

Feminist Approach Technology is a not-for-profit organisation that believes that women's participation is equally important as men's not just in usage of technology, but also in the creation of and decision-making around technology. FAT envisions a world where all women have equal opportunities to learn, use and create technology, irrespective of their academic background or economic status; an environment where women are not intimidated by new technologies but rather have an open mind to experiment with and benefit from them.

Our mission is to enhance women's awareness, interest and participation in technology in order to decrease the gender divide in all technical fields and strengthen the involvement of women in the technical workforce and in policy making. We believe that technology is necessary for the empowerment of women because of the important role technology plays in the economic and social development. FAT is registered under the Societies Registration Act, 1860.

### **Background**

Despite the overwhelming presence of technology in every aspect of life, women are either disinclined or intimidated to familiarize themselves with technology. Thus, they lose out on opportunities which would have not only helped them in evolving personally, but also to stand up for their rights. Absence of women in the decision-making positions involving technology poses a question: Are the technologies that govern our lifestyles today really appropriate technology for everyone?

Paradoxically, women who aspire to learn and work on technology are faced with a large number of hurdles at every step. They aren't provided enough sources to learn and develop their spirit of technological enquiry; look at technology as an academic pursuit. They seem to fight a constant battle in workspaces in terms of remuneration, avenues to move up and even be acknowledged for their efforts in the technological domain.

Perhaps this explains the low representation of women in technical workforce. In India, which is considered an IT giant, the percentage of women even in IT industry, considered women friendly, is 24% (SOURCE: [NASSCOM](#)). For other, less visible technical fields there is no data about women's participation.

The reasons in specific can be narrowed down to:

- a) Most girls are not encouraged to choose technology as their field of study.
- b) Among those who do study technology, it is difficult to seek employment in the technical domain.
- c) Those who may initially choose a technical job most either shift to a non-technical domain or stop working altogether.

To counter these issues FAT believes that we need to create a general awareness amongst both men and women on the particular need for women to participate equally in technology; encourage women to take initiative in learning, using and making technology; and also support women who do take such initiative. FAT aims to touch every woman's life with technology and help her improve her standard of life.

FAT envisages starting the dialogue on the issue of women and technology in India and also taking it forward by providing relevant forums to discuss the issue and spreading general awareness around the same.

## Our Ongoing and Planned Activities

### **THE WEWIT INITIATIVE**

**Status:** Ongoing. Program support needed.

**Objective:** To recognize Women in technology for their work in their field in order to break the stereotype that women cannot be good in technology' and to inspire future women technologists.

**Activities:** The We, Women in Technology website (<http://www.wewit.in/>) has been online for about a year now, with some documentation on women achievers in technology. As the next phase, this online database needs to be strengthened, and the success stories have to be communicated. We are also focussing on facilitating the creation of a community of women in organised and unorganised technological sectors to share experiences, collaborate, and contribute their talents for inspiring the next generation of young women and girls to get involved in related fields of technology.

### **THE SCHOOL CONTACT PROGRAM**

**Status:** Presently fundraising.

**Objective:** To create a positive environment in order to encourage girls from underprivileged section to choose careers in technology.

**Activities:** This program will be launched in the schools of Delhi to begin with. It will target both the school going children and their teachers through information fairs and trainings.

### **COALITION OF WOMEN'S ORGANIZATIONS FOR ENGENDERING TECHNOLOGY**

**Status:** Ongoing. Program support needed.

**Objective:** To bring together a wide spectrum of organizations working on gender issues in order to mainstream concerns of 'women and technology' in the feminist discourse, and to deploy technology to advance the struggle for equity.

**Activities:** Consultations with women's organizations to create the discourse; Working together with other organizations to frame policies to promote gender neutral work and education environment

### **RESEARCH AND MEDIA OUTREACH**

**Status:** Presently fundraising.

**Objective:** To carry out research and create advocacy materials on the issue of Women and Technology, for sharing with stakeholders, target audiences and the media.

**Activities:** Carry out research to establish the need for dialogue on "Women and technology"; Use mass media and alternative media to communicate the findings of research

### **TECH CENTER PROGRAM**

**Status:** Ongoing. Program support needed.

**Objective:** To train underprivileged young women on basic technical skills and empower them to use technology to improve their life as well as bring long term positive change in their community.

**Activities:** This center has been regularly training young underprivileged women on various technical skills since July 2010. Technology is used as a medium to discuss various social issues with the participants as well as their family. The women receive regular guidance on all sort of issues from their education, to career, to violence in family or street harassment.