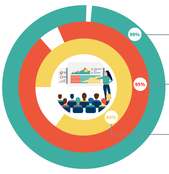
Achieving gender balance: Views from across the IT industry

Nigeria

EDUCATION



99% feel schools need to do more **to encourage** young women to pursue a career in IT

95% said **universities** should proactively target women

86% believe governments should introduce **incentives** to recruit women for IT subjects

"Job posts specifically requested male applicants."

OPPORTUNITY

51% feel IT's perception as a male dominated industry **puts women off applying** for a job

61% believe having more women would **increase business performance**

76% believe **gender diversity** should be an executive or board level issue

"When HR introduced me to my supervisor, my boss was really reluctant because they had no other ladies in the IT department. Three months later he apologized for looking down on me initially and admitted he was not ready to let me go."

INDUSTRY

3 out of **10** felt women lack the **same training opportunities** as men

21% have considered leaving the industry due to **lack of growth opportunities**

"I lost my previous job when I was pregnant because the organization felt the role will be too stressful for me. But through my time in the organization, and even while being pregnant, I completed every task and deadline I was given."

RECRUITMENT

80% feel employers should develop **women only recruitment programs**

Sixty five percent believe having **women on interview panels** would have a positive impact on female recruitment

"Seeing more women on interview panels gives a prospective female IT employee the sense of 'I am not alone in the pursuit of this career - these women are here because they are successful, and this means I can succeed, too."

LEADERSHIP

Over a third believe women are **poorly represented** at executive level

97% believe it's important to have **visible female leaders** within an organization

"They believe when a woman marries, her productivity becomes low."

"I earned a lower pay compared to my male colleagues even when I had more responsibilities and was managing them."