

Resolution 8: Syndicom

“404 Equality not found – promoting FINTA* people in the tech and IT industry and equal opportunities in digitalisation!”

The IG Women's Group at syndicom is strongly committed to promoting FINTA* people, i.e. women, inter, non-binary, trans and agender people, in digitalisation. We call on other associations at this feminist congress 2025 of the Swiss Trade Union Federation to do the same. FINTA* people are still significantly underrepresented in the digital economy and the technology industry. Although digitalisation shapes all areas of life and has become a central part of the economy and society, not all population groups benefit equally from the new opportunities and developments.

The proportion of women¹ in tech professions in Switzerland is 25%, which is slightly above the European average, but still far too low! Various studies show that women are particularly underrepresented in management positions. This is already evident in education, with only 16.4% of all ICT apprenticeship contracts being signed by women. The proportion of women in technical and scientific fields of study at universities is also low. The lack of women further intensifies the gender pay gap, as pay is sometimes higher in these so-called male-dominated professions and industries.

The digital transformation also threatens to further exacerbate existing inequalities. Women and older people are less able to invest in further training to improve their digital skills, and there is a risk that they will be left behind by ever-increasing work requirements. This is particularly evident among people over the age of 60: men in this age group are significantly more likely to have advanced digital skills than women. These differences are smaller in younger generations, but they do not disappear completely. This must change!

Without the active involvement of FINTA* people, the digital transformation will remain one-sided. Diversity is not a ‘nice to have’, but a driver of progress and innovation. Only when all people, regardless of gender, financial means, origin or identity, have equal access to digital education, employment and decision-making positions can digitalisation become an opportunity for everyone. And only when FINTA* people are also promoted and supported in technology industries and professions, then inequalities and discrimination can be effectively combated.

We demand:

- **The promotion of FINTA* individuals in digital education and training**

FINTA* individuals must be explicitly promoted and supported in digital education and training, especially in STEM professions. Specific support and promotion of digital skills in the professional careers of FINTA* individuals are also needed. This could be achieved, for example,

¹ Statistics refer to women rather than FINTA* persons, as statistics are unfortunately recorded in binary terms (male-female).

through workshops or training courses to develop digital skills and facilitate access to new technologies, programming languages and digital tools.

- **Removing structural barriers, unequal pay and the gender pay gap, as well as stereotypical role assignments**

Structural barriers, wage inequalities and stereotypical role assignments must finally be eliminated. We need equal opportunities in digital and increasingly digitised fields of work. The gender pay gap in IT and STEM professions, but also in IT professions in general, must finally be closed.

- **Establishment of mentoring programmes and networks**

Together we are stronger. By establishing mentoring programmes and networks, FINTA* individuals in the digital economy and technology sector can be specifically supported, empowered and made visible. Within trade unions, too, there needs to be adequate representation of FINTA* individuals in management positions, executive boards and decision-making bodies.

- **Work-life balance**

FINTA* individuals continue to perform the majority of care work. To address this issue, both women and men must be given the opportunity to reduce their working hours, and it must also be possible to work part-time in management positions.

FINTA* individuals must not only have a say in the digital world but also help shape it. Equality must not remain lip service – it is time to act. The digital future must reflect the diversity of our society. We call on politicians, employers, educational institutions and trade unions to take responsibility and consistently implement equal opportunities. Only when FINTA* people are equally involved at all levels of digital transformation will a fair, innovative and sustainable society emerge.