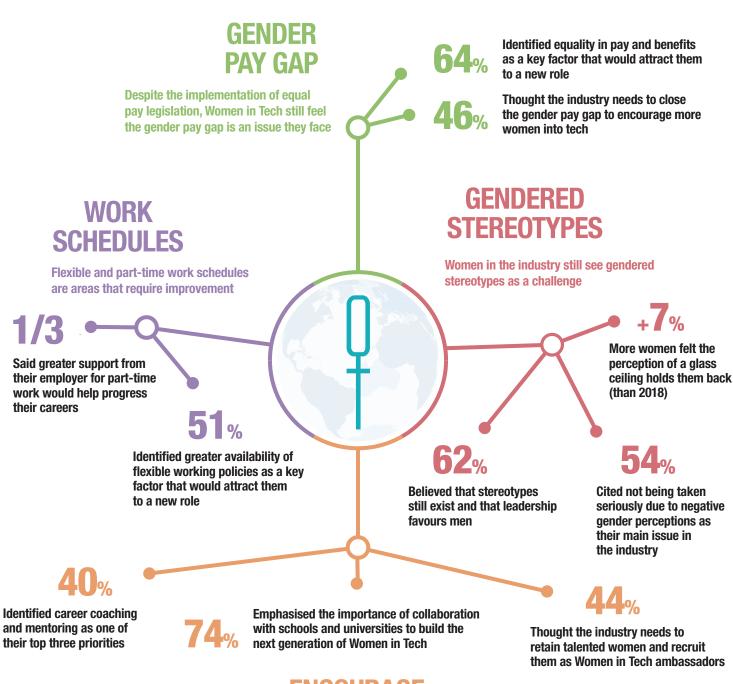# Ivanti Women in Tech Survey 2019

We surveyed over 800 women working in technology across the globe about their experiences and priorities working in the industry

GENDER PAY GAP

Despite the implementation of equal pay legislation, Women in Tech still feel the gender pay gap is an issue they face

64% Identified equality in pay and benefits as a key factor that would attract them to a new role

46% Thought the industry needs to close the gender pay gap to encourage more women into tech

GENDERED STEREOTYPES

Women in the industry still see gendered stereotypes as a challenge

+7% More women felt the perception of a glass ceiling holds them back (than 2018)

62% Believed that stereotypes still exist and that leadership favours men

54% Cited not being taken seriously due to negative gender perceptions as their main issue in the industry

WORK SCHEDULES

Flexible and part-time work schedules are areas that require improvement

1/3 Said greater support from their employer for part-time work would help progress their careers

51% Identified greater availability of flexible working policies as a key factor that would attract them to a new role

ENCOURAGE

Respondents highlighted key ways to encourage more women into the industry

40% Identified career coaching and mentoring as one of their top three priorities

74% Emphasised the importance of collaboration with schools and universities to build the next generation of Women in Tech

44% Thought the industry needs to retain talented women and recruit them as Women in Tech ambassadors

WOMEN IN TECHNOLOGY

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