
ANNEX A: REPORT SUMMARY OF “BOOSTING WOMEN IN TECHNOLOGY IN SOUTHEAST ASIA” 2020

BACKGROUND

Technology (tech) has become a major driving force, especially in Southeast Asia (SEA), disrupting businesses and industries. Digital talents naturally become high in demand. Given this – and the clear gains from balanced workforces and leadership team, highlighted over the years – women need to be part of the solution.

To find out the state of women in tech across SEA, BCG surveyed 1,650 women holding tech roles and interviewed women leaders at tech companies. Here are our findings:

Encouraging sign but more work needed: SEA has a slightly higher women representation in tech in both the workforce and higher education compared with global averages, but systematically lower than other industries [Exhibit 1]

KEY MOMENTS OF TRUTH / INTERVENTION POINTS

BCG’s research identified three key moments of truth that play a key role in women pursuing long-term careers in tech. They are their choices of:

- Major at college: Influenced by their interest predominantly and their previous exposure (or lack thereof) to tech-related topics.
- First job: Influenced by their educational path as well as the perceived difficulty and narrower career prospects in tech.
- Continuing with a tech career: Influenced by compensation, attractive career opportunities, along with a reasonable work-life balance and role models [Exhibit 4]

At each moment of truth, specific interventions can lead to increased gender diversity. A list of interventions can be found in the full report across proven (baseline) measures and hidden gems (initiatives that are not as widely available but perceived to be most effective).

COORDINATED MULTI-STAKEHOLDERS EFFORT

A holistic end-to-end approach spanning all three moments of truth in collaboration with various stakeholders (companies, governments and schools and women themselves) is needed to tackle the challenge.

- Companies: Set up thoughtful diversity programmes, build the pipeline creatively and start at the top.
- Governments and schools: Include tech topics as part of the education curriculum, provide the right supporting guidelines and foster industry collaborations.
- Women: Develop both hard and soft skills, fight the right balance for oneself and support others and bring one’s male colleagues / partners / friends along.

Gender diversity is that rare issue in which the solution benefits everyone. For tech companies in SEA, recruiting, hiring, and promoting more women will unlock value and improve performance. For countries, diverse workforces will lead to more vibrant economies and faster growth. And for women, true gender equity in the workplace will give them all the fair shot they deserve. Read the full report here:

<https://www.bcg.com/publications/2020/boosting-women-in-southeast-asia-tech-sector>


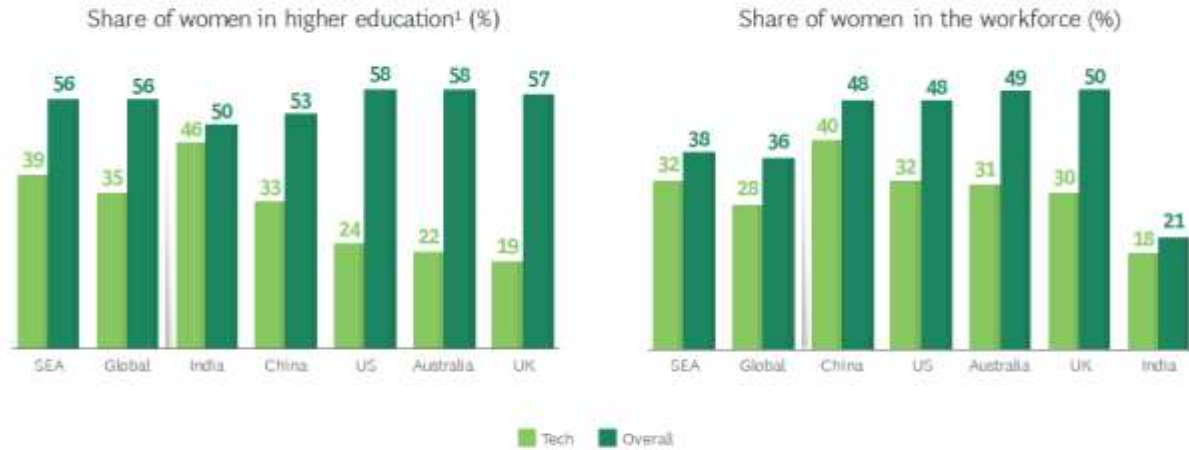


EXHIBIT REFERENCE

Exhibit 1 - Southeast Asia's Tech Sector Has a Relatively Strong Start in Terms of Women's Representation Compared with Other Countries



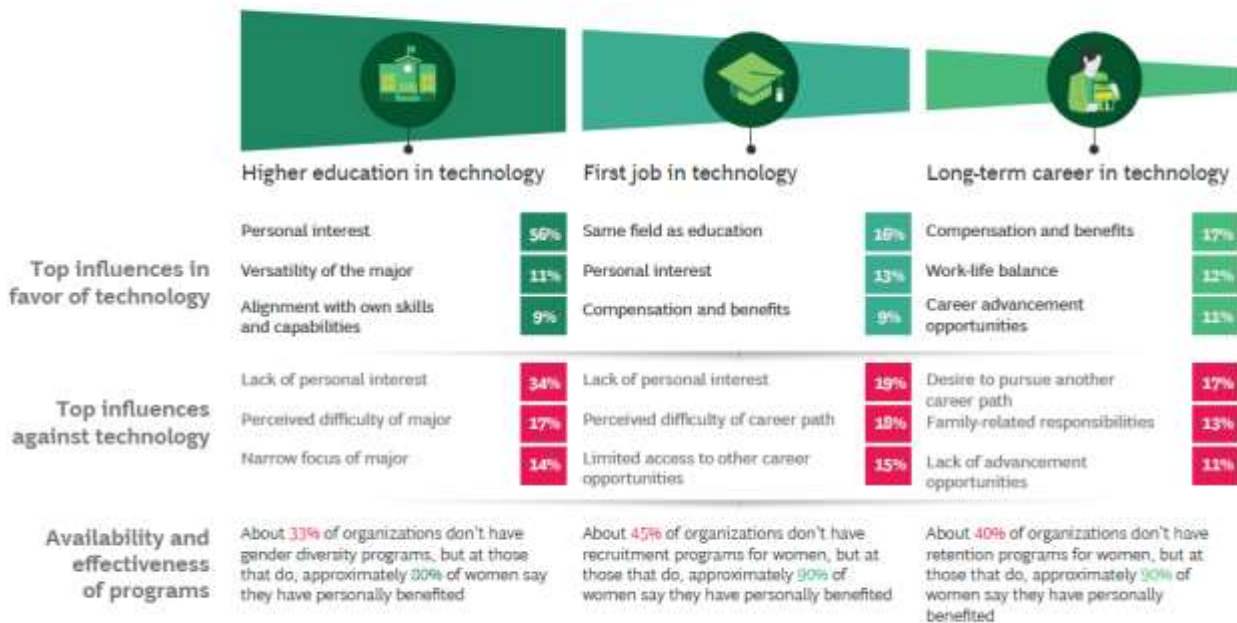
Sources: UNESCO, World Bank, Department of Statistics Singapore, Department of Statistics Malaysia, press search, BCG analysis.

Note: Official data from China about technology graduates is not available; this analysis uses one-third as a proxy. Comprehensive global data is not available, so the numbers here are an average of the countries that do report their data.

¹Includes education at universities or similar educational institutions.

Exhibits 2 – 3 and the rest of the exhibits can be found in the full report

Exhibit 4 - Key Influences for Women in Technology at Each Moment of Truth



Source: BCG Southeast Asia Women in ICT Study, July 2020 (n = 1,645).