EMPOWERED WOMEN IN TECH BUILDING IMPACTFUL LEADERSHIP JOURNEYS

24 JUNE 2025

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Education

GADJAH MADA UNIVERSITY

BACHELOR OF COMPUTER SCIENCE

UNIVERSITY OF INDONESIA

MASTER OF INFORMATION TECHNOLOGY

UNIVERSITY OF YORK, UK

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Job Experience

BINUS UNIVERSITY

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PEMBANGUNAN JAYA UNIVERSITY

INFORMATICS DEPARTMENT

PT. KLIRING PENJAMINAN EFEK INDONESIA (IDX SUBSIDIARY)

DATABASE ADMINISTRATOR

BC NEWTON GRANT PROJECT

NUMED AI-BASED TELEMEDICINE

NuMed AI specializes in analyzing radiology images, including Chest X-Rays and lung CT scans, as well as blood tests. Our AI model delivers interpretable results, allowing experts to delve deeper into the data and validate outcomes with confidence. NuMed AI has the potential to make a profound impact on the healthcare industry, particularly in the ongoing fight against the COVID-19 pandemic.
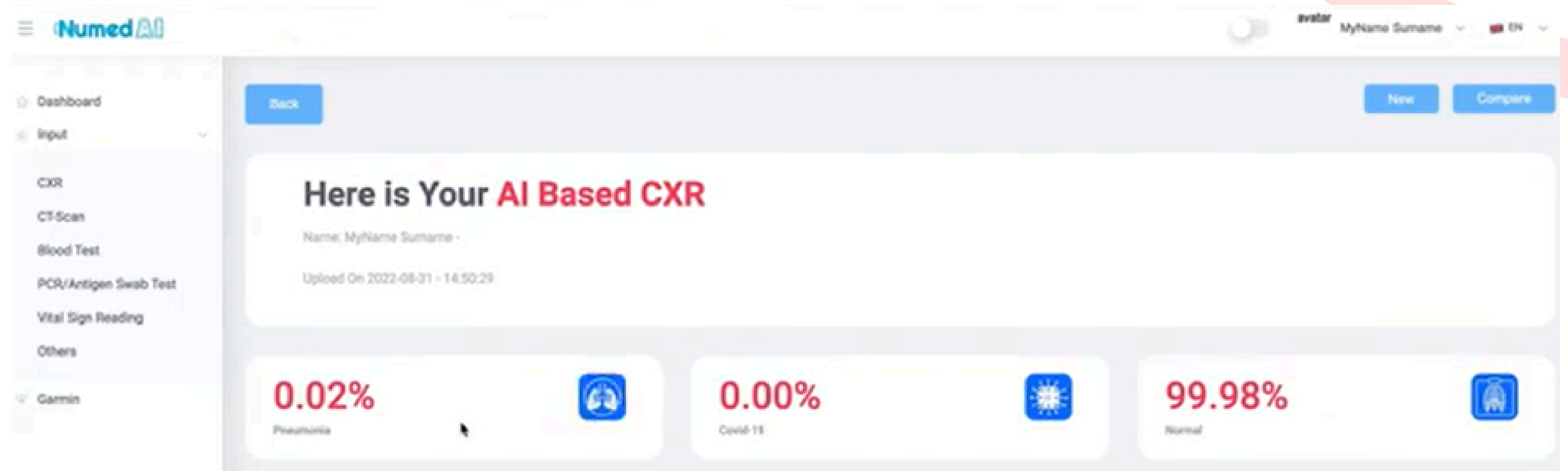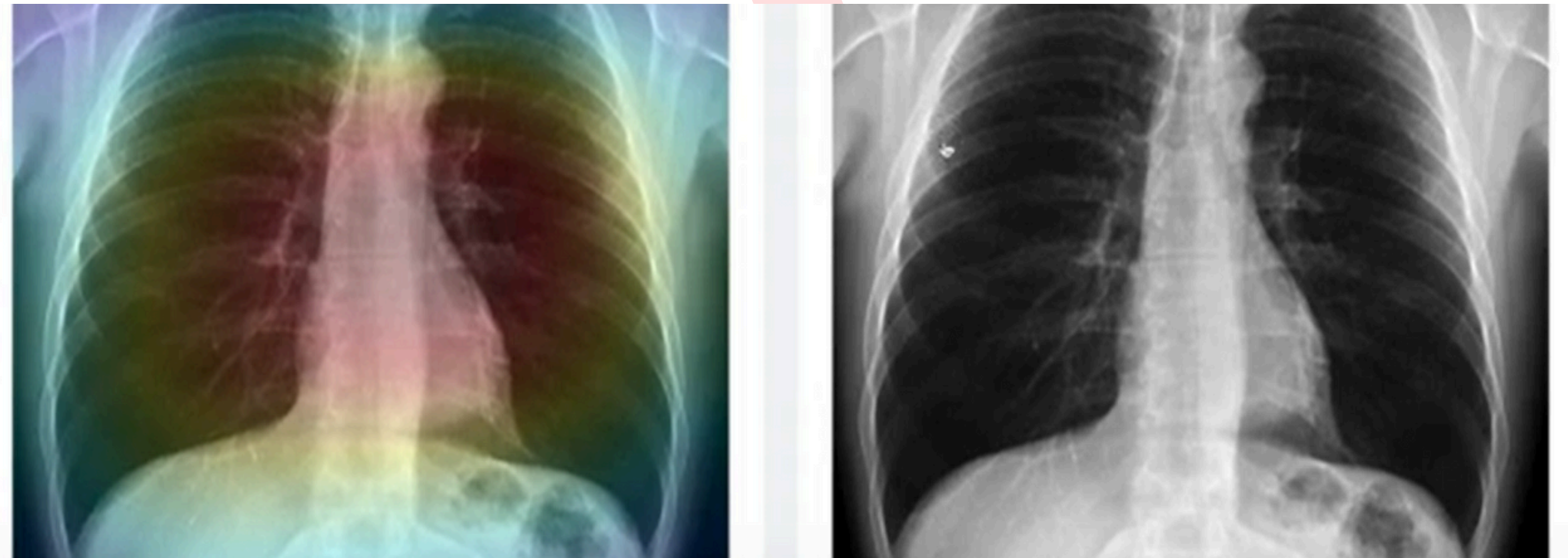
BRITISH COUNCIL GGP Transnational Education

WORKSHOP
inSPIRE
Indonesia Scotland Partnerships for Impactful Research and Education

Build Partnership with Edinburgh Nappier University for double degree program in undergraduate, master and PhD program, including women in STEM curriculum

A project by:
Edinburgh Napier UNIVERSITY
BINUS UNIVERSITY

Funded by
BRITISH COUNCIL

In partnership with:
Widya INDONESIA
SHECODES SOCIETY

✉ inspirenetwork@napier.ac.uk   🌐 inspirenetwork.uk
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BC UK ALUMNI SOCIAL ACTION PROJECT

EMPOWERING WOMEN IN STEM WITH DIGITAL LEADERSHIP SKILLS THROUGH SHECODES SOCIETY - HIGHSCHOOL TEACHER AND STUDENTS JUL- OCT 2025
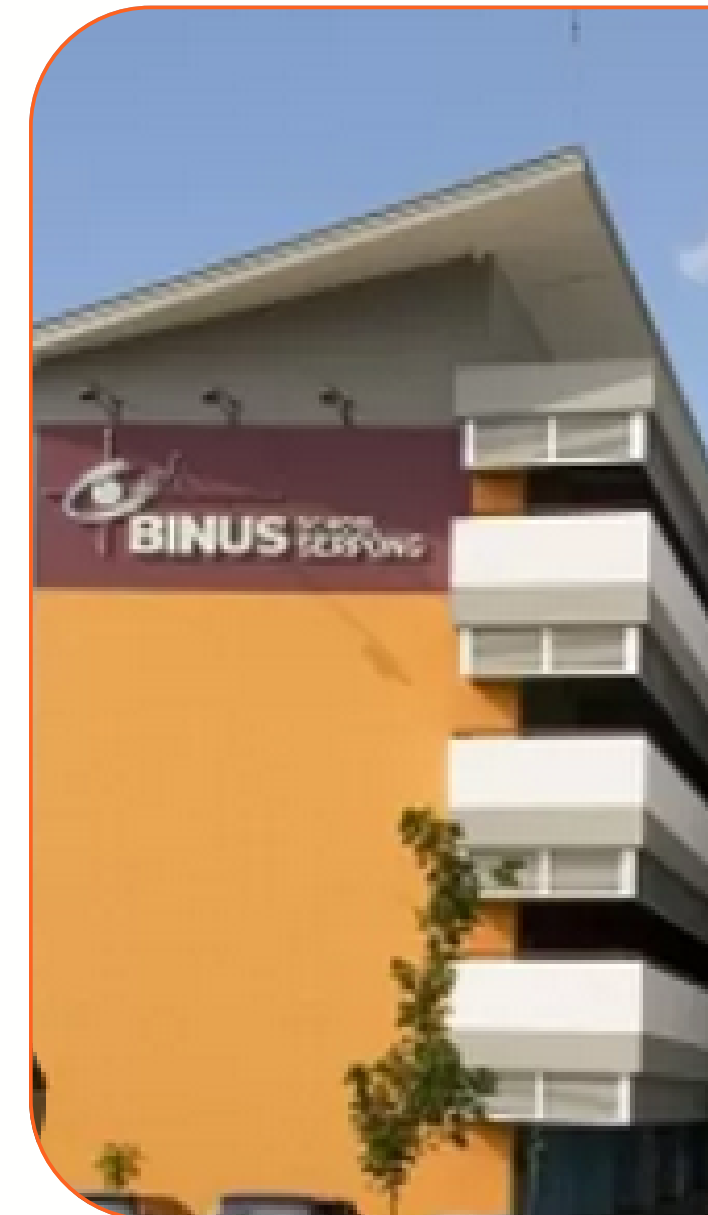
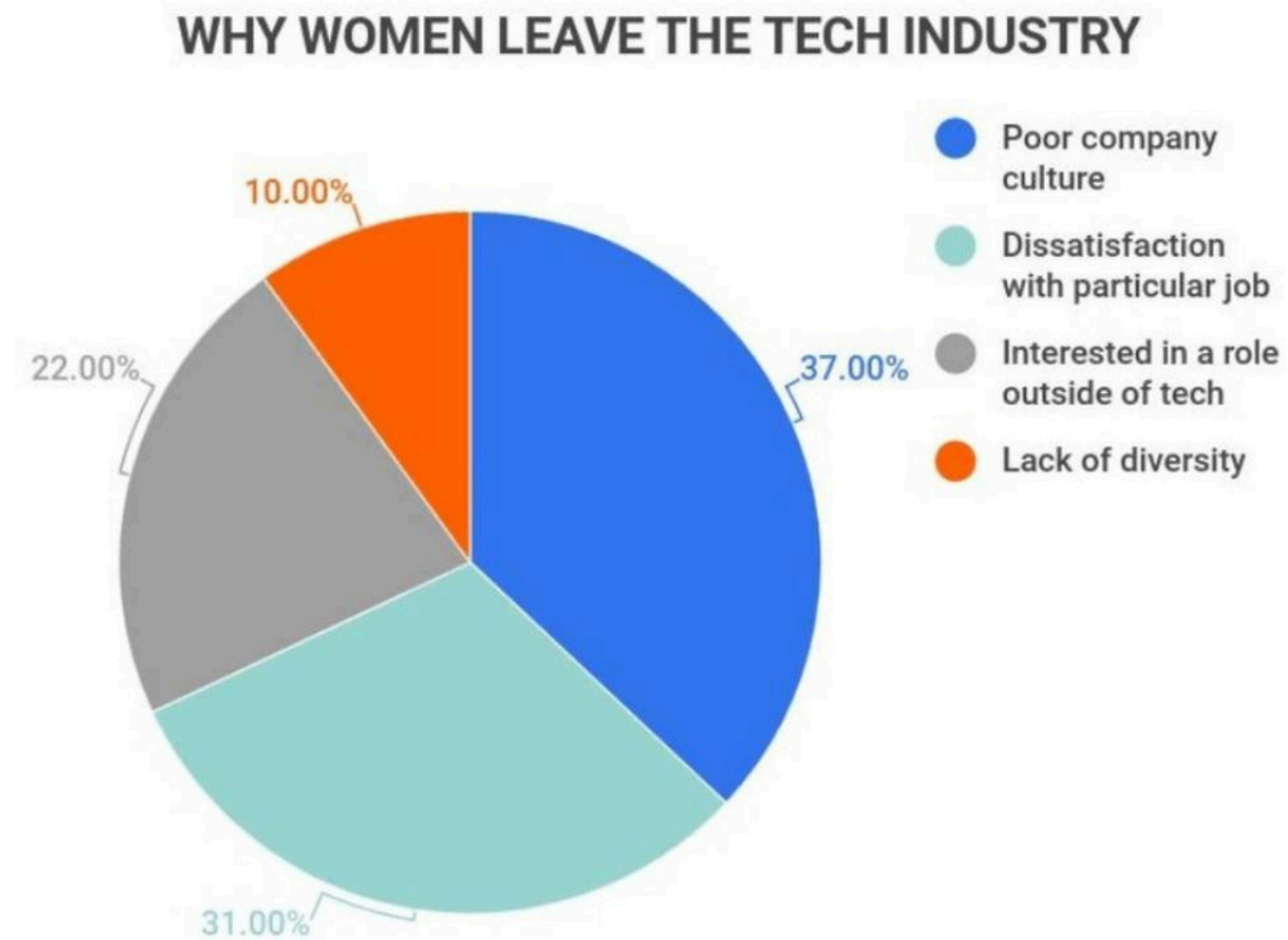# WHAT THE DATA SAYS ABOUT WOMEN IN TECH

Statistic #1: 50% of Women Leave the Tech Industry by the **Age of 35**

WHY WOMEN LEAVE THE TECH INDUSTRY

- Poor company culture
- Dissatisfaction with particular job
- Interested in a role outside of tech
- Lack of diversity

10.00%

37.00%

22.00%

31.00%

https://bigblue.academy/en/statistics-for-women-in-tech

Statistic #2: Women's Representation in Tech Companies Stands **at 48%**

Female representation in technology organizations in 2021

Bar chart showing "Share of employees" for Total labor force and In IT/tech teams by country:
- France: 48% / 21%
- Sweden: 48% / 22%
- United Kingdom: 47% / 20%
- Australia: 47% / 20%
- Spain: 46% / 20%
- Germany: 46% / 23%
- United States: 46% / 20%
- Italy: 42% / 21%
- India: 20% / 20%

Legend: ● Total labor force ● In IT/tech teams
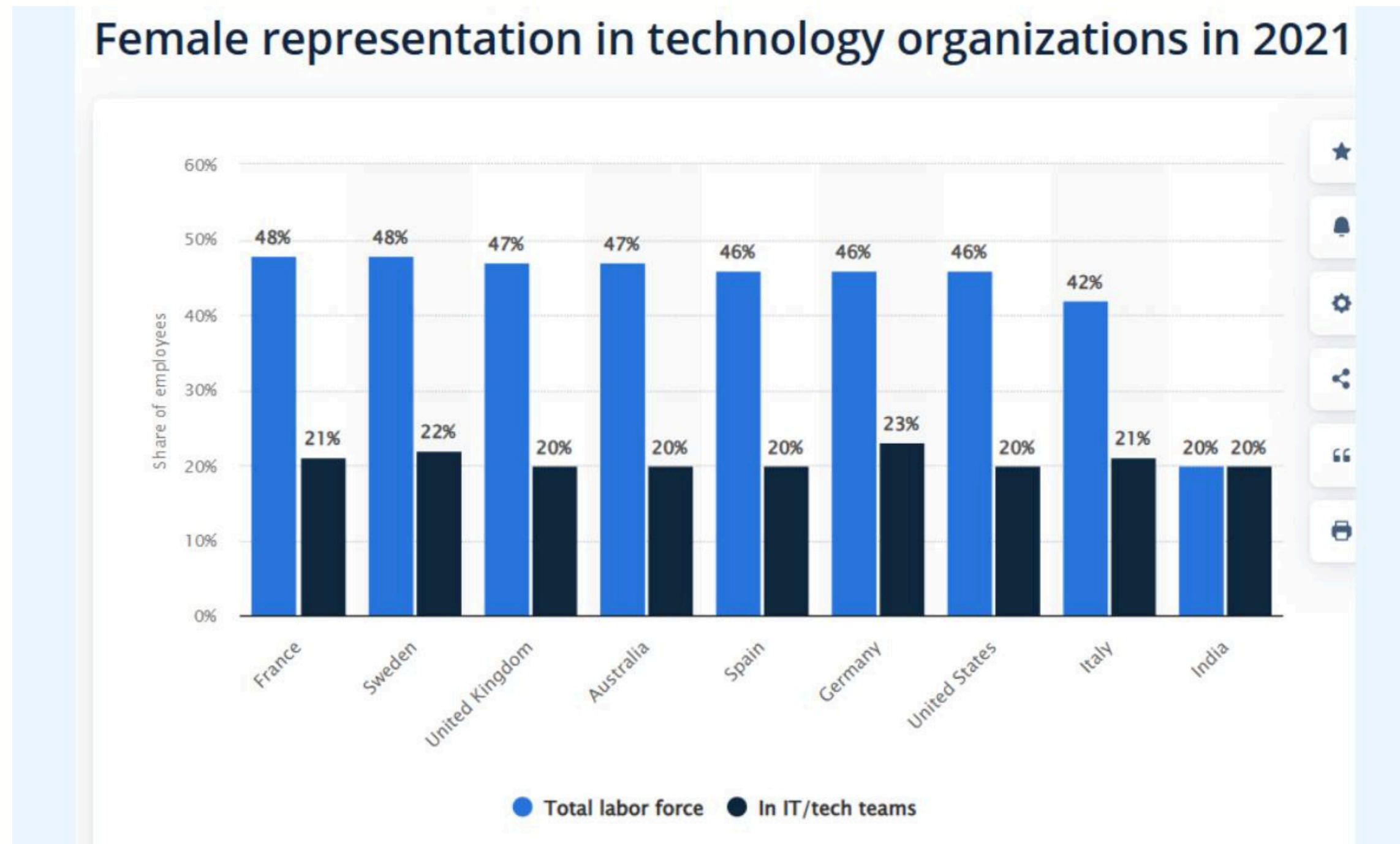
Statistic #3: 75% of Women in the Technology Field Say They Constantly Have to Handle **More Administrative Tasks**

75% of women say they (or other women they work with) are consistently asked to handle more admin tasks compared to their male colleagues.

43% say they've been asked to reserve meeting rooms.

38% say they've been asked to take meeting notes.

40% say they were asked to prepare meeting materials and equipment.

44% say they were asked to send meeting invites.

23% got coffee

38% prepared refreshments

22% say tasks are equal

35% ordered lunch/meals

29% set up the meeting room

https://bigblue.academy/en/statistics-for-women-in-tech

Statistic #4: Women Hold **8.2%** of CEOs in S&P 500 Companies

S&P 500

32%

8.2%

CEOs | Board Directors

Chief executives* — 29.2%

Management occupations — 40.5%

Total workforce — 46.8%

Women in the United States Workforce
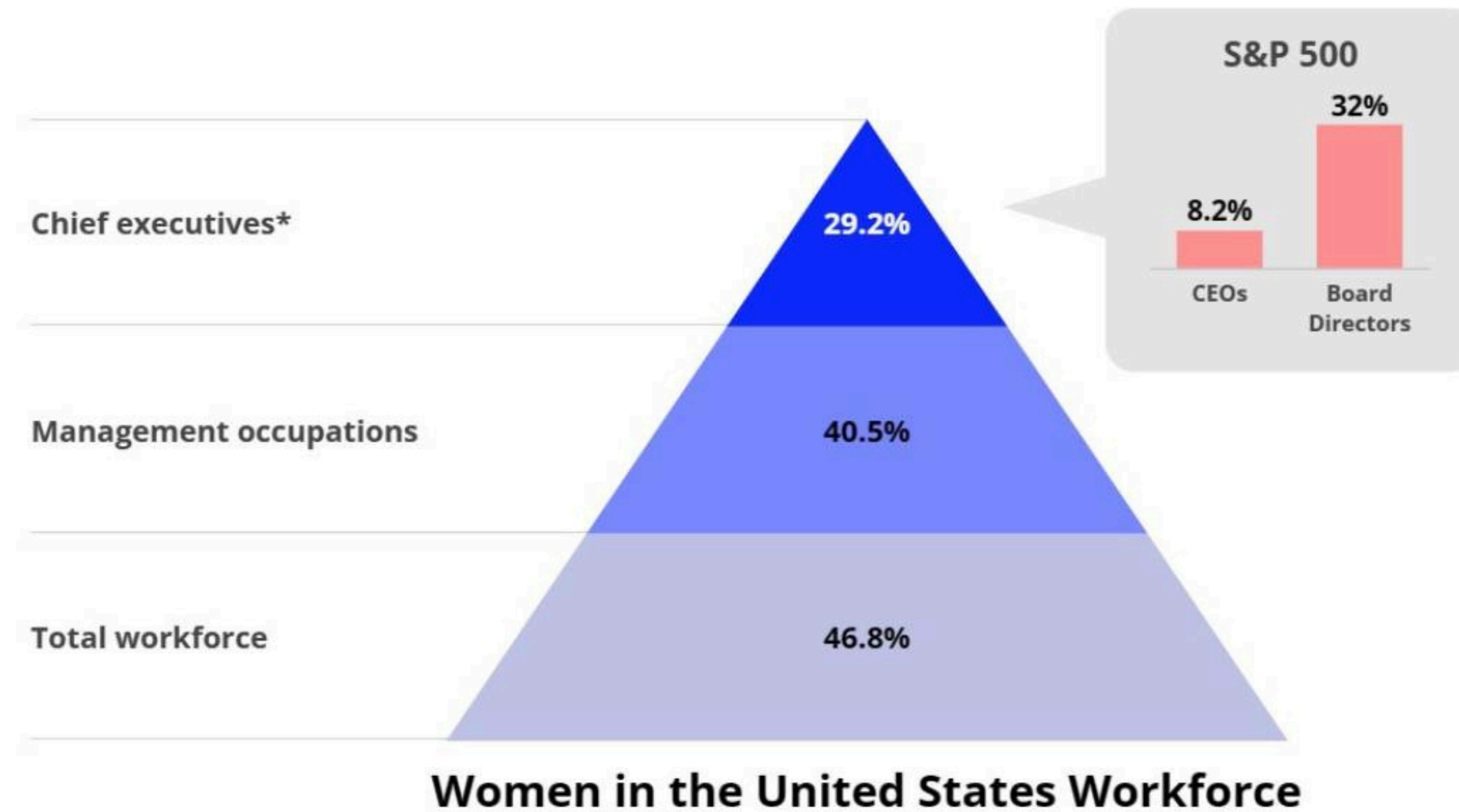
Statistic #5: Women in Tech in Indonesia
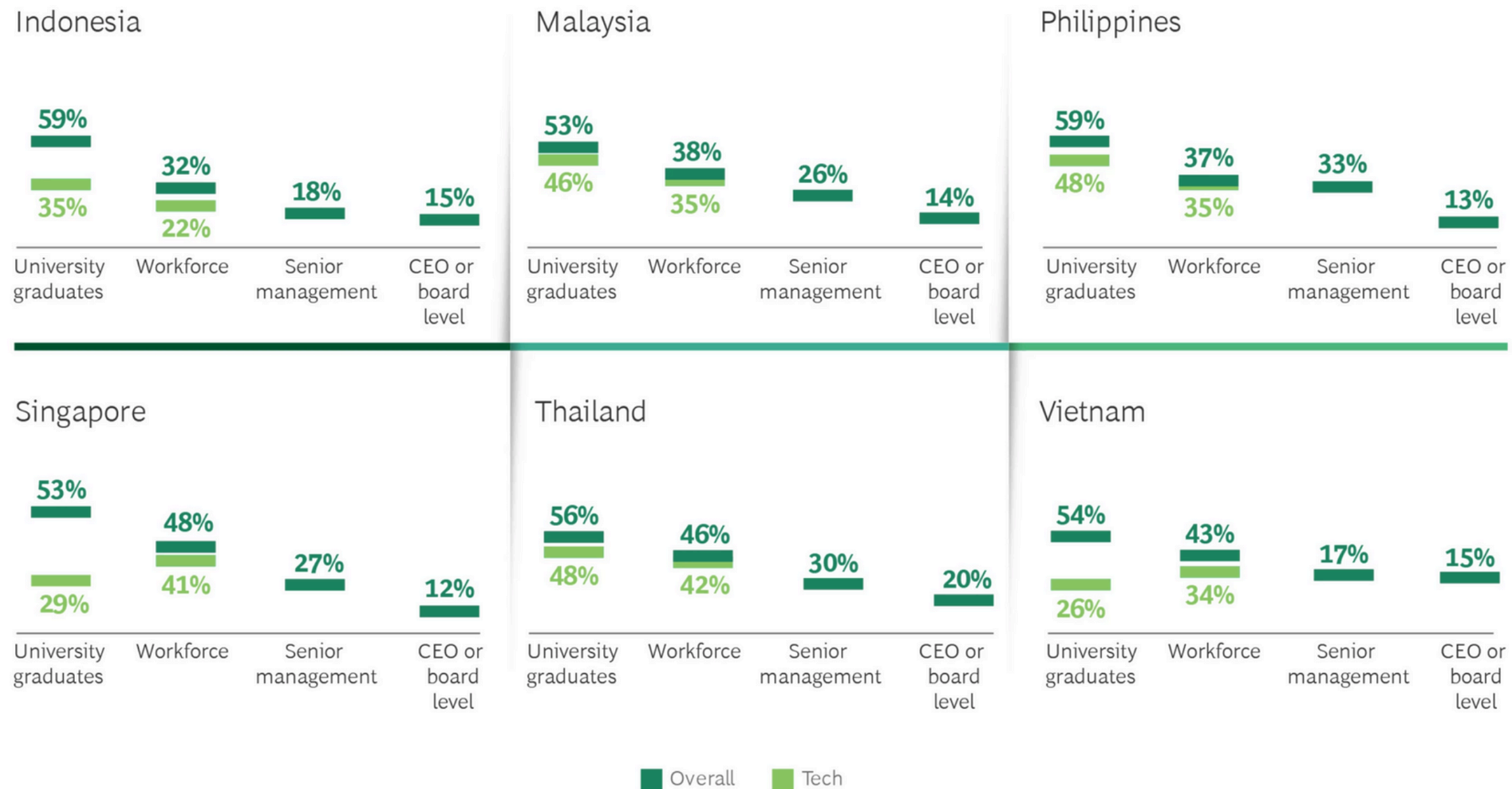
less than 3 out of 10

According to a 2020 report by McKinsey&Company, women make up only **27 percent** of the workforce in the tech industry in Indonesia.

This is significantly lower than the average for all industries in the country, where women make up 40 percent of the workforce.

Jumlah pekerja perempuan 38,98% dari total pekerja yang ada di Indonesia. (BPS, 2022)

Statistic #6: Indonesia has the lowest share of women at technology companies (22%)

Indonesia

- University graduates: 59% / 35%
- Workforce: 32% / 22%
- Senior management: 18%
- CEO or board level: 15%

Malaysia

- University graduates: 53% / 46%
- Workforce: 38% / 35%
- Senior management: 26%
- CEO or board level: 14%

Philippines

- University graduates: 59% / 48%
- Workforce: 37% / 35%
- Senior management: 33%
- CEO or board level: 13%

Singapore

- University graduates: 53% / 29%
- Workforce: 48% / 41%
- Senior management: 27%
- CEO or board level: 12%

Thailand

- University graduates: 56% / 48%
- Workforce: 46% / 42%
- Senior management: 30%
- CEO or board level: 20%

Vietnam

- University graduates: 54% / 26%
- Workforce: 43% / 34%
- Senior management: 17%
- CEO or board level: 15%

Overall Tech

https://www.bcg.com/publications/2020/boosting-women-in-southeast-asia-tech-sector

WHY INVOLVING WOMEN IN TECH

Diversity **Avoiding Bias** **Inclusion**

1. Diverse Minds Drive Better Innovation
2. Tech Shapes the Future And Women Must Help Shape It
3. Correcting Bias in Technology
4. Role Models Break Barriers
5. Economic Empowerment & Inclusion
6. Tech Needs Soft + Hard Skills

WOMEN LEADERSHIP
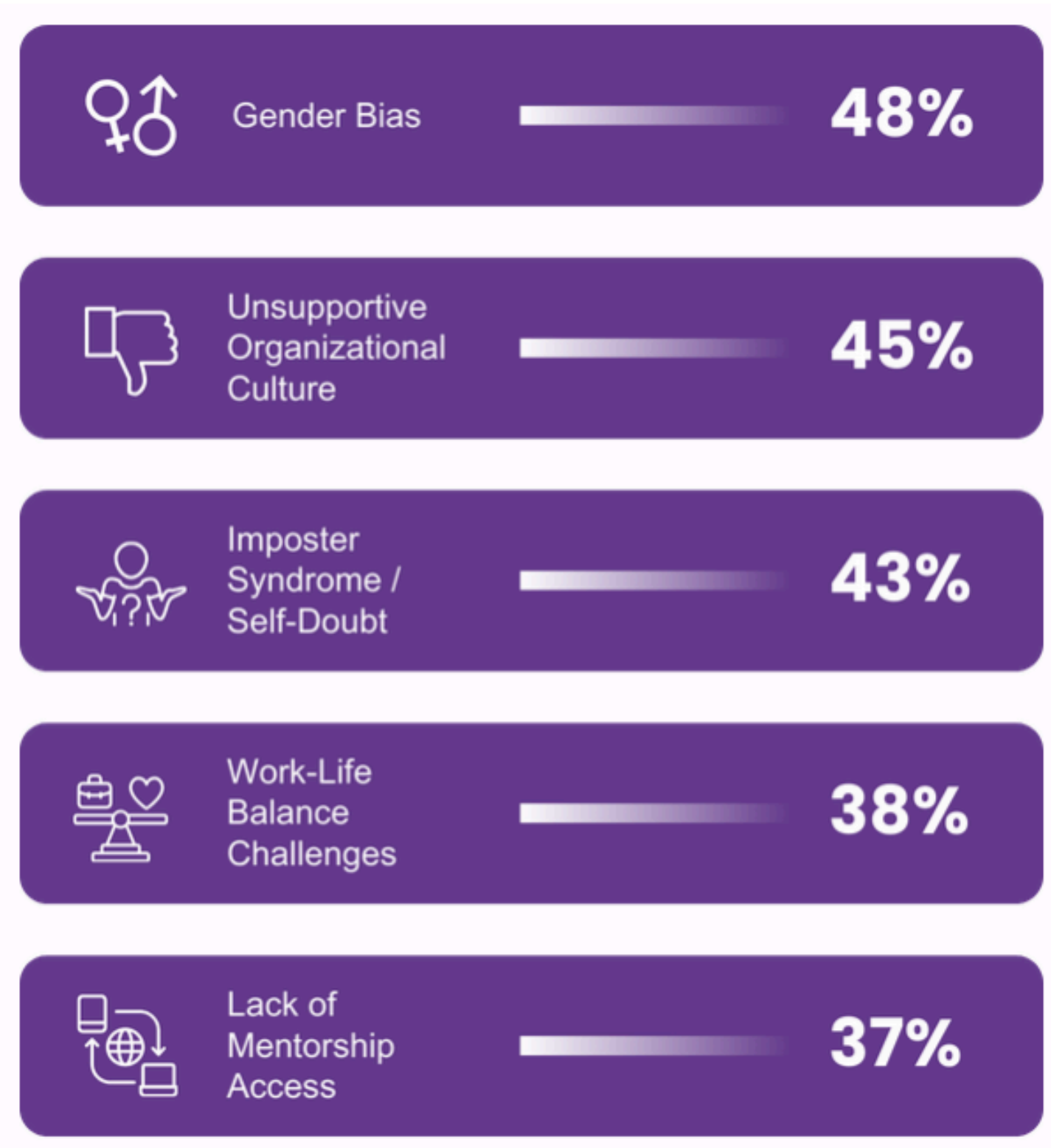
Creative **Playing to win** **Connection**

1. Women score significantly higher on all five **Creative Dimensions:** Women leaders score significantly higher in their capability to "connect and relate to others," as well as in the Authenticity and Systems Awareness competencies.

2. Female leaders more often lead from a '**playing to win**' orientation—focusing on their natural curiosities about what matters most to the future they are creating and partnering with others to move toward that vision. Male leaders can and do also lead from this orientation, but they are just as likely to lead from a 'play not to lose' orientation.

3. Female leaders show up in a noticeably different way than male leaders in terms of building **caring connections,** mentoring and developing others, and exhibiting concern for the community.

https://www.forbes.com/sites/kevinkruse/2023/03/31/new-research-women-more-effective-than-men-in-all-leadership-measures/

COMMON BARRIERS

BARRIERS TO LEADERSHIP REPORT 2025

Barrier	Percentage
Gender Bias	48%
Unsupportive Organizational Culture	45%
Imposter Syndrome / Self-Doubt	43%
Work-Life Balance Challenges	38%
Lack of Mentorship Access	37%

Respondents:

4274 women in tech

Regions Represented:

North America: 68.4%
Europe: 20.3%
Other Regions
(Asia, Australia, Africa, South America): 11.3%

Roles Represented:

C-suite Executives: 15.3%
Directors and Managers: 48.5%
Junior/Mid-level Individual Contributors: 36.2%

https://www.womentech.net/women-in-tech-barriers-leadership-report-2025

RECOMMENDATION FOR INDIVIDUALS

Lack of awareness or contact with the tech industry

1. Explore alternative entry routes to tech
Joining coding bootcamp, graduate programs, digital leadership academy

2. Self-learning and building knowledge
3. Build a network

Lack of women role models

1. As a woman in tech, **be seen**
Through community engagement and knowledge-sharing, women in tech can contribute to breaking down barriers, fostering inclusivity, and building a stronger support network within the industry.

2. Seek or become a mentor
This provides access to a source of valuable guidance, empathy and support which helps navigate the challenges and opportunities of the industry from a different, more seasoned perspective.

Hiring process & Confidence

1. "Don't ask, don't get"
   Don't hesitate to ask for any accommodations
   you require to ensure a supportive interview
   process.
2. Know your strengths and values
3. Champion women and build a praise culture
4. Surround yourself with allies
5. Social media sharing
6. Build self-belief through tools, programmes and
communities
7. Create a positive feedback bank

DISCRIMINATION

1. Build awareness amongst male allies
2. Speak out

When women speak up, they not only advocate for themselves but also inspire others to do the same, shaping a future where diversity and inclusivity thrive in the tech sector.

WOMEN IN TECH COMMUNITY

SHECODES SOCIETY DIGITAL LEADERSHIP ACADEMY

UNDERGRADUATE & EARLY CAREER

4 full day onsite meetings programs
1 group project on inclusivity in tech
industry coaches on 4 weeks project
leadership mentoring with prominent figure

HIGHSCHOOL

Training for Trainers for teachers
1 full day onsite meetings programs
1 group project on inclusivity in tech
industry coaches for the final project

https://www.instagram.com/shecodes.binus/

CURRICULUM

Artificial Intelligence

Data Visualization

CV Clinics

Cloud Computing

Public Speaking

Story Telling

Leadership & Personal grooming

BRITISH COUNCIL

Ramadan Ka

https://www.instagram.com/shecodes.binus/

Takeaways

when women in tech are empowered, they don't just fill positions — they build influential paths that drive innovation, mentor others, and transform the industry for the better.

Thank you

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SOCIETY