

# SPANISH WOMEN IN CYBERSECURITY



**WISE**  Women In STEAM  
Empowerment Canarias



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Empowerment Canarias

**CyberAgent**  




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# SPANISH WOMEN IN CYBERSECURITY

## CYBER AGENT

**2024**

Project ID. 101111732

Call: ERASMUS-EDU-2022-PI-ALL-INNO

Type of Action: ERASMUS-LS

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[www.cyberagents.eu](http://www.cyberagents.eu)

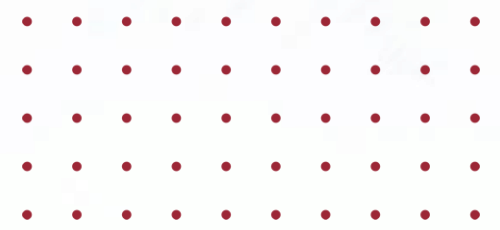


**LinkedIn:** jeimypoveda **X:** JeimyPove **Director:** Dataseg.es  
Board member of IT legal and privacy **WISE Canarias**





**Why are we here?**



**SPAIN**

**Country of  
services**



# Women lead care services



# Women lead administrative services



# BUT





**WOMEN ARE MINORITY in IT services**

**and**

**EVEN MORE in the field of CYBERSECURITY**





# STATISTICS





# Numbers, numbers...

2022, ISC2 association for cybersecurity professionals. "Women in Cybersecurity report"



Only

**1%**

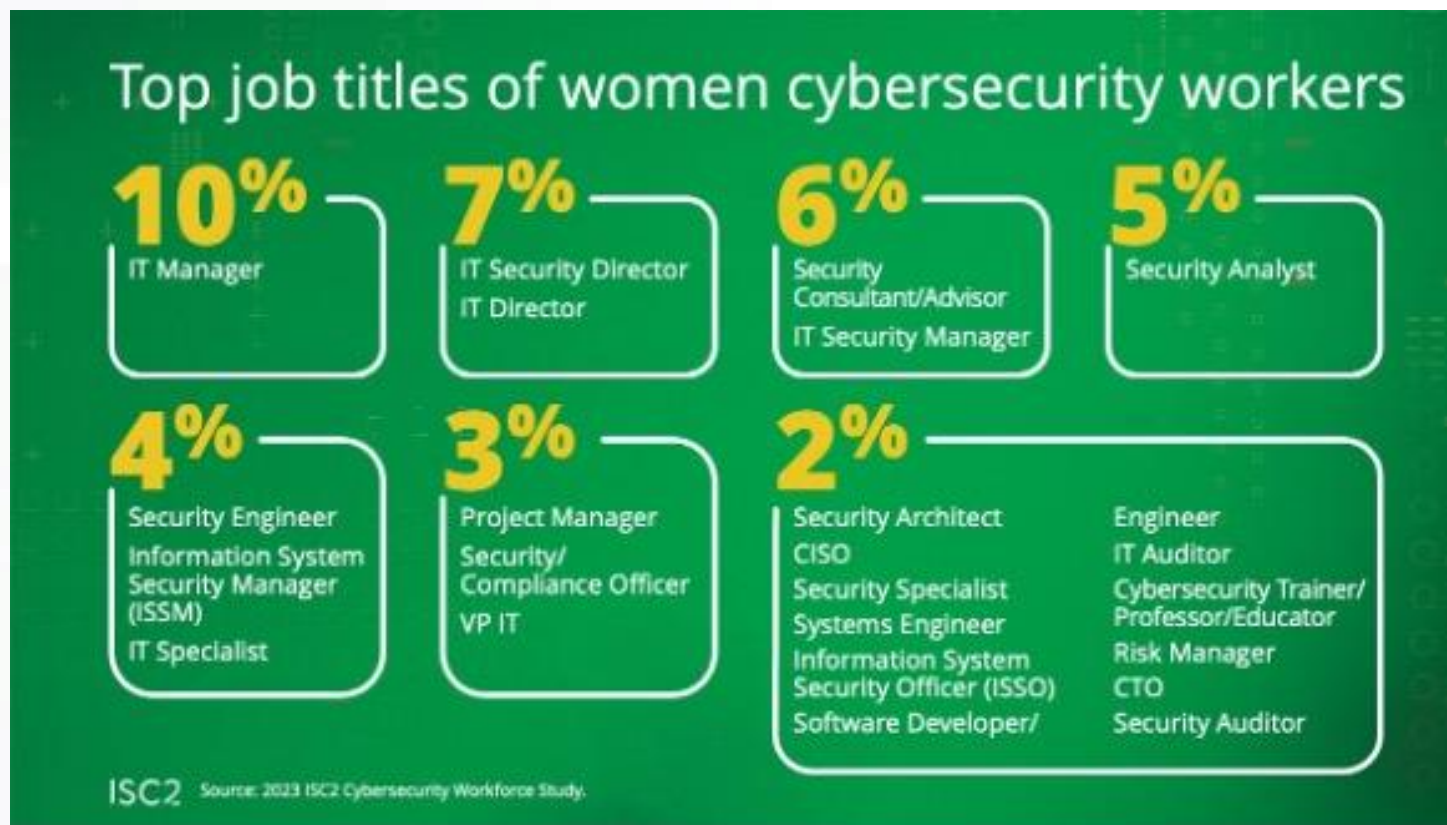
Increase of the percentage between the 2022 and 2023 reports





# Numbers, numbers...

2023, ISC2 association for cybersecurity professionals. "ISC2 Cybersecurity Workforce Study"





## Numbers, numbers...

2022 INCIBE and ONTSI Report “Analysis and Diagnosis of Cybersecurity Talent in Spain”

**18 %**

of specialized  
graduates are  
women

**29 %**

of students  
enrolled in  
2020 were  
women (5  
points more  
than 20217)



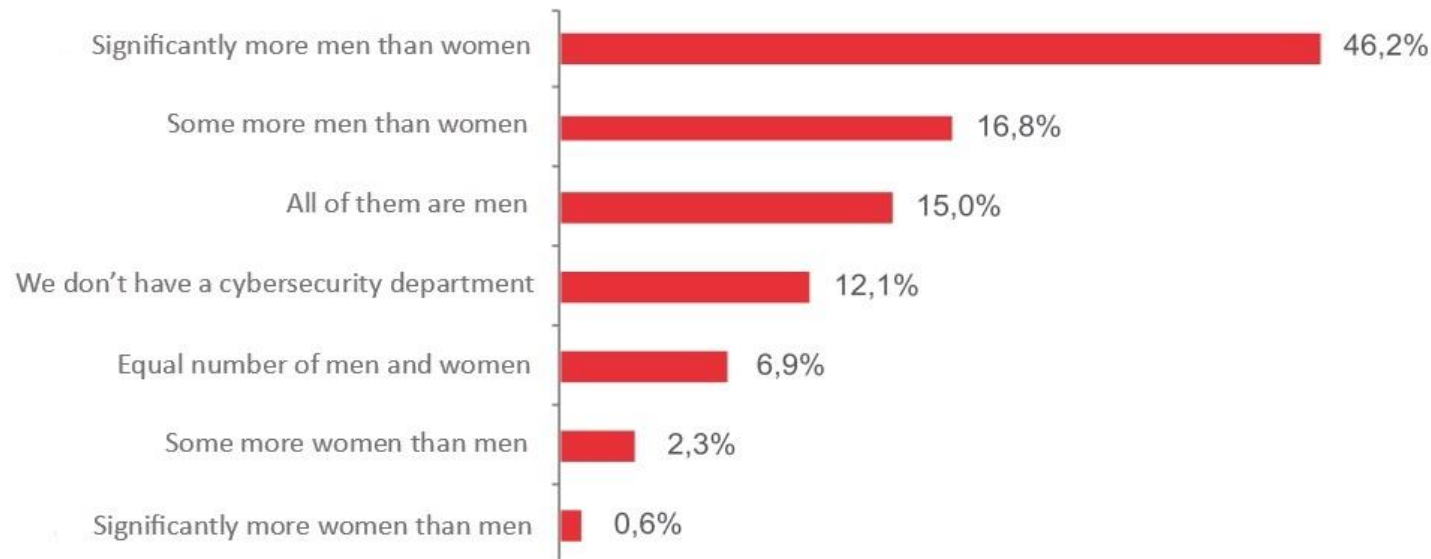


# Numbers, numbers...

2022 INCIBE and ONTSI Report “Analysis and Diagnosis of Cybersecurity Talent in Spain”

**6.9%**

of the organizations surveyed have equal number of men and women in their Staff.





# Numbers, numbers...

2024, Málaga “Andalucía First Women Cyberleaders Forum”

Only

**16%**

Of the cybersecurity professionals in Andalucía are women.

Until

**2056**

“Women are not expected to be equally represented as men in cybersecurity” said the general director of Digital Strategy of Andalucía



**Numbers, numbers...**

**Where are the recent  
specific statistics in Spain?**







# REASONS AND SOLUTIONS



# Why does this happen?

## Lack of referents

"You can't identify with what you don't see"

## Lack of measurement

"If you can't measure it, you can't improve it."

## Sexism and gender bias

In many areas and situations (job description, specific vocabulary, etc.)

## Time

Change happens slowly



# What can we do?

## Visibility

Empowerment, support and giving visibility to women

## Statistics

To measure and take actions to improve the numbers.

## Teaching and working to change bias

There is a lot to do...

## Push the actions

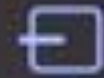
If time goes slow, we have to be more efficient



# REASONS AND SOLUTIONS



# EU Cyber Security Strategy



European Commission  
Commission européenne



European Commission  
Commission européenne



Commission européenne  
European Commission



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<https://women4cyber.eu/>



<https://www.cyberagents.eu/>



<https://www.enisa.europa.eu/topics/cybersecurity-education/awareness-campaigns/cyberall>

CyberAll Campaign





# ESPAÑA DIGITAL 2025



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[www.inmujeres.gob.es](http://www.inmujeres.gob.es)

# Instituto de las MUJERES



INSTITUTO NACIONAL DE CIBERSEGURIDAD

[#MujeresCiber,](https://twitter.com/MujeresCiber)

Despega program.

<https://alianzasteam.educacionfpydeportes.gob.es/iniciativas.html>

ALIANZA STEAM  
POR EL TALENTO  
FEMENINO  
MINISTERIO DE EDUCACIÓN  
Y FORMACIÓN PROFESIONAL



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# Iniciatives

## Tech companies

accenture	AIRBUS	ASTI	ASTI	aws	BBVA	BeJob
bq   Educación	CaixaBank	la Caixa	Caixa	CASIO	CEPSA	Fundación Copisa
DOMINION	EDELVIVES	EVIDEN	exolum	Experis	FESTO	FUJITSU
IBERDROLA ESPAÑA	Fundación Merck Salud	Naturgy	GRUPO ILEC	Hill + Knowlton Strategies	HUAWEI	IBERDROLA
Ibermática	IBM	inetum	Janssen	Johnson & Johnson	macmillan education	MICHELIN
Microsoft	mytra	NTT DATA	PONS	redeia	REPSOL	SAMSUNG
SICE	SIEMENS	SNGULAR	talento 4.0	Telefónica	Fundación Telefónica	Telefónica Empresas
vodafone	Fundación Vodafone España	Microsoft				

## Universities and public bodies

## Associations





**WISE C** Women In STEAM  
Empowerment Canarias

## MISION

To be recognized as a driving force in transforming the Canary Islands into an epicenter of excellence in STEAM, with an inspiring and sustainable influence on the global agenda of talent and technological advancement

## VISSION

To improve female representation in important areas such as science, innovation, research, and disruptive technologies, in order to contribute to fair and equal social development

## VALUES

Inclusion  
Collaboration  
Empowerment  
Excellence  
Commitment



## NUESTRO CAMINO



## Our first big project:



## The Canary Islands Talent Map Project



## BENEFITS

- 1** Women professionals in STEAM: Increasing their visibility and professional opportunities.
- 2** Students: Having role models to foster their motivation in STEAM.
- 3** Organizations and support groups for women in STEAM: Promoting initiatives and programs.
- 4** Employers and companies: Will have access to a database to promote diversity in their teams.
- 5** Teachers and equality agents: Will have the map as an educational resource to inspire students with concrete examples.



# OUR SPONSORS



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Our second big project:

**WISE C**

Women In STEAM  
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**BOOTCAMP  
DESARROLLO  
WEB FULL-  
STACK**

by **REBOOT** ACADEMY



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# YES, we are working in so much more...

To know more about **WISE**  Women In STEAM  
Empowerment Canarias

 [hi@wisecanarias.com](mailto:hi@wisecanarias.com)

 [@wisecanarias](#)



# List of sources

- <https://efeminista.com/ciberseguridad-profesionales-mujeres/>
- [https://files.incibe.es/incibe/talento/INCIBE\\_Resumen\\_DIAG.pdf](https://files.incibe.es/incibe/talento/INCIBE_Resumen_DIAG.pdf)
- <https://www.isc2.org/-/media/Project/ISC2/Main/Media/documents/research/ISC2-Women-in-Cybersecurity-Report.pdf>
- <https://www.isc2.org/Insights/2024/04/Women-in-Cybersecurity-Report-Inclusion-Advancement-Pay-Equity>
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