

“The Role of Women in IT”

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2018 WCO PERMANENT TECH. C'TTEE

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THE JOURNEY SO FAR

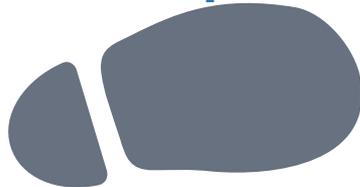


**Consumer
of IT
Services**



IT Student

**Founder/
Entrepreneur**



**Business
Analyst**

**IT Solution
Provider**



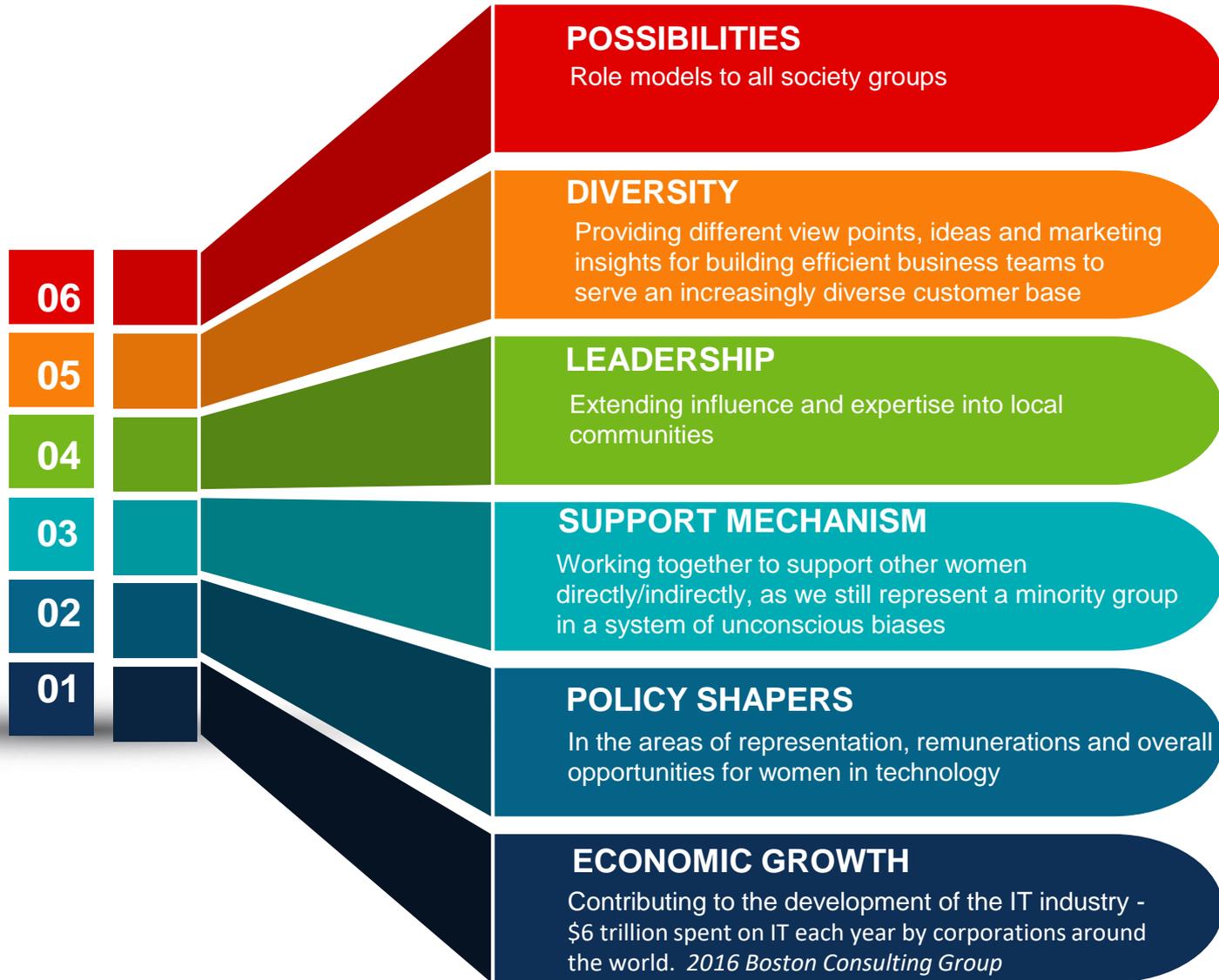
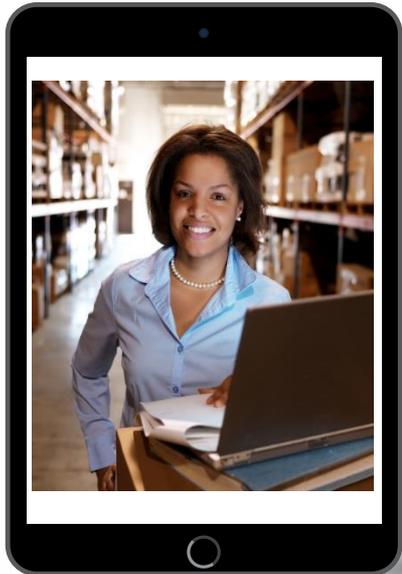
Employer

Corporate Employee



5 Continents

WHAT WE REPRESENT



BENCHMARKING - UK WOMEN IN MEDICINE



Women were not allowed entry into UK medical schools until the late nineteenth century.



Women now represent 47% of the medical workforce in the UK



Women now form the majority of medical students and over half of the general practitioner (GP) workforce



Dr Barry a renowned physician whose career spanned several decades after qualifying in Edinburgh in 1812 and achieving the highest accolade as Inspector General of Hospitals in the British army, was only discovered in her death in 1865 to be a woman and not a man



The establishment of the first medical schools for women led to an increase in number of women practising medicine in the early twentieth century



Over the past four decades, the proportion of women entering medical schools in the UK has increased rapidly, and female medical students now outnumber males

THE EQUITY BUILDING BLOCKS (SOLUTIONS)

POLICIES

Policies recognizing the various stages of females e.g. helping women return to the workforce if they leave to have children or care for elderly relatives

BOLDY ADDRESSING BIAS

Active programs to address unconscious biases. E.g. neutralizing limiting aspirations that are molded by social norms and parental expectations

“SOCIAL BELONGINNES”

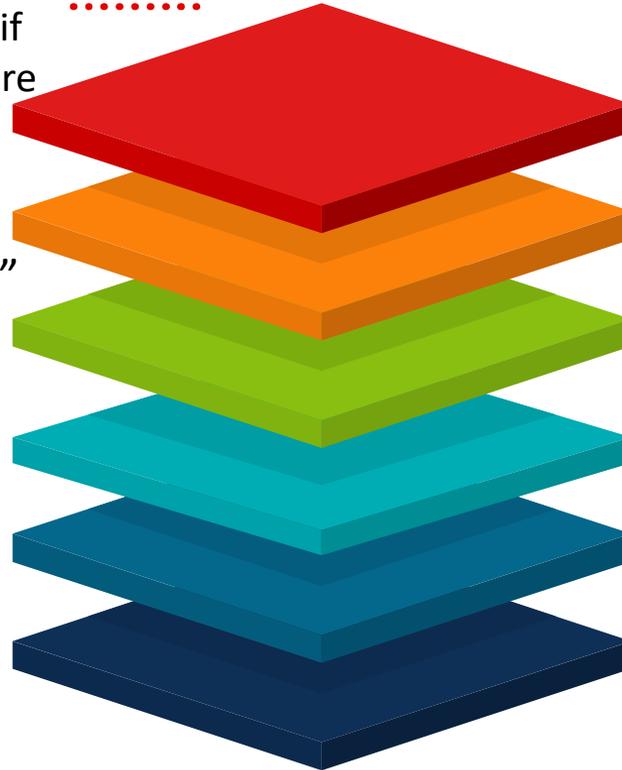
Non stereotypical role models

WORK-FAMILY BALANCE

Females continue to shoulder the bulk of household and child care duties – HR Support mechanisms eg. Stanford “bank” pilot programme

ACCESS TO EDUCATION

Narrowing the gender gap in socialization and schooling and increasing the educational pathways for girls in STEM



POSITIVE



OUTCOMES following this WCO initiative





Thank You