



Amplifying Women's Voices in Our Transformative Tech Era

2023 was a tumultuous year in tech, with many companies facing cutbacks amid a push for return to office (RTO). To understand the impact on women, Ensono surveyed 1,500 female-identifying tech employees in the U.S., U.K., and India for our fourth annual Speak Up report.

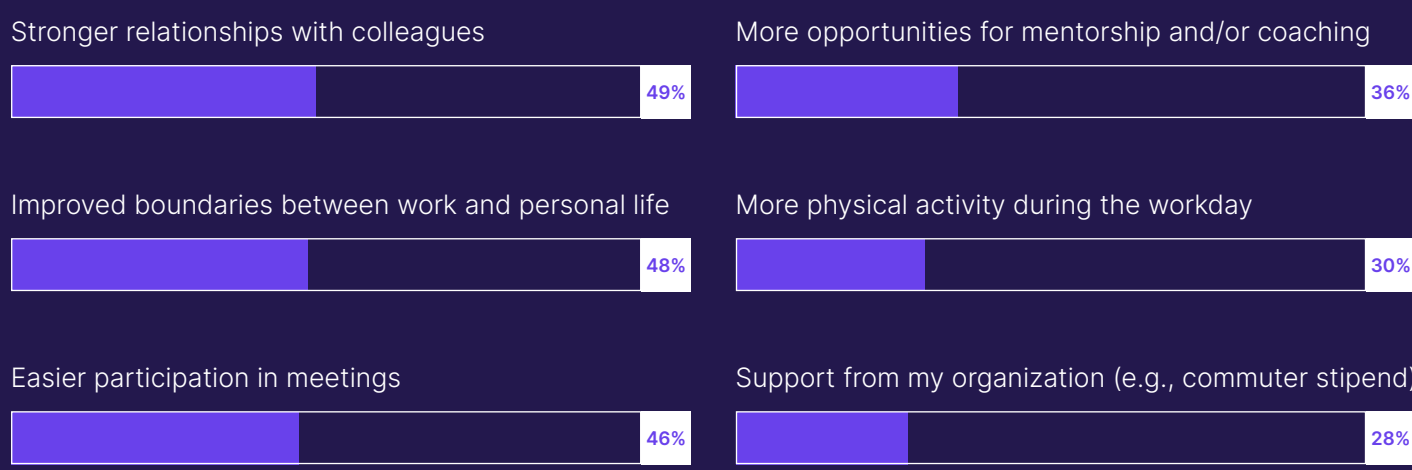
Here's what we found. ↘

The experiences of women in tech are improving, partly due to the rise of **flexible work arrangements**



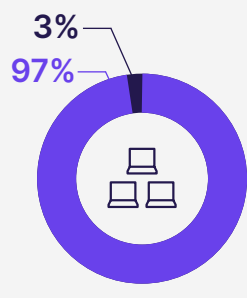
93% of respondents say that the experiences of women in tech have improved in the past year when it comes to **gender equity** and **inclusion**.

The majority of women in hybrid or fully in-person tech roles benefited from in-person work in some way

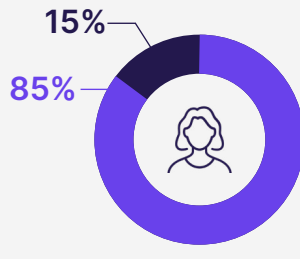


Hybrid and remote workers saw major benefits from remote flexibility as well

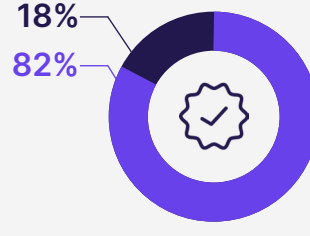
Chart Key: ■ Disagree ■ Agree



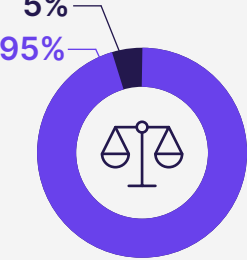
There are more opportunities for me personally in the technology job market because of remote work



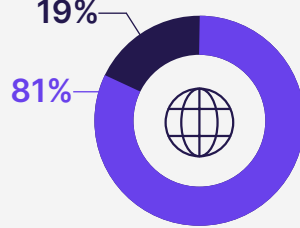
There are more opportunities generally for women in technology because of remote work



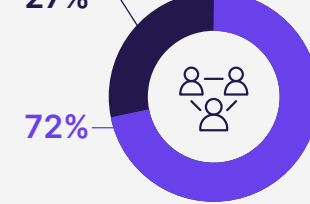
Remote work has made it easier to get promotions/advance in my career



Remote work has improved my work/life balance



I would pass on a new job if it did not allow me to work remotely



I miss the social interaction and camaraderie of in-person work

But the return to the office push is creating new challenges that could **threaten retention**

20%

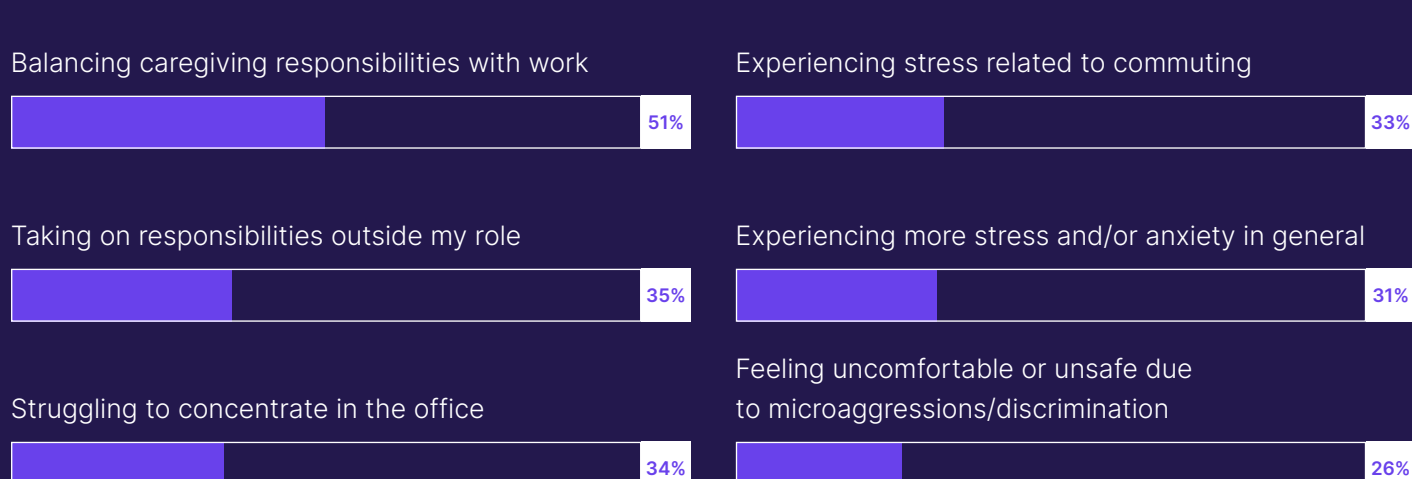
of female tech employees surveyed in the 2022 Speak Up Report planned to leave their current company within the year — the height of the Great Resignation

19%

of female tech employees today plan to leave their current company over the next year — a nearly identical percentage



91% of hybrid or in-person female workers have faced challenges with in-person work



Top areas organizations can invest in to support and retain female employees

Flexible work hours	38%
Remote work opportunities	20%
Childcare support	17%
Inclusion of women in decision-making	10%
Upskilling programs	8%
Leadership development initiatives	8%



Preserving and **scaling flexible work arrangements** is key to retaining women in tech

While both in-person and remote work have benefits, ultimately women in tech want the autonomy to shape work arrangements that support the rest of their lives, including caregiving obligations. As the tech job market heats up in 2024, offering that flexibility will be one of the key ways employers can differentiate themselves and attract top female talent.

Want to know more?

Read the full 2024 Speak Up report: ["Amplifying women's voices in our transformative tech era"](#)

