

Attracting and Keeping Bangladeshi Women in the ICT Profession

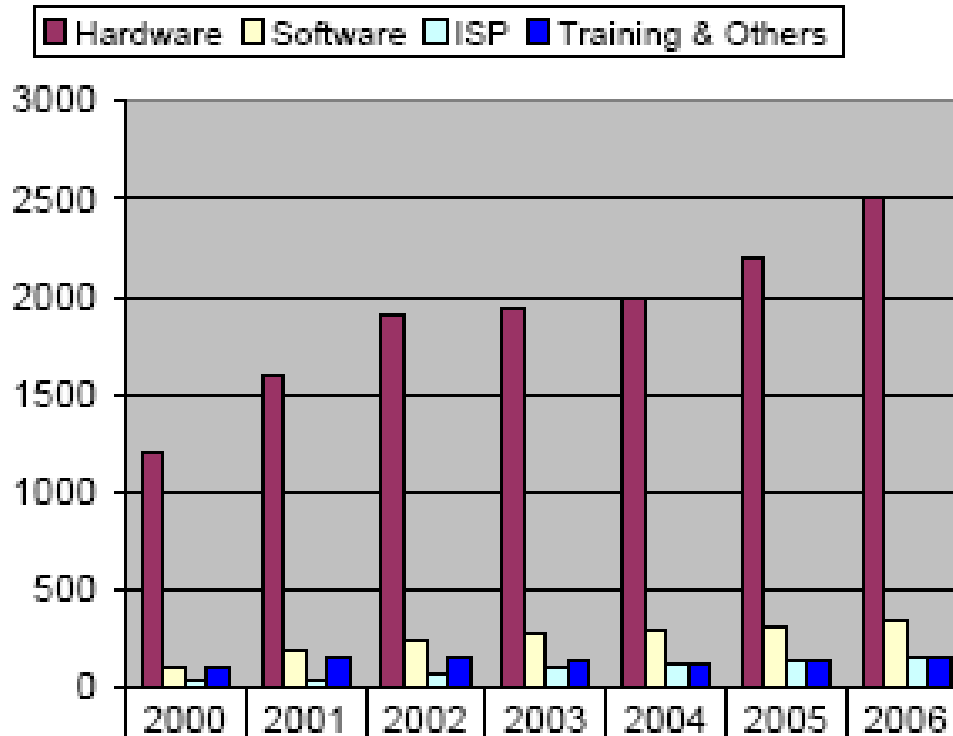
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Study Background

No. of ICT Companies



Hardware	1200	1600	1900	1950	2000	2200	2500
Software	100	190	240	275	300	320	350
ISP	30	40	80	100	130	140	150
Training & Others	100	150	150	140	130	140	150

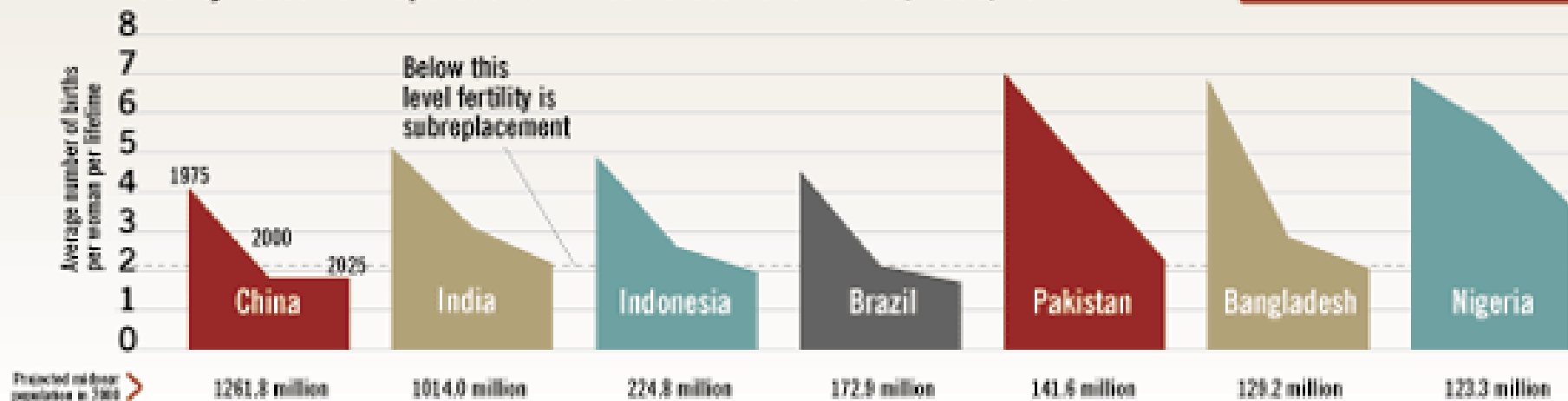
Bangladesh Comparative Advantages:

- Abundant and Trainable Labor
- Low Labor Cost
- Active Industry Association
- Supportive Government

Study Background

The Population Explosion Fizzles

Fertility Rates For Populous Low-Income Countries: 1975, 2000, 2025



Related Literature

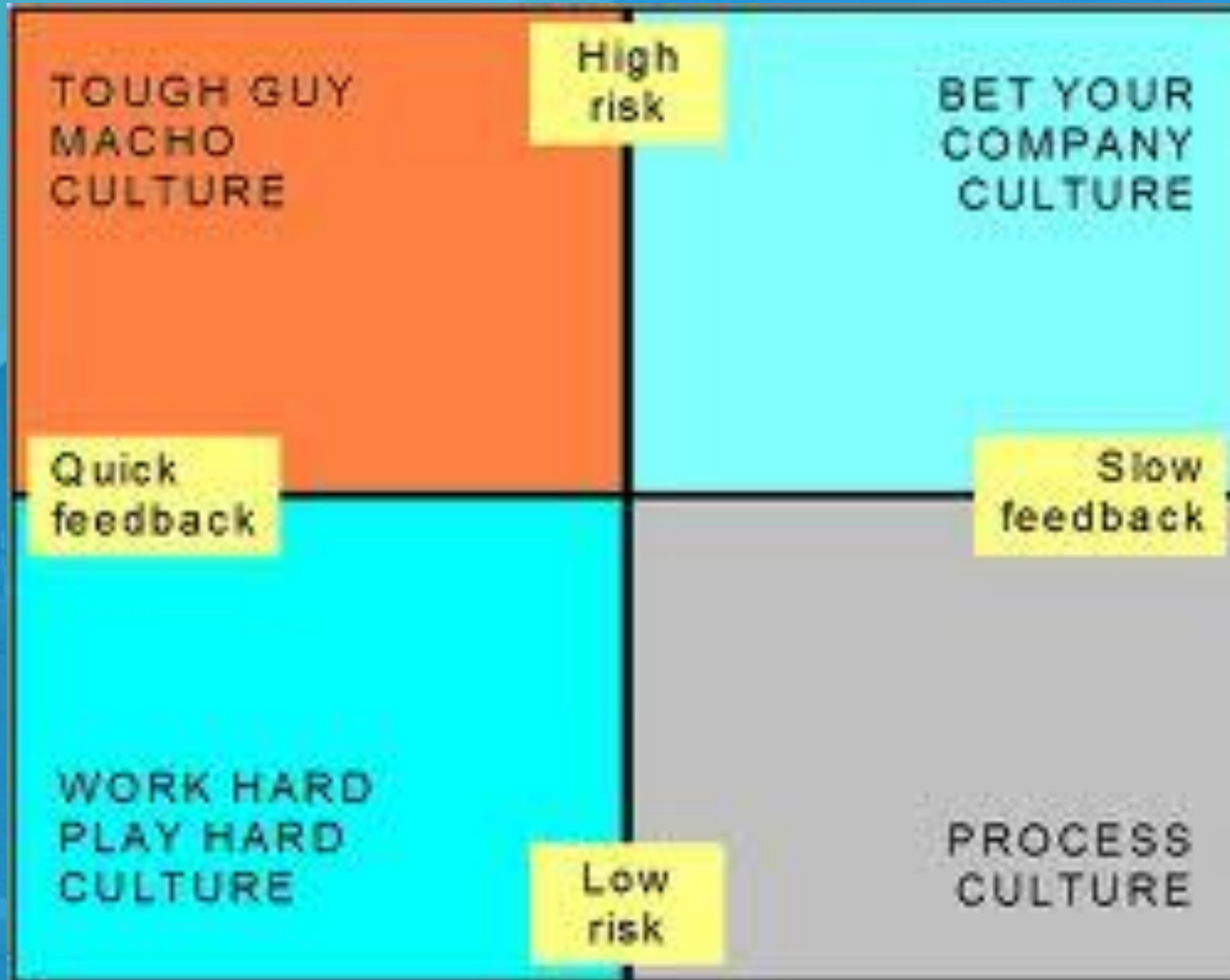


- Wangmo, Violina and Haque (2004)
- Islam (2012)

Bangladesh Women in Technology (2010)

Freris (2012)

Related Literature



Ahmed, Islam, Hasan and Rahman (2012)

Tandon (2006)

Methodology

Primary Sources:

- Depth interviews with five students, five professional, two owners and one human resource managers.

Secondary Sources:

- Past papers
- Documents
- Job advertisements
- Reports on the ICT sector in Bangladesh

Study Findings – Digital Inclusion of Women



Study Findings – Attraction to ICT Profession



Study Findings – Gender Upbringing



Study Findings – Life Cycle Experiences



Study Findings – Workplace Culture



Need for a Gender-based ICT Strategy

PARENTAL SUPPORT

- Giving freedom to select field of study
- Encouraging liberal and modern values at home
- Allowing association with opposite gender
- Treating women equal to men

SCHOOL SUPPORT

- Giving access to ICT and ICT connection
- Enabling language skills
- Providing role models
- Encouraging social support for ICT use
- Improving computer literacy

WORK PLACE SUPPORT

- Increasing number of women in company
- Ensuring continuous progress in career
- Discouraging machismo
- Allowing women to get back in career
- Understanding the need to balance work and home