

In the business, in politics, and in the home, gender-based discrimination has long held women and girls in inferior positions to men. Women are legally prohibited from specific occupations in some nations due to this prejudice, while in other nations, economic obstacles such as the gender pay gap prevent women from enjoying full equality. It took laws and frameworks that support, uphold, and monitor gender equality in all spheres of life to abolish gender-based discrimination.

Studies have demonstrated the value of diversity in business. Innovation relies on the different viewpoints of a diverse workforce. (For instance, since items are not just sold to men, a female perspective is required.) Additionally, female teammates could bring a different culture and work environment that could improve team spirit.

At some of the largest Internet companies in the world, that is the proportion of women who work in technology. These figures show the gender gap around the world. In Sri Lanka, for instance, ladies make up 20% of students majoring in information and communications technology, but representing slightly more than 50% of the student body (ICT).

Studies have shown the importance of diversity in the workplace. The various perspectives of a varied workforce are essential to innovation. (For instance, a female perspective is needed because goods are sold to people other than men.) Female coworkers might also bring a different work culture and environment that could boost team spirit.

The Internet Society Sri Lanka Chapter's Girls in Technology (GiT) initiative, which was introduced in 2018, seeks to remedy this. The project's objective, supported by the Internet Society Foundation's Beyond the Net funding initiative, was to encourage more girls to study ICT. To achieve this, they taught kids how to use Scratch, a creative and cost-free programming language to create algorithms, and the Micro:Bit platform to build stories, games, and IoT applications.

As the software sector starts to recognise the advantages of diversity, several businesses have lowered the bar for hiring female coders. All of the female speakers were against this strategy. They viewed this as sexism against women and a validation of the myth that women are less capable.

The development of a stronger female developer community, where women can support and assist one another in navigating the profession and offer direction to non-technical women who are interested in entering, is another crucial component of increasing the number of women in tech roles today. It all comes down to respect for one another and understanding one another. Gender stereotypes that are placed on both men and women are the core cause of the occasionally unfriendly climate in Hong Kong's IT sector. In other words, people are tagged as either a man or a woman and that is it. Sometimes, we focus too much on a person's gender roles rather than his or her unique features. Let's focus on a person's work skills at work rather than their gender.