WITI and 451 Research Publish Research on How Gender Viewpoints Differ in the Workplace

While workers are highly engaged in their current roles, the level of engagement differs by gender and age

NEW YORK, November 13, 2017 – As part of an ongoing partnership, WITI (Women in Technology International) and 451 Research conducted a joint survey to learn how gender viewpoints differ in the workplace. More than 1,900 respondents currently working in a science, technology, engineering or math (STEM)-related field touched on a variety of topics to better understand what factors have helped shape their careers and the challenges they face in the workplace. To better understand inclusiveness, the survey was sent to both women and men.

Key findings include:

- Women in the youngest and oldest age groups felt more engaged than their male counterparts, while men in the 30-49 age range felt more engaged than females in the same age group. This engagement peaked for women at 50+ years old, while for men, that peak comes much earlier in their careers, in the 30-39 age group.
- Career advancement does not come to those who wait. Achievement requires a proactive approach to recognizing and capitalizing on new opportunities in the workplace. If no opportunities present themselves, it is necessary to create those opportunities and execute on them.
- Women are more likely to have or to have had professional mentors than men, and are more likely to cite managers as having helped to advance their careers.
- Job security is directly tied to age in the technology sector. Regardless of gender, older employees feel less secure in their positions. This feeling of instability is more pronounced in male survey respondents than in females.

The report shows that both women and men are finding successful and rewarding careers in technology, but recent events playing out in the press demonstrate that there is still room for improvement. The findings show that there are distinct differences not only along gender lines, but by age and ethnic group as well. These factors impact professional success and career satisfaction in the workplace, and employers can benefit from being more aware of these distinctions.

“We partnered with WITI to understand where gender viewpoints differ in the workplace – with a focus on technical careers,” said Melanie Posey, Research Vice President and General Manager, 451 Research. “The results reflect my own experience in the technology industry: you cannot sit idly by waiting for opportunities to happen – you have to make them. Continuous development of knowledge and expertise and cultivation of communities (both mentors and peers) are key elements of sustained career advancement and engagement.”

“WITI is committed to partnering with companies that understand the business value of inclusiveness in the workforce and leveraging the strengths of men and women to positively impact their company,” said Carolyn Leighton, Founder and Chairwoman, WITI. “This report helps us better recognize the importance of understanding the differences so all employees can be empowered to contribute their best.”

Read the full report and view all survey data here.

Register for the Women in STEM webinar & discussion on Wednesday, November 15 here.
About 451 Research

451 Research is a preeminent information technology research and advisory company. With a core focus on technology innovation and market disruption, we provide essential insight for leaders of the digital economy. More than 100 analysts and consultants deliver that insight via syndicated research, advisory services and live events to over 1,000 client organizations in North America, Europe and around the world. Founded in 2000 and headquartered in New York City, 451 Research is a division of The 451 Group. Learn more.

About WITI

WITI is the premiere global organization empowering women in business and technology to attain their professional goals and dreams. With a global network of smart, tech-savvy women, WITI has powerful programs and partnerships that provide connections, resources, opportunities and a supportive environment. Since 1989, WITI has delivered value to individuals, small businesses and corporations.

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