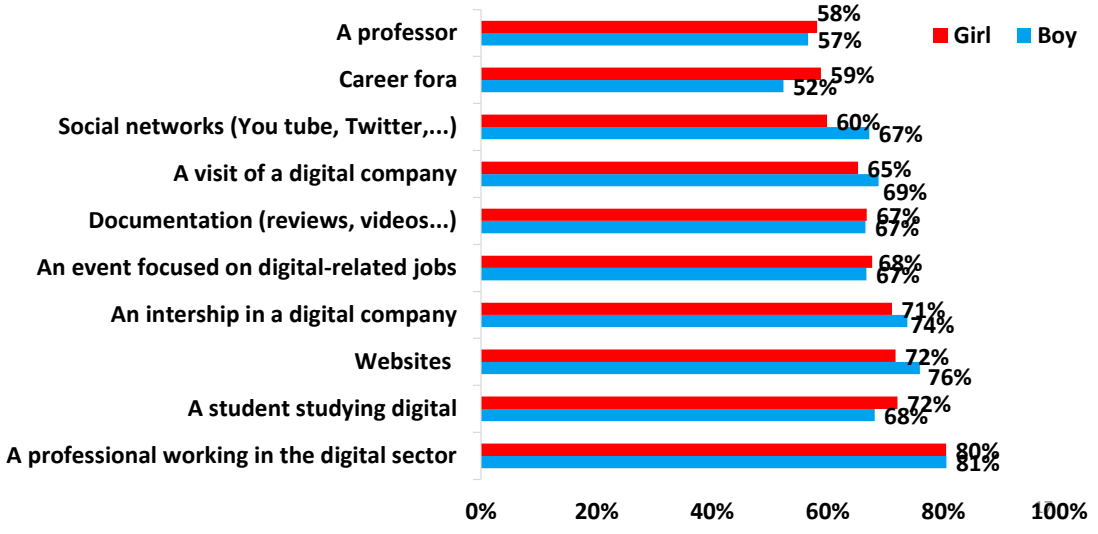
The only point where girls outnumber boys, slightly, concerns the international possibilities the digital professions give: 2% more girls than boys (32% vs 30%).

The top 10 sources of information

A higher % of girls rely on career fora and on students in the field for information, a higher % of boys go to websites, social networks and internships

To know more about digital jobs, what would you do?

Respondent Useful and Very Useful in % by gender



Overall similarities of the sources mentioned by girls and boys.

The main sources of intelligence for both genders would be a professional and a student in the digital field.