

**WOMEN
→ GIRLS
IN TECH** Let's
tech it
together

10 items to understand the gender gap in technology



#WoGiTech

@cibi1314

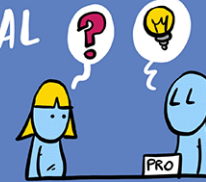
10 FINDINGS to UNDERSTAND the GENDER GAP in Tech

*STEM: Science, Technology, Engineering, Mathematics

43% of ♀ STEM* students have been DISCOURAGED from following their CHOICE by their ENTOURAGE (vs 28% of ♂ students)



82% of GIRLS RELY on PROFESSIONAL in the FIELD to KNOW MORE about DIGITAL JOBS



After GRADUATION, ONLY **23%** of ♀ STEM students end UP in Tech ROLES (vs 44% of ♂)



Having a WOMAN'S SUPPORT at WORK is INCOMPARABLE



77% of ♀ GAMERS experience GENDER-specific DISCRIMINATION



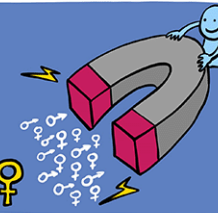
43% of ♀ in Tech has ENABLED them to GAIN more RESPONSIBILITY & GET a RAISE



50% of YOUNG ♀ who go into Tech JOBS LEAVE by AGE 35! (20% in other types of JOBS)



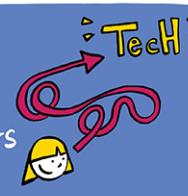
ALL EMPLOYERS & RECRUITERS SHOULD REMOVE GENDER BIAS FROM JOB POSTINGS TO EQUALLY ATTRACT / HIRES & RETAIN ♂ AND ♀



60% in Tech ROLES of WOMEN LACK new SKILLS CAREER



44% of Tech Professional started in NON Tech occupations & SWITCHED roles every 2,7 years



**WOMEN
+ GIRLS
IN TECH**

Barriers



WOMEN + GIRLS IN TECH

43%
of ♀ STEM*
students

have been DISCOURAGED
from following their CHOICE
by their ENTOURAGE
(vs 28% of ♂ students)



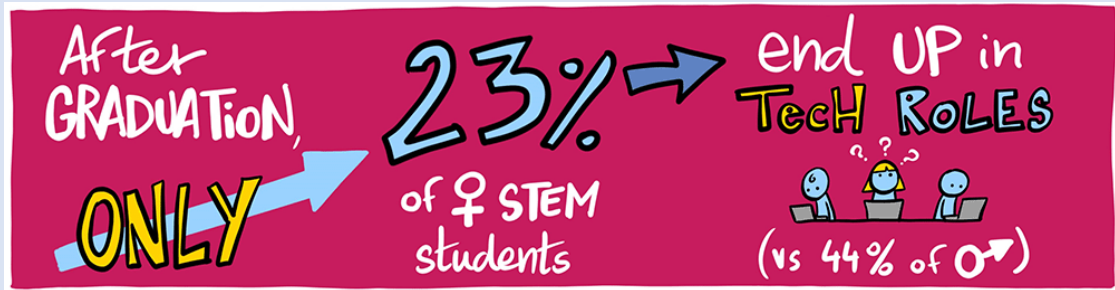
43% of the female STEM students were discouraged by their relatives from following their choice (vs 28% of the male students).

[Gender Scan students 2021 \(in french\)](#)

The Gender Scan™ 2021 survey was conducted online (in 117 countries) from March to August 2021, on a declarative basis among 30,001 male and female respondents worldwide (11 years old and older). In France, 2,691 adolescents and 1,560 students answered the survey.



WOMEN + GIRLS IN TECH



After graduating, only 23% of female STEM students end up holding a technical position (compared to 44% of men) McKinsey 2023.

[McKinsey 2023](#)



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WOMEN + GIRLS IN TECH



Nearly 60% of female gamers prefer to hide their gender to play without fear of receiving an inappropriate remark and 77% of female gamers experience gender discrimination.

[Reach3 Insights et Lenovo 2022](#)

Study conducted by Reach3 Insights and Lenovo, involving over 900 female gamers in the US, Germany and China.



WOMEN + GIRLS IN TECH

50% of YOUNG ♀
who go into
Tech JOBS

LEAVE



by AGE 35!
(20% in other types of JOBS)

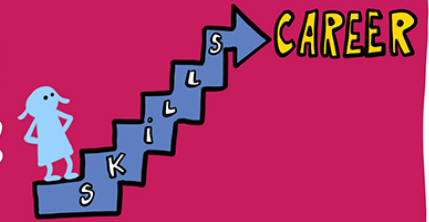
50% of young women who choose technology jobs leave at age 35, compared to 20% for other types of jobs.

[Accenture and Girls Who Code - Reinventing Technology Culture 2020](#)



WOMEN + GIRLS IN TECH

60% in Tech Roles
of women LACK new SKILLS



60% of women in technical positions lack new skills.

[Ensono Study in India, UK, EU, 2022](#)



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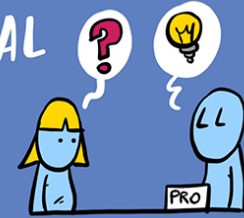
**WOMEN
+ GIRLS
IN TECH**

Levers



WOMEN + GIRLS IN TECH

82% of GIRLS RELY on PROFESSIONAL in the FIELD to KNOW MORE about DIGITAL JOBS



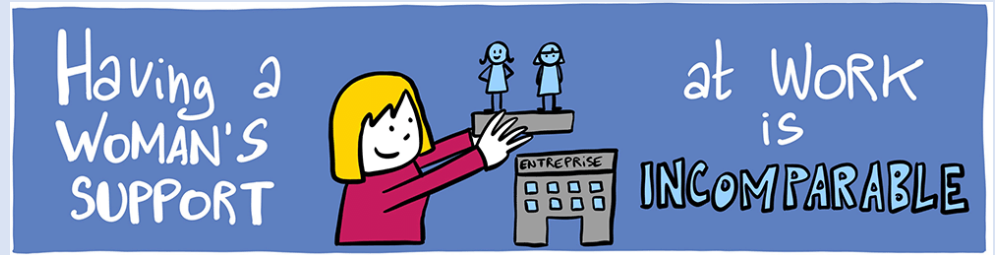
82% of girls rely on a professional to learn more about digital careers.

[Gender Scan study 2022](#)



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WOMEN + GIRLS IN TECH



“Having a female support network at work is incomparable.”

[ZDNet 2022](#)



WOMEN + GIRLS IN TECH

43%
of ♀
in Tech



CONSIDER that
has ENABLED
them to GAIN more
RESPONSABILITY
& GET a RAISE



43% of women in tech consider that certification training gave them the opportunity to obtain more responsibilities and 29% to obtain a raise.

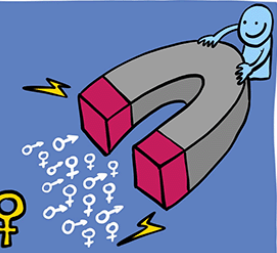
[Skillsoft France 2021](#) (in french)



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WOMEN + GIRLS IN TECH

ALL EMPLOYERS & RECRUITERS
SHOULD REMOVE **GENDER BIAS**
FROM JOB POSTINGS TO EQUALLY
ATTRACT / HIRE & RETAIN **♂ AND ♀**



All employers and recruiters must remove gender bias from job offers in order to attract, hire and retain men and women equally.

[Gender Equality Pact French Tech 2022 \(in french\)](#)



WOMEN → GIRLS IN TECH

44% of Tech Professional started in NON Tech occupations & SWITCHED roles every 2,7 years



44% of tech professionals started with non-technological professions and changed assignments every 2.7 years.

[Overcoming the fear factor in recruiting technology talent - McKinsey Study 2022](#)



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Let's
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