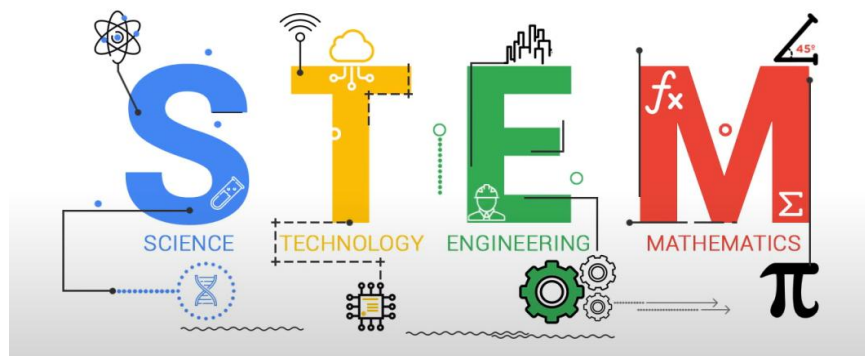




## WOMEN IN STEM;

“Why aren’t more women in leadership positions?”

# WOMEN IN





## “Women studying information and communication technology (ICT)”

More than 1.3 million people were studying information and communication technology (ICT) in the European Union (EU) in 2018, according to Eurostat data. Overall, taking into account upper secondary and higher education, girls and women are still under-represented in this sector, accounting for only 17% of all ICT students in the EU, says Eurostat, on the occasion of the "International Day of Girls in ICT", celebrated on the 4th Thursday in April each year.

The share of female ICT students was close to one third in Greece (30%).

In addition, the share of female ICT students was higher at tertiary level. Among ICT PhD students in the EU in 2018, 22% were women.

At EU level, the proportion of female ICT postgraduate students was the same as that of female PhD students (22%).

*Source (stockwatch, 2020)*

## Women's employment

Despite its negative record, Greece surprises positively in terms of female employment, as it is the second country in terms of percentage in the IT sector.

The highest percentages of women working in technology are recorded in Bulgaria (28.2%), Greece (26.5%) and Romania (26.2%). On the other hand, Hungary (12.3%), Malta (11%) and the Czech Republic (10.3%) have the lowest percentages.

For example, women in the EU in 2020 accounted for 18.5% of the IT and telecoms workforce.

However, the rate of their integration into the technology workplace has been growing faster in the last decade. As a result, the gender gap has narrowed by 3% between 2011 and 2020.

*Source (reporter.gr, 2021)*



## “Why aren’t more women in leadership positions?”

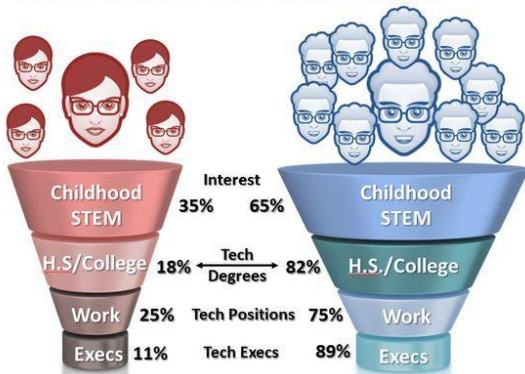
### Statistics

- Only 5% of leadership roles in technology are held by women.
- Only 7% of partners at global top 100 venture firms are women.
- Fewer than half of women and men think the best promotion opportunities go to the most deserving employees, and fewer than a quarter say that only the most qualified candidates are promoted to manager. On both fronts, women are less optimistic than men.
- 56% of women in tech leave their jobs, and most leave industry all together.

The main reasons why aren’t more women in leadership positions in ICT are detailed below are:

### BY THE NUMBERS:

#### FEMALE vs. MALE TECH CAREER FUNNEL



Sources: IT Manager Daily and Girl Scouts of America

#### ➤ Unconscious Bias

While there are few organizations that would say that they prefer male leadership, actually doing something about it is far more difficult.

Unconscious bias is defined as stereotypes about people that we form outside of our conscious awareness. It automatically happens outside of our control as our brain makes a quick judgment influenced by our own history, according to Valerie Martinelli.

A majority of today’s senior technology leaders’ careers matured during a time when few women participated in technical positions, meaning most of our history is with male technical leaders. As leaders, we can control conscious discrimination, but unconscious bias may creep in when we least expect it. It may be that a woman is less likely to be consulted on a very technical engineering project or asked to lead critical decisions about architecture, product direction or functionality. To fight unconscious bias, leaders must be keenly aware and be active in their decision making.

As recruiters, we are chartered to bring forth great candidates who are qualified, regardless of gender. We can then coach hiring managers to look at skill and fit and evaluate women and men fairly when making a hiring decision.



➤ **Equal Compensation**

Compensation is one of the toughest things to track and equalize. Every person contributes at an individual level and is rewarded during the course of their career for their effort. If a person has lagged behind peers in compensation, yet contributed equally, a job change may be perfect opportunity to level the playing field. When we place a senior leader, we can calculate a proper range of high, median and low compensation and guide the hiring organization accordingly.

Ultimately, we are able to place candidates with packages that track to their individual skill set, fit and potential contribution to the company and that are equal to other similar employees. Gender is never considered. Forward-thinking organizations are using these same types of rubrics to develop compensation strategies for their employees and new hires.

➤ **Overlapping of personal and professional roles**

A woman's job often spills over from the office space to her home. It is considered the primary factor for many women leaving the workforce at different stages of their careers. This has been especially true in the Covid era, with even woman at senior-levels choosing to leave their successful careers, due to physical, mental, and emotional stress

➤ **Less "networking" opportunities**

Due to social and personal commitments, it is often difficult for women to engage in social networking activities. The avenues of after-work gatherings or catch-ups over the weekend are somewhat restricted to women, where men will probably bond over golf or some other sport, get to know each other, and put one's name on the map as executive leadership material.

*Source (ETHRWorld Contributor, 2021)*

## Women's role models in ICT

There are many women who have made a name for themselves in the ICT sector. Some of them are the following:

- Vanessa Valley : founder of the member organisation "WeAreTechWomen".
- Sanghamitra Bandyopadhyay : Director of the Institute of Statistics of India
- Michaela Barnett ; Cyber security Blogger, Computer science graduate
- Mischel Kwon; Founder and CEO, MKACyber Cyber Security Diversity Foundation



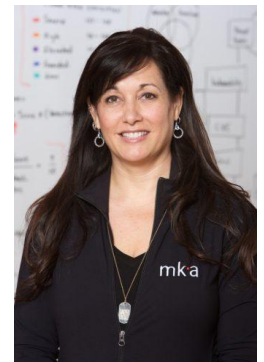
**Sanghamitra Bandyopadhyay**



**Michaela Barnett**



**Vanessa Valley**



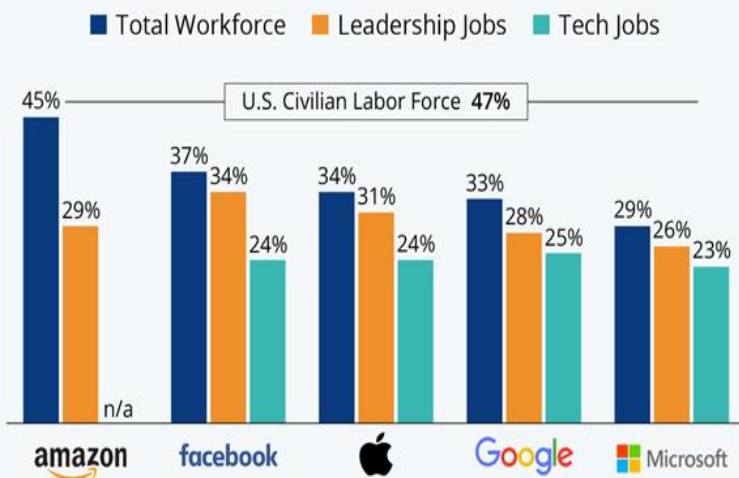
**Mischel Kwon**



## What are the benefits of gender equality in ICT?

### Women's Representation in Big Tech

Percentage of female employees in the workforce of major tech companies\*



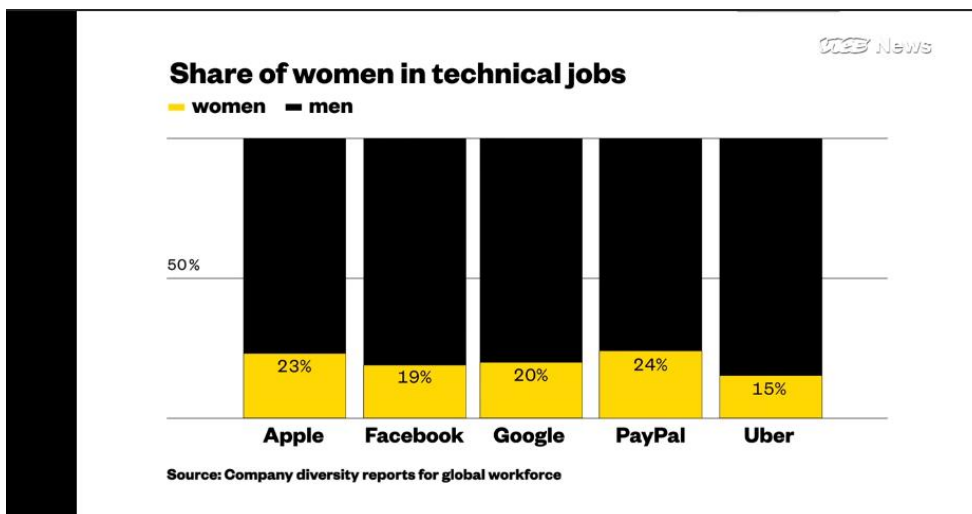
\* latest available data as of June 2021  
 Source: Company reports



- Diversity in the workforce is vital for technology companies, as it enables them to create better and safer products that take into account all users and not just one segment of society.

- Error correction in applications such as Apple's. For example, when Apple released its health app. It could track almost all the health metrics a person might need to monitor, such as weight and blood, but leave out menstruation, a key bodily function experienced by 50% of the world's population. Apple took a year to fix it and could have done it sooner (or immediately) if more women were involved in the process.

- Challenging problems require creative minds.
- Stories from the battlefield inspire innovation.
- Different mindsets lead to change.
- Economic benefits for businesses.





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