



# **Women and men in ICT: a chance for better work-life balance**

**Research note to support the Bulgarian  
Presidency**

# Rising demand, major shortages

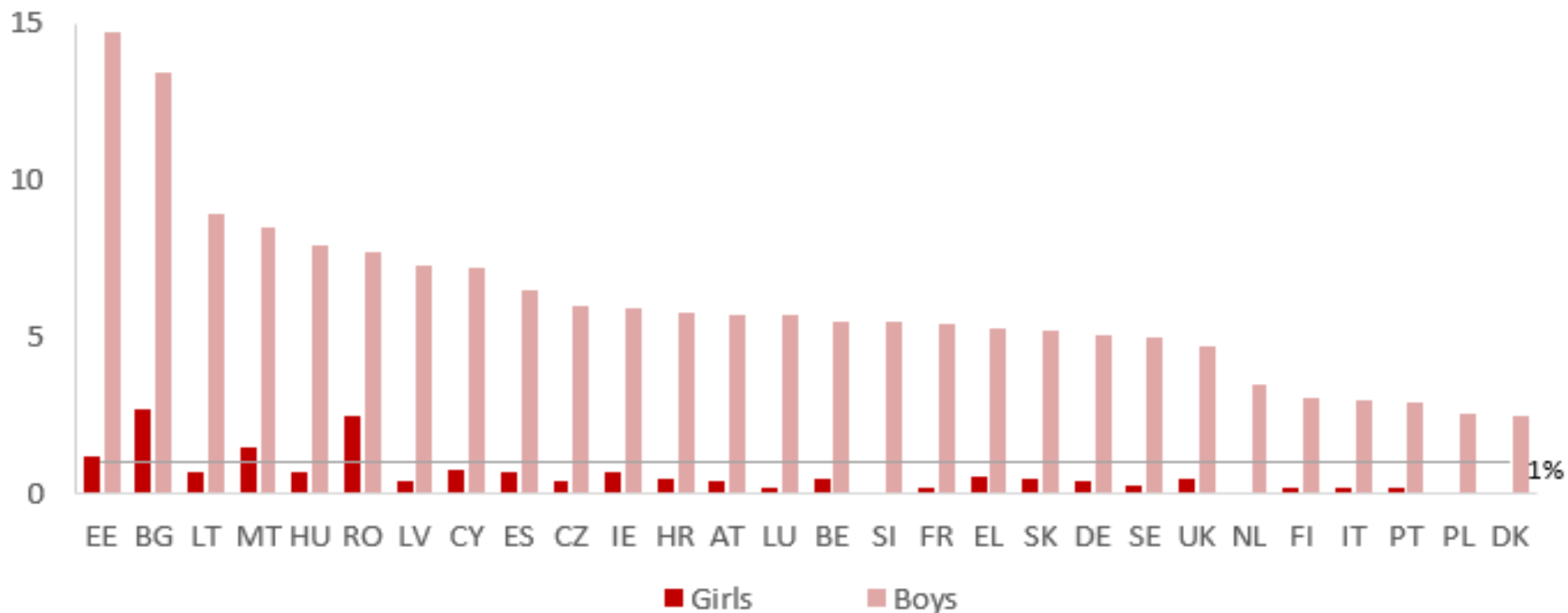
- ICT specialists are in particularly high demand, with **employment growth in ICT more than eight times higher than the average employment growth** in the EU (Eurostat).
- Only around **17 % of the almost 8 million ICT specialists are women.**
- The EU is facing difficulties in responding to **increasing shortages of ICT specialists** and filling vacancies requiring digital skills.
- Attracting **more women** to STEM sector, including ICT, would **lead to economic growth**, with more jobs (up to 1.2 million by 2050) and increased GDP over the long-term (EIGE).

# **ICT specialists women and men: differences in starting points and employment types**

# Very few girls aspire to become ICT professionals

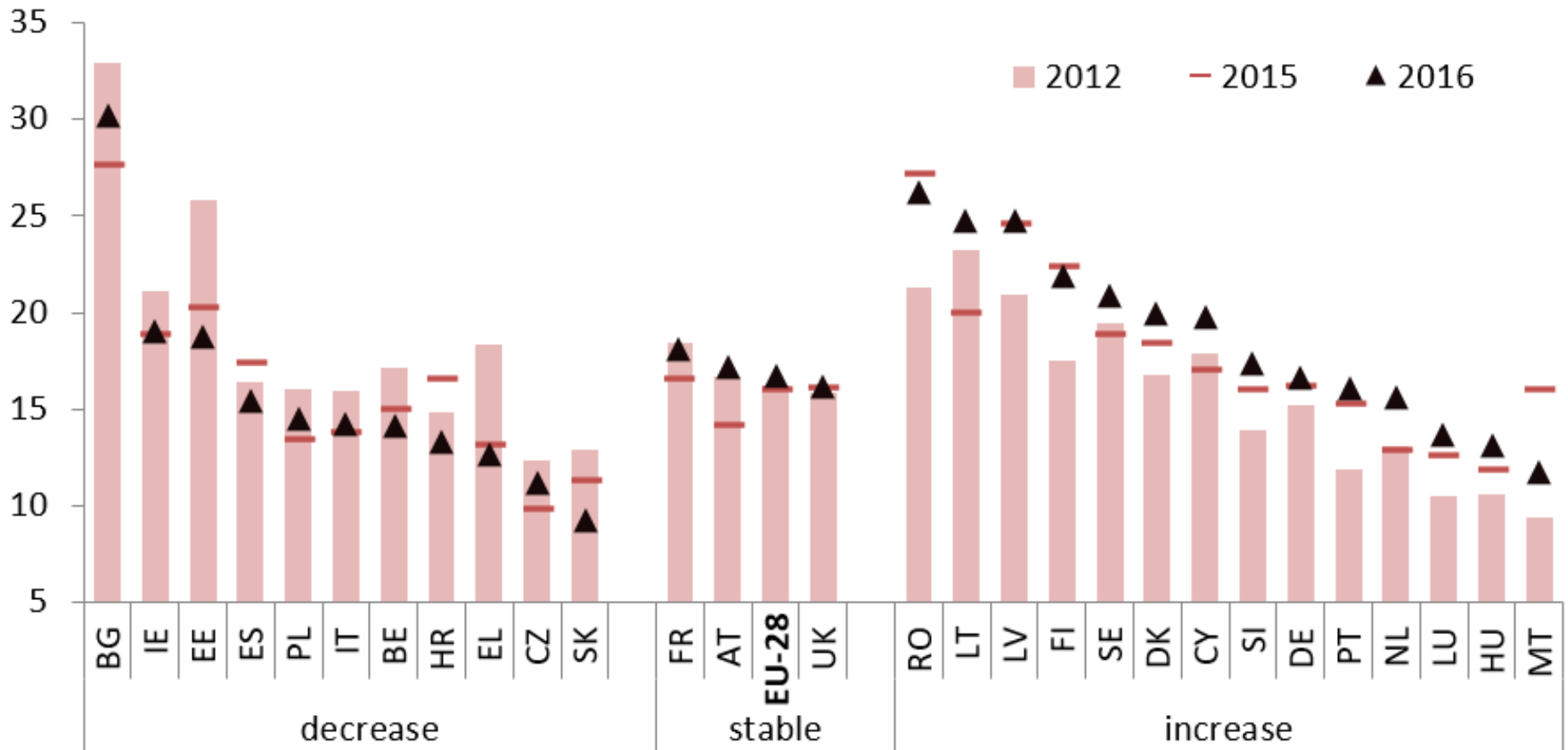
Across **the EU**, from **3% to 15%** of teenage boys aspire to work as ICT professionals at age 30; In only **four EU countries**, from **1% to 3%** of teenage girls aspire to work as ICT professionals at age 30.

Share of 15-year-olds expecting to work as ICT professionals at age 30 (% , 2015):



# More than eight out of ten ICT jobs go to men

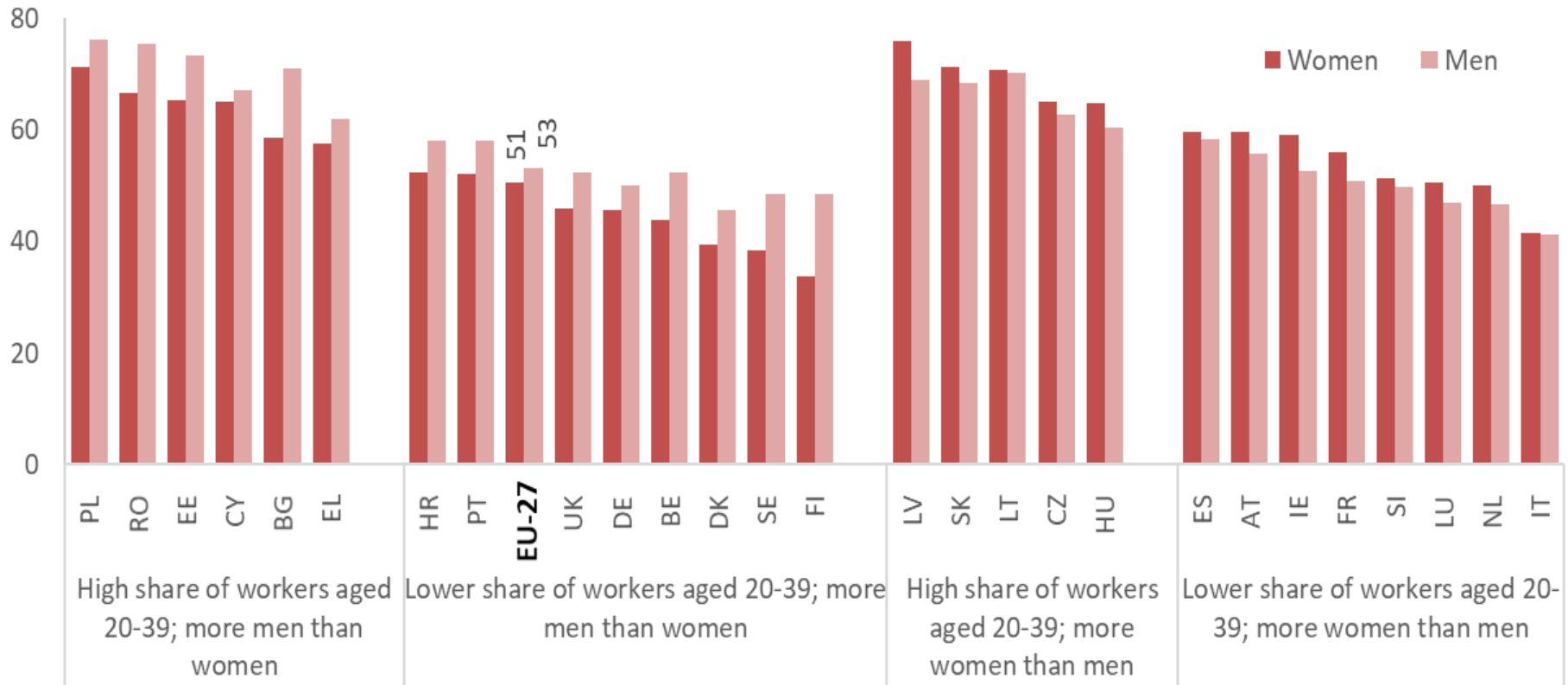
Share of women among ICT specialists:



# More than half employees in ICT are under 40

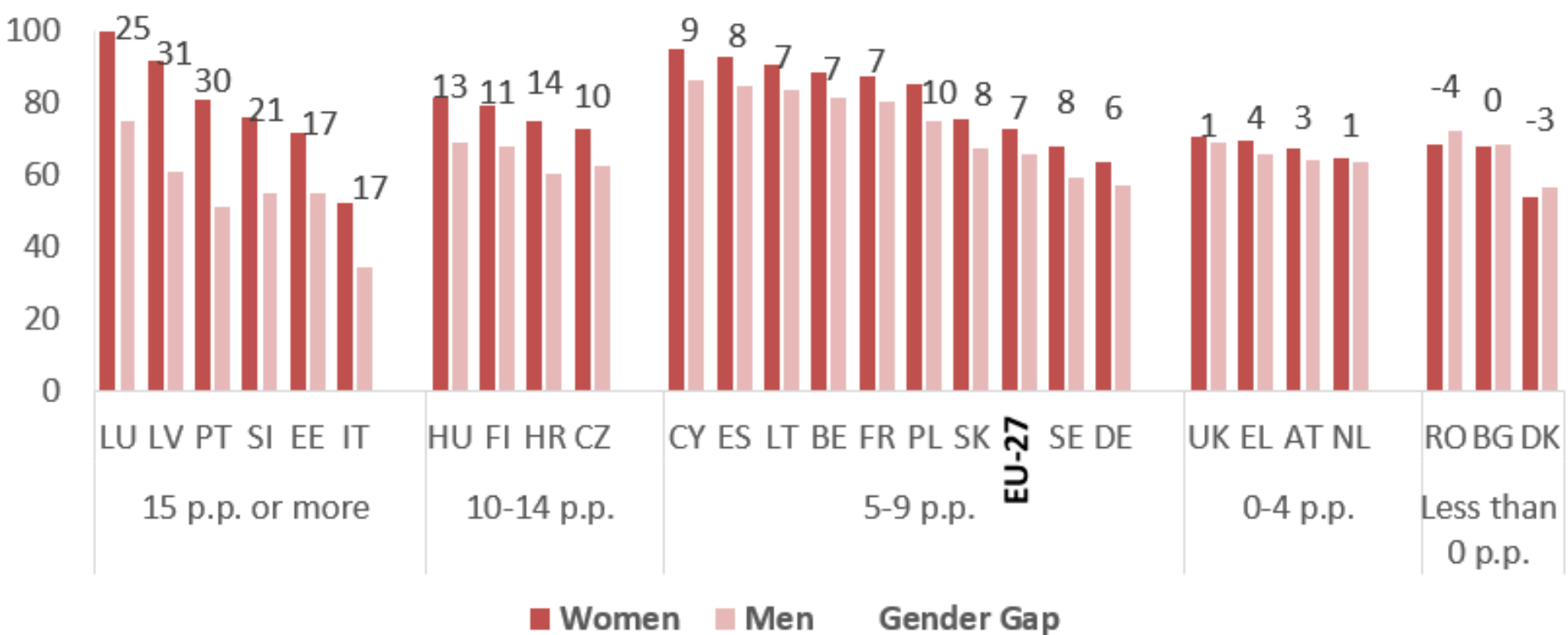
ICT jobs do receive an increased attention among younger generations of women, but not yet in all countries.

Share of ICT service managers, professionals and technicians (aged 20-39), 2016:



# Women still need higher qualifications to be in ICT jobs

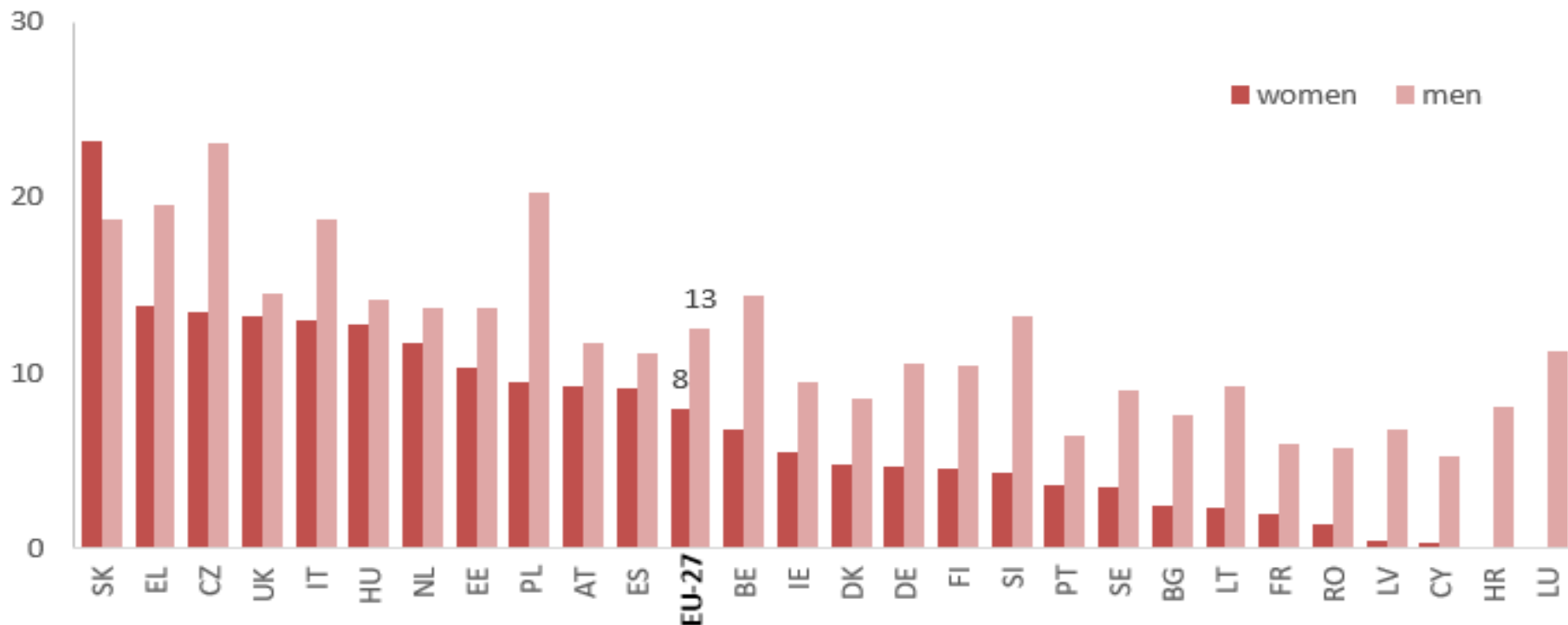
Share of ICT service managers, professionals and technicians with high education, 2016:



# Self-employment is less common in ICT jobs, especially among women

In the EU, about 8% of women and 13% of ICT specialists are self-employed; in comparison, in the rest of economy about 10% of women and 18% of men are self-employed.

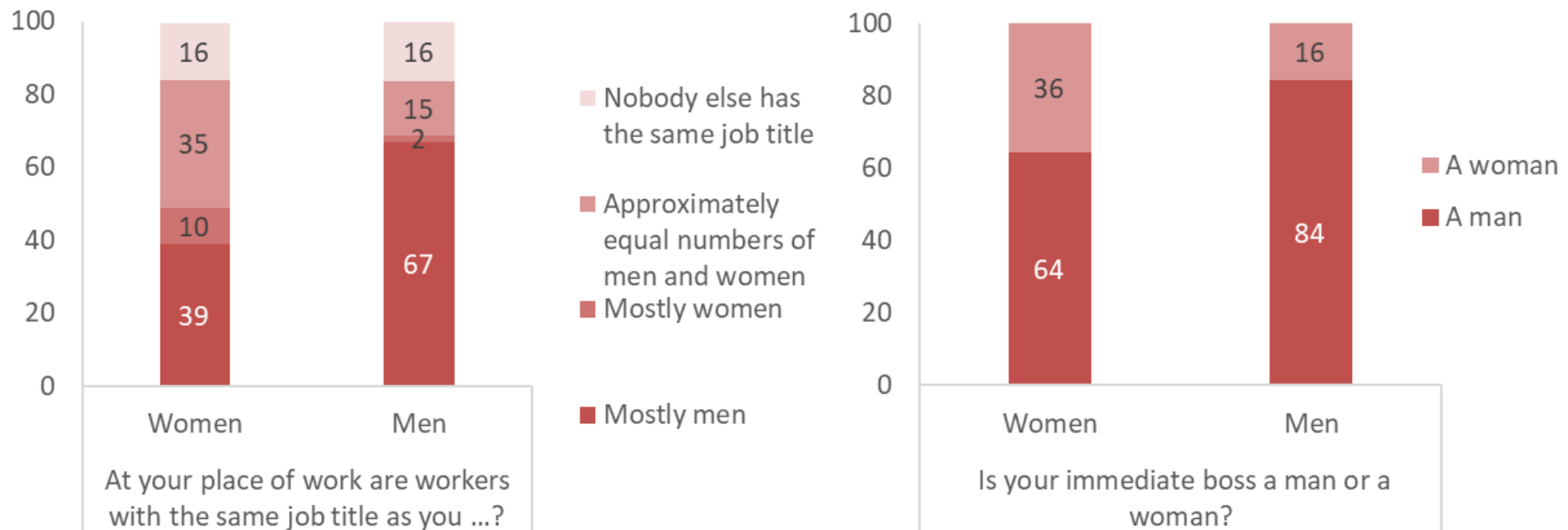
Share of self-employment among ICT service managers, professionals and technicians (% , 2016)





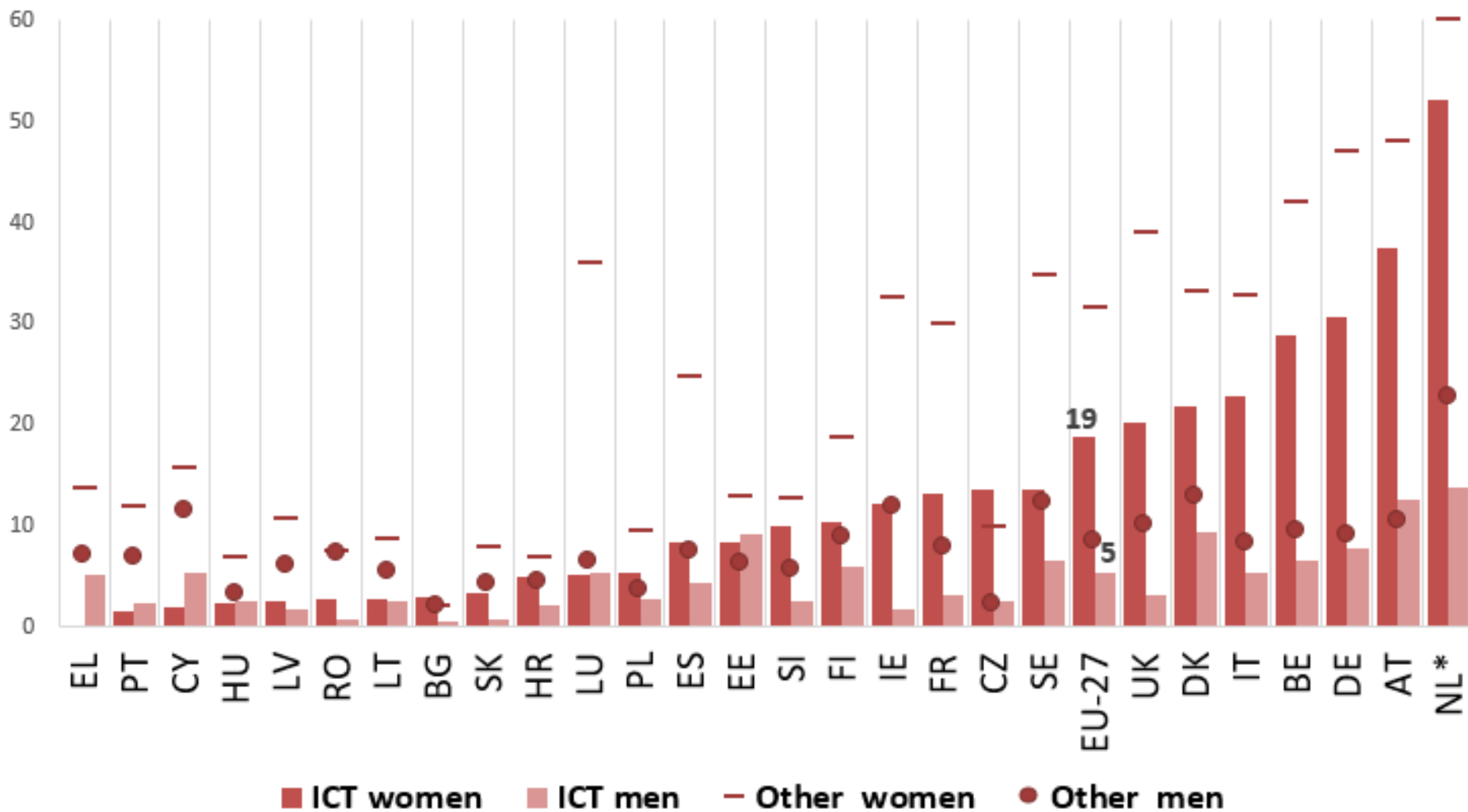
# Women tend to work in more gender diverse environment

Gender composition of ICT specialists' workplace in the EU-28 (% , 2015):



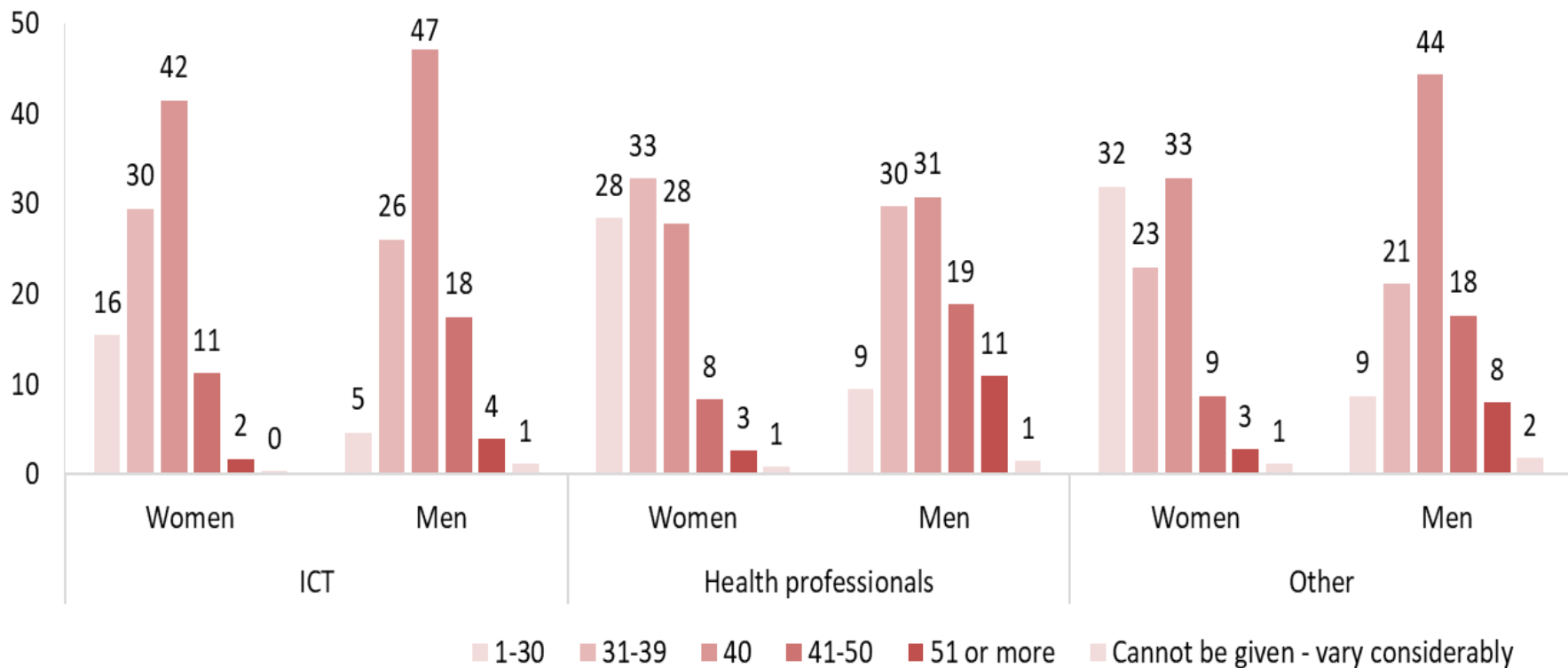
# **ICT specialists women and men: working hours is a significant determinant of work-life balance**

# Part-time work is less common

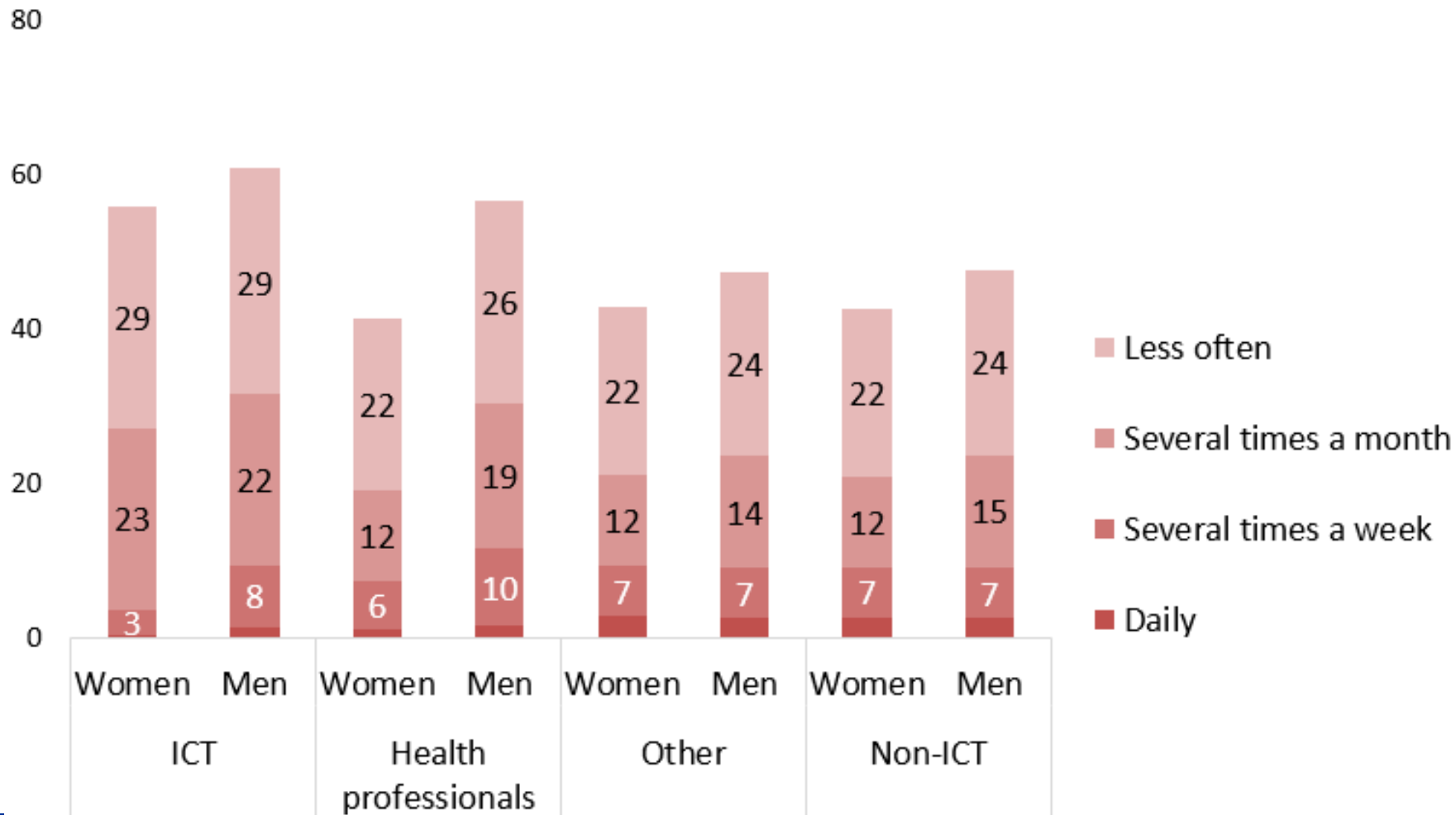


# Longer working hours in ICT jobs

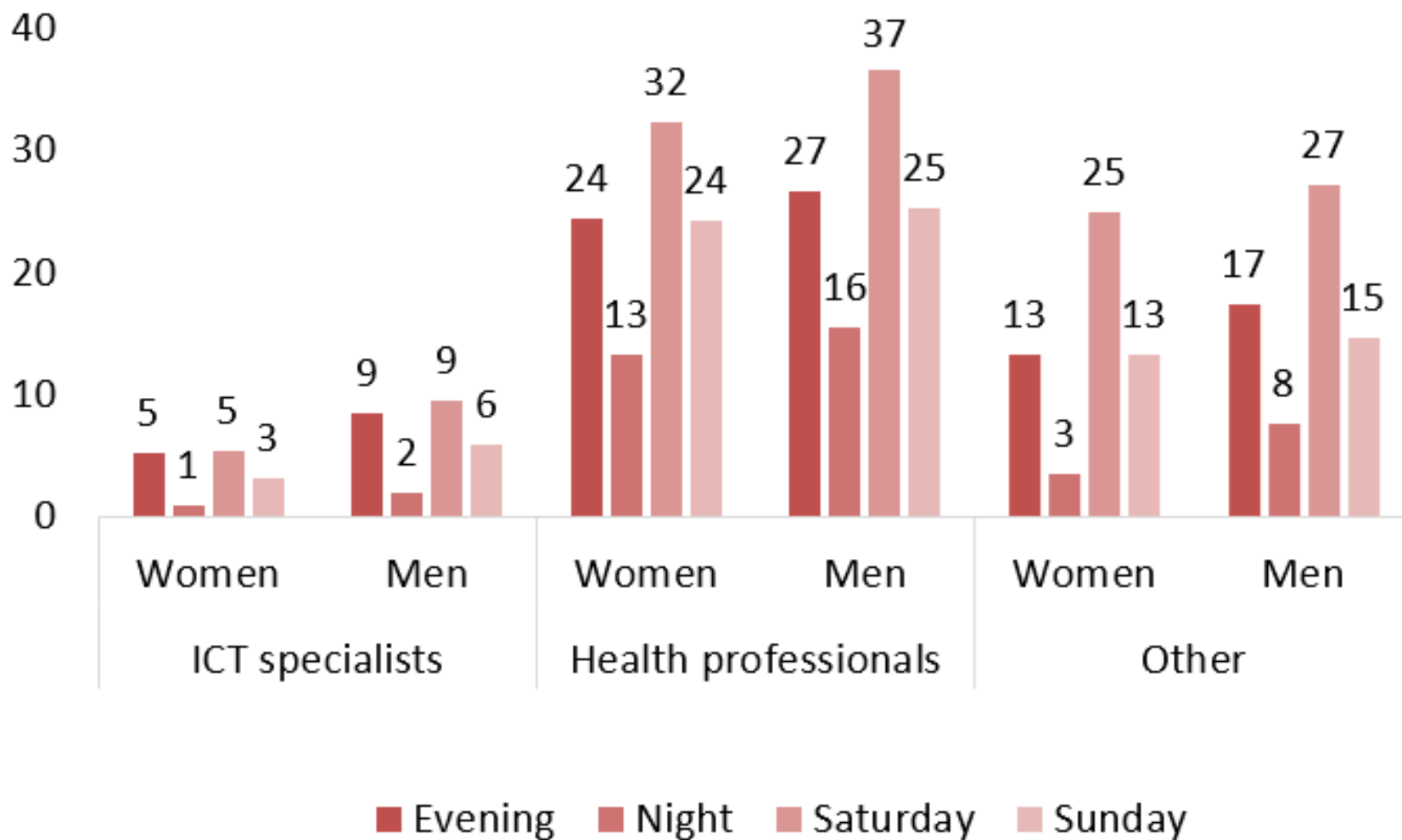
Share of ICT specialists with children (0-17) and the average number of children, EU-27\* (% , 2016):



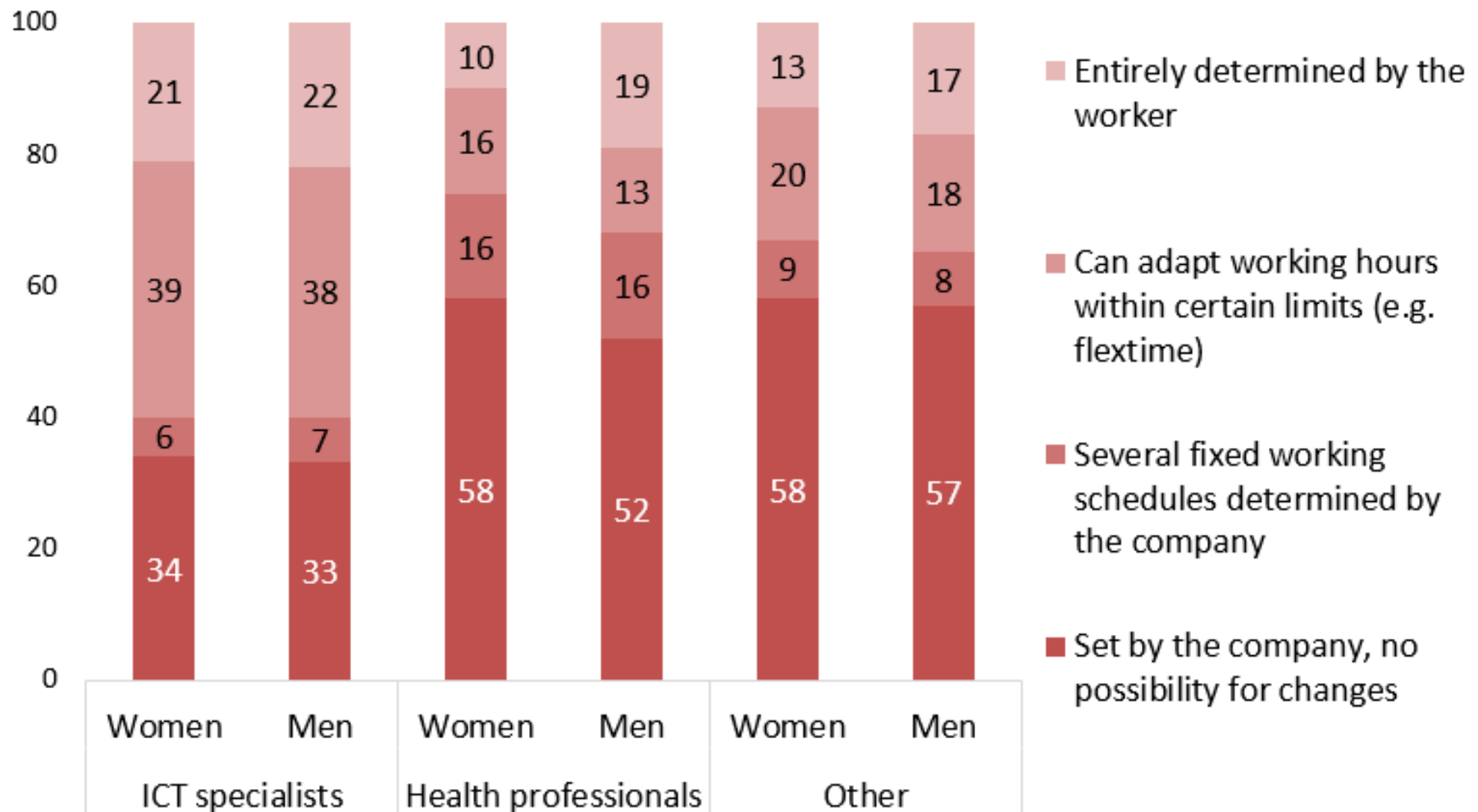
# Women and men in ICT work more often in their free time



# Atypical hours are less common



# ICT specialists have more flexibility in working hours



# In ICT gender gap in earnings is lower than in other occupations

**The gender gap in monthly earnings in ICT is 13 % (26 % - among health professionals, 33 % among other workers).**

**More women in ICT receive a higher income (i.e. in the 5<sup>th</sup> income quintile) than women in health professions or in other occupations.**

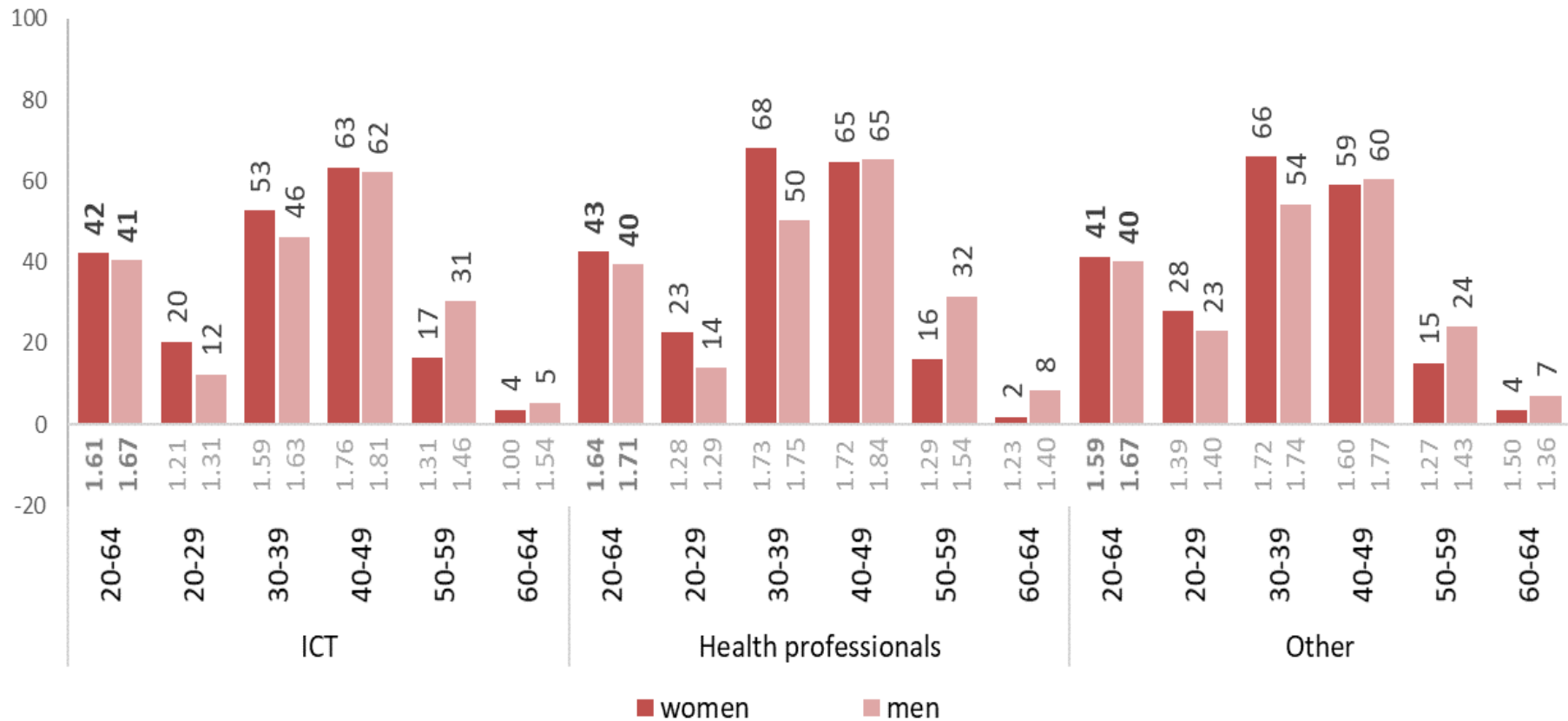
**Income inequality is high between women and men ICT specialists. 70 % of men and 54 % of women in ICT are in the top two quintiles.**



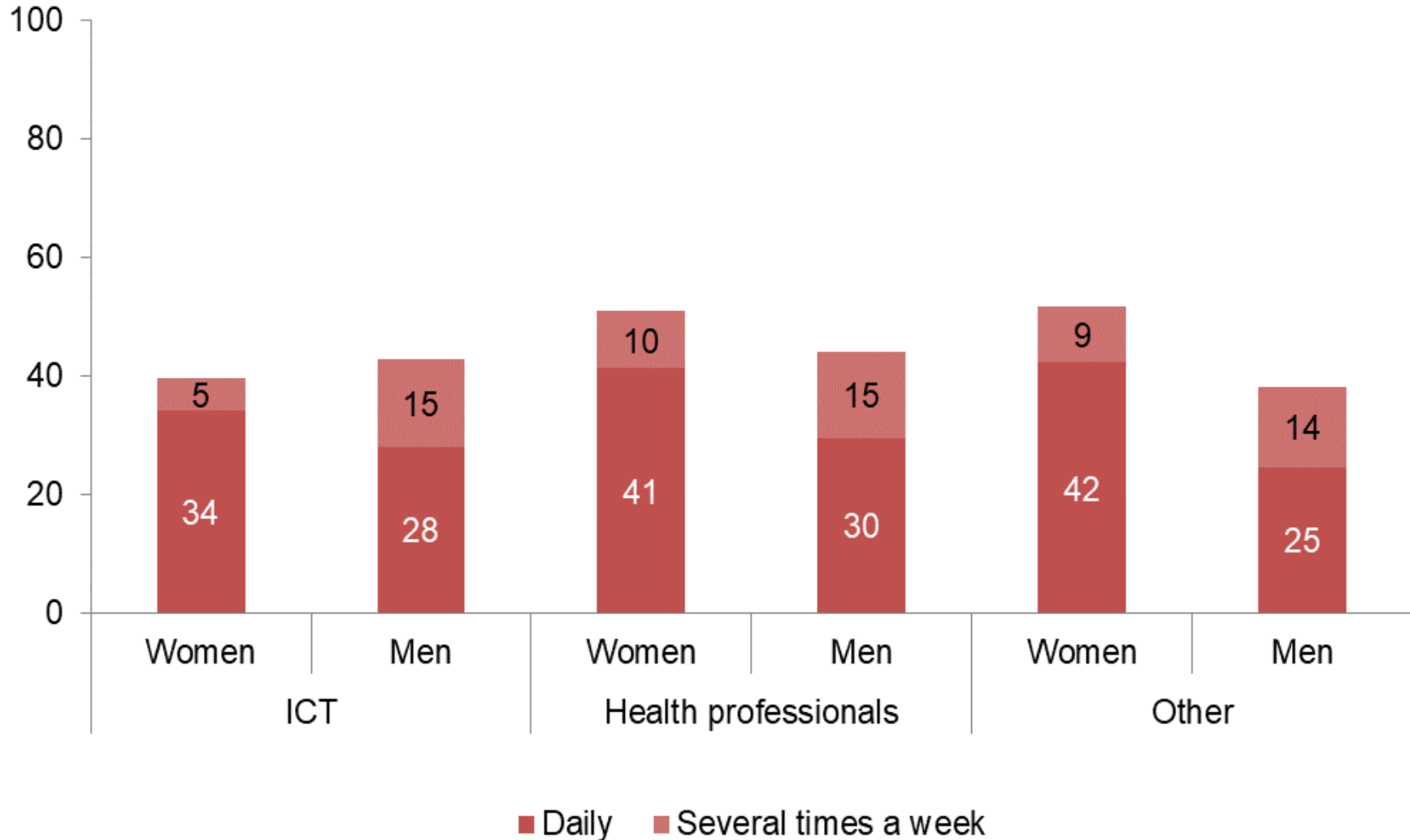
# **ICT specialists women and men: caring duties and spillovers from work to family life**

# Women in ICT have children later

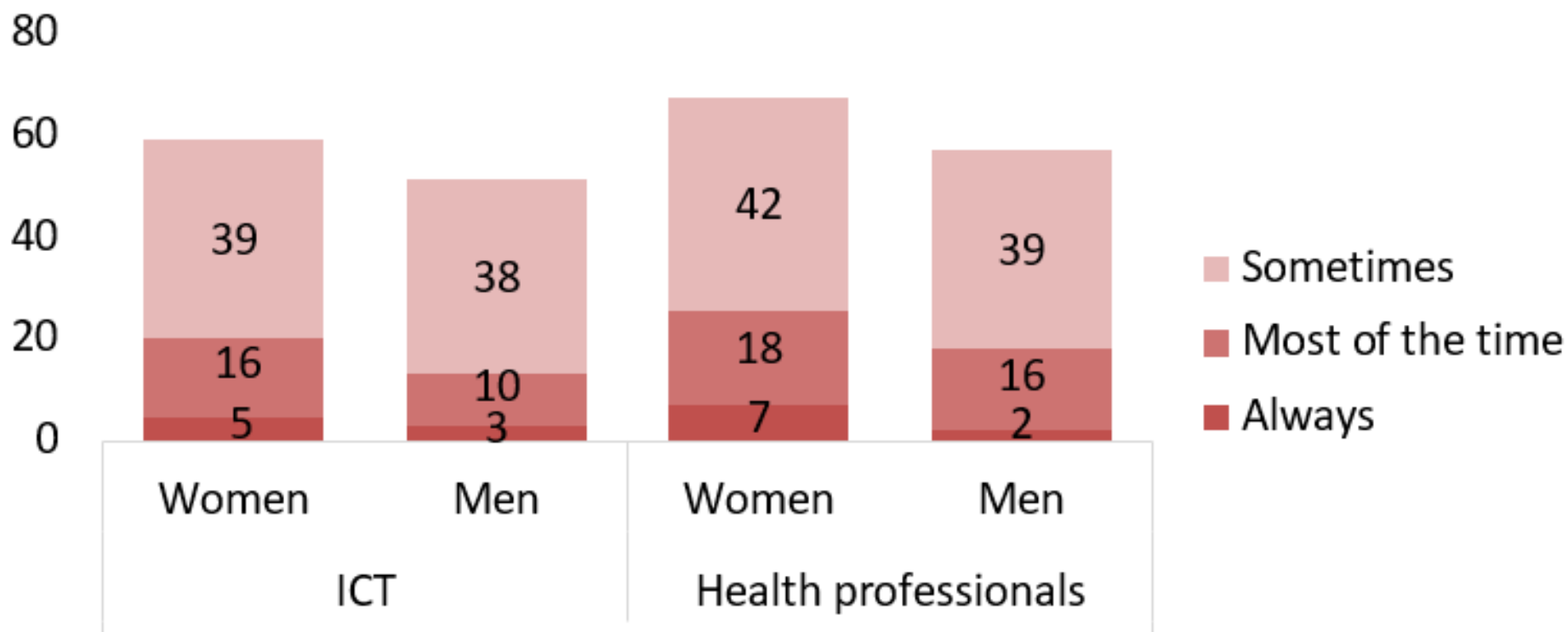
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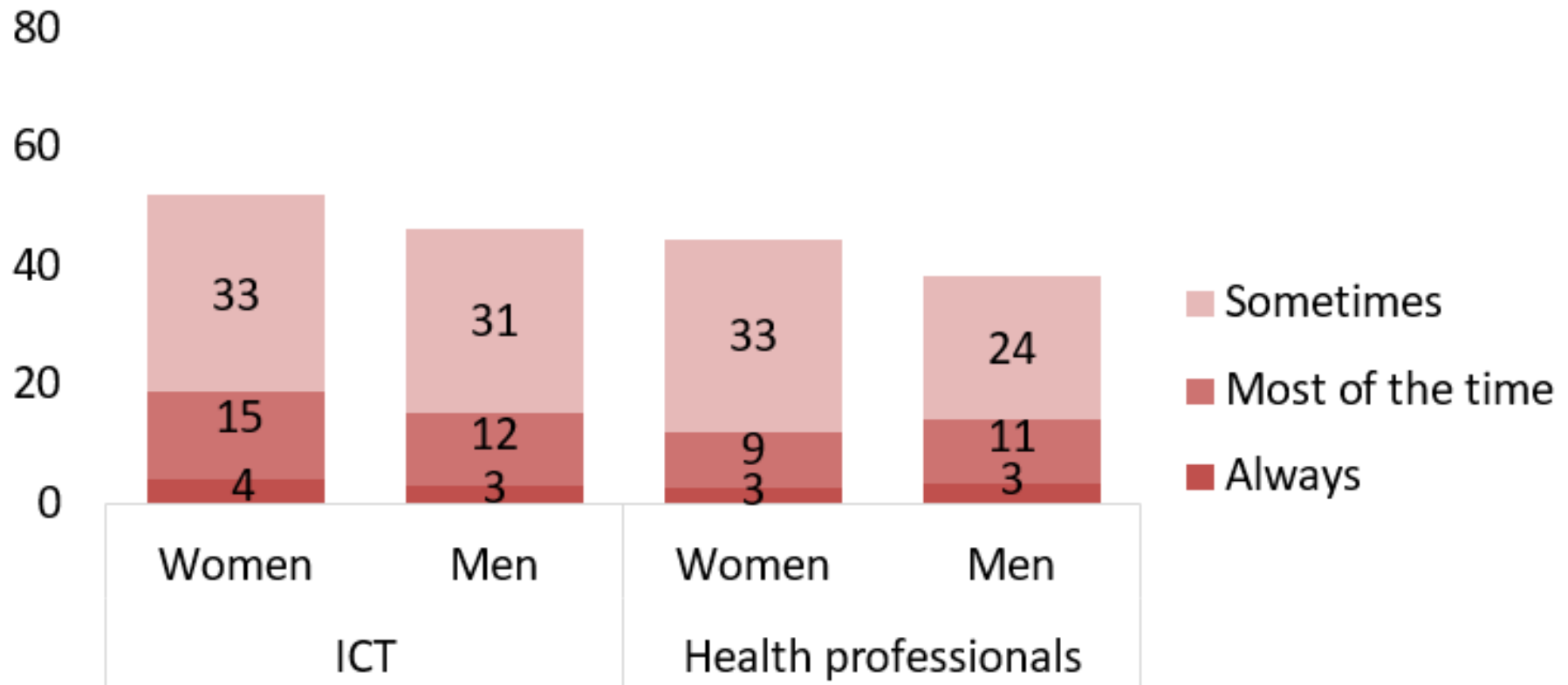
# In ICT women are less engaged in caring for children than women in other occupations?



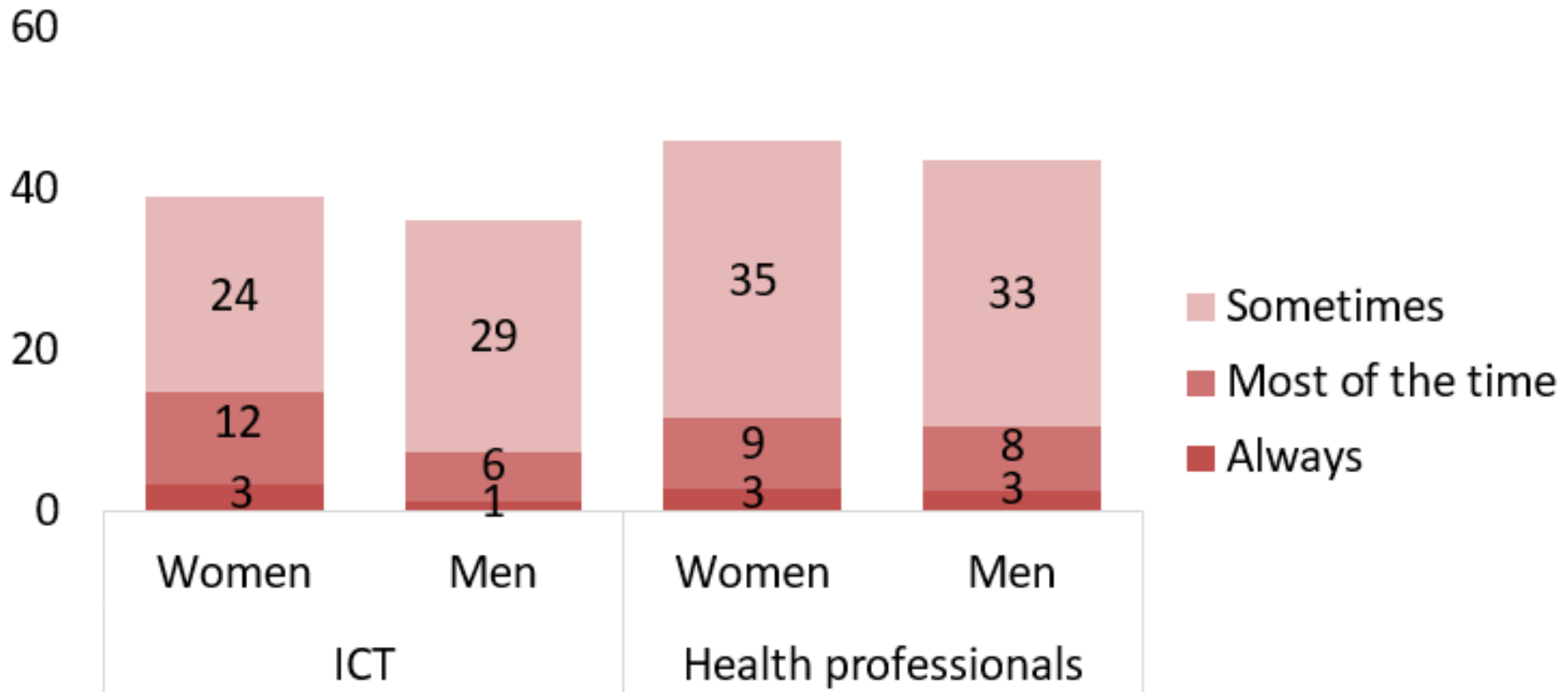
# Too tired after work to do household jobs



# Women in ICT worry about work when not working



# Job prevents employees from giving time to family





# **Concluding remarks: a chance for better work-life balance**

# Concluding remarks

- **ICT jobs offer solid earnings, more flexibility and autonomy of working hours.** This asks re-thinking of gender stereotypical occupational choices.

Challenges to address:

- Less than 1 % of 15 years old girls have an interest in ICT career.
- STEM is the fastest growing sector, but the **number of women in this sector is not equally fast growing.** A circular “trap” may be behind: a high shortage implies a need to work longer hours; this implies increased pressures for women to balance work and care responsibilities; those unable to cope, might not enter or leave...
- **Increasing flexibility in working hours** (without a balanced sharing or total work and care hours among women and men) **might create even bigger strains for women** and negative spill-overs between work and private life.
- Due to currently unequal share of caring, **women will have less time to invest in training and life-long learning,** which is a crucial component of fast changing ICT jobs.



# Let's talk

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