

The **GENDER DIVIDE** in Tech-Intensive Industries

No matter the job, STEM industries can make the workplace better for women.

A Leaky Pipeline

while 75%

of MBA grads had a tech background

only 36%

returned to tech-intensive industries in any role after completing their MBA

Women MBAs are less likely than men to enter tech-intensive industries from the start.

Percentage opting for business roles in a tech-intensive industry for their first post-MBA job:



And women are more likely to leave tech-intensive industries.

Percentage of people in business roles who left the industry after their first post-MBA job:



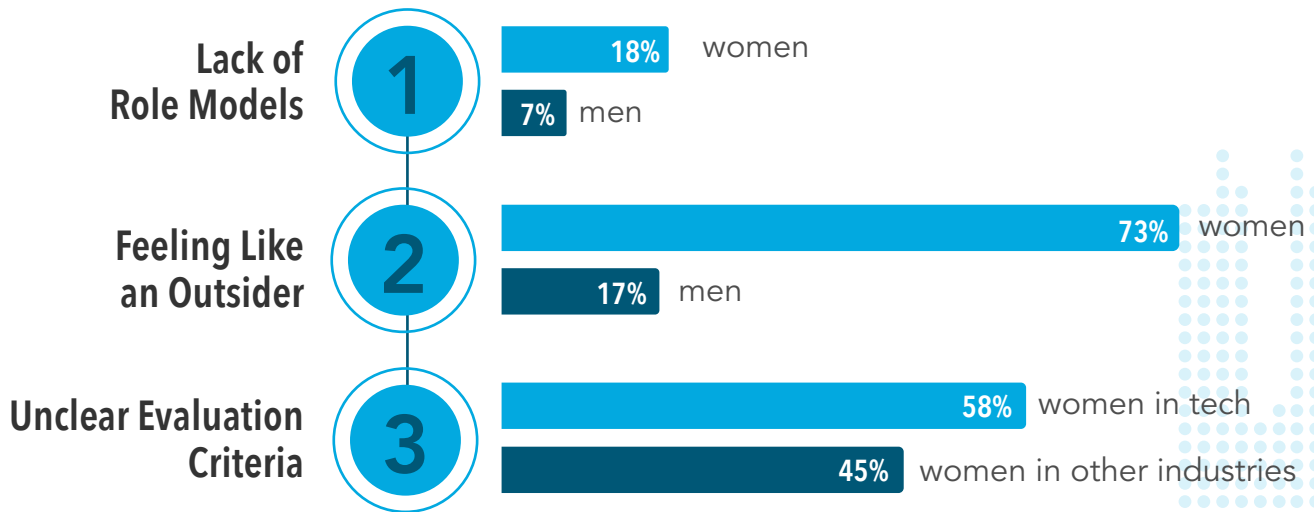
Despite earning the same high-quality education, women in business roles in tech-intensive industries begin their careers at a lower level.

Start in an entry-level position:



The women who stick it out face significant barriers to advancement.

Three Main Barriers



Solutions to Reverse the Talent Drain

Make sure men and women with equivalent credentials start out at equal levels, and are paid equally and at a competitive rate with others in the industry.

Engage and empower senior male executives to sponsor up-and-coming women.

Make performance standards crystal clear.

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SOURCE:

Anna Beninger, *High Potentials in Tech-Intensive Industries: The Gender Divide in Business Roles* (Catalyst, 2014).

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