



Edition No. 2  
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#### Opinion Poll:

Have you ever heard about the 'glass ceiling' for women in ICT?

Sign in to vote!

<http://www.gender-it.eu/>

#### KEY DATA:

gender-IT is a project co-funded by the European Union's Lifelong Learning Programme, under the Leonardo da Vinci Action.

#### DURATION:

01.12.2008 – 31.11.2010

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476,733.00 EUR (total);  
357,199.00 EUR (EU grant)

#### AGREEMENT n°:

142701-LLP-1-2008-1-CY-LEONARDO-LNW

#### PROJECT LEADER:

[IMCS INTERCOLLEGE LTD](#), Cyprus

#### PARTNERS:

[UNIVERSITY OF TARTU](#), Estonia

[ITEC INCORPORATED COMPANY CONTINUOUS VOCATIONAL TRAINING CENTRE](#), Greece

[MILTOS EMERGING TECHNOLOGIES & SERVICES](#), Greece

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## E-NEWS

### FOSTERING GENDER MAINSTREAMING IN THE ICT SECTOR

#### Read in this edition >>>

Miltos Emerging Technologies & Services, being a partner of the transnational consortium for the implementation of the EC co-funded project gender-IT, had the opportunity and pleasure to **interview the Head of the Office of the European Parliament in Greece, Mr. George Kasimatis**, and to discuss with him on women's reluctance to pursue a career in the ICT sector.



#### Interview with Mr. George Kasimatis Head of the Office of the European Parliament in Greece

*The ICT sector is a key contributor to EU growth. It contributes 5.3% of EU's GDP and 4% of its jobs. It also accounts for 20% of economy-wide labor productivity growth. The ICT sector achieves above-average growth and is the EU's most innovative and research-intensive sector, accounting for 25% of the total EU research effort in the business sector. However, less and less young people, particularly women, take up ICT-related subjects or pursue an ICT career.*

#### 1. What would you suggest in order to change this tendency?

The growth of ICT careers has always been marked by fluctuations of activity and there has been an element of boom and bust. It is estimated that there are 4.3 million ICT practitioners within the EU, most of them are young, and that approximately 190 million people are using ICT at work. A study on the supply and demand of e-skills over the period 1998-2004 reported an increase in the estimated number of employed IT practitioners during this period of about 48%. After a peak in 2001 a low point was reached in 2003. There is some evidence of a cycle, and the European e-skills Forum warned that significant e-skills gaps will again appear and called for the preparation of a long-term e-skills agenda. Young women, it is true, do not easily pursue an information technology career. They must be encouraged. But in the communications services, although their growth rates are diminishing, I think that they surpass men both in numbers and performances.

#### 2. Do you believe that focused activities such as "role models" and "mentoring programmes" may help young women to increase their employment opportunities in the ICT sector?

I strongly believe that role models, mentoring programmes as well as other focused activities can help young women to increase their employment opportunities in this specific sector. There is no doubt about the fact that in the ICT sector the participation of women remains limited. The European Union can contribute to the increase of the participation of women in science and technology professions, as the one of ICT. Women's participation must be encouraged by all possible means. The gender equality must be ensured, giving equal opportunities to both women and men. And that sort of focused activities can help reaching this goal. Such projects will provide women with adequate knowledge and experience, and that will raise them into more competitive players in the labor area.

**3. Do you believe that the existing Education and training programmes in science and technology in the EU can guarantee the quality and diversification of learning opportunities for women in the Member States and the promotion of scientific and technological studies for girls?**

Yes, absolutely. The European Union provides various education and training programmes in many different fields. All kind of lifelong learning programmes provided by the European Union to the citizens of the Member States aim to provide adults with ways to improve their knowledge and skills, keeping them mentally fit and potentially more employable. There are many sorts of actions supporting adult learner mobility, such as Leonardo da Vinci, Grudvig as well as exchanges, the so called European Assistantships.

**4. The existing discrepancies between men and women with regards to employment in the ICT sector may be considered as obstacles to the Lisbon targets?**

The main target of the Lisbon strategy was to make the European economy the most competitive in the world by 2010. In order to achieve this target all the sectors, including the one of ICT, must recruit both men and women. The existing disparities between men and women with regards to employment in the ICT sector are contrary to the Lisbon targets as the existing situation is an obstacle and prevents women from offering their skills and knowledge in this specific area.

**5. Gender mainstreaming involves the organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated into all policies at all levels and at all stages by the actors normally involved in policy-making. Do you think that this holistic approach is feasible in the current European panorama?**

Yes. This involves the reorganisation, improvement, development and assessment of policies to ensure that an equal-opportunity approach is incorporated into all policies at all levels and at all stages by those normally involved in policy-making; Gender mainstreaming is incorporated in many policies at European level. Even in the European Parliament's works. Many parliamentary committees have put gender mainstreaming into practice in their work.

**Project Update >>> Visit <http://www.gender-it.eu> for up to date information on project progress and related issues!**

The **gender-IT** project is a two-year initiative co-funded by the European Union's Lifelong Learning Programme, under the Leonardo da Vinci Action. It is implemented by seven partners from Cyprus, Estonia, Greece, Spain, Sweden and the UK.

The gender-IT project aims to contribute to innovative and attractive VET practices in the ICT sector in order to cover the existing gender gap with **women accounting for less than 20% of computer systems designers, analysts and programmers in the EU27.**

Its specific objective is to build a sustainable multistakeholder network at a European level which will actively foster gender mainstreaming in VET for the ICT sector.

Its **operational aims** are to:

- Create a comprehensive, virtual resource centre on gender mainstreaming in VET for the ICT sector at European level;
- Promote good practices and innovative approaches in VET for the ICT sector regarding gender mainstreaming;
- Identify trends of gender mainstreaming in VET for the ICT sector and resulting impacts on VET practice;

- Raise awareness, inform and engage stakeholders and women;
- Expand the network, exploit its results and set the basis for sustainability.

**gender-IT** has been developed by a **transnational consortium** specifically set up for the purpose of implementing the project. It involves seven (7) actors from six (6) EU Member States with complementary expertise. Namely, the IMCS Intercollege LTD (Cyprus) which is the project leader, the University of Tartu (Estonia), ITEC Continuous Vocational Training Centre (Greece), MILITOS Emerging Technologies & Services (Greece), Scierer Espana S.L. (Spain), Emmerce EEIG (Sweden) and Inova Consultancy (UK).

Work is underway to produce the project's deliverables.

**Key words:** VET, ICT, Gender, EU, E-learning, Cyprus, Estonia, Greece, Spain, Sweden and UK.

For more information on the project structure, partners, and results to date you may visit our multilingual website at <http://www.gender-it.eu>

### Latest news >>>

- June 2009: The 1<sup>st</sup> Steering Committee meeting was held in Tallinn, Estonia

### Links >>>

- Code of best practices for women and ICT  
[http://ec.europa.eu/information\\_society/activities/itgirls/doc/code.pdf](http://ec.europa.eu/information_society/activities/itgirls/doc/code.pdf)
- Best practices for even gender distribution in the EU Member States in the domain of Information Society  
[http://ec.europa.eu/information\\_society/activities/itgirls/doc/best\\_practices.pdf](http://ec.europa.eu/information_society/activities/itgirls/doc/best_practices.pdf)

### How to get involved>>>

We invite you to share your experience, ideas, opinions as well as any questions concerning gender-IT and the issues we try to address. Simply drop us an email at [information@gender-it.eu](mailto:information@gender-it.eu) or contact the partner nearest to you.

More information on the **gender-IT** project is available online at <http://www.gender-it.eu>

This newsletter will be issued regularly informing you about project progress, outputs and related developments.

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