Attracting and Keeping Bangladeshi Women in the ICT Profession

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Study Background

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

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<tr>
<td>China</td>
<td>1261.8 million</td>
<td>1014.0 million</td>
<td>224.8 million</td>
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<tr>
<td>India</td>
<td>1261.8 million</td>
<td>1014.0 million</td>
<td>224.8 million</td>
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<tr>
<td>Indonesia</td>
<td>1261.8 million</td>
<td>1014.0 million</td>
<td>224.8 million</td>
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<td>Brazil</td>
<td>172.9 million</td>
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<tr>
<td>Pakistan</td>
<td>129.2 million</td>
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<tr>
<td>Bangladesh</td>
<td>123.3 million</td>
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<td>Nigeria</td>
<td>123.3 million</td>
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Projected mid-decennial population in 2000
Related Literature

- Wangmo, Violina and Haque (2004)
- Islam (2012)
- Bangladesh Women in Technology (2010)
- Freris (2012)
Related Literature


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
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