

# Balance Boosts

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Results of the Study "Gender and ICT in Belgium", 2015



The gender gap according to men and women in ICT

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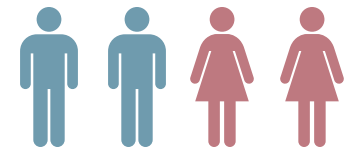
# Why this survey?

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Talent needed urgently: 16.000 open positions in ICT in Belgium in 2016.

Female talent underrepresented: only 17% women in ICT today in Belgium.

Gender balance is good for business: it leads to better decision making and increased financial performance.



Sources: McKinsey & Co, "Unlocking the full potential of women at work", 2012, and "Women as a valuable asset", 2012  
Anita Woolley and Thomas Malone, "What Makes a Team Smarter? More Women", Harvard Business Review, June 2011

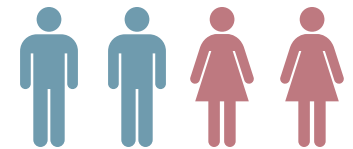
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# Survey objective

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Offer keys to companies who want to create a gender balanced workforce in ICT by offering a better understanding of how women working in ICT perceive the industry and their position in it; if and how their views differ from men's perceptions and what they need in order to advance in their career.



# A joint initiative

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Agoria, Expert Center Talent & Labour Market

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[www.agoria.be](http://www.agoria.be)



Centre for Balanced Leadership  
Empowering diversity of thought to accelerate performance

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WISE Business community for women in ICT, powered by CFBL

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# Set-up

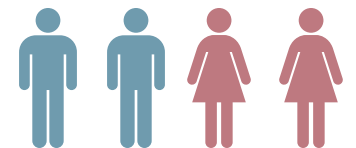
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Objective: to understand the perceptions of men and women working in ICT in Belgium on the role gender plays.

Online survey conducted end 2014.

Total number of 270 participants: 34% male, 66% female.

80% of participants works for a male manager, 20% works for a female manager.



# ICT is attractive career

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Nearly 80% are not considering leaving ICT any time soon.

More than 80% of men and women would recommend working in ICT to their male and female friends.

Nearly 80% say they have the flexibility they need to balance work and life.

The majority sees career advancement opportunities, like a fair chance to get promoted and access to training to grow.

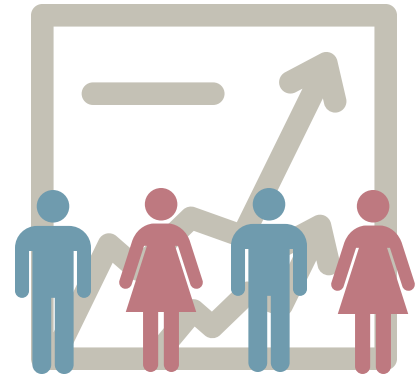


# Gender balance is better

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Majority has experienced that gender balanced teams perform better (76% of women, 61% of men).

Women more convinced that gender balance is necessary for companies to remain competitive (78% of women, 55% of men).

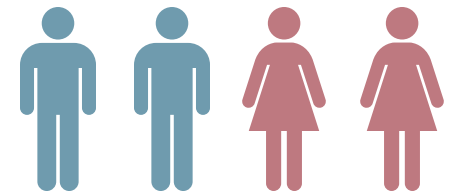


# But is not a priority

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Less than one third of ICT companies are making gender balance a priority.





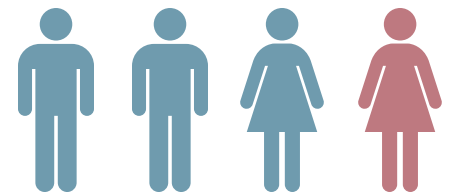
# ICT is a man's world

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Most women (88%) say ICT is a man's world, men agree (62%).

Nearly 80% of women believe they need to prove themselves more to get the same opportunities. This is a blind spot to men: only 22% agree.

Nearly half of women experienced different treatment based on their gender. This increases with age to 52% for women +40.



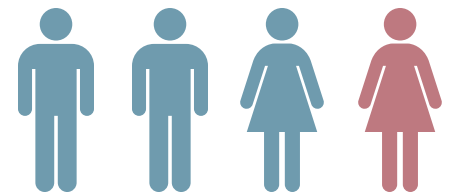
# Women copying men

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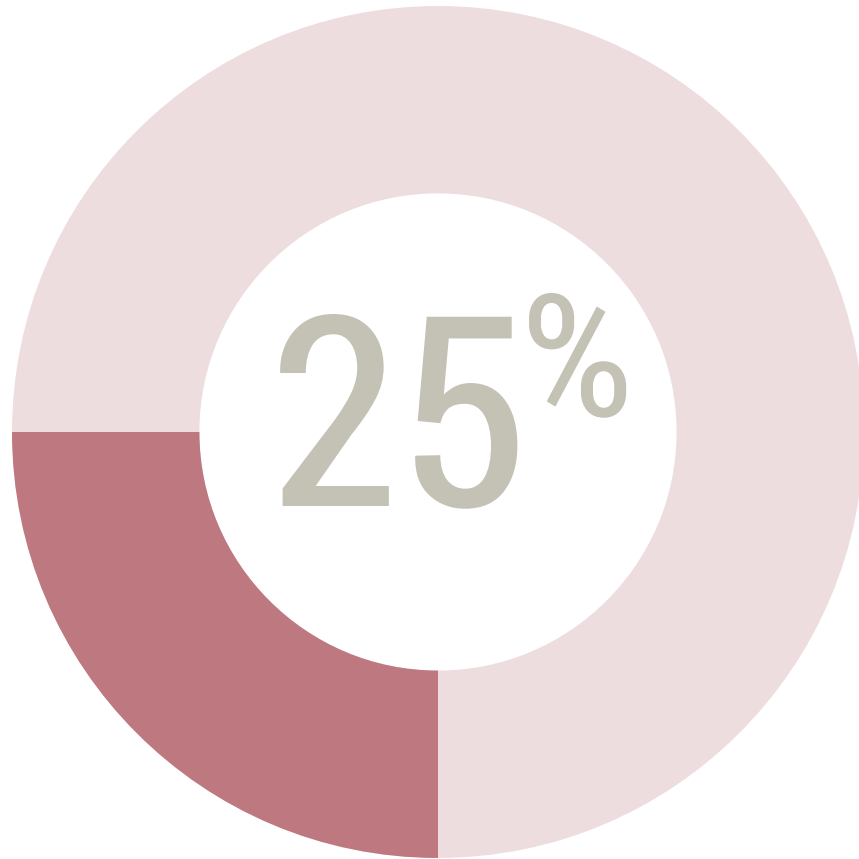
One third of women think it is necessary to copy male behavior in order to advance in their career.

The majority of men (80%) don't think women need to do that.

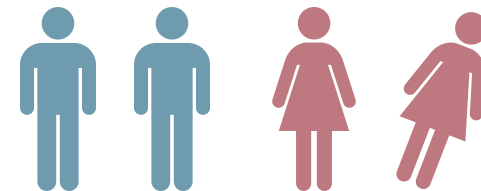


# More women consider exit

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25% of women say they consider leaving ICT as an industry or a career, versus 16% of men.



# Dissatisfied with career path

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Women who want to leave are more negative about career advancement opportunities.

36%

Only 36% agree they have a fair chance of promotion (versus 69% of women who are staying).

20%

Only 20% agree current projects are preparing them for leadership (versus 59% of women who are staying).

42%

42% don't agree they can follow training to advance (versus 14% of women who are staying).



# Dissatisfied with culture

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Women who want to leave are more negative about a “masculine” culture

They believe women need to prove themselves more (87% versus 75% of women who are staying).



They do not feel they can be authentic (56% experienced need to copy male behaviour to be respected versus 26% of women who are staying).

They have experienced different treatment based on gender (53% versus 43% of women who are staying).

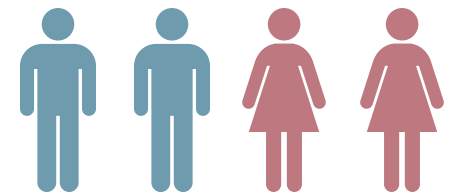
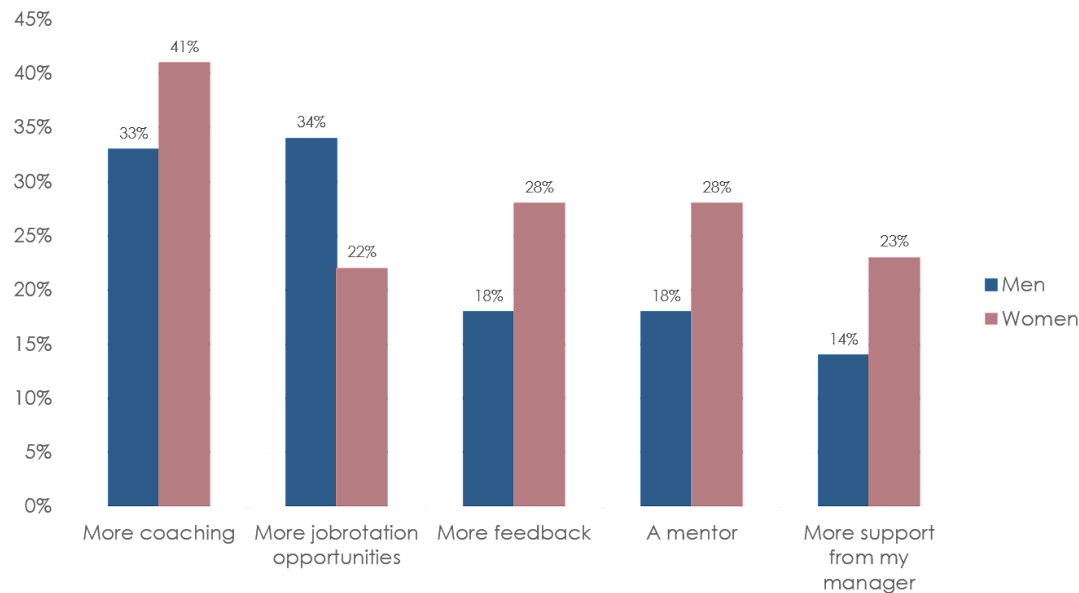


# Women value coaching

Women mention 'get more coaching' as the most important instrument to support them in their career development.

They also value 'more feedback', 'a mentor', and 'more support from their manager' higher than men.

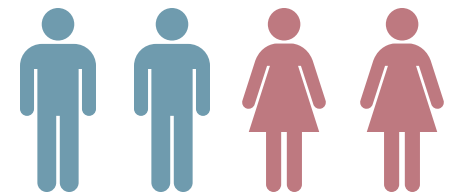
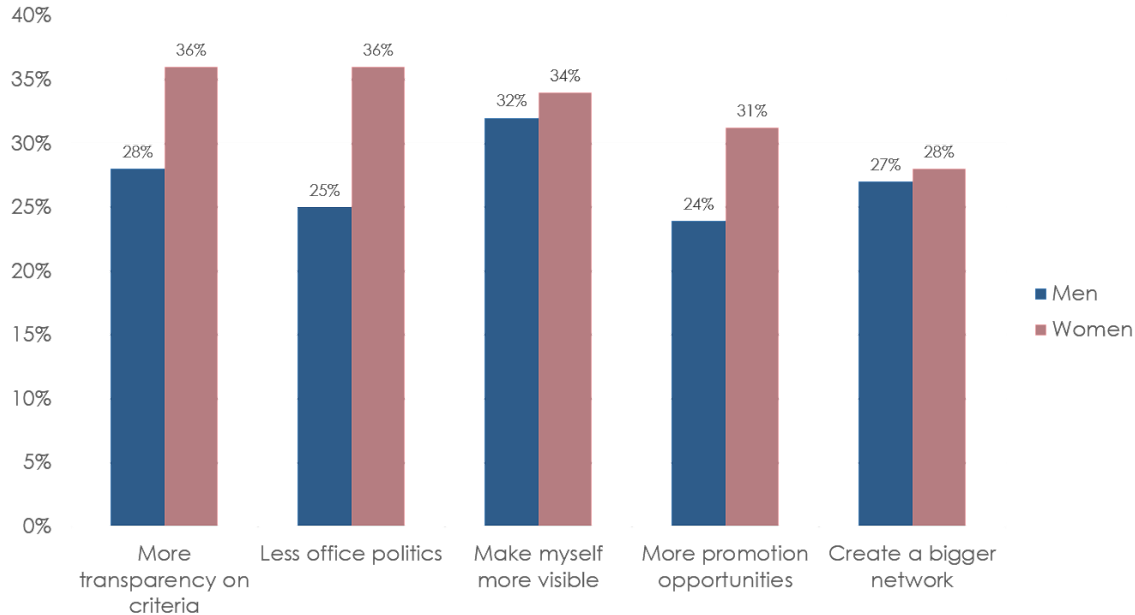
Men value 'job rotation opportunities' highest. This scored lowest with women, and might indicate a blind spot to them.



# Women ask transparency

Women mention 'more transparency on criteria for promotion' as key to get ahead. This ties in with their demand for less office politics and more promotion opportunities.

They are just as aware as men that they need to make themselves visible and build a network.



# Balance Boosts

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Results of the Study "Gender and ICT in Belgium", 2015

"Balance Boosts, Gender and ICT in Belgium 2015", by Centre for Balanced Leadership and Agoria.

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[www.cfbl.eu](http://www.cfbl.eu)

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