The Women in SAP Report

2024

bluewaveSELECT

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Introduction

This is the first of five equity, diversity and inclusion focused reports that bluewaveSELECT will be sharing over the coming months. We'll be covering these core areas of ED&I in SAP:

- Women
- LGBTQIA+
- Disability
- Race and ethnicity
- Neurodiversity

While we've worked hard over the years to collate meaningful ED&I data to support these reports, we're bringing in external voices from each community to contribute, as well as external data from reputable sources to make them as informative and useful as possible.

Our goal is to highlight the situation we're in, understand what progress has (or hasn't) been made and raise awareness of the issues impacting these groups. We'll also provide practical solutions to employers to increase the diversity of the pool of people in their SAP talent pipeline (as well as the likelihood of those people being successfully hired).

How we approach hiring

There's no question that building a diverse workforce is the right thing to do. It doesn't need justification.

Organisations must do a lot more to create an inclusive culture, recruitment and promotions process and proactively diversify the pool of people they are hiring from. If they don't, not only are they reducing their chances of finding the best possible person, but they're also contributing to the lack of parity that exists in each of these communities.

Plus, we know that companies in the top quartile for gender diversity are 21% more likely to experience above-average profitability (McKinsey).

The good news is that there are many practical interventions that can be made. And this report will cover just some of those.

A note on using the right language

Equity, diversity and inclusion is a sensitive topic for many of us. We've worked with a diverse group of people to cover this topic with kindness and consideration, trying our very best to avoid clumsy language or approaches. But if there's one thing we've learned from our conversations with these individuals, it's important to try. It would be far worse for us to sit back and do nothing.

We hope that we've done a good job but we're also okay with getting it wrong if it means we (and others) learn from that process.

We also understand that a number of people reading this report will identify beyond traditional gender constructs. We'll be covering trans and non-binary gender identity in depth in our LGBTQIA+ report.
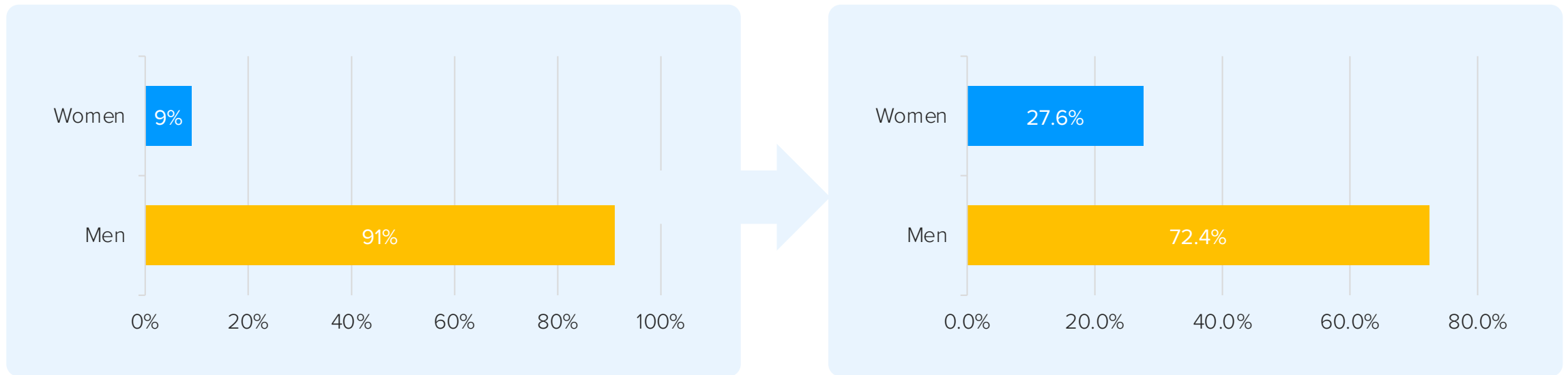
If you have any comments or feedback on the content of this report, please email vin@bluewaveselect.com (bluewaveSELECT Co-Founder).

What this report will cover

Women in tech across the globe

Europe: Women working in tech

19.1%
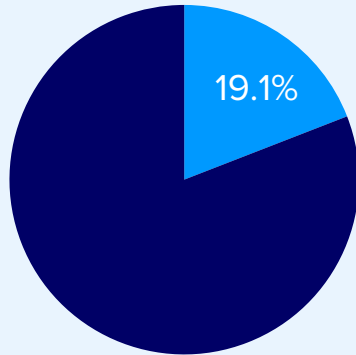
In Europe, there are **1.7 million women** working in tech positions. This represents just **19.1% of the ICT workforce**. *(Source: womentech.net)*

USA: Women working in tech

23%

In the US, there are **3.7 million women** working in tech positions. This represents only **23% of the ICT workforce**. *(Source: womentech.net)*

Women in tech across the globe
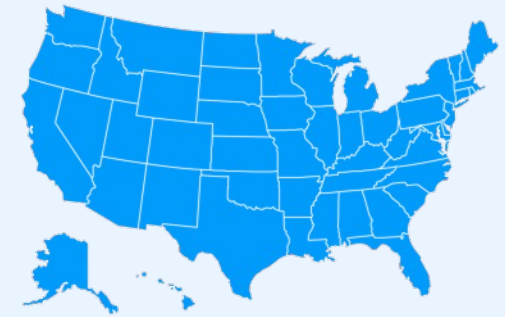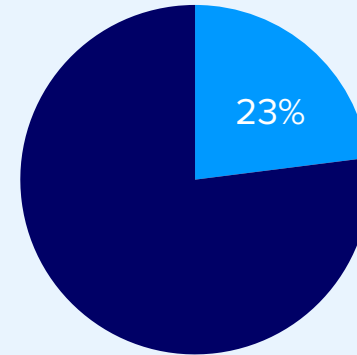
Countries with an increase in the share of female STEM workers (%)

Poland	Brazil	India	Romania	Peru
4.6%	3.7%	3.2%	2.9%	2.7%

(Source: World Economic Forum, Global Gender Gap Report 2023).

Countries with the highest percentage of female STEM workers (%)

Finland	Italy	Philippines	Singapore	Spain	France
42.1%	40.7%	36.3%	36.0%	33.5%	33%

(Source: World Economic Forum, Global Gender Gap Report 2023).

Women in tech across the globe

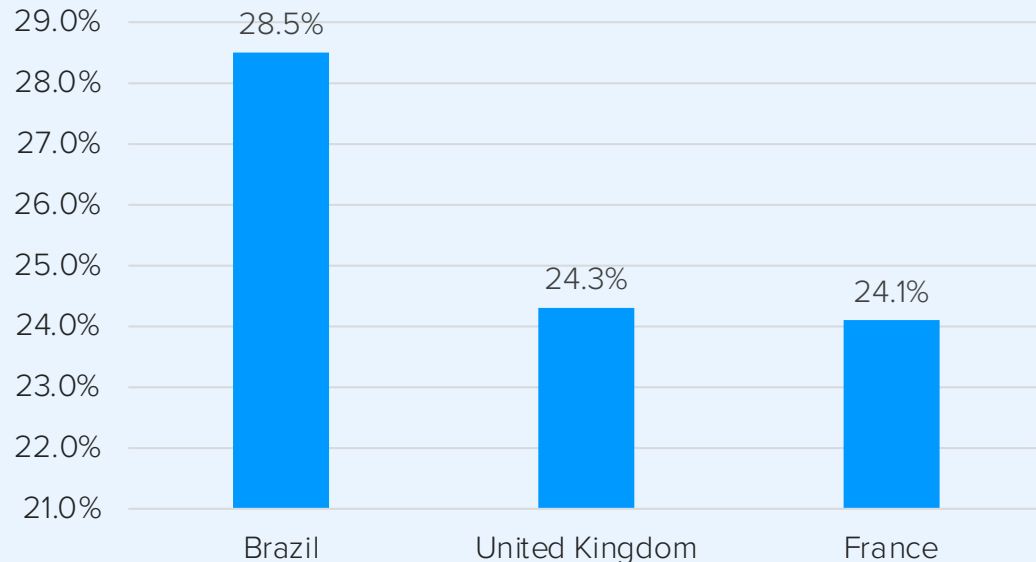Globally, 31.0% of men work in STEM, while only 15.6% of women work in STEM. This underrepresentation of women in STEM was found in every country. However, the size of that gap varies by country.

Countries with the largest gender gaps across the technology, information and media industries (%)

Country	Percentage
Brazil	28.5%
United Kingdom	24.3%
France	24.1%

Countries with the most substantial STEM employment gender gaps (%)

Country	Percentage
Poland	25.1%
Mexico	20.2%
Argentina	19.4%
Portugal	19.1%
Peru	19.0%

(Source: World Economic Forum, Global Gender Gap Report 2023).

(Source: World Economic Forum, Global Gender Gap Report 2023).
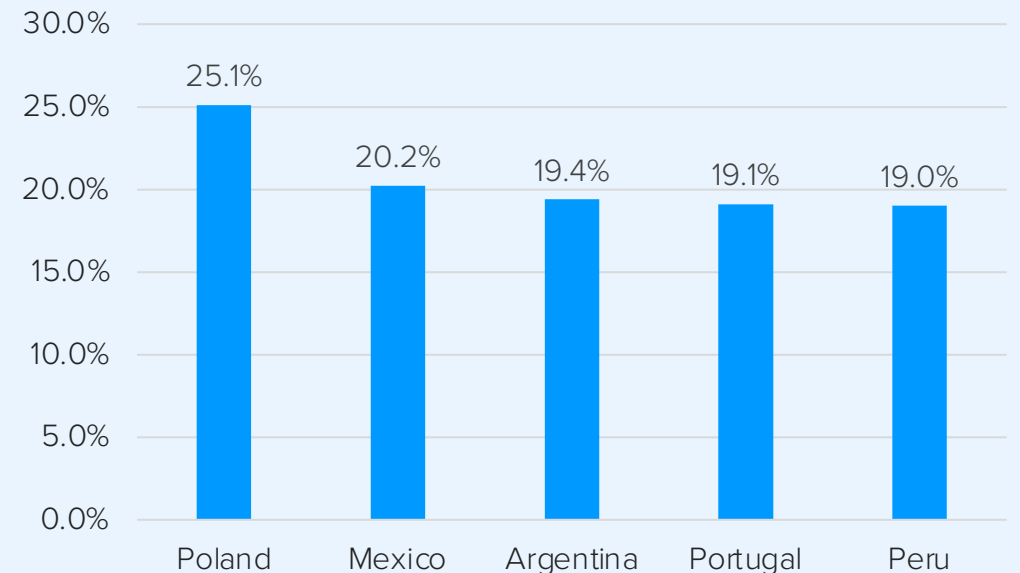
Women in tech across the globe

-0.4%

In the 31 countries examined, only one saw a decrease between 2016 and 2023 in the share of women in STEM jobs **(Denmark, at -0.4% point change).**

(Source: LinkedIn economic graph).

"Underrepresentation of women in STEM is found in every country "

(Source: LinkedIn Economic Graph's study of 31 countries).

Women in tech leadership

Women are generally underrepresented in leadership roles across industries and skill sets, but especially in STEM careers. *(Source: World Economic Forum).*

We start seeing a drop in women's representation as soon as we reach management level, but this is much more significant in the most senior positions, at only 12.4%. *(Source: World Economic Forum).*

Percentage of Women in STEM Occupation by seniority level (%)

Entry-Level Employee	Senior-Level Employee	Manager	Director	Vice President	Chief Executive
29.4%	29.9%	25.5%	26.7%	17.8%	12.4%
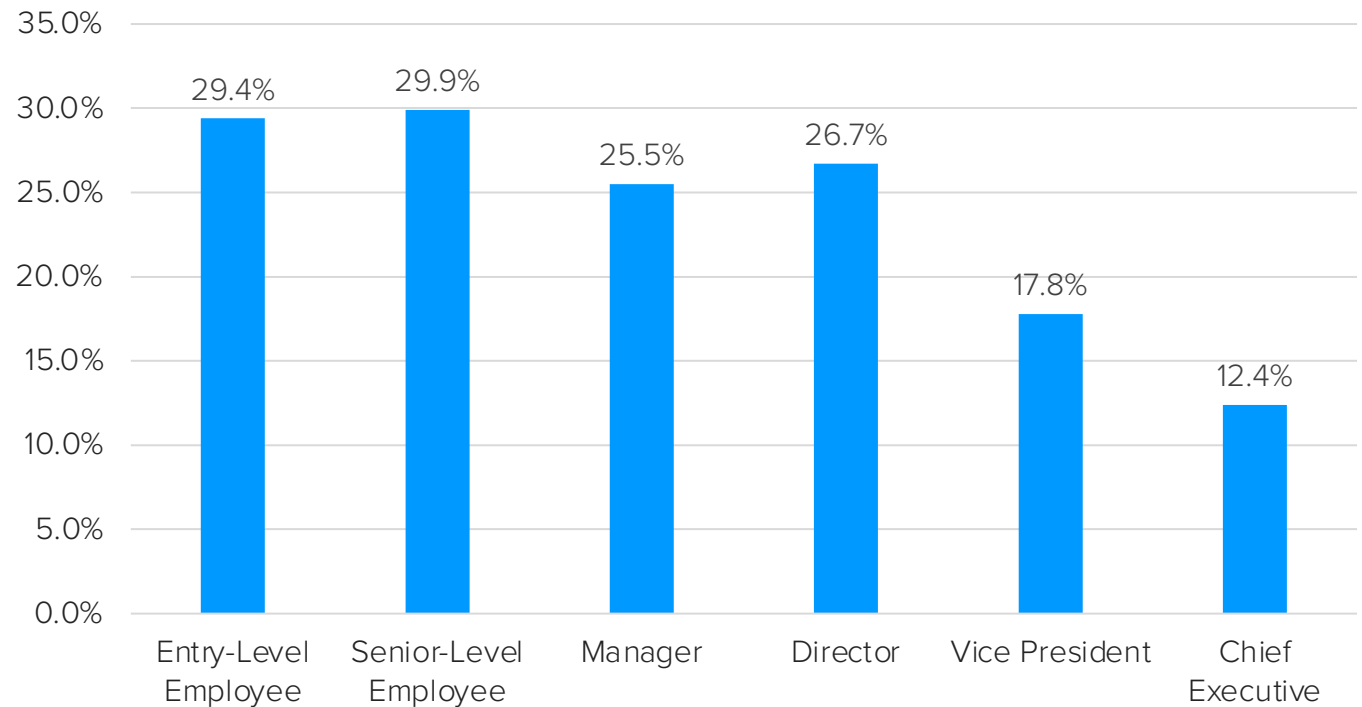
(Source: World Economic Forum, Global Gender Gap Report 2023).

Women in SAP vs. women in tech

Women in SAP (placements) (%)

Chart showing Men (yellow) vs Women (blue):
- 2020 Q4: Women 21%
- 2021 Q2: Women 27%
- 2022 Q4: Women 23%
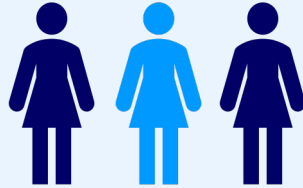- 2023 Q4: Women 31%

Legend: Men, Women
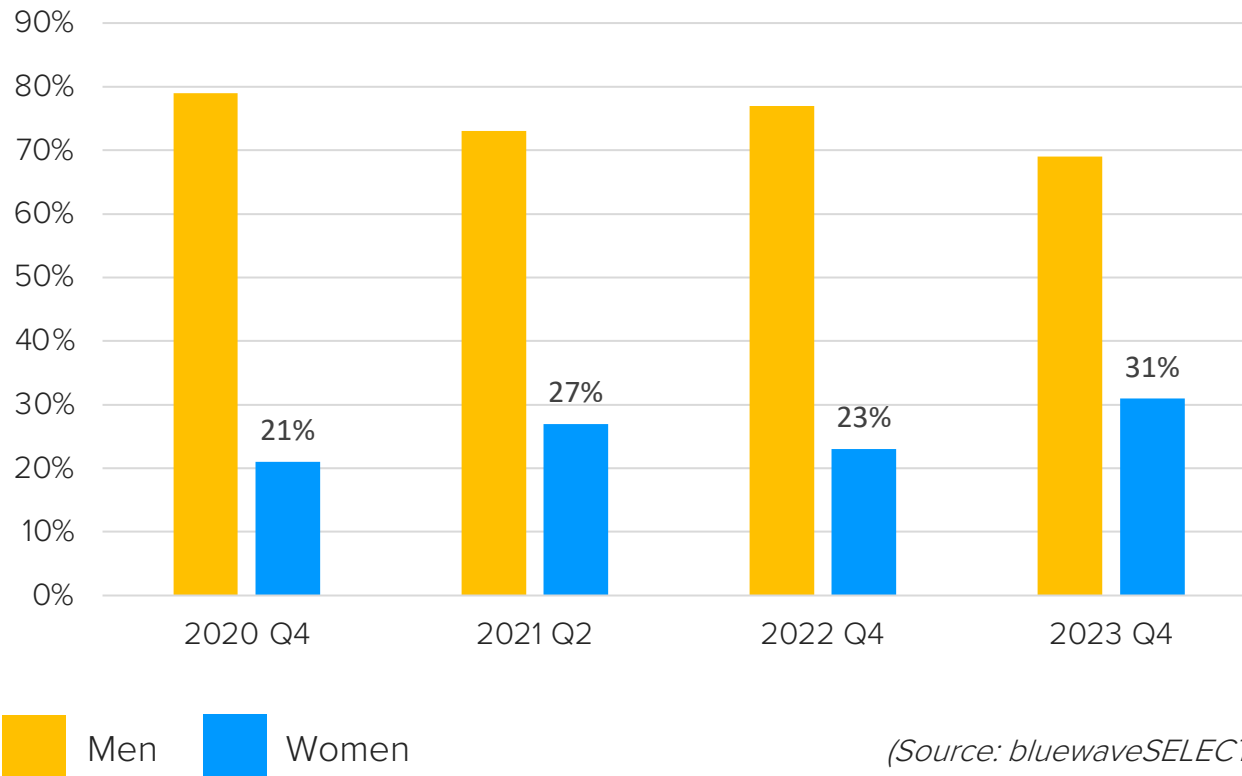
(Source: bluewaveSELECT).

The impact of early careers

Only one-third of women graduating in STEM subjects enter the STEM workforce. *(Source: LinkedIn economic graph).*

1 Year

The most significant widening of the gender gap in STEM happens one year after graduation. *(Source: LinkedIn economic graph).*

Since 2015, both the skill gap and the employment gap have narrowed by around 5.5% globally. If we keep progressing at this pace, it will take 90 years for women to represent half of the global STEM workforce. *(Source: LinkedIn economic graph).*

"We can't wait for time to level out this lack of parity - it's going to take too long. That's why we need organisations like the UKISUG Women in SAP community - to help accelerate the process of change."

Emma Chambers, UKISUG Women in SAP Co-Chair

The impact of economic downturn

Women are 1.6 times more likely to be laid off than men. *(Source: womentech.net).*

1.6x

69.2%

During the mass tech redundancies of 2022, 69.2% of those laid off were women. *(Source: womentech.net).*
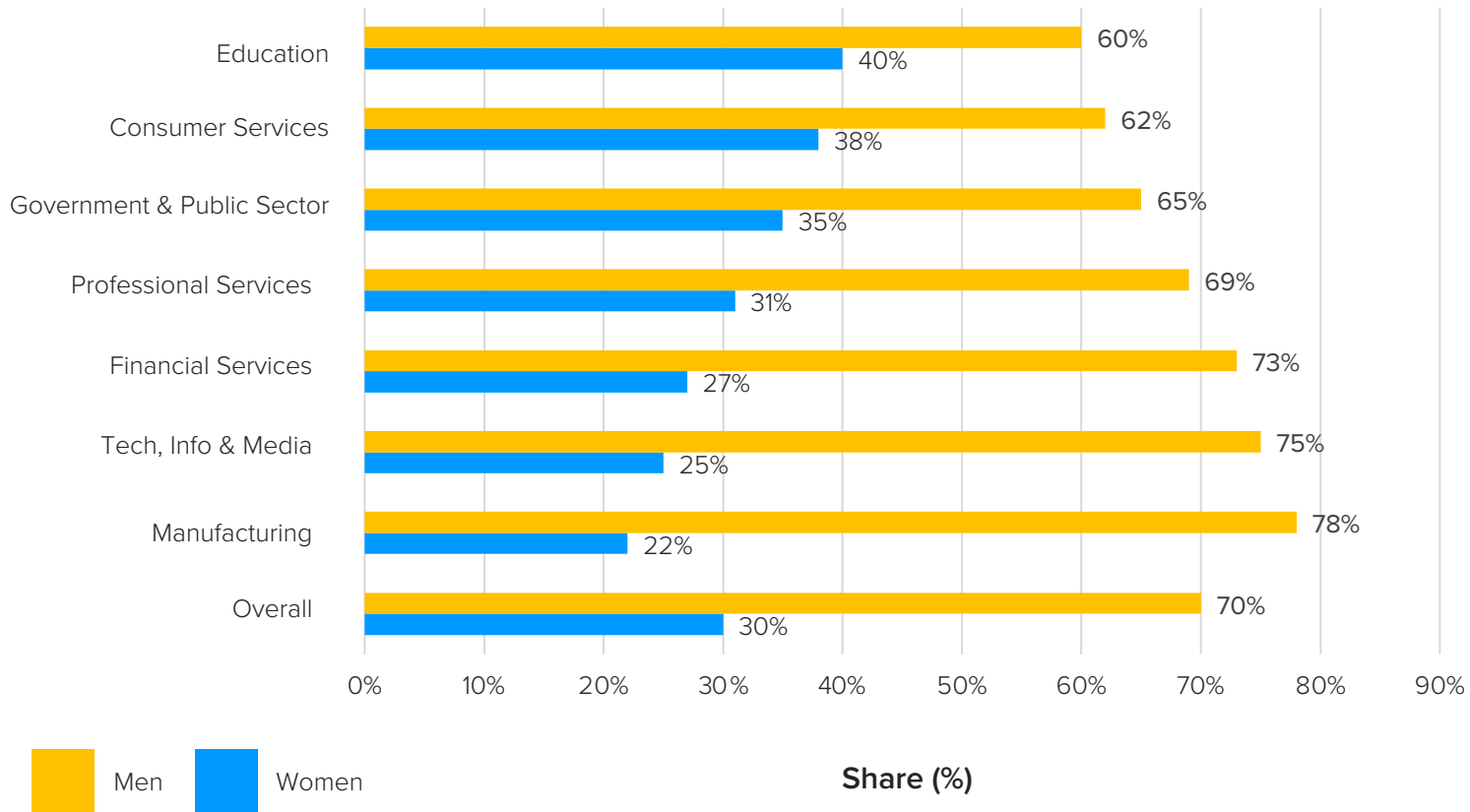
"Economic shocks are wiping out progress on gender equality"

(Source: LinkedIn Economic Graph).

The impact of AI

Gender representation of AI talent, by industry, 2022 (%)

Industry	Men	Women
Education	60%	40%
Consumer Services	62%	38%
Government & Public Sector	65%	35%
Professional Services	69%	31%
Financial Services	73%	27%
Tech, Info & Media	75%	25%
Manufacturing	78%	22%
Overall	70%	30%

Share (%)

■ Men ■ Women

We cannot solve the world's biggest technological challenges (let alone achieve gender parity) with biased AI inputs and outputs.

Female representation in AI is progressing far more slowly than other areas of tech. *(Source: LinkedIn Economic Graph).*

When women's perspectives, experiences and insights are not adequately incorporated into AI development and deployment, biased algorithms and technologies are being perpetuated. *(Source: LinkedIn Economic Graph).*

Practical interventions organisations can make to accelerate progress on women in SAP

✓ Introduce skills-based hiring

✓ Proactively increase female representation

✓ Create and maintain strong and clear policies

✓ Build your own women's network

✓ Implement unconscious bias removal training

Introduce skills-based hiring

Job descriptions and hiring processes **based on skills, rather than qualifications** can significantly increase the number of women applying for roles in SAP.
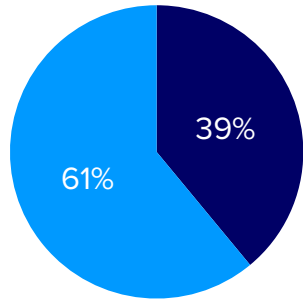
24% A skills-first approach to tech hiring can increase the proportion of **women in candidate pools by 24%.** *(Source: LinkedIn economic graph).*

10x **Talent pools expand nearly 10x** (on average) when using a skills-first approach. *(Source: LinkedIn economic graph).*

Proactively increase female representation throughout the recruitment process

39% / **61%**

100%

**32%** / **66%**

12.4% / **87.6%**

61% of women look at the diversity of a company before applying for a job and are less likely to apply if they can't see themselves represented in the organisation.
(Source: Yes, she can).
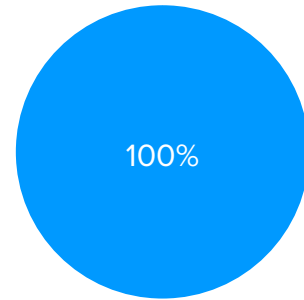
Women of colour perceive a workplace as *hostile* if they can't see role models or leaders that they can identify with.
(Source: Yes, she can).
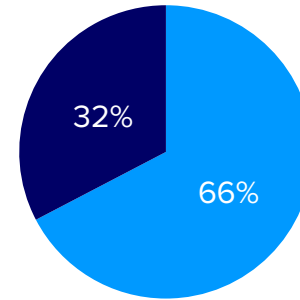
66% of women said they would click away from a company website if they lacked diversity in their images and staff.
(Source: Yes, she can).
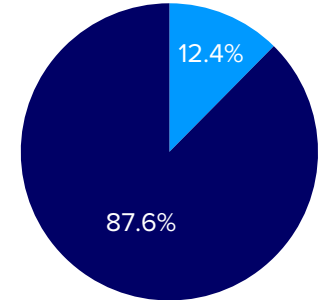
Only **25%** of managers in tech are women - with only **12.4%** in the most senior roles. That means it's unlikely women will be on an interview panel if the business isn't making a conscious effort to ensure this.
(Source: World Economic Forum).

Create and maintain strong and clear policies that support women

Companies that work hard (and transparently) to balance male and female employee pay rates and advancement opportunities employ women at significantly higher rates. *(Source: explodingtopics.com).*

Companies that perform intersectional pay audits hire women at **1.3 times the rate of other companies**. *(Source: explodingtopics.com).*

Thinking about how you can offer flexibility to all workers is a core part of making workplaces more equal. *(Source: LinkedIn Economic Graph).*

Offering flexible working by default increases applications from women. At Zurich Insurance UK, the number of women applying for roles **increased by 16%** when they implemented a default that new vacancies would be advertised as part-time or in a job-share, in addition to full-time. *(Source: Government Equalities Office).*

Build your own women's network

We asked Fiona Warburg (UKISUG Women in SAP Co-Chair) what steps businesses could take to build out their own women's network.

Here's what she had to say:

Funding and resources

First things first, funding. A lot of people are trying to do this with no funding whatsoever.

There's already a disparity in the amount of 'extra-curricular' and 'admin' work women take on for free (not to mention caregiving responsibilities) compared with men. We do not need to add to that burden by asking those leading the network to achieve the impossible with no budget or resources.

A budget will give network leaders access to external thought leaders and resources that can lighten the load of running the network, as well as making it more meaningful and valuable.

Lean on existing communities with the same mission

So many new women's networks want to create their own content, research and data to share internally. But there are so many organisations out there doing such a great job of this already that we can all lean on and borrow from. And that number continues to grow. We don't need to duplicate effort here - use what's already available.

E.g. Women in SAP, shecancode, Women in ERP.

Find the right people to run it

This may sound simple, but it's so important that the right people are running it. Lived experience helps but the most valuable characteristic is a real passion for the topic.

Get the right people running it - then give them the resources they need to do it brilliantly. That's it.

Secure executive sponsorship

Look to secure executive sponsorship and push for the network to be included in internal decision making. This means that it can make a real difference influencing policies and procedures (and help draw in and retain members of the network too).

I appreciate this may be challenging on day one. But it's good to put this on the table when discussing the creation of the network within your organisation.
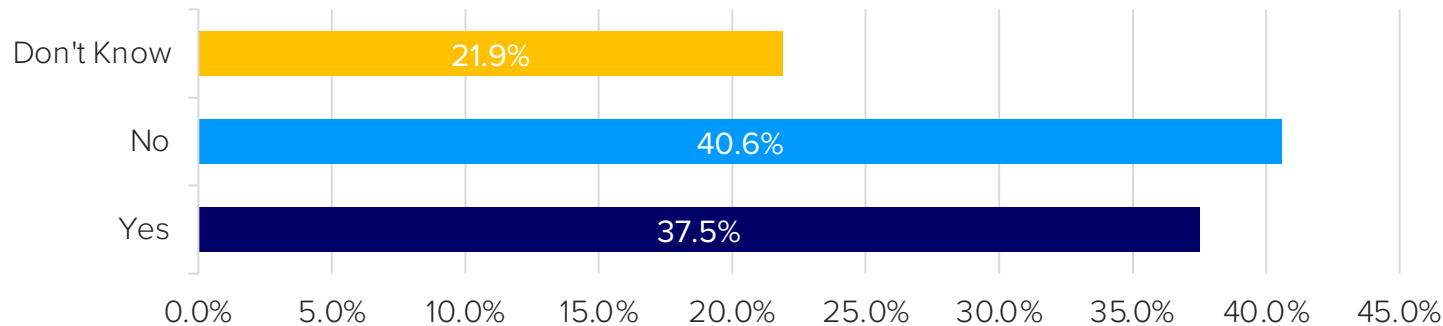
Unconscious bias removal training

65% of tech recruiters believe bias is an ongoing problem in technical recruitment*. (Source: LinkedIn Economic Graph).*

Companies implementing mandatory unbiasing training for the hiring process had a female new hire rate of **34.5%**, compared to **28.8%** for companies with voluntary training. *(Source: explodingtopics.com).*

We asked our UK SAP community, *"Does your current employer have any formal measures in place to remove gender bias from the recruitment process?"*

Chart — Bar chart:
- Don't Know: 21.9%
- No: 40.6%
- Yes: 37.5%

X-axis: 0.0%, 5.0%, 10.0%, 15.0%, 20.0%, 25.0%, 30.0%, 35.0%, 40.0%, 45.0%

Unconscious bias removal training

bluewaveSELECT offers free and effective unconscious bias training to all clients, including:

✓ Removing gendered wording from adverts

✓ Introducing blind applications

✓ Making your interview process more structured

✓ Implementing a diverse interview panel

✓ Supporting women in more senior roles

✓ Actively encouraging women to progress

✓ Having a clear policy on discrimination

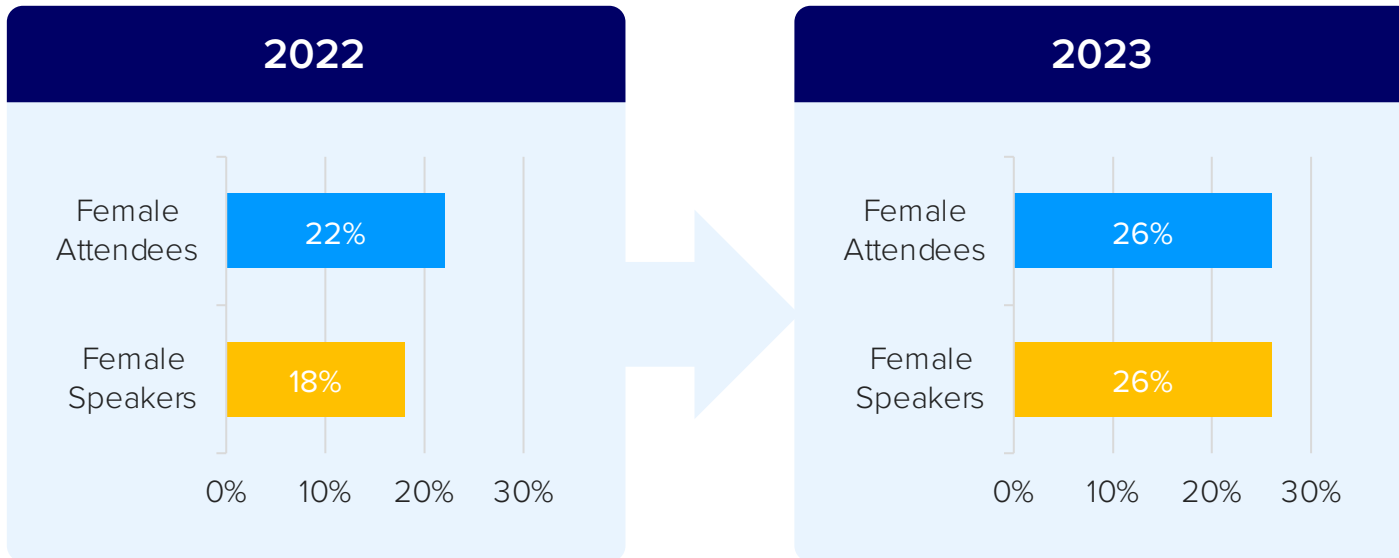Contact Vincent to book your team in for unconscious bias removal training.

vin@bluewaveselect.com

Reasons to be hopeful

From Fiona Warburg, UKISUG Women in SAP Co-Chair

Although progress in SAP is slow, it's representative of the wider industry. We can all see that there is a problem but there are reasons to be hopeful about the future.

For instance, we're seeing an increase in the number of women coming to our events and speaking. This is great to see, but we will continue to push for more.

2022

Female Attendees	22%
Female Speakers	18%

0% 10% 20% 30%

2023

Female Attendees	26%
Female Speakers	26%

0% 10% 20% 30%

"The messages are starting to click. We aren't having to justify the existence of a Women in SAP community as often and we're getting a lot more support."

Report Sources

https://bluewaveselect.com/2022/08/02/women-in-sap/
https://www3.weforum.org/docs/WEF_GGGR_2023.pdf
https://economicgraph.linkedin.com/content/dam/me/economicgraph/en-us/PDF/international-gender-representation-in-stem.pdf
https://www.techopedia.com/women-in-tech-statistics
https://wiw-report.s3.amazonaws.com/Women_in_the_Workplace_2022.pdf
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https://linkedin.github.io/gender-equity-2022/

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