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<th>Women in the information industry</th>
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<tr>
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Women in the Information Industry

1. Introduction:

⇒ Information Industry - what does it cover?
⇒ Who are the key players & stakeholders?
⇒ Are women participating actively?

2. Obstacles/Impediments to Women’s Participation in IT

⇒ What obstacles/impediments?
⇒ Are they real or Perceived?
⇒ Basis to Support Claims

3. How to Overcome Obstacles: Measures to be taken at:

- International Local ) Any current ones?
- Regional Level ) Weaknesses?
- National Level ) Strengths?
- Community/family level )

Role of:

- Governments
- NGOs
- Family/Community
Information Industry

Media
- Radio
- TV
- Newspaper (Print)

Publishing
- Traditional
- Electronic

Information & Communication Technologies
- Information Processing (content)
- Information Transfer & Delivery (Networks & Telecommunications)

Human Resources for II
Obstacles/Impediments in Women's Participation

⇒ LACK OF ACCESS TO:

- INFORMATION
- FUNDS
- OPPORTUNITIES: for high-level positions (leadership)
  : to influence social choices/decisions
  : to contribute to society/not limited
to home

⇒ ILLITERACY/LACK OF EQUITY IN EDUCATION/TRAINING

⇒ LANGUAGE BARRIER

⇒ DISCRIMINATION (BIAS) AGAINST WOMEN
  - Biological reasons
  - Cultural & Social
    * Frustration —> Acceptance —> "Silence"
    * Relegation to unpaid jobs, menial chores
    * Continuing Beliefs on Myths about Women
    * Unshared Parenting

⇒ FEAR OF TECHNOLOGY (LACK OF SELF-CONFIDENCE)
  * Gender-Sensitive training

⇒ LACK OF PROPER RECOGNITION OF WOMEN’S ABILITIES AND CONTRIBUTION

⇒ LACK OF LEGAL SUPPORT/PROTECTION
  (Legal Instruments to support equal rights and partnership)
OVERCOMING OBSTACLES/IMPEDIMENTS

1. AWARENESS BUILDING
   - AMONGST WOMEN
   - IN SOCIETY AS A WHOLE
   - GLOBAL COMMUNITY AT LARGE
   - (CULTURE OF PEACE & RESPECT FOR LIFE; EQUAL RIGHTS
     PARTNERSHIP BETWEEN MAN & WOMAN)

2. IDENTIFYING
   - KEY PLAYERS/STAKEHOLDERS
   - TOOLS
   - PROCESS

3. FORMULATING POLICIES AND PROVIDING LEGAL SUPPORT
   - SANCTIONS
   - REWARDS/INCENTIVES

4. PROVIDING INSTITUTIONAL MECHANISMS TO MANAGE & SUSTAIN PROGRAMMES
   - TO REVIEW AND ASSESS SITUATION PERIODICALLY
   - PREPARE PLANS TO ADDRESS IDENTIFIED PROBLEMS/ISSUES
   - IMPLEMENT PLANS/PROGRAMME

5. MAINSTREAMING WOMEN ISSUES & PROGRAMMES IN NATIONAL DEVELOPMENT

6. NETWORKING
TO PROMOTE COMPLIANCE WITH LAWS & REGULATIONS ON WOMEN EMPLOYMENT

• TAX EXEMPTIONS & REBATES

• SUBSIDIES IN SETTING UP SITTING ROOMS AND DAY CARE CENTERS

• AWARDS/CITATION FOR
  * "WOMEN-FRIENDLY" ENTERPRISES

E.G. GH (good housekeeping labels)
     ISO (stamp for quality manufacturing)
LAUNCHING INFORMATION CAMPAIGNS

TO BREAK MYTHS:

- Women's Place is in the Home
- Women’s Ideal is “to live for others”
- Women’s Goal is Marriage and Motherhood
- Women are not good for anything but simple, traditional tasks