

## The Hellenic Professionals Informatics Society (HEPIS)

is a non-profit organization which has been established in Greece and which aims at meeting the expectations of both professionals and scientists in the field of **Information & Communications Technologies (ICT)**.

HEPIS is a member of the Council of European Professional Informatics Societies (CEPIS) since 2008.

As a non-governmental organization, the Society participates in initiatives and supports every effort which aims to implement action plans for the protection of human rights, community welfare, education, sexual equality, and dealing with xenophobia and racism with particular emphasis on Informatics, Communications and New Technologies professionals and scientists.

**HEPIS** is responsible for the implementation of international initiative **Microsoft "Unlimited Potential"**. This initiative focuses on providing technology skills for underserved individuals and aims to bridge the digital divide.

Through this program more than 200 women from vulnerable social groups have been trained and certified their skills according to the ECDL standard, especially with the certificate ECDL CORE.

The Unlimited Potential Program of Microsoft is delivered in Greece through the partnership of HEPIS and ECDL HELLAS.

National point of contact of



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# ICT: A career for women

[www.hepis.gr](http://www.hepis.gr)  
[gr.womenandtechnology.eu](http://gr.womenandtechnology.eu)

visit the greek  
national point  
of contact



## Women & Technology

Research shows that in both Greece and the rest of Europe female representation in the sector of Information and Communication Technology is disproportionately small. HEPIS' objective is to inform the public about this problem and to develop action with a view to attracting more women in ICT in Greece. We work in order to debunk traditional stereotypes that consider technology suitable only for men and discourage women from pursuing professional careers in the ICT sector.

HEPIS is the national point of contact for the European Center for Women & Technology having the mission to represent its Commission on gender IT related issues in Greece. The main message we would like to convey is that getting more women on ICT fields is not only a gender equality issue but an economic necessity.

## Proposals & Actions

### Education

- Organize events which will show role models of women successfully working in ICT to young girls (Shadowing, Girls Lab and Information Days in secondary schools as well as seminars and career orientation days in cooperation with school authorities)
- Analyse the gender statistics within the company and compare them with local and sector market data, using the results of the analysis to help managers design measures to fill the gap

### Recruitment

- Ensure that those responsible for recruitment decisions understand the importance and value of selecting female candidates for positions and sectors where women are under-represented
- Use recruitment procedures that promote diversity and ensure that short lists include candidates of both sexes where possible

### Career Development

- Set up long term training in different technical departments of the company to update technical competencies and promote/monitor the participation of female employees
- Set up forums and events with other networks/ organizations for women and arrange for mentors to communicate their professional contacts and networks



## The Hellenic Professionals Informatics Society recognizes that:

- ✓ The number of young people studying and choosing careers in ICT decreasing; and is not keeping up with growing demand
- ✓ An important skills gap is anticipated in this sector and the shortage will affect all parts of the globe
- ✓ Qualified ICT staff, whether working in the ICT sector or other sectors, often drift away from their areas of special expertise towards other activities
- ✓ Women are under-represented at all levels in the ICT sector
- ✓ Successfully encouraging women to enter and stay in the sector could be a significant part of the solution for the anticipated skills gap problem.

Attracting more women into ICT jobs will not just help to solve a problem that can potentially damage the whole economy, but will also contribute to offering equal opportunities and empowering women by enhancing their capacity to participate fully in the information society and shape its development