

*Femmes*10
Digitales.

Supporting
Women in Tech

Impact Report 2024



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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

As we mark **a decade of Femmes Digitales**, I feel both pride and deep responsibility. What began as a small movement has grown into a vibrant community shaping the future of women in technology across Azerbaijan and far beyond.

In 2024, we expanded the reach of our **StarTech mentoring programs**, opening doors for young girls in Nakhchivan and other regions to explore careers in **AI, robotics, and digital innovation**. At **AWITA 2024**, we celebrated inspiring women who are breaking boundaries and becoming visible role models for the next generation.

This year, we also carried the voices of Azerbaijani women to the global stage from **COP29**, where our members led discussions on women-driven innovation in climate action, to international forums where **AI and cybersecurity** were at the heart of transformation. Our **Tech Talks**, global partnerships, and continuous collaboration reaffirm one truth: digital transformation can only succeed if it is **inclusive**.



JANA KRIMPE

Chairwoman
**Femmes Digitales -
"Supporting Women
in TECH" Public UNION**



None of this would be possible without our community, our council members, advisory board, sponsors, volunteers, and partners whose passion fuels every achievement. Together, we have supported **thousands of women and girls**, built bridges across borders, and created opportunities where they did not exist before.



WELCOME MESSAGE

Yet, our journey is only beginning. As technology advances, so must our commitment. The next decade will see us empower women not only to **participate** but to **lead** in fields like **artificial intelligence, cybersecurity, and beyond**. We will continue breaking barriers, closing gender gaps, and proving that every girl, regardless of her background, can proudly say: "**As I am, I belong in TECH.**"



Let's shape a future where diversity is the standard, and where women stand at the forefront of the digital era as innovators, leaders, and changemakers.

With gratitude and determination,

JANA KRIMPE

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



Organizational Structure



Chairwoman



Secretary General



Executive Board



Council members



Advisory Board

Organizational Structure



Nigar Arpadarai

Member of the Parliament,
UN Climate Change
High-Level Champion for COP29;
Azerbaijan



Dr. Fariz Ismailzade

Member of the Parliament,
Vice-rector of ADA University;
Azerbaijan



Prof Salma Abbasi

Chairperson of eWorldwide
Group, FRGS, FCMI, FRSA;
UK



Fariz Jafarov

Executive Director at WEF's Centre for
Fourth Industrial Revolution network
under the Ministry of Economy;
Azerbaijan



Kristiina Ojula

ex-Minister of foreign Affairs;
Estonia



Ahmed Larouz

Entrepreneur, Author,
Cleantech Ecosystem Builder;
Netherlands



Amy Peck

Co-Founder & CEO, EndeavorVR,
leading global VR/AR (XR) consulting firm;
USA



Rauf Najafli

Advisor to the Minister of Economy;
Azerbaijan



Assem Bolatzhan

Advisor to the Minister of
Digital Development,
Innovation and Aerospace;
Kazakhstan



Ilham Namazov

Advisor to the Minister of
Digital Development and
Transport; Azerbaijan



Bianka Swinska

President of Perspektywy
Women in Tech & Member
of Digitalisation Council at
Ministry of Digitalisation;
Poland



Azer Mamedzadeh

Business Development Director
of Fominov Consulting;
Azerbaijan



Zibeyda Hajiyeve

CHRO at PASHA Bank OJSC;
Azerbaijan



Kanan Tabasaransky

Owner at Smart Solutions Group,
Member of Amcham
Board of Directors;
Azerbaijan



Tatyana Mikayil

CEO of TAM Advisory,
Founder of 100 Business
Women of Azerbaijan;
Azerbaijan



Dmitry Andrianov

Founder & Director of Infocity Magazine;
Azerbaijan



Dilara Rustamzade

CEO & Founder at Passion Technologies Inc.
USA

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

≤6,000
GIRLS
SERVED

10
Regional
StarTech
Programs

4

AWITA
events

50 schools' roadshow programs

10

International
Visits

More than 110 events

12

local & international
partners

30

Mentorship
Programs

NAKCHIVAN STARTECH PROGRAM

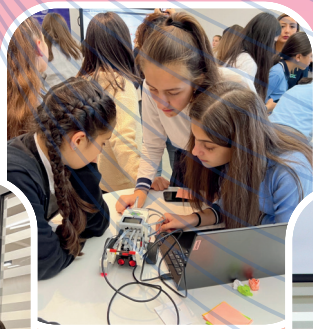
The IX regional mentoring program "STARTECH 2024" dedicated to the birthday of national leader Heydar Aliyev, was successfully held on May 11, 2024 at the Nakhchivan "ASAN xidmət" regional center. The program included **more than 70 participants from Nakhchivan and surrounding villages.**

Sponsors and Partners

The regional program was implemented with the financial support of B.EST Solutions, SIRAB, Fominov Consulting, as well as in collaboration with Bloom Group and STEP IT Academy and information support from InfoCity magazine.



AZƏRBAYCAN RESPUBLİKASI
NAKCHIVAN MUKHTAR RESPUBLİKASI
RƏQƏMSAL İNKUŞAT VƏ NƏQLİYYAT HAZIRLIYI



NAKCHIVAN 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**.



In the seminar **"Adventures in the World of Artificial Intelligence"** the girls discovered the possibilities of AI and its application to the modern world, including working with such advanced tools as ChatGPT.



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



“STARTECH” REGIONAL 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, Sheki, and Nakchivan 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
Masalli	80 schoolgirls	November 2016
Gabala	76 schoolgirls	November 2017
Guba	70 schoolgirls	May 2017
Shamakhi	100 schoolgirls	April 2019
Mingachevir	60 schoolgirls	November 2019
Lankaran	75 schoolgirls	May 2022
Ismayilli	74 schoolgirls	December 2022
Shaki	72 schoolgirls	November 2023



Femmes 10 Digitales



AWITA 2024 IN NUMBERS

The AWITA 2024 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.



06 December 2024

12 Winners

500+ Attendants

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

200+ Applicants

13 Sponsors

33 Finalists

9 Partners

The initiative is founded and lead by
"Femmes Digitales" PU

31 Judges





The fourth annual "AWITA - Azerbaijan Women in IT Awards" ceremony took place at the Fairmont Hotel on December 6, 2024.

Distinguished guests, including Nigar Arpadarai, Member of Parliament and UN COP29 High-Level Climate Champion; Fergus Auld OBE, British Ambassador to Azerbaijan; Inara Valiyeva, Chair of the Innovation and Digital Development Agency; Tural Mammadov, Head of the State Special Communication and Information Security Service; Vusal Rustamov, Director of the Innovation Center under the State Agency for Public Service and Social Innovations; participated in the event.

Sponsors



Partners



THE AZERBAIJAN WOMEN IN TECH AWARDS 2024

AWITA 2024 WINNERS

- MONT – Inclusive employer of the year
- Turkan Farzaliyeva – Founder, CEO or CIO of the year
- Gulyar Bayramova – Rural and remote contribution in IT
- Naila Allahverdiyeva – Academic award
- Narmin Sultanova – Digital transformation leader
- Khanim Dashdamirova – Digital leader in public-sector
- Leman Aliyeva – Start-up founder award
- Sayyara Huseynova – Mentor of the year
- Narmina Talibova – Hardware & software designer
- Zarafshan Gasimova – The Rising star award
- Nigar Alishzade – Judges' Choice award
- Aytaj Abdurahmanova – AI Choice award



Previous AWITA events

AWITA
THE AZERBAIJAN WOMEN IN TECH AWARDS 2024

TITLE	NOMINATIONS	PARTICIPANTS	DATE
AWITA 2023	12	400	05.2023
AWITA 2018	12	300	12.2018
AWITA 2017	15	200	01.2017

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10 YEARS JUBILEE

**Femmes10
Digitales.** Supporting
Women in Tech

The Union proudly celebrates 10 years of empowering women in technology, fostering inclusion, and creating opportunities in STEM.

Over the past decade, **we have mentored and supported thousands of women and girls**, strengthening Azerbaijan's digital ecosystem.

AWITA 2024 marked this milestone by honoring their achievements and reinforcing our commitment to a more inclusive tech future.



FEMMES AT COP29

Women Driving Climate Action and Innovation

As the world converged for COP29 to address one of the most pressing challenges of our time—climate change, **FEMMES DIGITALES** proudly **stood at the forefront**, amplifying women's voices and showcasing how technology and innovation can shape a more sustainable future.



COP29
Baku
Azerbaijan

*Femmes 10
Digitales.*



AgriFuture 2024: Empowering Women, Youth, and Innovation in Climate-Resilient Agriculture



FEMMES AT COP29

Embracing Digital Transformation

Through dynamic panels, impactful discussions members of FEMMES DIGITALES highlighted the essential role of women and technology in advancing climate solutions.

Sabina Afrasiyab represented the Standards Pavilion, emphasizing the importance of global standards in driving sustainable development.

Natalia Osipova showcased cutting-edge green energy technologies, highlighting solutions to accelerate the transition to renewable energy by Fominov Consulting.



Standards Pavilion



FEMMES AT COP29

Embracing Digital Transformation

Khayala Fatullayeva took center stage as she led strategic dialogues that brought together industry leaders, policymakers, and innovators:



FEMMES AT COP29

Embracing Digital Transformation

Ulduza Khalilova actively contributed to COP29 as a speaker in discussions on digitalisation, human development, agriculture and water, and urbanisation. She contributed as a speaker in four sessions:

- on the “Science, Technology & Innovation / Digitalisation” Day at the panel Is Artificial Intelligence (AI) a Gamechanger for Climate Action?;
- on the “Human Development / Children and Youth / Health / Education” Day at the panel AgriFuture 2024: Climate-Resilient Agriculture Empowering Women, Youth, and Innovation for a Sustainable and Equitable Future, where she addressed the opportunities technology can bring to the agrarian sector;
- on the “Food, Agriculture and Water” Day during the opening of the Water is Life project, highlighting the role of technological solutions in addressing water challenges;
- on the “Urbanisation / Transport / Tourism” Day at the panel Smart Cities and Urban Planning Innovation for Resilience.



**COP29**
Baku
Azerbaijan

Join us at the **COP29 Parliamentary Pavilion**
Saturday, 16 November – Day

Meet the Experts:

Is Artificial Intelligence (AI) a Gamechanger for Climate Action?
Introduction to the potential, pitfalls, governance & use of AI in climate transition plans

12:00-13:00 (GMT +4) | Parliamentary Pavilion (Blue Zone) Area E, Pavilion G22b
Pavilion Livestream | GLOBE International YouTube Channel

**Adam Elman**
Director of Sustainability,
GOOGLE - (Europe/Middle
East/Africa)

**Dr Ulduza Khalilova**
Founder & CEO, Digital
Umbrella, Azerbaijan's only
software development company
specialising in AgriTech
solutions.

**Dr. Mauricio Bermúdez
Neubauer**
Managing Director Carbon
Strategy & Intelligence global lead
Accenture

**Dr Michal Nachmany**
Founder & CEO, Climate Policy
Radar, Principal co-author, AI
for Climate Mitigation
Roadmap

**Moderator:
Malini Mehra**
CEO,
GLOBE Legislators

 **SAGINT™**
Sustaining Agriculture through Digital Innovation

Hosted by:  **GLOBE**
The Global Legislators Organisation

 GLOBE is the
UNEP's focal point for
Informal Parliamentary

Planning Innovation for Resilience

20 November, 14:00-15:00

Blue Zone, A11, UNCT Pavilion



Royal Yolchuzada,
Head of Solutions Mapping, UNDP Azerbaijan



Ulduza Khalilova,
CEO of "Digital Umbrella"



FEMMES AT COP29

By representing FEMMES DIGITALES Public Union, **Shahla Mammadova** brought an inspiring perspective to the November 21 panel, "Women Climate Game Changers: Raising a Generation of Girls Committed to Solving Climate Problems." She highlighted the critical role of women as leaders in sustainable innovation and the need to empower young girls to lead transformative change.



"Women Climate Game Changers: How to Raise a Generation of Girls Committed to Solving the World's Climate Problems"

21.11.2024



12:00

Green Zone,
PASHA Holding booth (D42)



MODERATOR

Nikita Yudin

Project Manager at Investment and
Ecosystem Support Division at IDDA

Shahla Mammadova

Co-Founder and Member of Executive
Board at FEMMES DIGITALES



Leyla Seyidzada

Ambassador for Azerbaijan at
Women in Tech



TECH TALK WITH SALMA ABBASI

On November 17, 2024, FEMMES DIGITALES hosted an insightful Tech Talk as part of COP29 in Baku, featuring **Prof. Salma Abbasi, Chairperson of the eWorldwide Group**. With 40+ years of experience, she shared her vision on leveraging technology and diversity to drive sustainable innovation and address global challenges. Moderated by Jana Krimpe, the discussion covered inclusive technology, climate action, and closing gender gaps in the tech industry. The event brought together key leaders and innovators. The session reinforced the importance of collaboration in fostering impactful tech solutions and empowering women in STEM.

Sponsors & Partners



C4IR
CENTER FOR ANALYSIS AND COORDINATION
OF THE FOURTH INDUSTRIAL REVOLUTION



**B.EST
SOLUTIONS**



C4IR
CENTER FOR ANALYSIS AND COORDINATION
OF THE FOURTH INDUSTRIAL REVOLUTION

FEMMES DIGITALES' TALK WITH PROF. S

17 November 2024



INTERVIEWS

On May 17th, 2024 detailed and insightful interview on 'licensed software and cybersecurity' was given by our council member, **Gunel Safaraliyeva**, the General Director of MONT Azerbaijan.



On 8th September, 2024 **Jana Krimpe**, **Safiya Aghamirova** and **Sabina Parvizi** gave an interview to "Women's Factor" at CBC TV Channel



On September 23, 2024 **Shahla Mammadova** gave an interview to ASANTv and ASAN Radio about AWITA 2024



On 6th November, 2024 **Sabina Parvizi** gave an interview to "Entrepreneur's Hour" Program at CBC TV Channel



On 15th November, 2024 **Sabina Parvizi** gave an interview to "Yeni Səhər" TV Program





REPRESENTATION ON IDD GLOBAL STAGE

Sayyara Huseynova and **Khayala Fatullayeva** represented Azerbaijan at the “Investing for Gender Equality and Inclusive Climate Action” dialogue during the International Development Days (IDD2024) in Istanbul. Organized by UNDP and OECD, the event took place on October 17-18, 2024, bringing together global leaders to discuss the critical intersection of gender equality and climate action.

On October 16th, preceding the dialogue, **Sayyara** spoke at the UNDP Eurasia Regional Gender Specialists Meeting, highlighting FEMMES DIGITALES' 10-year journey in empowering girls from vulnerable regions of Azerbaijan and promoting leadership in the TECH sector.

Panel discussion



The event emphasized the importance of women as leaders in climate action and the need for gender-responsive solutions to build a sustainable future. Tiffany Sprague, STEM4ALL Platform Lead at UNDP Istanbul Regional Hub, reflected on efforts across Europe and Central Asia to integrate gender equality into climate policies. She highlighted the importance of addressing barriers to women's leadership, STEM education, and access to careers in the green economy.



#GIRLSINICTDAY CELEBRATION

On April 28, 2024, the Union celebrated International #GirlsInICTDay at the Dinamo Hotel. This event, centered on this year's theme of LEADERSHIP, was attended by 50 participants, including the winners and finalists of the AWITA2023, members from mentorship programs, and applicants aspiring to join Femmes Digitales. The event was sponsored by B.ES.T Solutions, the national operator of the "Asan Imza" mobile digital signature. Special thanks to [4SIM Azərbaycan](#) for free [Coursera](#) courses to all participants.



During the breakfast session, members of Femmes Digitales presented their accomplishments and provided highlights from the 2023 Annual Impact Report. The significant contributions to the IT field and the importance of female leadership, showcasing the collective power of women supporting each other in technology was emphasized.



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OF THE FOURTH INDUSTRIAL REVOLUTION



**B.ES.T
SOLUTIONS**



#GIRLSINICTDAY CELEBRATION

On April 25, 2024 **Nazilya Gashimzade** and **Khayala Fatullayeva** participated in event “Women, Technologies and Innovations” organized by “DOST Volunteer” program in partnership with “ASAN Volunteer” and DOST RİM. Nazilya gave an overview with Looking Back: A Journey of Progress. Khayala made a presentation on "Artificial Intelligence and its Fields of Application" sharing insights into the transformative power of AI and its vast potential across various industries. She also presented the Union's work and how we are empowering girls and women to thrive in TECH.



FEMMES @ INMERGE 2024

Members of Femmes Digitales — **Jana Krimpe**, **Sabina Parvizi**, **Shahla Mammadova**, and **Khayala Fatullayeva** actively participated in the prestigious INMerge Innovation Summit 2024, organized by PASHA Holding on October 10-11 2024.

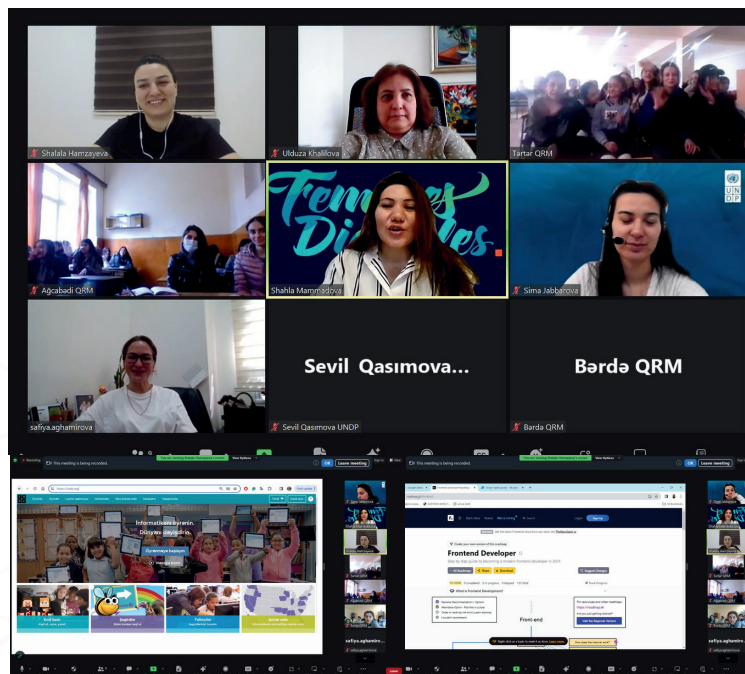
The opening ceremony was marked by speeches from prominent leaders, including Mikayil Jabbarov, Minister of Economy; Rashad Nabiyeu, Minister of Digital Development and Transport; Jalal Gasimov, CEO of PASHA Holding; Erdem Inan, CEO of Trendyol Group. The INMerge Innovation Summit aims to strengthen the innovation ecosystem in the region by fostering collaboration between startups and investors while offering a platform for exchanging ideas and expertise among participants.



COLLABORATION OPPORTUNITIES



On March 18, an educational information session was held for schoolgirls in collaboration with the Tartar Women's Resource Center. The online "Equal Opportunities and Rights for the Participation of Women and Girls in Technology" event was attended by 70 secondary school girls from Agjabadi, Barda, and Tartar who are interested in ICT fields. During this session, which was attended by numerous school and college students, representatives from our Public Union— **Shahla Mammadova**, **Safiya Aghamirova**, **Ulduza Khalilova**, as well as **Shalala Hamzayeva**—discussed career opportunities in the IT field. Schoolgirls explored accessible and free course platforms for programming and other technical areas, as well as shared stories of successful women in this sector. The schoolgirls were provided with information about different occupations in the TECH sphere, the knowledge and skills needed to pursue these professions, and user experiences.



On March 27th, Secretary General **Sayyara Huseynova**, and Executive Board Member **Shahla Mammadova** had the privilege of meeting with His Excellency Tobias Lorentzson, the Swedish Ambassador to Azerbaijan, along with Sirus Rustamov, Executive Assistant to the Head of Mission and Trade and Cultural Affairs Officer. During this productive meeting, our members highlighted the organization's core objectives, emphasizing our efforts to raise awareness of the technology sector among women and girls and to celebrate women's achievements, particularly through initiatives like rural #StarTech programs and the Azerbaijan Women in Tech Awards (AWITA). Furthermore, the discussion delved into potential collaboration opportunities with focus on development programs for women, marking a pivotal moment in our journey toward forging partnerships that bolster our mission of empowering women in technology.



COLLABORATION OPPORTUNITIES



On July 9, 2024, within the framework of the Business Forum on Women's Participation in the Digital Economy organized by the Azerbaijan Rural Women's Association (AKQA), considering the common interest in the development of information technologies in agriculture, education, and industry, and the need for exchange of ideas, and experience aimed at women's development and gender equality awareness, a Memorandum of Understanding was signed between Femmes Digitales and AKQA. The participants of the MoU were **Safiya Aghamirova, Aysel Abdullayeva, Gunel Safaraliyeva, Ulduza Khalilova** and chairwoman of AKQA - **Gulbaniz Ganbarova**.



On September 30, 2024, Femmes Digitales and STEP IT Academy, represented by Acting Executive Director **Nazli Mammadova**, and **Jana Krimpe, Sayyara Huseynova, Maryam Abbaszade**, discussed new collaboration opportunities. The meeting focused on expanding regional programs and AWITA 2024, set to host over 500 attendees. With STEP IT Academy's 9-year involvement in mentoring over 1,000 girls in coding and robotics, both organizations reaffirmed their commitment to advancing gender inclusion in tech.



On October 31, 2024, Femmes Digitales hosted a constructive dialogue with TAG International, focusing on the evolving cybersecurity landscape in Azerbaijan. **Jana Krimpe** and **Sayyara Huseynova** held an engaging meeting with key representatives from TAG International, including **Jim McKee** (Director, National Security & Resilience), **Peter Smith** (Principal Cyber Security Specialist), and **Mariam Kintsurashvili** (Strategic Consultant). Participants exchanged insights on the cybersecurity ecosystem, sharing experiences and exploring opportunities for collaboration. A key topic of the discussion was the significant role women play in cybersecurity and the urgent need to promote gender diversity in this vital sector.

CONTRIBUTION TO LOCAL TECH EVENTS



On 5th of March, Femmes Digitales community, including **Safiya Aghamirova**, **Gunel Safaraliyeva**, **Natalia Osipova**, **Sabina Parvizi**, **Aysel Abdullayeva**, **Sabina Afrasiyab** - as one of the hosts, along with speaker **Sayyara Huseynova** contributed to the "Gender Equality in Standardization" event, hosted by Azerbaijan Standardization Institute (AZSTAND). Sayyara delivered the speech on the main targets and achievements over 10 years in empowering girls and women in TECH.



On March 14th, 2024, **Sayyara Huseynova** shared insights on education and professional journeys at the event hosted by the EU NEIGHBOURS east YEAs' Economy/Business Club, dedicated to the critical issue of the "Glass Ceiling".



CONTRIBUTION TO LOCAL TECH EVENTS



On March 27th, 2024 **Sabina Parvizi, Sayyara Huseynova** were invited by Ambassador of Sweden's Embassy in Azerbaijan **Mr. Tobias Lorentzson** at Closing & Diploma Ceremony event of She Pioneers – a leadership programme that aims to empower women as change leaders, where **Khayala Fatullayeva** was selected as one of the distinguished winners.



In April 2024, **Jana Krimpe, Shahla Mammadova and Rena Abutalibova** attended Breakfast for women leaders organized by Mastercard and Azerbaijan Business Women featuring a very impactful session by **Tariq Qureishy**.



CONTRIBUTION TO LOCAL TECH EVENTS



The Board member **Safiya Aghamirova** in June 2024 was speaking to students of the Social-Psychological Problems course at the Azerbaijan Academy of Labor and Social Relations about future skills and professions in ICT with engaging debate on the potential workforce changes and emerging opportunities.



Members of Femmes Digitales – **Natalia Osipova, Jamila Amiraslanova** and **Sabina Parvizi** – participated in the annual Lenovo Day Baku forum, held on December 11, 2024,

where topical issues of artificial intelligence implementation, global trends and key tendencies of the IT market, and local features of innovation deployment in various industries were discussed at the discussion platform. Having already become a tradition, the IT forum brought together representatives of international technology vendors – Lenovo, Intel, Microsoft, and Veeam – as well as participants from the corporate and government sectors of Azerbaijan.



CONTRIBUTION TO LOCAL TECH EVENTS



We extend our gratitude to SABA.HUB and our council member **Khayala Fatullayeva** from 4SIM Azərbaycan for the kind invitation to participate in the Baku ID Innovation Festival. Our members attend the opening panel discussion on "Innovation Management and Transition to a Knowledge-Based Economy."



HELLO BAKU ID.



CONTRIBUTION TO LOCAL TECH EVENTS



In July 2024, our Board Member **Ulduza Khalilova** moderated the “Women’s Participation in the Digital Economy” Business Forum

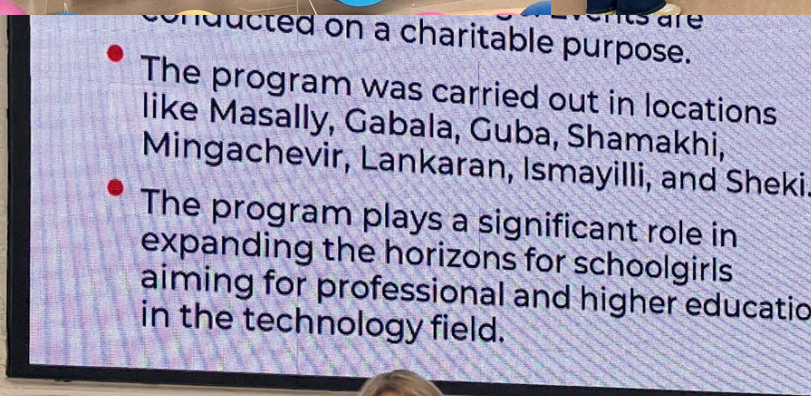


Our esteemed members, **Raya Aliyarzadeh** and **Safiya Aghamirova**, participated as evaluating experts in the semifinals of the 4th Advancement Competition held from July 5-7 and the finals held from July 19-21.



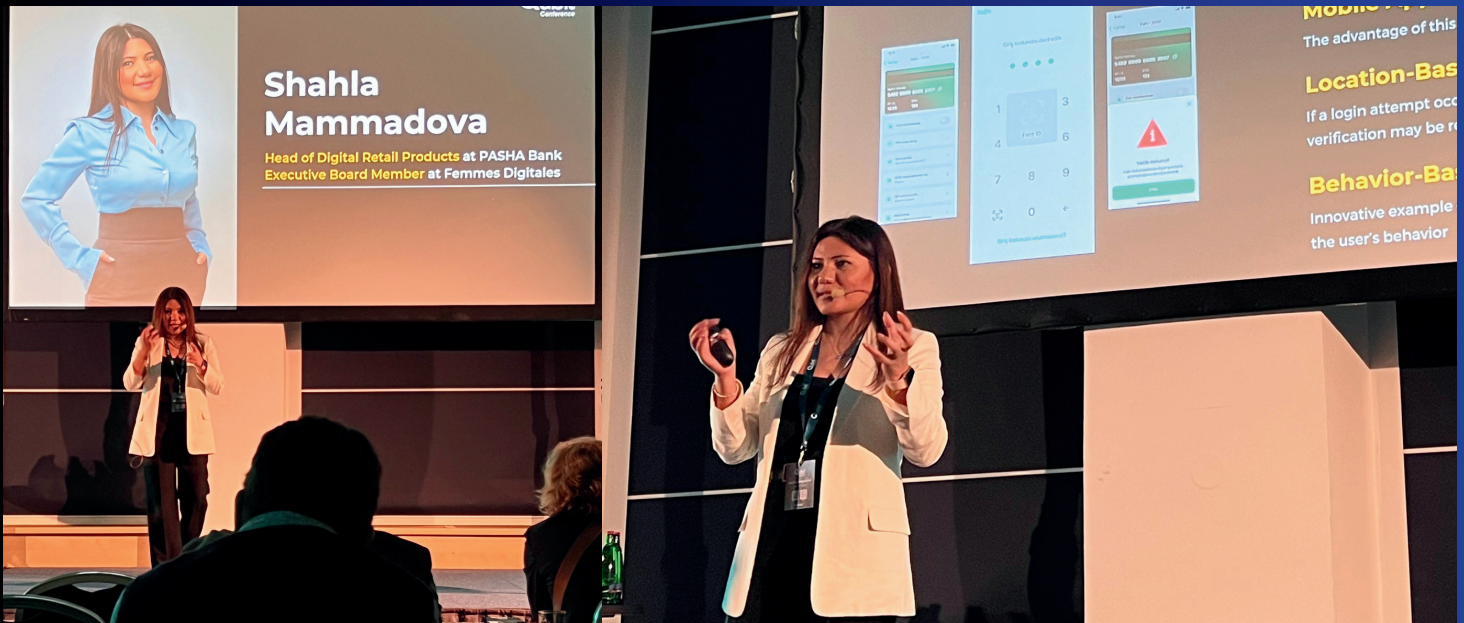
CONTRIBUTION TO INTERNATIONAL EVENTS

On March 16th in Almaty, Kazakhstan, **Jana Krimpe** participated in "Women in ALL" international panel. She shared the Union's decade-long journey of transformative initiatives for women in STEM in Azerbaijan. The panel brought together women leaders from Kazakhstan, Kyrgyzstan, Uzbekistan, and etc. Executive Board members, **Sabina Parvizi**, **Shahla Mammadova**, and **Maryam Abbas-zade-Poladova**, also joined the event



CONTRIBUTION TO INTERNATIONAL EVENTS

On April 24th, 2024 **Shahla Mammadova** delivered a speech at the Qubit Conference® in Prague presenting on "Proactive Security Measures in Digital Product Development"



on April 18-19, 2024, for an engaging virtual event featuring **Gunay Kazimzade**, a council member of FEMMES DIGITALES-Supporting Women in TECH. Gunay will share her expert knowledge and experiences in AI and analytics, providing invaluable insights for professionals in the field.



CONTRIBUTION TO INTERNATIONAL EVENTS

Our esteemed members

Ulduza Khalilova and **Khayala Fatullayeva** were finalists of the Women in Tech Caucasus and Central Asia Awards 2024 (Lifetime Achievement).



**WOMEN
in tech**
CCA AWARDS



WOMEN IN TECH® FINALISTS

**LIFETIME
ACHIEVEMENT
AWARD**



Alua Musralina
CEO & Co-Founder
hemo-ai



Nigora Dadabaeva
Director Founder
MedTech AI Solutions



Barnokhon
Temerbekova
Head of the
Department of
Automation



Ulduza Khalilova
CEO
Digital Umbrella



Agiis Konkabayeva
CEO
Tekmates

**WOMEN
in tech**
CCA AWARDS



WOMEN IN TECH® FINALISTS

**BEST ALLY
AWARD**



Eleonora Munsh
Head of Learning &
Development
EPAM Systems Inc.



Alexandra Knysheva
Head of GameLab
KBUT



Rada Islamova
CEO
Wonder Women



Natia Sirbiladze
CEO
Exactpro Systems
Georgia



Khayala Chingiz Fatullayeva
Head of Digital Economy
C4IR Azerbaijan

MEMBERS' CONTRIBUTION *To Kids*

In the mid of February, **Safiya Aghamirova** participated in the program "My Parent - My Teacher" project at her daughter's kindergarten, and conducted a mini-session on Cybersecurity for the preschoolers.



On 28th of February, 2024 **Sayyara Huseynova** participated in the program "My parent - My teacher" program and has conducted the session of understanding the nature within interactive fairy tale and expression of interest through pantomime



TOUCHING LIVES

Another thanks to **Jana Krimpe** for her speech as a panelist on IT and her story, you are an inspiration that I cannot stop listening to. Thanks to all other speakers of the event, thanks for the time and effort dedicated.



Zahir Quliyev and 32 others 2 comments

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Sakina Hajiyeveva • 2nd
MSc of Data Science | SAP MM/SD Consultant | Autodidact Swagger | SOC...
And I am thrilled to see you in the event! Last year you made an impact with your speech and it was a valuable experience for me, so valuable I switched back to IT right after the congress. Hope to see you there once again!

Love · 1 · Reply · 1 Reply

Jana Krimpe **Author**
TOP100 Influencers in Digital Identity worldwide | TOP100 change...
Thank you dear **Sakina Hajiyeveva** so much for your kind words! I'm delighted to hear that last year's speech resonated with you and inspired such a significant decision to return to IT. It's stories like yours that truly highlight the impact and importance of sharing knowledge and experiences in these forums.
I am looking forward to this year's SHE Congress and hope to deliver even more insights and inspiration. It would be great to catch up—please do come and say hello if you see me there! Let's make this year's event another memorable one.
Looking forward to seeing you soon and continuing our journey



TOUCHING LIVES



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Great opportunity

Highly recommended

Exciting

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Mustafa İpek • 2nd
ESET Azerbaijan Country Manager

1h ...

We are honored to be part of an organization that focuses on inspiring women. Having role models is crucial for more women to overcome the glass ceilings that exist in the IT field.

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FEMMES DIGITALES-Supporting Women in TECH **Author** 1m ...
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Mustafa İpek 🌟 A Heartfelt Thank You to **ESET Azerbaijan** for your generous support of **#AWITA2024**! ✨ Your contribution plays a vital role in helping us celebrate and empower the incredible women making waves in the tech industry. Your support not only amplifies the voices of women in tech but also inspires the next generation of leaders to ...more



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🌟 Proud to Support **#AWITA2024** as a Platinum Sponsor! 🌟

At **B.EST Solutions**, we believe that empowering women in technology is not just a mission—it's a necessity for innovation and growth in our industry. That's why we are honored to be the Platinum Sponsor of AWITA2024, organized by the incredible **FEMMES DIGITALES-Supporting Women in TECH**!

This year is even more special, as **#FemmesDigitales** celebrate the 10th anniversary

🌟 What an incredible milestone that reflects the organization's sustainability, resilience, and long-term impact. We are proud to support an initiative that has consistently inspired women in tech and created opportunities for growth and success over the past decade.

At B.EST Solutions, social responsibility and the advancement of the **United Nations Sustainable Development Goals (SDGs)** are at the heart of everything we do. Supporting initiatives like Femmes Digitales and AWITA2024 aligns perfectly with our commitment to fostering **#inclusivity**, **#diversity**, and **#equalopportunities**. We see firsthand how empowering women in tech drives sustainable development, reduces inequalities, and paves the way for a better future. 🌍💡

For years, we have stood by Femmes Digitales because we believe in the transformative power of their work. From breaking barriers to inspiring the next generation of leaders, this organization highlights the incredible talent, dedication, and leadership of women in tech.

Congratulations again to Femmes Digitales on their remarkable 10-year journey, and here's to many more years of success and positive impact! Together, we are shaping a future where innovation thrives because every voice is heard, every talent is recognized, and every opportunity is equitable. 🌟🌟

#AWITA2024 🌟 **#WomenInTech** 🧑 **#Empowerment** 🙌 **#Innovation** 🚀
#DiversityInTech 🌍 **#10YearsOfImpact** **#SDGs** 🏆 **#SocialResponsibility**
#BESTSolutions



FEMMES DIGITALES-Supporting Women in TECH

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A big thank you to **B.EST Solutions** for being a PLATINUM SPONSOR in supporting the AWITA 2024 Event. ❤️

If you're committed to advancing gender equality and diversity in the technology field, don't miss the chance to become a sponsor of this event! Your support will enable us to broaden our impact, empower more women in Azerbaijan to succeed and educate themselves in high technology, and set the course for future generations.

#AWITA **#awita2024** **#awitawards2024** **#girlsintech** **#womensupportingwomen**



A heartfelt thank you to our members, partners, and sponsors for their incredible support in making our events and seminars possible. Your collaboration and generosity drive our mission to empower women in tech in Azerbaijan. We are grateful to have you on this journey with us!



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