

Who Run the Telco World?

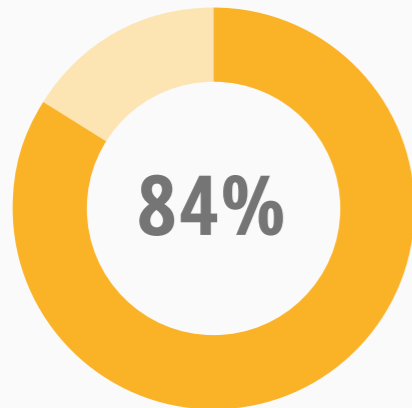
GENDER DISPARITY IN THE TELECOMMUNICATIONS SECTOR

Looking at the statistics, the large gender divide in tech and telco companies is no surprise. After all, only **38%** and **25%** of all science and engineering degrees, respectively, go to women. And the gap only widens further up the career ladder. A recent survey from SAP found the majority of women in executive positions agree that diversity in the workplace is important—and telco is lagging behind.

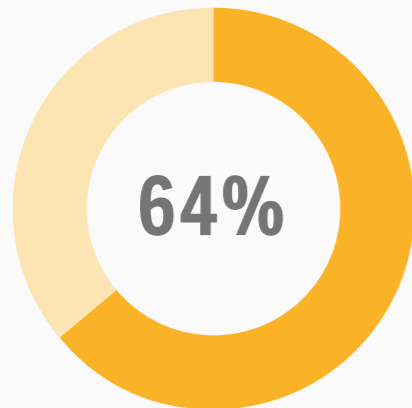


► Where My Girls At?

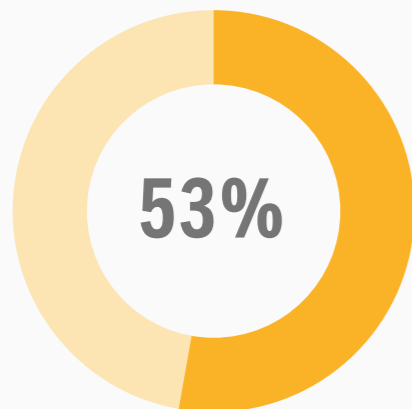
SAP surveyed more than 75 female business and IT executives on the state of diversity in the telco sector, with disheartening results.



Feel diversity in the workplace is Important (40%) or Very Important (44%)



Consider women poorly represented at management level



Think the state of gender diversity is worse in the telco industry than in other industries



There's more to it than just perception.

A 2015 Groupe Speciale Mobile Association report examining gender diversity in the telco sector put hard numbers to it.



6 of the "100 most powerful" people in the industry are women.



40% or less of the workforce in 3/4 of surveyed telco companies are female employees.



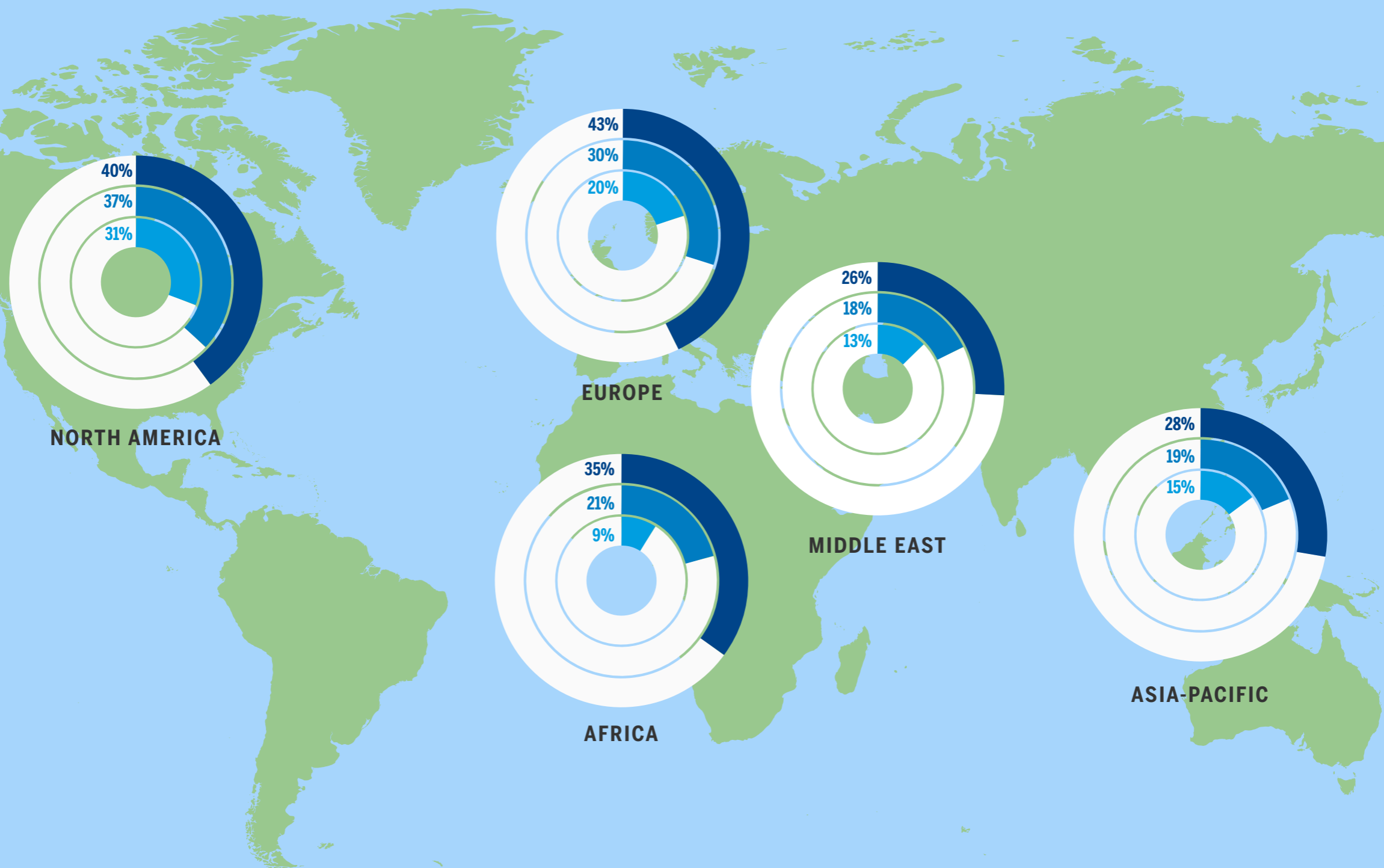
70% of surveyed companies employ proportionally fewer females than are available in the labor pool.

▶ A Global Glass Ceiling

The GSMA findings reveal that the gender gap widens with seniority throughout the world.

Percentage of Women in Telco, by Career Level:

- ENTRY OR STAFF LEVEL
- MIDDLE MANAGEMENT
- SENIOR LEADERSHIP



► It's Time to Rethink

The GSMA reports gender-diverse organizations that utilize female talent effectively see improved company performance.

Benefits Among Gender-Diverse Telco Organizations

More likely to capture new markets



Higher return on invested capital



Higher return on equity



More likely to improve market share



Higher return on sales



The Perks of Parity



With studies showing diverse teams drive better business results, telcos have a clear opportunity to benefit from a more inclusive workforce.

To learn more or to get involved go to

www.sap.com/women-in-telco

