



# Impact Report

2023

*Femmes  
Digitales*

Supporting  
Women in Tech  
Texnologiyalar sahəsində  
qadınlara dəstək

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# GAPS

**3%**

of females say a career in technology is their first choice

**78%**

of students can't name a famous female working in technology

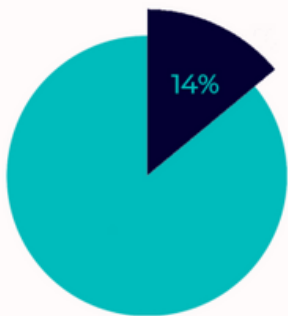
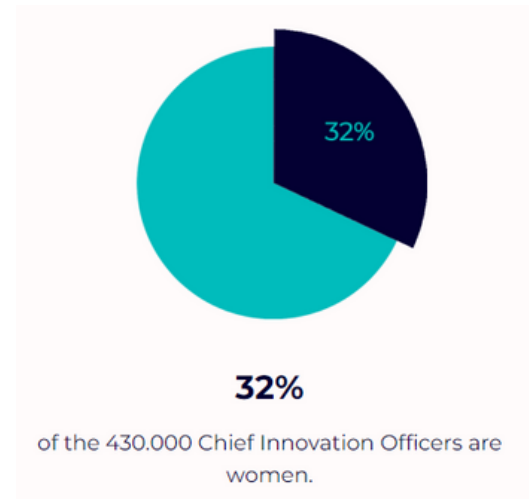
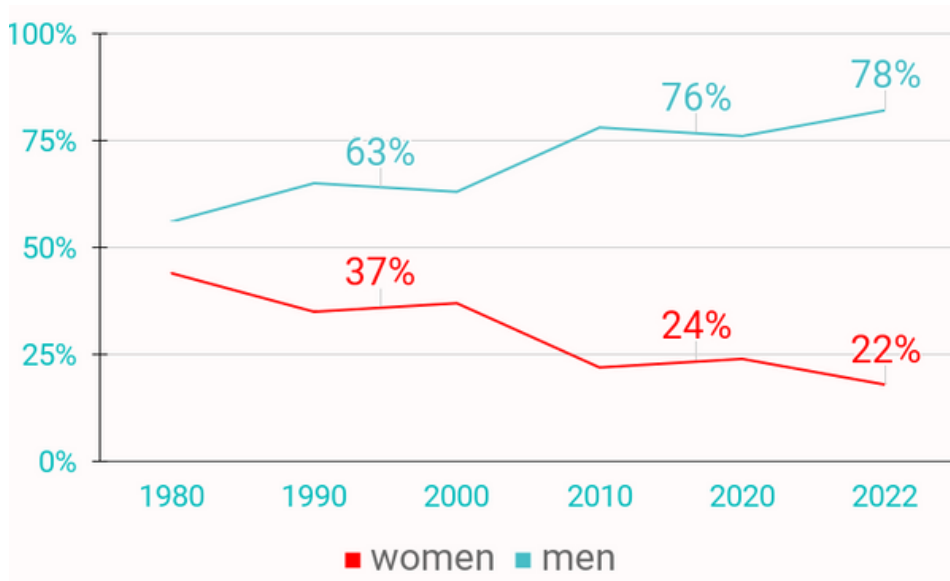
**16%**

of females have had a career in technology suggested to them (33% of males)

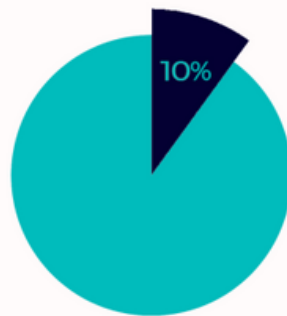
**5%**

of leadership positions in the technology sector are held by women

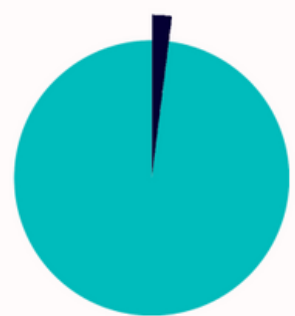
## THE GENDER GAP IN TECH



of the world's top 50 most innovative companies are led by female CEOs.



of the world's top 50 most innovative companies are founded by women.



of all VC dollars went to start-ups founded by women.

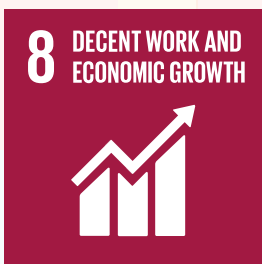
**United Nations' Sustainable Development Goals (SDGs) 4, 5, 8, and 9** reflect Femmes Digitales' continuous commitment to empowering women in tech, advocating for gender equality, and supporting education and economic growth through innovation in Azerbaijan.



With mentorship programs, educational programs for girls in rural areas, and school roadshows aim to enhance access to quality education and lifelong learning opportunities.



Our continuous efforts to close the gender gap in the tech industry and empower girls and women in technology align directly.



By supporting women's career development in tech, we contribute to promoting sustained, inclusive economic growth, full and productive employment, and decent work for all.



Our focus on advancing women in science and technology sectors also aligns with fostering innovation and building resilient infrastructure.

# WELCOME MESSAGE

Thank you to our community! We recognize the remarkable impact that technology has on our lives, from AI and robots to social media. But we also believe in the importance of inspiring and empowering women and girls to create and use technology for the greater good. Our values guide us in this mission and in how we approach relationships with our members and partners. **Collaboration is key**, and we couldn't have built the Femmes Digitales community without the strong support and teamwork of each other. Together with all the girls we are collaborating with, we remain open to creativity and new ideas implementation.

We are excited to be part of a vast community of women and girls in tech across all innovation-oriented sectors who share our vision of gender equality in the tech industry. **Our mission is clear** - women must have equal opportunities to create and develop new technology businesses, products, and services that shape our world. As a charity, we are proud to have made a significant impact towards achieving this goal, being sustainable and active for the last ten years.



We believe that **mentorship is crucial** both professionally and personally. That's why we encourage girls who want to enter the tech industry not to hesitate to ask for help, mentorship, or any guidance from us. We are here to support and empower you in your journey towards success. Let's work together to create a more inclusive and diverse tech industry.



**JANA KRIMPE**

**CHAIRWOMAN OF  
FEMMES DIGITALES -  
"SUPPORTING WOMEN  
IN TECH" PUBLIC  
ASSOCIATION**

# WELCOME MESSAGE

Our community is making strides towards a more diverse workforce in the short and long term. Through our **"START TECH" 4 GIRLS program in rural areas** and other initiatives, we have inspired thousands of girls to pursue careers in technology. Our efforts have also created pathways for women to enter the tech industry and sparked change in education, industry, and policy. None of this would have been possible without the dedication and expertise of our competent and highly motivated council members.

We are grateful for their leadership.

Diversity should be a shared responsibility, regardless of your position within a company. Whether you're a founder, hiring manager, or technical employee, **we all have a role to play in creating an inclusive workplace.** Let's continue to work together towards a more diverse and equitable future.



Thank you to everyone who has been a part of our journey. **Together, we can continue to inspire and empower women and girls** to pursue careers in technology and shape our shared future. As a community, we are stronger and can achieve more by educating, supporting, inspiring, empowering, and motivating each other. Our hope is that through our work, we can push for a tomorrow where **we have closed the diversity and gender gap in STEM and TECH.** Let's continue to work towards a brighter future for all!

**JANA KRIMPE**  
**CHAIRWOMAN OF FEMMES DIGITALES -**  
**"SUPPORTING WOMEN IN TECH"**  
**PUBLIC ASSOCIATION**



# Organizational Structure



Detailed information about members  
and their positions

## Chairwoman



## Secretary General



## Executive Board



## Council members



# Mission & Vision & Values

## OUR MISSION

Our mission is to cultivate an inclusive workforce and support women as we ride the accelerated wave of digital transformation. We are passionate about INCLUSIVITY, because we know that tech today requires people of all skills and backgrounds. Whether you're a data analyst, a creative, a strategist or a coder, you are needed.

**Diversity and inclusion** – We welcome all those who share our vision for a fair and equitable society, where everyone has the opportunity to participate and benefit in Azerbaijan's growing digital economy. Femmes Digitales represents members of all ages, cultural and religious backgrounds, and those with disability.

**Climate change** – The Union is committed to a sustainable future and acknowledges that heating the world's climate by continuing to release greenhouse gases into our air is putting this future at risk for all.

**Privacy** – The Union takes your privacy seriously and is committed to protecting the personal information of all members, donors, supporters, sponsors, contractors, volunteers, and staff.

We're committed to building the diverse and inclusive tech workforce Azerbaijan needs. And we aim to see every person accepted, confident and valued in tech — just as they are.

## OUR VISION & VALUES



### STRONGER TOGETHER

We leverage the power of our network to foster professional relationships and partnerships.



### WE LIFT EACH OTHER UP

We believe that being supported makes you brave, resilient, persistent, and ambitious.



### WE ARE THE CHANGE

We challenge the status quo by advocating for women in TECH, STEM with courage and respect.



### INSPIRING EXCELLENCE

We celebrate our success and achievements to inspire the next generation of leaders.



### FUTURE FOCUSED

We preparing our females to enter to the new era of Fourth Industrial Revolution' workforce – we are preparing them to lead it, to improve, to completely and totally transform it.

**So, when you're asked  
how you fit into the  
industry, we want you to  
boldly say:  
"As I am."**





# Overall Impact

≤5,000  
GIRLS  
SERVED

8

Regional  
StarTech  
Programs

3

AWITA  
events

50 schools' roadshow programs

9

International  
Visits

More than 100 events

10

local & international  
partners

25

Mentorship  
Programs

# 2023 in numbers

**≤500**

participants in AWITA 2023

**1** Research Paper

**3** international awards

**1** DIGI TALK

**1**

AWITA 2023

**15**

Contribution to national forums/TechTalks

**3**

International Forums

**1**

MoU

**3**

Partnership Programs

**1** Sheki StarTech Program

**3**

International Awards

**2**

Collaboration Projects

**1** USAID Grant

# REGIONAL “STARTECH” PROGRAM



The regional program has been running since 2016, and thanks to the StarTech initiative, **nearly a thousand girls** from rural areas, **including small villages**, have been granted the opportunity to immerse themselves in the world of technology and explore its potential.



The ultimate goal of holding these events is to attract Azerbaijani girls from the regions to the field of information and communication technologies and to increase involvement percentage. **Events are conducted on a charitable purpose.**



The program was carried out in locations like Masally, Gabala, Guba, Shamakhi, Mingachevir, Lankaran, Ismayilli, and Sheki where it received positive feedback from both the girls and their parents.



It is important to underscore that this program plays a significant role in **expanding the horizons for schoolgirls aiming for professional and higher education in the technology field.**



## Previous Regional Programs

LOCATION	PARTICIPANTS	DATE
<b>Masalli</b>	80 schoolgirls	November 2016
<b>Gabala</b>	76 schoolgirls	November 2017
<b>Guba</b>	70 schoolgirls	May 2017
<b>Shamakhi</b>	100 schoolgirls	April 2019
<b>Mingachevir</b>	60 schoolgirls	November 2019
<b>Lankaran</b>	75 schoolgirls	May 2022
<b>Ismayilli</b>	74 schoolgirls	December 2022





# SHAKI STARTECH PROGRAM

On November 4, 2023, the **8-th regional ICT event for schoolgirls - StarTech**, was held at the State Agency for Public Service and Social Innovations under the President of Azerbaijan in Shaki. **More than 70 students** from different Shaki schools and nearby villages participated in the StarTech program.

## Sponsors and Partners

The event was sponsored by Fominov Consulting LLC and B.BEST Solutions, in partnership with STEP IT Academy Azerbaijan, and received information support from InfoCity Magazine. The children received memorable gifts with assistance from the Ministry of Digital Development and Transport.



AZƏRBAYCAN RESPUBLİKASI  
RƏQƏMSAL İNKİŞAF VƏ  
NƏQLİYYAT NAZİRLİYİ





# SHAKI STARTECH PROGRAM

## Program Brief



Firstly, representatives of "FEMMES DIGITALES" introduced various **TECH-related careers** by sharing their experiences, and demonstrating their professional skills.



The schoolgirls were provided with a list of universities in Azerbaijan where they could **pursue further education in TECH**.



A seminar on **honing presentation skills** was conducted. Upon its conclusion, the girls within the teams, presented innovative projects and implementation plan to the audience. Each girl had to select a profession and role within their respective projects.



During a practical session, mentors from STEP IT Academy acquainted the girls with **coding and robotics basics**.





# AWITA 2023 IN NUMBERS

The AWITA 2023 ceremony is widely recognized as one of the most significant and expansive initiatives focused on promoting and popularizing the field of information technology among women while showcasing their remarkable accomplishments.

12 May, 2023  
Launch

Our **mission is to feature Role models** and inspire the next generation of the diverse tech workforce.

12  
Winners

400+  
Attendants

AWITA celebrating the remarkable women and girls from all around Azerbaijan who **innovate, inspire, and transform** the sector as we know it

200+  
Applicants

10  
Sponsors

AWITA are extremely important and **promote a gender balanced workforce** across the tech sector

33  
Finalists

7  
Partners

The initiative is founded and lead by the Public Association "**Femmes Digitales**".

33  
Judges



**AWITA**  
THE AZERBAIJANI WOMEN IN IT AWARDS 2023





The third annual "AWITA - Azerbaijan Women in IT Awards" ceremony took place at the Ritz-Carlton Hotel on May 12, 2023.

The ceremony coincided with the 100th anniversary of Heydar Aliyev's birth, a renowned Azerbaijani leader.

Distinguished guests, including **Sabina Aliyeva, the Commissioner for Human Rights (Ombudsman)** of the Republic of Azerbaijan, **Fergus Auld, the Ambassador of the United Kingdom to Azerbaijan**, **Inara Valiyeva, the Chairperson of the Innovation and Digital Development Agency**, and **Novella Jafaroglu, the Chairperson of the Women's Rights Protection Association**, inaugurated the event.

## Sponsors



**B.EST SOLUTIONS**



**PASHA Bank**



**BESTCOMP GROUP**

**PROSOL**  
CYBER POWERHOUSE

**FOMINOV CONSULTING**



**ultra**  
technologies

**MEYSARI**

**A2Z technologies**



**DigiRella**

## Partners

  
**MINISTRY OF SCIENCE AND EDUCATION**  
REPUBLIC OF AZERBAIJAN



**AZERBAIJAN REPUBLIC**  
**SPECIAL COMMUNICATION AND**  
**INFORMATION SECURITY STATE**  
**SERVICE**



**C4IR**  
CENTER FOR ANALYSIS AND COORDINATION  
OF THE FOURTH INDUSTRIAL REVOLUTION

 **Enterprise**  
**Azerbaijan**

 **Innovations**  
**Center**

 **AMCHAM**  
AMERICAN CHAMBER OF  
COMMERCE IN AZERBAIJAN

 **bloom**  
**group.**

**iINFO** CITY

 **bloom**  
**group.**

 **Innovations**  
**Center**

**iINFO**



**AZERBAIJAN REPUBLIC**  
**SPECIAL COMMUNICATION AND**  
**INFORMATION SECURITY STATE**  
**SERVICE**

 **AMCHAM**  
AMERICAN CHAMBER OF  
COMMERCE IN AZERBAIJAN

**AWITA**

THE AZERBAIJANI WOMEN IN IT AWARDS 2023

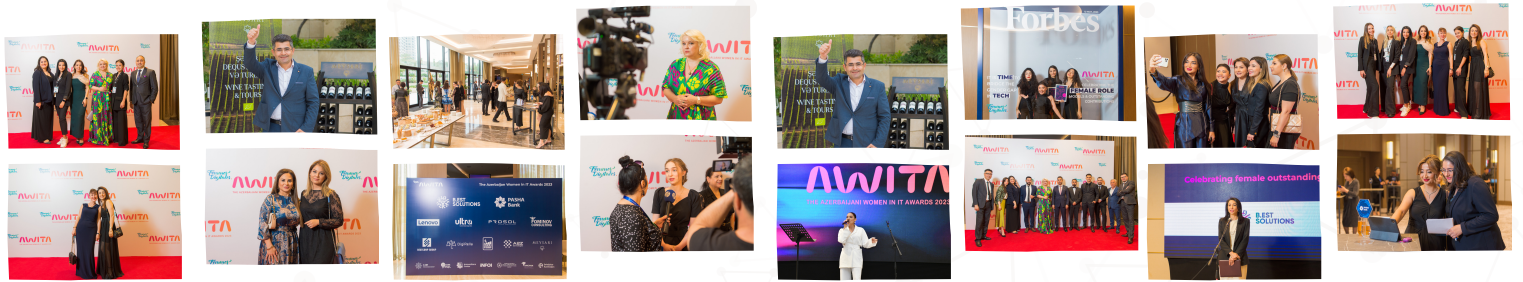
# AWITA 2023 WINNERS

- Digital Umbrella – Inclusive employer of the year
- Khaver Babazadeh – Founder, CEO or CIO of the year
- Matanat Karimova – Rural and remote contribution in IT
- Aynur Qurbanli – Digital leader in public-sector institution
- Aida Alakbarova – Academic award
- Khayala Fatullayeva – Digital transformation leader
- Fidan Javadova – Start-up founder award
- Aygul Musayeva – Mentor of the year
- Khayala Mustafayeva – Hardware & software designer
- Zahra Imanova – The Rising star award
- Lala Azizli – Judges´ Choice award
- Deniz Sattarli – Special recognition award



## Previous AWITA events

TITLE	NOMINATIONS	PARTICIPANTS	DATE
AWITA 2018	12	300	12.2018
AWITA 2017	15	200	01.2017



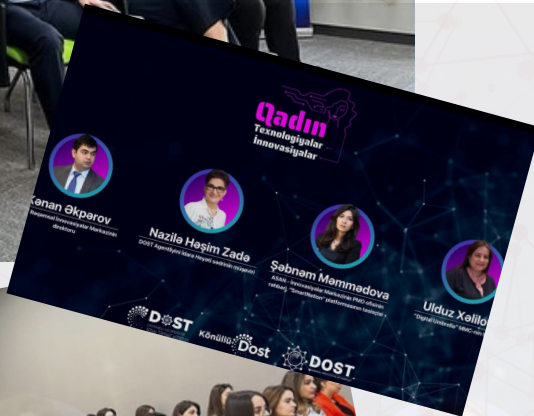
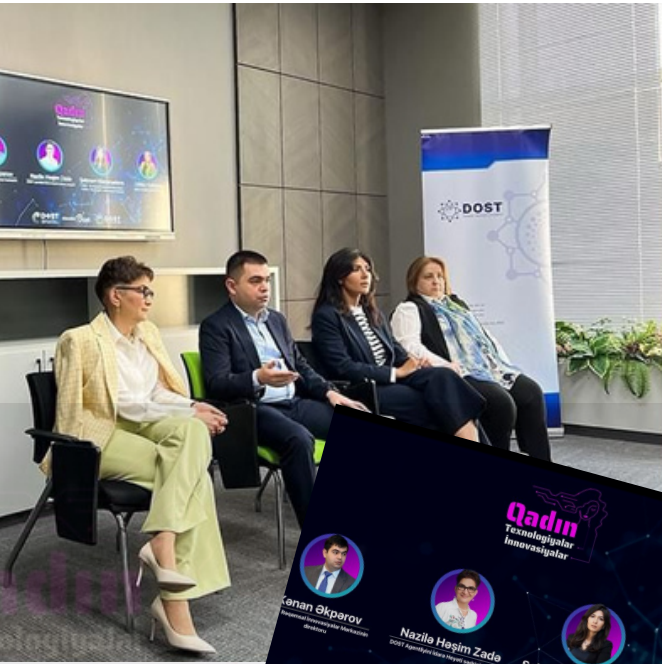
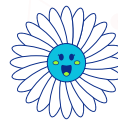
In an interview conducted in April 2023 with CBC Azerbaijan, **Jana Krimpe** and **Gunel Safaraliyeva** elaborated on the missions and goals of the Public Union, **centering on the empowerment of women in the realms of technology and digital industries**. They also shed light on the importance of AWITA 2023, which aims to elevate and celebrate the role of women in the information technology sector, highlighting their significant achievements and promoting the TECH field among women.



# GIRLS IN ICT DAY



**Jana Krimpe** participated as a mentor in International **STEM 4ALL Girls in ICT**, organized by **UNDP-UNICEF Platform** on 27th of April, 2023. **Nazilya Gashimzade** was one of the participants of the event.



A dynamic and inspiring event "**Women, Technologies, and Innovations**" orchestrated by the "Volunteer DOST" program in partnership with several leading organizations, was designed to ignite the passion of young women for the ICT sector. Featuring the compelling narratives of **Nazila Hashimzade** and **Ulduz Khalilova**, the forum shone a spotlight on the pivotal role of women in ICT, weaving through their personal journeys of triumph and innovation.

**Ulduz Xəlilova**

"Digital Umbrella" MMC-nin təsisçisi

**Kənan Əkrərov**

DOST Rəqəmsal İnnovasiyalar Mərkəzinin direktoru

**Nazilə Həşim Zadə**

DOST Agentliyini İdarə Heyəti sədrinin

# USAID GRANT



## RESEARCH PAPER

On April 21st, 2023, the "FEMMES DIGITALES" Public Union received an **award from The Center for International Private Enterprise (CIPE)**, securing a contract under the "Private Sector Activity (PSA) Component 3" project for a grant.

1

RESEARCH PAPER

2

AWARENESS CAMPAIGN IN SOCIAL MEDIA



3

TECH PANEL AT #SHECONGRESS2023

4

2 INTERVIEWS WITHIN WNBA

## 1 RESEARCH PAPER

"FEMMES DIGITALES" presents its research on the best practices and achievements of leading IT companies of Azerbaijan in retaining women employees in the IT industry.

The comprehensive study focuses on **three key areas**:

**Company policies on retaining women employees,  
Evidence-based support for women in TECH,  
The role of top management in fostering a supportive environment**

The research explores approaches used by leading companies and organizations such as A2Z Technologies, Digital Umbrella, MONT, and Fominov Consulting to address challenges faced by women in the field, including gender stereotypes.

It analyzes company policies for retaining women employees, such as creating inclusive environments and promoting equality. Successful strategies include flexible work arrangements, skill development, and advocating for equal pay based on skills and experience. The study also showcases evidence-based support for women in tech, including mentorship programs, networking opportunities, and training support.





# USAID GRANT

## AWARENESS CAMPAIGN IN SOCIAL MEDIA

### 2 THE BEST PRACTICES AND ACHIEVEMENTS PLACED IN SOCIAL MEDIA

Based on the valuable insights gathered from the research on the best practices and achievements of leading IT companies, an advocacy and awareness campaign on social media was developed to amplify the impact of the panel session within 2023 year.

#### THE CAMPAIGN'S OBJECTIVE

The main goal is to share the successful practices and achievements discussed during the session with a wider audience, thereby promoting awareness and fostering dialogue around the advancement of women in the tech industry. To achieve this, a series of engaging and informative social media posts have been prepared. These posts were strategically published on various social media channels, ensuring maximum visibility and reach. They highlighted key findings and success stories, showcasing the practical steps taken by leading IT companies in Azerbaijan to retain women employees and create an inclusive work environment.



**Femmes Digitales**  
June 23, 2023 · 🌐

🌟 **Fominov Consulting: Championing Gender Equality in TECH!** 🏠🌟  
Discover Fominov Consulting's policies and initiatives:

- ✅ Gender equality across all departments
- ✅ Work-life balance
- ✅ Continuous learning and development
- ✅ Skill Development and Training

Evidence-based support for women in TECH:

- 🌟 Women in Leadership
- 🌟 Inclusive Project Participation
- 🌟 Support for Women in IT Communities

THE BEST PRACTICES OF IT COMPANIES  
IN RETAINING WOMEN EMPLOYEES

- ✅ Company policies
- ✅ Evidence-based support
- ✅ The crucial role of top management

**A2Z TECHNOLOGIES BEST PRACTICES:**

- ✅ Flexible work arrangements
- ✅ Training & development opportunities
- ✅ Sponsorship programs

**FOMINOV CONSULTING BEST PRACTICES:**

- ✅ Gender equality across all departments
- ✅ Work-life balance
- ✅ Skill Development and Training

**MONT BEST PRACTICES:**

- ✅ Equal pay based on skills and experience
- ✅ Women in leadership positions
- ✅ Inclusive work culture

**DIGITAL UMBRELLA BEST PRACTICES:**

- ✅ Fair treatment & non-discrimination policies
- ✅ Health and well-being initiatives
- ✅ Skill development programs

# USAID GRANT

TECH PANEL AT #SHECONGRESS2023



3

## PANEL SESSION:

### "FEMALE MAKE ICT, STEAM, TECH AND AI"

#### SPEAKERS:

**Hayala Nagiyeva** – Member of the Executive Board, PASHA Bank

**Fidan Farzaliyeva** – Advisor to the Minister, The Ministry of Digital Development and Transport

**Jana Krimpe** – Founder & CEO, B.EST Solutions; Founder & Chair, Femmes Digitales

**Leyla Nasrullayeva** - Commercial Director, EURODESIGN Systems; Board Member, AKTA

**Eldar Jahangirov** – General Director, Span Azerbaijan



#### THE PANEL BRIEF

The experts analyzed the gender gap and gender-based pay gap in the TECH field, sharing their experiences and insights. They explored strategies to enhance company practices and discussed the challenges that hinder women's career progression in the industry, starting from childhood.

#### THE MAIN OBJECTIVE

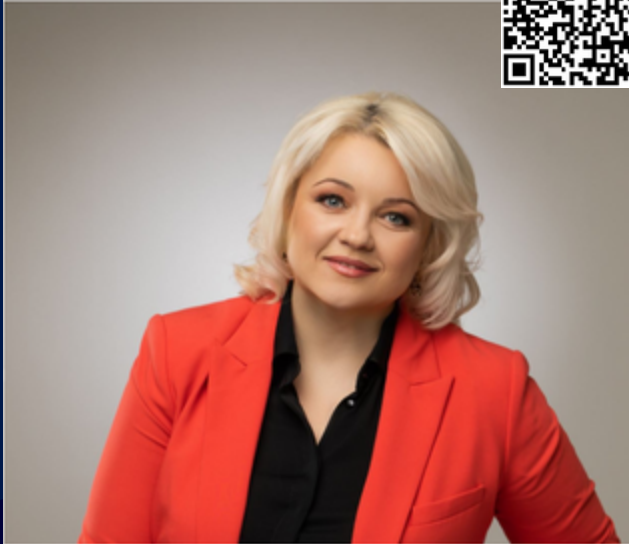
Raise awareness among decision makers, identify challenges and opportunities for strengthening women's positions in the TECH sector, engage in dialogue, and establish best practices to regulate this high-demand issue.



# USAID GRANT

2 INTERVIEWS WITHIN WNBA

## 4 PANEL SESSION: "FEMALE MAKE ICT, STEAM, TECH AND AI"



Technological solutions from women for women - interview with Jana Krimpe, Founder and CEO of Femme...

Trend presents an interview with the Founder and CEO of Femmes Digitales - Public Association: "Supporting Women in TECH" Jana Krimpe.

Trend.Az / Jun 21, 2023

The interview with **Jana Krimpe**, underscores the organization's dedication to advancing women in Azerbaijan's tech industry within the broader context of the Women's National Business Agenda. Mrs. Krimpe elaborates on the Unions' initiatives, aimed at bolstering female representation and participation in ICT, aligning with WNBA's objectives to promote gender equality and support women's career advancement in the tech sector. Through organizing regional programs and advocating for women in tech, the Public Union contributes significantly to the WNBA's mission of creating equal opportunities and increasing visibility for women in TECH.

<https://en.trend.az/azerbaijan/society/3764255.html>

**Sayyara Huseynova's** interview showcases the joint endeavors to elevate women's roles in Azerbaijan's technology sector, highlighting the support from civic organizations and USAID/Azerbaijan. It aligns with the objectives of the Women's National Business Agenda, reinforcing a countrywide effort towards achieving gender inclusivity and empowerment within the tech industry.







# DIGI TALK WITH KRISTEL KRUUSTUK

On December 2, 2023, an engaging talk featuring Kristel Kruustuk, the founder of Testlio – an Estonian IT Company was hold at ADA University

Over 50 attendees interacted informally with speaker Kristel, discussing her career in testing and founding Testlio. Key points included the importance of networking, entrepreneurial insights, work-life balance, and the value of soft skills for sustainable community success.



The event exemplified The Public Union' commitment to empower and inspire women in the tech industry, providing a valuable opportunity for knowledge exchange and mentorship.

## EVENT PARTNERS





# MOU WITH STEP IT ACADEMY



To collectively address gender inequality in the IT field, **Memorandum of Understanding** was signed with **STEP IT Academy** on May 31, 2023. Recognizing this issue, STEP IT Academy, with the support of "Femmes Digitales," initiated a joint campaign to ensure the accessibility of IT education for girls.



As a result, **25% discount** on all long-term education programs we provided for girls aged 8-14. Promocode "Femmes Digitales"



# COLLABORATION OPPORTUNITIES



On June 1st, 2023 a fruitful discussion on potential collaboration opportunities was with **Ornela Ramasauskaite**, a renowned expert at the intersection of **TECH and ART**.



On November 30th, 2023 Femmes Digitales met with **delegation from Kazakhstan**, comprised of exceptional women in the TECH sphere - Assel Marchenko, Assel Bolatjan, Alima Umutbek, Laura Salamat, Nazgul Taimova, Zharkyn Chsheglova. Their contributions and insights added substantial value to the discussions, underscoring the importance of global collaboration in fostering innovation.



# CONTRIBUTION TO LOCAL TECH EVENTS



On January 28, 2023 **Maryam Abbaszade** spoke at the "Women in STEM" forum at the panel on the topic **"Opportunities for girls in STEM,"** where topics such as current professions, in-demand skills and abilities, stereotypes in STEM were raised.



On 7th of March, 2023 Executive Board members **Shahla Mammadova** and **Sabina Parvizi** provided insights at **"Women Power in TECH"** MeetUP, organized by Code Academy



On 11th of March, 2023 **Ulduza Khalilova** spoke at 100.5 FM with the AKTA partnership on the Topic **"Women in IKT"** in the **"SmartLab"** program.



On July 5th, 2023, members of the Femmes Digitales participated in the "Pitch day" event of startups of the I and II Tusi Incubation programs of the **"Skills for the Future"** project organized by ASAN Xidmet. **Ulduz Khalilova** participated in the event as a jury.



# CONTRIBUTION TO LOCAL TECH EVENTS



On June 1st, 2023, the conference titled **"Modern Analytics for Any Scale"** took place, organized with support of **Natalia Osipova**. This event was specifically dedicated to addressing various facets of data analytics. Fominov Consulting spearheaded the organization of this conference, in collaboration with its partners Pure Storage and Vertica. The focus of the conference was on a range of critical topics, including unified analytical repositories, the analysis of substantial volumes of data crucial for business operations, and the advent of a new developmental phase for analytics platforms.



In July, 2023 **Safiya Aghamirova**, participated in an insightful interview as part of the **"EmpowerHER: Voices of Resilience and Progress"** project by the **Azerbaijani Women in Science (AWiS)** organization. In this next segment, titled "Empowerment Unleashed: Equal Opportunities for Women," Safiya shares her valuable experiences and perspectives on expanding women's rights and opportunities, particularly in the tech industry as a member of FEMMES DIGITALES. This project, supported financially by USAID, aims to promote women's entrepreneurship and economic empowerment within the framework of the Women's National Business Agenda **#WNBA**.



# CONTRIBUTION TO LOCAL TECH EVENTS



On July 14th, 2023, **Shahla Mammadova** participated as a mentor in the "No Code" incubation program of Lotfi Zadeh Technology Center.



On July 15th, 2023, **Jana Krimpe** spoke as founder of FEMMES DIGITALES at Azerbaijan - United Arab Emirates Government Innovation and Competitiveness Forum in Panel discussion on "Women Empowerment in Government Administration".



On September 8th, 2023 **Jana Krimpe** participated as moderator of panel discussion: integration of services into a single platform concept and provision of accessibility at the international conference "DOST 2023: A Single Platform for Providing Flexible, Innovative and Sustainable Services".



# CONTRIBUTION TO LOCAL TECH EVENTS



On September 9-10, 2023 **Sayyara Huseynova** was invited by Ministry of Science and Education to serve as the coordinator of the "**Məktəbdə**" (At school) pilot program. This social project is dedicated to unearthing the potential within rural schoolchildren, igniting their will for education, and providing invaluable guidance for their future career paths.



On October 18th, 2023, **Jana Krimpe** participated as the panelist at the **#IEEE Women in Engineering** Panel during the 17th IEEE International Conference - Application of Information and Communication Technologies (**#AICT2023**) at ADA University.



On December 1st, 2023, **Jana Krimpe** showcased outstanding achievements of Femmes Digitales during the 9-year journey at the Embracing Innovation and Diversity panel in the **InMerge Innovation Summit**.



On December 17th, 2023, members of Femmes Digitales participated in the "**Digital Heights**" conference organized by PASHA Bank OJSC, where prominent figures from different sectors were in attendance. "**Product Hunt**" day was led by **Shahla Mammadova**.

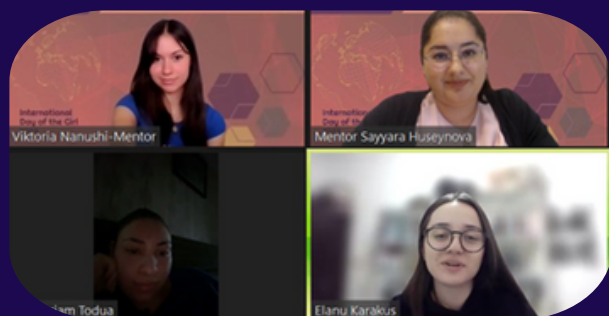


# CONTRIBUTION TO INTERNATIONAL EVENTS

On September 30, 2023, **Sabina Parvizi** was invited by **Forbes Kazakhstan** to speak at the Forbes Women Club and discuss the digitalization of small and medium-sized businesses, as well as women's leadership.



On October 11, 2023 **Sayyara Huseynova** participated as a **lead mentor UNDP-UNICEF STEM4ALL** Virtual Event, celebrating International Day of the Girl.



On November 1, 2023, **Jana Krimpe** participated in the **"INCLUSIVE AND INTERCONNECTED ECOSYSTEMS"** event in Tbilisi, Georgia. She participated in the "Women in Tech: Elevating Potential Through Collaboration Between Ecosystems" panel.



**iNFIMÖ**

Interconnected and inclusive innovation ecosystems  
focused on ICT and mobility



# PARTICIPATION IN LOCAL EVENTS

On March 6th, 2023, **Jana Krimpe** and **Sabina Parvizi** at the Women's Empowerment reception discussed initiatives and projects with **Chargè d'Affaires a.i. of the United States of America Hugo Guevara**.



On June 13th, 2023 **Sabina Parvizi** and **Sayyara Huseynova** participated as Steering Committee of WNBA meeting, provided by **USAID**.

On December 6th, 2023 **Khayala Fatullayeva** participated at the International #SAF (**STEAM Azerbaijan Festival**) 2023. The purpose of the festival is to promote STEAM-based education, develop 21st-century skills among students, identify and network creative, digital technology-savvy students.



# PARTICIPATION IN INTERNATIONAL EVENTS



## Joint Participation

Femmes Digitales executive board members attended **Latitude59 Tech event in Tallinn, Estonia** on May 25th, 2023.

On March 1st, 2023 Jana Krimpe participated in **MWC Barcelona Women's networking event**, organised by **McKinsey & Company**.



# 9 YEARS' BIRTHDAY CELEBRATION



Celebrating our **9th birthday**, we're thrilled to share the profound impact we've had this past year.

Our **engagement with over 200 schoolgirls** in rural programs has brought tangible positive changes to local communities.

**#AWITA2023** not only **drew 200+ applicants** and **500+ attendees** but also sparked dialogues that continue to influence the tech landscape.

The insightful DigiTalk with Kristel Kruustuk - investor, Founder of Testlio- prominent Tech company left a lasting impression, contributing to the digital empowerment of individuals.

Through our members' representation at local and international conferences, we've amplified our voices, making a meaningful impact on the industry's diversity and inclusion.

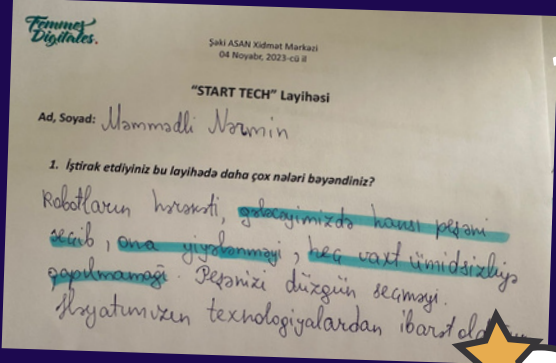
As we blow out the candles, we're excited about the **continued positive impact we aim** to achieve in the years ahead!



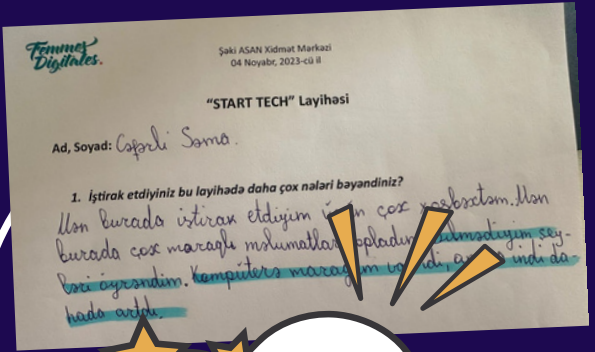
# FEEDBACKS



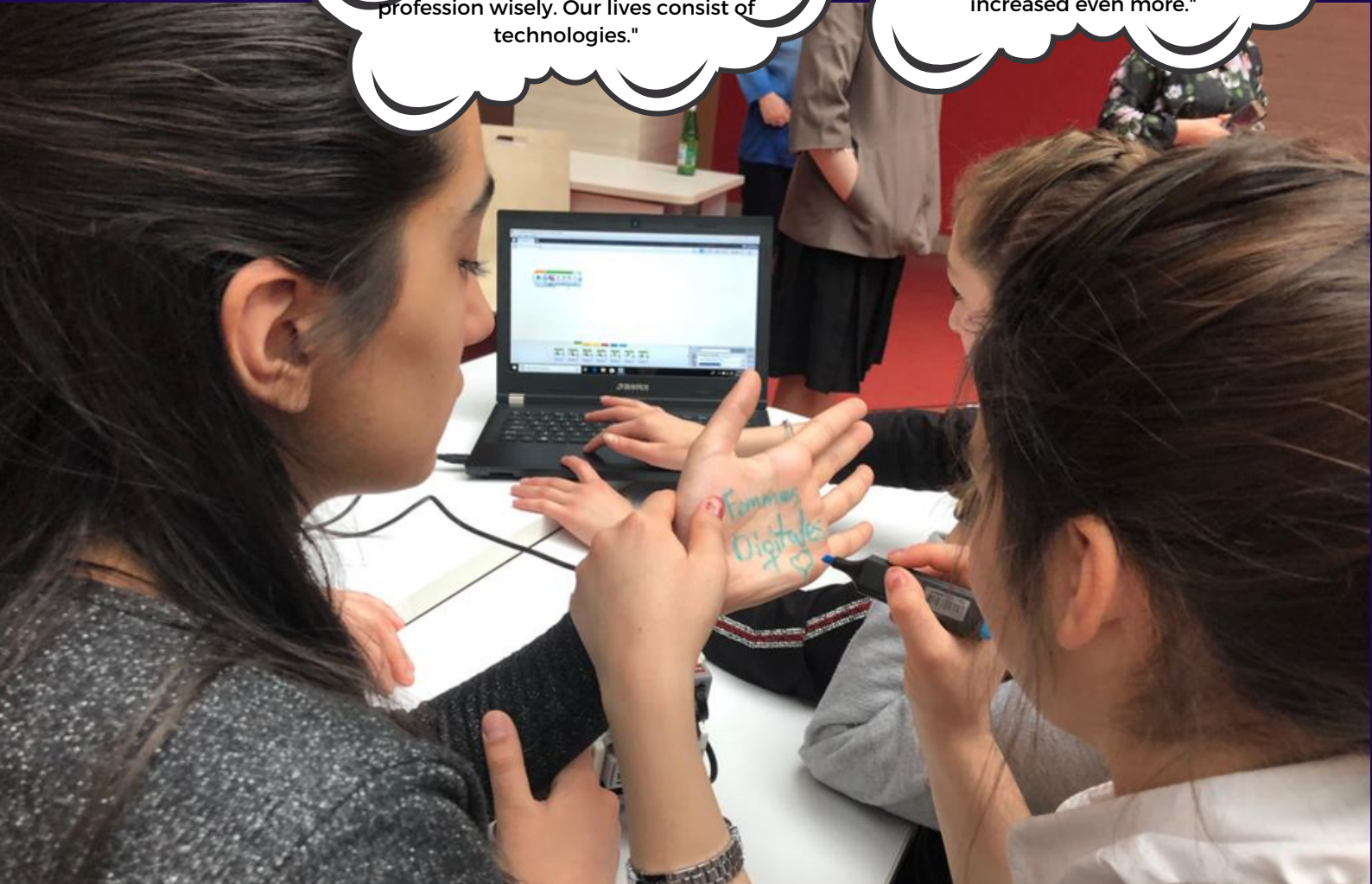
"These ladies are not only beautiful but also intelligent and successful. We watch them from afar with longing and pleasure, saying blessings be upon them. Your joy is our joy."



"The movement of robots, choosing a profession for our future and committing to it, never giving up hope. Choosing your profession wisely. Our lives consist of technologies."



"I am very happy to participate here. I have gathered a lot of interesting information here. I learned things I didn't know. I was interested in computers, but now my interest has increased even more."



We extend HEARTFELT GRATITUDE to ALL OUR MEMBERS, PARTNERS, AND SPONSORS for their UNWAVERING SUPPORT in organizing events and seminars.

Without YOUR COLLABORATION and GENEROSITY, achieving our goals and making these impactful gatherings possible would not be feasible.

Thank YOU for being an INTEGRAL PART OF OUR JOURNEY towards EMPOWERING WOMEN in TECH of Azerbaijan!



Femmes Digitales – “Supporting Women in TECH” Public Union  
Khagani str 87, Sabail district, AZ1010, Baku, AZERBAIJAN



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<https://femmesdigitales.az/>

# MANAGEMENT DISCUSSION AND ANALYSIS (MD&A) \*



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## FINANCIAL PERFORMANCE OVERVIEW

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## STRATEGIC INITIATIVES

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## RISK ASSESSMENT

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# Our 2019 Goals

An impact report is a way for organizations to communicate the issues they are trying to improve, as well as their strategy on how they facilitated change. It measures the impact that NFPs make in people's lives, focusing on their social or environmental outcomes, It isn't merely a description of the activities undertaken by the organization either, but it also provides the analysis on the results of these activities.

# 1

**This space is the home of your inspiring goal. Share it here!**

Creating a good impact report means being transparent with your audience. Back up your claims with relevant data. Keep your sentences concise when necessary, but dive into detail when it comes to qualitative and quantitative evidence. Remember: an impact report is a combination of understanding your mission, your work, and your audience, and communicating that clearly with the rest of the world.

# 2

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# 2%

Readers appreciate accurate information

# 100

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# 2%

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# 100

Readers appreciate accurate information

Impact reports cater to a variety of audiences, so it's best to adjust it accordingly. First, identify your target reader. Next, you can shift your focus on what they need to know. For example, your future plans are in the interest of your beneficiaries. Some readers might prefer details like a breakdown of your funding while others, like your trustees, will be more interested in the challenges you encountered and the lessons you learned from them.

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**Paucek and Lage**

# **SOCIAL MEDIA MONTHLY REPORT**

Prepared by Dorothy Mitchell, Social Media Strategist  
Approved by: Robert Hall, Digital Marketing Director



March  
**2023**



**Paucek and Lage**

# THANK YOU!

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# PARTICIPATION IN LOCAL EVENTS



## Certain Application insight



**10K Followers**



**100 Content**



**Content Highlight**

## All Post Average



**200**  
Reach



**100**  
Likes



**60**  
Engaged



**150**  
Comment

