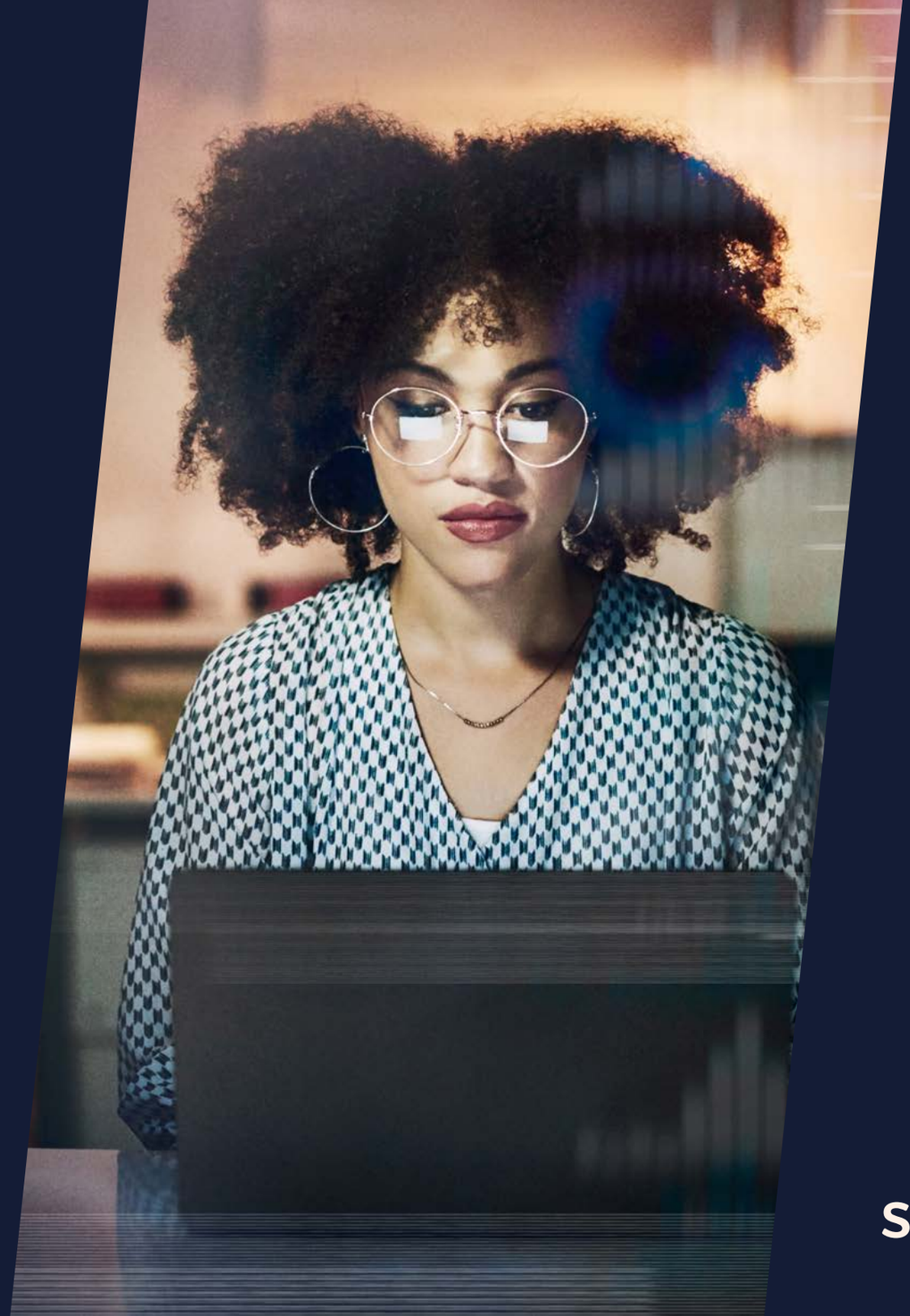
Women In Tech Report

2nd Edition | 2023



skillsoft

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Introduction

It's our pleasure to bring you the Skillsoft Women in Tech Report. This in-depth, global study of women who work in the technology industry is an invaluable resource.

Skillsoft surveyed 1,321 women from countries around the world to take a snapshot of the broader tech industry. With this report, we share the findings of all who took the survey — including all regions, all roles and more — and then, we dive deeper.

Just as we did last year, we take a closer look at the data shared by women who work in technology-focused roles. Learn what (and how) women with careers in software development, business intelligence, and other areas are doing, what's important to them, and what they want from their employers — all from a woman's perspective.

As you read this report, the bottom line — and this goes for any industry — is that organizations want and need to grow. Skilled talent crave growth as well.

Yet women continue to struggle for recognition, reward, and equity. The disparity is particularly evident in technology where, according to *Forbes*, women currently hold only 26.7% of jobs overall, and even less (26.2%) in tech companies with more than 10,000 employees.

Now is the time for change. And, this report offers data, insight, and guidance to help make that change a reality.

Women in tech-focused jobs want to take on more leadership roles. They deserve better opportunities. They need to advocate for themselves, embrace new training opportunities, and look for mentors who can help them move up the ladder.

But it shouldn't be one more responsibility for women. Organizations need to look at the valuable resource they have right in front of them.

They need to do a better job of bringing equality front and center within their ranks. They can — and must — offer women more opportunities for upskilling, reskilling, and leadership coaching so women can rise to their true potential.

When this happens, we collectively create a more gender equitable world. Sound impossible? It's not. We need to open our minds to a world free of bias, stereotypes, and discrimination. A world where women's talents, skills, and intelligence are valued as much as men's — recognized and compensated in the same way.

It's possible. It just takes work from all sides. But, when we put in the effort; when we recognize abilities; when we embrace equity, that's when we see change.

We can create a win-win for all.

For more information on how this study was conducted, see Methodology.

The Value Found In This Report

According to *Forbes* magazine, women currently hold just over a quarter of tech-related jobs in the US, and more than half of women in tech leave the industry by the midpoint of their career. And, any dissatisfaction is for good reason. According to the *World Economic Forum*, only 30% of women are hired into leadership positions.

These data points warrant a pause for concern, particularly after a recent study conducted by *Deloitte* reveals so much missed opportunity. The study found that when employees think their organization is committed to and supportive of diversity, and they feel included, innovation increases business performance by 83%.

Women need to be included and recognized — and valued — in the tech industry. To that end, we launched our Women in Tech study a year ago. This second edition brings to light our latest research on women's roles in tech.

We're presenting new data on:

- Women in the tech field and the jobs they hold
- Responsibilities at work
- Industries that are favorable to women
- Certifications and what they can do for women
- Job satisfaction
- Challenges faced at work
- Valuable advice from women in the field
- The future outlook for women in tech

The Tech Industry

The events of the past three years generated massive disruption and unprecedented challenges. But, they also fostered innovation, updated work models, and new opportunities. Especially for the technology sector as organizations around the globe were forced to accelerate digital transformation.

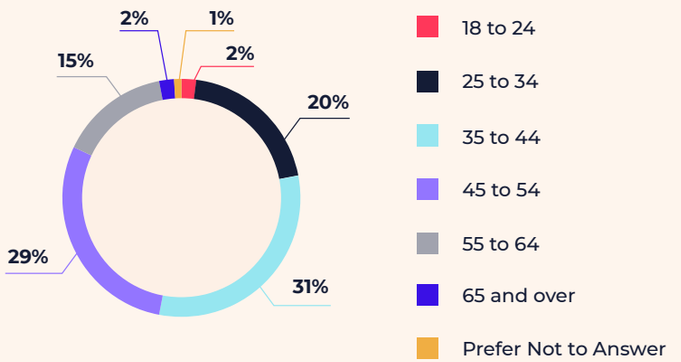
But, the tech industry has grappled with its own problems: skills gaps, talent recruitment, and talent retention. Meanwhile however, women in tech — many of whom possess or are eager to learn in-demand skills — are still struggling to achieve parity with their male counterparts.

What exactly is the state of equality in technology? That's precisely what this report explores.

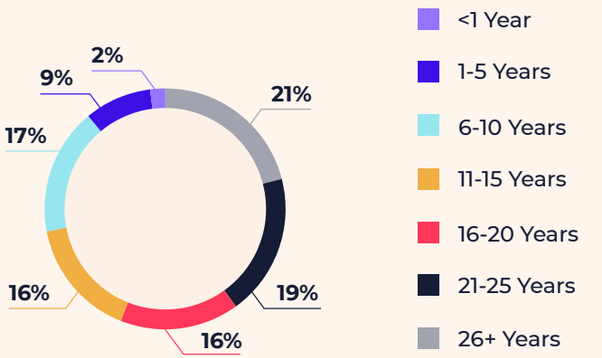
For our second annual *Women in Tech Report*, we've collected invaluable insight from more than 1,300 women globally to take a look at the industry from a wider lens.

Respondents varied in terms of years of experience from less than a year to more than 26, with the greatest percentage (21%) having 26-plus years of experience. Over 92% are full-time, permanent employees; 6% are contract employees; less than 2% work part-time.

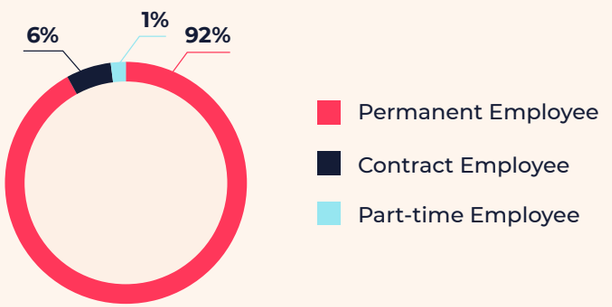
AGE GROUP



YEARS OF EXPERIENCE



EMPLOYMENT STATUS

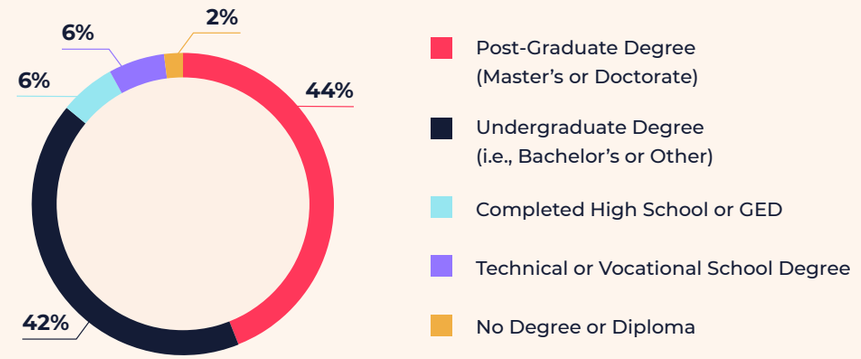


The Tech Industry

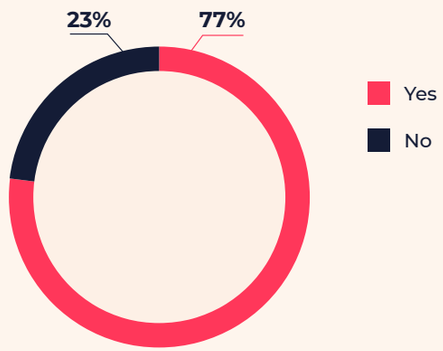
RESPONSIBILITY LEVELS AND EDUCATION

Forty-three percent of the women surveyed hold a mid-level management position; 35% hold a nonmanagement position. Senior-level directors or VPs account for 18% of our respondents, and nearly 5% hold an executive-level position, such as president, partner, or C-level. Forty-five percent hold a post-graduate degree, and 42% have completed an undergraduate degree. And, 77% of the study's participants manage a team or staff.

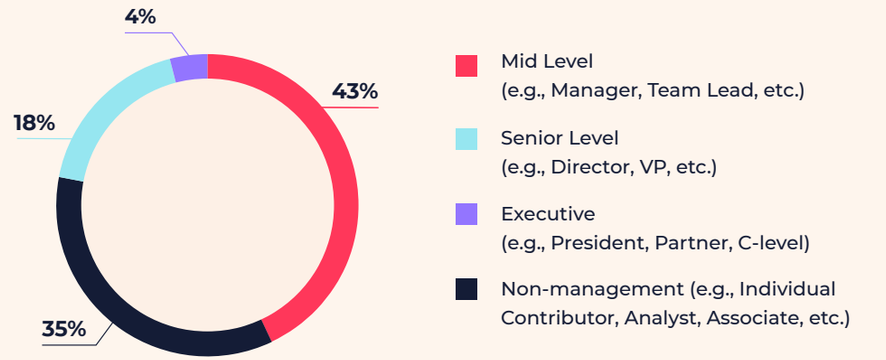
HIGHEST EDUCATION LEVEL ATTAINED



MANAGE A TEAM OR STAFF



LEVEL OF RESPONSIBILITY



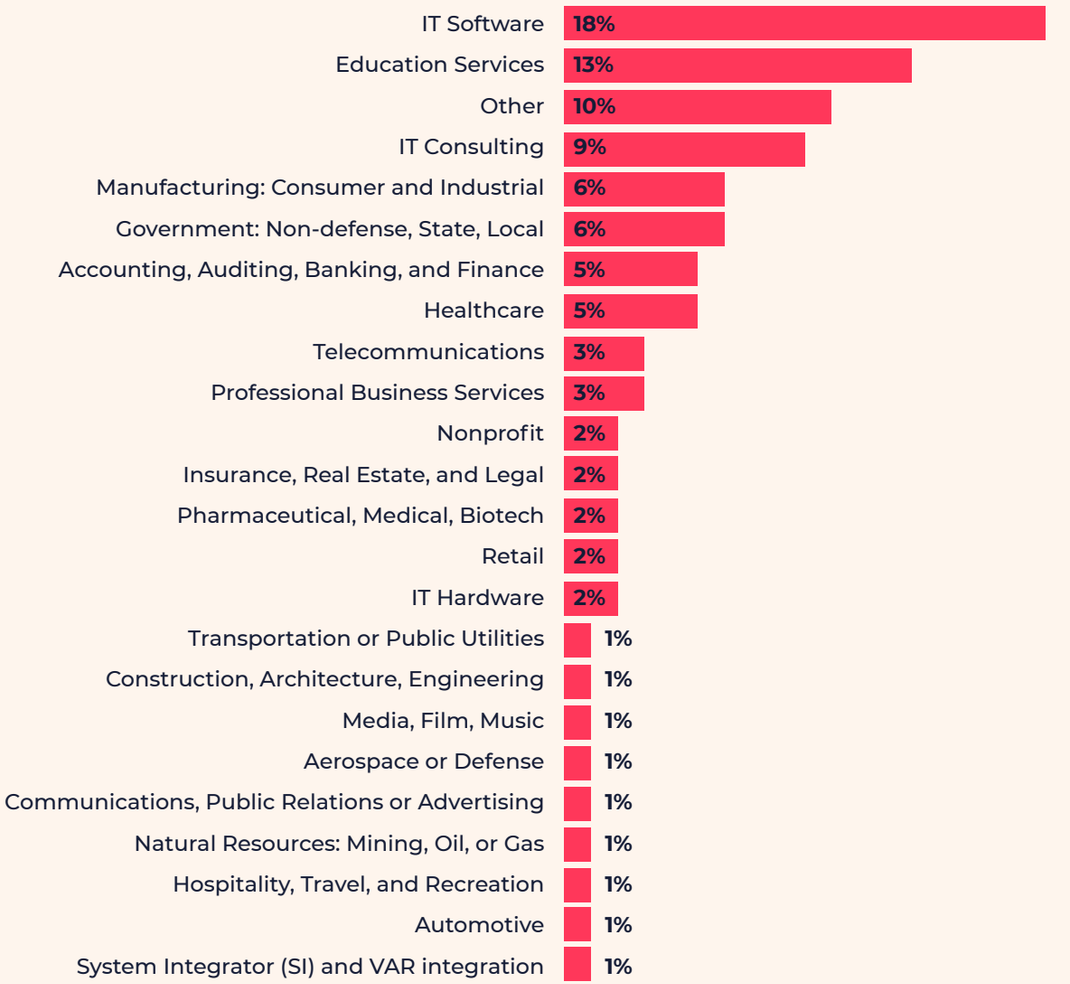
The Tech Industry

INDUSTRY

Globally, the primary industry represented in our study is IT software (18%), followed by North American education services (13%), and IT consulting (9%). In the United States and Canada, government ranked higher than it did elsewhere, coming in third at 9%, after IT software and education services.

For a complete breakdown by country, see the addendum at the end of this report.

WHICH BEST DESCRIBES YOUR COMPANY'S PRIMARY INDUSTRY?



The Tech Industry

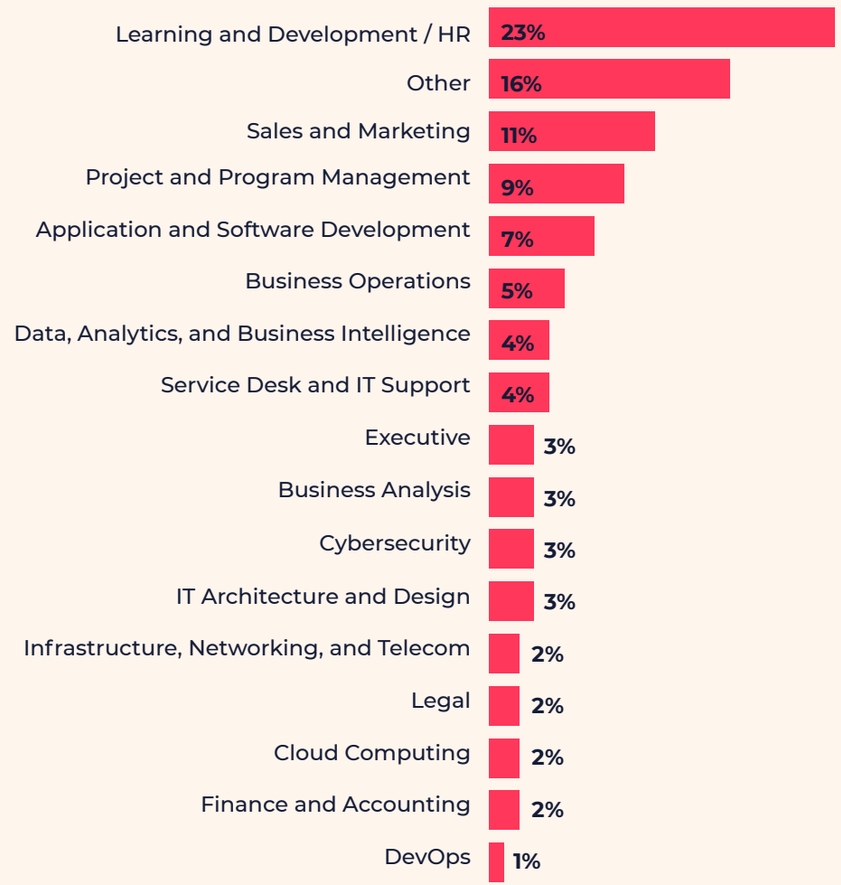
JOB FUNCTION

To gain a fuller understanding of the tech industry as a whole, Skillsoft collected survey responses from women who work in the tech industry, but in roles beyond or outside of traditional tech functions (e.g., IT, software development, engineering, etc.). We still strive to understand women's tech-focused careers (more on that soon), but in expanding the reach of this survey, it provides a more holistic view of how women in the tech world support their organizations, as well as one another.

The women included in the study are responsible for a wide variety of job functions, including learning and development (23%), sales and marketing (11%), project and program management (9%), application and software development (7%), business operations (5%), and more.

Please Note:
This graph depicts the job functions of all 1,321 survey respondents. In the next section of this report, we share the findings of only those women who work in tech-focused roles — like application and software development — to continue tracking the challenges and opportunities of working in these specific functions.

JOB FUNCTION

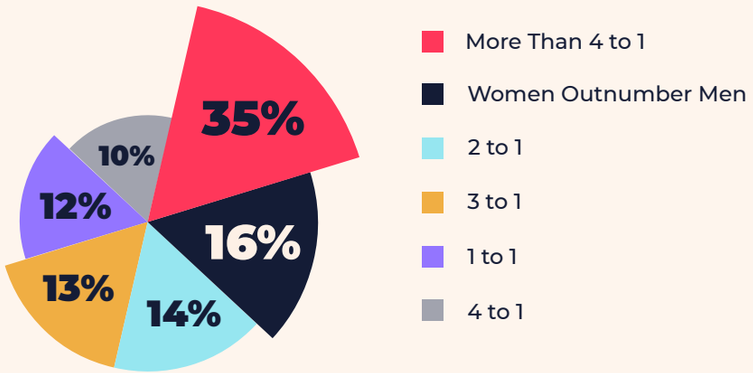


The Tech Industry

GENDER IMBALANCE

Seventy-three percent of the women surveyed reported that men outnumber them at work at ratios of 2-to-1 or greater.

RATIO OF MEN TO WOMEN



Please Note:
Globally, 621 female technologists shared the ratio of men to women in their current department or team. See Methodology to learn about the composition of the survey.

Women In Tech Roles

From here on, the report focuses on the findings of 621 women who work in one of these 12 job functions:

- Application and software development
- Business analysis
- Business operations
- Cloud computing
- Cybersecurity
- Data, analytics and business intelligence
- DevOps
- Executive
- IT architecture and design
- Infrastructure, networking and telecommunications
- Project and program management
- Service desk and IT support

When Skillsoft began researching this topic, we had two goals in mind. The first was to take a snapshot that represents all women employed in tech — whether they work for a technology company in any role or perform a specific tech function. The second was to dig deeper to gain a better understanding of women in technical roles: architects, engineers, specialists, among others. What opportunities are they afforded? What challenges do they face? Are they making progress as they advance in their careers?

This section is about them. The women who see a future for themselves in IT or technology, and continue working toward their goals.

Keep reading to learn more about the challenges women in these roles often face; their satisfaction with the work and benefits; how certification and training have helped their careers, and more.

Primary Findings

This report, our second annual edition, is meant to serve as a blueprint for what is going on in tech and — more importantly — what is possible for the women who work in this field or want to in the future.

Here's an overview of our key findings:

WOMEN IN TECH ARE STILL STUCK UNDER A GLASS CEILING

Forty-two percent of women report a lack of equity in pay and 39% cite a lack of equity in opportunities as challenges they are facing while pursuing a tech-related career. This inequity is frustrating and, in some cases, stifling women. And, when asked what companies can do to encourage them, the majority of women responded with guaranteed equitable pay and an equitable work culture.

It's time for organizations to invest in women and all the leadership potential they represent.

HOWEVER, WOMEN CRAVE OPPORTUNITY

Understandably, women are not happy contributing valuable work but watching others (their male counterparts) pass them by. Fifty-five percent say they want more professional development and training opportunities. Fifty-one percent want more coaching, mentoring, and career advice.

And, the numbers show that women seek more and better opportunity. Leadership and management and project management held the number one and number three spots for the tech-related topics that women are most interested in exploring. Last year they ranked fourth and fifth.

In 2021, 28% of women surveyed had earned certification in project management and 27% in leadership and management. This year, each of those figures increased to 34%. Modest increases, but strides forward, nonetheless.

Primary Findings

THERE IS A GENDER IMBALANCE AT WORK

Women continue to be the minority gender in the tech industry. Thirty-five percent report that men outnumber them at ratios greater than four-to-one within their organizations. This represents a significant increase since last year when only 12% said the same. Whether this is a continued trend stemming from COVID-19 and the "Pink Pandemic," or due to the more recent spate of tech hires followed by tech layoffs, it's concerning. Only 12% of the women we surveyed reported an equal ratio at their workplace.

So how can organizations attract and retain more women? It all comes full circle. Create opportunities and pathways for advancement, foster equity, and pay women what they're worth.

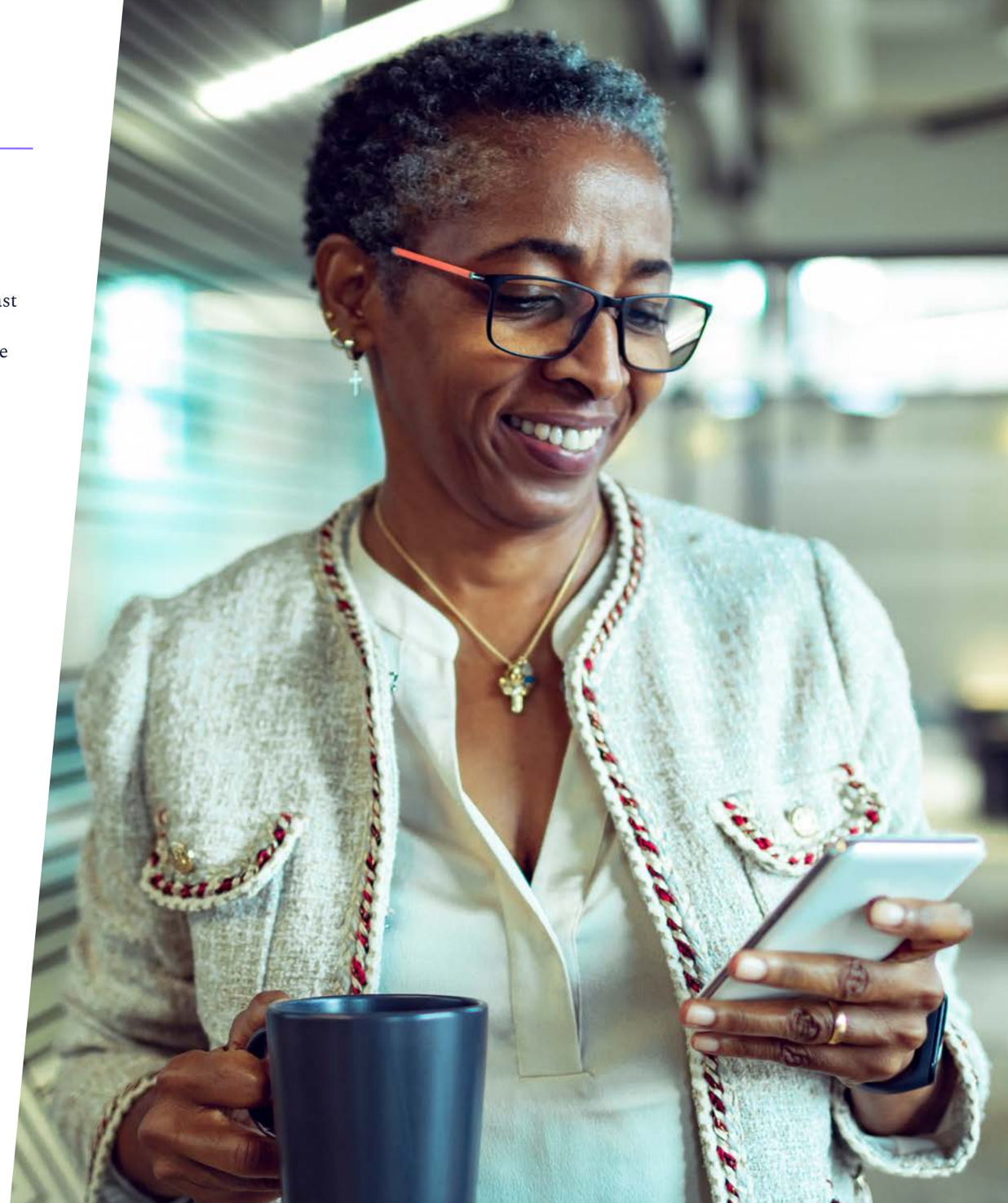
BUT, TECH WORK IS STILL SATISFYING

As reported in our 360 Report *The Many Shades of the Pink Pandemic*, less than half of women responding from across all industries experience job satisfaction. Nearly 60% of women universally have plans to leave their current job within two years, and 21% expect to be gone in less than a year. Work-life balance was the top reason women cited for leaving their current employer.

Now let's look at the tech industry specifically: nearly 80% feel satisfied in their job, but 38% are likely to switch job roles, and 28% are likely to switch employers.

When asked why they would make the switch, the number one answer was compensation, followed by lack of equity in opportunities, and ineffective leadership.

It's time for tech management to provide women with what they want to attract — and keep — qualified individuals who can fill skills gaps.



Primary Findings

SKILLS DEVELOPMENT CAN MAKE A BIG DIFFERENCE

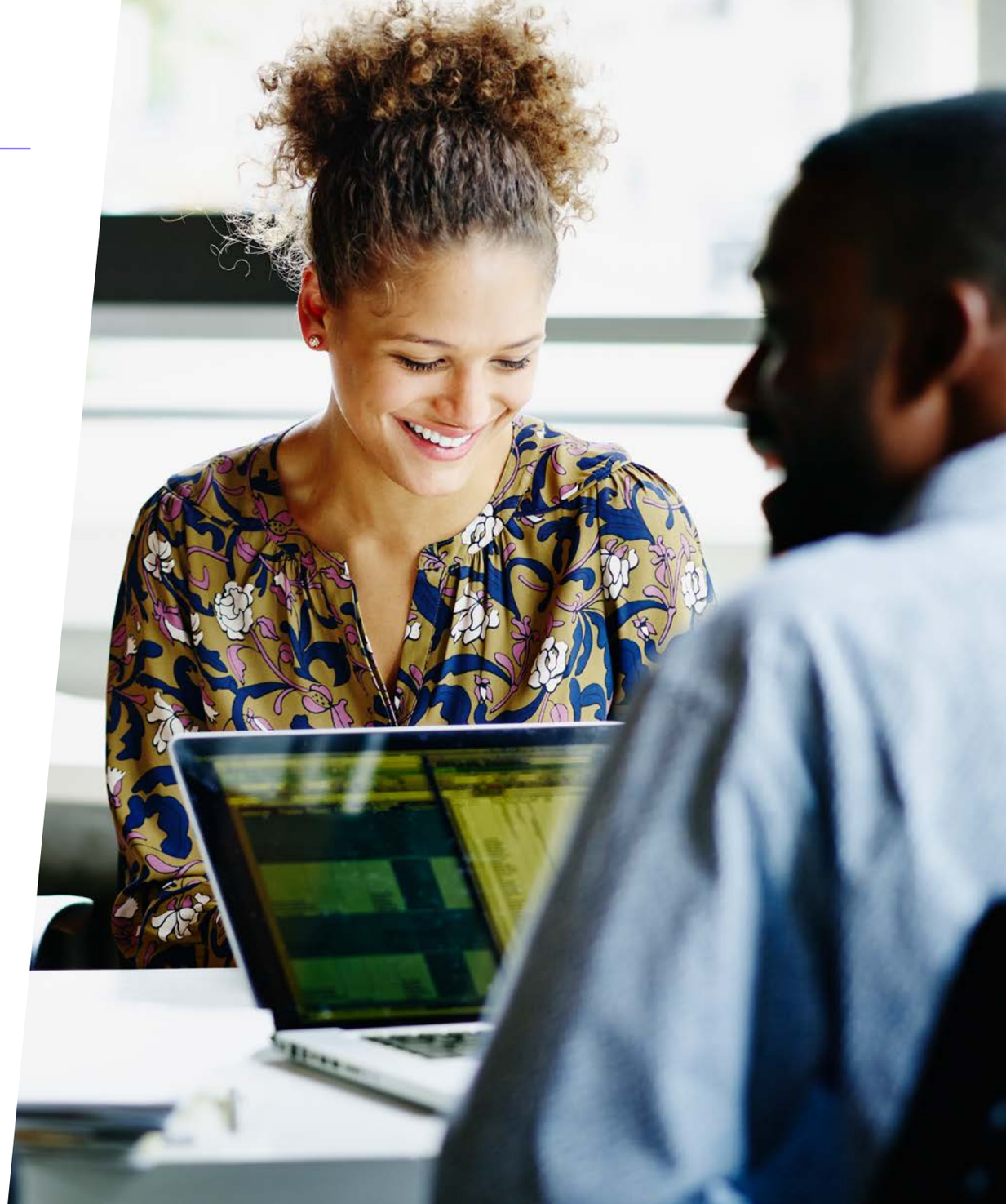
It can't be stressed enough. A commitment to skills building is going to help organizations attract and retain women in tech. Women are clearly taking advantage of learning new skills by earning valuable certifications in leadership and management; project management; Agile and Scrum; ITIL, IT service management; and business analysis. They're also showing interest in learning about analytics, AI, and machine learning, as well as cybersecurity and data science, to name just a few.

Women are using these new skills to take on more responsibility, land new jobs, or earn a promotion. The big question is: *Where are they going to apply these in-demand skills?* Will they stay where they are or take their new certifications to get what they want from a competing organization?

MENTORING AND ADVOCATING ARE KEY TO SUCCESS

Women across the board benefit from strong mentors. And when women benefit, so do organizations. One of our survey respondents summed it up by suggesting that success comes when women, "Reach the right company and the right people in leadership. That lets you boost your confidence and then, the sky's the limit!"

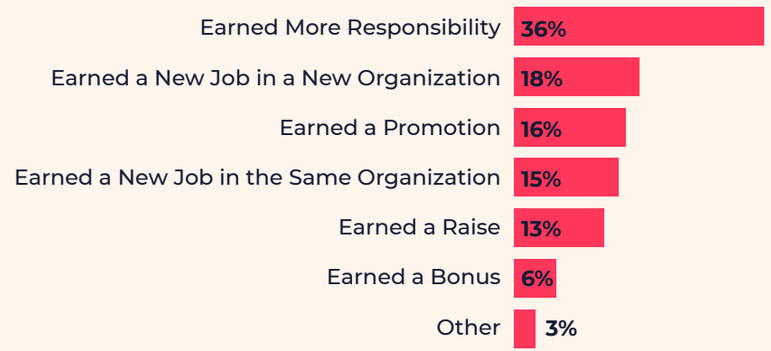
If organizations are not providing the right leaders to mentor and sponsor women rising through the ranks, then it's time for women to help other women. And, that sometimes means advocating for yourself and seeking out opportunities. Women can't be complacent. They need to push forward so that tech no longer has a gender, but is all-inclusive.



Certifications

Certifications are the name of the (tech) game. Women seek them out — and take advantage when they're able — with the overall hopes of strengthening their skills. Leadership is a central focus right now as women seek more responsibility.

HOW HAS BEING CERTIFIED HELPED YOU ADVANCE YOUR TECH-RELATED CAREER?



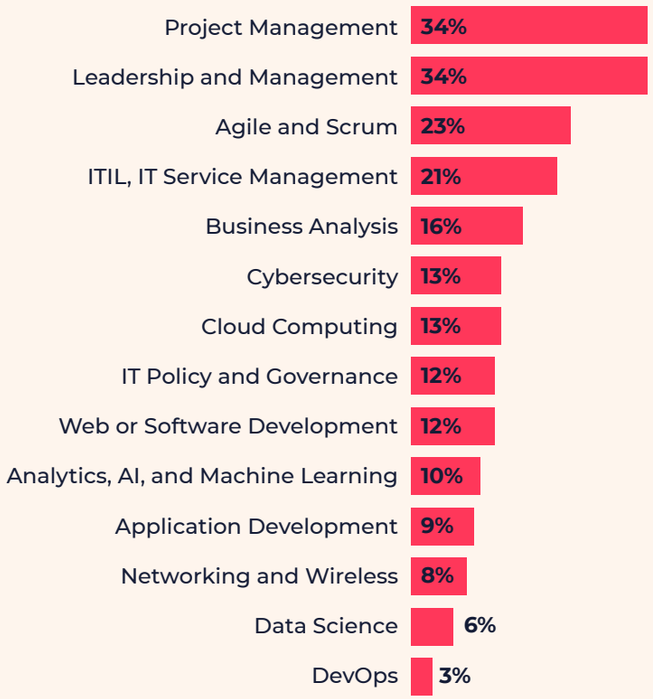
Certifications

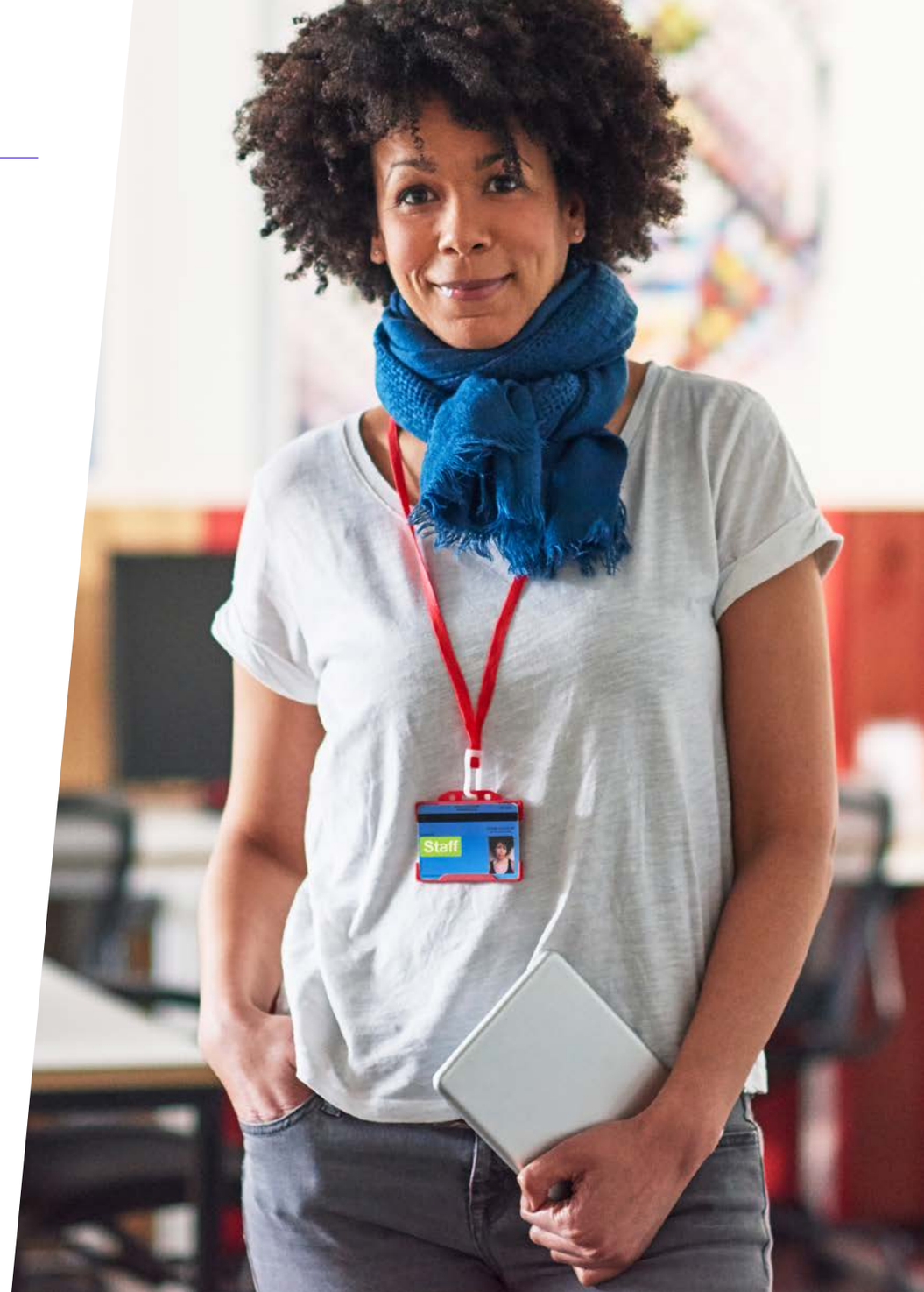
CERTIFICATIONS EARNED

In fact, leadership and project management top the certifications earned by women in our study — and greater numbers are earning these certifications. In 2021, 28% of women earned certification in project management. This year, that percentage jumps to 34%. Similarly, 34% have earned a certification in leadership and management, up from 27% in 2021.

Agile and Scrum also see a big increase, landing in the third most earned certification with 23% of women completing it. Only 9% earned this certification last year.

IN WHICH OF THE FOLLOWING TECH-RELATED TOPICS HAVE YOU EARNED CERTIFICATION? (SELECT ALL THAT APPLY)





Certifications

LEARNING INTERESTS

Interests have evolved slightly from 2021. As mentioned earlier, women are most interested in leadership roles. When asked "Which tech-related topics are you interested in learning about?" 40% of our respondents chose leadership and management. Business analysis which held a top spot in 2021 with 29% of women expressing an interest in learning more, falls to the eighth spot with only 19% claiming an interest in this certification.

TOP TEN TECH-RELATED TOPICS WOMEN ARE INTERESTED IN

1. Leadership and Management
2. Analytics, AI, and Machine Learning
3. Project Management
4. Cybersecurity
5. Data Science
6. Cloud Computing
7. Agile and Scrum
8. Business Analysis
9. IT Policy and Governance, Risk, and Compliance
10. Web or Software Development

Other interests cited include:

Application Development; DevOps; ITIL, IT Service Management; Networking and Wireless.

HOW CERTIFICATION HELPS TECH CAREERS

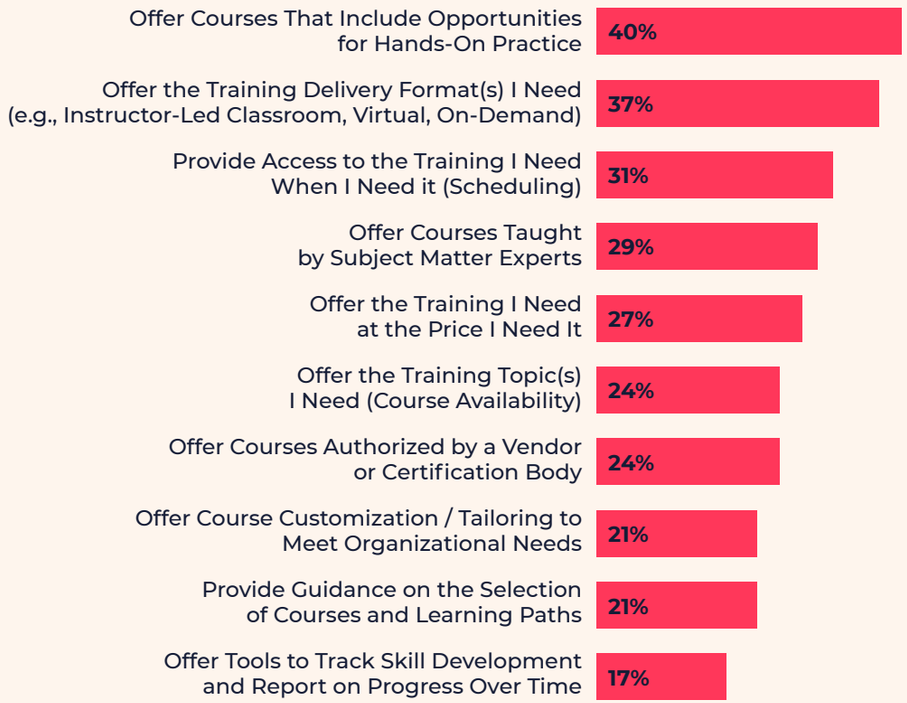
Women believe that certifications benefit their career trajectory. They cite more responsibility, new jobs, promotions, raises, and bonuses.

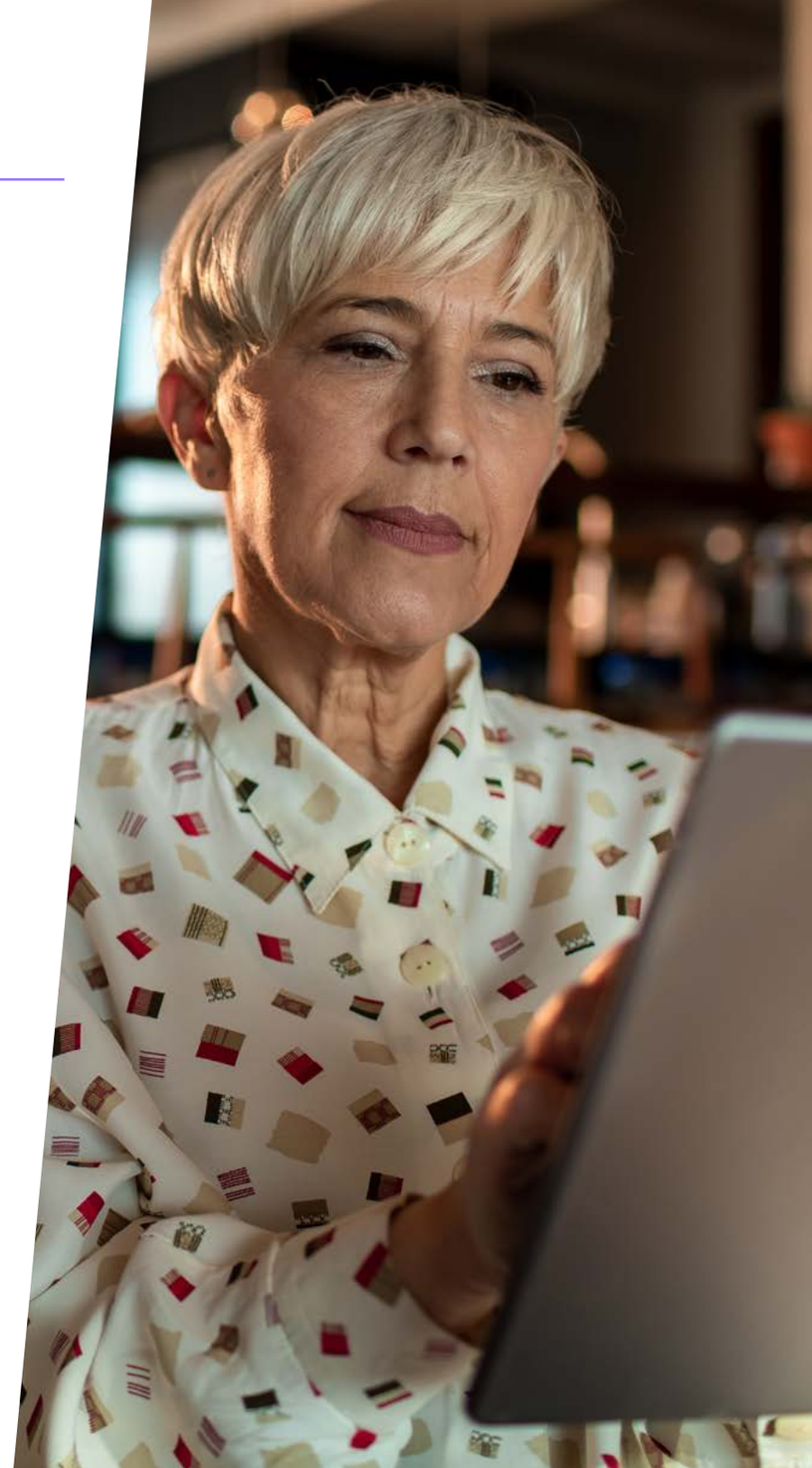
Certifications

CHOOSING A TRAINING PROVIDER

The bottom line is that women in tech want training to be efficient and relevant, and to give them an excellent value in terms of their investments of both time and money. They want expertise and hands-on practice — and they want it on their terms as far as format, scheduling, and course availability are concerned.

WHICH OF THE FOLLOWING FACTORS ARE MOST IMPORTANT TO YOU WHEN DECIDING ON A TRAINING PROVIDER? (SELECT ALL THAT APPLY)





Women Compared to the Industry Overall

Any deep dive into the experiences of women in tech without comparing those experiences to professionals in the industry as a whole would feel incomplete.

We compared some of the findings from this survey to what was reported in Skillsoft's *2022 IT Skills and Salary Report*. In that comprehensive, global study, we examined how professionals are feeling, what they're experiencing now, and what they're planning for the future.

JOB SATISFACTION

As far as job satisfaction goes, we are pleased to report that women are slightly more satisfied (79%) than the tech industry in general (72%). In other words, despite challenges they may face around equity and inclusion, women are satisfied with the tech work they're doing. Women are also aligned with the overall tech industry when it comes to job security thanks, most likely, to an increase in demand for qualified workers.

CERTIFICATIONS

In regard to tech certifications, there's a significant difference between what women are seeking and what the tech industry as a whole is pursuing.

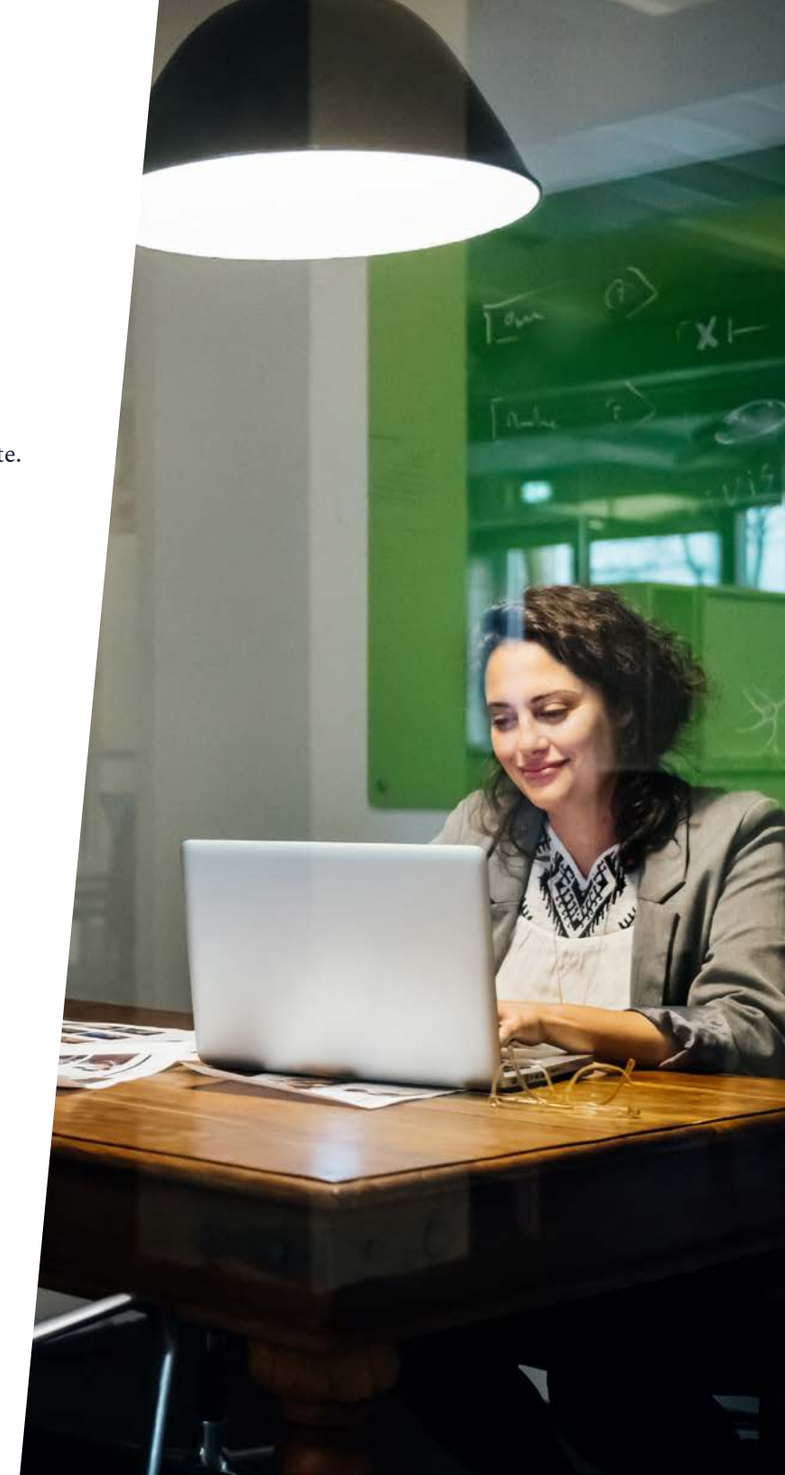
For women, four of the top five certifications focus on broader business and leadership skill sets, rather than specific technologies:

1. Leadership and Management
2. Project Management
3. Agile and Scrum
4. ITIL, IT Service Management
5. Business Analysis

On the other hand, when we surveyed both men and women, four of the five top certifications were vendor-specific:

1. Microsoft
2. Amazon Web Services (AWS)
3. Google Cloud
4. Cisco
5. Business Analysis

Only Business Analysis appears on both lists.



Women Compared to the Industry Overall

Regardless of any differences, the benefits from certification are almost identical for the two groups. Both feel that certifications might earn them more responsibility, a new job, or a promotion.

But, there is a rather significant difference for a fairly significant item — certifications leading to a pay raise. Nearly 20% overall report that new certifications result in a raise, while only 13% of women, when surveyed without men, report an increase in their paycheck.

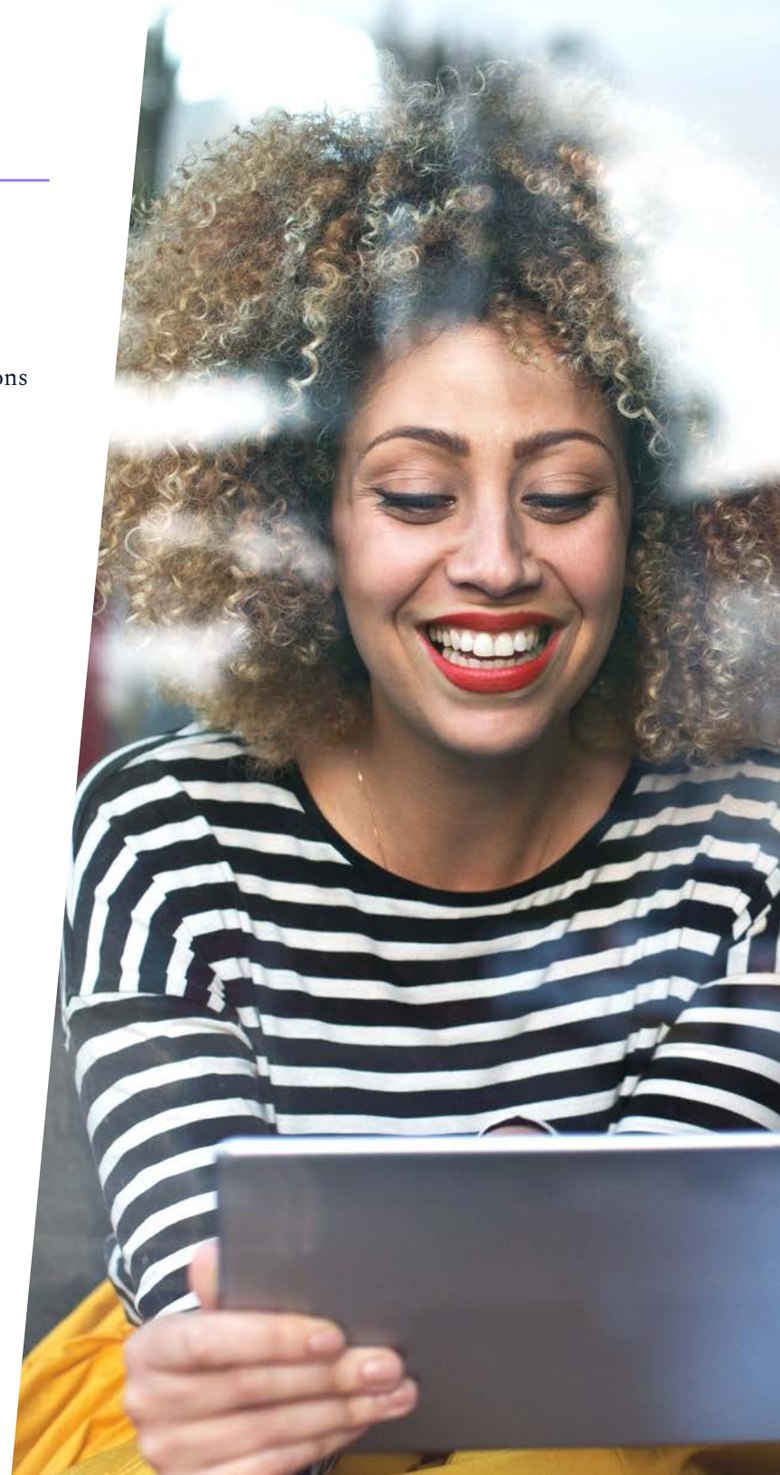
CHALLENGES

Decision-makers in the tech industry worry primarily about how to prevent skilled and talented people from leaving their organizations (33%) and how to attract qualified IT professionals to fill staff positions (32%). The top challenges faced by tech professionals overall include talent retention (30%), talent recruitment (24%), workload (23%), and skills gaps (23%). Women, on the other hand, worry most about ineffective leadership management (45%) and a lack of equity in pay (42%). One might argue that if women's worries were alleviated, that would solve several of the tech industry's challenges as a whole.

When tech managers of either gender are asked how they plan to handle the skills gap, their number one answer is to train existing people. It's somewhat ironic that women report that the best way to attract more women to tech is to provide professional development and training. There seems to be widespread agreement in theory. Now, it's time for action.

To achieve true enterprise transformation, businesses today need to build a culture of learning centered around upskilling their talent, investing in a sustainable workforce, and leveraging the power of DEI.

DOWNLOAD THE LATEST LEAN INTO LEARNING ANNUAL REPORT HERE

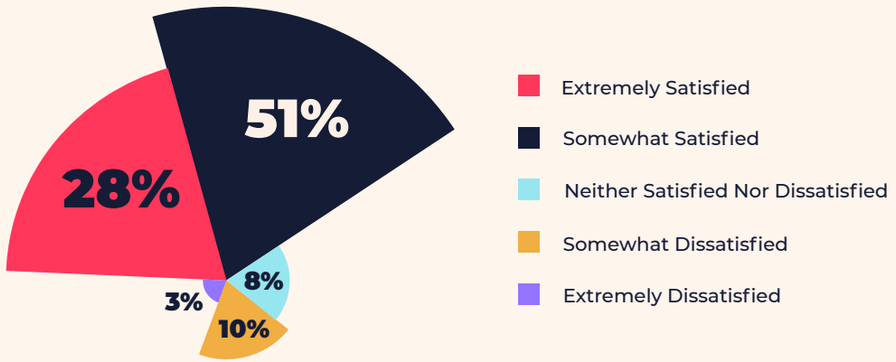


Job Satisfaction and Employee Benefits

Here's some good news. By and large, women are happy in tech.

Globally, nearly 80% of women report they are somewhat satisfied or extremely satisfied. And, those numbers remain consistent in the regions we surveyed. Women in India and North America showed the greatest dissatisfaction (India: 10%; North America: 17%), but in both cases, it was still a distinct minority.

OVERALL JOB SATISFACTION



Job Satisfaction and Employee Benefits

WHAT FACTORS LEAD TO JOB SATISFACTION?

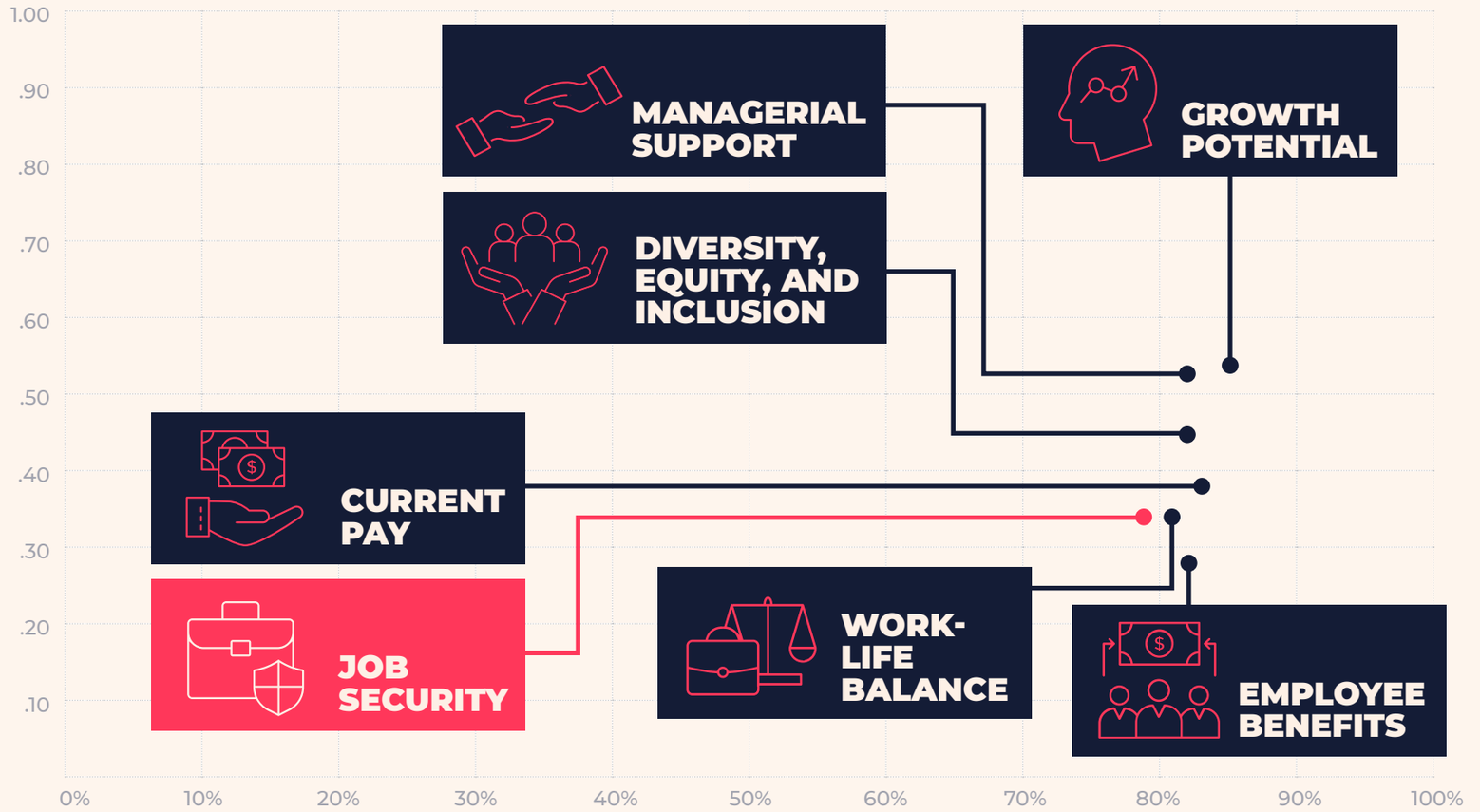
There are many factors that affect a woman's professional satisfaction: job security; work-life balance; managerial support; diversity, equity, and inclusion; benefits; salary; and growth potential. In all of these areas, the majority of women globally feel satisfied. For example, 81% report that they are extremely to somewhat satisfied with job security.

However, 49% globally are less than thrilled with their growth potential. In North America, that number is only slightly better; 38% of women are dissatisfied with their growth potential.

It's interesting to note which factors are most important to women, region-by-region. Women in Asia-Pacific weigh diversity, equity, and inclusion heavily into their overall job satisfaction, and 64% are satisfied with the efforts their organizations are making in that area. In Europe, Middle East, and Africa, as well as North America and India, work-life balance is considered an important factor. Women seem to be winning in this area globally with India leading the way with 65% of women being happy with their work-life balance.

Current salary falls to the bottom of the list for contributing to job satisfaction. Nevertheless, in India, only 49% of women report being satisfied with their current salary.

KEY DRIVERS OF OVERALL JOB SATISFACTION

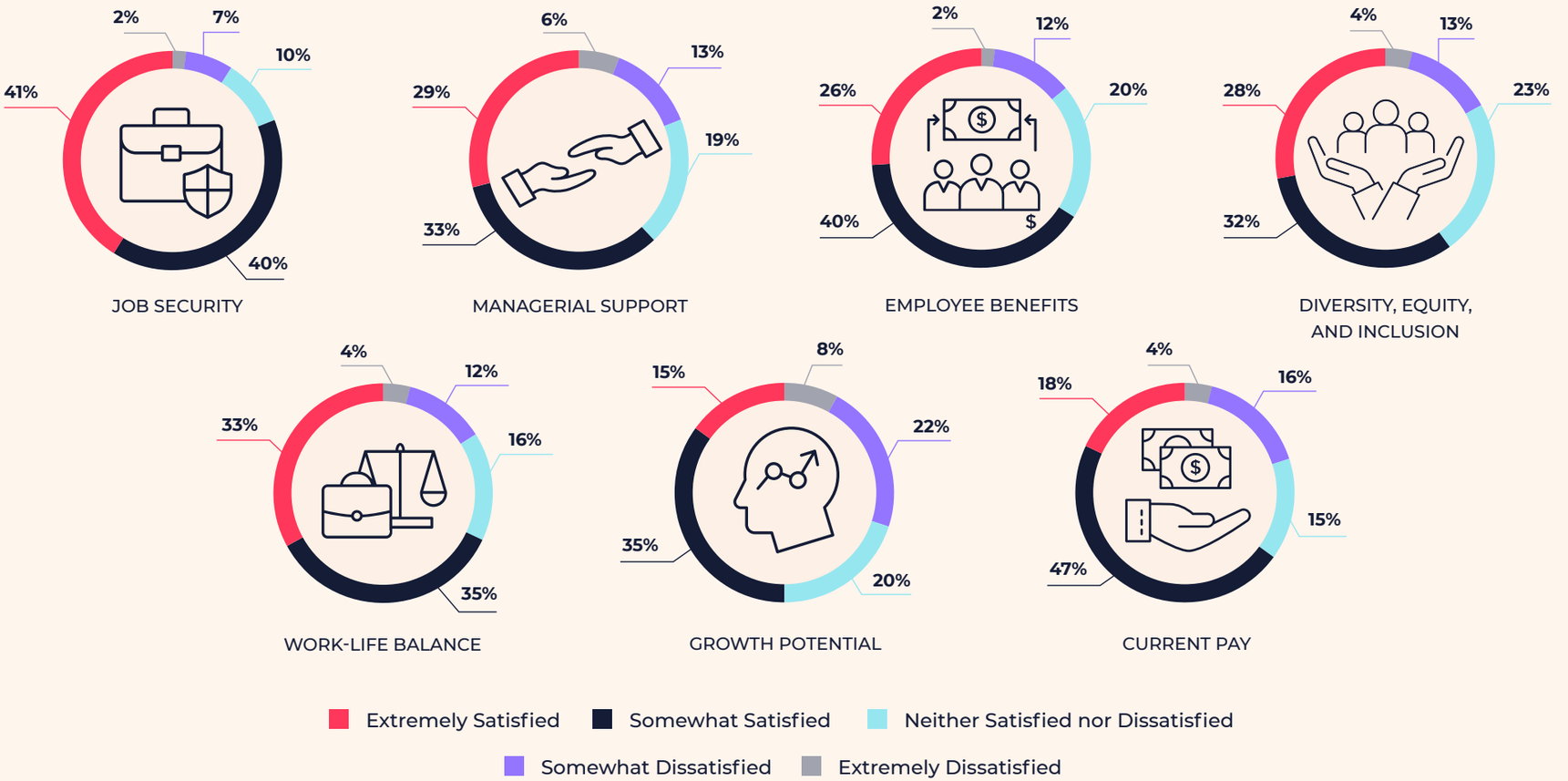


Job Satisfaction and Employee Benefits

BENEFITS MATTER!

It shouldn't be too surprising, but benefits can make or break job satisfaction. We asked women which benefits matter most and the main thing we learned is this … *they are all important.*

JOB SATISFACTION



Job Satisfaction and Employee Benefits

Globally, and not unexpected, medical benefits are extremely important to 65% of our respondents. They feel the same way about paid time-off.

What is most notable is that, when looking at overall importance levels (extremely to very to moderately important), the benefit with the most value is professional development/training opportunities (98%). Child care and family leave were at the bottom of the list for importance. (However, this number may be skewed as this benefit is not needed by all women.)

IMPORTANCE OF EMPLOYEE BENEFITS

ORGANIZATIONAL BENEFIT VALUE	NOT IMPORTANT AT ALL	SLIGHTLY IMPORTANT	MODERATELY IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT
Medical Benefits	2%	2%	8%	22%	65%
Paid Time Off (PTO)	2%	1%	7%	24%	65%
Flexible Working Hours	1%	2%	7%	26%	64%
Remote / Hybrid Work	1%	2%	11%	25%	62%
Professional Development / Training Opportunities	1%	1%	6%	33%	59%
Coaching / Mentoring / Career Counseling	1%	4%	13%	35%	47%
Family Leave	2%	3%	14%	35%	46%
Child Care	14%	8%	24%	25%	30%

Job Satisfaction and Employee Benefits

ARE EMPLOYERS DELIVERING WHAT WOMEN WANT?

Ninety-eight percent of women see value in the ability to work remotely; and 82% of employers offer this benefit. That's a big jump from last year when only 49% of employers did. Organizations are learning that they need to align what women want with what they're offering. Across the board, we are seeing more employers stepping up, except in one area — child care.

Only 13% (down from 19% in 2021) currently provide child care even though it is deemed important by 79% of women globally. The decline in employer-paid child care may be attributed to the growth in remote work, which makes this benefit a tradeoff for some.

Sixty-one percent of employers see the value in providing professional development and training opportunities to their employees globally. However, on a regional level, roughly 20% fewer employers in India offer this valuable — and valued — benefit.

WHICH OF THE FOLLOWING SUPPORT AND EMPLOYEE BENEFITS DOES YOUR CURRENT ORGANIZATION PROVIDE? (SELECT ALL THAT APPLY)

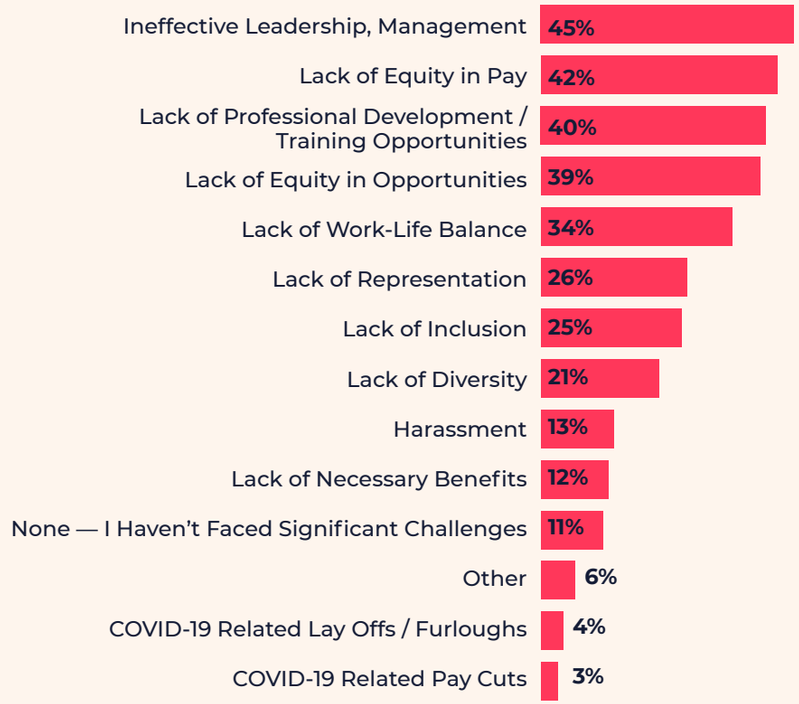
Important Issues and Challenges

Don't be fooled. Just because women are, for the most part, satisfied with their jobs in tech, they are not worry-free. They face the same daily, ongoing challenges, stresses, and uncertainty felt by women in other industries.

But many of the challenges that women face in tech are not shared by men in tech. These concerns stem from a lack of equity.

Women may have the same responsibilities, education, or job roles, but they don't always feel appreciated or like they are competing on an equal playing field.

WHAT CHALLENGES, IF ANY, HAVE YOU FACED PURSUING A TECH-RELATED CAREER? (SELECT ALL THAT APPLY)



Important Issues and Challenges

CHALLENGES FACED BY WOMEN IN TECH

There's a common refrain from the previous page's list. It's "lack of." Women feel they're not getting their fair share. They feel they are missing out on what they're worth when it comes to compensation, opportunities, training and professional development, representation, inclusion, and diversity, to name a few.

It's frustrating to see that with all the advancements women have made, 42% of women globally still feel there is an inequity in pay. Women in India, Asia-Pacific, and Europe, Middle East and Africa are faring slightly better with only 25% in India and roughly 30% in Asia-Pacific and Europe, Middle East and Africa citing a lack of equity. Unfortunately, their sisters in North America don't feel as positive. They list the lack of equity in pay as their number one challenge, with 52% citing it as a hurdle in their tech career.

Other top-rating, universal challenges faced by women in tech are ineffective leadership management, and a lack of professional development and training.

With both issues being listed as top concerns, it begs the question: if organizations invested more in professional development would the efficiency of leadership management — not to mention the equity between women and men — improve?

Important Issues and Challenges

WOMEN ARE SPEAKING UP

No two women are exactly alike, and neither are their work experiences or challenges. Not all of them fit neatly into a list. And, women are speaking out.

We uncovered many other challenges women face in tech when we asked them to share additional thoughts. We saw a lot of the "lack ofs" show up again: lack of time to take advantage of training, lack of career counseling, lack of increases in pay and benefits to match the cost-of-living.

We also saw additional comments around equity. One woman felt that "a small percentage of proud men are having issues [listening to a] smart woman's ideas." And certainly, that inequity can transfer to the balance of power as one woman from North America shared that she has been harassed by her director but feels afraid to speak out.

Others are frustrated by the contract aspect of working in tech. Another North American woman voiced frustration with budget and funding constraints, hindering her development as she bounces from contract to contract every other year.

While women have said they are satisfied in their jobs overall, they continue to voice frustrations. We'll allow them the last word here …

> *"For women over 40 there is no recognition of cross transferable skills."*
> — Europe, Middle East, or Africa
>
> *"Not sure if hybrid or fully mobile work is accepted culturally yet."*
> — Europe, Middle East, or Africa
>
> *"Lack of recognition of my accomplishments and contributions."*
> — North America

Encouragement and Advice

As reported in Skillsoft's *The Many Shades of the Pink Pandemic*, job motivation has dropped from levels reported pre-pandemic — when 75% of women were satisfied with their productivity levels and job happiness. And according to the 2022 *IT Skills and Salary Report*, the biggest challenges for IT decision-makers are how to prevent skilled and talented people from leaving their organization and how to attract qualified IT professionals to fill key staff positions.

Clearly, organizations need to find ways to keep qualified women motivated and satisfied to ensure productivity levels and ensure staffing aligns with corporate goals.

How can they encourage more women to pursue tech careers?

Women responded to this question. The top three suggestions from a global perspective are to provide professional development and training opportunities; provide more coaching and mentoring; and guarantee equitable pay.

In Europe, Middle East, and Africa, women crave more family-oriented benefits like child care. In India, women value child care over equitable pay. Perhaps they have become accustomed to accepting a lower salary than their male counterparts, but know that the care of their household falls primarily on their shoulders.

Encouragement and Advice

Some of the other suggestions we've received include:

"Demonstrate a healthy gender ratio at all levels, specifically at senior-management level."
— India

"Think about the tasks that are assigned to women and men. Sometimes there is a bias towards non-recognized/ non-valorized tasks for women, which men easily say no to."
— Europe, Middle East, and Asia

"Start with education in the [tech] fields in middle and high schools."
— North America

"Offer more part-time and job-share roles."
— Asia-Pacific

WHAT COULD ORGANIZATIONS DO TO ENCOURAGE MORE WOMEN TO PURSUE TECH-RELATED CAREERS? (SELECT ALL THAT APPLY)

Conclusion

Equity. Inclusion. Respect.

These aren't just buzzwords to be thrown around lightly. They are very real, mission-critical goals and need to be in the minds of every person in your organization.

Women in tech are — and deserve to be — a force to be reckoned with. They have value, worth, heart and soul, skills, and intelligence. They are capable, reliable, and dependable (just like men in tech). They should be afforded their rightful place so that one day in the near future, we'll simply be writing a *People in Tech Report*, instead of a stand-alone *Women in Tech Report*.

Consider skills gaps, which tech organizations around the globe continue to struggle with. Yes, we saw concern around them shrink slightly in 2022, but what would happen to those gaps if more women were hired, promoted, or meaningfully included? By training, skilling, upskilling, and mentoring women, we can decrease the gaps even more.

Not doing so is simply wasted opportunity.

As reported in our *IT Skills and Salary Report*, 67% of non-manager women feel comfortable expressing their opinion vs. 71% overall; 55% of women feel they are given equal opportunities compared to 62% overall. Women in management don't fare much better. Seventy-one percent feel comfortable expressing their opinion vs. 77% overall. And, 67% are given equal opportunities vs. 70% overall.

These might seem like slight number variations, but when it comes to equality anything more than zero is too big.

Conclusion

How we can elevate the status of women in tech:

- Invest in women with skilling, reskilling, and upskilling opportunities
- Provide avenues to build power skills that make women great leaders: empathetic listening, decision-making, adaptability, creativity, time management
- Formalize mentorship and provide leadership coaching
- Support women's needs from a professional level (certifications and promotions), and a personal one (increased family-centered benefits)
- Offer flexible training opportunities that work for women, as opposed to something that is just one more responsibility
- Embrace diversity, equity, and inclusion
- Listen to what women want

At the same time, we encourage women in tech to advocate for themselves. One of the respondents to this year's survey offered sound advice:

"Become confident in setting boundaries. Learn to embrace, 'I don't know.' It's not a bad thing. You are not expected to know everything. What you are expected to do is to learn what you can or reach out to gain knowledge, to solve the problem. Trust yourself. You are where you are for a reason. You got yourself here. Be proud."

SKILLSOFT'S ASPIRE JOURNEY FOR WOMEN

In all aspects of life, no two journeys are ever alike. This is particularly true in the paths women take during their career journeys. Filled with twists, turns, and sometimes detours, women have diverse and complex experiences that make their careers uniquely theirs.

But that doesn't mean they don't need support along the way.

In this Aspire Journey, Forging New Paths: Women's Advancement in Life and Work, women can enhance their own greatness, build on their strengths, and create new leadership mindsets and practices that propel them toward success.

Throughout the four-course Aspire Journeys, women will explore:

- Expert Insights on Women in Leadership
- Leadership Insights on Developing Women Leaders
- Leadership Insights on Leading with Executive Presence
- Leadership Insights on Leading with Agility

These courses are interactive, including scenario-based videos, audiobooks, guided paths, and more. Plus, learners earn verifiable, shareable, and portable digital badges to announce their accomplishments throughout the journey.

Get ready to examine where you are today, how you control your destiny, and where your future will take you.

LEARN MORE ABOUT SKILLSOFT'S ASPIRE JOURNEY FOR WOMEN HERE

Resources

IT SKILLS & SALARY REPORT

The 17th annual survey — one of the largest of its kind — asks professionals about compensation, certifications, job roles, challenges, and more.

CORPORATE SOCIAL RESPONSIBILITY AT WORK

Skillsoft's first annual CSR survey asked professionals to share how their organizations are approaching sustainability to benchmark our collective progress.

DIVERSITY, EQUITY, AND INCLUSION LEARNING CENTER

Find Leadercamps, led by DEI coaches, as well as books, videos, and other tools on this timely topic. Build a workplace culture around DEI leadership.

TRAINING DAY: CLOSE THE IT SKILLS GAP WITH A WELL-SCRIPTED RESKILLING PLAN

CIOs face a series of challenging hurdles. Download the IDG-Skillsoft white paper to see why 98% of them say training and skills development are today's top priorities.

CASE STUDIES

Read how employers in every industry across the globe have made a new compact with employees centered around growth. They've made learning a powerful competitive edge.

THE EDGE PODCAST

Listen to a variety of guests — from customers, to partners, to industry influencers — engaging in thought-provoking conversations and open dialogue on learning and growth in the workplace.

SKILLSOFT BLOG

Share our team's insights on everything from the latest learning industry research and trends to timely tips for success. Subscribe today and get the latest right in your inbox.

INVESTOR RELATIONS

Skillsoft delivers transformative learning experiences that propel organizations and people to grow together. Find the latest news, financials, stock data, and other resources for our investor community.

WHERE DID COVID-19 LEAVE US?

COVID-19 has affected women everywhere. Whether it's disrupted personal lives, professional lives, or both, the pandemic has left its mark.

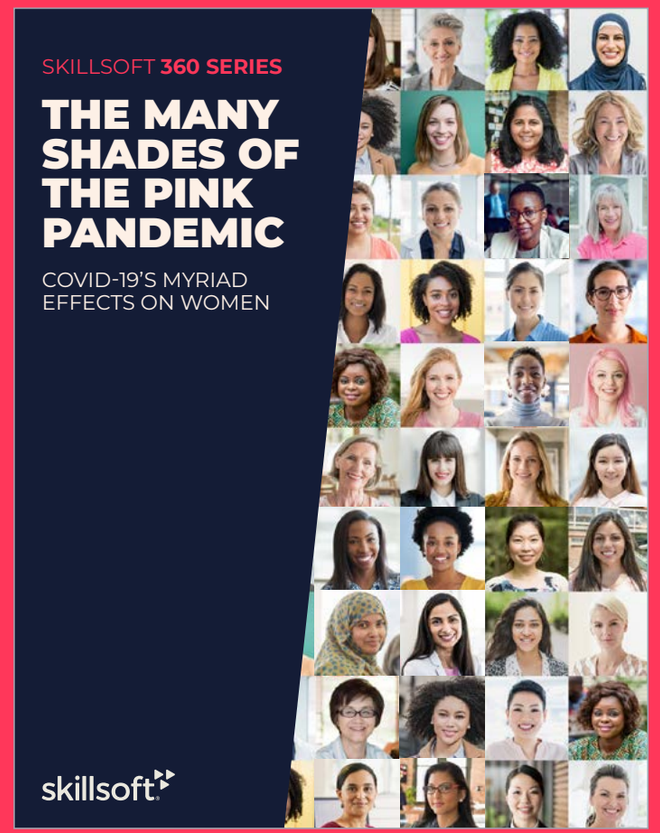
The coronavirus has disproportionally impacted marginalized populations around the world — among them women, who have felt the business, personal, social, and financial impacts of the pandemic far more than men.

But it's not all grim news.

Globally, women have been affected in myriad ways — for better, for worse, and in many cases, permanently. We've pulled together firsthand stories and experiences in an eye-opening — and inspiring — report, *The Many Shades of the Pink Pandemic*.

We've also included guidance on four paths to recovery: action plans for women; the role of allies; the responsibility of organizations; and the duties of society. Together, we can help women regain the ground they've lost and move even closer to true and meaningful equity.

This report is a must-read for all if we truly want to overcome new — and legacy — gender biases. Women aren't the only ones who benefit from improving gender equality. On a larger scale, organizations, industries, and entire nations will be measurably stronger, healthier, more secure, and successful when women have both equal opportunity and equal gain.



FOR MORE INSIGHT INTO THE PINK PANDEMIC, READ THE SKILLSOFT 360 REPORT

TO LEARN HOW YOU CAN IGNITE MEANINGFUL CHANGE, TAKE THE 5-PART COURSE:
THE PINK PANDEMIC: A RECOVERY PLAN FOR WOMEN, ALLIES, AND ORGANIZATIONS

Addendum

North America

Women in North America are slightly less satisfied in terms of benefits and support (77%) than most of their global counterparts (they tie with women in India). But what is interesting to note is that when asked about job satisfaction factors, more North American women answer that they're least satisfied with their growth potential; diversity, equity and inclusion; and managerial support.

Similar to most of the other women surveyed when it comes to job satisfaction, North American women base their reported happiness on job security (80%), employee benefits (73%), and current pay (67%). When asked which benefits matter most, they value medical and paid time off, as well as placing equal importance on flexible working hours and remote / hybrid work.

In spite of their lower satisfaction rate, North American women are less likely than the global norm to switch job roles or employers. If they do plan to switch, better compensation is the most likely reason (46%).

77%
Overall Satisfaction with Current Job

67%
Satisfaction with Current Pay

73%
Satisfaction with Employee Benefits

45%
Satisfaction with Growth Potential

80%
Satisfaction with Job Security

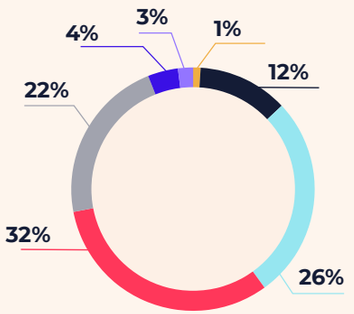
67%
Satisfaction with Work-Life Balance

33
Average Age

509
Count

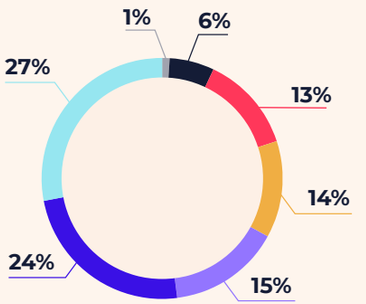
North America

AGE GROUP



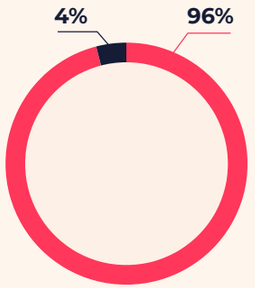
- 18 to 24
- 25 to 34
- 35 to 44
- 45 to 54
- 55 to 64
- 65 and Over
- Prefer Not to Answer

HOW MANY YEARS OF EXPERIENCE DO YOU HAVE IN YOUR CAREER?



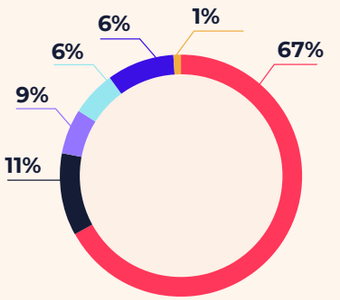
- <1 Year
- 1-5 Years
- 6-10 Years
- 11-15 Years
- 16-20 Years
- 21-25 Years
- 26+ Years

EMPLOYMENT STATUS



- Permanent Employee
- Contract Employee

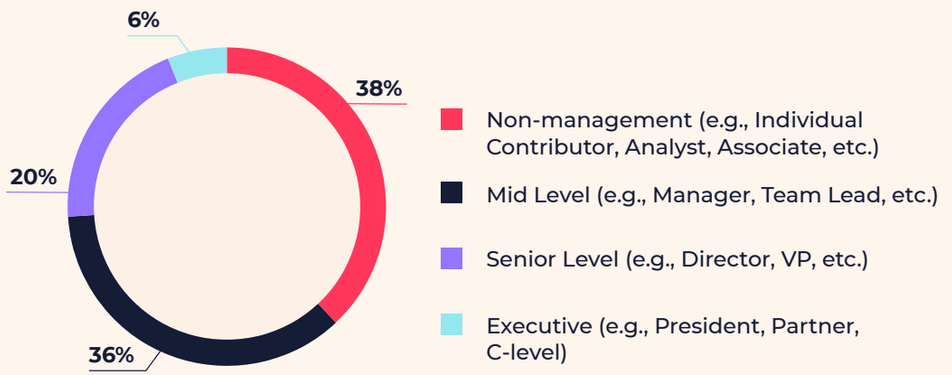
WHAT RACE DO YOU IDENTIFY AS?



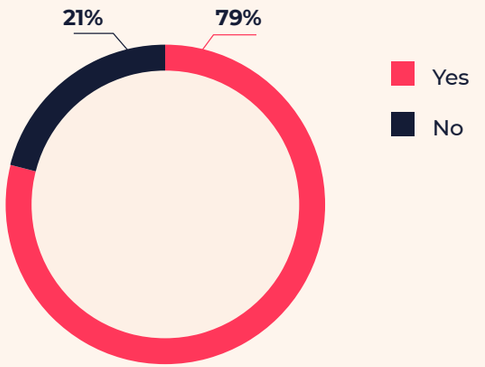
- White
- Black or African American
- Asian
- Other
- Hispanic or Latino
- Native American or Alaska Native

North America

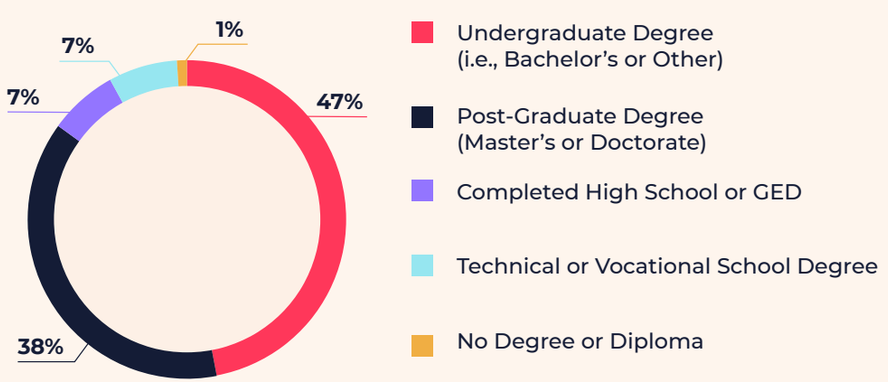
WHICH OF THE FOLLOWING BEST DESCRIBES YOUR LEVEL OF EMPLOYEE RESPONSIBILITY



DO YOU MANAGE A TEAM OR STAFF?



HIGHEST FORMAL EDUCATION LEVEL ATTAINED



North America

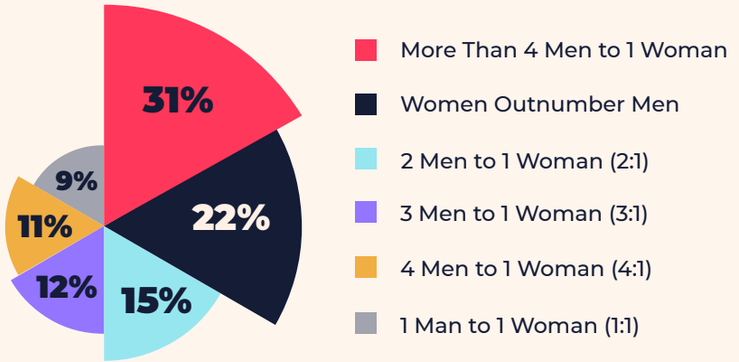
WHICH OF THE FOLLOWING MOST CLOSELY MATCHES YOUR CURRENT JOB FUNCTION?

North America

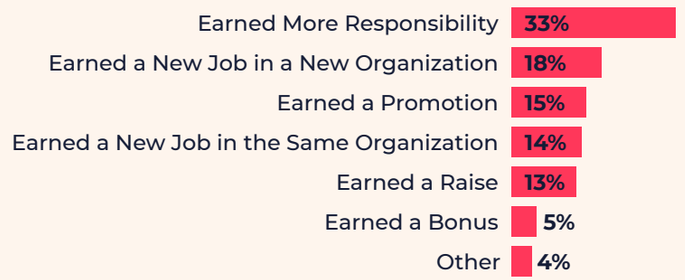
WHICH BEST DESCRIBES YOUR COMPANY'S PRIMARY INDUSTRY?

North America

WHAT IS THE RATIO OF MEN COMPARED TO WOMEN IN YOUR CURRENT ORGANIZATION?



HOW HAS BEING CERTIFIED HELPED YOU ADVANCE YOUR TECH-RELATED CAREER? (SELECT ALL THAT APPLY)



IN WHICH OF THE FOLLOWING TECH-RELATED TOPICS HAVE YOU EARNED A CERTIFICATION? (SELECT ALL THAT APPLY)

North America

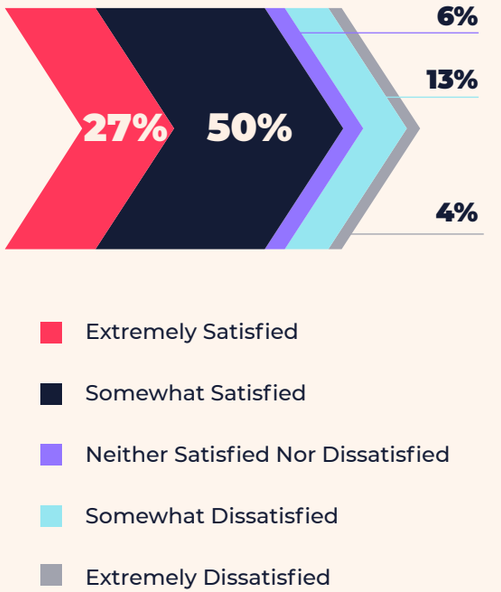
TOP TEN TECH-RELATED TOPICS WOMEN ARE INTERESTED IN

1. Leadership and Management
2. Analytics, AI, and Machine Learning
3. Cybersecurity
4. Data Science
5. Project Management
6. Cloud Computing
7. IT Policy and Governance
8. Agile and Scrum
9. Business Analysis
10. Web or Software Development

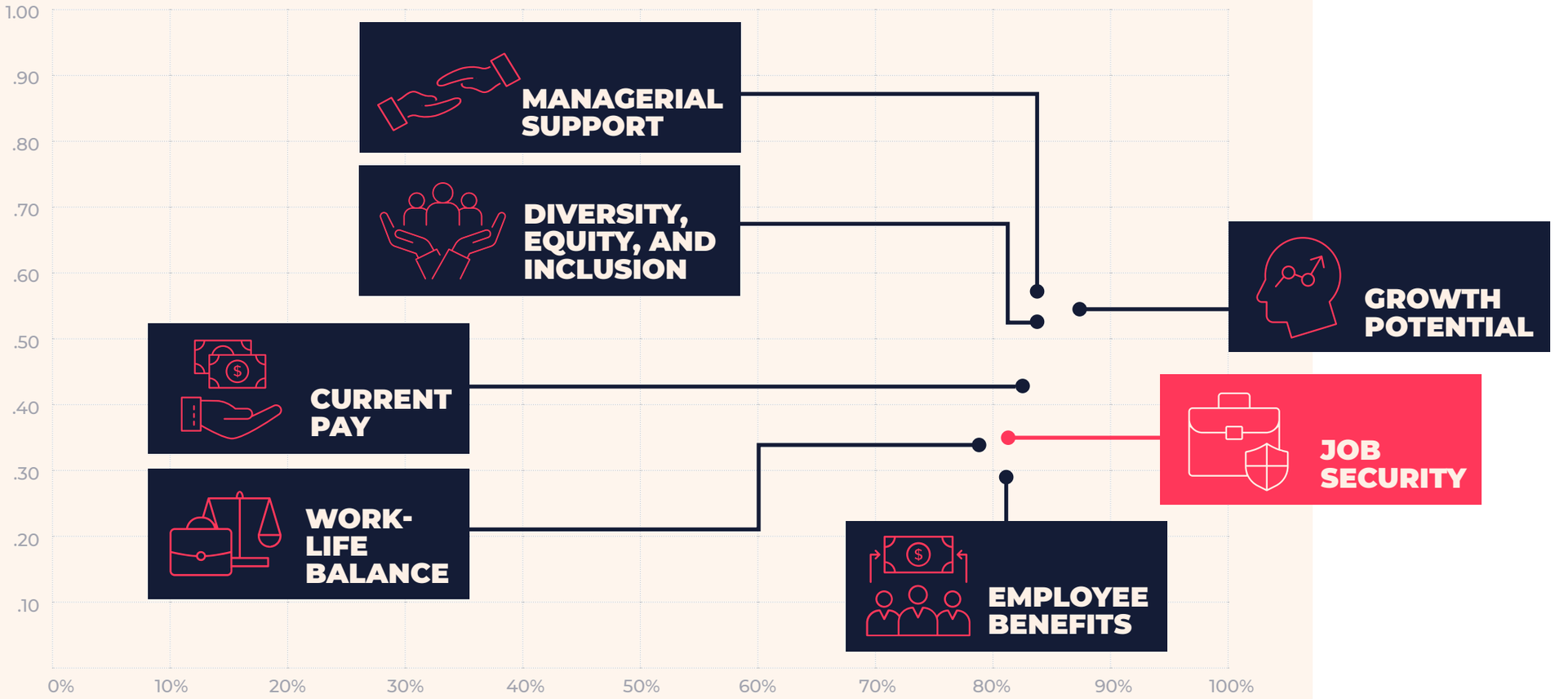
Other interests cited include:
Application Development, DevOps, ITIL, IT Service Management, Networking and Wireless.

WHICH OF THE FOLLOWING FACTORS ARE MOST IMPORTANT TO YOU WHEN DECIDING ON A TRAINING PROVIDER? (SELECT ALL THAT APPLY)

OVERALL, HOW SATISFIED OR DISSATISFIED ARE YOU WITH YOUR CURRENT JOB?

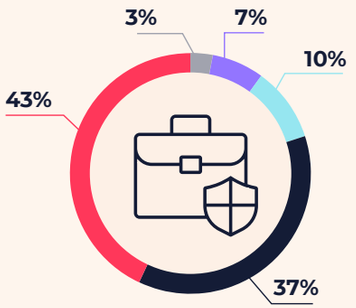


KEY DRIVERS OF OVERALL JOB SATISFACTION

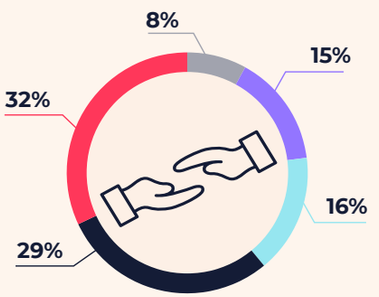


North America

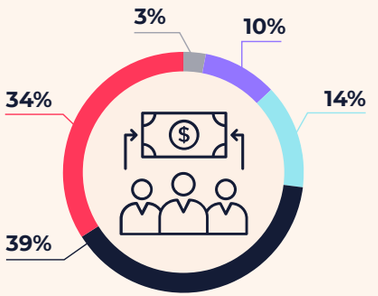
JOB SATISFACTION



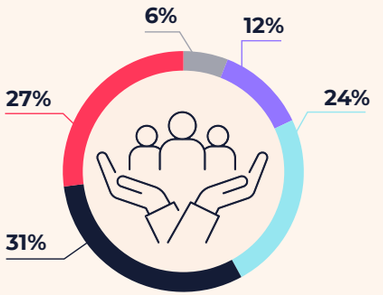
JOB SECURITY



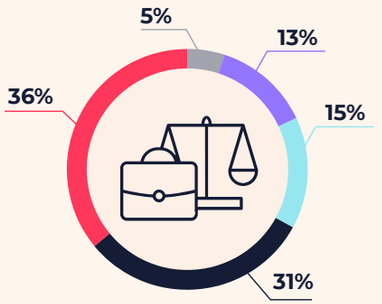
MANAGERIAL SUPPORT



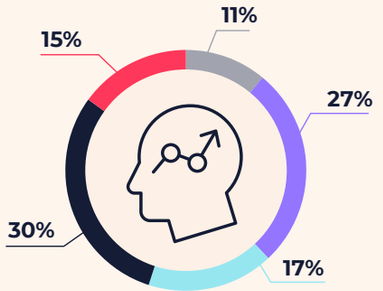
EMPLOYEE BENEFITS



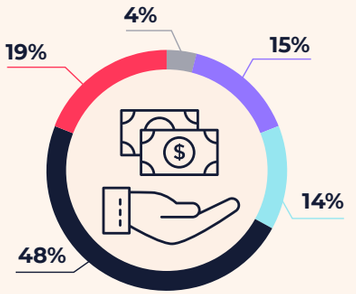
DIVERSITY, EQUITY, AND INCLUSION



WORK-LIFE BALANCE



GROWTH POTENTIAL



CURRENT PAY

Extremely Satisfied
Somewhat Satisfied
Neither Satisfied nor Dissatisfied
Somewhat Dissatisfied
Extremely Dissatisfied

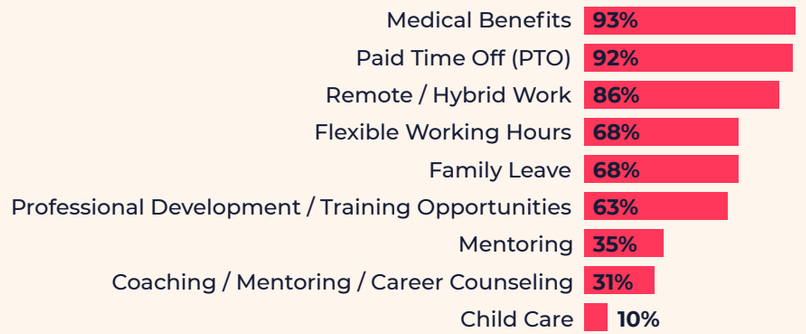
North America

IMPORTANCE OF EMPLOYEE BENEFITS

ORGANIZATIONAL BENEFIT VALUE	NOT IMPORTANT AT ALL	SLIGHTLY IMPORTANT	MODERATELY IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT
Medical Benefits	0%	0%	5%	16%	79%
Paid Time Off (PTO)	0%	0%	5%	20%	75%
Flexible Working Hours	0%	2%	7%	26%	65%
Remote / Hybrid Work	1%	2%	11%	21%	65%
Professional Development / Training Opportunities	1%	1%	8%	34%	57%
Coaching / Mentoring / Career Counseling	1%	3%	14%	36%	45%
Family Leave	3%	4%	14%	36%	44%
Child Care	19%	10%	26%	23%	21%

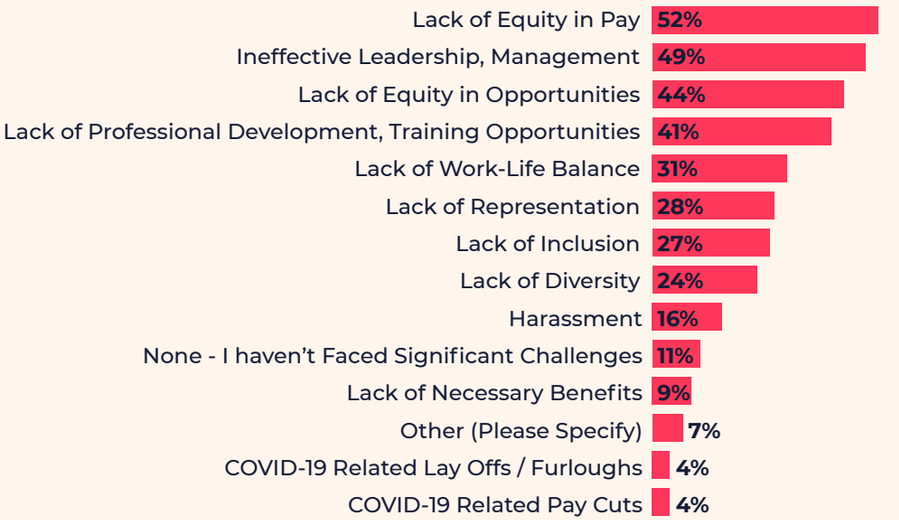
North America

WHICH OF THE FOLLOWING SUPPORT AND EMPLOYEE BENEFITS DOES YOUR CURRENT ORGANIZATION PROVIDE? (SELECT ALL THAT APPLY)



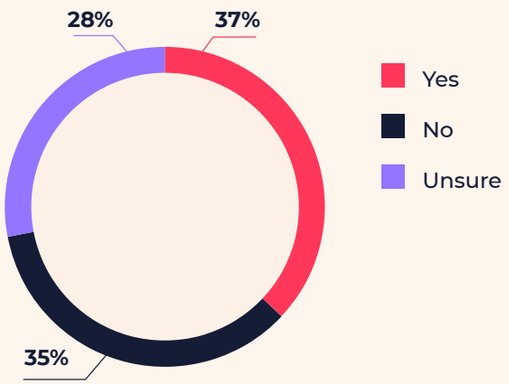
WHAT COULD ORGANIZATIONS DO TO ENCOURAGE MORE WOMEN TO PURSUE TECH-RELATED CAREERS? (SELECT ALL THAT APPLY)

WHAT CHALLENGES, IF ANY, HAVE YOU FACED PURSUING A TECH-RELATED CAREER? (SELECT ALL THAT APPLY)

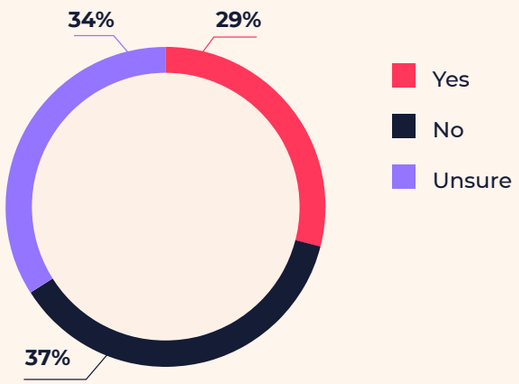


North America

WILL YOU CONSIDER SWITCHING JOB ROLES IN THE NEXT YEAR?



WILL YOU CONSIDER SWITCHING EMPLOYERS IN THE NEXT YEAR?



PLEASE SELECT THE REASONS FOR CONSIDERING ANOTHER JOB ROLE (SELECT ALL THAT APPLY)

Europe, Middle East, and Africa

Women from Europe, Middle East, and Africa express the greatest satisfaction with their jobs overall. In fact, 88% of the women surveyed report being extremely satisfied (32%) or somewhat satisfied (56%). Only 7% admit some level of dissatisfaction with job security and 19% with current pay. Women from this region are particularly appreciative of downtime with the top three benefits they value being flexible working hours, remote/hybrid work, and paid time off.

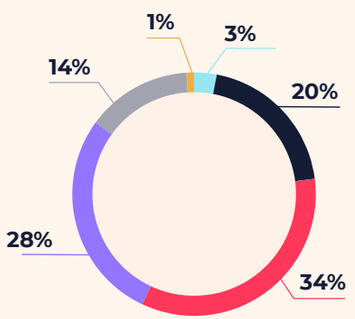
Organizations in this region should feel relatively safe with 44% of women saying they are not likely to switch employers. They are interested in switching job roles, however, with 38% saying they would switch job roles and 22% answering that they are unsure. The biggest reason for switching job roles is a lack of equity in opportunities.

To that end, women are earning certifications in project management, leadership and development, and ITIL, IT service management. They also express interest in exploring cybersecurity.

88%	**73%**	**64%**	**55%**
Overall Satisfaction with Current Job	**Satisfaction with Current Pay**	Satisfaction with Employee Benefits	Satisfaction with Growth Potential
81%	**66%**	**26**	**274**
Satisfaction with Job Security	Satisfaction with Work-Life Balance	Average Age	Count

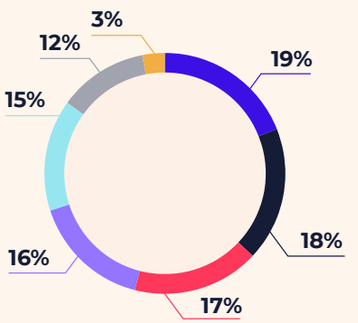
Europe, Middle East, and Africa

AGE GROUP



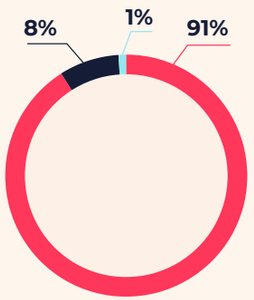
- 18 to 24
- 25 to 34
- 35 to 44
- 45 to 54
- 55 to 64
- Prefer Not to Answer

HOW MANY YEARS OF EXPERIENCE DO YOU HAVE IN YOUR CAREER?



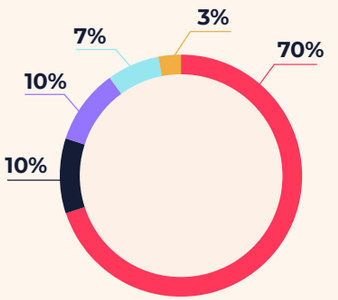
- <1 Year
- 1-5 Years
- 6-10 Years
- 11-15 Years
- 16-20 Years
- 21-25 Years
- 26+ Years

EMPLOYMENT STATUS



- Permanent Employee
- Contract Employee
- Part-time Employee

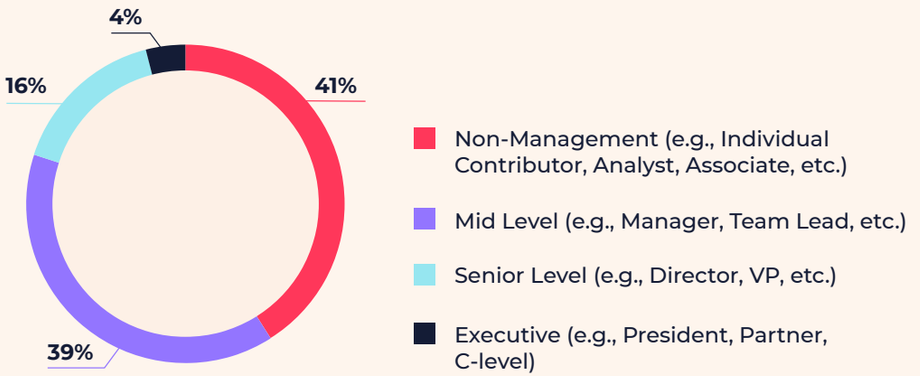
WHAT RACE DO YOU IDENTIFY AS?



- White
- Other
- Asian
- Black or African American
- Hispanic

Europe, Middle East, and Africa

WHICH OF THE FOLLOWING BEST DESCRIBES YOUR LEVEL OF EMPLOYEE RESPONSIBILITY



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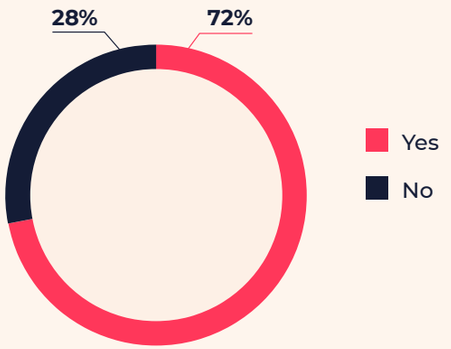
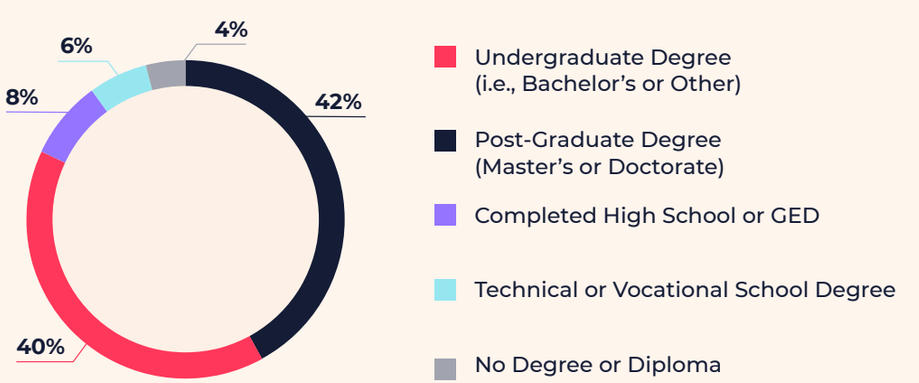
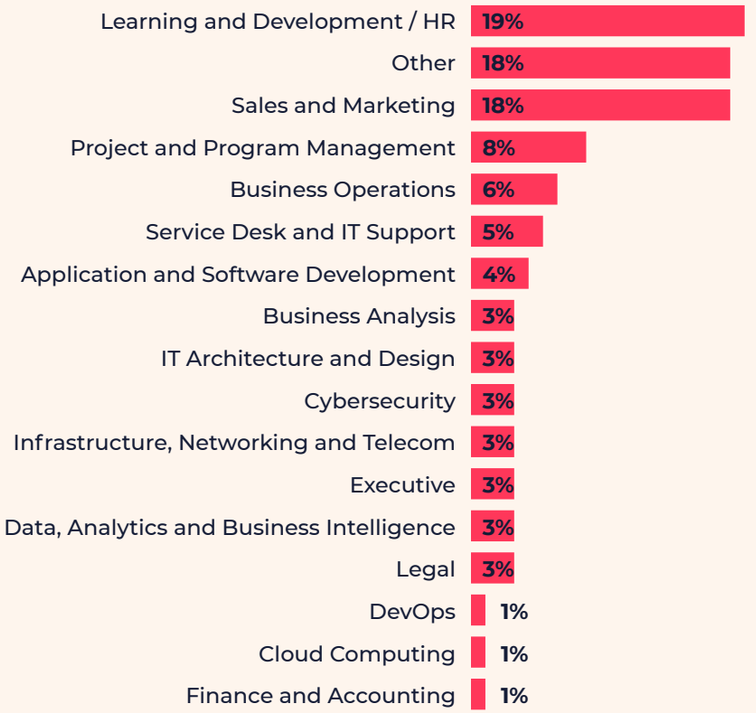


HIGHEST FORMAL EDUCATION LEVEL ATTAINED

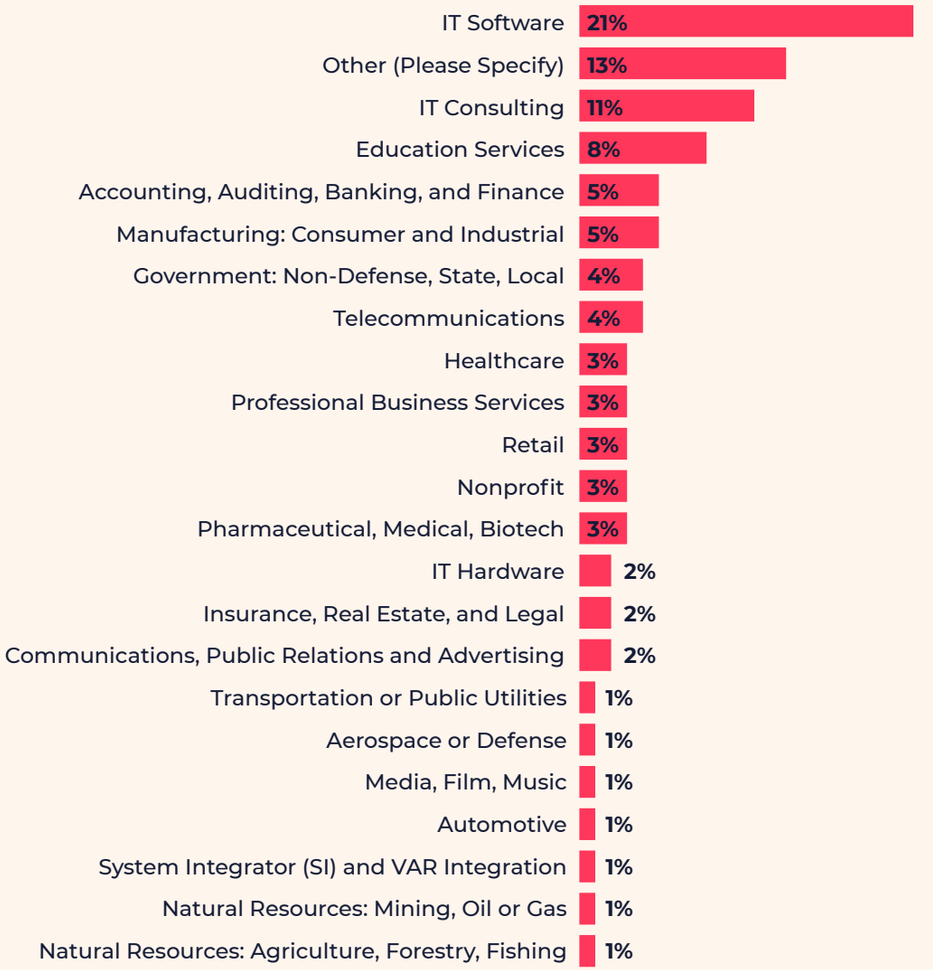


Europe, Middle East, and Africa

WHICH OF THE FOLLOWING MOST CLOSELY MATCHES YOUR CURRENT JOB FUNCTION?

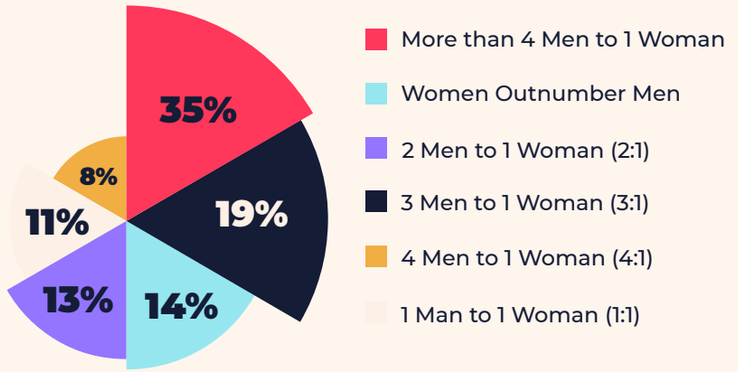


WHICH BEST DESCRIBES YOUR COMPANY'S PRIMARY INDUSTRY?

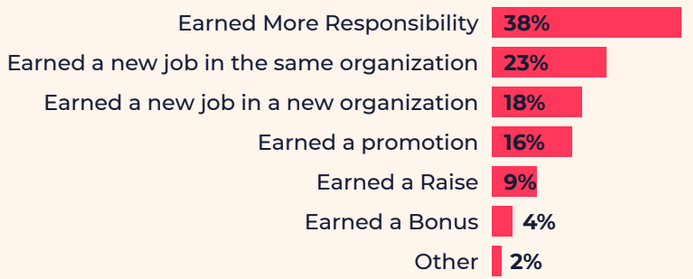


Europe, Middle East, and Africa

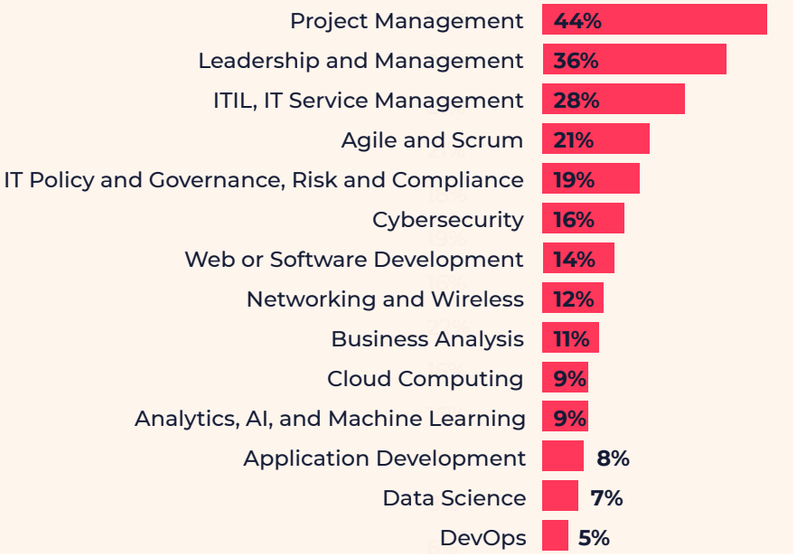
WHAT IS THE RATIO OF MEN COMPARED TO WOMEN IN YOUR CURRENT ORGANIZATION?



HOW HAS BEING CERTIFIED HELPED YOU ADVANCE YOUR TECH-RELATED CAREER? (SELECT ALL THAT APPLY)



IN WHICH OF THE FOLLOWING TECH-RELATED TOPICS HAVE YOU EARNED A CERTIFICATION? (SELECT ALL THAT APPLY)



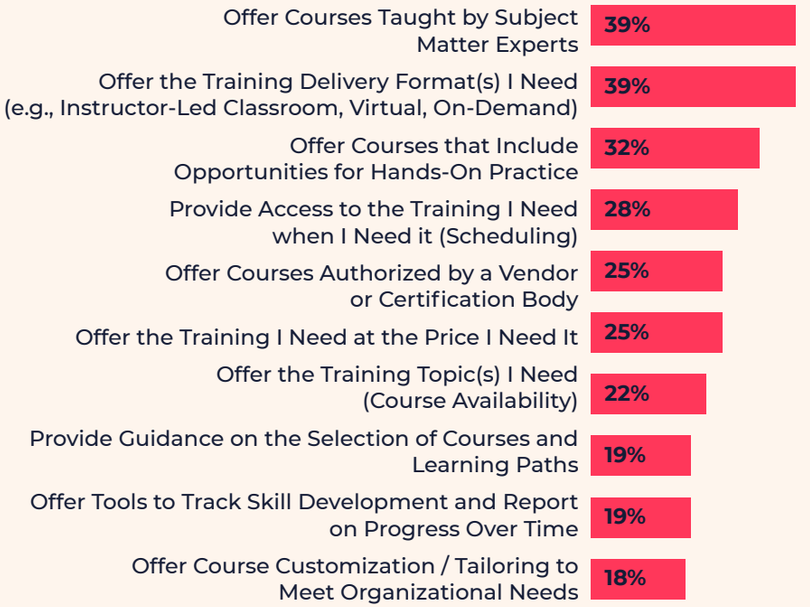
Europe, Middle East, and Africa

TOP TEN TECH-RELATED TOPICS WOMEN ARE INTERESTED IN

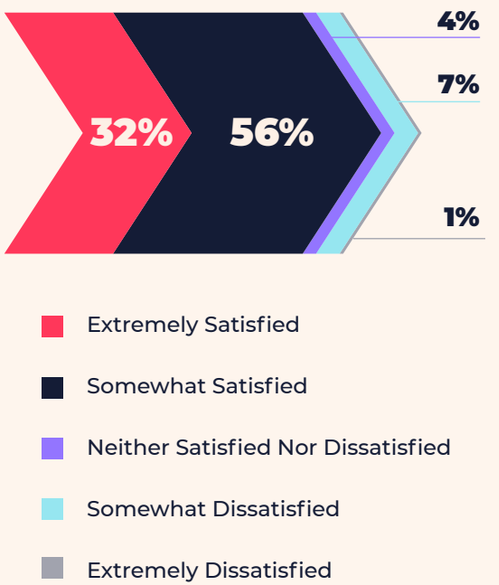
1. Leadership and Management
2. Project Management
3. Cybersecurity
4. Analytics, AI, and Machine Learning
5. Agile and Scum
6. Cloud Computing
7. Data Science
8. DevOps
9. IT Policy and Governance, Risk and Compliance
10. ITIL, IT Service Management

Other interests cited include:
Web or Software Development, Business Analysis, Networking and Wireless, and Application Development.

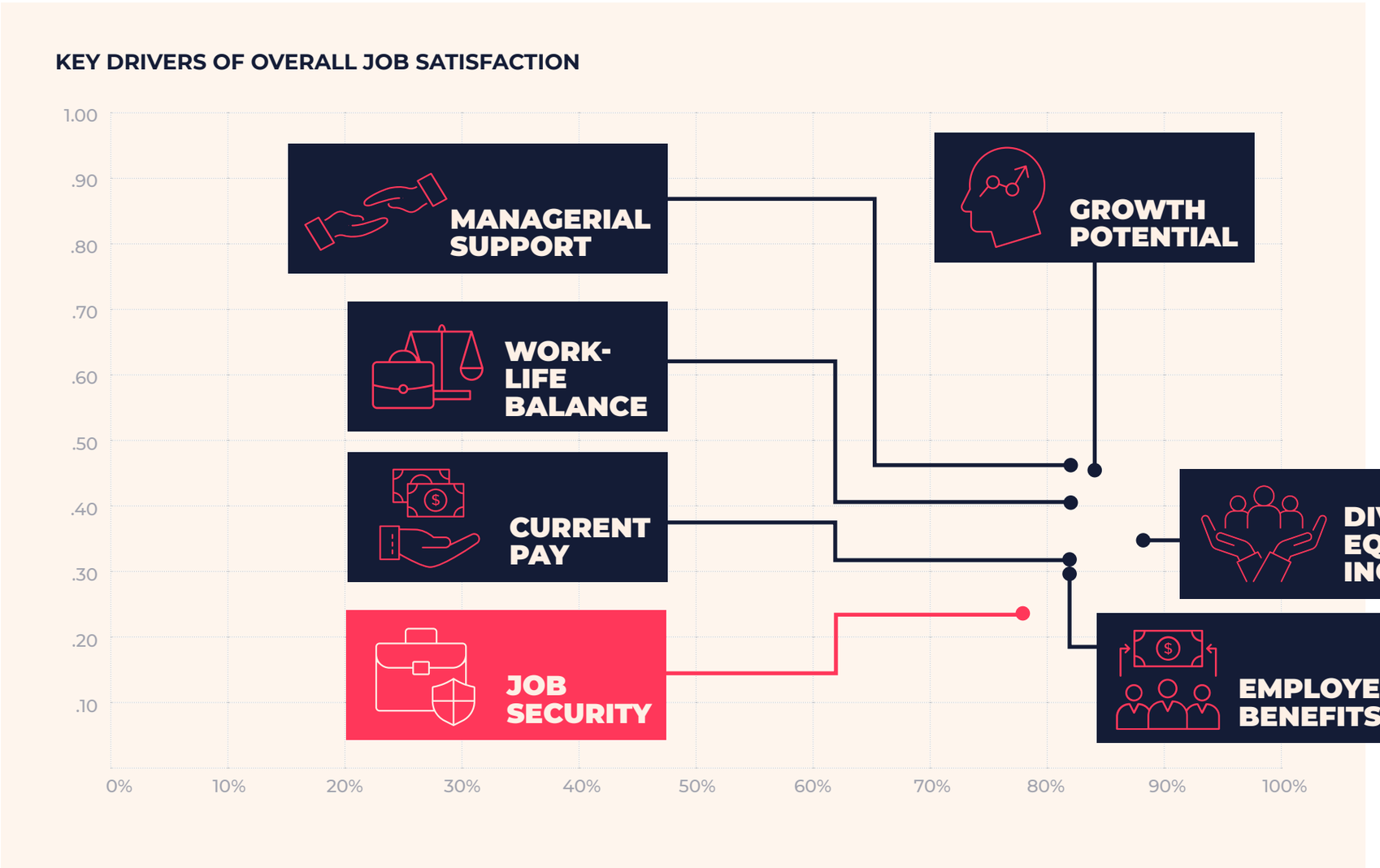
WHICH OF THE FOLLOWING FACTORS ARE MOST IMPORTANT TO YOU WHEN DECIDING ON A TRAINING PROVIDER? (SELECT ALL THAT APPLY)



OVERALL, HOW SATISFIED OR DISSATISFIED ARE YOU WITH YOUR CURRENT JOB?

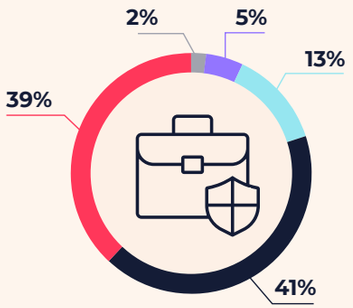


Europe, Middle East, and Africa

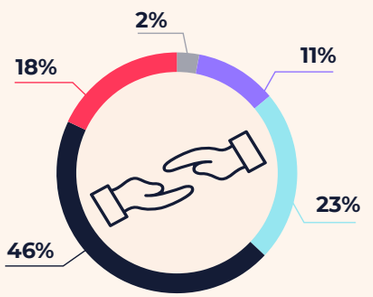


Europe, Middle East, and Africa

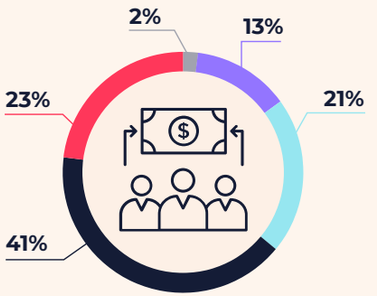
JOB SATISFACTION FACTORS



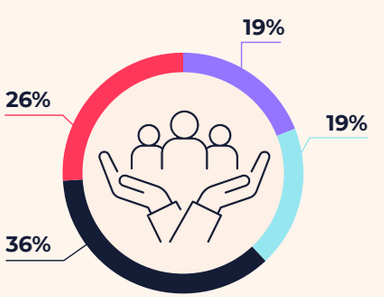
JOB SECURITY



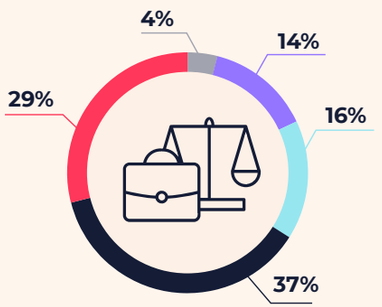
MANAGERIAL SUPPORT



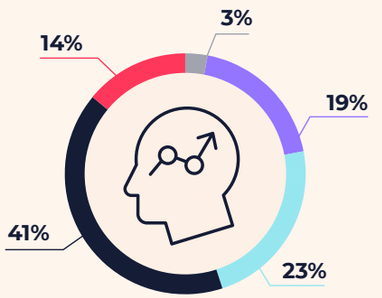
EMPLOYEE BENEFITS



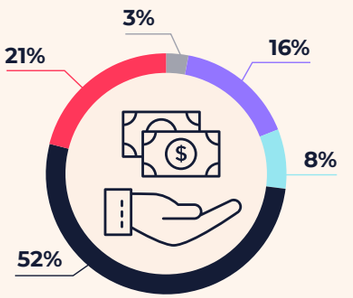
DIVERSITY, EQUITY, AND INCLUSION



WORK-LIFE BALANCE



GROWTH POTENTIAL



CURRENT PAY

Extremely Satisfied
Somewhat Satisfied
Neither Satisfied nor Dissatisfied
Somewhat Dissatisfied
Extremely Dissatisfied

Europe, Middle East, and Africa

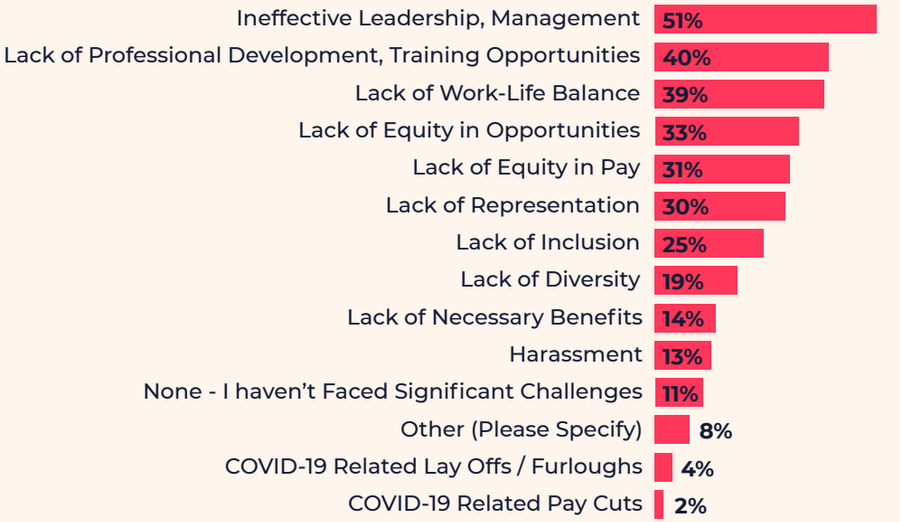
IMPORTANCE OF EMPLOYEE BENEFITS

ORGANIZATIONAL BENEFIT VALUE	NOT IMPORTANT AT ALL	SLIGHTLY IMPORTANT	MODERATELY IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT
Flexible Working Hours	2%	1%	13%	19%	66%
Remote / Hybrid Work	2%	1%	10%	24%	64%
Paid Time Off (PTO)	5%	1%	10%	25%	58%
Professional Development / Training Opportunities	1%	0%	3%	40%	56%
Family Leave	2%	1%	15%	31%	51%
Medical Benefits	2%	7%	16%	29%	47%
Coaching / Mentoring / Career Counseling	2%	3%	14%	41%	41%
Child Care	10%	7%	24%	26%	33%

Europe, Middle East, and Africa

WHAT COULD ORGANIZATIONS DO TO ENCOURAGE MORE WOMEN TO PURSUE TECH-RELATED CAREERS? (SELECT ALL THAT APPLY)

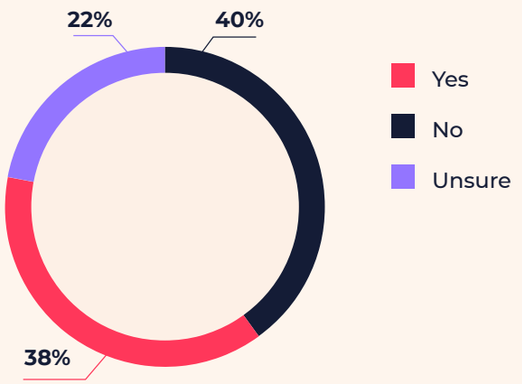
WHAT CHALLENGES, IF ANY, HAVE YOU FACED PURSUING A TECH-RELATED CAREER? (SELECT ALL THAT APPLY)



WHICH OF THE FOLLOWING SUPPORT AND EMPLOYEE BENEFITS DOES YOUR CURRENT ORGANIZATION PROVIDE? (SELECT ALL THAT APPLY)

Europe, Middle East, and Africa

WILL YOU CONSIDER SWITCHING JOB ROLES IN THE NEXT YEAR?



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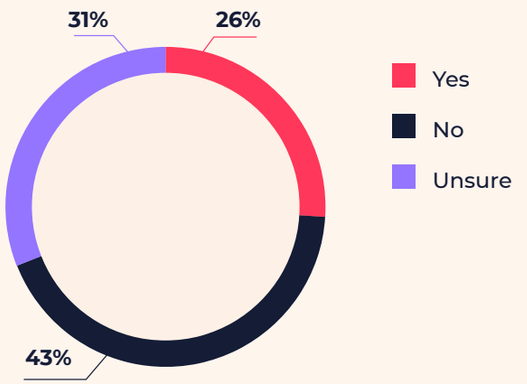
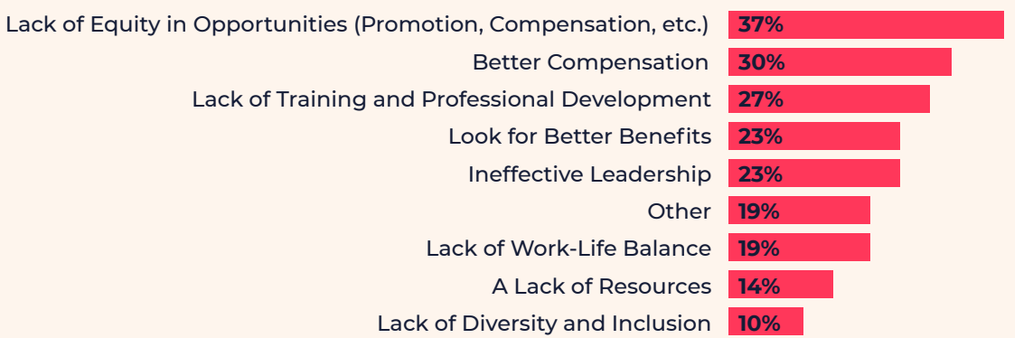


PLEASE SELECT THE REASONS FOR CONSIDERING ANOTHER JOB ROLE (SELECT ALL THAT APPLY)



Asia-Pacific

Most of the women we surveyed in the Asia-Pacific region are mid-level managers (53%) and have six to ten years of experience. Only 20% express some level of dissatisfaction with their jobs. They report the greatest satisfaction with job security, work life balance, and managerial support. They are least happy with their current pay and growth potential.

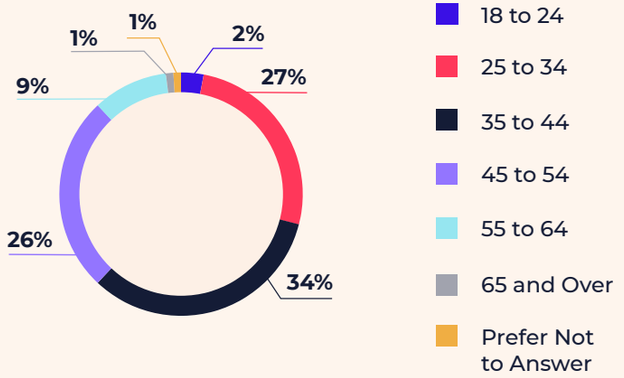
Given the reported frustration with their future possibilities, it's not surprising that the benefit they value most is professional development and training opportunities. On the other hand, they put little value in flexible working hours and remote/hybrid work.

It's interesting to note that while they are satisfied with their jobs for the most part, 42% still report that they are likely to switch job roles. Only 27% are thinking of switching employers. The biggest factors for wanting to switch job roles also align with the two areas that they are least happy with — better compensation and benefits, and more equity in opportunities and professional development. These last two also appear as the top two biggest challenges they face in their careers.

78%	**56%**	**56%**	**55%**
Overall Satisfaction with Current Job	**Satisfaction with Current Pay**	**Satisfaction with Employee Benefits**	**Satisfaction with Growth Potential**
83%	**68%**	**25**	**516**
Satisfaction with Job Security	**Satisfaction with Work-Life Balance**	**Average Age**	**Count**

Asia-Pacific

AGE GROUP



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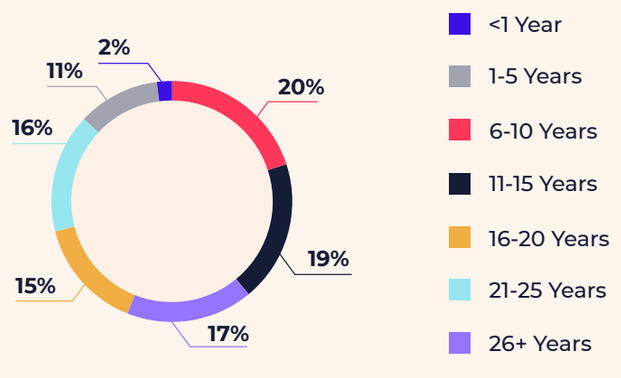

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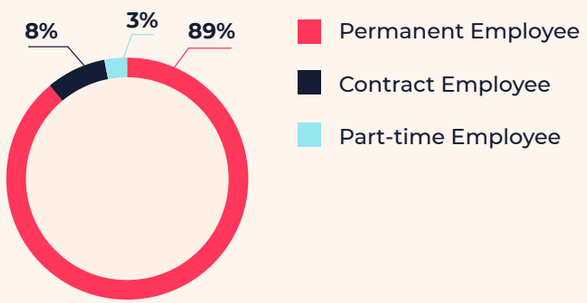

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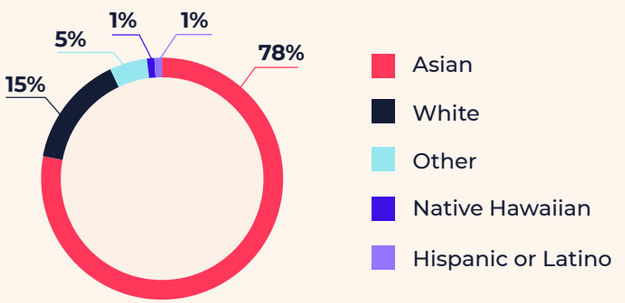

Asia-Pacific

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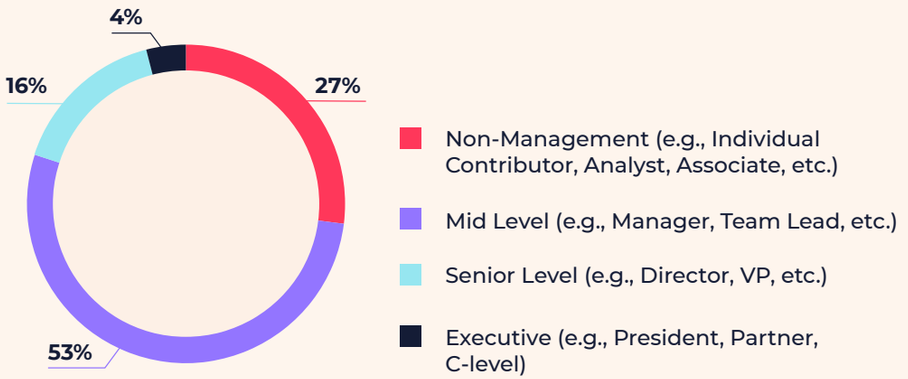

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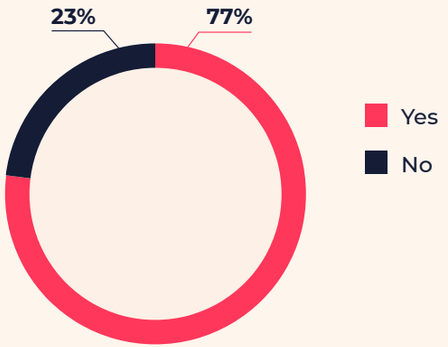

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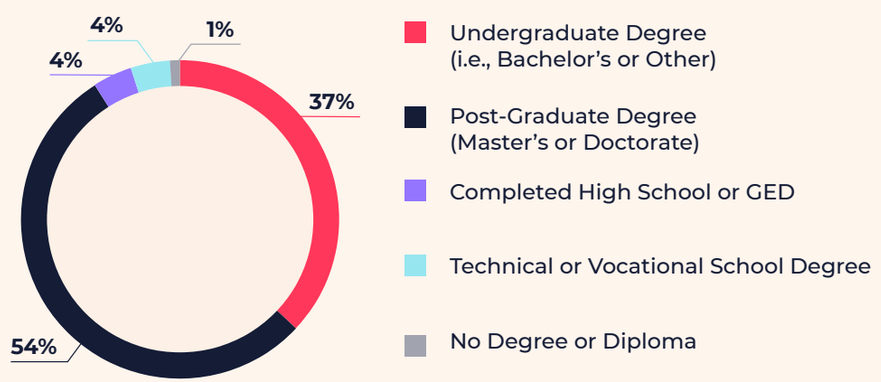

Asia-Pacific

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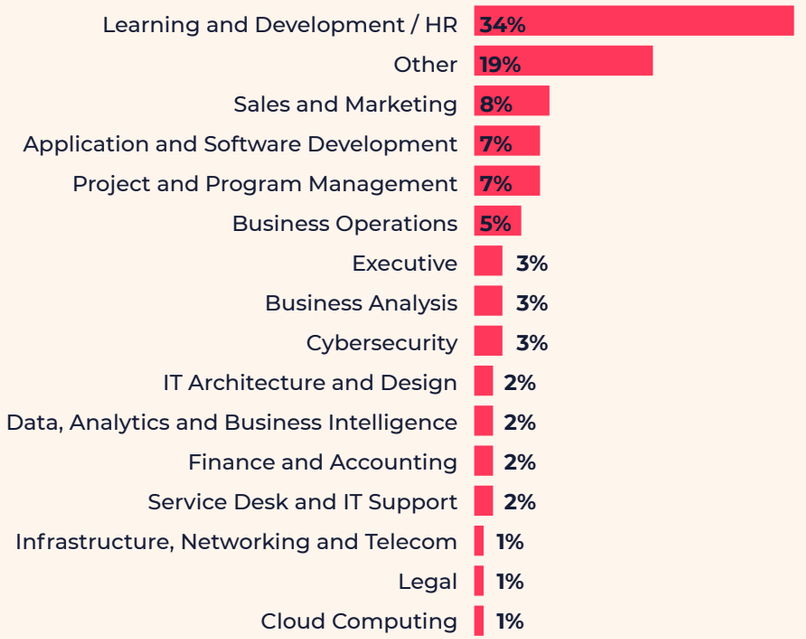

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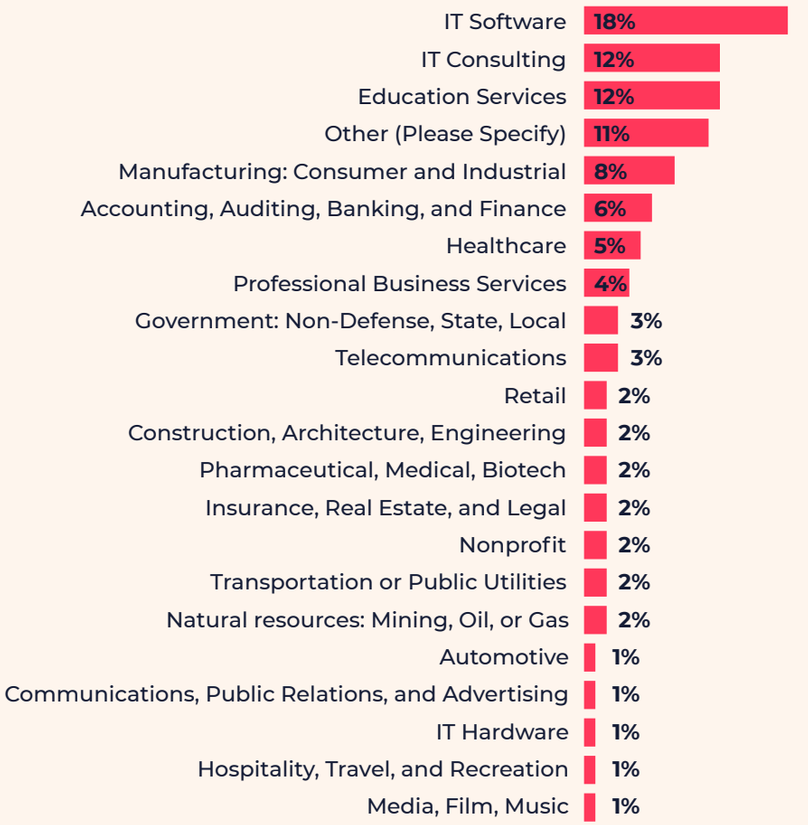

Asia-Pacific

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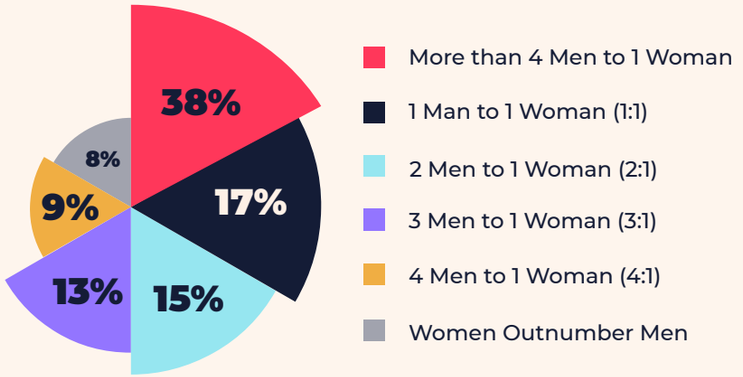
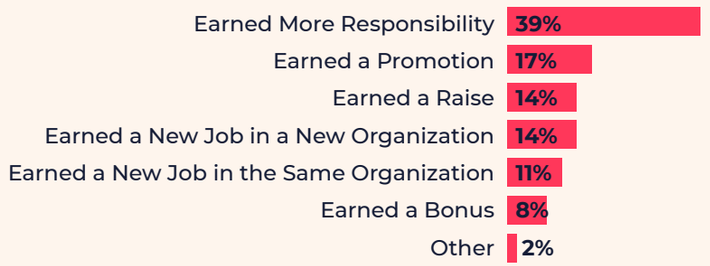
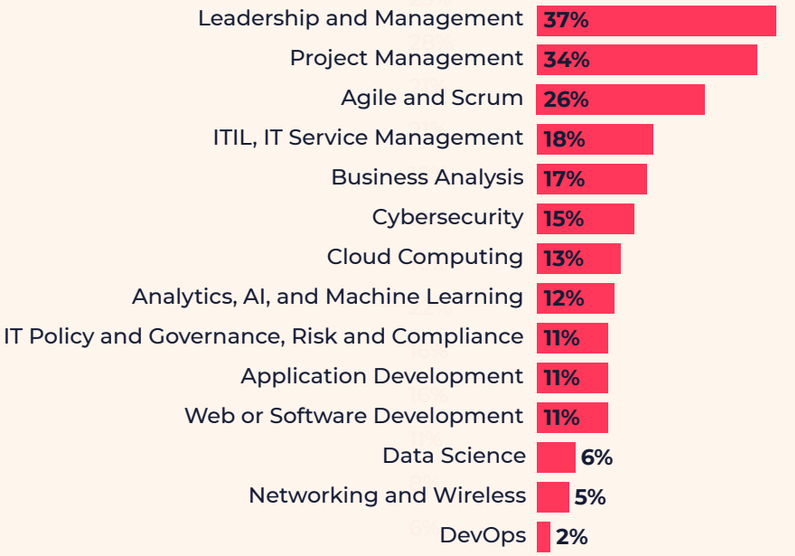


HOW HAS BEING CERTIFIED HELPED YOU ADVANCE YOUR TECH-RELATED CAREER? (SELECT ALL THAT APPLY)



IN WHICH OF THE FOLLOWING TECH-RELATED TOPICS HAVE YOU EARNED A CERTIFICATION? (SELECT ALL THAT APPLY)



Asia-Pacific

TOP TEN TECH-RELATED TOPICS WOMEN ARE INTERESTED IN

1. Leadership and Management
2. Analytics, AI, and Machine Learning
3. Data Science
4. Project Management
5. Business Analysis
6. Cybersecurity
7. Agile and Scrum
8. Cloud Computing
9. Application Development
10. IT Policy and Governance, Risk and Compliance

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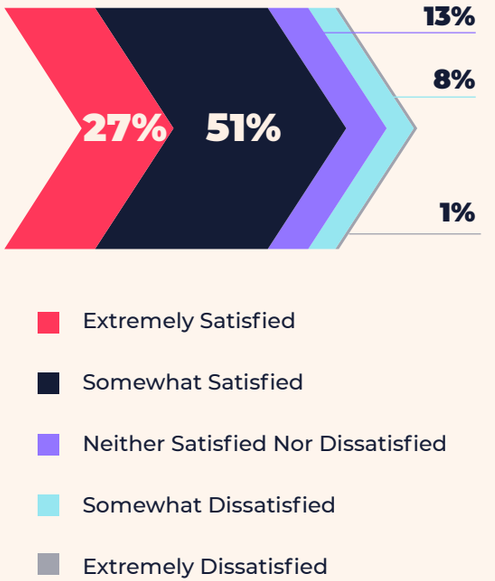
Web or software development, DevOps, ITIL, IT Service Management, Networking and Wireless.

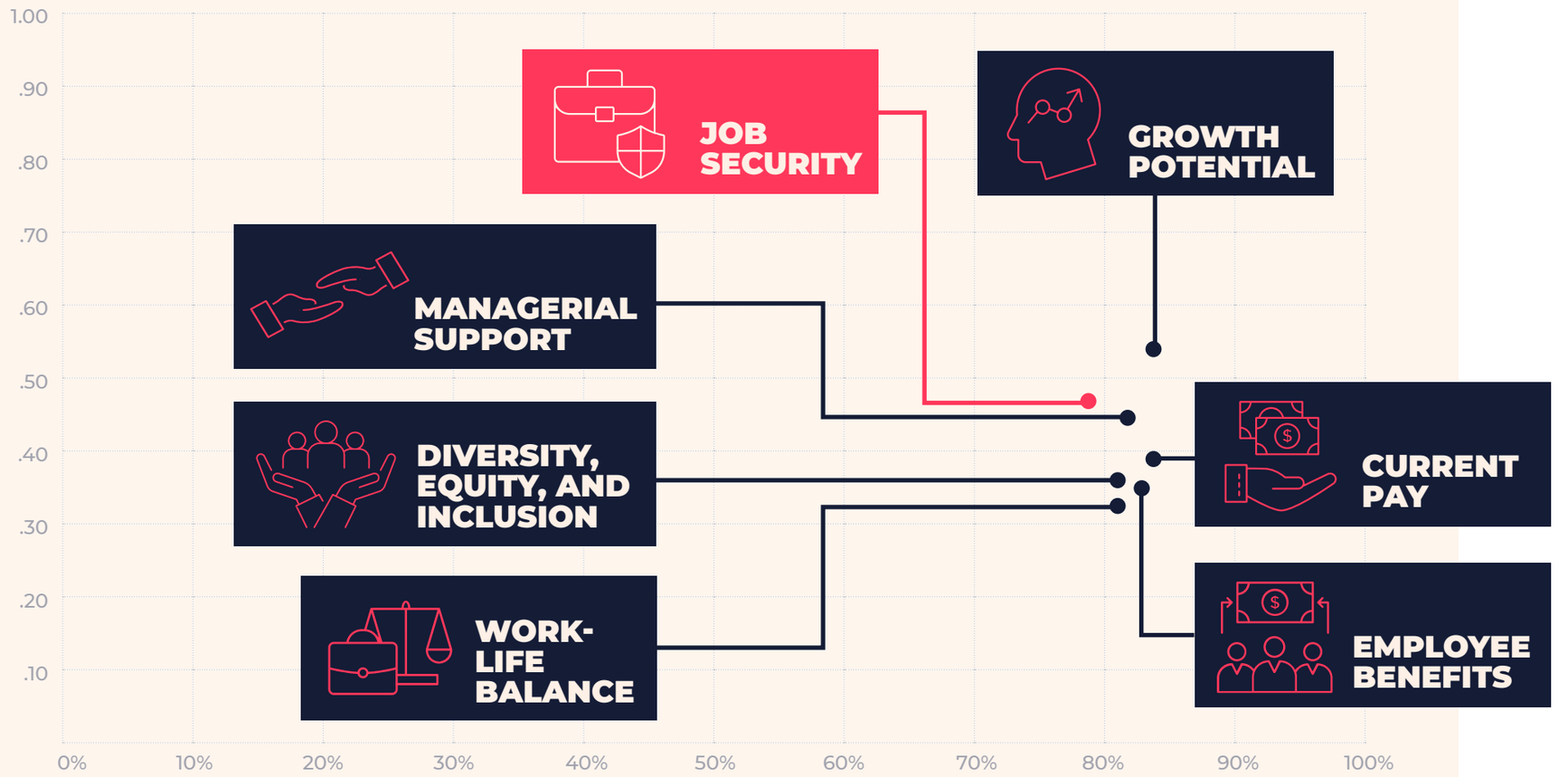
WHICH OF THE FOLLOWING FACTORS ARE MOST IMPORTANT TO YOU WHEN DECIDING ON A TRAINING PROVIDER? (SELECT ALL THAT APPLY)

OVERALL, HOW SATISFIED OR DISSATISFIED ARE YOU WITH YOUR CURRENT JOB?



Asia-Pacific

KEY DRIVERS OF OVERALL JOB SATISFACTION



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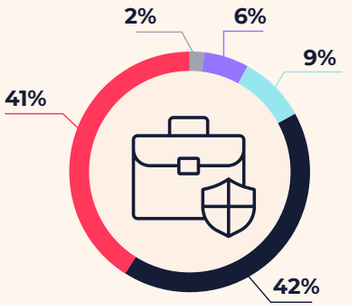
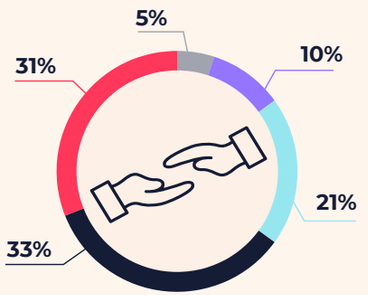
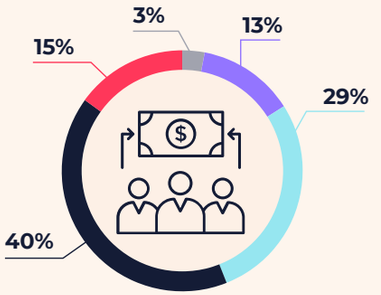
JOB SATISFACTION FACTORS



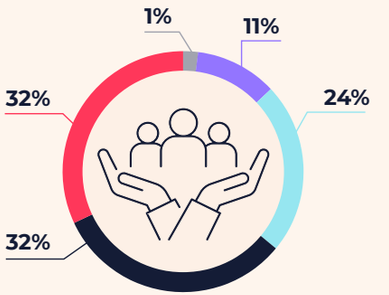
JOB SECURITY



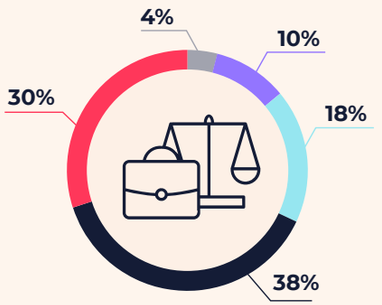
MANAGERIAL SUPPORT



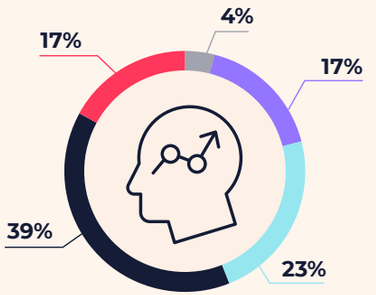
EMPLOYEE BENEFITS



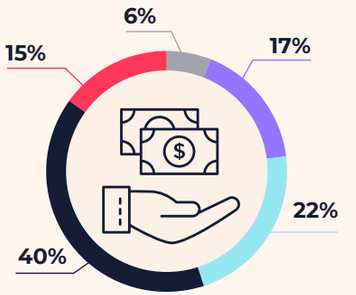
DIVERSITY, EQUITY, AND INCLUSION



WORK-LIFE BALANCE



GROWTH POTENTIAL



CURRENT PAY

Extremely Satisfied
Somewhat Satisfied
Neither Satisfied nor Dissatisfied
Somewhat Dissatisfied
Extremely Dissatisfied

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VALUE OF BENEFITS

ORGANIZATIONAL BENEFIT VALUE	NOT IMPORTANT AT ALL	SLIGHTLY IMPORTANT	MODERATELY IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT
Professional Development / Training Opportunities	1%	1%	4%	30%	64%
Flexible Working Hours	1%	1%	6%	30%	62%
Coaching / Mentoring / Career Counseling	0%	4%	9%	31%	56%
Remote / Hybrid Work	1%	3%	11%	30%	55%
Medical Benefits	7%	2%	8%	28%	55%
Paid Time Off (PTO)	4%	3%	10%	31%	52%
Family Leave	2%	2%	13%	35%	49%
Child Care	7%	6%	18%	26%	43%

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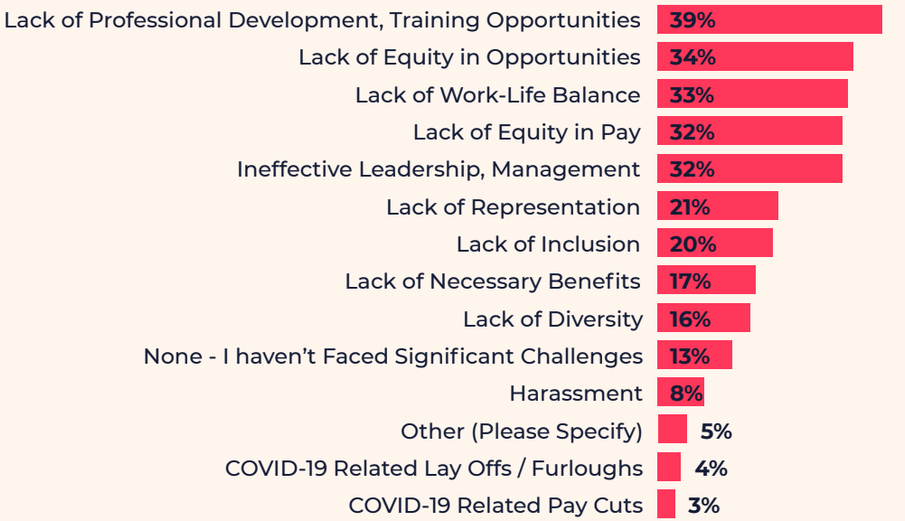
WHAT DO YOU THINK ORGANIZATIONS COULD DO TO ENCOURAGE MORE WOMEN TO PURSUE TECH-RELATED CAREERS? (SELECT ALL THAT APPLY)

WHAT CHALLENGES, IF ANY, HAVE YOU FACED PURSUING A TECH-RELATED CAREER? (SELECT ALL THAT APPLY)



WHICH OF THE FOLLOWING SUPPORT AND EMPLOYEE BENEFITS DOES YOUR CURRENT ORGANIZATION PROVIDE? (SELECT ALL THAT APPLY)

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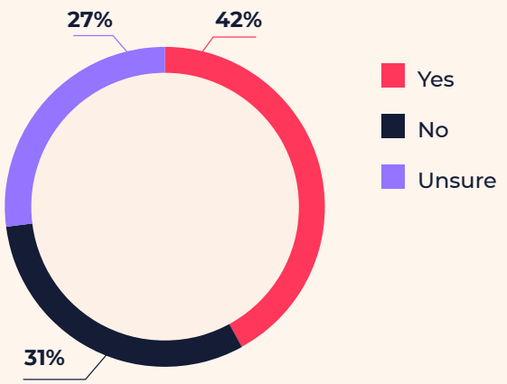
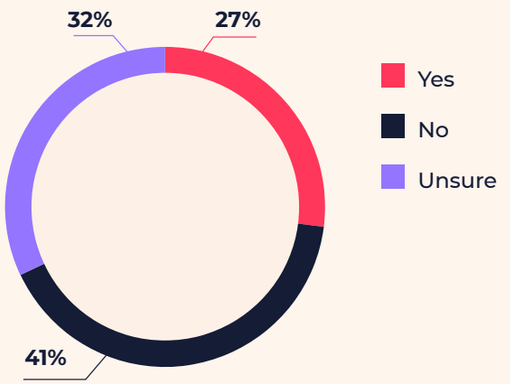
WILL YOU CONSIDER SWITCHING JOB ROLES IN THE NEXT YEAR?



WILL YOU CONSIDER SWITCHING EMPLOYERS IN THE NEXT YEAR?



PLEASE SELECT THE REASONS FOR CONSIDERING ANOTHER JOB ROLE (SELECT ALL THAT APPLY)

Survey Methodology

Skillsoft's Women in Tech survey was conducted online from December 2022 to February 2023, with the goal of revealing the challenges women in tech commonly face and uncovering ways that employers can better support them. The survey — which consisted of multiple-choice questions, open-ended responses, and value ranking — yielded 1,321 complete responses from women who work in the tech industry, at tech organizations or companies, and in tech roles.

The report shares findings of all respondents for the demographic questions in the survey: age, race, job function, employment status, years of experience, level of responsibility, team responsibility, education and industry.

However, most of the report shares the findings of women who reported their job function as one of the following:

- Application and software development
- Business analysis
- Business operations
- Cloud computing
- Cybersecurity
- Data, analytics and business intelligence
- DevOps
- Executive
- IT architecture and design
- Infrastructure, networking and telecommunications
- Project and program management
- Service desk and IT support

The number of respondents globally for those who hold jobs within these functions totaled 621. In North America, 307; in Asia-Pacific, 185; in Europe, Middle East and Africa, 118. The remaining respondents reported their primary location as countries outside of these three regions.

The survey and report were supported by Google, Nutanix, and Red Hat, and it was tabulated using the Qualtrics XM Platform.

THANKS TO OUR PARTNERS

We extend a special thank you to our partners for helping make this survey possible:

Google NUTANIX Red Hat

About Skillsoft

Skillsoft (NYSE: SKIL) delivers transformative learning experiences that propel organizations and people to grow together. The Company partners with enterprise organizations and serves a global community of learners to prepare today's employees for tomorrow's economy. With Skillsoft, customers gain access to blended, multimodal learning experiences that do more than build skills, they grow a more capable, adaptive, and engaged workforce. Through a portfolio of best-in-class content, a platform that is personalized and connected to customer needs, world-class tech and a broad ecosystem of partners, Skillsoft drives continuous growth and performance for employees and their organizations by overcoming critical skill gaps and unlocking human potential.

Learn more at www.skillsoft.com.

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