



Union pour la Méditerranée
Union for the Mediterranean
الإتحاد من أجل المتوسط

Women economic participation and ICT in the Mediterranean Region: Constraints and opportunities

Barcelona, 26th March

ELISA DE LA NUEZ

Women active in the ICT sector

- Study prepared for DG CONNECT in 2013

The study aimed at identifying the problems of women in the ICT sector and its causes



A study prepared for the European Commission
DG Communications Networks, Content & Technology

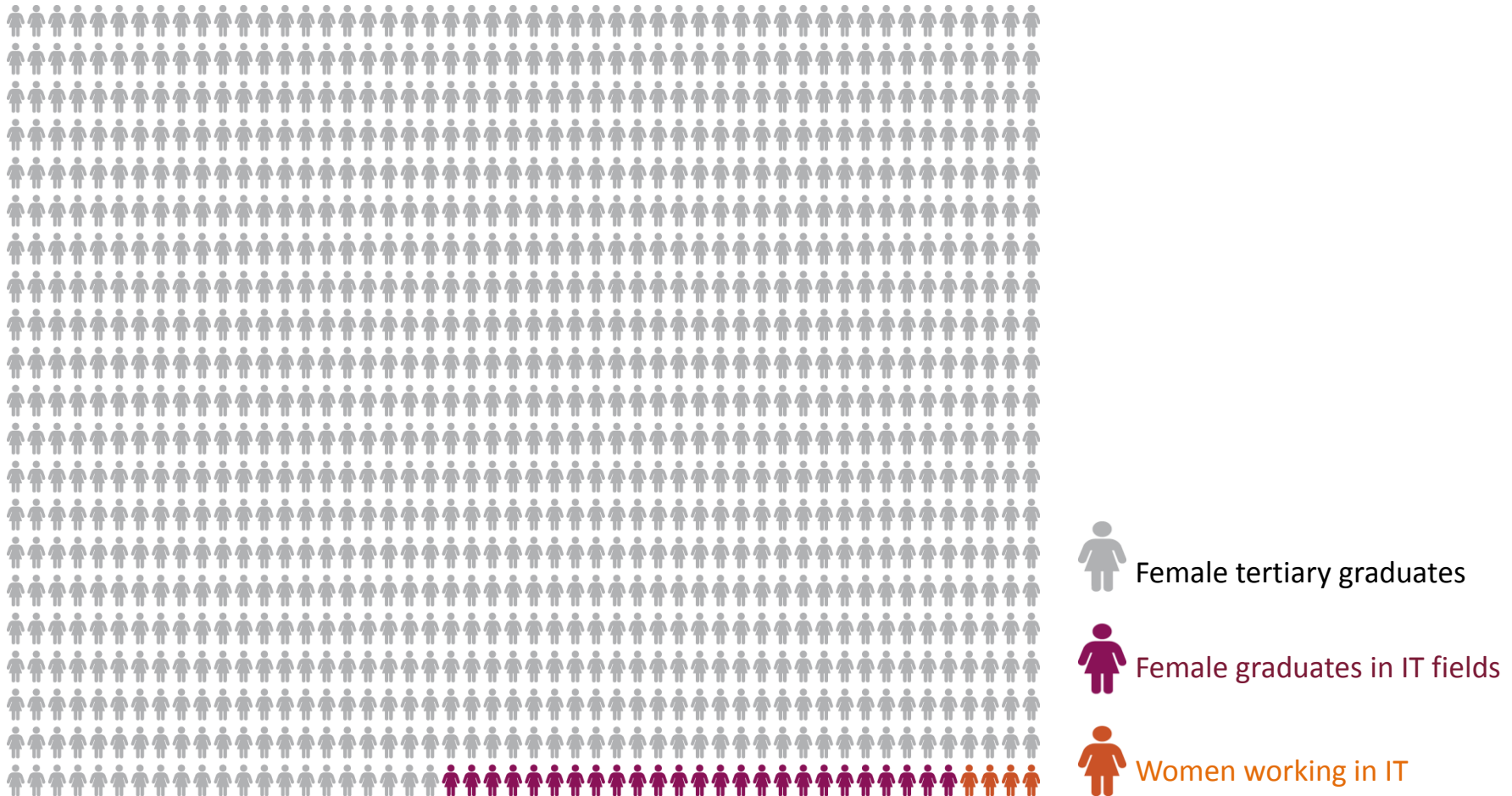
What are we faced with?

A low number of women working in the sector and the leaky pipeline

Difficulties for women to reach managerial and decision-making positions in the digital sector

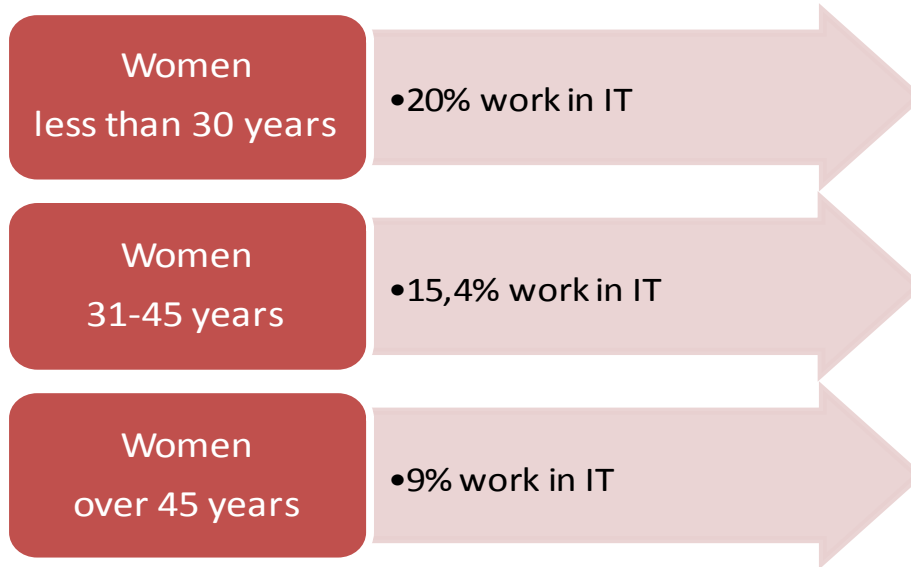
Difficulties for women to reach managerial and decision-making positions in the digital sector

Female participation in the ICT sector in Europe



Female leaky pipeline in digital jobs

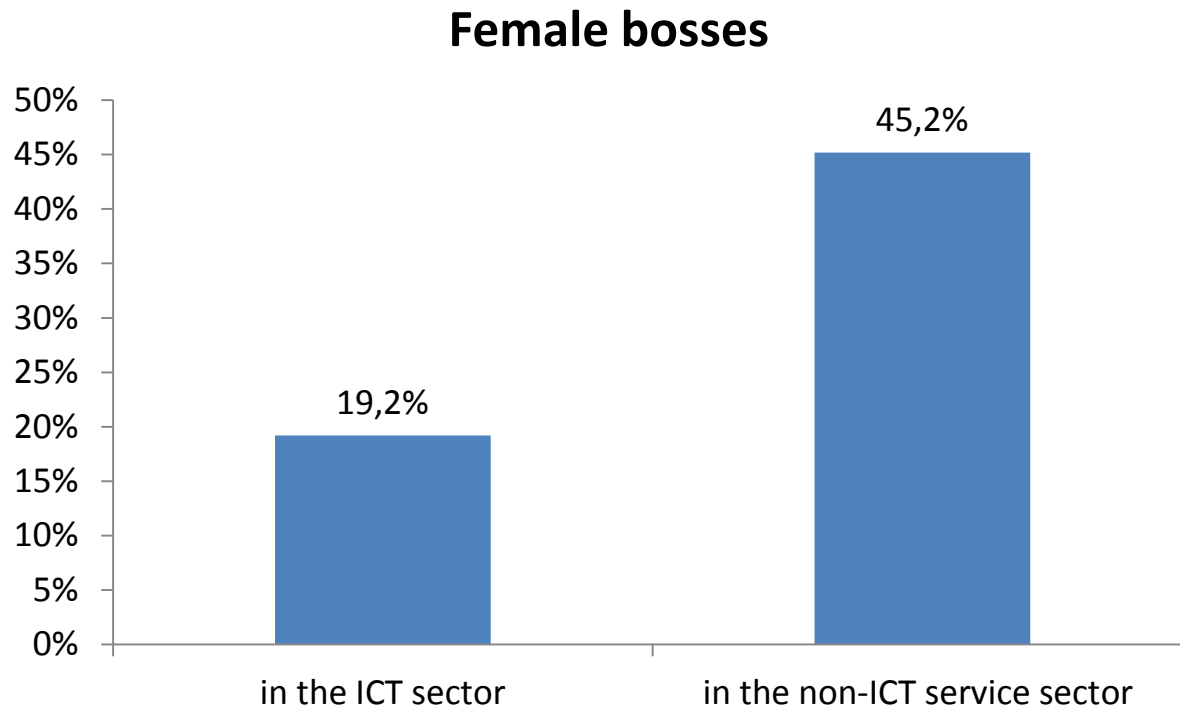
Female Leaky Pipeline



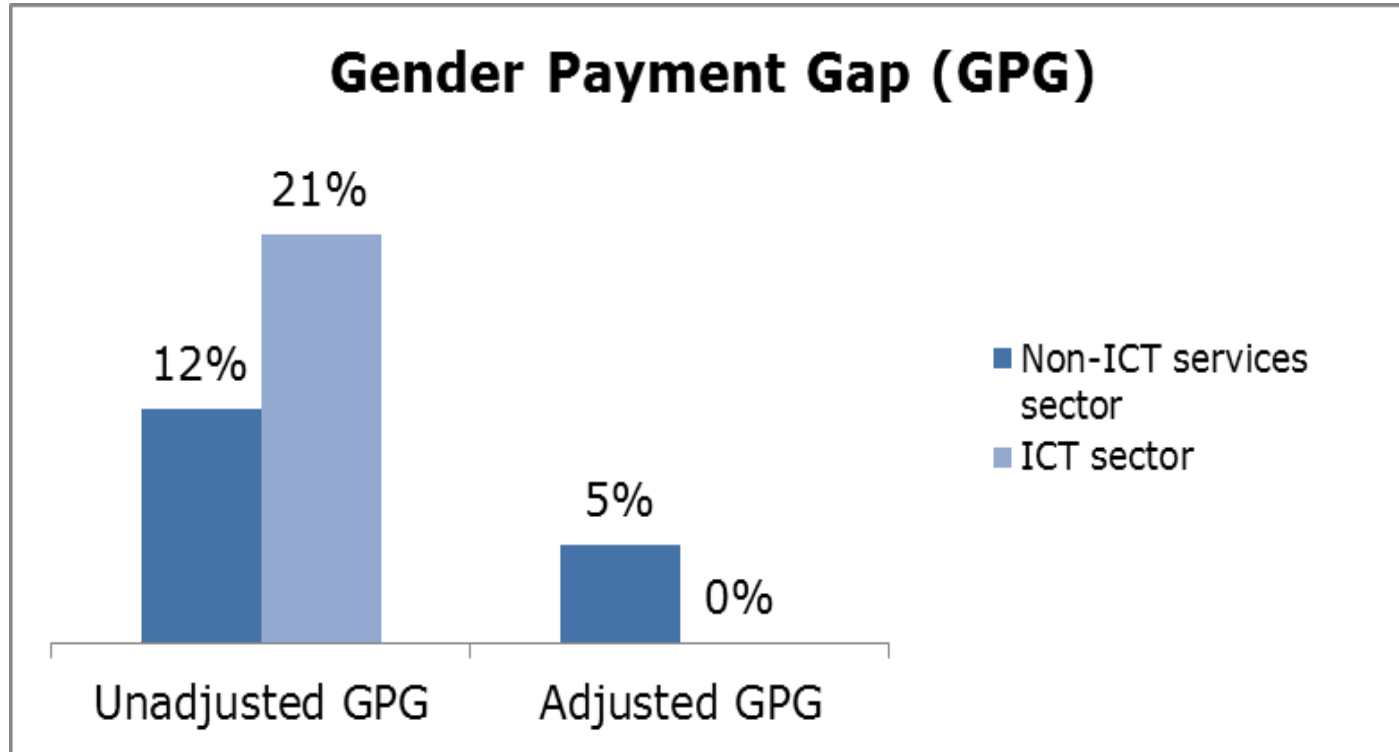
Among those who studied a bachelor degree in ICT fields, the older the women are, the less likely it is that they work in the ICT sector.

Difficulties of women reaching managerial and decision-making positions

Although this is a general problem in all sectors, the percentage of female bosses in the ICT sector is much smaller than in other non-ICT sectors.



The Gender Payment Gap



Adjusted GPG in the ICT sector is **0%**, while in the non-ICT service sector it is **5%**.

What is behind this?

1. Cultural traditions & stereotypes about women's role in society

2. Internal barriers, socio-psychological factors : lack of self-confidence, lack of bargaining skills, risk-aversion and negative attitudes towards competition

3. External barriers, ICT sector features strengthening the gender gap: strongly male dominated environment, complex reconciliation between personal and professional life, and lack of role models in the sector

Women in EU digital sector = GDP boost for Europe

If women participated in the EU digital sector at the same rate as men, the gain for the European GDP each year would be around **9 bn EUR** (1,3 times Malta's GDP)



Key priorities for action

Priority 1

Build a renewed image of the sector among women and mainstream society

Create role models through visibility of key women in the sector.

Priority 2

Empower women in the sector

Promote harmonised educational curricula to foster straightforward ICT career paths.

Priority 3

Increase the number of women entrepreneurs in the ICT sector

Improve access to seed and venture capital programmes for women entrepreneurs.

Priority 4

Improve working conditions in the sector

Highlight the improved performance of businesses employing women.

Transversal actions

Transversal action 1

Improve data availability

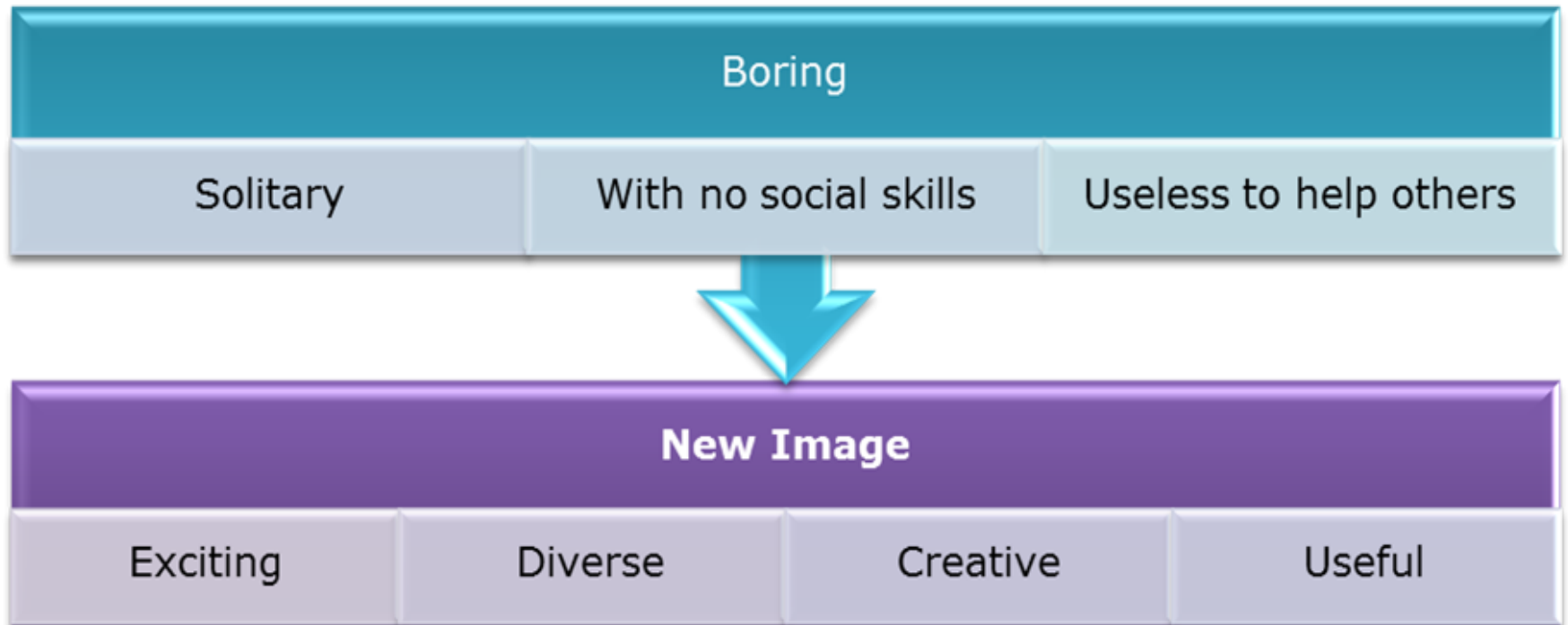
Data is available but not always broken down by gender (women researchers in ICT, female ICT entrepreneurs, women in managerial positions in ICT companies).

Transversal action 2

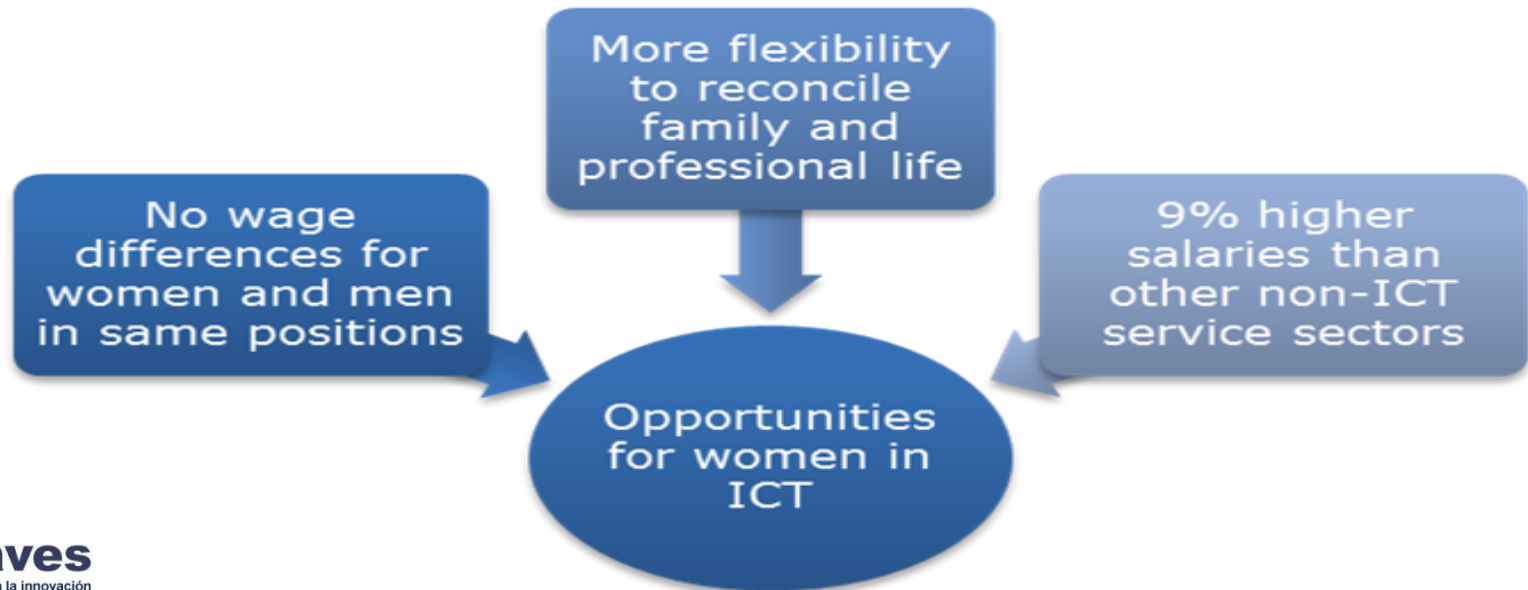
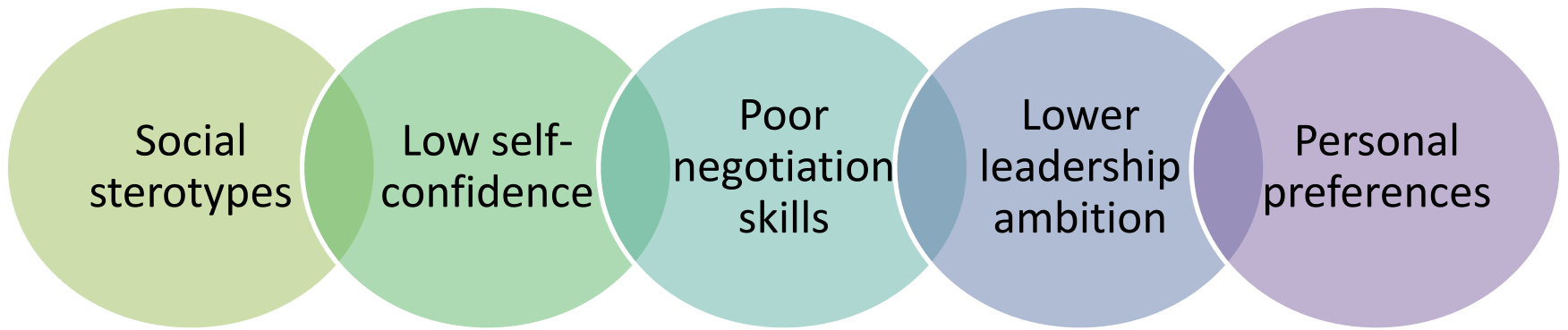
Identify and Exchange Best Practices

Support the most successful existing initiatives and involve men in all actions.

Priorities for action: Change the image of the sector among women and the whole society



Priorities for action: Empower women in the sector



Priorities for action: Increase the number of women entrepreneurs in ICTs

Women represent only 19,2% of all entrepreneurs in the ICT sector, while they represent 53,9% of entrepreneurs in the non-ICT service sectors and are 31,1% of all self-employed Europeans.



Priorities for action: Improve working conditions

It is key to highlight the improved performance of businesses employing women in management: **35% higher Return on Equity and 34% better total return to shareholders.**

Women vs. men in the ICT sector

- Less satisfied with working conditions
- Can apply less their ideas
- More stress
- More discrimination

Women in the ICT sector vs. women in other sectors

- Less satisfied
- Less motivated
- Less time to get work done
- More discrimination

Thank you

