



CEPIS
Council of European Professional
Informatics Societies

GENDER IMBALANCE IN THE IT PROFESSION RISKS EUROPE'S GROWTH POTENTIAL LESS THAN ONE FIFTH OF EUROPEAN IT PROFESSIONALS ARE FEMALE

PRESS RELEASE: FOR IMMEDIATE RELEASE

Brussels, 24 October 2011: Less than one fifth of European IT professionals are women according to new research that calls for Europe to urgently redress the gender imbalance. Highly skilled roles and enough human capital to fill these jobs will be vital for the smart growth economy that Europe aspires to create by 2020¹. Yet a recent report by the Council of European Professional Informatics Societies (CEPIS) shows that women represent only 8% of IT professionals in some countries. With few women entering the IT profession as the demand for skilled IT professionals increases, Europe's economic success may be jeopardized.

The research identified and analysed the e-competences of almost 2,000 IT professionals across 28 countries in greater Europe. It presents an up-to-date snapshot of the e-competences held by IT professionals today and it shows that worryingly, less than one fifth of IT professionals in Europe are female.

In the [European report](#) CEPIS puts forward key recommendations for action, including a call for all countries to urgently redress the gender imbalance and increase the participation of women in IT careers. CEPIS recommends that existing initiatives with a focus on role models and mentoring programmes, such as the European Commission's [Shadowing Days](#), should be replicated and scaled up.

Another means to encourage a better balance would be to provide fiscal incentives for companies that adopt gender equity as part of their organisational culture, hiring practices and career advancement programmes. CEPIS strongly believes that the European Commission has a role to play in continuing to promote a European culture of gender equity in the IT profession.

CEPIS is committed to attracting more women into ICT-related education and subsequently careers, as part of its overall strategy. In 2010, CEPIS presented the [CEPIS Women in ICT Award](#) during e-Skills Week, and awarded educational grants to two deserving young women that showed exceptional potential for future IT careers.

About CEPIS

The Council of European Professional Informatics Societies (CEPIS) is a non-profit organisation seeking to improve and promote a high standard among informatics professionals in recognition of the impact that informatics has on employment, business and society. CEPIS is comprised of 36 national informatics associations representing over 350,000 informatics professionals from 33 countries across greater Europe. It provides a coordinated voice on the views of European informatics professionals on major issues to European Institutions. CEPIS is responsible for the highly successful ECDL and EUCIP Programmes and produces a range of research and publications in the area of skills. As a professional

¹ See [Europe 2020 Strategy](#)



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body, CEPIS is actively involved in promoting Professionalism in IT practice amongst its members. This occurs through regular Europe-wide events and specific publications.

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