WHAT CAN WE LEARN FROM INDIA ABOUT BRIDGING THE IT SKILLS GAP?
ENTRY
- 50% of the companies recruit directly through universities - including from engineering and other disciplines

CAREER SUPPORT RETENTION
- Companies across all sizes provide in-house training or pay for external training

PROGRESSION
- 50% of the companies offer in-house leadership and management training programs

ENTRY
- Well published recruitment campaign targeted at women

VISIBLE EQUALITY POLICIES RETENTION
- Specialised programs and tools to engage with women on maternity leave to encourage return

PROGRESSION
- Targeted mentoring for middle managers

ENTRY
- IT sector is perceived as desirable for both men and women, influenced by peers and parents
  - “most of our generation decided to go into IT: you’re going to a good company, you’re given good facilities and you are comfortable here, so women are more attracted to this kind of work.”

STATUS, REWARD, SECURITY RETENTION
- IT sector offers the highest median hourly wage at ₹346.60 compared to other industries such as Finance/Banking
  - “we look for something where we can earn good money quickly”

PROGRESSION
- Still only a few women at the top but increasing – up to 30% of companies reported doubling their percentage of senior women since 2012