

BeGeo

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“WOMEN IN THE GEOGRAPHICAL
INFORMATION SECTOR”

A CONSULTANTS PERSPECTIVE

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NGI
Nationaal
Geografisch
Instituut



IGN
Institut
Géographique
National

AGORIA
co-founding partner

Introduction

- Annelies Van Alphen
- 16 years experience in GI sector
 - from which 12 years at Geo Solutions
- Degree in IT, Environmental mgmt and Msc Geographical Information Managment and Applications (TU Delft)
- Started with GIS analysis, & programming
- Evolved towards GIS-IT architecture, data design and Team Lead (Hexagon & GeoData)

Women in GIS? First reaction

- I don't know what it is like to be man in GIS...
- Some doors might be closed, sometimes not
- Should it matter?
 - it shouldn't.
 - statistics say otherwise...



Women in GIS? Think again...

Why should it be important for employers, teams, colleagues, women themselves?

- A woman's network differs from a man's network.
 - This makes your companies network much more differentiated and powerful
- Raising a team's ability to find solutions?
 - Differentiate, improve communication!
- Close the payment gap...

What helped in the past

- Choice of partner and social network
- Choice of employer
 - Flexible working hours, possibility to be Team Lead and work 4/5
 - Master study and degree when children were little
 - Coaching
- Overcome my 'inner voice': the one woman holding me back...
 - 'Your children will not have enough attention', 'you do not have all required skills yet', 'this is not perfect'...

Is it culture? Can things be done different?

- Netherlands
 - More common for both parents to work less hours
 - Direct feedback, open discussion
- Belgium (Flanders)
 - Mostly women who work less hours
 - Need more sensitiveness to find out what someone really means

Although the payment gap in the Netherlands is larger... so which strategies really work?

Future...

- Indeed, I have doubts:
 - Become managing partner?
 - Join focus groups?
 - Will this take too much time away from my family?

My questions

- I would be interested in different approaches, experiences (also from the men!)
- What are the benefits for Women in GIS?
- What strategies really work?
- Who can be a role model? Is there a 'clear path'?

Thank you,
And remember...

