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

A Leaky Pipeline

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

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

<table>
<thead>
<tr>
<th></th>
<th>women</th>
<th>men</th>
</tr>
</thead>
<tbody>
<tr>
<td>18%</td>
<td>24%</td>
<td></td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th></th>
<th>women</th>
<th>men</th>
</tr>
</thead>
<tbody>
<tr>
<td>53%</td>
<td>31%</td>
<td></td>
</tr>
</tbody>
</table>

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

Start in an entry-level position:

<table>
<thead>
<tr>
<th></th>
<th>women</th>
<th>men</th>
</tr>
</thead>
<tbody>
<tr>
<td>55%</td>
<td>39%</td>
<td></td>
</tr>
</tbody>
</table>

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

1. Lack of Role Models
   - 18% women
   - 7% men

2. Feeling Like an Outsider
   - 73% women
   - 17% men

3. Unclear Evaluation Criteria
   - 58% women in tech
   - 45% women in other industries

Solutions to Reverse the Talent Drain

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

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

Make performance standards crystal clear.

SOURCE:
created: 23 October 2014

This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License.