



#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.

3

### Low participation of women in digital entrepreneurship and innovation

Even though studies show that female-led startups are more likely to be successful than 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

