Advancing the human rights of girls and women
In science, technology, engineering and mathematics (STEM)

Activity Report 2019

1 - A girl learns to program a robot in a workshop.
RightsTech Women (RTW) is a nonprofit association founded in June 2018, and is based in Geneva, Switzerland.

The mission of RightsTech Women is to advance the human rights of women and girls in science, technology, engineering and mathematics (STEM). RTW works to get more girls and women in STEM education and employment through research and data visualization, advocacy and training, and technology capacity building.

This activity report covers the period of January-December 2019.

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EDITORIAL: INSTITUTION-BUILDING AND TRAINING 400+ GIRLS

In 2019, RightsTech Women (RTW) continued to build a strong and sustainable organization and trained more than 400 girls in Geneva on robotics, programming and human rights, in French and English. Building on its 2018 research, RTW did more strategic and financial planning. RTW received, with thanks, donations from the Ville de Genève and other new organizational partners.


What a year! It was filled with many joyful moments, especially during RTW’s training events. RTW witnessed first-hand how girls grow in knowledge and confidence during training, bringing their ideas, tenacity and creativity to new challenges. RTW also trained some ‘repeat customers’: girls who had already attended one of our free trainings and who came back for another one. RTW celebrates all participants’ enthusiasm for STEM learning and their supportive parents. They inspire us and confirm the need for RTW’s work.

RTW welcomed to its dedicated board two new board members, bringing additional skills in engineering, physics, science education and outreach. It is hard for the board to imagine any work more enjoyable and rewarding than building on 2018-2019 successes and lessons learned, so that more girls and women can enjoy their rights in STEM education and employment. The RTW board extends a special and warm thanks to each one of RTW’s dedicated volunteers, coaches and partner organizations in 2019.

If you are just now discovering RTW and you, too, wish to support RTW’s mission and work, you can find details on how to donate to RTW on the last page of this report. Donations of any amount will help RTW to reach more girls and women. Help us grow our impact.

Sincerely,
- The RTW Board
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2019 HIGHLIGHTS

- RightsTech Women and partners **trained more than 400 girls, during five free trainings, on robotics, programming and human rights** in Geneva, Switzerland.

- **International Women’s Day 2019:**
  - Organized the full-day Workshop, *“La Robotique, la Programmation, et les Droits pour les filles”* (Robotics, Programming and Human Rights for Girls) for the City of Geneva’s ‘*la Semaine de l’égalité*’ (Equality Week), Hepia, 9 March.
  - Presented at a panel discussion on opportunities and challenges for women in tech and digital in Switzerland, UNIGE SDG Solution Space, 8 March.

- Held the event, *Coffee and Robots*, at the World Meteorological Organization, 26 March.

- **International Telecommunications Union (ITU) ‘Girls in ICT Day’ (25 April 2019):**
  - Presented at the event, "Closing the gender gap in the digital world", Palais des Nations, Geneva, 23 April.

- Participated in the ITU event, Artificial Intelligence (AI) for Social Good, May 2019.

- Presented at the event, “*Comment réinventer son modèle d’affaires à l’ère du digital*” (How to Reinvent the Business Model in the Digital Age), and displayed at the booth, ‘*Innovation Genève*’, during ‘Salon EPHJ-EPMT-SMT 2019’ (high-precision technology), Palexpo, 24 June.


- Displayed information at *Bastions de l’égalité*, 15 June.

- **Celebrated RTW’s one-year anniversary** with a picnic at *Perle du Lac*, 29 June.

- **CODEWEEK EU:** Organized, with partners, a full-day Workshop, *“La Robotique, la Programmation, et les Droits pour les filles”*, at Hepia HES-GE, 5 October.


- Trained girls on Robotics, Programming and Human Rights at the event, “*Elargis tes Horizons*” (organized by *Elargis*), Uni-Mail, University of Geneva, 16 November.

- Trained girls and boys on Robotics, Programming and Human Rights at the three-day event, *Codez la Science* held at the CERN Globe, HEPIA, and University of Geneva’s CUI FacLab, 22-24 November.

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6 - RTW’s one-year anniversary celebration included cake by the lake.
THREE PILLARS OF WORK

RightsTech Women has three pillars of work: (1) Research and Data Visualization, (2) Advocacy and Human Rights Training, and (3) Technology Capacity Building.

Research and Data Visualization

RTW conducted further research on demographics, women, STEM education and STEM employment.

RTW’s first pillar of work, Research and Data Visualization, focuses on available data on women and girls’ situations in STEM education and employment. RTW’s research highlights the massive inequalities in STEM facing the world now, and that there will only be more in the future, unless concerted action is taken. RTW will advocate for better, internationally comparable data sources, and will continue to collect and study what is available, in future adding to it with new research. A data-driven organization, RTW’s research informs the whole organization’s work.

Women in STEM: RTW’s Desk Research

RTW continued to research existing data on present and future demographics, and current available statistics on education and employment. Following are sample, key 2019 findings.

Demographics

From 2018 to 2050, the global population is anticipated to increase from 7.6 billion to 9.8 billion. More than half of the anticipated growth in global population between now and 2050 is expected to occur in Africa with the addition of 1.3 billion inhabitants in the region. Asia will be the second largest contributor with an addition of just over 750 million people by 2050.

The rate of population growth remains high in the group of 47 countries designated by the United Nations as ‘least developed’, including 32 countries in sub-Saharan Africa. The population of this group of countries is projected to nearly double in size from 1 billion inhabitants in 2019 to 1.9 billion in 2050, and to increase further to 3.0 billion in 2100.

On the other hand, between 2019 and 2050, 55 countries are expected to see a decrease in their populations. As a proportion of the total population, the largest projected declines are for Lithuania and Bulgaria, where the projected population in 2050 will be 23 per cent smaller than in 2019, followed by Latvia and Ukraine. Most of these countries are concentrated in Eastern Europe and the Caribbean.

Meanwhile, in most of sub-Saharan Africa, as well as in Oceania (excluding Australia and New Zealand) and parts of Asia, Latin America and the Caribbean, the working-age population (25 to 64 years) is growing faster than other age groups. These conditions can yield an opportunity for accelerated economic growth known as the “demographic dividend”.

Education

Sustainable Development Goal 4 (SDG 4) aims to “ensure inclusive and equitable quality education and promote lifelong learning opportunities for all” by 2030. There is still a long way to go to achieve this goal. The number of those out-of-school has stalled since 2008, at 64 million (9%) for children of primary-school age, 61 million (16%) for adolescents of lower secondary-school age, and 138 million (36%) for youth of upper secondary-school age. The total out-of-school population in 2017 was 262 million.

Focusing on completion rate, according to 2013–2017 household survey data, completion rates were 85% for primary, 73% for lower secondary and 49% for upper secondary education. The completion rate is disproportionately less for low-income countries: 59% for primary, 32% for lower secondary and only 18% for upper secondary.

Participation in tertiary education, measured by the gross enrolment ratio, continued to increase rapidly in many countries, reaching 38% in 2017. Out of 221 million students pursuing tertiary education, 68% of students were enrolled for a Bachelor degree, 11% for a Master degree, 1% for a doctoral degree, and 20% for short-term programs. For the total of all disciplines grouped together, the share of female students is above 50% for all the degree programs combined, except for doctoral level ones. Female students are under-represented at the doctoral level, especially in low income countries. Although women’s share in tertiary education has seen progress, women still make up only 35 percent of science, technology, engineering, and math (STEM) students in higher education globally; and, only 3 percent of female students in higher education globally choose information and communications technology (ICT) studies.

Employment

In many higher-income countries’ technology sectors, women are significantly underrepresented, making up less than 20% of workers; in OECD countries, only 1.4% of female workers have jobs developing, maintaining, or operating information and communications (ICT) systems, compared with 5.5 percent of male workers.

Globally, women in science are severely underrepresented in the research world. According to the current data, the share of female researchers out of all researchers in the world is only 29.3%, with the highest percentage being in Central Asia (48.2%) and the lowest in the South and West Asia region (18.5%).

RTW’s Country Focus

Based on research conducted in 2018, RTW selected 33 countries of work, including Switzerland and France. The selected countries present significant growth opportunities for increasing women in STEM education and employment, and building a global network that shares

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3 UNESCO, Cracking the Code: Girls’ and women’s education in science, technology, engineering and mathematics (STEM) (2017). ‘Gross enrolment ratio’ is defined as: “Number of students enrolled in a given level of education, regardless of age, expressed as a percentage of the official school-age population corresponding to the same level of education. For the tertiary level, the population used is the 5-year age group starting from the official secondary school graduation age.” (UNESCO, UIS).
5 Ibid, citing Taking stock: Data and evidence on gender equality in digital access, skills and leadership, EQUALS Global Partnership, 2018.
6 UIS Fact Sheet No. 55 | June 2019.
relevant resources among five regions. The network will include within it a Mediterranean network contributing to peaceful development and economic growth.

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<th>Region</th>
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Advocacy and Human Rights Training

- RTW taught 400+ girls in Geneva about the human rights to education, equality and to learn and do science.
- RTW included interactive human rights modules in its hybrid trainings on technology and human rights.

Human Rights Education Provided to 400+ Girls in Geneva

During 2019, RTW delivered human rights education for girls in French and English on the right to education and women in STEM, including interactive classroom instruction and games. This provided the participants in RTW and partners’ hybrid technology and human rights trainings with information

10 - Left: Ellen Walker, RTW Founder, trains girls on human rights and women in STEM. Right: Brice Copy, RTW board member, trains participants on the right to education.
about women in STEM role models, and educated the girls on their human rights to education, equality and to learn and do science. Most of RTW’s training events are for girls only. Additionally, RTW gladly provided human rights education to girls and boys during *Codez la Science* 2019. RTW provided educational material to training participants, in English and French, on the right to education as it is written down in international human rights treaties and in the Swiss federal Constitution. Like all of its training in 2019, RTW’s human rights education was provided free of cost to participants.

**Outreach and Advocacy**

In 2019, RTW actively participated in public life in Geneva through not only organizing innovative and cost-free trainings for girls but also through speaking at several panel presentations, outreach, and UN events, and demonstrating in the historic Women’s March on 14 June 2019 in Geneva. Further afield, RTW participated in the Women in Tech Summit in Poland. During these events, RTW engaged with interlocutors from the business, technology, local government, education, scientific research and the innovation and startup sectors to raise awareness of inequalities facing women and girls in STEM, issues regarding women and the digital transformation of the workplace, and more. See ‘Highlights 2019’ (p. 1) for a list of events where RTW board members participated as panelists in 2019.

11. This page: RTW board members, Ellen Walker, Prachi Bhave and Monika Ambrozowicz do outreach.
Join the Conversation
https://rightstech.org/
https://rightstech.org/blog
https://www.facebook.com/RightsTechWomen
https://twitter.com/RightsTechWomen
https://www.linkedin.com/company/rightstech-women/
https://www.instagram.com/rightstech.women/

Advancing Sustainable Development Goals

RightsTech Women’s research, advocacy and technology capacity building of girls and women in STEM and human rights advances Sustainable Development Goals 4 (Quality Education), 5 (Gender Equality), 8 (Decent Work and Economic Growth), 9 (Industry, Innovation and Infrastructure) and 10 (Reduced Inequalities).

Technology Capacity Building

• RTW trained 400+ girls on robotics and programming.
• RTW used Poppy Ergo Jr. robots, based on the Raspberry Pi.

In 2019, RTW built on its innovative work and collaboration started in 2018, and co-organized workshops for girls on robotics, programming and human rights. RTW uniquely provides this hybrid training that ensures STEM learners and professionals not only learn more skills but that they also know their rights. With partners such as CERN Micro Club, Hepia, CERN Women in Technology, and CERN, RTW recruited and trained female programming coaches in the Geneva area to ensure that girl training
participants could have female role models in the programming workshops. Several of these trainings were held at Hepia HES-GE, benefiting from the support of its Information Technology Engineering Department and its Direction. In 2019, RTW grew in organizational capacity to train coaches and organize full-day trainings of morning and afternoon sessions for girls in different age groups. RTW and partners are building a base of potential future STEM professionals who already have some introduction to their human rights.

RTW and partners trained over 400 girls in Geneva on robotics, programming and human rights. In its trainings, RTW teaches girls programming using Poppy Ergo Jr. robots, which use the Raspberry Pi board and an interface with drag-and-drop block programming. Girls learn some basics of computational thinking, how to program the motors to carry out commands, and they invent their own games. Some girls had already had some learning on programming at school, while for many others, our trainings were their first encounter with programming, underscoring the need for RTW’s continued capacity building. In 2019, as in 2018, RTW trained girls in the Geneva area only while preparing to scale up its activities.

**OUR TRAININGS**

- **International Women’s Day: Full day of Workshops, “La Robotique, la Programmation, et les Droits pour les Filles” (Robotics, Programming and Human Rights for Girls), held at Hepia, 9 March, organized as part of the City of Geneva’s ‘la Semaine de l’égalité’ (Equality Week)**

On Saturday, 9 March 2019, over 80 enthusiastic girls aged 6-18 gathered at HEPIA in Geneva for hands-on workshops on robotics, programming and human rights. With the support of the City of Geneva and as part of Geneva’s Equality Week (la Semaine de l’Égalité), celebrating International Women’s Day,
RightsTech Women organized a full day of workshops together with partners HEPIA, CERN Micro Club, CERN Women in Technology, CERN Staff Association, On l’Fait and Informasciences.

There were eight workshops organized over the course of the day. These included two introduction sessions on the human rights to education, equality and science, given by RightsTech Women; two robotics workshops using Poppy Ergo Jr. robots given by CERN Micro Club, RightsTech Women and On l’Fait; two hepiaLight touchscreen workshops given by HEPIA and Informasciences; and, for the youngest participants, an introduction to computing given by CERN Women in Technology. All workshops were offered for free; participants did not need to bring any of their own equipment; and, absolute beginners were welcomed. This event was possible thanks to the great work of volunteers who generously coached the girls and assisted with the day’s logistics.
• International Telecommunication Union (ITU) ‘Girls in ICT Day’ (25 April 2019): Full day of workshops to train girls on robotics, programming and human rights, in partnership with CERN, CERN Micro Club, and CERN Women in Technology, held at the CERN Globe, 25 April

On 25 April 2019, RightsTech Women celebrated the International Telecommunications Union’s Girls in ICT Day by collaborating with CERN (the European Organization for Nuclear Research), CERN Micro Club, and CERN Women in Technology to organize robotics and programming workshops for girls. The event took place at the CERN Globe of Science and Innovation from 9 am to 4 pm and attracted around 100 girl participants aged 6 to 14.

“We are pleased to have worked closely with the RightsTech Women team for the 2019 Girls in ICT event at CERN’s Globe of Science and Innovation. The team’s involvement and desire to share their knowledge contributed to making CERN’s robotic workshops for young girls a real success. We applaud the association’s commitment to promoting gender equality in STEM, a goal that CERN and RightsTech Women have in common.”

-Marie Bouvier,
CERN Local Engagement Officer
Coordinator of 2019 Girls in ICT at CERN

The day started off with a presentation from RTW to girls and parents on RTW’s work and on the many opportunities now available to women and girls in the fields of science, technology, engineering and mathematics (STEM), including the growing numbers of jobs. RTW encouraged the girls to explore these opportunities, which are all options for girls.

The day continued with four workshops for girls in different age groups on robotics and computing, led by a predominantly female team of coaches from RTW, CERN Micro Club, CERN Women in
Technology, and other CERN staff. These robotics trainings used Poppy Ergo Jr. educational robots and drag-and-drop block programming.

RightsTech Women, CERN Micro Club, CERN Women in Technology, and CERN staff volunteers trained coaches in advance of the event. By recruiting and training female coaches on robotics and programming, the organizers’ shared goal was also to introduce the girl participants to plenty of positive female role models during the workshops.

In addition to co-organizing and coaching the Poppy Ergo Jr. robotics workshop, RTW prepared and distributed educational material informing girls about their human rights to education, equality and to learn and do science. In so doing, RTW raised awareness among the girls and their parents about the girls’ human rights in STEM education and employment.

RightsTech Women was pleased to collaborate with CERN and the involved CERN staff for this successful, fun event. Feedback received on the day was overwhelmingly positive. The RTW team was happy to see so many girls enjoying programming robots and learning computing, and to see all the support that the girls got from their parents. For more information, see https://rightstech.org/2019/05/13/girls-ict-day-cern/ and https://home.cern/fr/news/news/knowledge-sharing/day-ict-workshops-girls-globe.
• CODEWEEK EU: Organized, with partners, a full-day Workshop, Robotics, Programming and Rights for Girls ("La Robotique, la Programmation, et les Droits pour les filles"), held at Hepia HES-GE, 5 October

On Saturday, 5 October 2019, with the support of HEPIA, RightsTech Women, CERN Micro Club, CERN Women in Technology and Informasciences organized workshops to familiarize girls in the Geneva area with new technologies. The workshops took place at HEPIA and provided the participants with the opportunity to discover a variety of workshops for girls in age groups 6-9 and 10-17. Participants could choose a morning or an afternoon session for their age group. Girls aged 10-17 could also do one workshop in the morning and a different one in the afternoon and some very enthusiastic learners took this option. The participants did not need to bring any equipment, and absolute beginners were welcomed in all age groups. The event was free to participants.

Mr. Ambassador Walter Stevens, Head of the Delegation of the European Union to the UN and other international organisations in Geneva, opened the event, emphasizing the growing technology sector. The event included modules on:

- Introduction to Computing (mentored by CERN Women in Technology)
- The Right to Education (mentored by RightsTech Women)

27 - Girls program Poppy Ergo Jr. robots and make up games, with the support of coaches.
• Programming the Poppy Ergo Jr. Robot (mentored by CERN Micro Club and RightsTech Women)
• Programming the hepiaLight LED electronic card (mentored by HEPIA and Informasciences).

RTW gratefully acknowledges the support of the EU Delegation to the UN in Geneva, which provided coaches’ lunches and cloth bags for the girls. For more information, see https://rightstech.org/robotics-girls-2019/.

28 – Left: A coach helps young learners discover programming. Right: A girl experiments to get a robot to complete a task.

29 - Left: The RightsTech Women team teaches girls about human rights and women in STEM. Right: CERN Micro Club teaches girls about what robots can do.
RightsTech Women and partners train girls how to program robots, at Hepia, as part of CODEWEEK EU. Bottom right: A participant programs an hepiaLight LED card in an HEPIA/Informasciences workshop.
• RTW trained girls on Robotics, Programming and Human Rights at the event, “Elargis tes Horizons” organized by Elargis tes Horizons, held at Uni-Mail, University of Geneva, 16 November

On 16 November, RightsTech Women took part in the event, Expanding Your Horizons (Elargis tes horizons), held at Uni-Mail, University of Geneva. This day-long event takes place once every two years. There were 450 registered participants who could choose from an impressive variety of workshops and stands to introduce girls to science. It was a pleasure to take part in this memorable event.

RightsTech Women provided hands-on robotics and programming training, along with a brief introduction to girls’ human rights in STEM education and employment. RTW trained about 75 girls in French and English throughout the course of the day at its stand. Some girls came back to RTW’s stand to program again. RTW’s ‘dream team’ of four volunteers and all of the great Elargis team helped make the day fun for all.

31 - This page: RTW coaches Prachi Bhave, Ellen Walker, and Karen Jex show Elargis participants to program robots and give them information on their right to education in STEM.
RTW trained girls and boys on Robotics, Programming and Human Rights at the three-day event, *Codez la Science* held at the CERN Globe of Science and Innovation, HEPIA, and University of Geneva CUI FacLab, 22-24 November.

RTW took part in *Codez la Science* with CERN Micro Club, HEPIA, Informasciences, and with the University of Geneva’s *Centre Universitaire d’Informatique* and individual instructors. The event took place at three locations over three days: the CERN Globe, Hepia, and CUI’s FacLab (a digital innovation space of the University of Geneva). This event offered girls and boys the opportunity to discover programming in their choice of four kinds of workshops, using different kits based on the Raspberry Pi.

The free event reached 164 people, including 141 girls and boys under the age of 18 from the cantons of Geneva and Vaud, and 23 accompanying parents and teachers. RightsTech Women trained 59 students, plus 18 parents, in Poppy Ergo Jr. robotics workshops, our coaches showing learners how to assemble robots first and then how to program them. During the three days, RTW also educated 131 participants on their equal human right to education. These were busy, fun-filled days.

For more information, visit: https://codezlascience.web.cern.ch/csd/ and https://rightstech.org/news/.
FINANCE

RightsTech Women was created in 2018 as a nonprofit association with its legal headquarters in Geneva, Switzerland.

Treasurer’s report

Our financial statement has shown that we have obtained a positive result for 2019. The statement has been audited by PwC.

Financial statement 2019

[Pie chart showing total operating income: CHF 2845]

- Ville de Genève – 48.85%
- DYN SA – 35.15%
- dbi services – 8.79%
- Deyan Mikov – 7.03%
- Misc – 0.18%

[Pie chart showing total expenses: CHF 2510]

- Office supplies, IT, printing – 27%
- Other administrative costs – 29%
- Educational training, workshops, and seminars – 26%
- Depreciation of assets – 15%
- Bank fees, interest expense, and other expenses – 3%
THE WAY FORWARD

RTW continues to build its own healthy and strong institution and to develop partnerships. Going forward, RTW and partners have a lot to do to achieve gender parity in STEM education and employment. RTW will continue its research, advocacy and training of girls and women. We plan more hybrid and innovative trainings on robotics, programming and human rights for girls; trainings for STEM learners and professionals; and, network development. Over the next years, RTW will develop its sustainable work and partnerships with a view to working in 33 countries (including Switzerland and France) in five regions, with a special focus on underserved communities.

At the time of the publication of this report, the COVID-19 pandemic is sweeping the world. Violent acts of discrimination based on ‘race’ or color are sadly anything but new, but are bringing to the fore longstanding, widespread and systematic inequalities and injustices. RTW was created to do human rights and STEM education that will help to eliminate discrimination and raise awareness of international human rights standards over the decades to come. RTW, like most other organizations, must adapt its strategy and work for today’s environment and realities. The pandemic shows the urgent need for equality. RTW does not, at the time of publication, offer in-person trainings, and is developing online training while extending its three-year planning to five years. RTW will return to group in-person trainings when possible. Providing girls and women with STEM skills to equip them for jobs, while fighting discrimination and inequalities, is more relevant than ever today. We hope that you will join us on this journey.

ORGANIZATION

Board
As at the end of December 2019*, RTW’s board consisted of 7 members with diverse educational and professional backgrounds, including legal, financial services, marketing, technology, physics and teaching.

- Ellen Walker, J.D., LL.M., Founder and Board President
- Monika Ambrozowicz, MA, Co-founder and Board Secretary
- Maria Tootell, MBA, Co-founder and Board Treasurer
- Prachi Bhave, M. Tech, Board Member
- Alexandra Schafhauser, LL.M., Board Member
- Brice Copy, MSc, Board Member
- Makoto Ikeda, Ph.D., Board Member

To learn more about the Board, visit https://rightstech.org/meet-the-team/.

*At the time of publication of this Activity Report (July 2020), the board comprises five members: Prachi Bhave, Brice Copy, Makoto Ikeda (Treasurer), Alexandra Schafhauser (Secretary), and Ellen Walker (Founder and President).

Volunteers
In 2019, in addition to the seven Board Members, who served in a voluntary capacity, RTW benefited from the help of 16 volunteers. RTW is grateful for their generous time and skills that helped us to exceed our expectations. It was especially memorable and inspiring to participate in Geneva’s historic Women’s March in June 2019 together with RTW’s Swiss volunteers.

Auditor
Auditing services are provided by PricewaterhouseCoopers Switzerland.
PARTNERS
In 2019, RightsTech Women partnered or collaborated with other organizations, as mentioned above in this report: CERN, CERN MicroClub, CERN Women in Technology, Elargis tes Horizons, Geneva’s Office for the Promotion of Industries and Technologies (OPI), Hepia, Informasciences, Onl’Fait, and PoppyStation Network.

Donors of funds or in-kind assistance in 2019 included the City of Geneva, dbi services, DYN SA, EU Delegation to the UN and other International Organizations in Geneva, and Foraus’s Think Tank Hub.

*2020 in-kind donations generously provided by FidOlea SA and PwC assisted RTW with its 2019 financial reporting and audit, respectively.

Thank You
RTW sincerely thanks all mentioned above for their fruitful 2019 cooperation and for their commitment to STEM gender equality.
DONATE

RightsTech Women advances the human rights of girls and women in STEM education and employment.

Your donations are essential to help us to increase the numbers of girls and women in STEM education and employment, and to make sure that they know their rights. Help us to grow our impact with a donation of any amount.

To make a direct bank transfer, please use the following bank details.

Account holder: RightsTech Women
Bank: PostFinance
IBAN: CH51 0900 0000 1514 4552 2
Account no. 15-144552-2
SWIFT code: POFICHBEXXX

Or, to donate by PayPal, visit: https://bit.ly/30mbAux or scan the code, right.
Those donating via PayPal, who wish to cover the PayPal transaction fee associated with their transaction, can add 3.4% (Switzerland) or 4.4% (International) + 0.55 CHF to their donated amount.

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