Making blockchain technologies more inclusive.
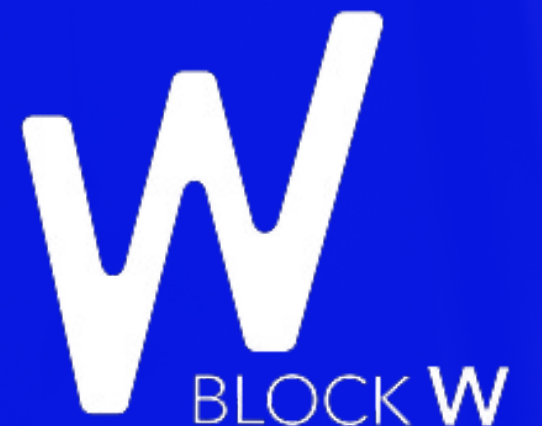
European Blockchain Circumnavigation
Speeding Blockchain adoption in Europe

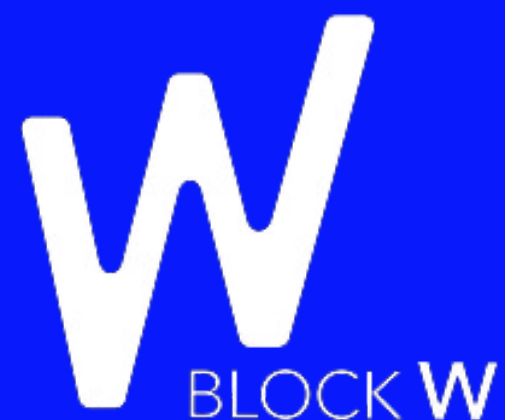**Professor Joyce O'Connor, Chair & Co Founder BlockW**
18th February 2025

SEEBLOCKS.eu
Supporting Europe's Effort in Blockchain Standardisation

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BLOCK W

Our Story

Block W was founded in 2018 as a female-led network to close the gender gap in the uptake of blockchain technologies amongst women.

Originally focused on creating awareness of and fostering inclusion in blockchain, it has grown into a community advocating for women's engagement across the full spectrum of tech and digital technologies such as AI, Data Analytics, Cyber Security, IOT, Robotics, Quantum Computing.

In 2023 Block W was established as a not for profit organisation.

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OUR MISSION

Block W's mission is to close the gender gap in the tech and digital sectors in Ireland.

THE NUMBERS SPEAK FOR THEMSELVES

01

The School Gap

9.5% of 6th year girls take 2 or more STEM subjects compared with **38.4%** of boys.

29.3% of 3rd year girls take at least one STEM subject (other than science or maths) compared with **75.7%** of boys.

02

The Degree Gap

While women make up the majority of students in higher education, they are the minority in ICT and broader STEM fields. **21%** of those studying ICT at undergraduate degree level are female.

03

The Employment Gap

In 2023 less than 25% of STEM jobs in Ireland were filled by women. BlockW conducts research on the gender gap in digital skills in Ireland, providing insights to inform the debate and develop targeted and inclusive solutions.

04

The Occupational Segregation Gap

Men perform four out of five jobs expected to complement rather than be replaced by new ICT technologies, while women perform only one (those associated with the care sector).

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05 **The Representation Gap**

3% of women say a career in technology was their first choice.

06 **The Equity Gap**

Internationally 27% of computing roles are held by women, only 3% and 2% are held by Black and Hispanic women.

07 **The Pay Gap**

The gender pay gap in the IT sector in Ireland is **8.4%.**

08 **The Retention Gap**

Women leave tech roles at a 45% higher rate than men.

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09 The Workplace Culture Gap

22% of women in tech are considering leaving the workforce altogether given the prevailing masculine working culture.

10 The Promotion & Leadership Gap

Women hold 5% of leadership roles in tech.

11 The Worklife Balance Gap

51% of women said they do not feel supported by their employers to balance their work responsibilities with other commitments.

12 The Mentorship Gap

16% of women said they get the sponsorship and mentorship they need, compared to 23% of men.

13 The Founder Gap

Women-owned start-ups receive 23% less funding and are 30% less likely to have a positive exit compared to male-owned businesses.

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ACHIEVING OUR MISSION

01

Partnerships & Advocacy

Through strategic partnerships and advocacy BlockW creates awareness of and access to emerging technologies.

02

Showcasing female role models & leaders

BlockW showcases female role models and leaders in tech and digital through a range of events.

03

Research

BlockW conducts research on the gender gap in digital skills in Ireland, providing insights to inform the debate and develop targeted and inclusive solutions.

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PARTNERSHIPS & ADVOCACY

- Engaging with industry, representative groups, educational institutions and civil society.

- Working with ESRI to introduce them to the blockchain ecosystem.

- INATBA: Web 3.0 Utility & Required Skills for Society, Individuals and Employers Information Leaflets.
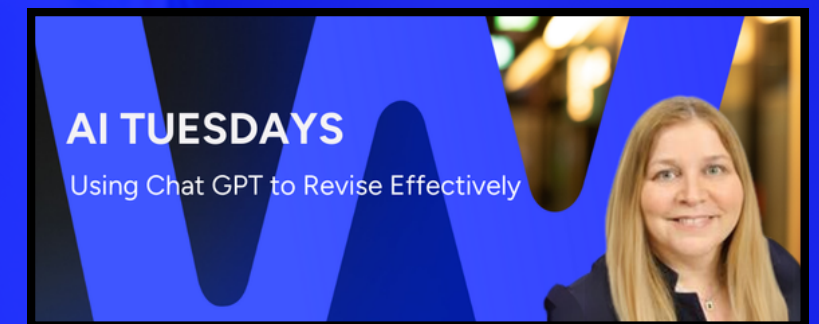
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PARTNERSHIPS & ADVOCACY

- **Engagement with Parliament:**

  - Blockchain jobs: What policymakers need to know - Produced for circulation to all members of the Oireachtas.

  - Blockchain Skills Submission to Joint Oireachtas Committee on Education, Further and Higher Education, Research, Innovation and Science.

  - Webinar with Cross party The Oireachtas Friends of Science & Technology Group.

  - Showcasing Irish companies: Aidtech, BlockChain Beer and Origin Chain Network.

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SHOWCASING FEMALE ROLE MODELS & LEADERS

- **Women in Work Series of Events.**

- **Targeted Events for Senior Cycle Secondary School Girls.**

- **Migrant Women.**

- **Recognising Women Leaders in Digital Citizenship**

BLOCKW & IOB
The Ethics of AI in Financial Services

AI TUESDAYS
Using Chat GPT to Revise Effectively

ESRI STUDY LAUNCH
Skills Requirement for Emerging Technologies in Ireland

BLOCKW & KPMG
Tokenisation and its impact on the Asset Management Landscape

BLOCK W

RESEARCH

- Research Programme:
  - Parenting in a Digital Age
  - Women in Tech: The Digital Gap.
  - The Gender Gap- Stronger Together.

- Web 3.0 Utility and Skills for Success. A thought experiment on a hypothetical citizen centric web 3.0 world and its skills requirements.

- Publications:
  - Redefining Learning: Blockchain & Education.

BLOCK W

STRONGER TOGETHER

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Supporting Europe's Effort in Blockchain Standardisation

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www.blockw.ie

All links and references can be found on our new updated website which will be live early March 2025.

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