



## Expected impact

- Industry will have the options to choose appropriate female candidates having specialized IT skills.
- Sensitization of employers in terms of women friendly environment.
- Women will be able to work independently and live a productive and respectable life in the society.
- Improve economy of country by working in latest tools, techniques and processes.
- Women will be able to teach and facilitate their children and siblings in more effective way.



## COMSATS INSTITUTE OF INFORMATION TECHNOLOGY ABBOTTABAD

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## SUPPORTING FEMALE GRADUATES ACCESS INTO INFORMATION TECHNOLOGY (IT) SECTORS THROUGH INTERNSHIP PROGRAMS

*Make yourself stand out through  
extensive trainings in IT Technology*

## Background and Motivation

To conform with the Government of Pakistan's gender policies (National Plan of Action for Women, National Policy for Empowerment and Development of Women, and Gender Reform Action Plans) COMSATS IIT Abbottabad is partner with USAID and Aurat Foundation (AF) in the project "Supporting female graduates access into Information Technology (IT) sectors through internship programs"

- Although the Information Technology sector offers huge employment potential for women yet has traditionally remained an untapped sector.
- There is an opportunity to link up the fresh IT graduates to the market in terms of internships/jobs available in the IT Sector

## Objectives

- The main objective of this project is to provide women with opportunity to excel in the field of Information Technology to impart their services in industry where they are given a healthy, working environment and protection through implementation of Laws on women protection.
- Make women able to contribute in improving Pakistan's economy by increasing their earnings when provided with equal opportunities
- Increase knowledge and understanding in terms of, sexual harassment at work places, gender sensitization and laws on women protection

## Role of Academic Institutions

- Provides list of Female IT graduates recently passed out
- Encourage them to avail IT trainings and get paid internships
- Help in inducting trained females into industry



## Role of COMSATS Institute of Information Technology

Being a leading institute in IT of Pakistan, will provide high standard trainings on the most needed IT technologies to fresh IT graduates.



## Role of Employer/ IT Industry

- Create opportunities both for internship and long term employment for Female IT Graduates
- Provide incentives to encourage female IT graduates to join industry
- Provide Female Friendly Environment to their female staff
- Participate in workshops specially organized for IT company officials on Sexual Harassment Act, labor laws and women friendly spaces.

## The Beneficiaries

- Direct beneficiary from this project will be 120 trained females on employable IT skills.
- The indirect beneficiaries will be the families of the graduate women who will be employed thus contributing economically in the well being of the household.
- By women rights awareness at workplace other women working in those places will be benefited from the interventions of this project.