



Benefits of digitalisation: equally shared between women and men?

April 25, 2019



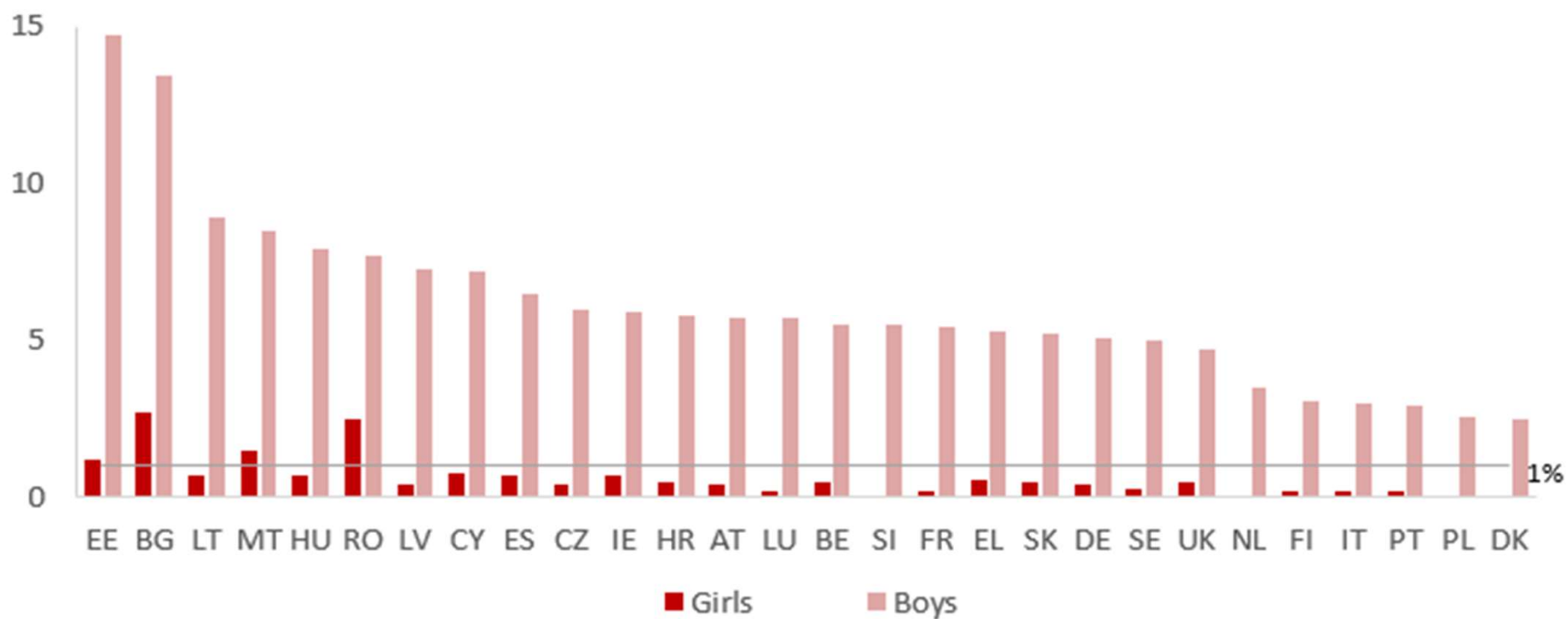
Rising demand, major shortages

Employment growth in ICT jobs is more than **eight times higher** than the average in the EU

Around 17 % of the almost 8 million ICT specialists are women.

More women in STEM sector would lead to economic growth, with **more jobs (up to 1.2 million by 2050)** and **increased GDP**

Very few girls aspire to become ICT professionals



ICT jobs: breaking the stereotypes

Women in ICT are paid higher than women in other professions

Earning gap in ICT is smaller than in rest of economy

ICT jobs offer options to **better managing work-life balance**

Unequal sharing of caring roles

Increasing flexibility cannot go without a **more balanced sharing of total work and care**

17% of women with tertiary STEM education and about 40% of women with vocational STEM education **remain outside the labour force**

Upscaling of skills

Continuous upscaling of skills - a prerequisite in dynamic ICT sector.

Men in ICT jobs **benefit from training more often** than women.

ICT jobs: why a gender perspective matters?

Without women shaping digital technologies, these **products will hold biases** and future lines of work will remain closed to women.

The number of women in ICT/STEM sectors does not correspond to the **economic potential of the sectors**

What could be done?

- ✓ **Gender stereotypes** shall be addressed at all levels of education, including VET (e.g. self-confidence in digital skills)
- ✓ **Addressing gender segregation among university staff**
- ✓ **Tackling barriers for women's careers in science** in universities and research institutes
- ✓ **From STEM to STEAM:** enriching STEM with arts and humanities and tackling the negative image of STEM
- ✓ **Innovative approaches to career choices** (e.g. through closer links between universities and real-life experience in the workplace)
- ✓ **Professional development of digital competences and gender equality** for teachers and educators

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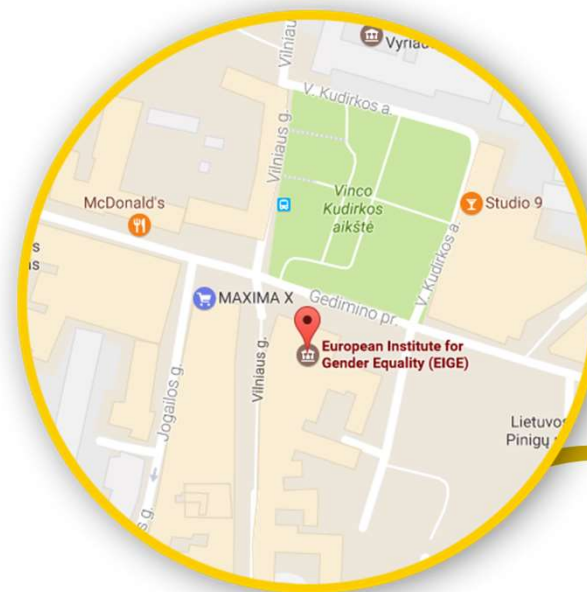
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