

Assas

Session : Septembre 2019

Année d'étude : Deuxième année de Licence économie-gestion mention économie et gestion

Discipline : *Anglais*
(Unité d'Enseignements Complémentaires 2)

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Document(s) autorisé(s) : Aucun document n'est autorisé

Durée de l'épreuve : 1h30.

ESSAY

Read the text and write an essay of 400 words (+/-10%) commenting on the following topic. Do not copy a sequence of three or more words from the text. Do not forget to indicate the number of words on your exam paper.

Do you agree or disagree with the following quote?

"Gender diversity and leadership in tech is an urgent issue to address, not merely to offer balance to a male-dominated industry, but because of the strength and impact of its ripple effect.¹"

¹ A gradually spreading influence.

Why Gender Diversity In Tech Matters

The unconscious bias that thwarts women seeking tech careers is unjust to individuals and a disaster for an industry limited only by the shortage of talent.

Looking down the pipeline for the next generation of women in tech, the picture isn't rosy. Of the STEM² disciplines, tech is the only one where the participation of women has actually decreased in the last 20 years, explained Judith Spitz during the 2016 Propeller Innovation Festival in Hoboken, NJ.

Low levels of female employment and leadership in tech should signal alarm bells, and not just for women. Gender diversity is increasingly becoming an economic argument, not merely an ethical one. So why does gender diversity even matter, anyway? What's wrong with having an 80% male dominated profession?

If anyone is qualified to explain the nuances of this complex issue, it's Spitz. As the Founding Program Director of the WiTNY Initiative, she's a recognized leader in facilitating the participation of young girls and women in technology careers.

Spitz is quick to demonstrate how gender diversity is not merely an opportunity for women, but creates opportunity on a larger scale for companies, the tech industry, the economy, and humankind.

Scores of recent studies have linked companies with increased gender diversity with increased ROI³. Take for instance the findings of a recent study by Morgan Stanley that shows more diverse workplaces deliver better returns and less volatility. McKinsey also reports that companies in the top quartile for gender diversity are 15% more likely to outperform against industry medians. The research increasingly shows that if you care about revenue and profitability, you're going want a more gender diverse team.

With the tech industry accounting for 7.1% of U.S. GDP, employment in the industry surged to more than 6.7 million people in 2015. As tech continues to grow, so will the number of new hires needed to keep up with the pace. "There are 500,000 open tech jobs today, and that number is expected to double in the next five years," Spitz says. "It's pure math. It's very difficult to see how we can meet the technology workforce needs if we're literally leaving more than half of the available talent pool sitting on the bench."

Seeing more women into technology leadership roles could help level the economic playing field, in an industry where females typically hold the lower-paying positions. Currently the highest-paying tech job in the New York market is an application developer, and 80% of these jobs are held by men. The lowest paying job in the tech field is as a medical lab technician, and more than 60% of those jobs are held by women. "We can't afford to have women sitting on the sidelines of the opportunity to lift themselves out of poverty and into the middle class," says Spitz. [...]

Source : <https://www.entrepreneur.com/article/289293> February 2017

² Science, Technology, Engineering and Mathematics

³ Return On Investment