

BeGeo

27-10-2020

www.begeo2020.be

Women in GI, an Irish perspective

Marion Murphy, Mallon Technology

NGI
Nationaal
Geografisch
Instituut



IGN
Institut
Géographique
National

.AGORIA
co-founding partner

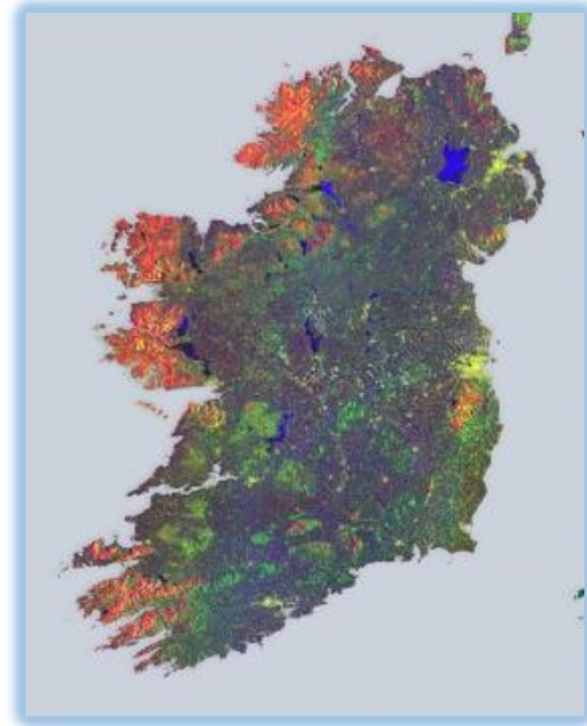
Introduction

- Marion Murphy
- Managing director at Mallon Technology
- Irish SME
- 25 years in GI Sector
- Niche projects to an essential investment



Background to GI in Ireland

- Gross Value Added (GVA) of the GI sector in Ireland contributes €69.3 million in direct economic activity (Indecon, 2014)
- GI sector provide approximately 1,700 jobs in direct employment (Indecon, 2014)



Produced by ESA, S1

Background to GI in Ireland

- How many of the 1,700 jobs are occupied by women?
 - Mallon Technology
 - 97 employees across the company
 - Geospatial Team - 34% Women, Software Team - 25% Women
- Clearly, we have a gender gap!

Women in senior management roles

- The gender imbalance in senior management and leadership positions and why we need to address this at industry level
- Decision making and leadership roles
 - Typically, the representation of women on boards is 25%
- Why is it important to build equality and representation?
 - Attracting more women to GI will help close the skills gap
 - Higher levels of productivity
 - Boost long term competitiveness
 - Women are underrepresented in decision making
- Economic benefits of gender equality
 - Positive GDP impact over time – higher salaries

Women in senior management roles

- What can we do?
- Improve visibility
 - Gender imbalance at management level needs to be addressed so that women can see career progression
 - Relatable manager or leader
 - Management team at Mallon - 46% women
 - They can see a clear path of women in a senior role
 - They are supported

Women in senior management roles

- Role models and mentors
 - Crucial when envisioning and pursuing success
 - Confidence and support
 - Structured approach
- Women in GI Forums and Groups
 - Opportunity to network
 - Promote gender equality
 - Encourage women to showcase their successes

Final Thoughts

- What can you do in your organisation to promote Gender Equality?
 - Join a focus group
 - Informal mentoring schemes from inside or outside
 - Collaboration
 - Raise the profile of your stars
 - Flexibility – What COVID-19 has taught us?

Thank you!