



Consultancy for the Development of the

«"DIAGNOSTIC STUDY ON THE STATUS OF WOMEN'S INCLUSION IN THE CYBERSECURITY SECTOR IN LATIN AMERICA AND THE CARIBBEAN"»

Organizing Entities:

Cybersecurity Section of the Inter-American Committee Against Terrorism (CICTE) of the Organization of American States (OAS) and WOMCY, LATAM Women in Cybersecurity.

Contract Type:

Consultant responsible for conducting a "Diagnostic Study on the Status of Women's Inclusion in the Cybersecurity Sector in Latin America and the Caribbean".

DURATION: 6 (six) months

COMPENSATION:

USD 12,000.00

LOCATION: Remote, based on the location of the selected candidate

APPLICATION DEADLINE:

April 15, 2025
11:59 PM EST.



I. Organizational Context

Under the framework of the Memorandum of Understanding between the General Secretariat of the Organization of American States (GS/OAS) and WOMCY, LATAM Women in Cybersecurity, the Cybersecurity Section of CICTE/OAS invites interested professionals to submit their technical proposals for conducting a Diagnostic Study on the Status of Women's Inclusion in the Cybersecurity Sector in Latin America and the Caribbean.

About the Cybersecurity Section of CICTE/OAS

With over 20 years of experience, the Cybersecurity Section of CICTE/OAS is a regional leader in providing support to OAS Member States in developing technical and policy capacities in cybersecurity. Its initiatives and activities aim to ensure an open, secure, and resilient cyberspace in the Western Hemisphere.

In 2022, with support from the Government of Canada, the Cybersecurity Section launched the three-year CYNDER initiative, "*Closing the Gender Gap in the Cybersecurity Agenda in the Americas and the Caribbean.*" Among its objectives are increasing women's participation in the cybersecurity workforce and promoting a greater understanding of the relationship between cybersecurity and gender.

For more information, visit <https://www.oas.org/ext/en/security/prog-cyber>

About WOMCY

WOMCY, LATAM Women in Cybersecurity, is a nonprofit organization composed of women dedicated to developing cybersecurity in Latin America. Its main goal is to reduce the knowledge gap and expand the cybersecurity talent pool in the region. WOMCY offers programs for businesses, educational institutions (schools and universities), and foundations, as well as a network of cybersecurity professionals across Latin America.

For more information, visit www.womcy.org

On March 18, 2024, the OAS General Secretariat, through the Inter-American Committee Against Terrorism (CICTE), and WOMCY, LATAM Women in Cybersecurity, signed a Memorandum of Understanding to jointly promote women's participation in the cybersecurity sector in Latin America and the Caribbean. This memorandum outlines several areas of cooperation between OAS and WOMCY to enhance women's substantive participation in the sector, including the development of studies and research on topics related to women's inclusion and participation in cybersecurity.

II. Background

The cybersecurity sector has consistently faced a global shortage of professionals capable of addressing the growing landscape of cyber threats. Studies indicate that the cybersecurity workforce needs to diversify and expand by approximately 75% to close this gap, making it essential to attract and retain more women and individuals from traditionally underrepresented groups (ISC2, 2023).

Global data reveals that the number of women in cybersecurity remains one of the lowest among technology-related sectors, with representation ranging between 20% and 25% in 2022. Additionally, women who manage to enter the cybersecurity sector often encounter adverse conditions, including a gender pay gap, discrimination, gender-based violence, and difficulties balancing family and professional responsibilities (ISC2, 2022; Tecnológico de Monterrey, 2023).

WHILE THERE IS A GROWING INTEREST IN UNDERSTANDING THE CAUSES AND IMPACTS OF THE GENDER GAP IN THE CYBERSECURITY WORKFORCE, THERE IS STILL A LACK OF SUFFICIENT DATA AND STUDIES ON THE TOPIC.

This gap is even more pronounced in Latin America and the Caribbean, where only a few exploratory studies have been conducted, and comprehensive, in-depth analyses remain scarce.

In response to this, the Cybersecurity Section of CICTE/OAS and WOMCY have partnered to develop a regional diagnostic study to gain a detailed understanding of the situation, the types and levels of women's participation in cybersecurity in Latin America and the Caribbean, and the gender dynamics that may pose barriers to their entry, retention, and advancement in the field. The study aims to provide recommendations to the multi-stakeholder ecosystem to advance efforts to close the gender gap in cybersecurity.

III. Scope of the Consultancy and Deliverables

The selected consultant will be responsible for developing the “*Diagnostic Study on the Status of Women's Inclusion in the Cybersecurity Sector in Latin America and the Caribbean*” in accordance with the terms and timeline outlined in the proposal approved by the Cybersecurity Section of CICTE/OAS and WOMCY.

SPECIFIC RESEARCH OBJECTIVES:

- Analyze inclusion rates and characteristics of women's participation in the cybersecurity sector in Latin America and the Caribbean.
- Identify gender-related barriers that limit women's access, retention, and advancement in the cybersecurity sector at the regional level.
- Assess the capacities, procedures, and mechanisms in place in Latin America and the Caribbean to promote women's participation in cybersecurity.
- Collect, identify, analyze, and systematize data on women's participation in cybersecurity in Latin America and the Caribbean, ensuring the inclusion of information on the English-speaking Caribbean countries.
- Provide recommendations for interventions and innovative solutions to close the gender participation gap in the sector, considering the regional context.

CONSULTANT'S RESPONSIBILITIES:

- Submit, for review and approval, a research plan and methodological proposal for the diagnostic study, including a work schedule.
- Conduct and systematize interviews and at least four focus groups to supplement the findings. The consultant must submit interview and focus group guidelines for validation by the Cybersecurity Section of CICTE/OAS and WOMCY, ensuring they are informed by the literature review.
- Present progress reports summarizing findings, including comparative analysis documents exploring available data sources from the studied countries, as well as results from literature reviews, interviews, and focus groups.
- Gather and analyze data on women's participation in the cybersecurity sector in Latin America and the Caribbean, ensuring the inclusion of information on the English-speaking Caribbean countries, using both primary and secondary sources.
- Facilitate regular coordination meetings with the Cybersecurity Section of CICTE/OAS and WOMCY teams to review progress, present findings, and ensure alignment with project objectives.
- Prepare an executive summary outlining the research results.
- Integrate findings from the literature review, interviews, and focus groups into a final research document on the inclusion of women in the cybersecurity sector in Latin America and the Caribbean, in accordance with the format agreed upon with the Cybersecurity Section of CICTE/OAS and WOMCY. This final document must incorporate the suggestions and requested revisions made by the Cybersecurity Section of CICTE/OAS and WOMCY during the review process.
- Incorporate previous research conducted by the Cybersecurity Section of CICTE/OAS into the analysis and content, including the 2024 Public Survey on Cybersecurity, Gender, and Diversity in the Americas and the Caribbean, along with other relevant sources.

IV. Duration and Conditions of the Consultancy

The consultancy will be carried out over a period of six (6) months, starting from the signing of the contract with the selected consultant. If necessary, an extension may be granted at no additional cost, subject to written approval and/or contract modification.

The selected consultant will work under the technical supervision of the Cybersecurity Section of CICTE/OAS.

V. Professional Profile and Requirements

The consultant is expected to have the following qualifications:

- A university degree and/or a postgraduate degree (PhD or Master's) in a relevant field, such as gender studies, cybersecurity, systems engineering, human rights, international affairs, social sciences, or political science.
- Strong knowledge of gender-sensitive analysis and the intersectional approach, with demonstrated experience in applying gender-related tools and conceptual frameworks.

- At least five (5) years of experience working on gender equality and women's empowerment, preferably in projects related to new technologies, cybersecurity, international development, or organizational development.
- More than five (5) years of experience conducting multidisciplinary research and report writing.
- Practical knowledge of international regulations related to gender equality and women's rights, including the implementation of gender-sensitive strategies in international programs and projects.
- Experience in data management and analytical tools.
- Excellent writing skills in Spanish and/or English. Knowledge of Portuguese will be considered a positive added value.
- Strong analytical and reporting skills.
- Ability to collaborate with CICTE/OAS and WOMCY staff in developing the study.
- Desirable Qualifications: Familiarity with OAS operations, protocols, policies, and international standards related to the Cybersecurity Section of CICTE/OAS.

VI. Application Submission and Eligibility

Qualified professionals are invited to submit their proposals, including the following documents:

- Personal CV detailing relevant expertise for the task.
- Technical proposal outlining how the research will be conducted, including: objectives, scope, data collection and systematization methodology, and a preliminary timeline.
- List of publications (if applicable).



Proposals must be submitted digitally to vname@oas.org, copying (cc) cynder@oas.org, no later than April 15, 2025 (EST), using the subject line: "Consultancy – Women's Participation in Cybersecurity Diagnosis"

Applications from minority groups, Indigenous populations, persons with disabilities, and professionals of any nationality affiliated with universities, think tanks, and non-governmental organizations are highly encouraged.

A committee composed of members from the Cybersecurity Section of CICTE/OAS and WOMCY will evaluate proposals based on relevance, innovation, methodological quality, and the consultant's ability to carry out the research project.