

Gender Equality in Tech Entrepreneurship: A Systematic Mapping Study

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ABSTRACT

The largest gender gaps within entrepreneurship today are in the Information Technology (IT) sector, where male entrepreneurs are more than twice as likely as women to operate. The current gender gap in tech society needs to decrease, and more women who are involved in computer science through study or labor should consider tech entrepreneurship as a career path. This is crucial for developing technology suitable for the whole society.

That is why the research objective of this study is to provide information about the relation between IT and gender from the entrepreneurship point of view, using the Systematic Mapping Study (SMS) methodology for this purpose. The results obtained show the original research that exist on gender equality and tech entrepreneurship, in addition to a coverage of various challenges and success factors connected to female tech entrepreneurs. Likewise, they also revealed that there is still a lack of existing studies on the intersection of gender equality and tech entrepreneurship, but it is slowly increasing. Therefore, it is necessary to continue working in this area and the current success factors obtained from female tech entrepreneurs should work as guidelines to help women pursue a career within tech entrepreneurship.

CCS CONCEPTS

- Social and professional topics → User characteristics → Gender
- Social and professional topics → Professional topics → Computing profession

KEYWORDS

Gender Equality, Technology, Entrepreneurship, Sustainability, Systematic Mapping Study

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1 INTRODUCTION

Dependence on digital devices in society has grown exponentially in the last years. Since technology directly impacts people's lives, work, and leisure, the lack of diversity among developers might constrain the users. Many of our solutions on our most significant community issues regarding health and the environment are developing and using new technology. If women are not involved in these processes, then female perspectives will most likely be overlooked. If the Information and Communications Technology (ICT, or just IT) systems we have should benefit everyone in society, the people who create them must be diverse. The gender gap is apparent in the developing teams of new technology. The number of female applicants for ICT studies is less than 30 percent¹, and the proportion of women in the ICT business community is also deficient².

Most women who study ICT enter the technology industry by working in more prominent companies after graduation. Women involved in entrepreneurship are more likely to present in government, health, education, and social services. The largest gender gaps within the entrepreneurship today are in the ICT sector, where men entrepreneurs are more than twice as likely as women to operate [8]. In addition, 16 countries have no women in the ICT field of entrepreneurship. The gender gap that exists in the tech society need to decrease, and more of the women that today is involved in computer science through study or labor should consider a tech entrepreneurial career path. This is crucial for developing technology suitable for everyone.

For all these reasons, the research objective of this study is to provide information about the intersection between gender equality (as defended by the Sustainable Development Goal 5 established by the UN [23]) and tech entrepreneurship. For that end, an analysis of the literature has been performed through a Systematic Mapping Study (SMS). The main results and findings

¹ <https://adevait.com/state-of-women-in-tech>

² <https://whatistechtarget.com/feature/Women-in-tech-statistics-The-latest-research-and-trends>

obtained demonstrate that there are very few existing studies about startups in the tech industry that address the limitation of women engaging in this area. Likewise, a series of challenges and success factors have also been identified, which will help to develop and establish new ideas and proposals to help increase gender equality in tech entrepreneurship.

The rest of this study is organized as follows: Section 2 includes the background on the areas within the scope of the study; Section 3 shows the methodology followed; Section 4 presents the results obtained through the SMS; Section 5 discusses the findings that have been reached; and Section 6 concludes the study with a series of reflections and lines of future work. Likewise, two appendices are also included: Appendix A contains the references to the studies found in the SMS; and Appendix B, in which a mapping of the results is represented through the answers of the studies to each of the established research questions.

2 BACKGROUND

2.1 Gender Equality in Technology

Even though the first programmer in the world was a woman (Ada Lovelace [22]), females are underrepresented in technology education and industry [10]. There exist several reasons why we need to increase the number of women working in the IT industry.

People today are dependent on technology in their household, daily routines, and working life. If the provided technology should fit every user, a diverse team should develop the solution. It is a fact that a group put together by different persons increases the chance of creating innovative solutions³.

Other cases exist with digital products where women's needs and preferences are omitted, because mostly men developed the product⁴. For example, when Apple launched their health tracking app described as comprehensive, it included no feature about women's periods, a big part of women's health⁵.

Another main concern is the absence of gender diversity in the Artificial Intelligence (AI) workforce. Diversity is one of the main principles supporting innovation and societal resilience, which will become essential in a society exposed to changes associated with AI development [24]. AI through voice and face recognition has already proved biases against women, where it simply works better on men than women and other minorities in society⁶.

2.2 Entrepreneurship and Startup

Entrepreneurship as a term can be many things, but it is common to imagine entrepreneurs as innovative people who start rapidly growing businesses based on a unique idea or technology. They are known to taking greater income risks than employees as they do not make a steady wage and are dependent on customers to make an income [9].

An entrepreneur who come up with an idea and transform it into a startup is called a founder. If a founder develops a company

with other people, the other person or people will be called co-founders. The co-founder term exists to give equal credit to multiple people who start a business together⁷.

Startups can be defined as newly established companies with small teams, limited resources, and a goal to rapidly scale the business model [2]. Commonly, startups operate and evolve in an ecosystem with connections to various stakeholders, from types of investors to incubators, accelerators, and third-party vendors [6]. Unlike established companies that focus on optimizing an existing business model, startups focus on finding new business models by experimenting with different products in different markets [20]. Each startup goes through a lifecycle, where the sequence of activities and stages might vary among different startups. A holistic perspective of the startup lifecycle is the one made by Salamazdeh and Kawamorita [21].

Successful startups have had a significant effect on the industry, especially startups developing IT products and solutions [3]. A technology startup business is a company whose purpose is to bring technology products or services to market. These companies deliver new technology products or services or provide existing technology products or services in new ways. The number of new tech startups has increased significantly over the last decade. Marmer et al. [15] identify the following reasons that could explain the increase of tech startups: 1) the cost of launching a tech startup has decreased; 2) increasingly more people own mobile, digital devices, and have access to internet; and 3) it is easier to access potential customers and new markets.

2.3 Women and Tech Entrepreneurship

Dautzenberg points out that "*founding a technology-based firm is commonly regarded as a male domain*" [7], an argument generally based on the low proportion of women among technology-based startups founders. The argument is also based on the conceptualization of entrepreneurial traits as stereotypically male and potentially reinforced by gender differences in entrepreneurial motivations [1] [5], occupational crowding in general, and the lack of inclusion of women in the imagining of technology sectors [4].

Most of the research on entrepreneurship in general and, especially, in IT industry is gender neutral and does not consider the context in which the research is part. A previous study states that individuals' personal characteristics and backgrounds significantly affect whether a woman chooses to become an entrepreneur [11]. Characteristics such as education, social environment, age, residence, income, and views on one's skills are important explanatory factors for entrepreneurship [14]. Although research has revealed several important characteristics, large parts of the gender gap in entrepreneurship remain unexplained.

A recent report from 2018 about women's entrepreneurship showed gender gaps are widest in information and computer technology entrepreneurship, where women compete at one-third

³ <https://www.diversityintech.co.uk/the-benefits-of-diversity-in-tech>

⁴ <https://www.oecd.org/digital/bridging-the-digital-gender-divide.pdf>

⁵ <https://www.theatlantic.com/technology/archive/2014/12/how-self-tracking-apps-exclude-women/383673/>

⁶ <https://hbr.org/2019/05/voice-recognition-still-has-significant-race-and-gender-biases>

⁷ <https://www.startups.com/library/expert-advice/startup-founders-and-cofounders>

the rate of men on average [8]. There exist several reasons why researchers think the gender-gap in the tech entrepreneurship community exist. The male dominated culture within tech entrepreneurship could be a factor, and it is a common knowledge that too few women choose an education within a technology study. Mastering technology is not necessarily a guarantee of success, but innovation may elude the technically incompetent [16]. Therefore, the differences observed between the genders concerning technical roles should be a source of concern for educational institutions dealing with technology.

3 RESEARCH METHOD

A Systematic Mapping Study (SMS) provides an overview of a research area and identifies the quantity and type of research and results available within it. The method is convenient to perform in research areas with a lack of relevant studies of high quality since the method provides a coarse-grained overview of the existing literature within the topic area [17]. This study will follow the guidelines and examples established by Kitchenham et al. [12] and Petersen et al. [17] [18].

3.1 Definition of Research Questions

The research objective is to provide information about the relation between gender equality and tech entrepreneurship. With the aim to address this specific scope, the research questions shown in Table 1 have been established.

Table 1: Research Questions

Research Question	Motivation
RQ1. What original research exists in the intersection of gender equality in tech entrepreneurship?	Determine the type, number of publications, research method, and trend over recent years in relation to gender equality and tech entrepreneurship.
RQ2. What are the main challenges with gender and tech entrepreneurship?	Determine different types of challenges related to be a female tech entrepreneur.
RQ3. What are the main factors adopted by female tech entrepreneurs to be successful in the tech industry?	Determine success factors related to female founding of a tech startup/business/company.

3.2 Data Sources and Search Strategy

To conduct the search of the studies, the *Scopus* database has been selected, because it handles complex search strings and includes sources from all kinds of fields.

Regarding the search string, keywords from the research questions were used as a basis for formulating it. The most frequently used keywords for “startup” were chosen and combined in the search string with relevant search terms of the female gender and tech. It is also important to highlight that a publication year limit was added to the following research string, including only studies from 2010. Thus, the search string established is as follows:

(*Entrepreneur* OR (Startup* OR Start-up* OR “Start up**”) AND (Gender OR Women OR Female) AND (“Information Technolog** OR Software OR Tech OR ICT OR “Information System**”) AND (PUBYEAR>2009)*)

3.3 Study Selection

All studies and information collected through the search were filtered and analyzed using a series of selection criteria. To this end, first, the following inclusion criteria were established:

- **I1.** The study mentions entrepreneurship and startup.
- **I2.** The study focuses on the gender diversity and equality problems within computer science and technology.
- **I3.** The study is published between 2010 and 2021 in a journal, conference, or workshop.

In the same way, the studies that meet any of the following exclusion criteria was automatically discarded:

- **E1.** Duplicate works where the similar result by the same author is presented.
- **E2.** The study deals with Information and Communications Technology (ICT) and/or technology in general among female entrepreneurs with no technological background.
- **E3.** The study is about women entrepreneurs in fields other than STEM (Science, Technology, Engineering, and Math).

Therefore, the search string conducted in *Scopus* retrieved 398 studies. The retrieved studies were limited to 27 potential studies by performing the selection criteria on the titles and abstracts. And, after analyzing in detail these potential studies, 14 primary studies remained to be used in the data extraction.

Likewise, it is important to highlight that an additional search was conducted in addition to the search done in *Scopus*, using the backward snowballing technique [25]. Backward snowballing means using the reference list of a study to identify new studies to include. In this case, several reference lists from the primary studies were used to conduct the technique. This additional search identified 5 studies not discovered by the main search, making the total number of primary studies to 19.

3.4 Data Extraction

A classification scheme was defined, containing attributes based on the research questions and some of them was inspired by other relevant information from the studies read in the process.

The primary studies were systematically classified into the schema according to the attributes shown in Table 2.

Table 2: Classification Schema

Research Question	Classification Areas
RQ1. What original research exists in the intersection of gender equality in tech entrepreneurship?	a. Study focus* b. Research method c. Geographical focus

Research Question	Classification Areas
RQ2. What are the main challenges with gender and tech entrepreneurship?	a. Internal challenges** b. External challenges**
RQ3. What are the main factors adopted by female tech entrepreneurs to be successful in the tech industry?	a. Internal success factors** b. External success factors**

The attribute "Study focus" was included to map which studies research on the gender and entrepreneurship problem based on results from education or industry.

**External factors refer to the environment affecting the entrepreneur, and internal factors refer to factors from the entrepreneur herself.

4 RESULTS

This section presents the results from the extracted data of the 19 primary studies. The results deliver insights into a previously little-known area of gender and tech entrepreneurship. The section is divided into the three research questions established, to allow for better visualization and presentation of the results.

4.1 RQ1: What Original Research Exists in the Intersection of Gender Equality and Tech Entrepreneurship?

The initial search to retrieve relevant studies was limited to papers published from 2010 to 2021. This period consists of the most updated studies on this area because this field of technology is constantly changing and evolving. The primary studies include 19 relevant papers since the research of gender equality and IT combined with entrepreneurship is novel, indicating that more research on this field is still needed in the hereafter.

Addressing the study focus of each paper was necessary to see if this based their research on an educational level or industry level. The 74% of the studies are focusing on industry, 21% on education, and 5% is mixed.

The type of research methodology used in each of the primary studies was retrieved from the data collection, and was categorized into qualitative research, quantitative research, or a mix. The 58% of the studies conducted a qualitative research methodology, which is mainly a case study with in-depth interviews or focus group interviews. The 32% of the studies conducted a quantitative research methodology, where survey and questionnaire are mostly preformed. And the 10% of the studies used a mix of qualitative and quantitative research methods. Figure 1 shows more details about research methods preformed in each study, indicating also which geographical area the research has been done. It is noticed that most of the studies has done their research based on data from modern countries, and a few focusing on developing countries.

Likewise, it is also important to highlight that most of the studies focusing on industry used qualitative research methods like case studies and interviews of female tech entrepreneurs from the industry, while most of the studies basing their research on data from educational level used a quantitative approach with surveys on students from technology study programs.

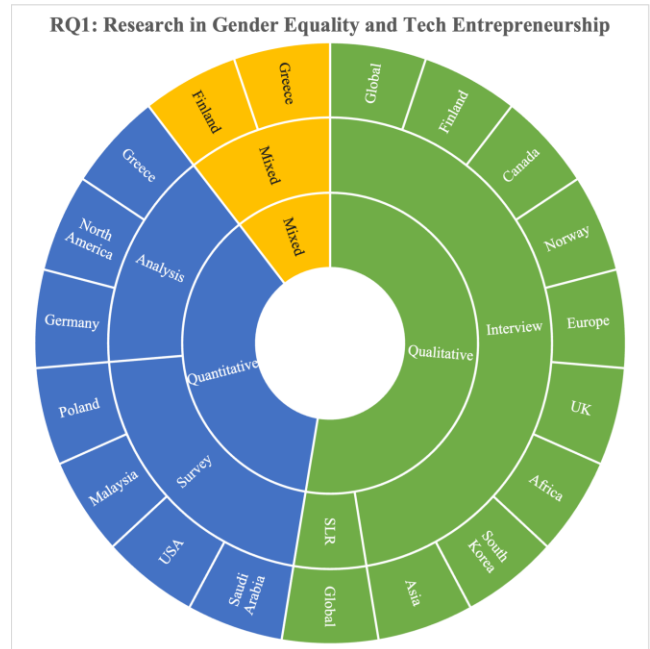


Figure 1: Results for RQ1

4.2 RQ2: What are the Main Challenges with Gender and Tech Entrepreneurship?

Of the 19 primary studies, 16 contain results of challenges relevant to answer the RQ2. It is noticeable that many of the challenges found in the different studies are overlapping and can related to each other. Barriers that recur in several of the studies are gendered stereotypes (associated with masculinity) and gendered social roles, perceived behavior, lack of mentors and role models, lack of knowledge, personal factors, and self-efficiency.

Figure 2 includes a representation of the challenges found and their occurrence in the primary studies that address them. In the same way, it is important to remember that Appendix B includes the mapping of all the results following the established classification schema.

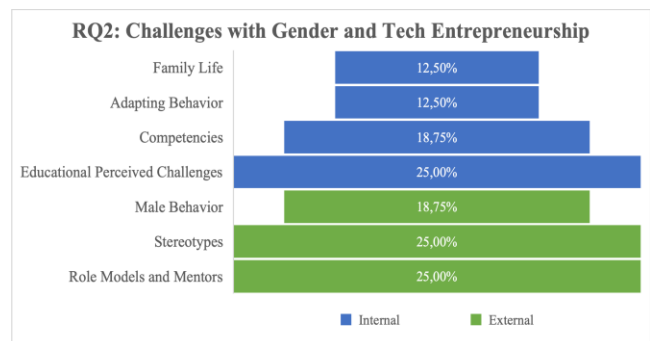


Figure 2: Results for RQ2

4.3 RQ3: What are the Main Factors adopted by Female Tech Entrepreneurs to be Successful in the Tech Industry?

Regarding the scope of the RQ3, 11 of the 19 primary studies contain results of success factors relevant for women tech entrepreneurs. Most of the success factors found in the studies are types of competencies and skills useful to have when becoming a successful entrepreneur, retrieved from interviews with female tech entrepreneurs. Some of the findings propose factors that would increase entrepreneurial intention, especially among tech students or women already working in the tech industry. In addition, several studies mentioned the importance of success stories from role models as an influence.

Figure 3 shows the success factors found, organized according to whether they are internal or external, and identifying their occurrence in the 11 primary studies that contain these factors.

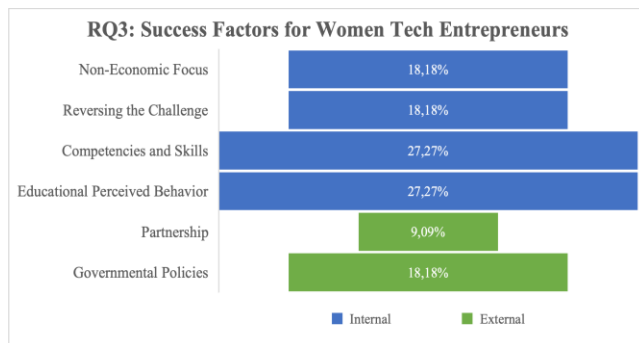


Figure 3: Results for RQ3

5 DISCUSSION

5.1 Principal Findings

The goal of this study is address existing data on the intersection between gender equality and tech entrepreneurship by collecting different results of challenges and success factors related to the topic. The next subsections show a more detailed analysis of the general results and the findings obtained in this regard.

5.1.1 Entrepreneurial Intention from Education Level. The challenges found in one of the educational focused studies [S02] show nearly no difference in entrepreneurial behavior among the student analysis done. However, the study [S04] reveals that the relationship between commitment to entrepreneurship is more potent in men than women, implying that gender could modulate the link between intention and entrepreneurial behavior. In the same way, the study [S10] finds that personality traits stereotypical associated with masculinity have a bold, positive effect on students' entrepreneurial intention, in contrast to personality traits stereotypical associated with femininity. The results from the study [S04] also show that entrepreneurial intention is best represented by choice intention and commitment to entrepreneurship, and the study [S07] states that there is a connection between self-efficacy and actual entrepreneurial

behaviors. Hence, the female students give more weight to the critical factors such as feasibility and opportunity to succeed. It seems that the natural barrier for women emerges at the action stages of the founding a tech startup process rather than the intention formation stage.

5.1.2 Stereotypes and Behavior. The industry focused studies that retrieved qualitative data from female tech entrepreneurs address the execution stage of the startup founding more critical to challenges than the entrepreneurial intention. According to Dautzenberg [7], it is essential to acknowledge that gender and technology are socially constructed results of structures influenced by history, behavior, and expectations. The study [S05] elaborates that there are obstacles from social prejudices against women as agents of change in domains traditionally considered male; cultural norms and stereotypes are one of the key factors that prevent women from fully exploiting their potential [S11]. Text and photos of entrepreneurship promotion can be full of gender stereotypes [S13], which makes the male practitioners easier to be accepted "on face value" as skilled entrepreneurs, in contrast to women who face the additional challenges of overcoming their "unusual" status, gaining acceptance and credibility [S12]. Female entrepreneurs involved in tech sectors tend to adopt behaviors that replicate those of men to fit in [19]. According to the findings from the study [S18], identity work, enacted as a gendered performance in the context of technology entrepreneurship, and the overlap between the masculinized discourse of tech entrepreneurship, place women at the boundary edge of the incubator community.

Looking at the success experiences from women in these positions, the study [S05] mentions that many of the successful women entrepreneurs from their study adhered to an entrepreneurship philosophy of benefiting diverse groups of stakeholders, including customers, employees, and suppliers. This philosophy removes the total dependence on own economic gain and includes the well-being of those the business itself depends on. In the same way, the study [S06] supports this by implying from their research that women have stronger business ethics and principles than men and pursue hybrid goals, a mix of economic and personal enjoyment goals. These enjoyment factors seem to stand out from usual male stereotypical goals in the tech industry, which is an example of why the increase of female tech entrepreneurship involvement is significant to remove the stereotypes. The female tech entrepreneurs interviewed in the research of the study [S14] forwarded how to turn barriers into advantages and highlighted that gendered learning experiences led them to make conscious and strategic decisions of both alignment and resistance to negotiate their enterprise in a highly masculine sector. Their prior learning histories of not belonging underpin their preparedness for entrepreneurship in the tech sector. Not belonging is an enabling condition that empowers women to mobilize their "otherness" to create change within their ventures and make rules on their own terms. Successful entrepreneurship for the women in this study is about not belonging and the opportunities this brings to subvert norms within the tech sector.

5.1.3 Mentors, Network, and Policies. The lack of mentors and role models is a critical challenge addressed in several studies. The studies [S05], [S11], and [S19] both mention that the lack of role models makes women less interested in an entrepreneurial career and less confident in their capacities as entrepreneurs. The study [S09] also points out that the lack of networking and social connections among female tech entrepreneurs, especially tech interested women, is not helping in building their entrepreneurial intentions. The study [S14] concludes that women experience structural disadvantages from the outset, hindering them in resourcing their enterprises and establishing strategic alliances. And the study [S19] addresses that the lack of support from women to women is excruciating and might be happening because of the stiff competition with male-owned businesses.

The importance of mentoring and support from relatives is frequently mentioned in some of the studies as success factors, and the study [S05] says it is because the females are not only retrieving emotional support, but also advice on how to run a business and expand their business network at the same time. According to Kovaleva et al. [13], success stories from other female tech entrepreneurs established in the field also matter a lot.

Likewise, support from government, social connections, and family is more important than indicated [13]. Women struggle more than men with pressure to conform to their gender identity and devote themselves to choosing between work or family [S19]. The study [S09] mentions that these types of difficulties could arise from a limited understanding of the tension between sector culture and the reality of women's lives. Changing the expected work-life balance when establishing a family parallel to founding an enterprise is needed.

Finally, improving governmental policies regarding the ICT industry are mentioned as factors of success in the study [S05], since the government plays an essential role in being aware of the digital age and formulating policies related to tech development suitable regardless of gender and lifestyle and contribute to more women gaining their interest in succeeding as tech entrepreneurs.

5.1.4 Competencies and Skills. Lack of entrepreneurial competencies is also mentioned as a challenge in some studies. The study [S05] addresses that business skills and knowledge about the domain is a challenge when the entrepreneur does not have any previous experience. Self-doubt, risk-tolerance, and lack of leadership skills are factors mentioned in the work of Kovaleva et al. [13]. The pressure of keeping up with knowledge about different skills, competencies, and technology experiences could influence women's personal characteristics in a wrong way. The study [S06] finds that women's positive outlook, the practice of thinking positively rather than negatively, is the most critical factor in overcoming the challenges in the founding stage of a tech startup.

Based on success factors retrieved from different interviews with female tech entrepreneurs, competencies that are important to women running tech startups are the ability to seize business opportunities and to manage change, as well as the business knowledge and leadership skills [S01]. Likewise, the study [S11] finds that innovation, vision, organizational skills, creativity,

negotiation abilities, resourcefulness, and initiative are skills and factors that appear as most important for entrepreneurship nowadays. According to the study [S08], self-efficacy is a crucial factor determinant to behavioral intention in the entrepreneurial context. This study states that attitude towards entrepreneurship will be stimulated if women exhibit firmer beliefs regarding their capabilities. Women with higher personal innovativeness with ICT are expected to develop a more positive attitude about technological innovation and increase their entrepreneurial skills and capabilities.

5.2 Limitations

A limitation with this study is use of only one database (*Scopus*) in the process of collecting relevant studies. Although *Scopus* includes a wide coverage of studies from different disciplines, it would be interesting to include in future research other databases such as those of ACM or IEEE in order to identify studies that may have been overlooked.

It is also worth mentioning that it was challenging to find relevant studies, since many papers that seemed relevant based on their abstract ended up with researching on how women could succeed as entrepreneurs with the use of ICT tools, and not research on women with technical background pursuing a career in the tech entrepreneur industry.

5.3 Implications

This study is a starting point for researchers and professionals planning to work on gender equality and tech entrepreneurship. This research is also applicable for initiatives and projects that work with gender balance in this topic area, especially incubators in the entrepreneurship industry.

The results demonstrate challenges women experience in a startup founding process that should not exist, and the whole industry should be aware of their existence and why. The success factors can encourage more women to attend tech entrepreneurship through further work and research.

6 CONCLUSIONS AND FUTURE WORK

Despite the importance of more and more women becoming entrepreneurs and achieving a balance in the ICT area, there is still a lack of existing studies on the intersection of gender equality and tech entrepreneurship, but it is increasing.

With the increase of female tech entrepreneurs, the research also increases since more relevant stakeholders are available for qualitative and quantitative analysis. It seems that entrepreneurial competencies are very masculinized, and a change in perceived entrepreneurial competencies and skills should happen. Women should not feel they should become masculine; they should instead choose their own path, build a network, and get help from male and predominantly female mentors in the field.

Several of the primary studies found in the present SMS address the problem with few female role models and lack of network. It is not only a women's problem anymore. Everyone in the tech industry, regardless of gender, should work as role

models and begin with removing the gendered stereotypes. Instead, a baseline for entrepreneurial competencies and skills should exist that cannot be connected to gender but be universal for everyone.

The success factors found and discussed in this study should not work as a handbook for women who want to succeed with founding a tech startup but could instead work as guidelines and inspiration to increase entrepreneurial behavior and help proceed with the different startup funding and creation stages.

Interviews of female founders and co-founders of tech startups and businesses is a suggestion of future work. Technical solutions could also be developed to increase the problem of the topic, like a platform where computer science students and women working with ICT can be inspired to become tech entrepreneurs. A technical solution could contain features like a mentor connector, sharing experience from successful (and unsuccessful) founders, awareness, and information about the importance of gender diversity in the tech startup industry; and an idea-development tool that could encourage women to process their entrepreneurial ideas and visions. Further work could also be to conduct a qualitative analysis on female students and women working with ICT in the industry to understand better why there are so few competent women not choosing tech entrepreneurship as their career path.

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APPENDIX A. SMS STUDIES SOURCES

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APPENDIX B. SMS RESULTS MAPPING

Table 3: Mapping of Answers to the Research Questions

ID	RQ1: Research			RQ2: Challenges		RQ3: Success Factors	
	Focus	Method	Geographic	Internal	External	Internal	External
[S01]	Industry	Survey	Poland			Competencies	
[S02]	Industry	Analysis	North America	Educational			
[S03]	Education	Survey	Malaysia	Educational			
[S04]	Industry	Analysis	Greece	Educational		Educational	
[S05]	Industry	Interviews	Asia	Competencies	Stereotypes & Role	Non-Economic	Gov. Policies
[S06]	Industry	Interviews	South Korea	Competencies		Non-Econ. & Revers.	
[S07]	Education	Survey	USA			Educational	
[S08]	Industry	Survey	Saudi Arabia			Competencies	
[S09]	Education	Interviews	Africa	Family	Role		
[S10]	Education	Survey	Greece	Educational		Educational	
[S11]	Industry	Survey & Interview	Greece		Stereotypes & Role	Competencies	
[S12]	Industry	Interviews	UK		Stereotypes		
[S13]	Industry	Interviews	Europe		Stereotypes		
[S14]	Industry	Interviews	Norway		Male	Reversing	
[S15]	Industry	Survey & Interview	Finland	Competencies	Role		Gov. Policies
[S16]	Industry	Analysis	Germany		Male		Partnership
[S17]	Industry	SLR	Global	Adapting			
[S18]	Industry	Interviews	Global	Adapting			
[S19]	Industry	Interviews	Canada	Family	Male		