

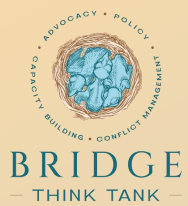
# EMPOWERING WOMEN IN TECH: ADDRESSING GENDER GAPS IN MODERN WORLD

## SANKHYA (संख्या)

*“There cannot be a good plan for economic progress without adequate data and there cannot be adequate data without a good plan for collecting them...”*

*P.C Mahalanobis, Member, First Planning Commission of India & Scientist*

# WOMEN IN TECH: NAVIGATING THE PRESENT LANDSCAPE

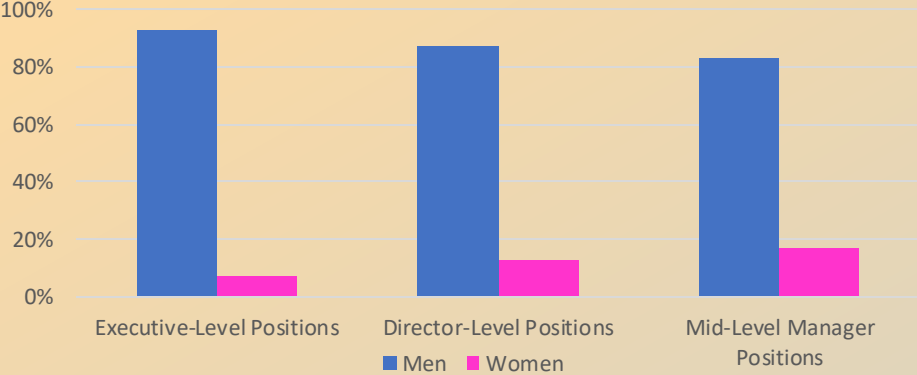


The spirit of entrepreneurship embodies the drive and determination to launch and manage a business. A well-known saying states that **“no society can progress without the active involvement of women across all sectors”**. Yet, it's clear that women and various minority groups remain significantly underrepresented in the business arena, particularly in the tech industry.

Women in the tech industry are making notable advances into leadership roles, yet they remain significantly underrepresented. As of 2023, women hold 26.7% (Forbes, 2023) of technology jobs. Notably, compared to entry-level roles, roles higher up in the org chart (like CTOs or heads of engineering) have even lower representation of women.

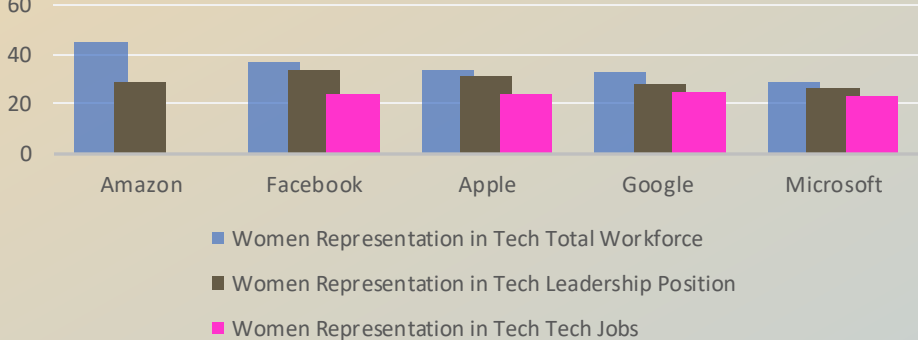
Women's participation in the top management of tech firms lags significantly behind that of their male counterparts, with their representation in leadership roles decreasing as one moves higher up the company's hierarchy.

### Gender Gap in Managerial Position in Tech Industry



Values derived from 'Women in Tech Report', Skillsoft, 2024

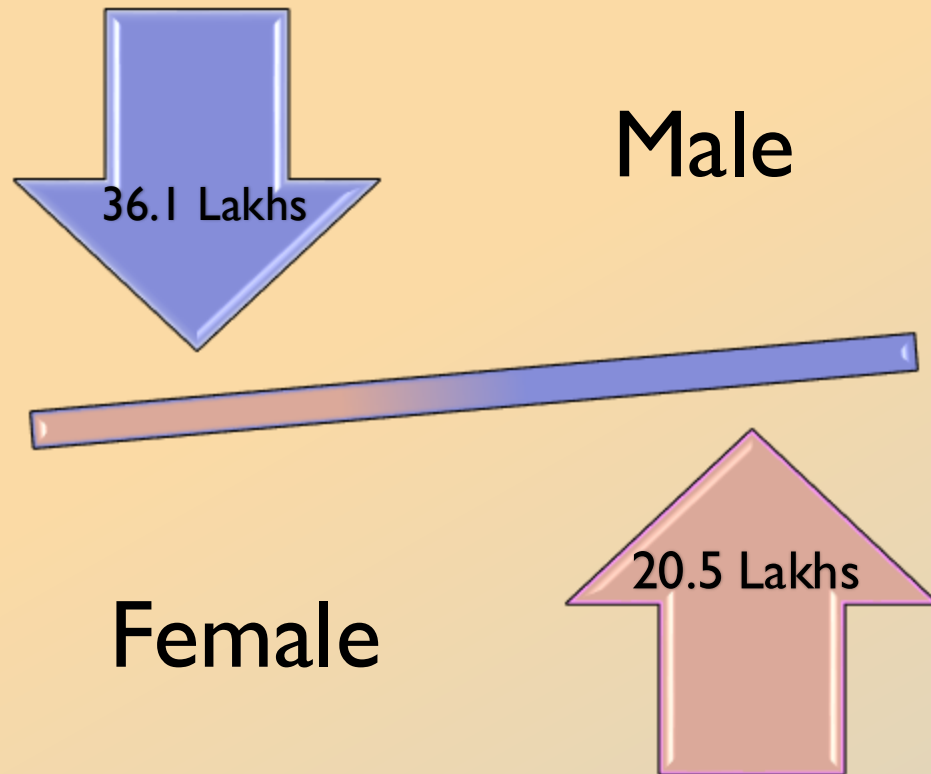
### Women representation in Major Companies



Values derived from 'Women Representation in Big Tech', Statista, 2021

# CHALLENGES FACED BY WOMEN IN TECH INDUSTRY

Gender Distribution of Personnel in the Tech Industry



## CHALLENGES

Biasness & Discrimination

Lack of mentorship and sponsorship

Work life balance

Lack of diversity

## SOLUTIONS

Promotion of diversity and inclusive

Addressing unconscious bias

Flexible work arrangements

Address the gender pay gap

## POLICY RECOMMENDATIONS AND SUGGESTIONS

Implementation of policies that actively encourage young girls to engage in STEM (Science, Technology, Engineering, and Mathematics) subjects from an early age. The government should increase support and resources for schools and organizations dedicated to fostering girls' participation in these critical fields, ensuring equal opportunities for future generations.

To achieve meaningful gender inclusivity in the tech industry, a comprehensive system of checks and balances must be implemented. This should include the establishment of monitoring bodies to oversee the industry's adherence to government policies, setting measurable gender diversity targets for companies, and providing incentives for organizations that go beyond legal requirements for female representation. By empowering women in tech through these measures, the industry can foster a more diverse, inclusive, and innovative workforce that harnesses the full potential of all talent.

Establish dedicated funding programs and government-backed initiatives with defined criteria to guarantee fair and transparent access to funding and markets for women-led tech businesses. Ensure that investment committees are diverse in order to mitigate bias and to offer mentorship and networking opportunities to female entrepreneurs in order to facilitate market entry and growth.

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[appointments@bridgethinktank.com](mailto:appointments@bridgethinktank.com)



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Sankhya\* is an initiative of Bridge Policy Think Tank to create interface snapshots in statistics and policy analysis while promoting critical thinking and analysis.

*\* Sankhya means numbers and is also a school of rationalist Indian philosophy. According to Sankhya philosophy reliable knowledge comes from only three pramanas (proofs)- pratyakṣa ('perception'), anumāṇa ('inference') and śabda (āptavacana, meaning, 'word/testimony of reliable sources').*