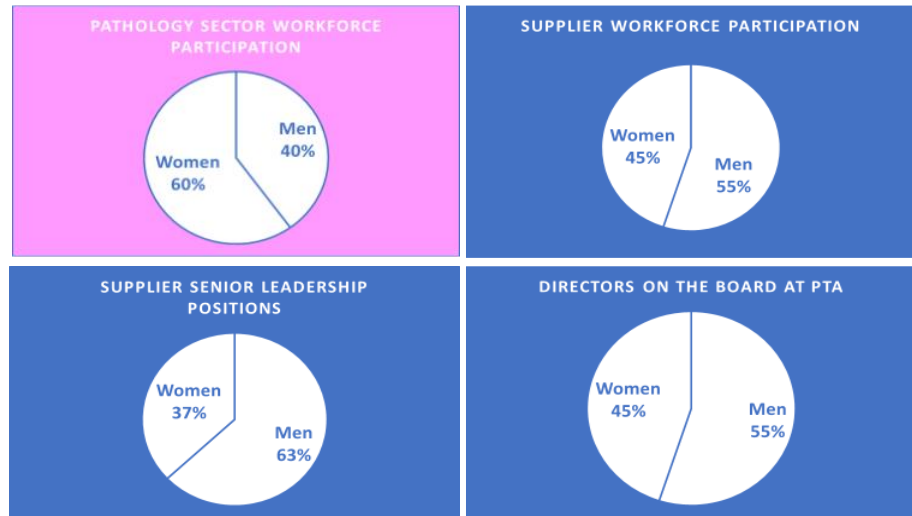


Pathology Technology Australia – Celebrating International Women’s Day 2022



Women make up over 60% of the pathology sector workforce. This is somewhat true for the manufacturers and suppliers, where the participation rate is closer to 45%. Of Pathology Technology Australia’s member companies, women make up 36% of the leadership positions. This proportion is much lower across this sector.

On the other hand, women make up 44% of the PTA Board Directors positions, contributing strongly to strategic and fiduciary oversight.

Why is there such an imbalance of women in leadership positions compared to the sector workforce participation?

Here is what some of our women leaders say about women in leadership roles:

Sandrine Richard, General Manager of Diagnostica Stago ANZ

“Stago is proud to support women in science and leadership positions. Being the perfect example of both, I really hope that in the future we won’t have ‘female leaders’ anymore, but just leaders.”

Susan Harland-Smith, Director of Sales and Marketing and ESL Biosciences

“Any woman with personal drive and self-belief can make it into a senior position. The focus of effort should be: What can I do to get what I want despite biases? Too often energy is placed in railing against inequalities. See it for what it is, laugh and move around the obstacle never letting go of your personal values and belief system.

Never let another’s personal opinion of you deter you in the path. In fact, feed off it!”

Sally Hickman, General Manager Werfen Australia and Director of PTA

“We need to continue to challenge our way of thinking at the leadership level, as leaders we must proactively seek as many ideas and opinions as possible. An effective leadership team must include a broad and diverse spectrum of experience that allows for non-uniform and critical thinking in order to push boundaries and embrace innovative solutions.”

Jenny Carson, General Manager Siemens Healthineers Diagnostics Division ANZ and Director of PTA

“Encouraging more women to take on senior roles within all industries, including the pathology technology industry, depends on:

- *Organisations providing women more flexible work conditions during the time in their career that they have carer responsibilities as a parent.*
- *Increasing the proportion of men that become the primary parent carer to 50%. This way we break the bias, and it becomes societally accepted that half of the time it will be the men that put their careers on hold rather than the 70 – 80 % of the time women put their careers on hold.*
- *Women accepting, supporting and encouraging their male partners to take on the primary carer role for the sole purpose of advancing their own career.”*

Allison Rossiter, Managing Director Roche Diagnostics Australia

“Be courageously authentic in everything you do. By being your true self and showing your vulnerability you will make all the difference.”

Antoniette Violo, Managing Director Perkin Elmer Australia and Director of PTA

“I am proud to be the first female Director for PerkinElmer Australia. One of my proudest achievements is to have been asked to be part of the DE&I board for PerkinElmer representing the Asia Pacific region. This platform gives me a voice to be able to make changes not only for women, but for many voices that have not been heard in the workplace before. “

Karen MacLeod, Director and Country Manager MP Bio

“I am proud of the gender balance in the Pathology Technology sector compared with other industries. We have outstanding women at the highest levels of laboratory management and business both in Australia and overseas. The opportunities for navigating career development along with raising a family have continued to improve since my first parental leave 29 years ago.”