Women continue to be vastly underrepresented in the global technology workforce. This is both a societal concern and a major workforce problem, given the critical shortage of skilled technology professionals faced by many enterprises. From a persistent gender bias in the workplace to continued pay gaps and a lack of female mentors, many challenges still need to be addressed to solve this problem, according to ISACA’s 2017 Women in Technology Study. To view the full survey report, learn about ISACA’s Connecting Women Leaders in Technology program, and get guidance on the path to a more equal technology workforce, visit www.isaca.org/women-in-tech-study.

WHY ARE WOMEN UNDERREPRESENTED IN TECHNOLOGY?
Top 4 answers

- 8 in 10 women report their supervisors are male
- 9 in 10 women are concerned about the number of women in the tech field
- 1 in 5 organizations very committed to hiring and advancing women in tech roles
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Lack of mentors
Lack of female role models in the field
Gender bias in the workplace
Unequal growth opportunities compared to men
Unequal pay for the same skills

GENDER BIAS PERSISTS

- 27% say they often or always experience gender bias

UNEQUAL PAY REMAINS

- 43% report male colleagues are paid more without reason
- 23% report men and women are compensated based on merit