

Where did they all go?

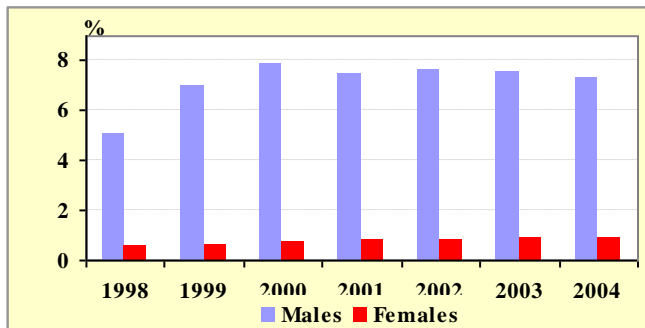
Nancy Pascall
Dir G: Components and Systems
WiP School
Ljubljana, 15-16 May 2008



- Not enough girls (or boys) choosing careers in ICT
- Even when they go into these careers they drop out along the way
- Lack of engineers - approximately 300,000 by 2010 in Europe and 500,000 in India

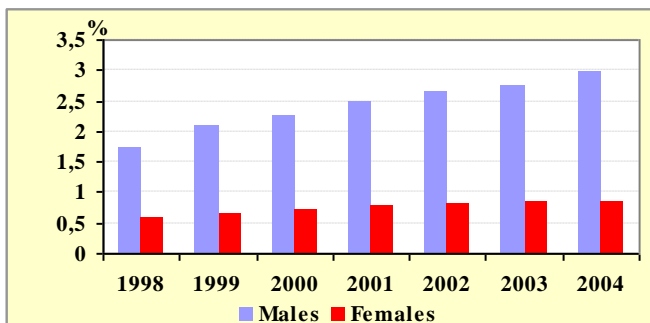
The problem is twofold:

Getting in and Staying in



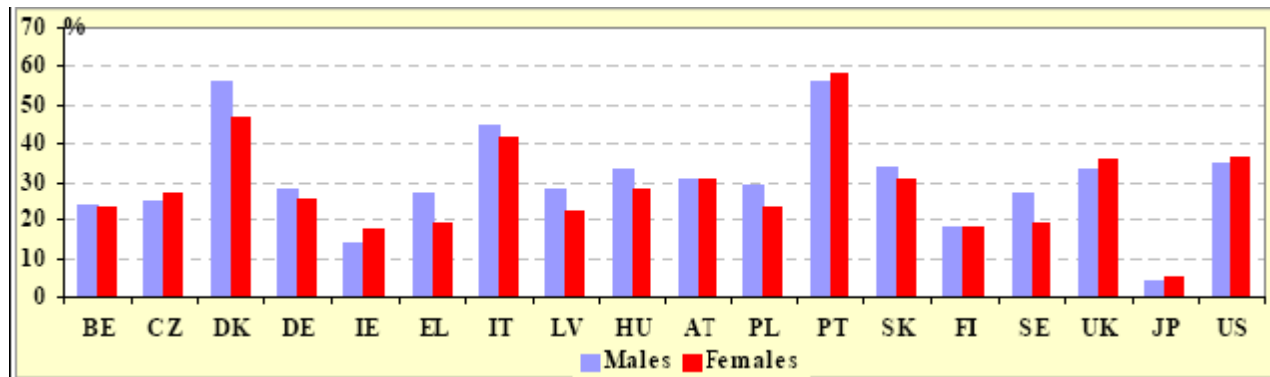
Percentage of computer science male/female graduates from total of graduates

Percentage of engineering male/female graduates from total graduates



A general increase in the number of highly educated females;
However, in specific sectors, such as **computing and engineering and engineering trades** female graduates are significantly outnumbered by male graduates

The differences



Gender differences exist in the frequency with which they use the computer, the context in which they learn to do so, the types of activity carried out and their self-assessment of their own abilities.
(PISA 2003)

Stereotypes concerning women and ICT

Stereotypes that women have of the ICT sector:

- Poor quality working conditions
- No holidays, no spare time
- Very male dominated
- Being a mother and having a career in ICT is not compatible



Stereotypes concerning women and ICT

Stereotypes that the ICT sector has about women:

- Technical incompetence
- Lack of commitment and motivation to take up a challenging career
- No managerial capacities in top positions
- Being a mother and having a career is not compatible



Gender Strategy

A gender strategy is needed based on the following principles:

- Encouragement and promotion rather than criticism
- Compensation (awards, recognition)
- Pushing rather than striking
- Being part of a larger network
- Promotion of female professional excellence and competence - Quality rather than quantity



- Professional Life style
 - Education (fight technophobia)
 - Recruitment (transparent)
 - Best Practices (leaky pipeline)
 - Management (glass ceiling)
- Stereotypes
 - Shadowing
 - Awareness raising



Professional Life Style

- **Education** - choosing relevant careers
Mentoring at school and university,
shadowing, role models
- **Recruitment** - ICT jobs unattractive image
Attractive employer image, transparent
recruitment policies and women networks
- **Career Development** - difficult to retain
Coaching, career planning, self-
assessment, cross mentoring



Professional Life Style

- **Management** - discriminatory promotion and progression procedures, working conditions

Best practices

- **Uptakes after leaves** - losing skills and competences

Mentoring, training

- **Maturity**

Self-employment

- Linked to socio-economic context of the country
- Vocation and profile of organisation

BUT

They can be transferred and effectively adapted to other contexts.

Company Culture

- Women and men are fundamentally considered equal
- Maternity/paternity leaves considered normal
- Commitment and actions from gender equality also come from men and not only from women



Legislation

- Proper application of existing legislation with regards to Equal Opportunities

Measures to encourage staying in

- Job sharing, training in particular managerial training, teleworking, parental leave, mentoring, coaching, awarding, transparency of procedures



Infrastructures

- Child care facilities
- Internal training and information programmes
- Fora and networking
- As before mentoring schemes
- Adoption and propagation of best practices

Information

Gender training and sensitization, visibility



What is shadowing

- Attract girls to choose careers in ICT
- Invite young girls (14-16) to follow a woman engineer in her daily duties
- Show many facets of ICT and in particular its human face
- Break stereotypes, show it is fun



Why shadowing

- Work towards the staff you'll need in the future
- Corporate Responsibility/good management
- Help your nation reach its employment goals
- Publicity
- Participation certificate - European Commission

It's Fun!



You can help

You are the ones who made it!

- Chose a career in the sector
- Stayed
- Progressed

You can be the ambassadors and the role models for young girls and women!



INTERESTED?

Contact: itgirls@ec.europa.eu

<http://www.europa.eu/itgirls>

Nancy Pascall - +322 29 63 483

nancy.pascall@ec.europa.eu

