

# Work-life balance in the ICT sector



**Work-life balance in the ICT sector: An opportunity and a way forward**

90 % of ICT professionals say they appreciate their working time arrangements.

Our good practices highlight some of the most effective work-life balance measures ICT companies are implementing across the EU. These measures have resulted in increased recruitment and retention of women ICT professionals, which has allowed companies to tap into a larger talent pool and reduced churn/turnover from high staff turnover. Job productivity due to absenteeism, and loss of highly qualified staff due to inability to combine work and care responsibilities.

Advancing gender equality in the ICT sector would also increase the EU's competitiveness. Getting more women into Science, Technology, Engineering and Mathematics (STEM) subjects, which are usually needed for a career in ICT, could boost the EU's GDP by €820 billion by 2050.

EIGE has developed a 6-step approach to help ICT companies integrate work-life balance measures into their organisations and get more women on board.

Currently, only some 17% of ICT professionals in the EU are women. This despite the fact that the sector frequently offers a favourable approach to work-life balance - almost

**A 6-step approach:**

1. Identify national work-life balance initiatives and partners
2. Identify potential resistance and develop solutions
3. Maximize buy-in from stakeholders
4. Design a solid implementation plan
5. Carefully measure progress
6. Highlight benefits and celebrate early wins

Our business case contains practical steps that organisations can take to introduce work-life balance measures. We have also created a check-list that ICT sector employers can follow to verify they have taken the necessary steps to build an organisation that provides employees with work-life balance options.

**Good practices: work-life balance in ICT**

**Finland - Equality and diversity are cornerstones at Netlight**

Netlight is a medium-sized IT company operating in seven countries. It is highly committed to equality and diversity.

Improving work-life balance for all employees, as well as offering special support to working parents and carers, can be done in a variety of ways. The initiatives that companies can offer range from one-off events to long-term programmes. Some require minimal time and financial investment from employers, while others require significant investment.

EIGE's project has collected examples of good practices implemented by ICT companies to improve work-life balance in the ICT sector, as well as campaigns to get more women into ICT. These aim to make ICT jobs more attractive to girls and women.

All Netlight partners sign the company's Declaration of Equality and an equality clause is included in all agreements signed by the company. In order to strengthen equality and women's role in the organisation, the company launched an initiative called 'Voces' in 2013, named in honour of

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## Downloads



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