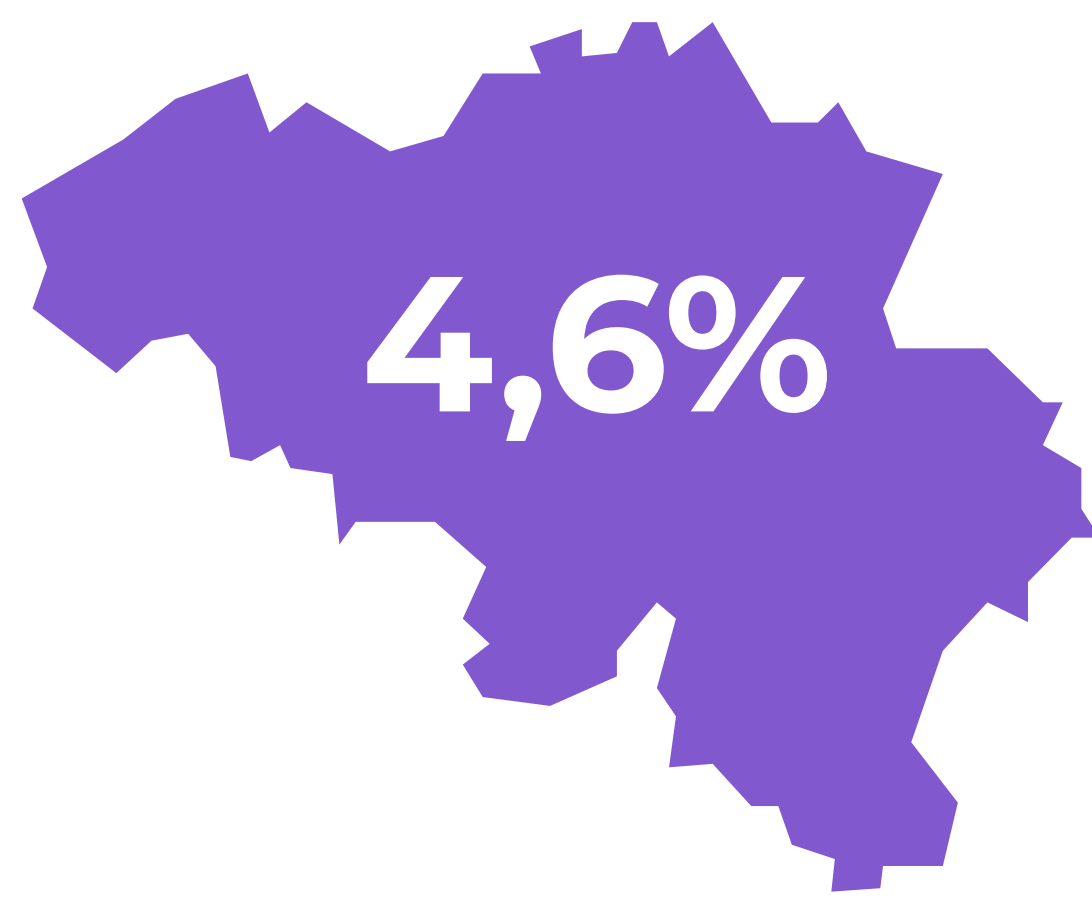




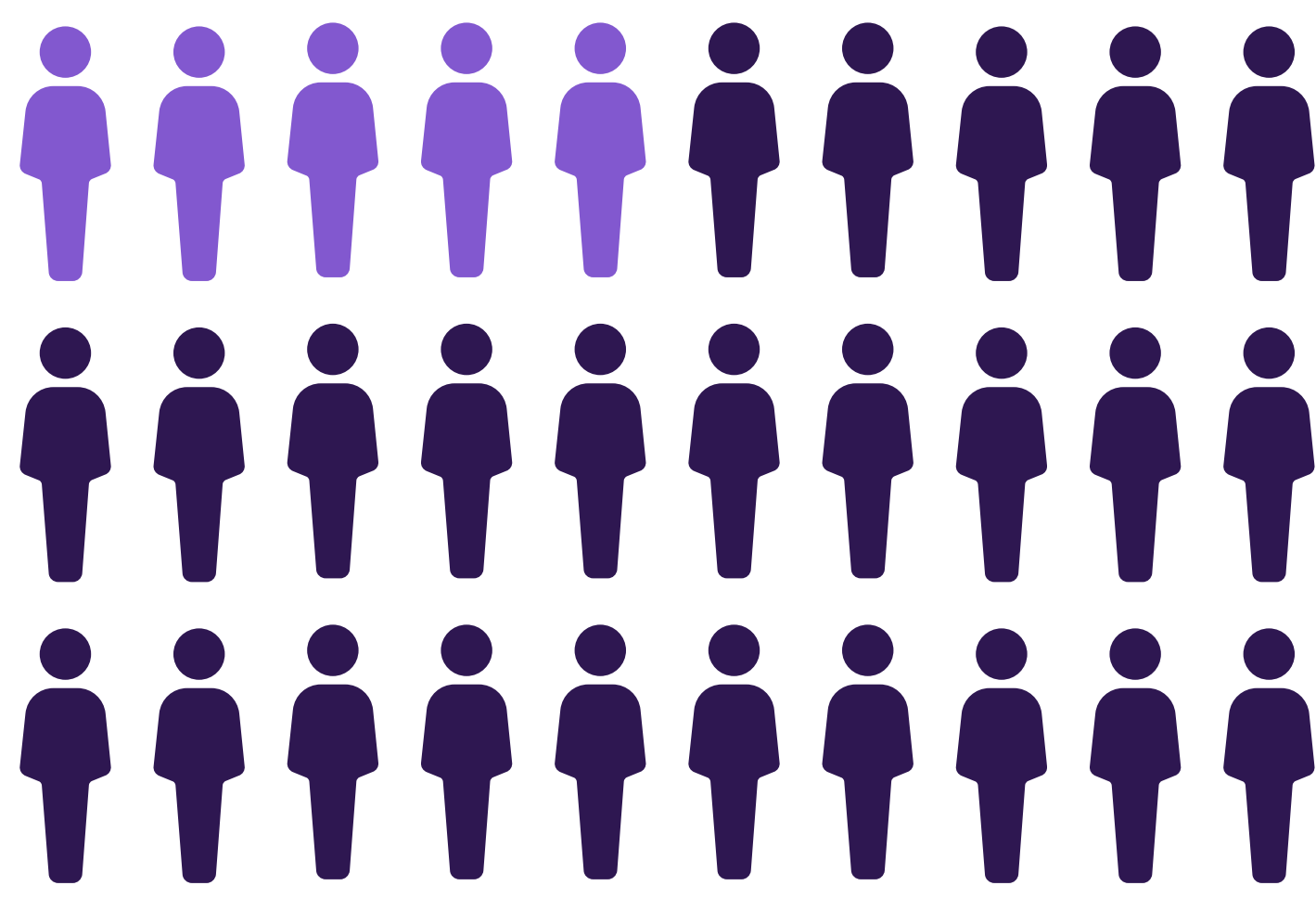
# WOMEN IN TECH FACTS

A closer look into the Belgian tech scene and its diversity



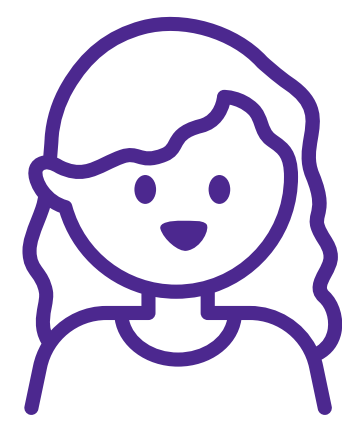
4,6%

of the entire nation's workforce, work in ICT



This means only 5 out of 30 are women and 81,8% is perceived as male

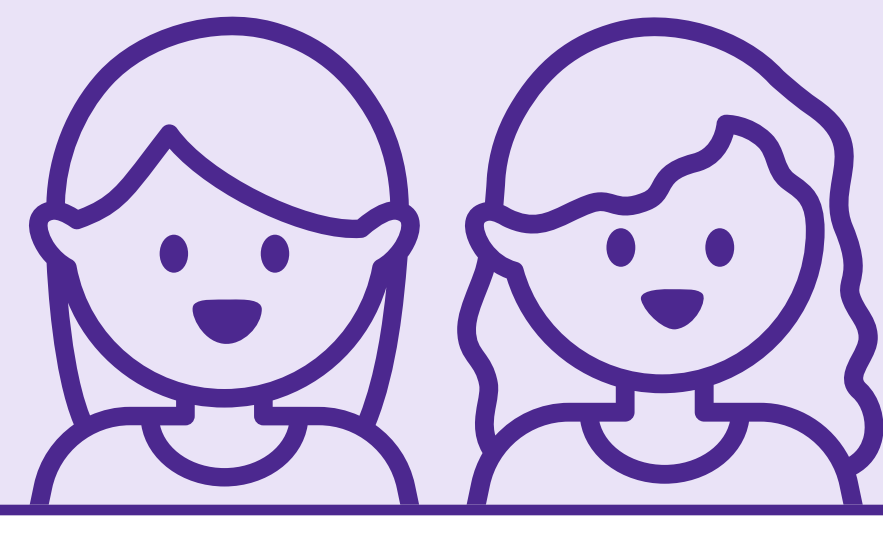
Only **18,2%** of all people working in IT are women



**42,1%** of all employed women work parttime

Most common reasons why women work parttime:

- taking care of children or others
- personal or family reasons
- preferred job is only parttime available



**46,9%**

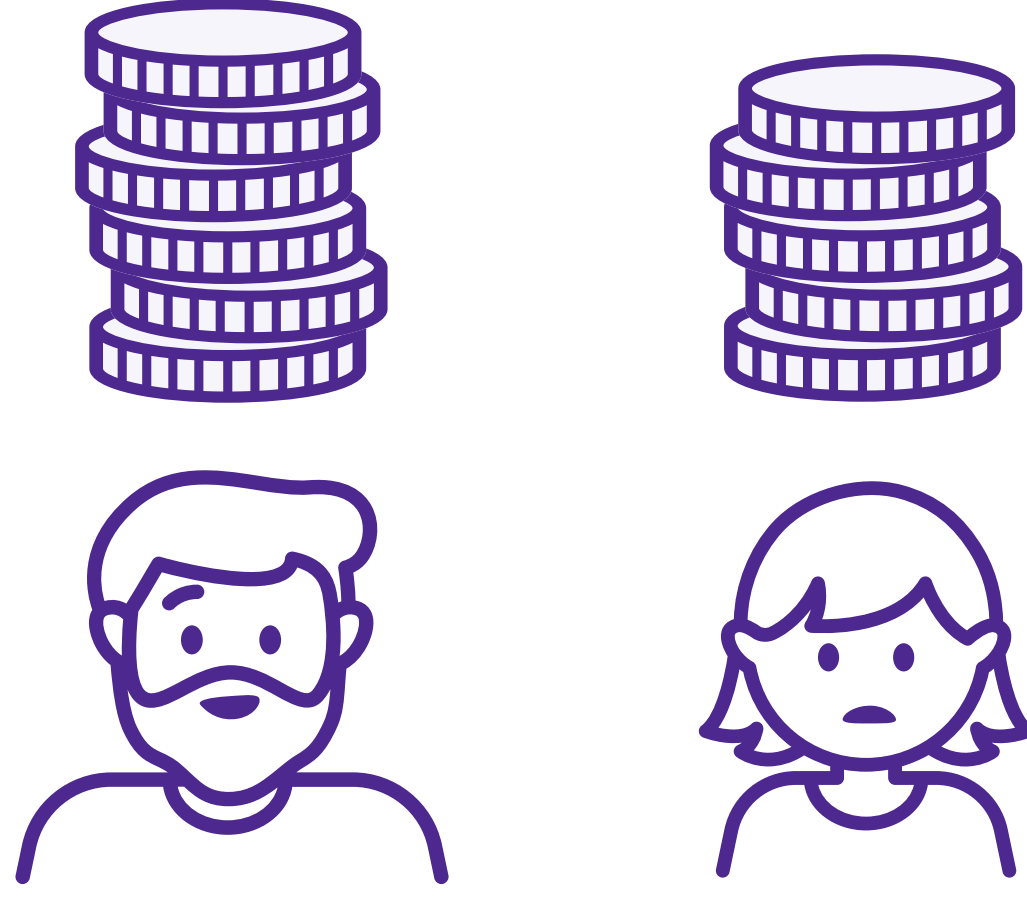
women account for nearly half the nation's workforce

This includes all professions



## Gender Pay Gap

-5,3%



Overall, women get paid 5,3% less than men

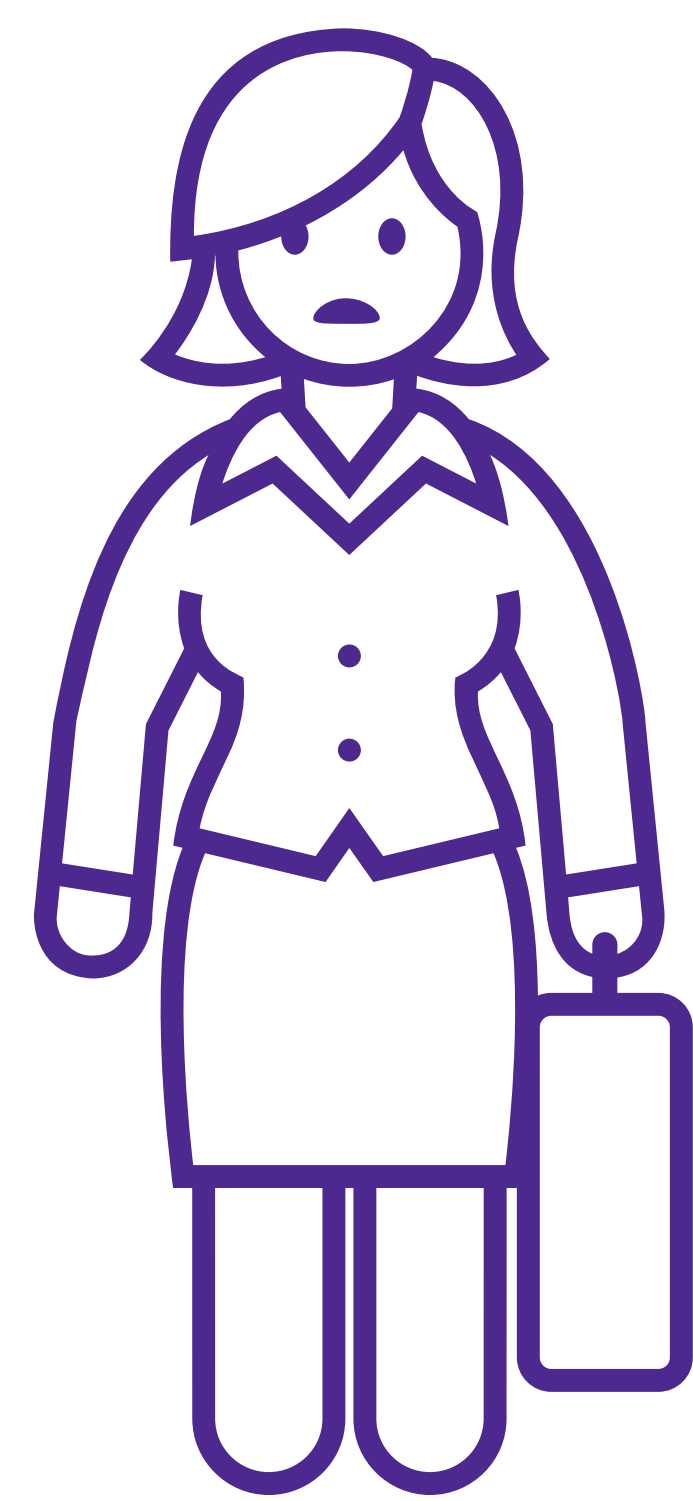
## Why women are leaving tech

A study by accenture has shown that an amount of women leave tech before they turn 35

Women who leave tech roles in the workforce, or who are likely to leave in the near future, identify a **non-inclusive company culture** as the major driver.

Most common workplace experiences that drive women away

- Colleagues assume they are more junior than male peers
- Have heard or read inappropriate remarks or comments
- Made to feel that the job is not for "people like them"
- Unlikely to advance in career



## Benefits of inclusion

On average, inclusive companies make up to



Companies who are **ethnic and cultural diverse**, are 36% more profitable on average.

Besides profit, inclusivity drives innovation, creativity and overall employee satisfaction.

According to Agoria there currently are

**+ 15000 tech-related job openings in our country!**

Predictions say the shortage of tech profiles is likely to double or even triple in the next 10 to 20 years!