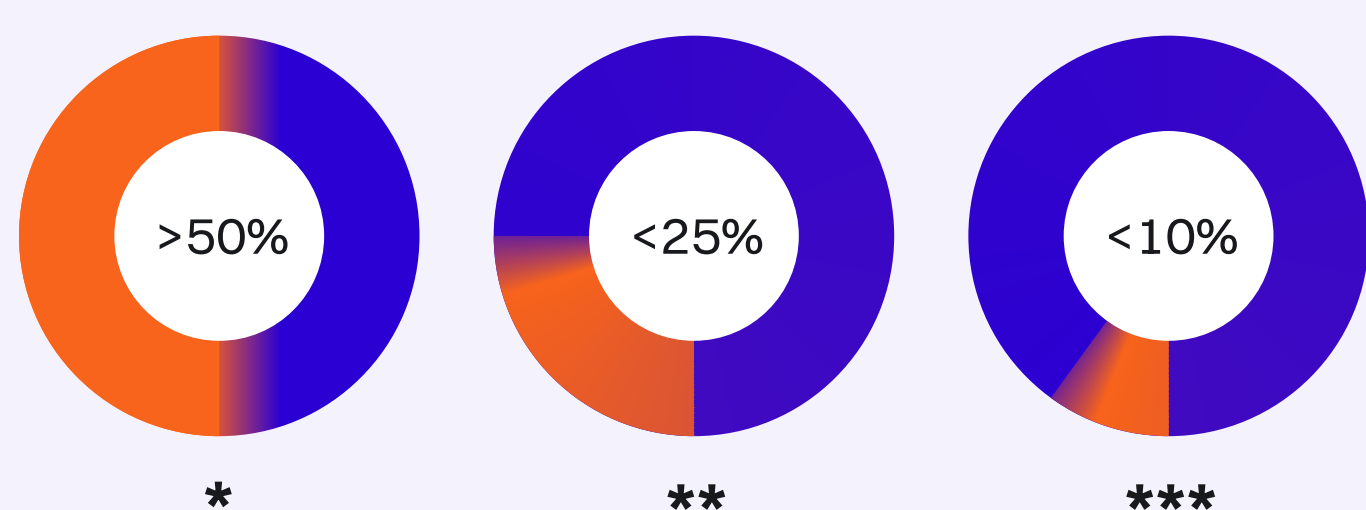


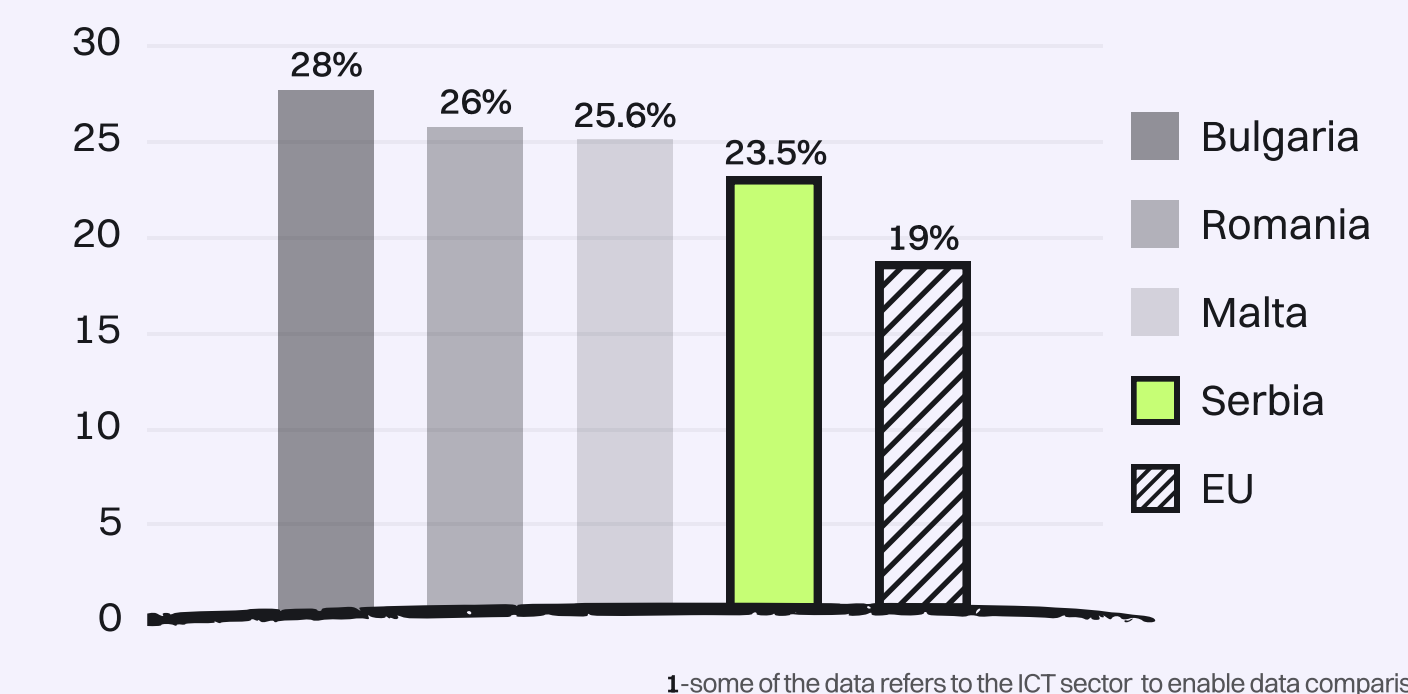
# Women in IT in Serbia

2023.

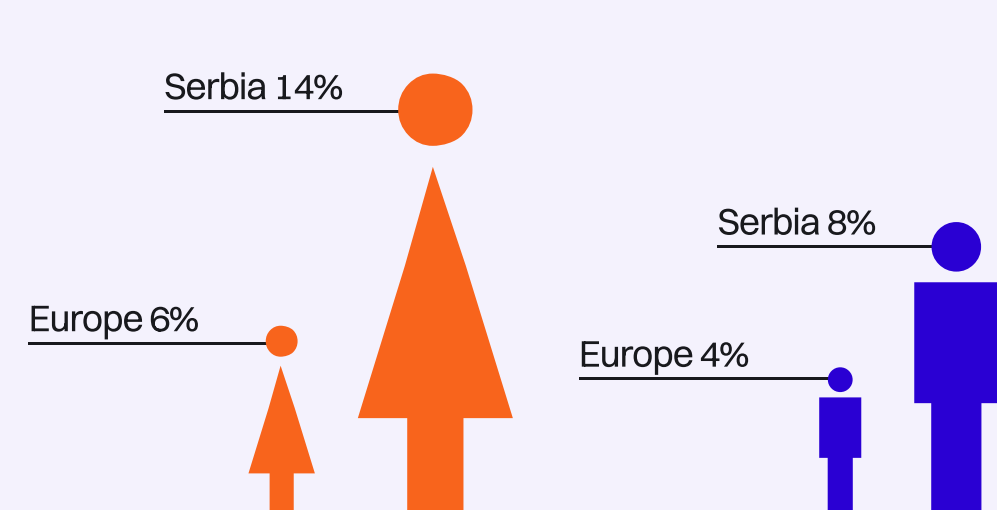
Share of women in population\*, in the IT sector\*\* and in the C-suite positions in IT in Serbia\*\*\*



Serbia has the 4th highest share of women among ICT\* experts in Europe



Fastest growing percentage of participation of women in ICT sectors in Europe



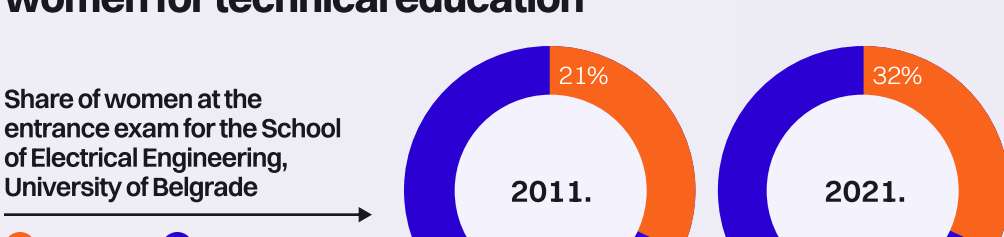
Strategic framework of the Republic of Serbia insufficiently addresses the issue of low use of innovative technologies in order to promote empowerment of women...

...while there is great potential for increasing gender equality through technology, there is also a risk that the gender gap will deepen.

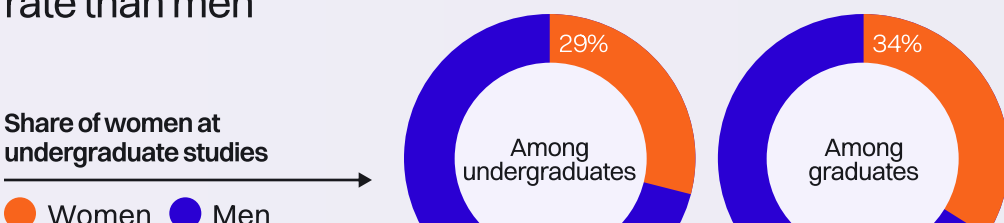
## Technical education<sup>2</sup>

Early exposure to computers, parents' profession and birthplace **are not important factors in the choice of studies and profession**

In the last 10 years there is an **increase in the interest of women for technical education**

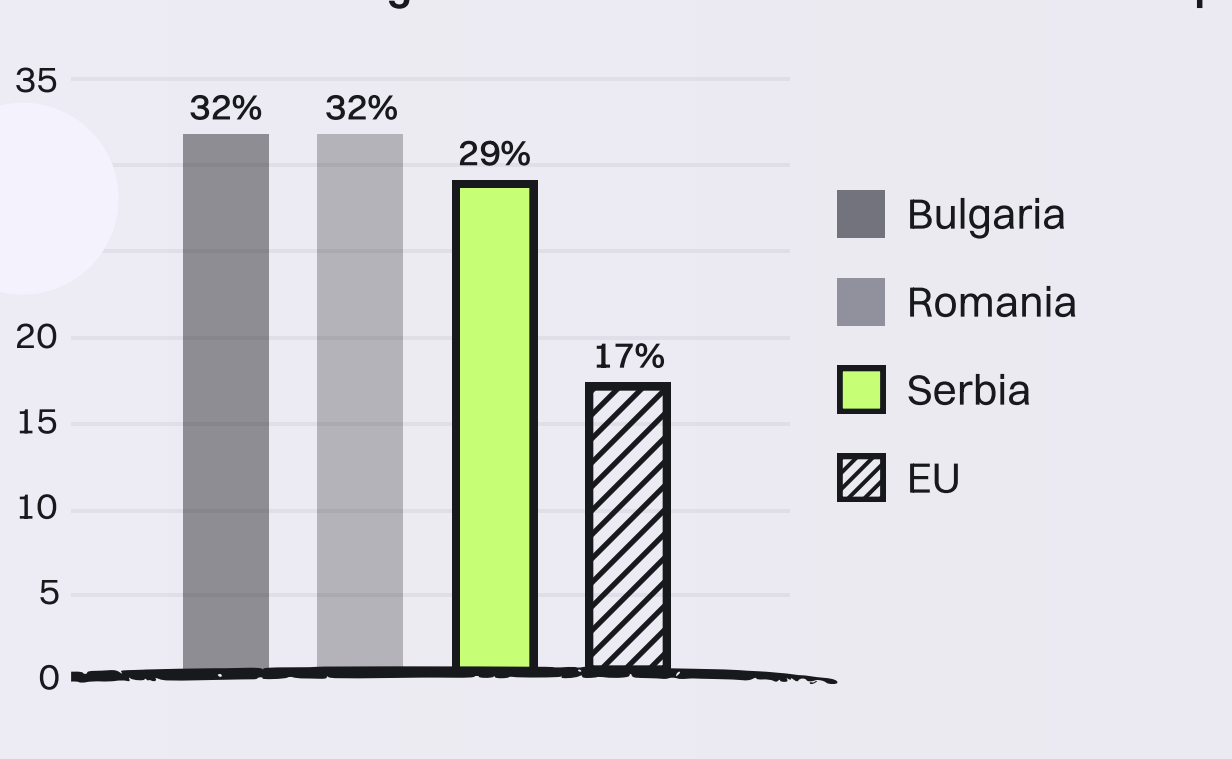


Women graduate from technical universities at a higher rate than men



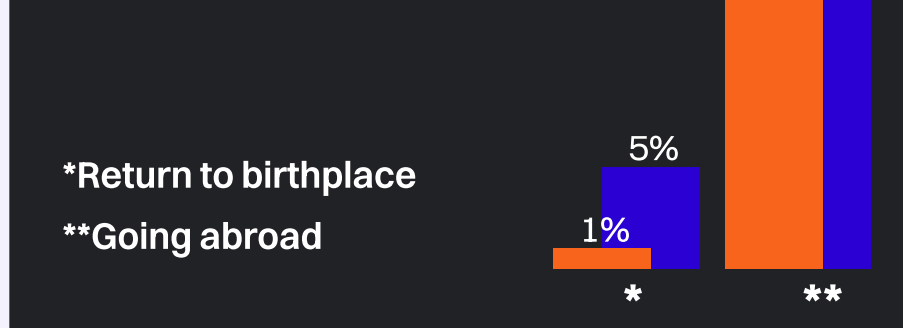
"Gifted student paradox" - majority of women in IT industry were excellent students throughout their education and strongly considered alternatives to IT as they were academically versatile

Serbia has the 3rd highest share of female students in ICT in Europe

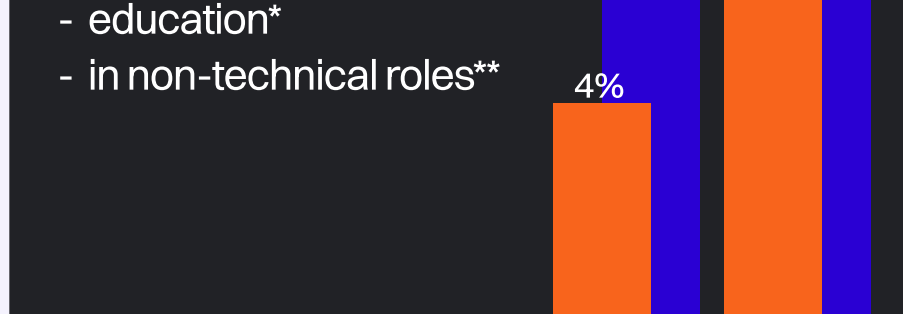


## IT graduates' career paths<sup>3</sup>

Women are less likely to return to their birthplace or go abroad



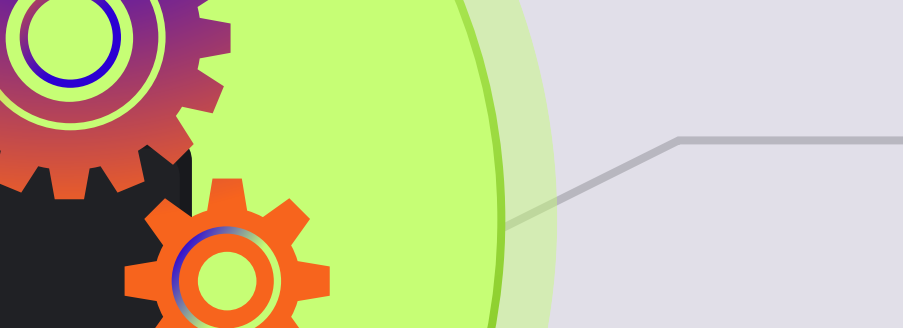
Women chose information services (hosting, web portals...) over programming and IT consulting



Both men and women IT graduates most commonly work in technical positions in the industry (their field)

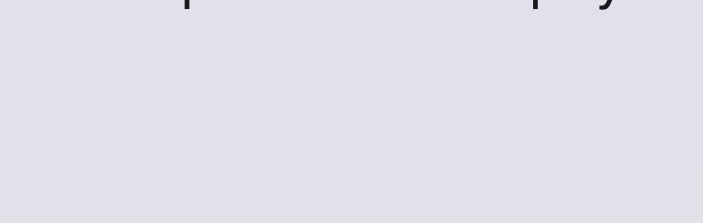


Women IT graduates are less likely to become freelancers\* and even less likely to become entrepreneurs\*\*

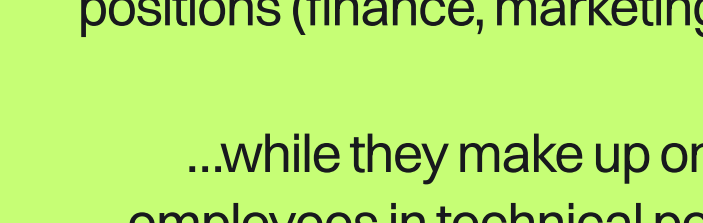


## Women in IT companies in Serbia

make up 25-30% of employees



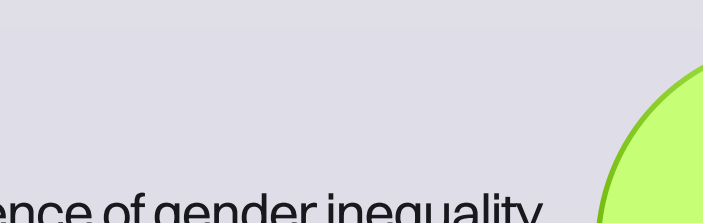
make up 2/3 of employees in non-technical positions (finance, marketing, HR)...



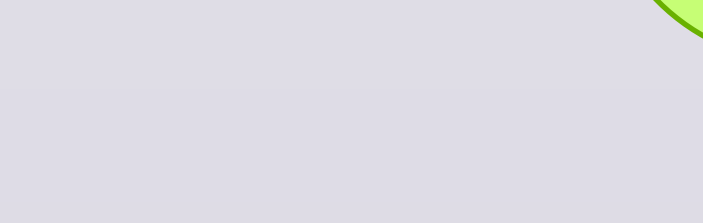
...while they make up only 1/3 of employees in technical positions



attend more company trainings



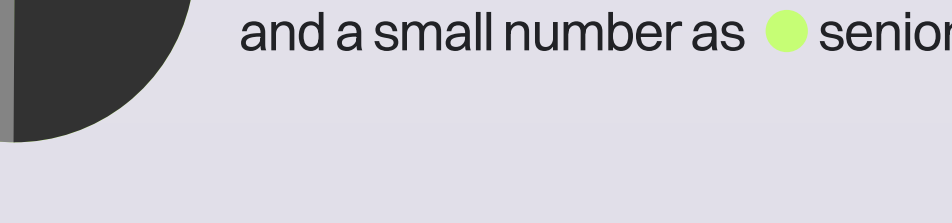
experience of gender inequality varies depending on the employer



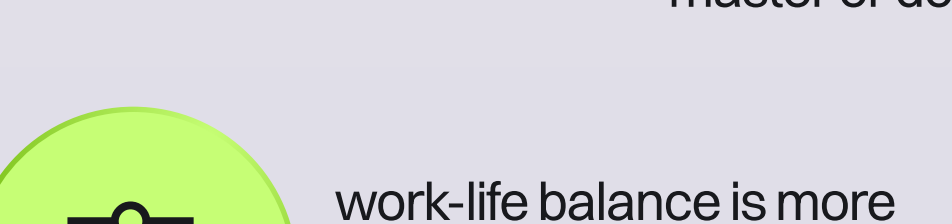
often experience lack of self-esteem and doubt their capabilities, they are self-critical regardless of their age and seniority



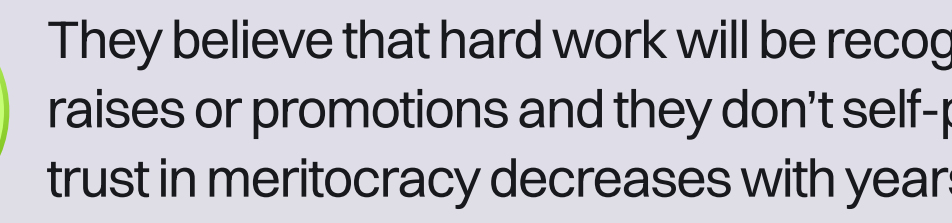
mostly work as juniors (55%)\*, then mediators (43%)\* and a small number as seniors (2%)\*



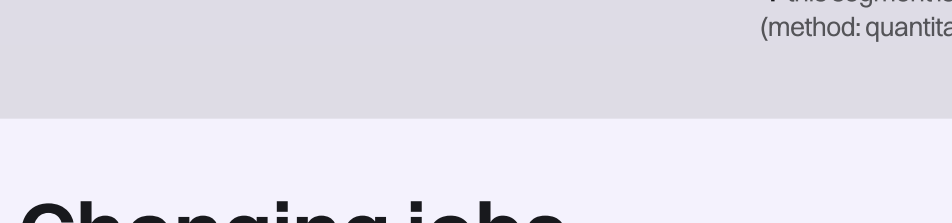
more educated on average - 20% more women have finished undergraduate, master or doctoral studies



work-life balance is more important to them due to family and household responsibilities

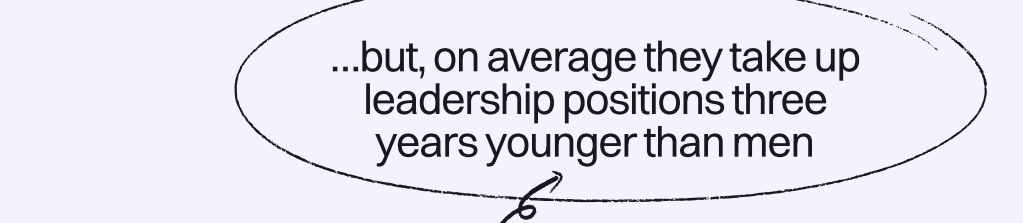


They believe that hard work will be recognized, never ask for raises or promotions and they don't self-promote, however the trust in meritocracy decreases with years of employment



## Climbing the career ladder

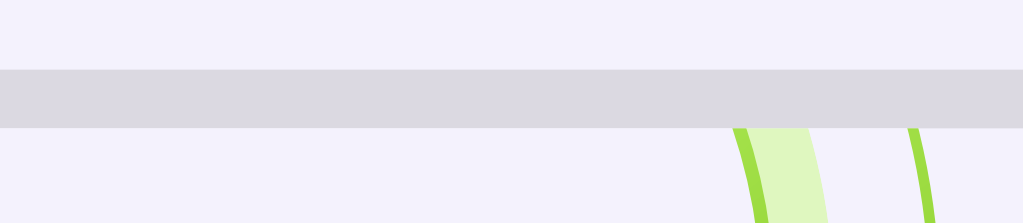
Share of women in technical positions declines as they climb the company hierarchy



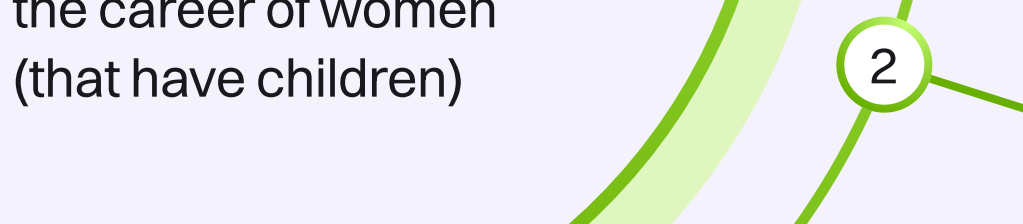
They feel isolated in "masculine spaces" and they feel lonely in the leadership positions



They have a greater chance for progress if there already are women in company's top leadership



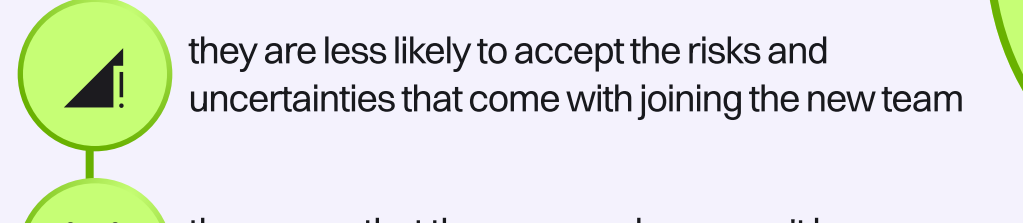
Women in non-technical leadership roles earn more than men in same roles, while in all other roles they earn less



On average they get fired far more rarely\* and they quit somewhat less than men\*\*



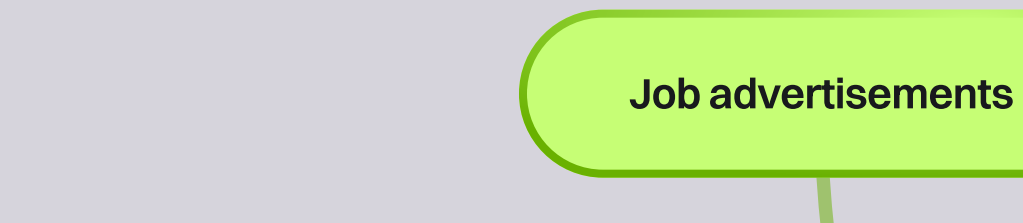
They are more loyal - they stay in companies longer



They change employers less frequently. Among women with 10+ years of experience, the largest share is of those women who never changed employers - as high as 30%



The hardest thing is quitting the first job - women in the IT industry in Serbia seldomly change their first job, once they do, they are more likely to do it again



## Parenthood<sup>5</sup>

Significantly affects the career of women (that have children)

They experience a career slow-down due to maternity leave

They have significantly less free time due to the traditional labour divide around childcare, household and family, which is why they rarely

accept additional activities such as public appearances or mentoring opportunities

attend team building activities and informal hangouts with colleagues

attend additional educational programs or events, especially in person and during after work hours

switch to new job fields that require additional training (e.g. learning new technologies, programming language)

apply or accept calls for higher leadership roles

They take a significantly higher number of sick leave days compared to their female colleague without kids or male colleagues with children

They are more loyal towards the employer. They stay longer in companies because:

they are less likely to accept the risks and uncertainties that come with joining the new team

they worry that the new employer won't have understanding for family circumstances

they have less time to look for another job

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