



gender-IT is a project co-funded by the European Union's Lifelong Learning Programme, under the Leonardo da Vinci Action.

Visit the project website!
<http://www.gender-it.eu>

PROJECT LEADER:

[INTERCOLLEGE](#), CYPRUS

PARTNERS:

[UNIVERSITY OF TARTU](#), ESTONIA

[ITEC INCORPORATED COMPANY CONTINUOUS VOCATIONAL TRAINING CENTRE](#), GREECE

[MILITOS EMERGING TECHNOLOGIES & SERVICES](#), GREECE

[SCIENTER SPAIN S.L.](#), SPAIN

[EMMERCE EEIG](#), SWEDEN

[INOVA CONSULTANCY](#), UK

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PROJECT KEY DATA

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CONTRACT No: 142701-LLP-1-2008-1-CY-LEONARDO-LNW



Interview

Mrs. Mª Helena de Felipe Lehtonen
President of AFAEMME

Interview made by: M. Begoña Arenas, Scierter España

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Scierter España, being a partner of the transnational consortium for the implementation of the EC co-funded project gender-IT, had the pleasure to interview the President of **AFAEMME**, **Mrs. Mª Helena de Felipe Lehtonen**, on **women's participation in the ICT sector**.

What would you suggest in order to change this tendency?

The promotion of the ICT sector must be carried out at early ages. The main base for a society, living according to equity and where stereotypes do not find space (some jobs are "for boys" and other "for girls"), lies in education both formal and at home. As both government and civil society organisations can influence formal education, it is necessary to **promote the interest on ICT -with a gender perspective- from schools**.

Do you believe that focused activities such as "role models" and "mentoring programmes" may help young women to increase their employment opportunities in the ICT sector?

Yes of course. Being aware of someone who was faced with similar challenges (and got over with them) is really stimulating. It is also a way of avoiding making the same mistakes and promoting young women careers. If you do not promote mentoring you are also forgetting your own story.

Do you believe that the existing education and training programmes in science and technology in the EU can guarantee the quality and diversification of learning opportunities for women in the Member States and the promotion of scientific and technological studies for girls?

I don't know these programmes in-depth but in general -no matter the career-teachers don't consider the gender perspective when they teach; some because they are not aware of the influence they may have over their students or maybe even due to the lack of appropriate methodologies and materials.

Gender mainstreaming involves the organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated into all policies at all levels and at all stages by the actors normally involved in policy-making. Do you think that this holistic approach is feasible in the current European panorama?

It is important to remember that this holistic approach is NECESSARY, and that can be translated into more productivity, into better use of human resources available and, overall, into the construction of a more equitable society... If nowadays the conditions are not in place to develop a model who considers this holistic approach, we will have to promote them... In any case, the fight for gender equity has advanced very much and it is difficult to find people today who are not aware of this issue.

TELL US YOUR 'ICT' STORY

Are you a woman and
ICT professional?

Here's your chance to
MAKE A DIFFERENCE!

Be a role model for other
women to take up ICT
professions

**Your experience can affect
other women!**

So, why wait? [Simply join the
forum on our website!](#)

More information on the **gender-IT** project is available online at <http://www.gender-it.eu>

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Project update >>> Visit <http://www.gender-it.eu>

The **gender-IT** project is a two-year initiative co-funded by the European Union's Lifelong Learning Programme, under the Leonardo da Vinci Action. It is implemented by seven partners from Cyprus, Estonia, Greece, Spain, Sweden and the UK.

The gender-IT project aims to contribute to innovative and attractive VET practices in the ICT sector in order to cover the existing gender gap with **women accounting for less than 20% of computer systems designers, analysts and programmers in the EU27.**

Its specific objective is to build a sustainable multistakeholder network at a European level which will actively foster gender mainstreaming in VET for the ICT sector.

Its **operational** aims are to:

- Create a comprehensive, virtual resource centre on gender mainstreaming in VET for the ICT sector at European level;
- Promote good practices and innovative approaches in VET for the ICT sector regarding gender mainstreaming;
- Identify trends of gender mainstreaming in VET for the ICT sector and resulting impacts on VET practice;
- Raise awareness, inform and engage stakeholders and women;
- Expand the network, exploit its results and set the basis for sustainability.

gender-IT has been developed by a **transnational consortium** specifically set up for the purpose of implementing the project. It involves seven (7) actors from six (6) EU Member States with complementary expertise. Namely, Intercollege (Cyprus) which is the project leader, the University of Tartu (Estonia), ITEC Continuous Vocational Training Centre (Greece), Militos Emerging Technologies & Services (Greece), Scienter Espana S.L. (Spain), Emmerce EEIG (Sweden) and Inova Consultancy (UK)■