

A photograph of three women of diverse backgrounds. In the foreground, a woman with short blonde hair and glasses is resting her chin on her hand, looking thoughtfully at the camera. Behind her, two other women are smiling. The woman on the left has long, curly brown hair and is wearing a dark red top. The woman on the right has dark hair and is wearing a dark brown top. The background is a plain, light-colored wall.

Women and IBM—  
advancing the world

IBM



# What can you expect from a career at IBM?

## Progressive thinking

We are among the leaders in the field of technology and in our commitment to women. At IBM, we move forward and succeed, choose our balance of work and life, and find support internationally. Consider a career at IBM—recognized for advancing more than technology.

## Ahead of our time

Founder T.J. Watson recruited women for top positions and promised equal pay for the same kind of work—three decades before the Equal Pay Act mandated other companies to do the same. That was back in 1934, when IBM manufactured tabulating machines and time-signaling devices.

IBM appointed its first woman vice president in 1943 and began a three-month leave-of-absence program in 1956—30 years before the Family and Medical Leave Act. Today, as we develop some of the world's most advanced information technology, we continue to take the initiative in women's advancement. Our leave-of-absence program is now one of the most generous in the industry at three years and includes the option to phase part-time back into the workplace. IBM reports each year on global workforce diversity, addressing women's needs as we aspire to be the premier global employer of women.

**ibm.com**/employment/us/diverse/home.html



## Life balance works for us

You have a life outside work, and IBM encourages that balance. Our Work/Life Program—a model in the industry—aims to retain key talents like yours by offering flexible work schedules, options to work from home, three-year leave of absence, elder- and child-care services, and more ... including counseling services and ongoing seminars on workplace issues such as stress.

Work/Life has grown steadily over the past 20 years and so has our percentage of women in senior positions—many of them working mothers. While benefiting all employees, Work/Life focuses on women, who tend to have more dependent-care responsibilities than men. The program made history in the 1980s when it became the first in the U.S. to implement national resource and referral services that help employees with child and elder care. It also funds dependent-care programs in communities where our employees live and work. So far, IBM has invested \$103 million in dependent care, and the national infrastructure we developed now serves 4.3 million employees of 270 employers. From flex options to adoption assistance, Work/Life continues to grow. Supporting its success and innovation, IBM expanded a \$50 million Global Work/Life Fund for 2001 to 2005 to include the international employee population.



## Connecting women globally

Women find support and influence one another's lives at IBM. The company provides a number of ways for women to network—from conferences at the global, national and regional levels to Web sites and regional councils.

Global Women's Leadership Committee oversees IBM programs dedicated to the advancement of women employees. Women in Technology Steering Committee supports women employees in technical fields, recruits women for technical positions, and encourages young women and girls to pursue careers in science and technology. Multicultural Women's Task Force offers improvements in our work environment and support system, and has developed a Multicultural Women's Symposium. *La Red Familiar* fosters a network environment for senior Latina employees across multiple disciplines and IBM sites throughout the United States. Mentoring allows less-experienced employees to work with senior employees to achieve objectives for skills growth. Diversity councils and volunteer network groups advise administrators and support employees as they address diversity issues.

## Our customers see themselves in us

As a leading employer of women, IBM relates directly to one of the fastest-growing business segments in the marketplace—women business owners.

Nearly 9 million women-owned businesses in the United States employ a quarter of the workforce and generate more than \$3 trillion a year. IBM reaches out to this market through tailored communications and market strategies in selected countries around the world. Working with women's business associations and Web portals, IBM offers technology and Internet solutions, conducts research on the needs of women business owners, and sponsors strategic conferences and events.

**ibm.com**/smallbusiness/women



## Advancing education

Many women volunteer in the company's effort to overcome the *digital divide*—a social and economic barrier that keeps people from competing in the world economy simply because they have not gained exposure to the tools of modern technologies.

IBM supports education through a wide range of corporate initiatives and grants that promote technology as a powerful tool in overcoming the digital divide. These range from solutions and expertise for public schools through the Reinventing Education program and preschools through the KidSmart Early Learning Program, to technology training for welfare recipients through The Solutions Network.

**ibm.com**/ibm/ibmgives

## The company you've been looking for is IBM

At IBM, we know talent is our future and our future is you. We seek out the best and brightest to continue our lead in the e-business revolution. If you're looking for challenging career opportunities and a place that understands you have a life away from your laptop, we invite you to explore the possibilities.

**ibm.com** and click **Jobs at IBM**



## Check our references

We can tell you about our résumé, but take it from some of the organizations that have recognized IBM for its programs and policies concerning women:

- National, non-profit Catalyst named IBM a winner of the Catalyst Award for its Global Women Leaders Task Force: Creating the Climate to Win program, which targets women and minorities internationally for leadership development.
- National, non-profit Women in Engineering Programs & Advocates Network presented its Breakthrough Award to IBM for innovative and groundbreaking policies and initiatives to advance the careers of women engineers.
- *Working Mother* magazine has continually cited IBM as one of the Top 10 and Top 100 companies for working mothers, and the magazine has recognized IBM Chairman and CEO Lou Gerstner as Family Champion.
- *LATINA Style Magazine* has repeatedly named IBM one of the top 50 companies providing the best professional opportunities for Latinas to work in the United States.
- *Working Woman* magazine has repeatedly named IBM one of the Top 25 public companies for executive women.
- The National Council of Women of the United States awarded IBM the Corporate Advancement of Women Award for its family-friendly workplace practices.
- IBM was one of three companies featured as America's businesses "Doing It Right" in a satellite broadcast of *Women in the Millennium*, hosted by author and public speaker Tom Peters.
- In a survey by the National Foundation for Women Business Owners, IBM ranked first among companies supporting the economic well-being of women business owners.



© Copyright IBM Corporation 2001

Printed in the United States of America

2-01

All Rights Reserved

IBM is committed to creating a diverse environment and proud to be an equal opportunity employer.

References in this publication to IBM products or services do not imply that IBM intends to make them available in all countries in which IBM operates.

IBM and the IBM logo are trademarks of International Business Machines Corporation in the United States and/or other countries.

Other company, product and service names may be trademarks or service marks of other companies.



Printed on recycled paper

DIDA255

**To learn more about career opportunities available at IBM, visit [ibm.com](http://ibm.com) and click **Jobs at IBM****