

#WomenInDigital #DigitalSingleMarket

MORE WOMEN IN DIGITAL: THE ROAD TO GROWTH & EQUALITY



MORE WOMEN IN DIGITAL: THE ROAD TO GROWTH & EQUALITY

Only 1 in **6** Information and Communication Technology (ICT) specialists is a woman



Only 1 in 3 graduates in science, technology, engineering, and mathematics (STEM) is a woman



Women in the information and communication sector earn almost 20% less than men



KEY CHALLENGES IDENTIFIED THROUGH THE STUDY ON WOMEN IN THE DIGITAL AGE

1

Lack of digital skills

Despite the growing demand of ICT specialists and digital profiles, the percentage of Europeans with ICT-related education, at all levels, is decreasing. This trend is shared by both genders, but the gap has slightly broadened. There are still 4 times more men than women in Europe with ICT-related studies.

- Of every 1000 women only 24 graduate in ICT related studies in the EU and only 6 go on to have a career in ICT-related fields.
- Only 13% of women with higher education in ICT-related fields work in the ICT sector.
- Women are 8 times less likely to have a technical job in the digital sector compared to men even with the same level of education.

2

Gender bias and stereotypes

The ICT and digital sectors seem to have specific barriers and difficulties for women. A developer or Information Technology (IT) expert is normally pictured as a man. 90% of girls are interested in ICT but do not go on to take up their higher education in this field because there is a lack of inspiration role models.

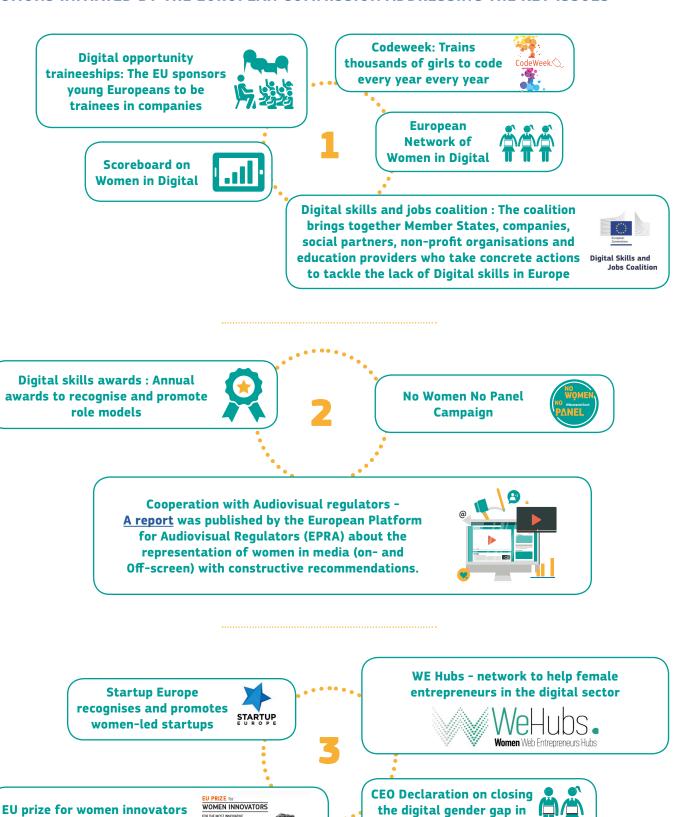
- Women are less confident of their digital skills than men.
- Women are under-represented on-screen and off-screen on media and rarely portrayed as experts in scientific or technical roles.

Low participation of women in digital entrepreneurship and innovation

Even though studies show that female —led startups are more likely to be successful that all-male startups as diversity can boost innovation, there is a very slow growth in the percentage of female entrepreneurs in the digital sector.

- One of the reasons that there are fewer women entrepreneurs in the digital sector is lower access to funding. Male entrepreneurs are 60% more likely to attain pitch competition than women.
- Tech entrepreneurs are five times more likely to be men than women; in some places this ratio is close to 100:1
- In leadership across the board, including in the technology sector, women make up only 4% of corporate CEOs and they hold less than 15% of board roles in the private sector.

ACTIONS INITIATED BY THE EUROPEAN COMMISSION ADDRESSING THE KEY ISSUES



high-tech companies

recognises and rewards top

women innovators