2.7 million people work in the ICT sector in Europe, less than 20% are women.

Meanwhile, the ICT sector keeps growing and growing...

7.6% employment growth is forecasted by 2020.

However, +/- 860,000 vacancies might remain unfilled by 2015 because of the shrinking supply of ICT graduates.

Women have a bigger role to play in ICT:

ICT offers dynamic, creative and flexible careers.

More women in ICT will help solve the talent shortage.

Women have the talent to shape the digital world.
HOW CAN WE GET MORE WOMEN INTO ICT STUDIES AND CAREERS?

CREATE EUROPEAN GIRLS IN ICT DAY
A European Girls in ICT Day that builds on the success of national level events could raise awareness of what an ICT career really is.

CHAMPION THE ISSUE
Digital Champions should be encouraged to include gender balance as part of their mandate in promoting digital skills and undertake to work with industry, government and education systems to create a culture of gender equity in ICT.

INSPIRE EUROPEAN YOUTH
Young girls who may consider a career in ICT often lack strong female role models. Promoting inspiring role models that demonstrate the creativity, versatility and flexibility of ICT careers will help change the image of the sector among young girls.

TEACH TECH RIGHT
Teacher training should be adapted to ensure that teachers are equipped with the competences needed to use ICT in the classroom. Computer science should be taught by qualified teachers and should be included as core component of the school curriculum alongside digital literacy skills.

INCENTIVISE INDUSTRY
Fiscal incentives can be provided for companies that adopt gender equity measures. At a national level, incentives such as tax breaks or facilitating access to funding can provide a strong economic motivation for companies to expedite a more gender-friendly corporate culture.

References
2 Ibid.

Visit www.cepis.org/womeninict to download our position statement on building the gender balance in the ICT profession
Young girls more than often neglect ICT as a viable option for their studies and careers as they do not see enough examples of women in this field. Having role models showing successful women working in technology increases the chances that young girls will consider a career in ICT.

CEPIS launched an online role model platform to showcase women who enjoy dynamic careers in the ICT sector. It features interviews and videos of real-life women with successful careers in ICT at any level. This platform of female ICT role models is set to inspire young girls across Europe about the opportunities ICT can bring them.

These role models come from all over Europe and do all kinds of different jobs in ICT, but they all have in common the same passion to share insight about their career and to get more digital women.

Get inspired: [www.cepis.org/femaleictrolemodels](http://www.cepis.org/femaleictrolemodels)

I wanted to debunk the myth that technical studies are only for boys.

Sonja Hof
Team Leader & Scrum Master for a Large Insurance Company

ICT is not rocket science and it’s not only for men. Anyone who is motivated can make it in ICT.

Christine Regitz
Vice President of Product Management in a large European software company

IT is like electricity: it is everywhere, so if you work in the ICT sector at the centre of everything!

Saskia Van Uffelen
CEO and Belgium’s Digital Champion

There isn’t a single path when it comes to ICT careers, the possibilities are endless. ICT is a perfect choice for young girls.

Arnheiður Guðmundsdóttir
Managing Director of Sky, the Icelandic Computer Society
Gender imbalance persists in all over Europe. Women represent less than one fifth of ICT professionals, according to research carried out by CEPIS in 28 countries.

The European average number of women working in IT is 16% but there are many differences among the countries.

Italy has the lowest female representation in Europe with 6%, whilst the situation is a little better in countries such as Finland or Ireland where women account for more than 20% of the IT workforce. We are a long way from gender equity.

ICT jobs are not all at the same level when it comes to gender differences...

- IT profiles with the least female presence
  - IT Systems Engineer (5%), Database Administrator (6%), and Network Manager (6%)
- IT profiles with highest female presence
  - IT Trainer (41%), IT Quality Manager (30%), and Integration & Testing Engineer (20%)

What does it take to be an IT Pro?

To help future and current ICT professionals answer this question, we launched the CEPIS e-Competence Benchmark

This is a free online tool that can help individuals make the right career choices by comparing their e-skills to the needs of common IT job profiles.

Visit [www.cepis.org/ecompetencebenchmark](http://www.cepis.org/ecompetencebenchmark) to download your personal report and get ahead in your ICT career.

The Grand Coalition for Digital Jobs

CEPIS supports the call for action launched by the European Commission to bridge the digital skills gap and increase the number of ICT professionals by 2015.

We pledged to launch the CEPIS e-Competence Benchmark in support of the Grand Coalition for Digital Jobs, so as to ensure that Europeans are equipped with the right skills to enter digital careers.
Pan-European awards for women in ICT have received support from CEPIS for many years. Such prizes are an effective way of recognising and encouraging participation in this exciting sector, and they help raising awareness of the range of career opportunities it offers.

CEPIS is a partner of the Digital Woman Award, an official pledge in support of the Grand Coalition for Digital Jobs.

The Digital Woman Award is a pan-European prize for women and girls who distinguish themselves in digitally-driven and digitally-enabled areas of study and work.

This award is organised under the patronage of Neelie Kroes, Vice-President of the European Commission and a longstanding supporter of women in ICT.

The Girls in IT category of the previous e-Skills Week Awards was also sponsored by CEPIS.

This award is aimed at rewarding young women that have shown exceptional skills and innovation in the field of ICT, and that could act as role models for their peers.

The winner and runner-up received an educational grant to pursue studies in the field of ICT.

"Thanks to CEPIS I have learned new skills that I find very useful. With these skills, I can work in a more professional way. I think it is simply fantastic that CEPIS supports girls in ICT!"

Anna Voriskova, Winner of the 2010 Girls in IT Award
The CEPIS Women in ICT Task Force was established to bring together experts from the national informatics societies that are CEPIS members.

The objective of this Task Force is to share best practice and develop pan-European activities with a view to increase women’s participation in the ICT profession.

The CEPIS Women in ICT Task Force is comprised of members from the following national informatics associations:
About CEPIS

The Council of European Professional Informatics Societies (CEPIS) is a non-profit organisation seeking to improve and promote a high standard among informatics professionals in recognition of the impact that Informatics has on employment, business and society.

CEPIS is the representative body of national informatics associations throughout greater Europe. Established in 1989, CEPIS represents over 350,000 ICT and informatics professionals in 32 countries through its network of 35 national informatics associations.