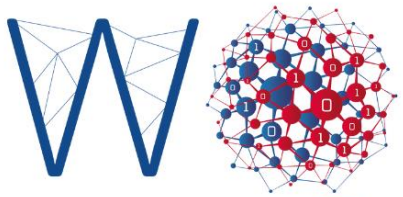


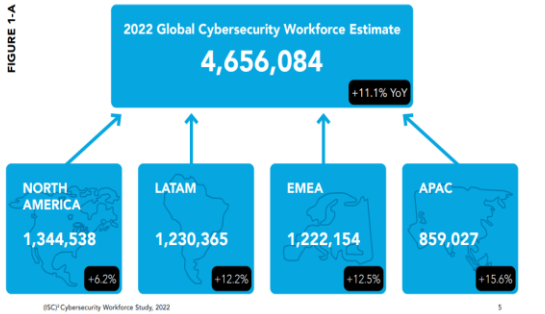
WOMEN 4CYBER

EUROPEAN CYBER SECURITY ORGANISATION

SERBIA

CYBERSECURITY WORKFORCE

FIGURE 1-A



(ISC)² Cybersecurity Workforce Study, 2022

5

FIGURE 2-A

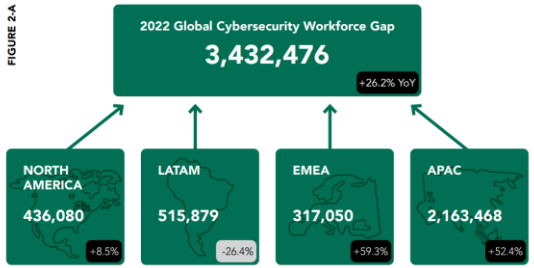
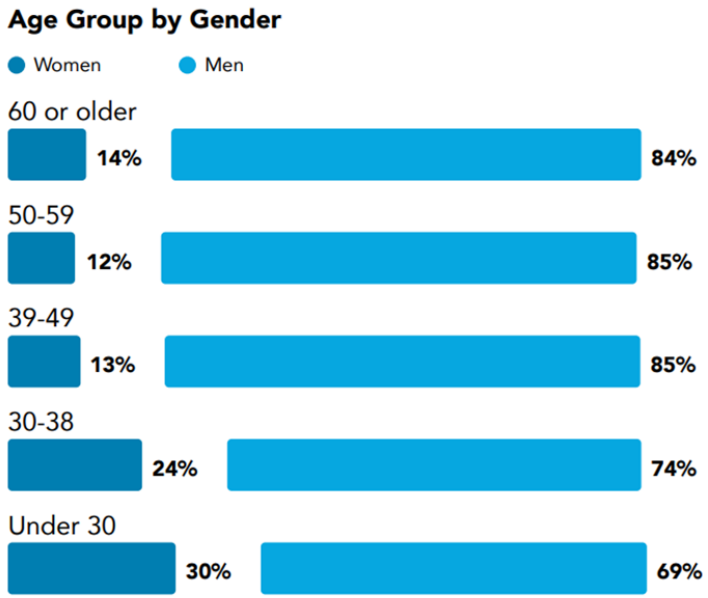


FIGURE 22-B



Base: 11,155 global cybersecurity professionals

Note: The demographic distributions of gender, race and ethnicity should be considered a representation of the survey sample and not necessarily reflective of the cybersecurity industry as a whole.

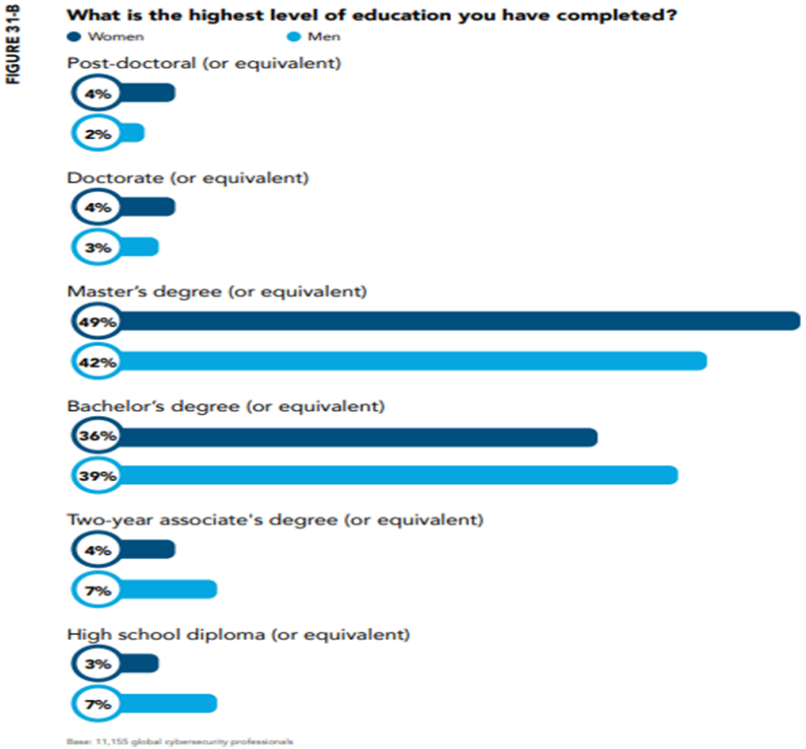
WHO'S THE BOSS? IT MAY BE CHANGING

Our survey found that higher positions are much less diverse than lower ones, e.g., only 23% of C-level cybersecurity executives identified as being non-white; this is compared with 47% of entry-level staff. It generally follows that the non-White population in cybersecurity tends to be much younger and less likely to be in executive positions.

In terms of gender, we're seeing more women, especially younger ones, holding managerial positions. In our study, women made up only 10% of C-level executives who are 50 or older, but they account for 35% of all executives in their 30s. Interestingly, women across the board remain underrepresented in advanced, non-managerial positions, where they make up only 17% of our respondent base.

(ISC)² Cybersecurity Workforce Study, 2022

FIGURE 31-B



Base: 11,155 global cybersecurity professionals

FIGURE 26

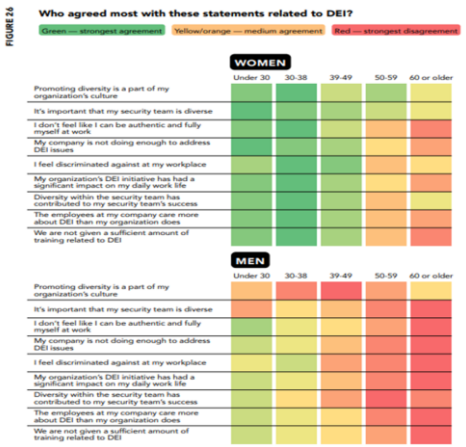
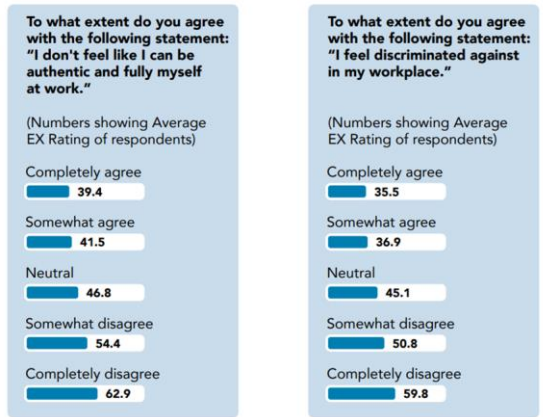
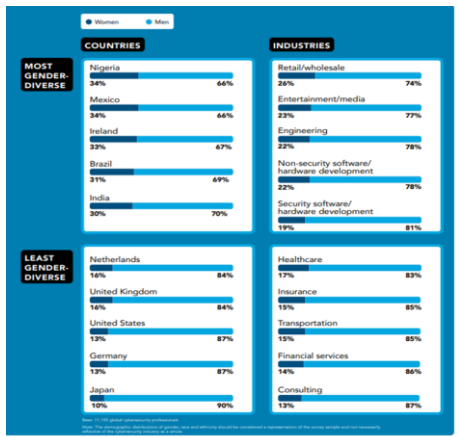


FIGURE 27



Base: 10,325 global cybersecurity professionals on cybersecurity teams



W4C Serbia

WOMEN 4CYBER
EUROPEAN CYBER SECURITY ORGANISATION
SERBIA

OVERVIEW

- **Established: March 8th, 2021**
- **Operate as an informal network as part of (or supported by) the formal association AFA**
- **Structure:**
  - President – Sanja Kekić
  - AFA Coordinator/Administrator – Jana Urošević

COMMUNITY

- **MEMBERS**
  - Informal network
- **SPONSORS**
  - Event sponsors (Microsoft, Israel Embassy, DELL)
- **SOCIAL MEDIA**

https://www.linkedin.com/showcase/women4cyber-serbia-w4c-serbia/

W4C Serbia programs

- The first round finished in June 2023, and we successfully paired 7 mentors and 7 mentees (one mentee is employed by the mentor's organization)

- The Serbian Chapter has successfully picked 2 Youth Ambassadors

W4C Serbia activities:

- Collaboration with the security conference (Women4Cyber panel):
  - 2023 Information Security Regulation — New and Updated Requirements
  - 2022 Digital trust – challenges and trends
  - 2021 Zero Trust - challenges and trends

- Women4Cyber Forum
  - 2023 Women are the future of digital transformation
  - 2022 The Future of Cyber Security - Challenges and Trends

- Women4Cyber mentorship program
  - 2023 Local/ International mentorship program

Signed cooperation agreement with the "Cybersecurity Network"

W4C Serbia future activities:

- Establishing a stronger structure
- Creating a membership database
- Promotion of the W4C Academy
- Promotion of the Mentorship initiative
- Continue collaboration with the eSecurity
- Cooperation with the "Cybersecurity Network“ to expand the network and promote W4C initiatives

WOMEN 4CYBER
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SERBIA

THANK YOU