



Gender Equity in the Caribbean ICT Sector

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Content

Equality vs. Equity

Impact of the ICT Sector

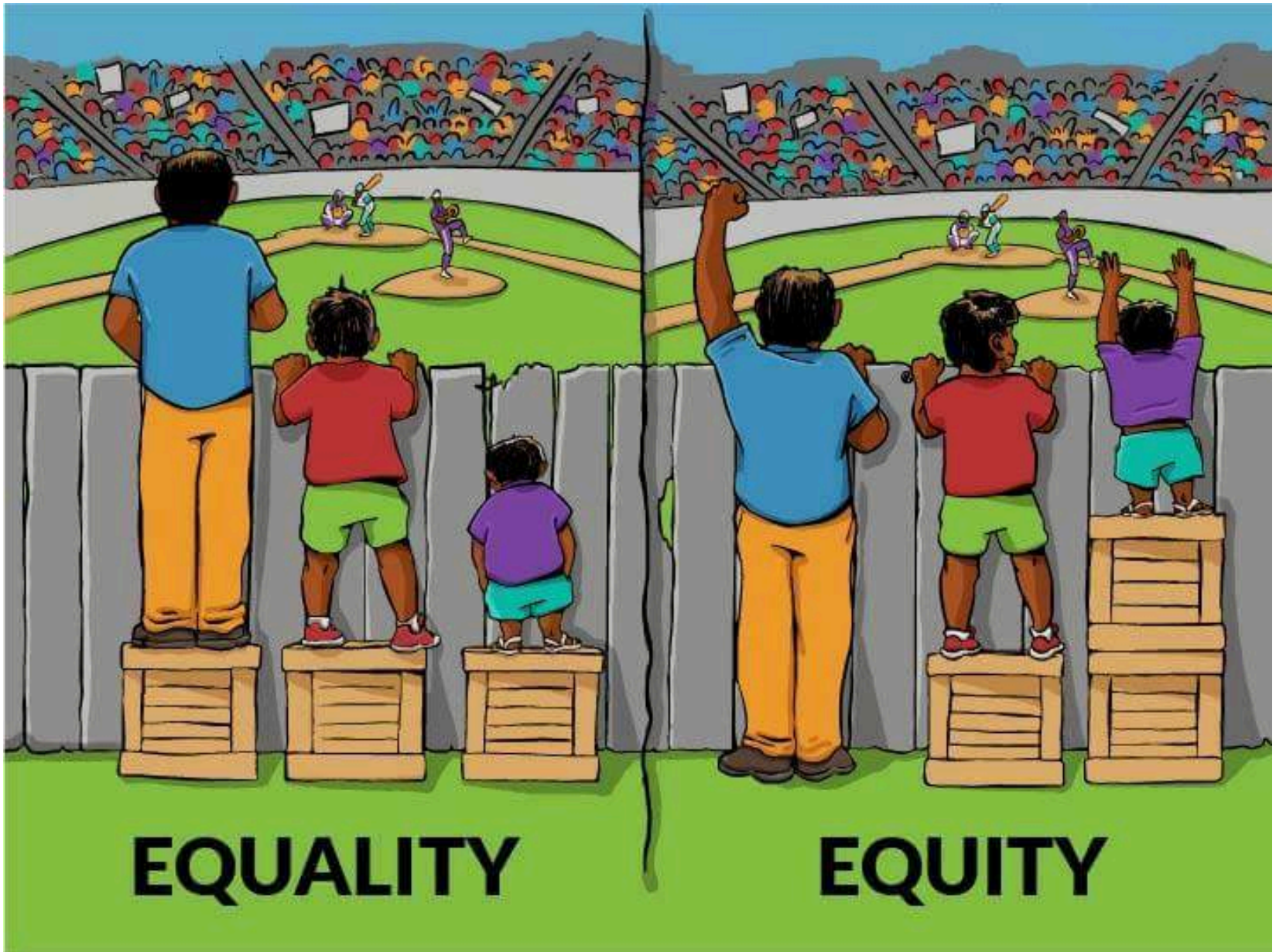
ICT Value Chain and Market in the Caribbean

Reality of Female Participation in the Caribbean ICT Sector

Barriers to Equality in the Caribbean ICT Sector

Recommendation

My Personal journey into Science, Technology, Engineering and Math (STEM) Arena



EQUALITY

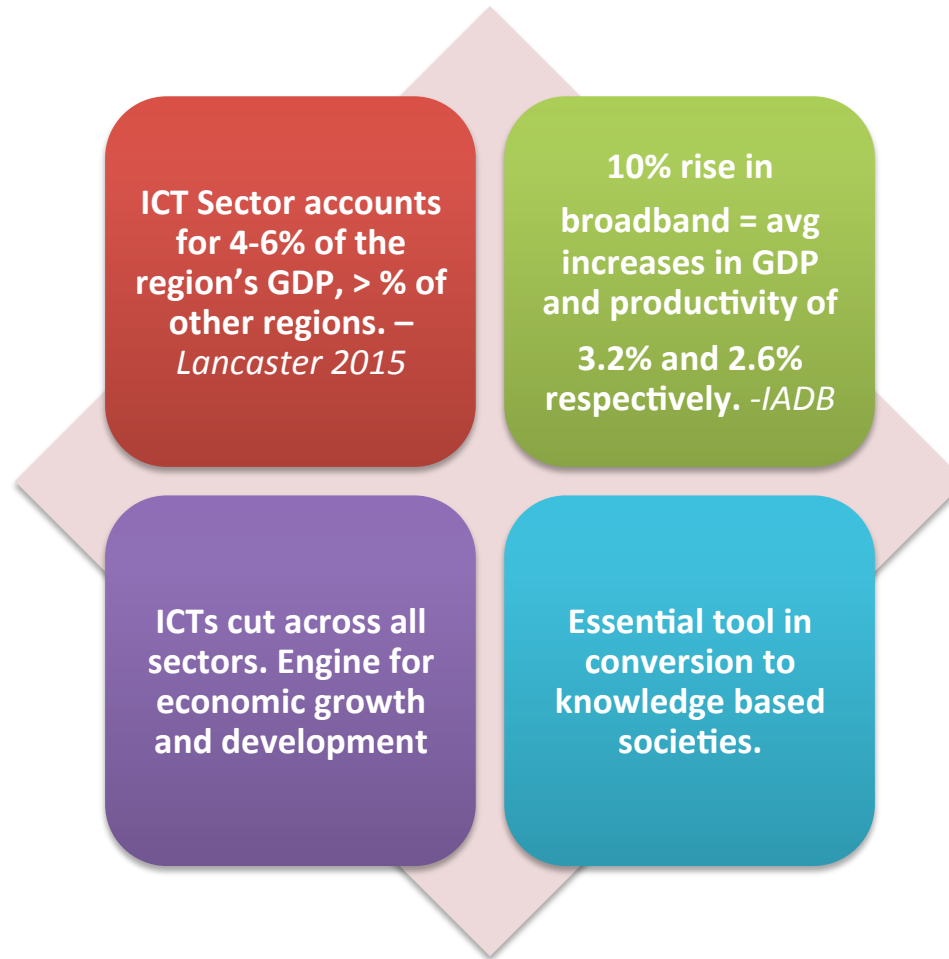
EQUITY

GENDER EQUITY IN THE ICT INDUSTRY



Objective is fair and impartial access to and participation in the ICT sector for both genders!

The Impact of the ICT Sector



Investment in ICT is associated with benefits such as higher productivity, lower costs, new economic opportunities, job creation, innovation, increased trade, better services in health and education, and strengthened social cohesion.

The ICT Value Chain and Market in the Caribbean

"ICT Value Chain" - that set of ICT services/products which an individual, company or country can offer to add value to their client/s or external market.

Caribbean's scope to increase its ICT market size is only limited by our ability to imagine, innovate and create home grown solutions to our own problems.

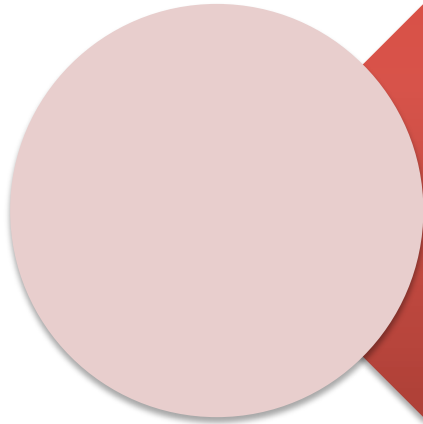
Consumption to Creation

Many Caribbean countries have not successfully integrated themselves into ICT Value Chains as our share in world ICT exports is miniscule.

Development of export-oriented software and application services industry is critical.

ICTs hold boundless leap frogging possibilities across all sectors

Reality of Female participation in ICT Sector



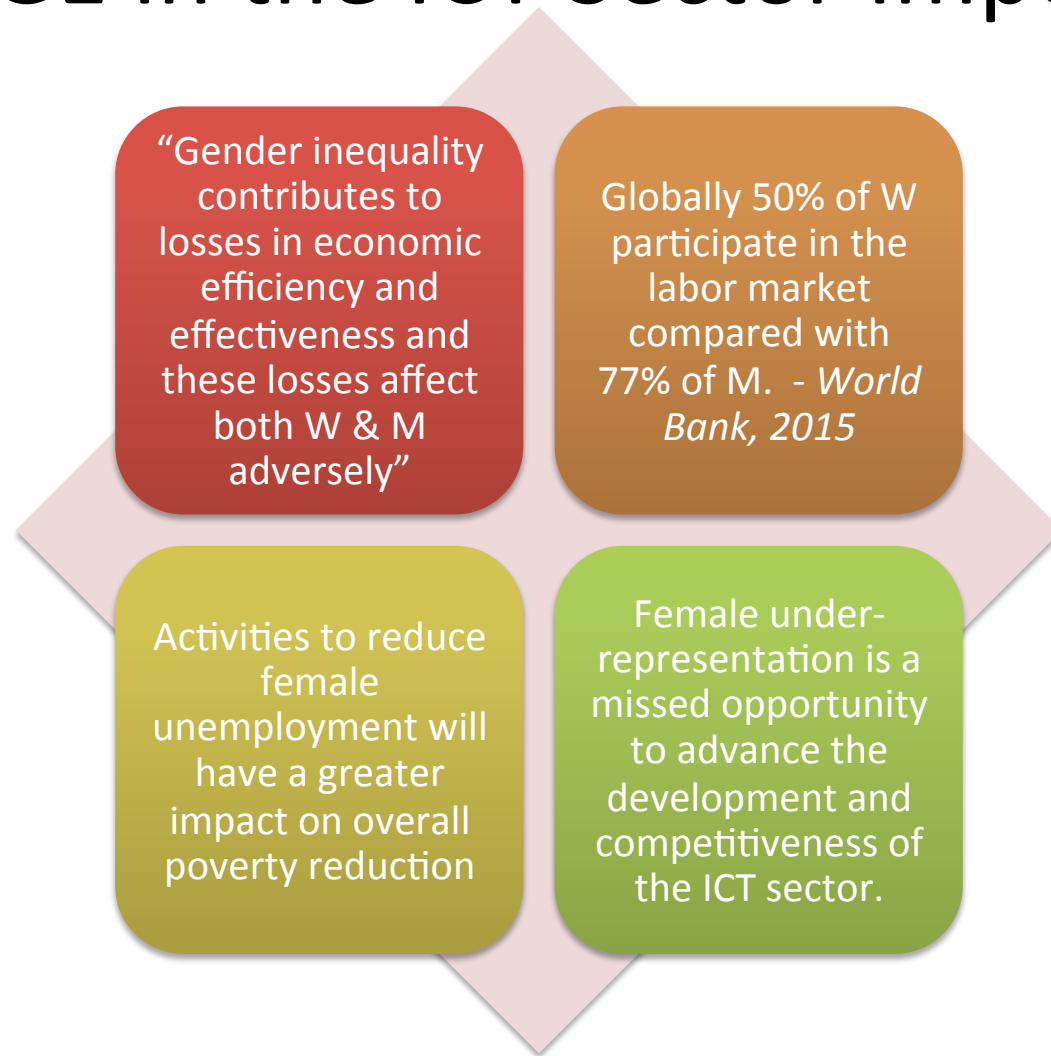
Data shows high under-participation of women in ICT sector; esp in high income earning ICT positions



Many ICT sector studies & programmes but gender not considered

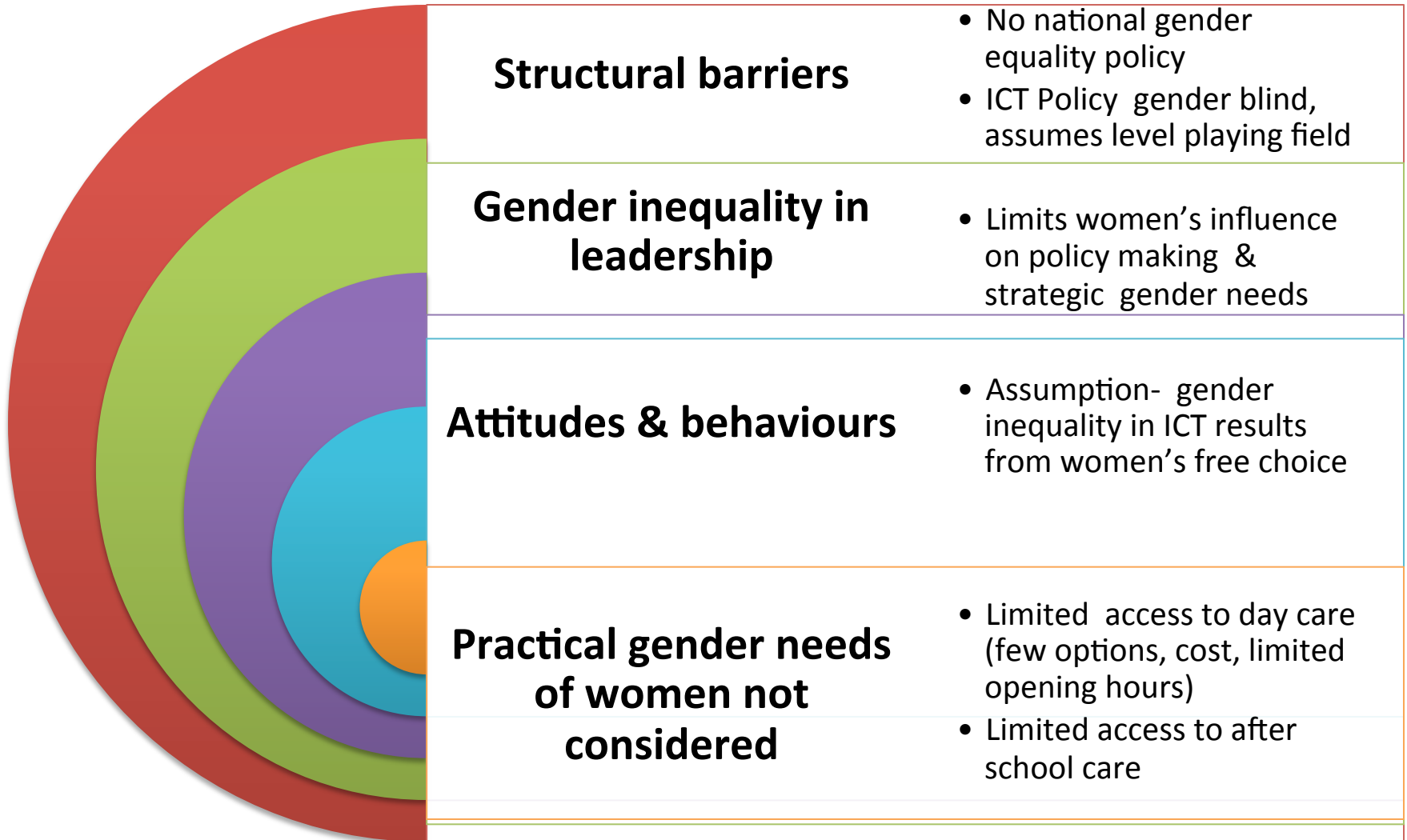
Often no reliable data on the participation, number and position, of women in the Caribbean ICT industry.

Why is GE in the ICT Sector Important?

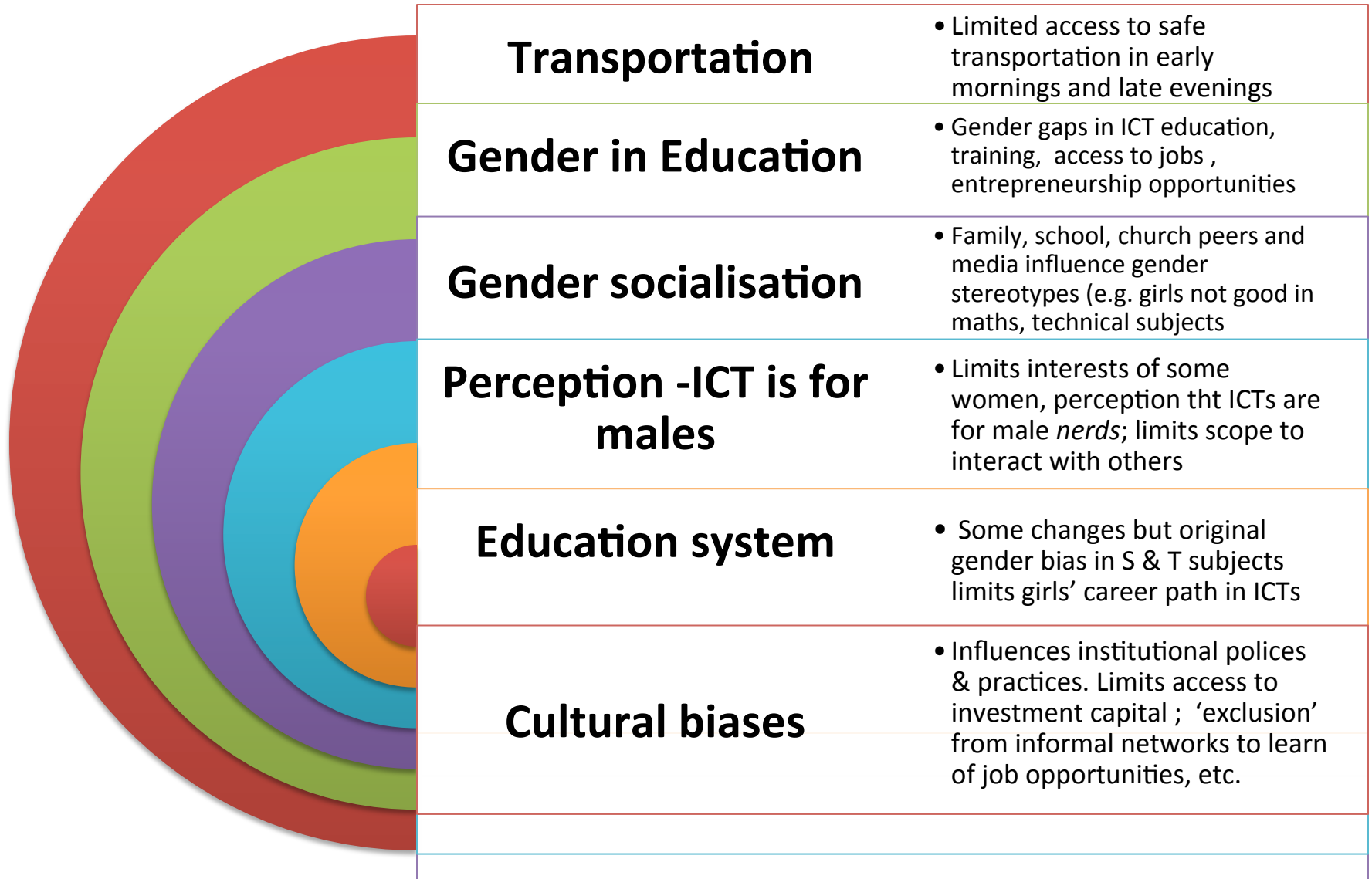


- ICT policies often assume a level playing field across gender lines for access to the ICT Sector, esp for higher income earning careers.
- Further growth required along the ICT Value chain. Region thus must allow for full participation of available talent.

Barriers to Equality in ICT industry



Barriers to Equality in ICT industry



Barriers at Higher Income Levels

Unequal pay for work of equal value

Women better educated, but earn less than men (Mortley, 2015)

- Confirms broader institutional, social and structural gender barriers

Limited visibility of women in ICT professions, businesses

- 75% of female business owners indicated that their decisions to start their businesses were not influenced by the success of other women in business. (Mortley, 2015)

Challenge of Work Life Balance

- Some women do not apply for top leadership positions, high income jobs or big business ventures because of challenge of balancing paid work and unpaid care-giving work. (Samuels/Dunn interviews, 2015)

Lack of access to affordable finance to:

- Advance ICT certification
- Establish high income ICT businesses
- 45.7% of M vs. 36.5% of W likely to receive fin assistance for startups
- 28.3% of M vs. 12.5% of W likely to receive fin assistance to manage their daily operations

Barriers at Higher Income Levels

Lack of spousal support for furthering education

Pregnancy

- Some view pregnancy as barrier to women's upward career mobility

Some women complain of **sexual harassment**

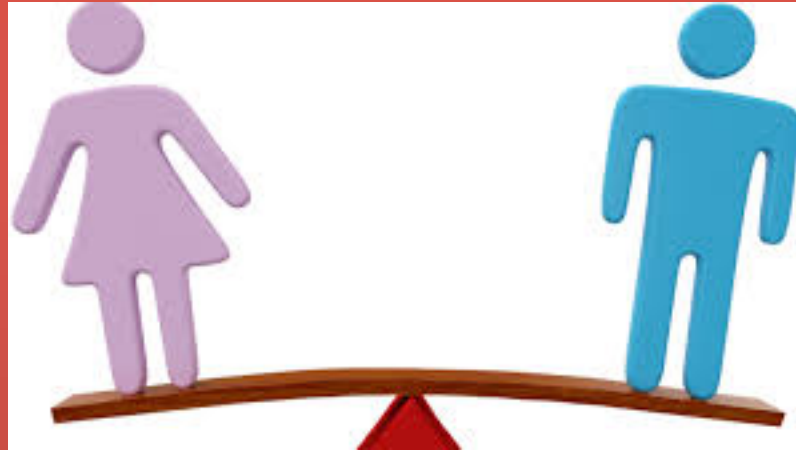
- when having to transact business (Mortley 2015)

Cultural norms prevent some successful women in ICT from promoting their successes

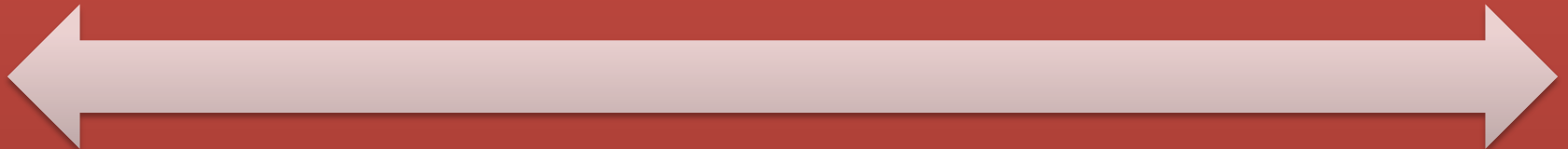
Less confident in 'selling' ideas and skills. More risk averse

- despite evidence of capacity to multi-task; organize, & run successful businesses

Strategies to increase opportunities and access to Education, Training and Employment in the ICT Sector



Addressing gender inequalities requires continued efforts to overcome a complex set of interrelated challenges linking gaps in patriarchal norms, socialization, human capital and technology, gender blind policies, women's disproportionate responsibility for unpaid work, legal & financial discrimination and gender based violence.



Reflections on my STEM journey



Grew up desirous of being an astronaut



Seeds of self doubt sown along racial lines from formative years



Stark reality for black women in STEM - USA



JFK – Aug 16, 1998



Only black female modus



Slavery model used as teaching aid – bred discomfort



Matriculation into PE Class



Attempt to rob and invalidate voice

Reflections on my STEM journey



Questions re: validity of admission



Mistaken for Janitorial staff



Stature, Race, Complexion, Hair, Gender, Age



Driving query during interview process



Networking challenges in old boys' club that is ICT Sector



Contract negotiations

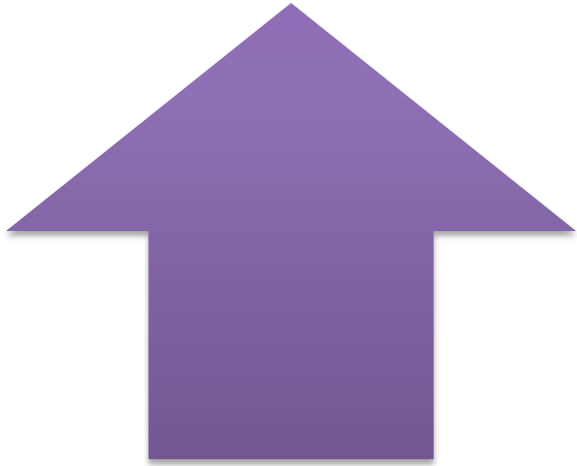


Accusations of disposition betraying desire to show-off



Committed to being the change - paradigm shift needed!

Thank You!



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Any Questions?