

SKILLSOFT'S 2022 WOMEN IN TECH REPORT

India Region



TABLE OF CONTENTS

- 3 INTRODUCTION
- 5 HOW TO USE THIS REPORT
- 6 PRIMARY FINDINGS
- 9 WOMEN IN TECH
- 14 CERTIFICATIONS
- 20 JOB SATISFACTION AND EMPLOYEE BENEFITS
- 26 SALARIES AND RAISES
- 29 IMPORTANT ISSUES AND CHALLENGES
- 32 ENCOURAGEMENT AND ADVICE
- 34 CONCLUSION
- 36 SURVEY METHODOLOGY



INTRODUCTION

Welcome to Skillsoft's 2022 Women in Tech Report - India Region, an in-depth study of women who work in technology. Women have long been underrepresented in tech, although that situation is improving. In our first study of its kind, we set out to examine the current state of Indian women in tech careers, how they feel about their challenges and opportunities, and what they need to succeed. The subject has broader implications than you might think.

TODAY, EVERY COMPANY IS A TECHNOLOGY COMPANY

Greatly accelerated by COVID-19, Digital Transformation is everywhere — so every company's success depends on its ability to execute digitally and continue to invest in new technology-driven offerings and operations. This brave new world has created a skills gap in IT. Technology simply evolves too fast, and it's impossible to foresee the competencies that will be needed tomorrow. And the gap has only been exacerbated by the pandemic. Offices closed, work-from-home became the norm, and knowledge workers can now take their jobs anywhere. Pair this with major disruption to the economy and it's no wonder people are re-thinking their priorities — ultimately leading to the so-called Great Resignation that we're all experiencing. Filling roles has become one of the most critical issues for everyone from HR manager to CEO.



HOWEVER, THERE IS A GREAT UNTAPPED RESOURCE: WOMEN

Women represent a growing demographic in the Indian IT sector – albeit slowly, from 23-24% of employees over a decade ago to 34% in 2021¹. As we discovered in this study, women crave opportunity. However, they still encounter inequity when compared to their male peers on multiple levels, and that must change. Today, it's vital that women are given the opportunities, training, and resources traditionally offered to their male counterparts.

FROM THE GREAT RESIGNATION TO THE GREAT REINVENTION

Women in tech have historically been underrepresented and undervalued. But a clear opportunity for radical change is in view. This starts with understanding where we are now, how we got here, and where we need to go next.

In Skillsoft's 2022 Women in Tech Report - India Region, you'll find relevant and timely data from 1,004 women surveyed across India. IT professionals, human resources, and industry leaders can use this report as a guide to understand the state of women in tech, as well as their current challenges, barriers to inclusion, and advancements.

Most importantly, the report will also give organizations an opportunity to identify and develop solutions to empower women in tech, and promote meaningful gender diversity, equity, and inclusion.

Through better understanding and advocacy, we can encourage women to pursue and advance tech-related careers by providing opportunities for them to upskill, build confidence, and reach their personal and professional goals.

When women rise, we all win.



¹NASSCOM

HOW TO USE THE WOMEN IN TECH REPORT

In India, the urban female labour participation rate (FLPR) is historically very low, and declined further during the COVID-19 pandemic. In fact, according to Centre for Monitoring Indian Economy, the FLPR dropped to 7.2% in December 2021 from 9.5% in December 2019.

For women in tech, advancing in their chosen career can be a challenge. We've pulled data from our research that sheds light on the job roles, skills, challenges, certifications, and experiences of women in tech.

The data in this report helps answer the following questions:

- Who are the women working in tech and what jobs do they hold?
- What is their responsibility level?
- Which industries are employing women?
- Which certifications are women in tech pursuing and how do they help advance their careers?
- Are women in tech satisfied with their jobs and, if so, why?
- What challenges do women in tech face?
- What advice do women in the field have for women thinking of a career in tech?
- What does the future hold for women in tech?



PRIMARY FINDINGS

Part of the goal of this survey is to understand how to better support women who want to pursue careers in the tech field or advance the positions that women hold today. To do that, it's important for organizations to act on our key findings:

WOMEN IN TECH WANT TO LEARN

We heard it repeatedly — women want professional development and training opportunities. More than work-life balance. More than a big paycheck. Even more than employer-sponsored childcare. In fact, 52% of women working in core tech companies ranked professional development/training opportunities as one of the top five incentives from their organizations compared to 42% of those working in non-tech companies. 51% who are at the CEO, CXO level and 48% of those working in companies with 1,000 or more employees also cited the need for professional development/training opportunities.

Despite a substantial percentage of women recognizing that professional development/training opportunities is an important incentive that would encourage more women to join the tech-based work field, we found only about half of women in tech (~52%) say that they have it currently available to them through their organization.

They want to move up the professional ladder, earn a bigger salary, and create a better world for themselves and their families.

THEY WANT MORE WOMEN IN LEADERSHIP POSITIONS

Close to half (47%) say that seeing more women in leadership roles would encourage more women to pursue tech-related careers.



BUT ... THEY WANT TO BE TREATED FAIRLY

While they're craving opportunities to advance professionally, they're not turning their backs on other issues. Even as more women have joined the tech environment in the last 5 years, it is not without its challenges. Seven in 10 women say that the tech-based environment highlights the work of more men than women. Lack of equity in opportunities and overall under-representation of women in the tech field are seen to be major challenges.

Lack of equity in opportunities with male counterparts is a leading challenge, cited by 47% respondents. This is followed closely by under-representation of women in the tech field with 46% of respondents. An equitable salary is also a challenge, cited by 43% of respondents, while the same percentage of respondents have highlighted facing harassment at work.

WOMEN IN TECHNOLOGY HAVE OPPORTUNITIES TO FILL CRUCIAL TALENT GAPS

Data management and cloud computing are the leading areas of interest to women in tech. This correlates with recent data from [Skillsoft's Global Knowledge 2021 Skills and Salary Report](#). Big data/data management and cloud computing were two of the top five investment areas for IT departments in 2021 and there is no reason to suspect that there will be a shift in this area as we move ahead in 2022.

Only 1% of women held positions in cybersecurity, making it a great opportunity for women as the same report revealed cybersecurity ranked highest in salary and as the top investment area by IT decision-makers. Women can fill crucial shortages and skills gaps in this field — and put themselves on the path to high-paying jobs. It also creates opportunities to dispel skepticism in the workplace and build credibility, an ongoing concern for many of the women we surveyed.



WOMEN ARE GENERALLY SATISFIED IN IT AND FEEL SECURE IN THEIR FUTURE

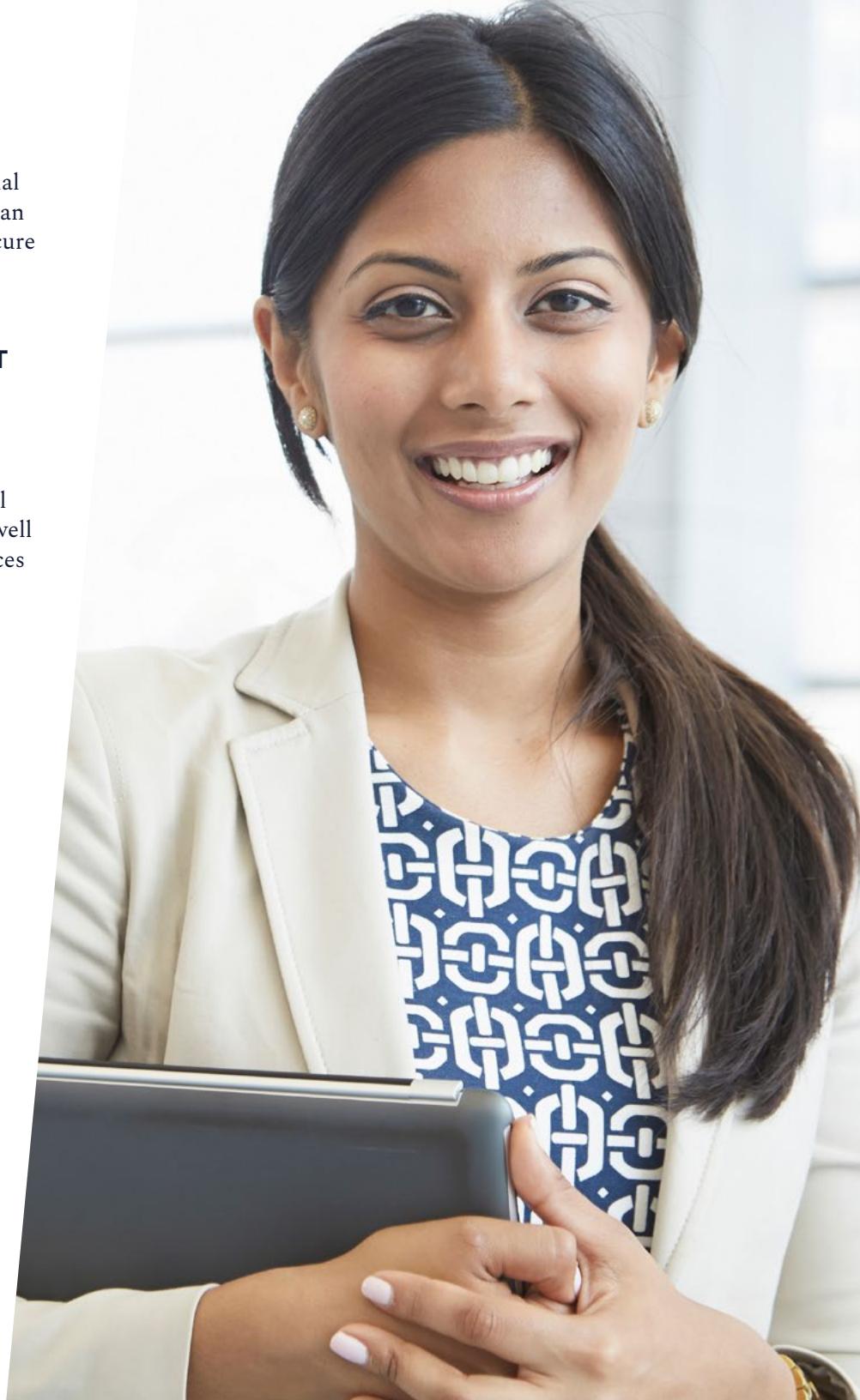
While women in tech have mixed feelings on benefits (44% satisfied), growth potential (42% satisfied), and job responsibility (48% satisfied), they are satisfied more often than not with their career choice and believe that their employment opportunities are secure (44% satisfied).

HOWEVER, WOMEN AREN'T GETTING THE SUPPORT THEY WANT OR NEED

Many women in tech report persistent inequity, condescending treatment, and skepticism in their abilities. They believe there are different standards set for them versus the men in their field. Women are tired of not being taken seriously. They feel excluded and they are often outnumbered. This is problematic for organizations as well as the women involved because it eliminates their valuable perspectives and reinforces inequity and skills gaps — all of which impact the way organizations perform.

TRAINING IS THE NAME OF THE GAME

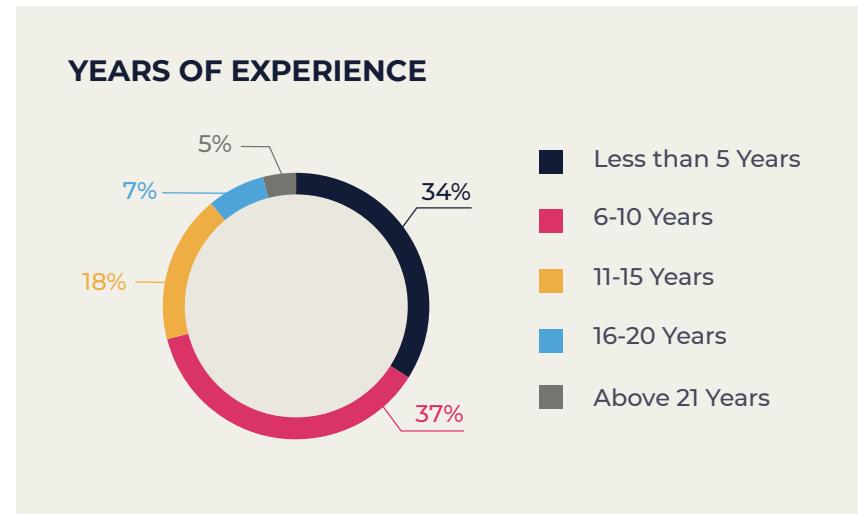
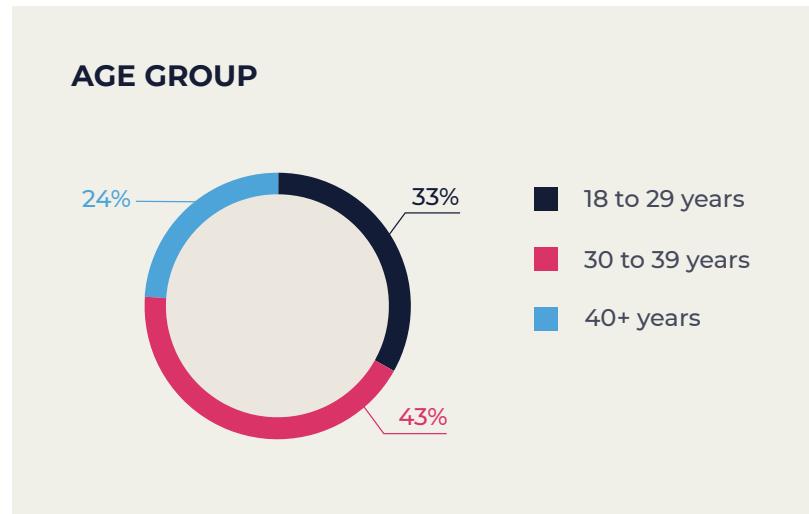
Above all else, women in tech believe training will encourage more women to enter the field and help those already in tech to thrive. It's a win-win because advanced training leads to improved productivity and resolution times, better onboarding, increased confidence, and a decrease in skills gaps.





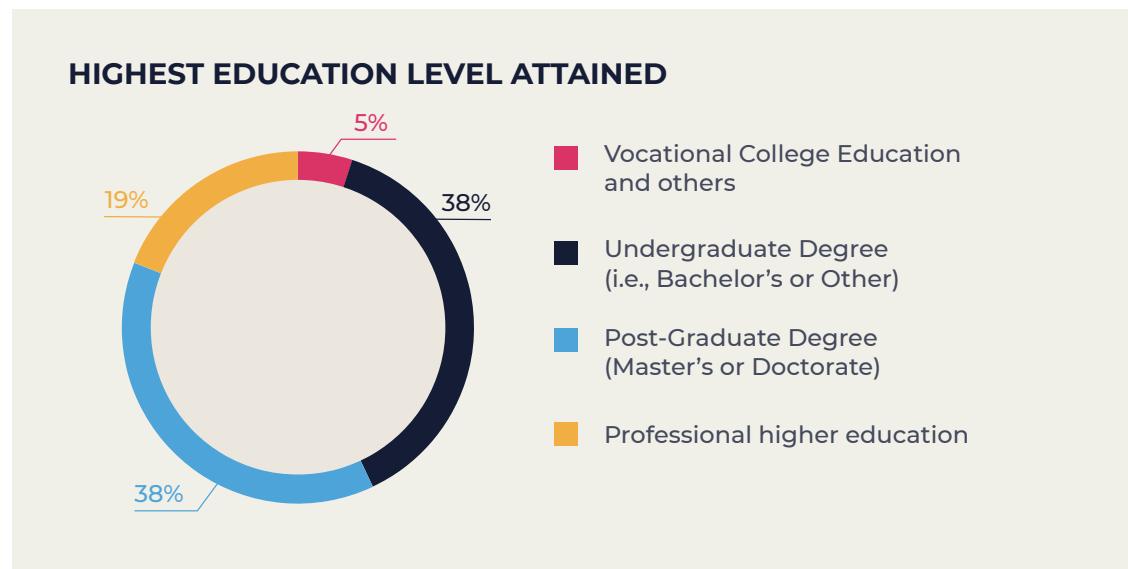
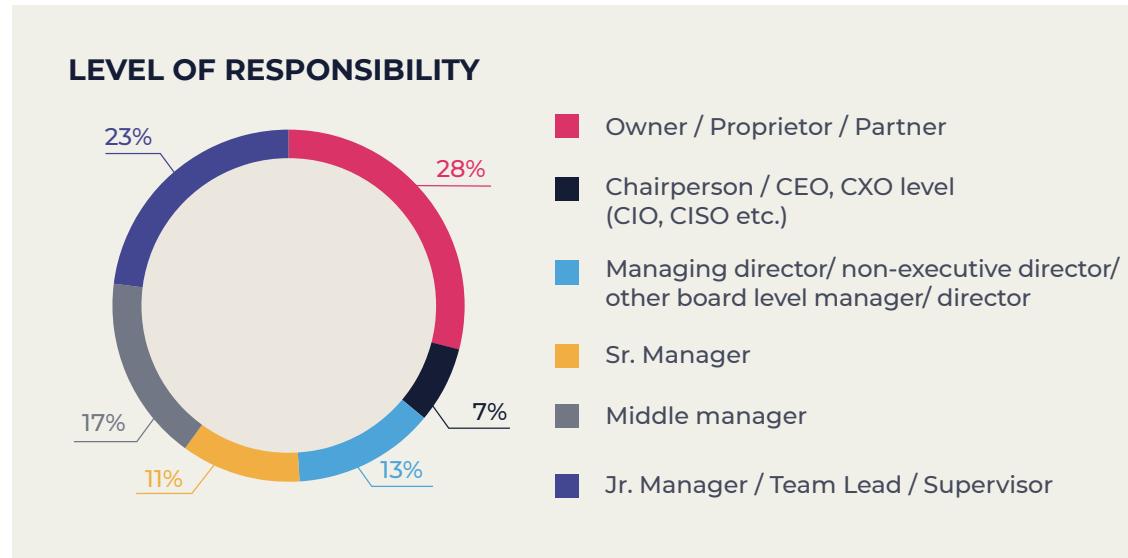
WOMEN IN TECH

We spoke to 1,004 women across India who work in the tech industry. Ages range from 18 to 40 years and over, with the majority falling in the 30-39 range. Respondents have experience levels that range from less than 5 years (34%) to over 21 years (5%). Most have six to 10 years in tech. Those having experience between 6 to 10 years comprised (37%) of the surveyed population.



RESPONSIBILITY LEVELS AND EDUCATION

As far as responsibility levels are concerned, 17% hold a mid-level manager position and 11% report having a senior-level position. 23% are either a team lead or hold a supervisory position and only 7% report holding an executive-level position. There is an equal split between women holding graduate and post-graduate level education at 38%. It is also noted that 80% of these women lead teams.

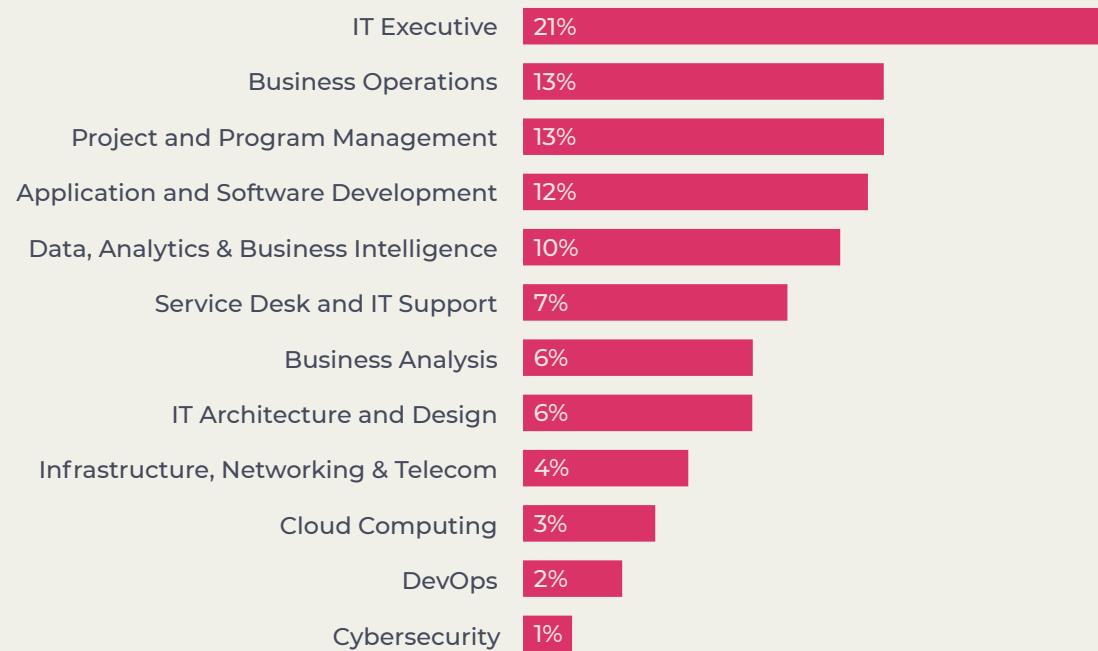


Compared to men, women have to work longer to climb the corporate ladder. According to [Skillsoft's Global Knowledge 2021 Skills and Salary Report](#), the highest percentage of men in leadership roles have 15-20 years of experience, while the highest percentage of women have 26 or more years on the job.



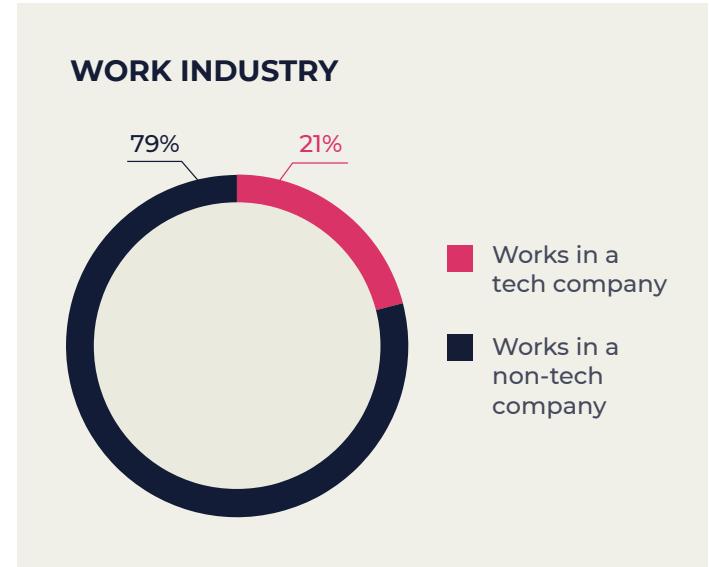
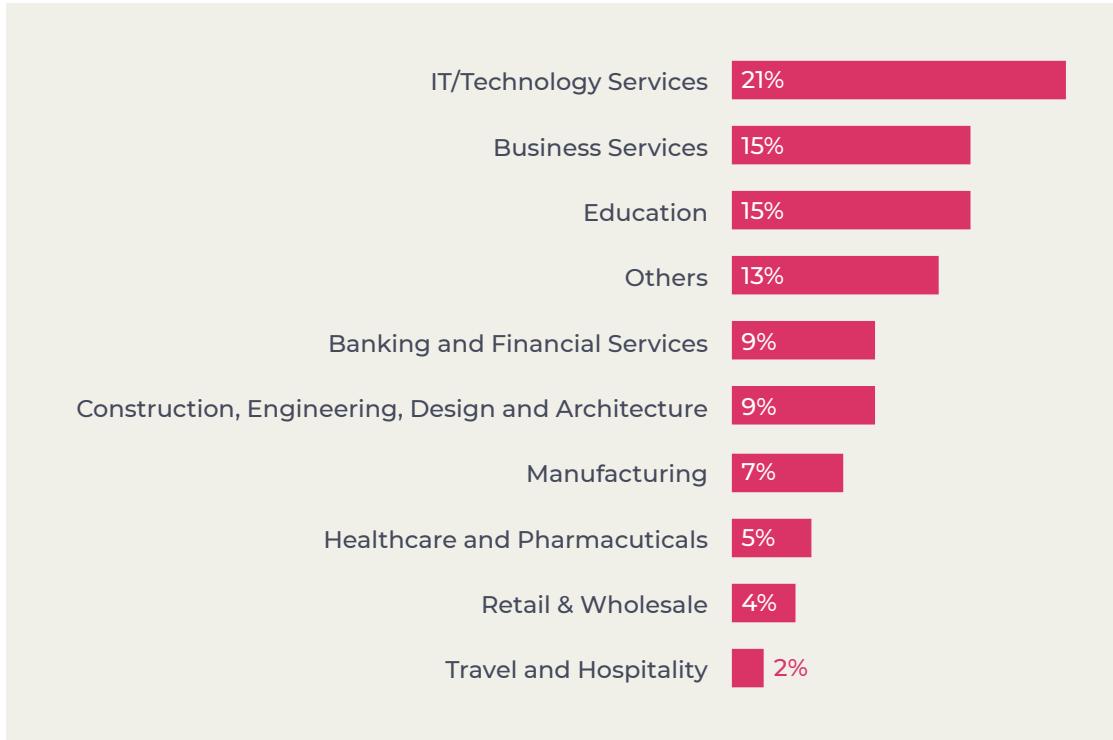
JOB FUNCTION

Job functions range from cybersecurity (1%) to business operations (13%) and IT executive (21%). Respondents also listed job functions as project and program management; IT architecture and design; application and software development; service desk and IT support; data, analytics, and business intelligence; business analysis; cybersecurity; infrastructure; networking and telecommunications; cloud computing. Eighty percent of our respondents manage a team or staff.



INDUSTRY

However, there are some differences by industry they work in. The majority of respondents (79%) work in non-tech companies, while 21% work in core tech companies. IT services is the largest reported industry overall with 21%, followed by education at 15%.



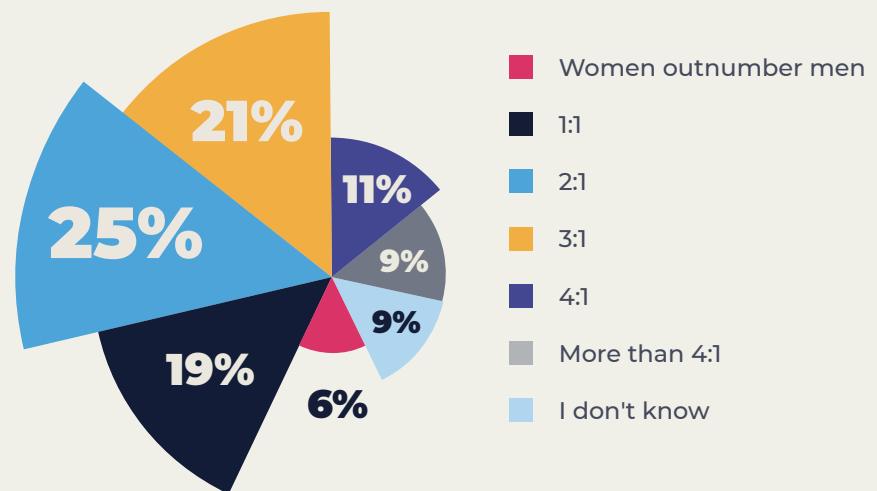


GENDER IMBALANCE

Sixty-six percent of the women surveyed say that men outnumber them in their organization for leadership roles at ratios of 2-to-1 or greater. The ratio of men outnumbering women of 2-to-1 or greater is higher for those working in tech companies (72%) compared to non-tech companies (66%), suggesting that tech-companies see a starker gender imbalance.

This trend of men outnumbering women is also visible in companies with 1,000 or more employees, where 74% of women say that men outnumber women at work at ratios of 2-to-1 or greater. Fewer women (59%) report being outnumbered by men in companies with under 50 employees.

RATIO OF MEN TO WOMEN IN LEADERSHIP POSITIONS IN TECH-ROLES IN CURRENT ORGANIZATION



CERTIFICATIONS

When asked how certification helped women advance in their tech career, 49% report that advanced training has improved their quality of work, 45% earned more responsibilities, 41% could perform their work faster, and 34% got promoted. Thirty-one percent used their certification to find a new job or plan to seek one in a new organization.

Perhaps given the associated advantages, we found that on average close to 90% say they would consider getting certifications in the future to continue building their skills.



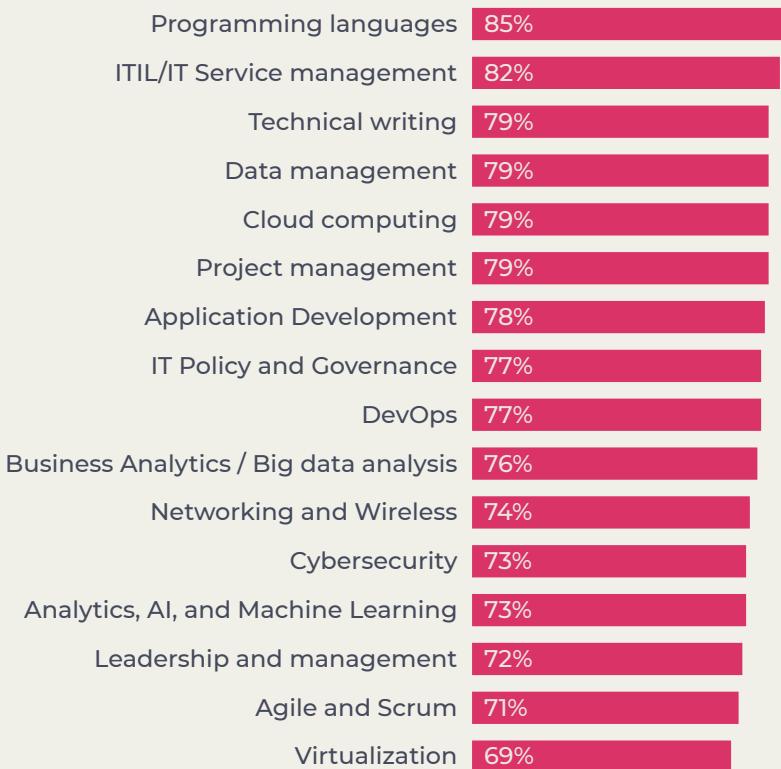
CERTIFICATIONS EARNED

Eighty-nine percent of women working in tech roles say they have either already worked towards a certificate or are in the process of getting one, suggesting the importance given to this channel of development. Notably, those leading a team (92%) are more likely to already have a certification or be working towards one, compared to those who don't currently lead a team (82%).

We also noticed that those working in core tech companies have a higher interest in certification. Ninety-six percent of those who work in core tech companies either already hold a certification or plan to earn one, compared to 88% of those who work in non-tech companies.

On a large scale, programming languages was the number one tech-related topic that women are earning certification for in 2022. Eighty-two percent of women report having a certification in ITIL/IT service management, followed closely by technical writing, data management, cloud computing and project management (79%).

IN WHICH OF THE FOLLOWING TECH-RELATED TOPICS HAVE YOU EARNED A CERTIFICATE



CAPABILITIES REQUIRED TO SUCCEED

While challenges continue to exist, those who have reached a level of seniority say that effective communication skills (52%) were a key element to advance in their career.

- 1 in 2 (~50%) also say that advanced technical skills are also an asset that helped them reach their current role, suggesting that while universal skills like effective communication also applies when it comes to advancement in tech-based roles, leaders in the field recognize the role those technical skills play in their growth.
- Additionally, those working in tech-based companies (54%) rank the need for advanced technical skills as the topmost factor for their success, compared to fewer in non-tech companies who say that (48%).
- Not surprisingly, ones with more experience cite the importance of executing strategy for the team/organization – more of those between 16-20 years (40%) and 21 and above years (38%) of experience say this, in comparison to those who have 5 years or less year of experience (25%)

IMPORTANT CAPABILITIES THAT HELPED WOMEN REACH THEIR CURRENT ROLE



LEARNING INTERESTS

The numbers were fairly close when you look at the skills women in tech want to build in the near future individually.

When asked to identify top areas of interest, data management ranked highest at 34%, followed closely by leadership and management (33%), project management (32%) and programming languages (29%). Nearly as much interest was expressed in cybersecurity and cloud computing at 28%.

TOP TEN TECH-RELATED TOPICS WOMEN ARE INTERESTED IN

1. Data management
2. Programming languages
3. Application development
4. IT policy and governance
5. Cloud computing
6. Business analytics/big data analytics
7. Networking and wireless
8. Cybersecurity
9. Technical writing
10. Analytics, AI and ML

Other interests cited include:

ITIL, IT service management, virtualization, DevOps, Agile and Scrum.

SKILLS THAT WOMEN IN TECH WANT TO BUILD IN THE FUTURE



CHOOSING A TRAINING PROVIDER

When choosing a training provider, women in the tech industry are looking for hands-on training and subject matter experts. In addition, they also give more importance to having the flexibility of accessing materials when they need it and identify the need for guidance from course providers when it comes to course selections. They also want course customization and tailoring to meet their organizations' needs.

WHICH OF THE FOLLOWING FACTORS ARE MOST IMPORTANT TO YOU WHEN DECIDING ON A TRAINING PROVIDER



WOMEN IN TECH COMPARED TO THE TECH INDUSTRY OVERALL

Recently, we finished Skillsoft's annual [Global Knowledge IT Skills and Salary Report](#) for the industry as a whole. We reached out to IT professionals from the United States, Europe, Middle East and Africa, Latin America, and Asia-Pacific to get an overview of the industry. In that study, 60% of IT professionals who are satisfied in their job report that they are unlikely to look for another position, while 89% of unsatisfied employees are likely to pursue new opportunities.

Women in tech are expressing greater job security than IT professionals as a whole. Close to 90% of the women who responded to our survey report that they are extremely to somewhat satisfied with their job security. Just under 70% of IT professionals on a global level feel that their job security is good or somewhat good.

More good news for IT: layoffs continue to be relatively low compared to other industries, and there seems to be little difference between terminations as a result of COVID-19 and those not unrelated to the pandemic.

IT professionals as a whole worry about managing their workload. In fact, 36% of respondents to the IT Skills and Salary Report say the amount of work is their biggest challenge. This is followed by a lack of career development and growth opportunities. Women tend to answer at a more personal level.

They report their biggest challenges to be a lack of equal pay and a lack of work-life balance. This is followed by a lack of professional development and training opportunities, as well as a lack of equity in opportunities. This data can lead one to believe that women view big-picture challenges as their biggest hurdles, while IT professionals as a whole focus on the day-to-day concerns.

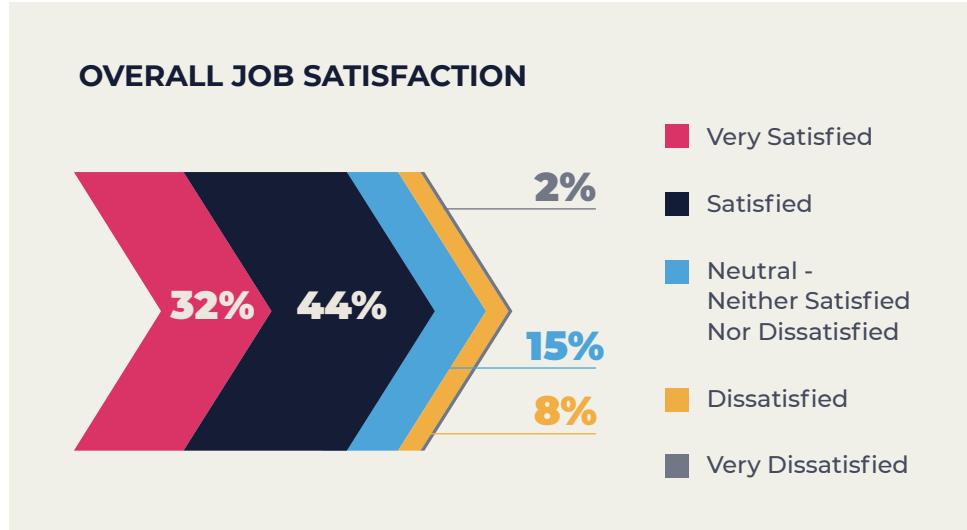


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JOB SATISFACTION AND EMPLOYEE BENEFITS

Overall job satisfaction is good for women in tech. Nearly three-quarters (72%) of respondents say they are satisfied or very satisfied with their work.

A mere 8% of them are dissatisfied while only 2% report to be very dissatisfied.



FACTORS CONTRIBUTING TO JOB SATISFACTION

There are a lot of factors that go into job satisfaction for women. Overall, responsibility is the biggest determinant with 79% saying that they are comfortable with the level of responsibility in their role.

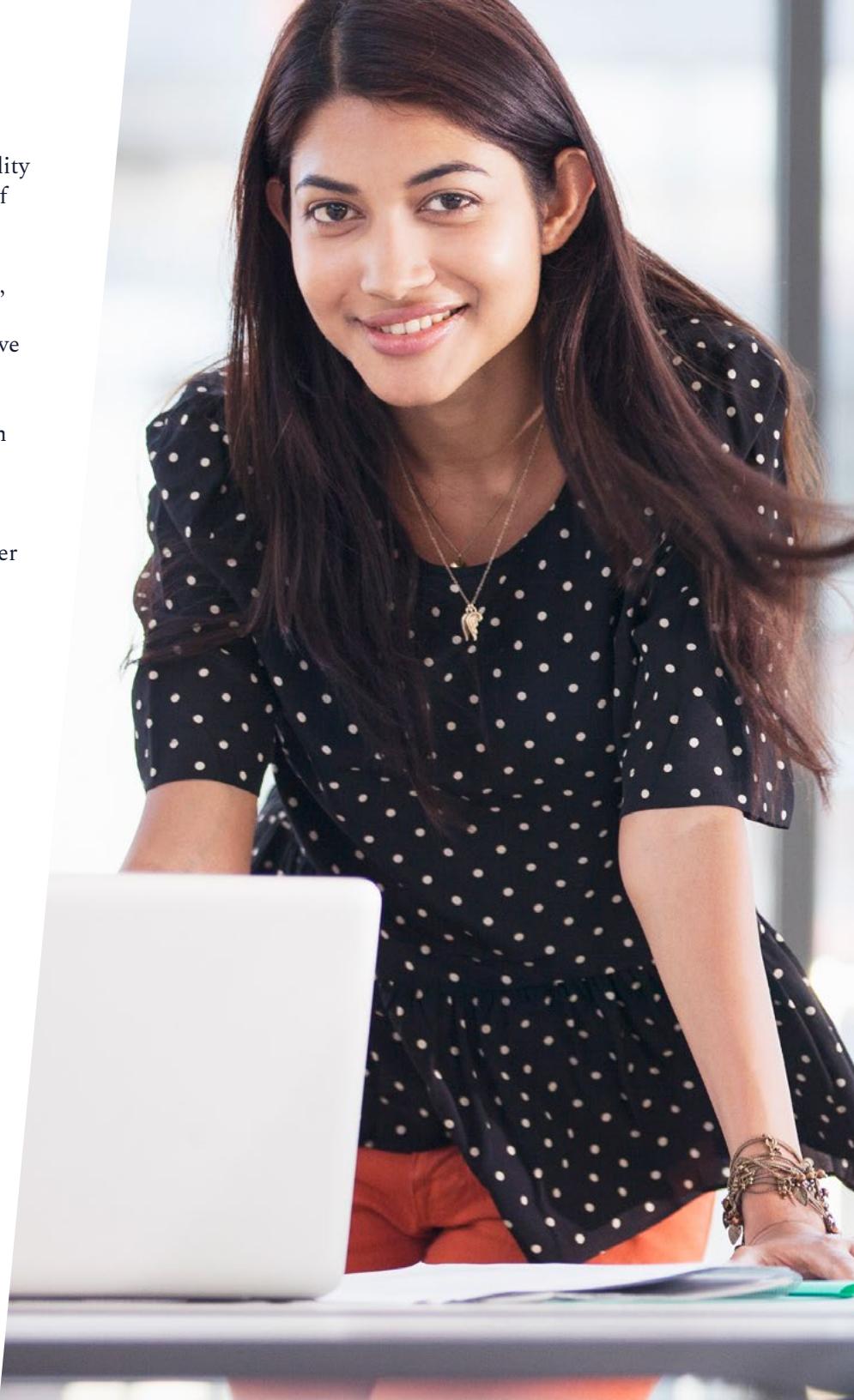
Despite recognizing the challenge of underrepresentation of women in the tech field, a large majority of women say that they are satisfied with women's representation in their organization. This is perhaps driven by a large majority saying more women have entered the tech-field in the past five years.

Frequency of promotions.raises appears to be the biggest area of dissatisfaction, with 13% of women saying they are at least somewhat dissatisfied with it. Current pay emerges as a close second with 12%.

Nuances emerge by the role a woman plays in her organization. The C-suite is happier with their long-term growth potential in the organization (89%), compared to more junior team members (Jr. manager/Team Lead/Supervisor) with only 62% saying that they are happy about their growth potential in their current organization.

This trend is also observed for employee benefits (81% of C-suite citing satisfaction vs. 64% of junior managers citing satisfaction) and current pay structure as well (76% vs. 54%).

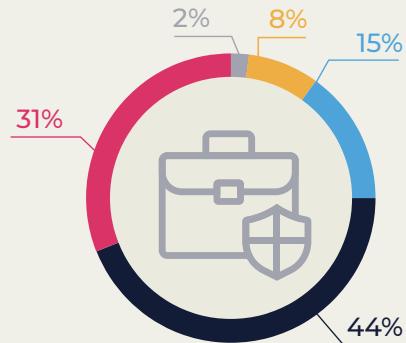
Notably, those with more years of experience (21 years and above) rank job security as their #1 feature when it comes to satisfaction levels – 88% say that they are happy with their job security, compared to roughly 70% of women who have 20 years or less.



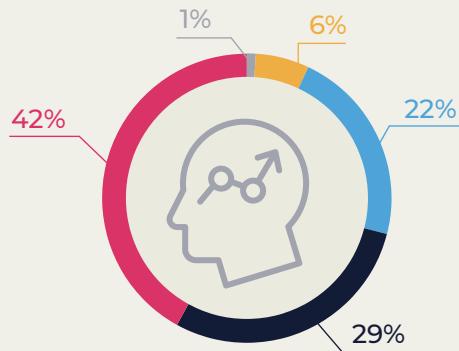
KEY DRIVERS OF OVERALL JOB SATISFACTION

| Job satisfaction factors | Very satisfied | Satisfied | Neither satisfied, nor dissatisfied | Dissatisfied | Very dissatisfied |
|--|----------------|-----------|-------------------------------------|--------------|-------------------|
| Representation of women in the organization | 32% | 45% | 18% | 4% | 1% |
| Job security | 31% | 44% | 15% | 8% | 2% |
| Responsibility | 31% | 48% | 18% | 3% | 0% |
| Access to formal upskilling/learning opportunities | 30% | 46% | 18% | 5% | 1% |
| Work-life balance | 30% | 39% | 22% | 7% | 2% |
| Long term growth potential in the organization | 29% | 42% | 22% | 6% | 1% |
| Organizational visibility | 28% | 48% | 20% | 3% | 1% |
| Employee benefits | 28% | 44% | 20% | 7% | 2% |
| Current pay/salary structure | 26% | 40% | 22% | 9% | 3% |
| Frequency of promotions/raise | 24% | 40% | 22% | 11% | 2% |

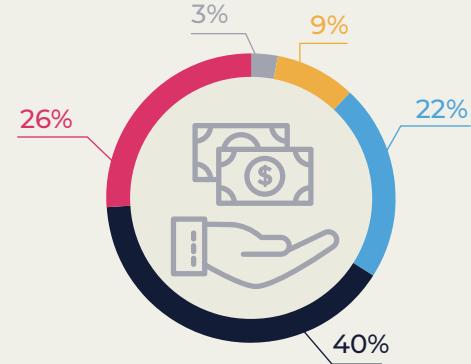
JOB SATISFACTION FACTORS



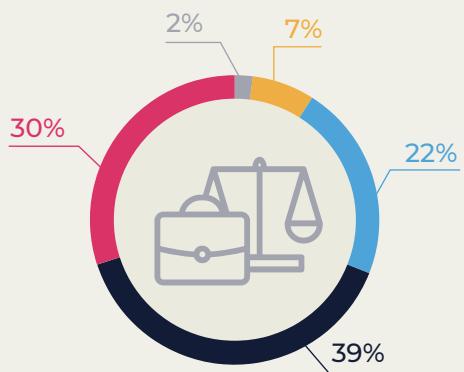
JOB SECURITY



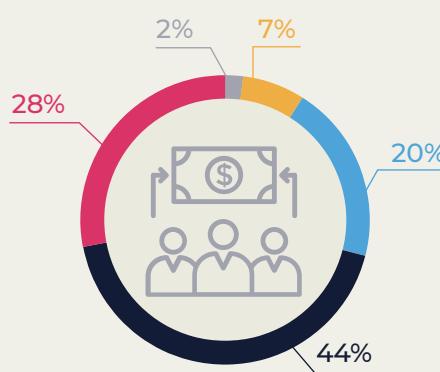
GROWTH POTENTIAL



CURRENT PAY



WORK-LIFE BALANCE



EMPLOYEE BENEFITS

■ Extremely Dissatisfied

■ Somewhat Dissatisfied

■ Neither Satisfied nor Dissatisfied

■ Somewhat Satisfied

■ Extremely Satisfied

WHICH BENEFITS MATTER MOST?

When asked about employee benefits, respondents report the highest percentage (55%) of women in tech look for health insurance. This is followed by professional development/training opportunities (52%). Flexible working hours ranked third (49%), followed by maternity leave (48%).



ALIGNING WHAT WOMEN WANT AND WHAT EMPLOYERS OFFER

What women in tech want doesn't always align with what organizations offer. While 44% of women want professional development, only 52% of organizations offer it as an employee benefit. Flexible working hours, another benefit deemed important by women, is offered by 49% of the respondents' employers.

More women in core-tech companies (62%) say that professional development/training opportunities are available to them, compared to fewer who say this from non-tech companies (49%). Core tech-companies also are more likely to be the ones giving employees the opportunity to work remotely (53%), compared to non-tech companies (42%).

- Professional development/training opportunity (63% vs. 43%)
- Health insurance (64% vs. 49%)
- Maternity leave (60% vs. 37%)
- Opportunity to work remotely (54% vs. 39%)
- Paid time off (47% vs. 32%)



SALARIES AND RAISES

Forty percent of the respondents say that their salary is less than 10 lakhs per annum. This is driven mostly by those who have 5 or fewer years of experience.

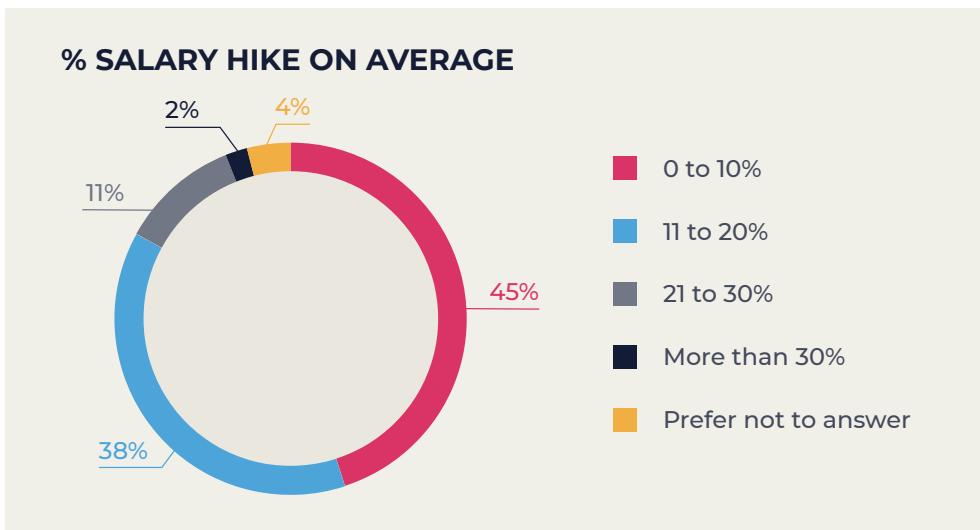
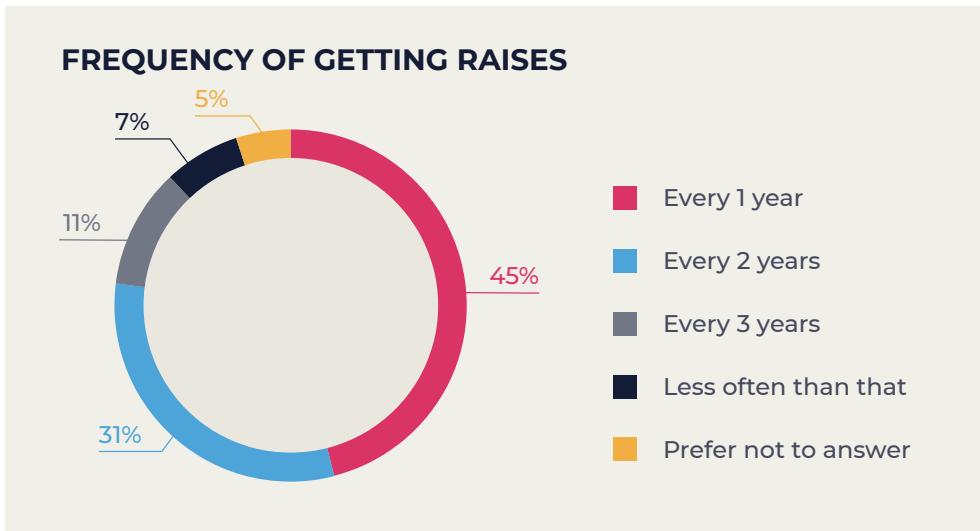
A higher proportion of those who lead teams (27%) say that their salary exceeds 21 lakhs per annum, compared to those who don't (17%).



A majority of women (~45%) say that they get a yearly raise, but they tend not to exceed 10%.

We note that in comparison to non-tech companies (12%), more women who work in core tech companies (17%) say that their average salary hikes are between 21-30% or above.

Additionally, a higher percentage of those in core-tech companies (70%) also state that they received a raise in the previous year, compared to fewer from non-tech companies (61%).



Those who manage teams and have more years of experience (above 20 years) are more likely to get better-than-average salary hikes.

Twelve percent of those who have more than 20 years of experience or higher said that they get a hike of above 30% on average, compared to only 2% of those with 6 to 10 years of experience.

We also noted that respondents who lead teams report higher percentages of increase in their salaries. Thirty-nine percent of those who lead teams said that their average salary hike is between 11 to 20%, compared to only 30% who don't lead teams.



IMPORTANT ISSUES / CHALLENGES

Women in tech, much like their sisters in other industries, face a number of on-the-job challenges.

Women face a unique set of challenges when presented with opportunities for employment and advancement. Many feel they must work harder to prove themselves. All too often, they find there are different standards for women than there are for men. Several women report past experiences when they've been asked to complete work at a reduced rate or unpaid to prove their skills. Others have faced "skepticism or dismissiveness from male peers."

Consider some of the feedback we heard from women in tech:

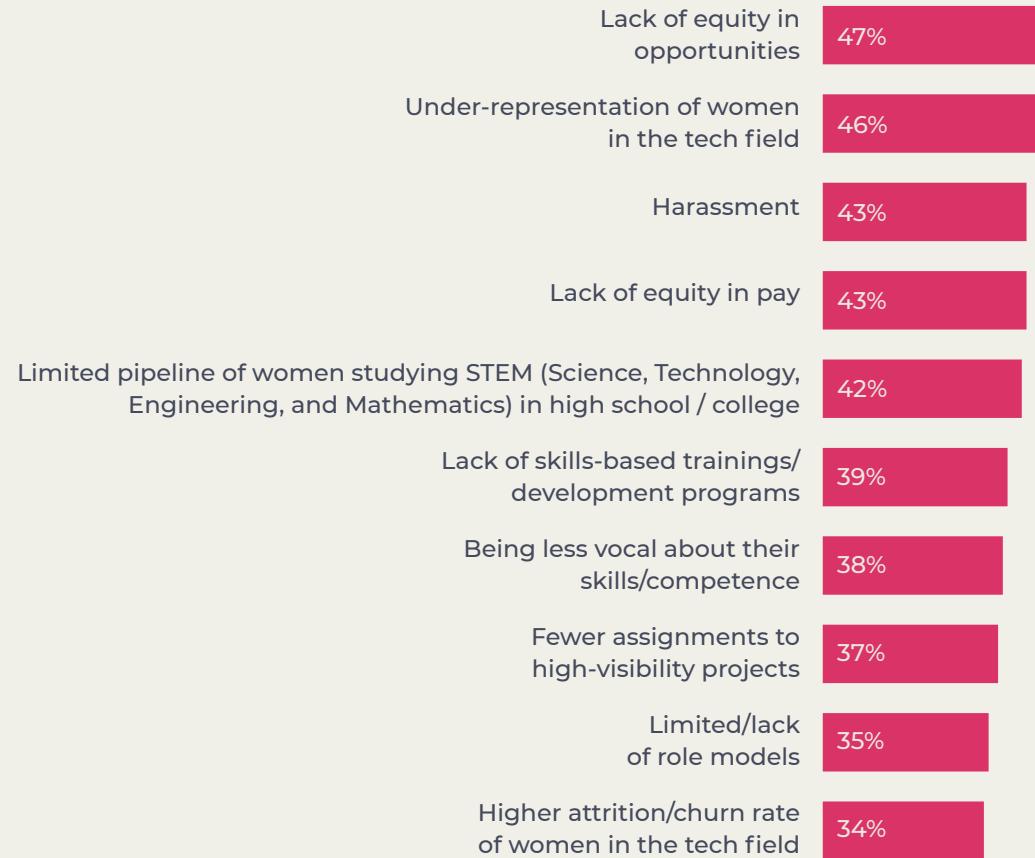
"I don't get hired for 'potential' like men do and never have."

"It should be visible that women are also in charge and successful and clearly we're not just hired because of looks."

"Forever treated like a 16-year-old girl instead of an adult whose opinions and knowledge are inexperienced or inferior."

In tech, the challenges women encounter often look different than those faced by their male counterparts. In this report, women rank a lack of equity in opportunities as a leading challenge.

WHAT CHALLENGES HAVE YOU FACED PURSUING A TECH-RELATED CAREER?



CHALLENGES FACED BY WOMEN IN TECH

A theme of systemic gender imbalance emerges as the topmost challenge for women in tech. A lack of equity in opportunities and underrepresentation of women are primary problems.

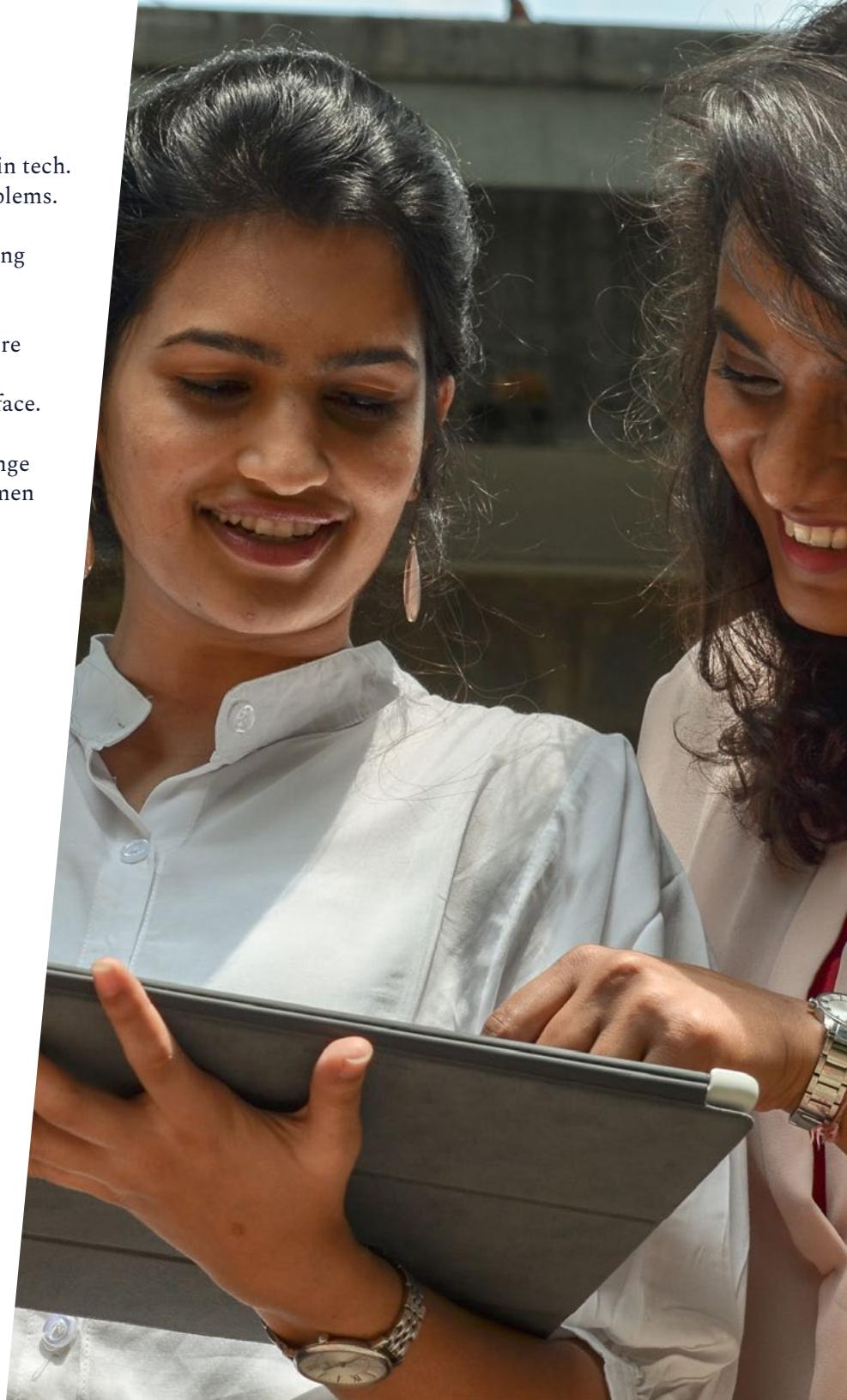
Notably, the challenge of lack of equity in opportunities is more starkly resonant among those who have been in their careers longer.

And despite the growing number of women in tech-based roles in the last 5 years, there is still more ground to cover. Those with more years of experience also recognize underrepresentation of women in the tech field as the biggest challenge that women face.

As is the case with so many women, 47% of those in tech list their number one challenge as a lack of equity in opportunities. Second, at 46%, is the underrepresentation of women in the tech field. 43% cite they have faced harassment at work. Aligning with what women view as important in their career, 39% of our respondents feel that a lack of professional development and training opportunities is a big challenge in the tech world.

But women in tech aren't alone when it comes to inequity on the job. Women in nearly every industry feel the imbalance. Consider the findings of a study done by Monitoring Indian Economy, Center for Sustainable Employment at Azim Premji University and ADP. They found that in India, during the pandemic:

- Only 7% of men lost their jobs, compared to 47 per cent of women who lost their jobs and did not return to work by the end of 2020.
- Urban India had 22.1% fewer women employed in 2021 than in 2019.
- The trend of fewer women seeking a return to work was observed in both urban and rural India.
- The gender pay gap has deepened with 65 per cent of women receiving a pay rise or bonus for taking on extra responsibilities or a new role compared to 70% of men.
- 71% of females feel judged for taking advantage of flexible working environment as compared to 64 per cent of males.



TAKING ACTION TO REVERSE THE PINK PANDEMIC

Virtually every person on Earth was affected by the COVID-19 pandemic. Many continue to be affected personally and professionally — especially women. Coined the “Pink Pandemic,” this shared experience proved to be a devastating loss to women who, just months before the pandemic hit, held more jobs in the United States than men.¹

COVID-19 changed everything.

Female-dominated businesses, like hospitality and retail, took a nosedive. Women, who typically earn less than their male counterparts, had to take time away from their work, leave jobs to care for families, or combine childrearing with professional responsibilities, while seeing fewer raises and promotions than men.

But women are resilient. Today they are showing a fresh perspective, energy, and dedication to ensure they rebound and regain influence, power, and capital. They’re doing this through the power of learning and development as a vehicle of advancement and empowerment.

But for real change to happen, women, allies, and organizations need to come together.

By acting now, organizations have the ability to overcome gender biases. In return, the world becomes measurably stronger, healthier, more secure and successful when women have equal opportunity.

SKILLSOFT 360 SERIES

FORGING NEW PATHWAYS FOR WOMEN'S CAREERS

A PINK PANDEMIC RECOVERY PLAN

by

Elisa Vincent
Vice President,
Global Talent Enablement

Michelle Boockoff-Bajdek
Chief Marketing Officer

Rashim Mogha
Customer Market Leader,
Leadership & Business

Rosie Cairnes
Vice President Regional Sales,
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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

¹U.S. Bureau of Labor Statistics, December, 2019.

ENCOURAGEMENT AND ADVICE

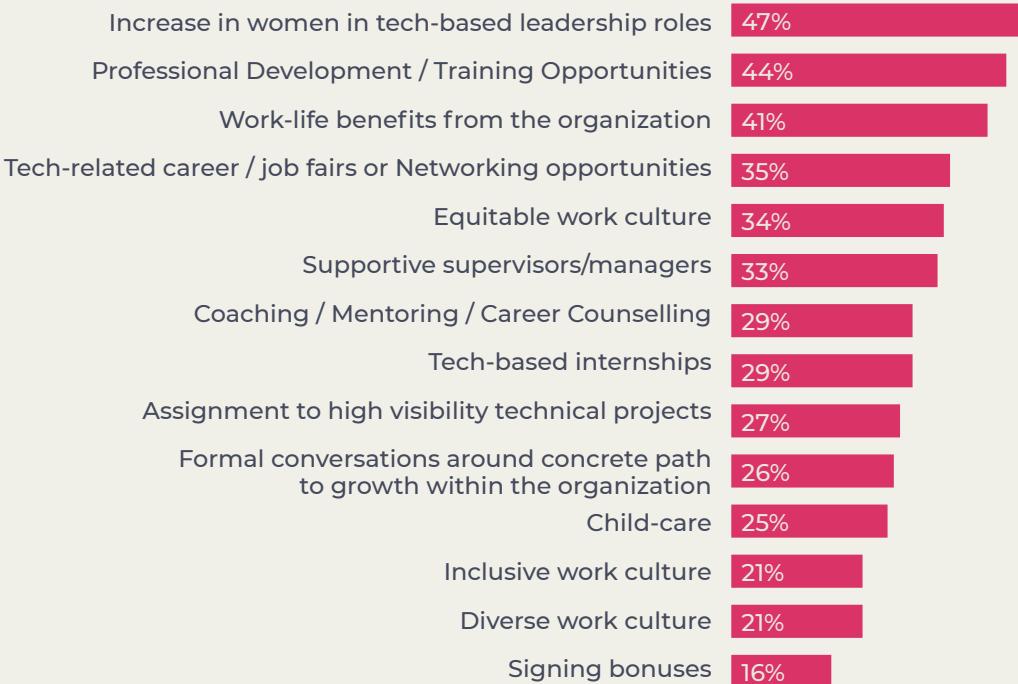
Here's some good news for women in tech. In [Skillsoft's Global Knowledge 2021 IT Skills and Salary Report](#), we found that the average salary for a female tech professional is \$91,373, which is an 8% increase year over year.

Job function is likely a contributor in the pursuit of higher salaries. In [Skillsoft's Global Knowledge IT Skills and Salary Report](#), a large number of female participants worked in auditing and cybersecurity.

More encouraging news is that women are taking the initiative to mentor/coach other women. They're talking about what they want and are starting to demand more from their employers. When asked what organizations could do to encourage more women to pursue tech-related careers, 47% of respondents want an increase in women in tech-based leadership roles. 44% want professional development and training opportunities.

This isn't entirely surprising. If women want to advance in their careers and climb to more senior positions within their organizations, they need to have stronger credentials, more experience, and be willing to jump through arbitrary hoops to prove they are capable. They want to be taken seriously and respected. They demand to be included and heard. Across the board, in all regions, they also want an equitable, inclusive, and diverse work culture.

WHAT COULD ORGANIZATIONS DO TO ENCOURAGE MORE WOMEN TO PURSUE TECH-RELATED CAREERS?



ELLEVATEHER FELLOWSHIP

Over the past year, Skillsoft has elevated the topic of the Pink Pandemic, and created unique learning curricula that focus on how we can help women move forward.

That's why we're proud to sponsor Elevate Network's 2022 EllevateHER Fellowship Program, a fund designed to alleviate the economic burden of the coronavirus pandemic on women and support their journey back to the workplace.

Two hundred and fifty selected fellows will gain access to Ellevate's programs; two 12-week online mentoring squads; weekly roundtables; Ellevate's annual Mobilize Women Week Summit; and more. And all fellows will receive access to Skillsoft's Percipio learning platform and its vast catalog of learning resources.

Ellevate, the largest coalition for women+, is built on the premise of women+ and allies showing up and helping each other — no matter their background or aspirations — build a career they love. Together, they can mobilize their collective power to change the culture of business.

At Skillsoft, we believe learning is key to driving that change. We're thrilled to be partnering with Ellevate and look forward to helping women gain the future-fit skills required for the roles of tomorrow.

To learn more, visit www.ellevatenetwork.com.



CONCLUSION

As of December 2019, women formed a mere 26% representation rate in IT and ITES at corporates across India — compared to the overall 31% representation rate in non-tech roles¹. The pandemic further decreased these numbers, but it doesn't have to be a permanent setback. Women in tech can't stay stagnant. Two years after the start of the pandemic, women are slowly gaining back hard-fought ground in the workplace.

For women in the male-dominated tech world, the power for change and progress rests with women themselves, with allies, and with organizations that have the power to advance women in the workplace. There's a great demand for technology skills. This is a significant opportunity for women to expand into this area, where they have been historically underrepresented.

And from what we heard from women in this survey, the solution is in learning and development as a vehicle to advancement and empowerment. Investing in the upskilling, reskilling, and development of women in the workplace is a proactive endeavor. To recruit women and enable them for future success in tech, organizations must invest in development programs at all career stages. How can organizations and individuals get started?

- Provide the tools for women to grow competencies for the most in-demand opportunities
- Build the power skills of resilience, agility, and empathy
- Acquire the insight and emotional intelligence to actively listen, and become an effective change agent, internally and externally
- Invest resources in acquiring, developing, and advancing women in the workplace
- Support women not only in their professional career path, but also promote a balance between work and personal life
- Create a culture of diversity, equity, and inclusion in all areas

¹Zinnov-Intel India Gender Diversity Benchmark report

SKILLSOFT'S ASPIRE JOURNEY FOR WOMEN

We all aspire to something bigger — to finding our place in the world — and it's a journey of lifelong learning. Women's careers are also journeys, made up of diverse and interwoven experiences that build leadership, power and influence, grit, and resilience.

In this [Aspire Journey, Forging New Paths: Women's Advancement in Life and Work](#), women will learn how to unleash their greatness, unlock their strengths, and develop new leadership mindsets and practices that can set the stage for long-term success.

This enlightening 4-course Aspire Journey includes:

- 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

Through a diverse array of interactive learning tools, from scenario-based videos to audiobooks and more, you'll connect learning to development with guided paths mapping from where you are now to where you want to be.

You'll earn verifiable, shareable, and portable digital badges so you can celebrate accomplishments along the way.

And, you'll learn why we all need more women at the top.



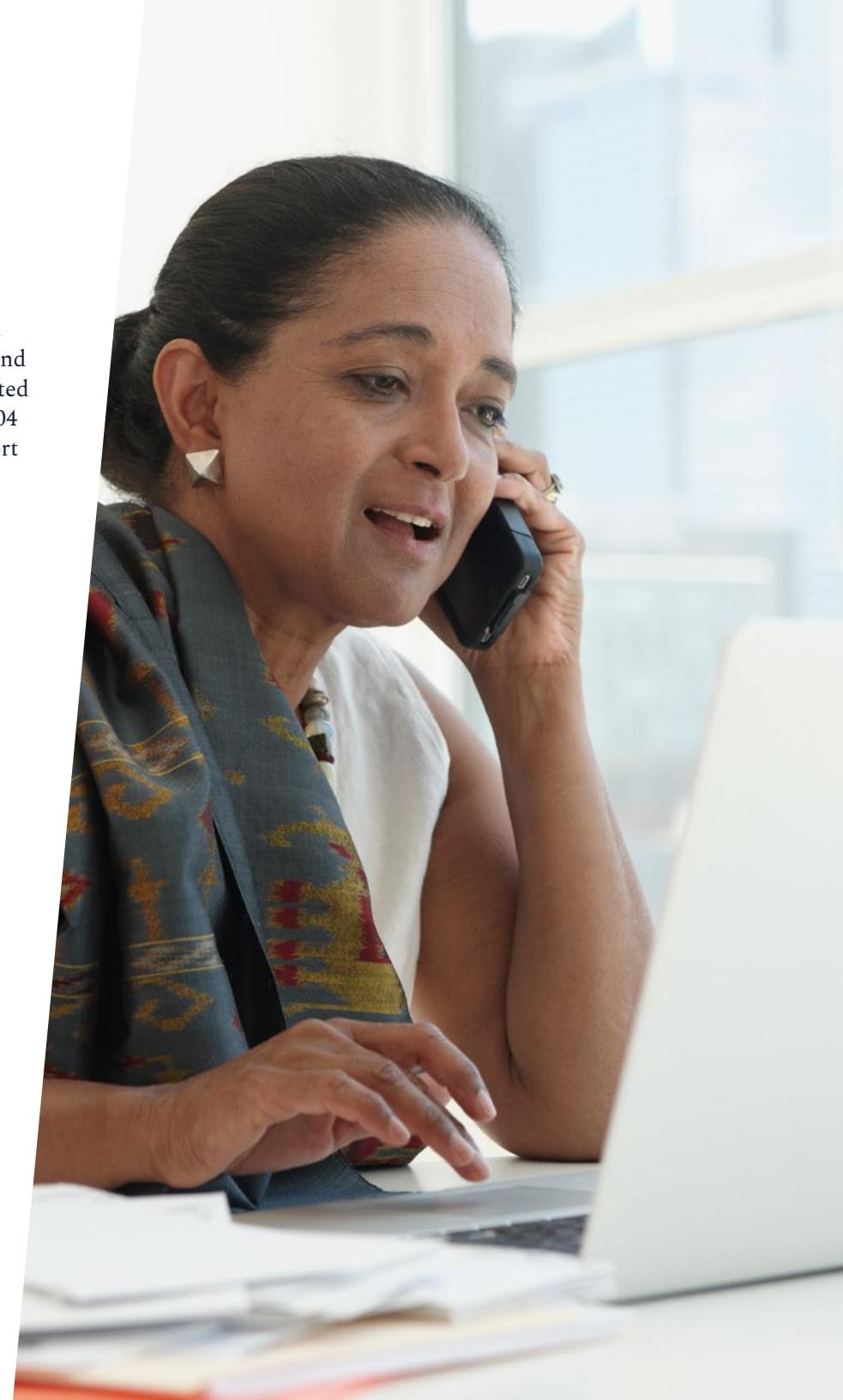
**LEARN MORE ABOUT
SKILLSOFT'S ASPIRE JOURNEY
FOR WOMEN HERE**

SURVEY METHODOLOGY

Skillsoft's 2022 Women in Tech Report - India Region Survey was conducted online in February 2022 with a 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 1,004 complete responses from women tech professionals across India. The survey and report were solely sponsored by Skillsoft with the support of YouGov — our survey partner.

THANKS TO OUR PARTNER

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



ABOUT SKILLSOFT



Skillsoft (NYSE: SKIL) is a global leader in corporate digital learning, focused on transforming today's workforce for tomorrow's economy. The Company provides enterprise learning solutions designed to prepare organizations for the future of work, overcome critical skill gaps, drive demonstrable behavior-change, and unlock the potential in their people. Skillsoft offers a comprehensive suite of premium, original, and authorized partner content, including one of the broadest and deepest libraries of leadership & business skills, technology & developer, and compliance curricula. With access to a broad spectrum of learning options (including video, audio, books, bootcamps, live events, and practice labs), organizations can meaningfully increase learner engagement and retention. Skillsoft's offerings are delivered through Percipio, its award-winning, AI-driven, immersive learning platform purpose built to make learning easier, more accessible, and more effective.

Learn more at www.skillsoft.com.

MEDIA INQUIRIES

Please contact Caitlin Leddy
caitlin.leddy@skillsoft.com