

**Women in Project Management**  
Summit 2019

# Survey Results



[www.pmsummit.global](http://www.pmsummit.global)

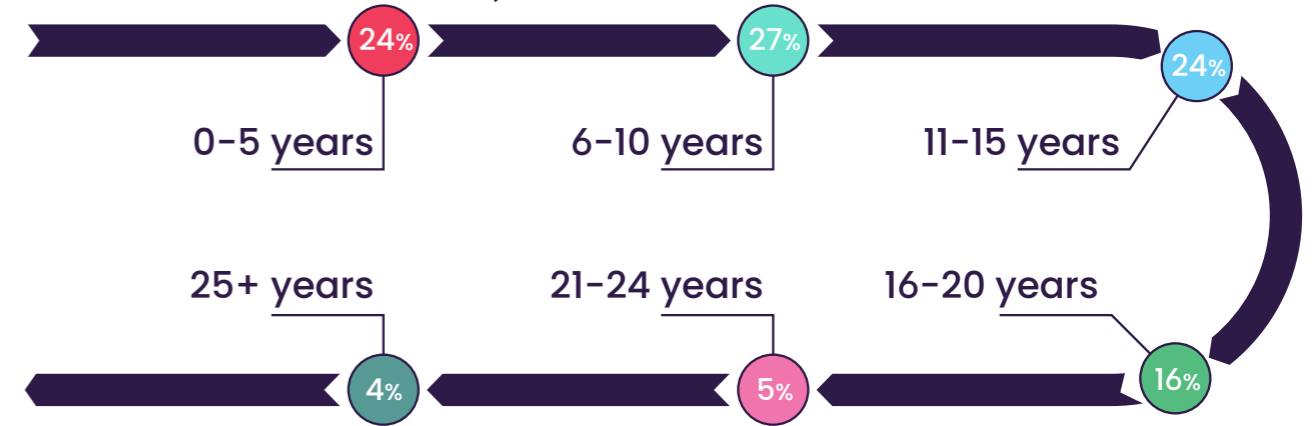
# Introduction

In October 2019, PM Summit hosts the first edition of the *Women in Project Management Summit (WiPM)*, Ireland's only top-tier conference for female professionals in project, programme and portfolio management. In anticipation we invited delegates and our colleagues across the industry to participate in our survey about the roles and equity of women within project management.

202 female project management professionals in Ireland from a broad range of sectors participated in the survey, which was carried out after a call on LinkedIn in September 2019 requesting survey participants.

All responses were anonymous, with professionals of all levels of experience represented, from novices to CEOs and people in leadership roles.

## Respondents ranged from novices to industry veterans

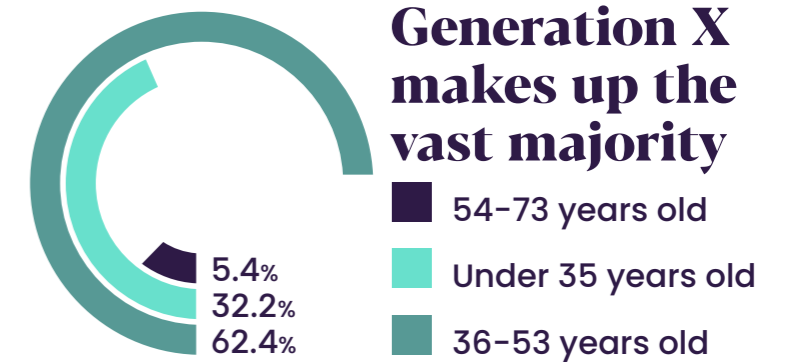


Our decision to create the Women in Project Management Summit stems in part from the clear need for a female-focussed event, where women can network and learn from one another in an environment of like-minded individuals.

Once a male dominated role, more and more highly qualified women are taking up positions in project management. Last March's PM Summit 2019 alone is evidence of this. While men still make up the majority of the industry, female attendance grew. Respondeees to our survey for that event were 33% women, an increase on the previous survey's 24% of women participants, while at this year's PM Summit women made up 40% of attendees and 50% of speakers.

Of the 202 respondents to our first WiPM survey, 97% of them work as either project managers (82%) or as project team members (15%).

Further evidence of women as project managers in professional capacities can be seen in the length of time respondents have been involved in projects and project management. 51% of all respondents have up to ten years experience, and nearly half of those are with less than five years professional experience in projects.



Interestingly just over 62% of survey respondents are aged between thirty-six and fifty-three years old, indicating that it's a role and industry to grow into as age and experience mature, and the specific talents required to become a successful project manager are honed.

# 202 Respondents to our survey

**82%** of respondents were Project Managers

**15%** of respondents were Project team members

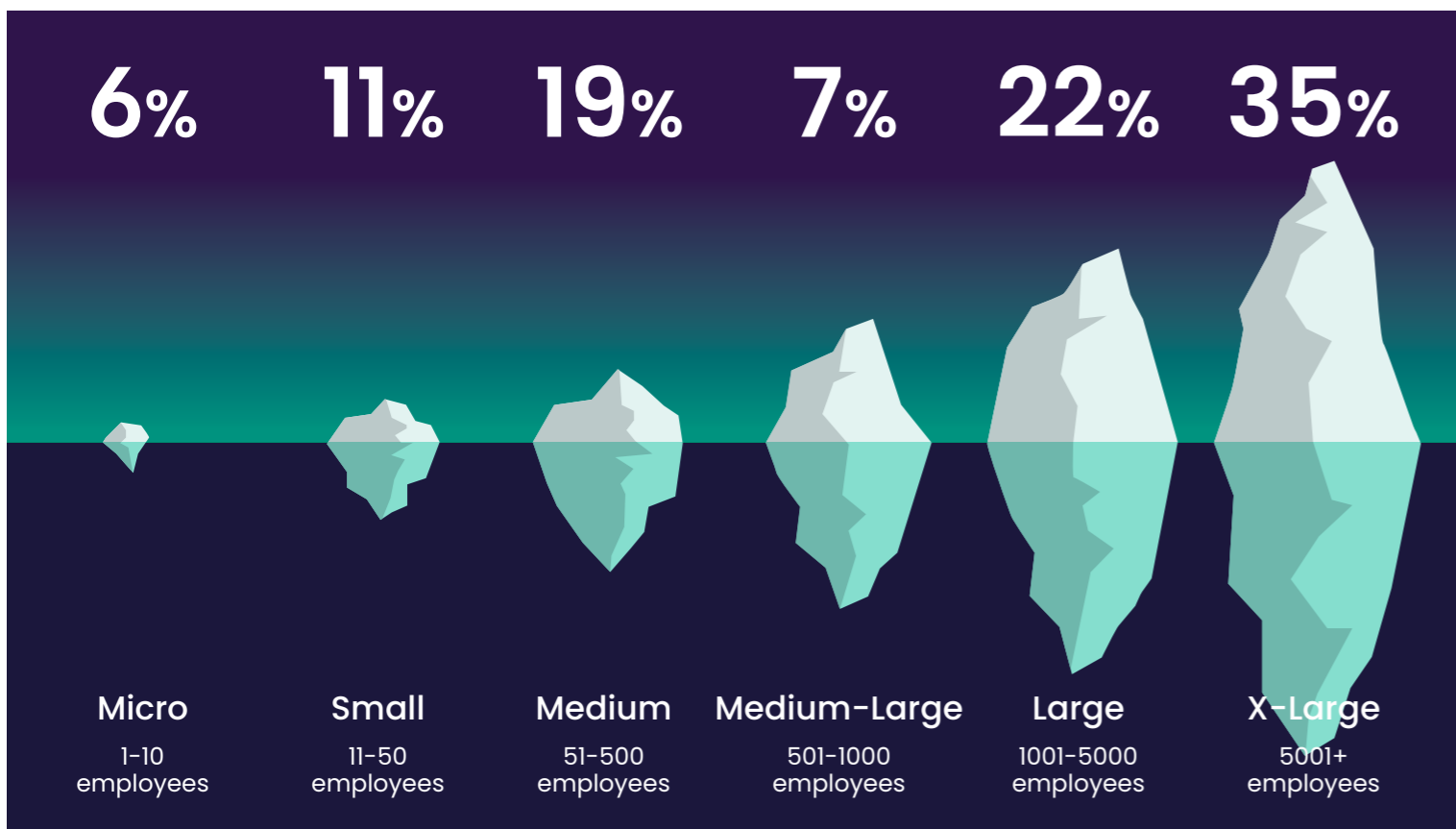
**Remainder** of respondents don't work on projects

# A range of industries

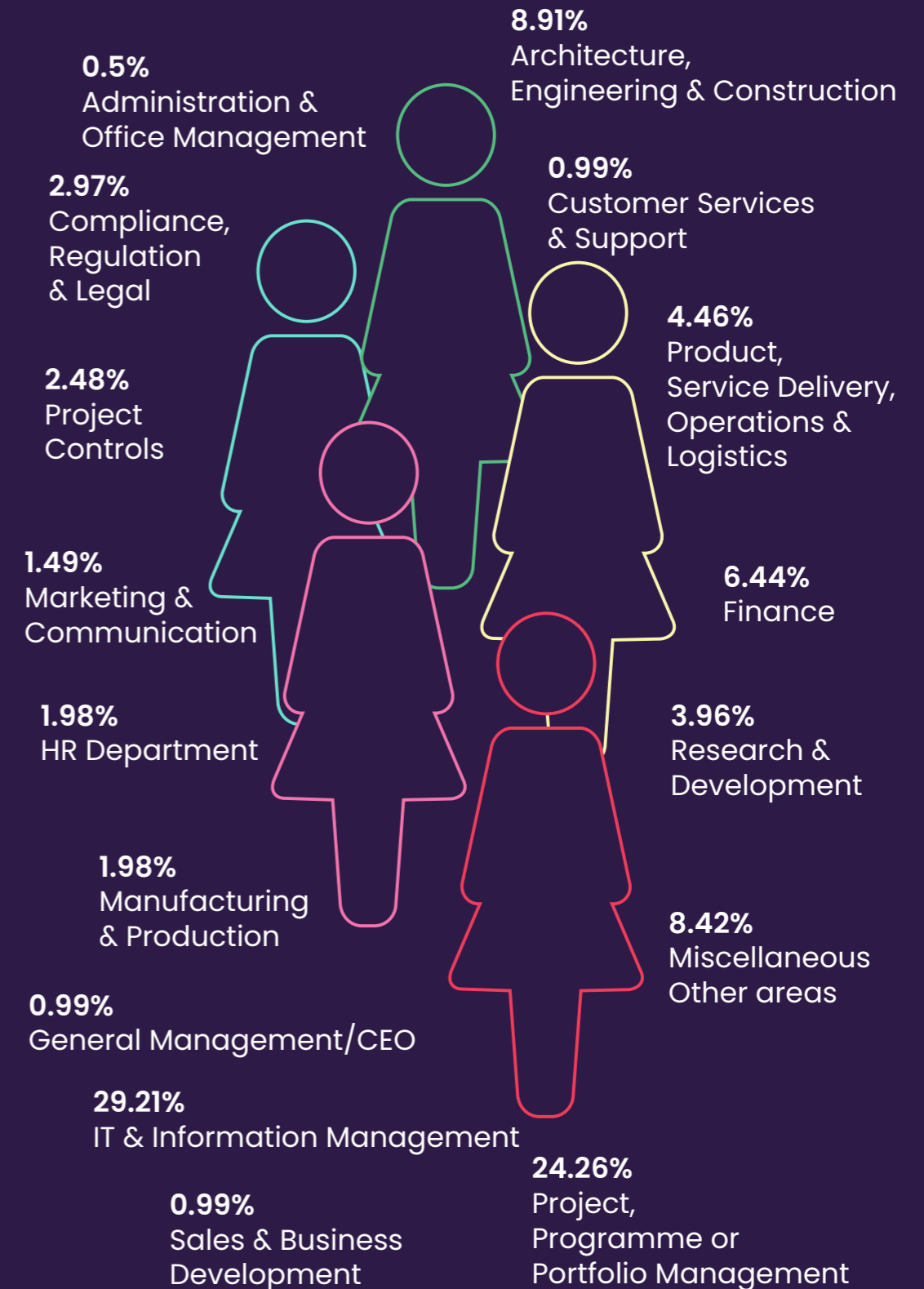
Another divergence from the PM Summit surveys is seen in the spread of industries and departments the respondents to the Women in Project Management survey work in. The Architecture, Engineering, Construction, and IT industries usually more visible in our general survey are heavily supplemented with admin, finance, marketing among others, as women take their skillset for project management to a variety of markets, industries and scales.

The often superior communication skills women tend to possess are beneficial within these industries, and it's no secret that, for instance, many of the best and brightest in PR, Marketing and Communications industries tend to be women due to their strength in getting buy-in from collaborators and partners through regular and clear conversations to align goals with relevant team members.

With an exception of Medium-Large companies, the ratio of women in project roles seems to generally increase in line with the size of organisation. Micro-sized organisations of one to ten employees account for 6% of our respondents, while Extra-Large corporations with over 5000 employees seem to offer greater opportunities with over one-third of those who took part in the survey working in organisations of that scale.



# Business Function Areas



# Equity in the role?

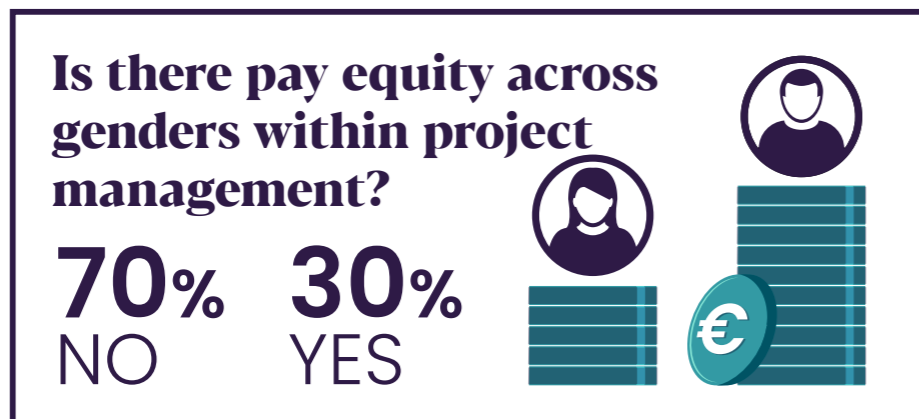
Like many job roles globally across many industries, the big questions for women in project management relate to parity of pay and opportunity with their male colleagues. We asked respondents for their opinions of equality among the role and within their own organisation.

There's close to a 50/50 split in the belief that there are equal opportunities available to all genders within project management, yet conversely a large majority of 70% indicate there's a lack of pay equity for roles within project management.

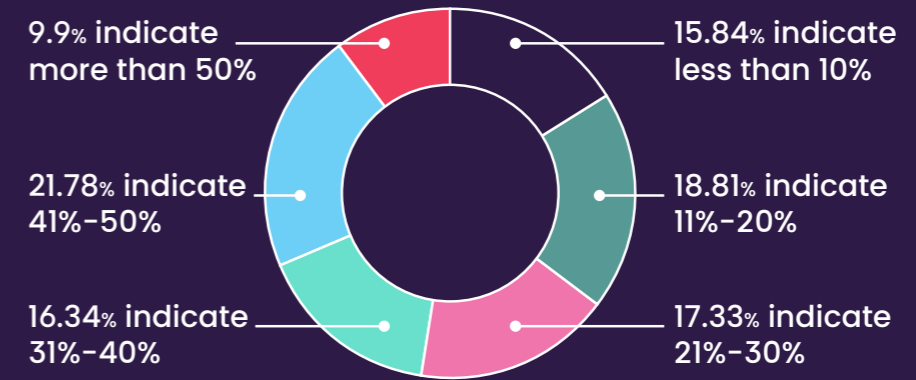
On the topic of female project team members, there's a relatively even spread of opinions regarding the gender breakdown of project teams, with only 17.82% of respondents commenting that their team is composed of more than 50% women.

The role of project manager for women may be a growing career field, but it's far from equal with less than 10% of respondents revealing that 50% of their project managers are women.

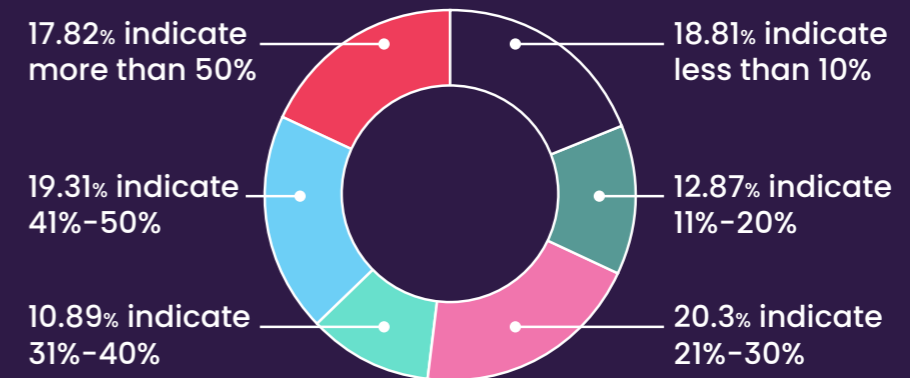
While there's clearly a lot of work to be done in balancing remuneration and career progression opportunities, on a positive note there is a majority perception that working in project management provides a good work/life balance.



## What percentage of your project managers are female?



## What percentage of your project team members are female?



## Do you believe there are equal opportunities across all genders within project management?





# The Last Word

Vicky Poole, Founder of WiPM and  
Co-Founder of PM Summit

This year I was delighted to bring my vision of a project management event specifically targeted at women to fruition.

Since co-founding the PM Summit in 2015 I have seen a steady increase in the number of female delegates attending that event. Indeed I have also noticed an increase in speaker submissions from women and in 2019 the PM Summit had a 50:50 gender ratio of speakers.

I felt the time was now right to host a Women in Project Management event and

was delighted by the feedback, messages of encouragement and suggestions sent to me. I hope that this inaugural event will be the beginning of something far bigger as it evolves and develops over the coming years.

Our line-up of speakers is truly amazing and I personally want to thank and acknowledge each and every one of them for their contributions and support. I look forward to meeting you all again in 2020 and hopefully you may bring some more of your colleagues along too.



## OUR LOGO EXPLAINED

The chameleon within our logo reflects the reality that project managers play multiple and diverse roles in projects, always changing to satisfy project needs.

Just like chameleons, project managers have to adapt very quickly to their surroundings, no matter if the project is traditional waterfall project or an agile one.

We are continuously looking for excellent presenters to speak at our event, so if you have worked on an interesting project and feel you could add value to the general project management community please watch out for our **Call for Speakers**, we would be delighted to hear from you. In meantime please feel free to follow us on [Twitter](#), [Facebook](#), [Instagram](#) or [LinkedIn](#)