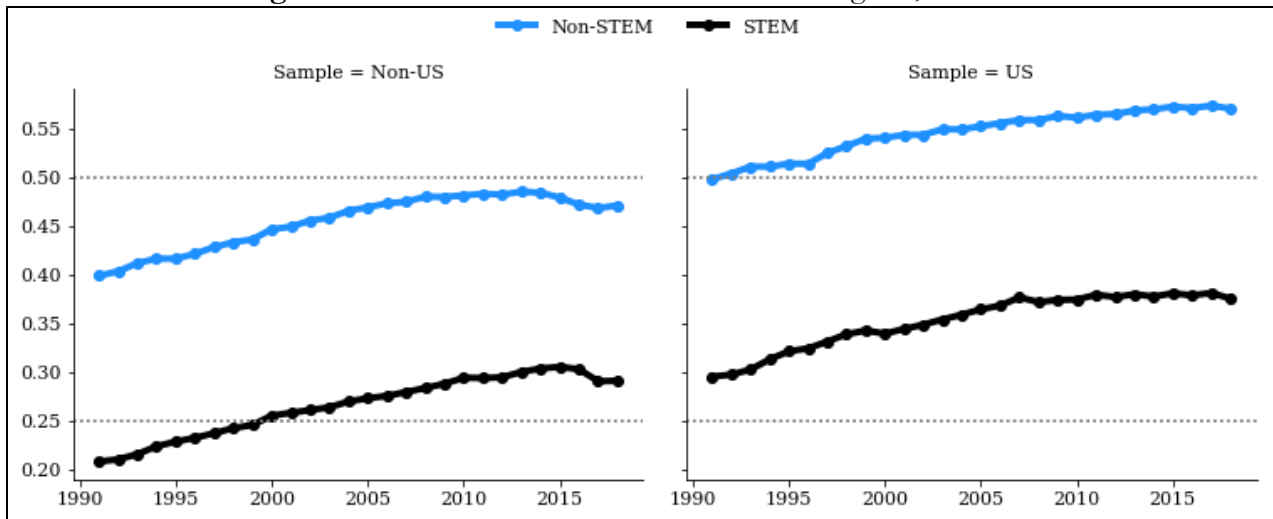
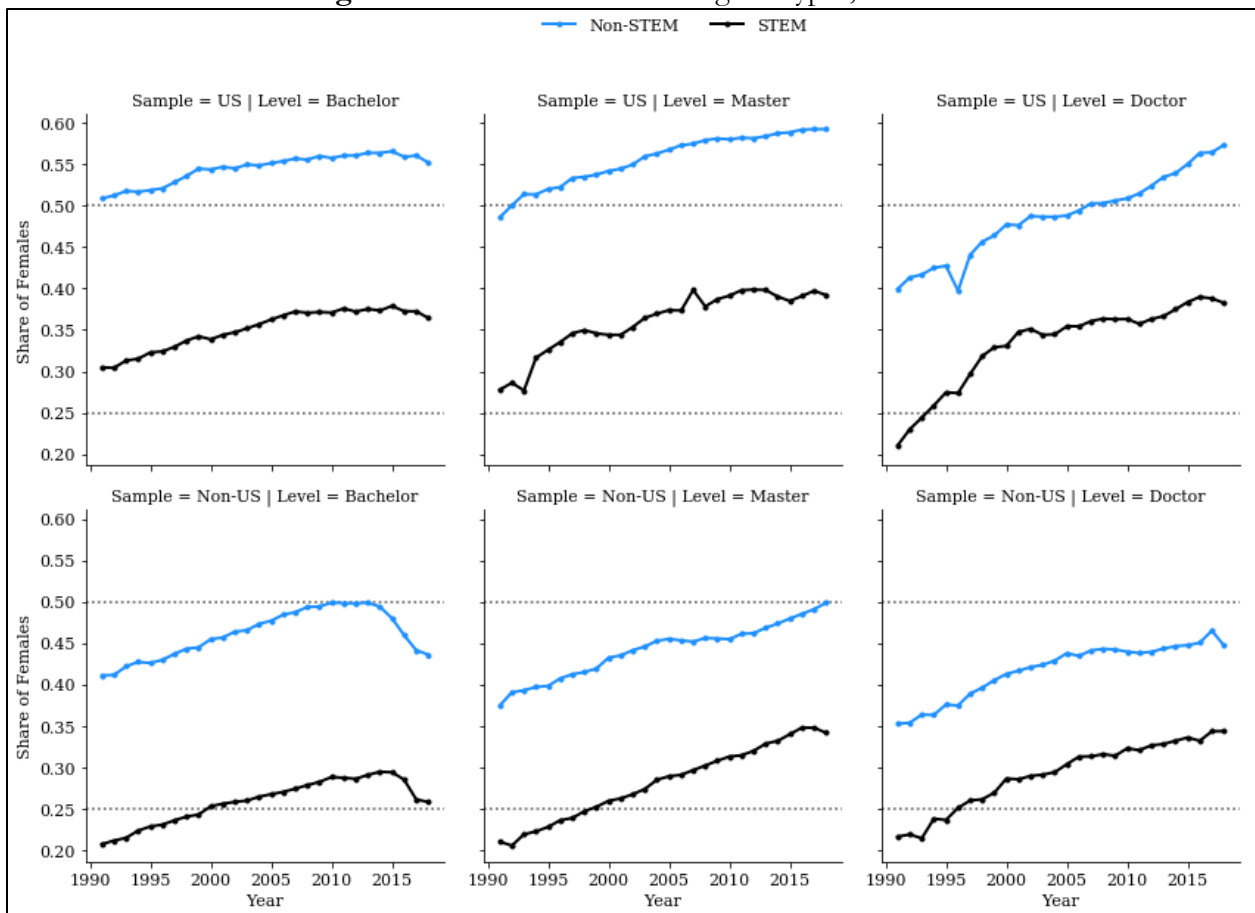


# APPENDIX. SUPPLEMENTARY TABLES AND FIGURES

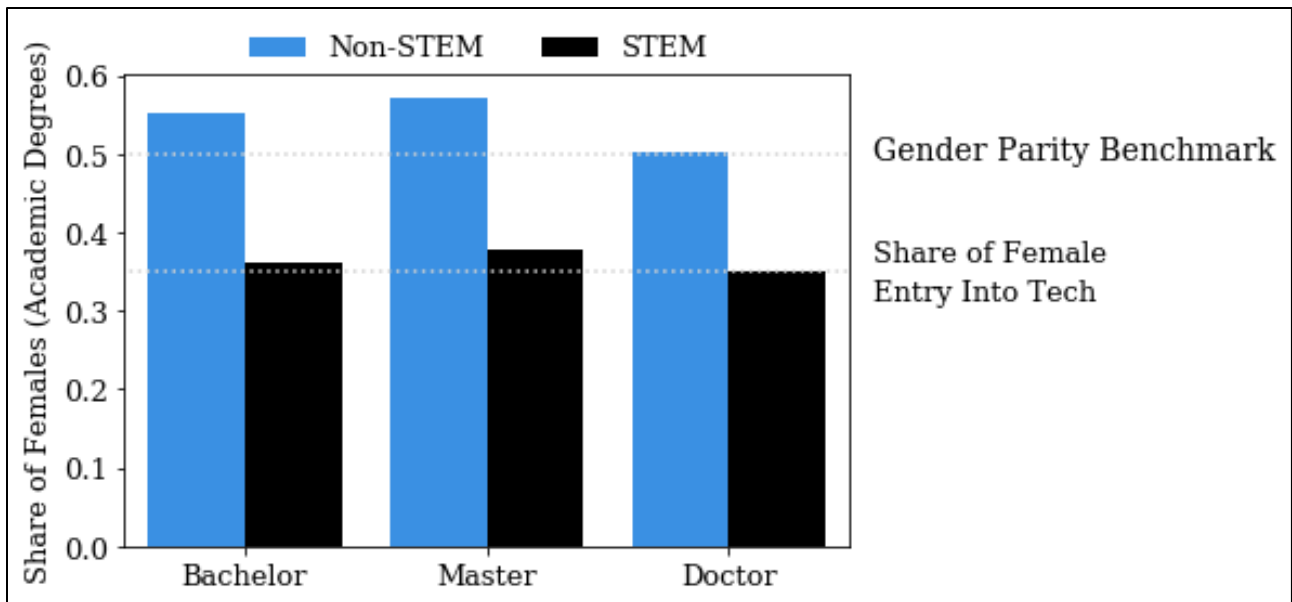
**Figure A1.** Overall Trend in Female Share of Degrees, Global



**Figure A2.** Female Shares of Degree Types, Global

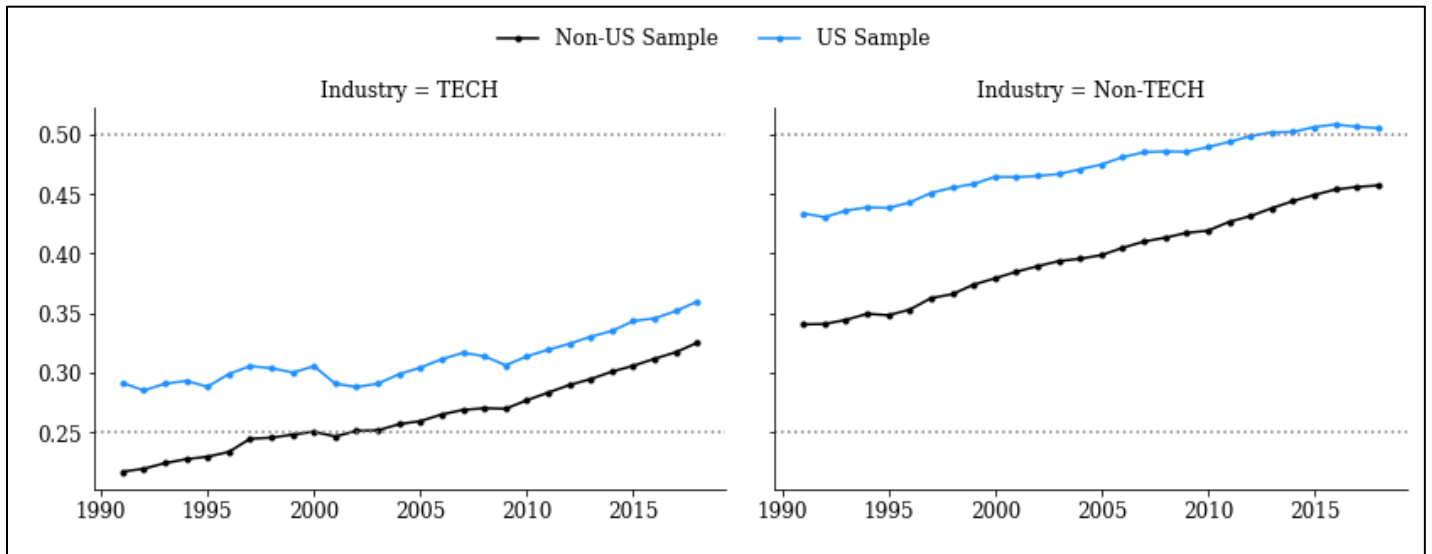


**Figure A3.** Share of Females in STEM Degrees (Bachelor, Masters & Doctoral Degrees) in comparison to the Share of Female Employees in Tech



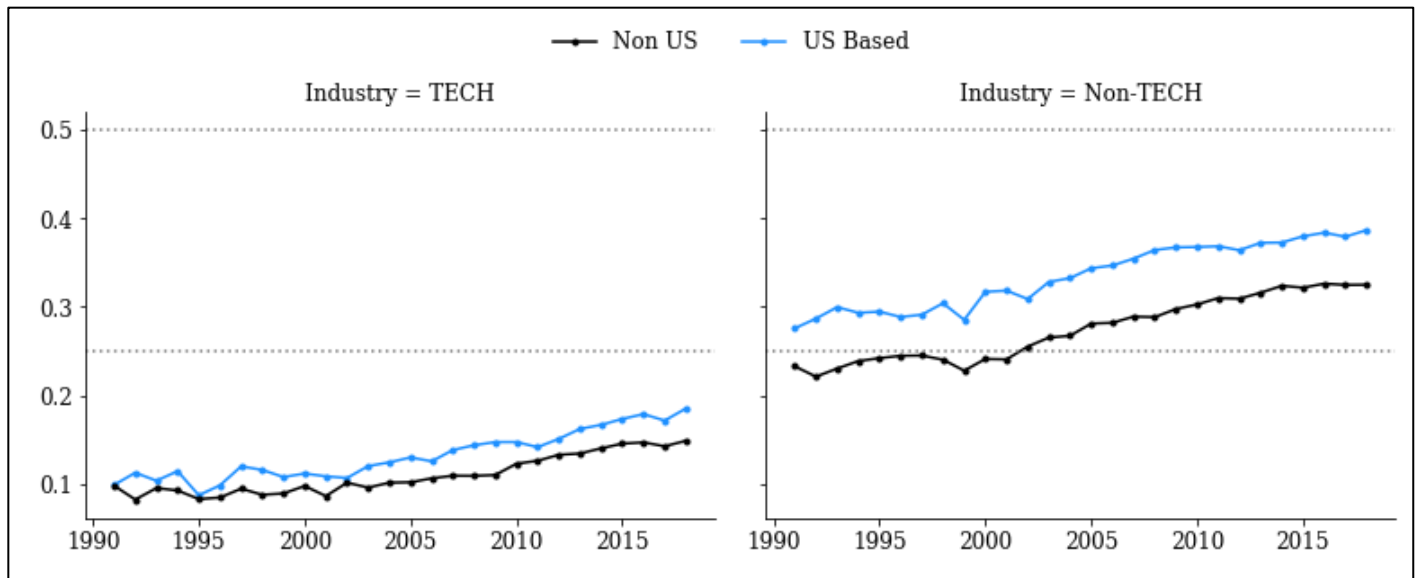
*Note:* This figure is based on the education histories of a sample of 10% sample of the US population of LinkedIn profiles from 2005-2007 cohorts. The vertical bars represent the average share university degrees attained (reported) by females (among both males and females) for both STEM and Non-STEM degrees. The share of females in both STEM AND NON-STEM Degrees have increased over time (breakdown over time shown in Appendix). As a comparison point, we illustrate (horizontal grey dashed line) the share of females in the technology industry in entry level positions (Figure 2A. First Job – Share of Female Employees). The comparison indicates that the share of female employees in entry level positions is comparable to the share of females with STEM degrees (approx. 35%).

**Figure A4a.** Share of Female Employees (Industry Participation) over time in Tech and Non-Tech Industries [US and Non-US Based Sample]



Note: Based on the global population of positions in LinkedIn profiles from 1990-2018, the gender gap has been decreasing over time in tech & non-tech industries globally.

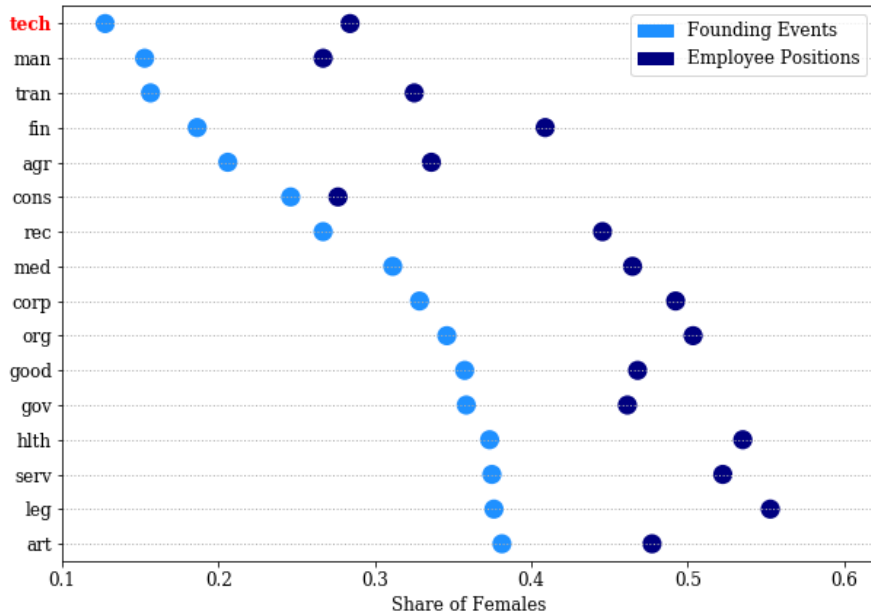
**Figure A4b.** Share of Female Founders (Founding Events) over time in Tech and Non-Tech Industries [US and Non-US Based Sample]



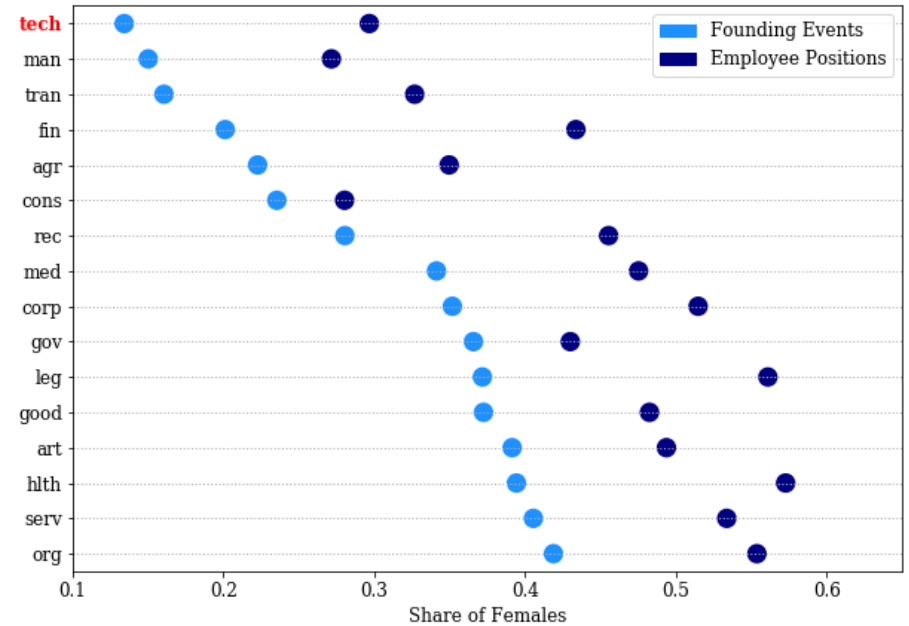
Note: Based on the global population of founding events in LinkedIn profiles from 1990-2018, the gender gap has been decreasing over time in tech & non-tech industries globally.

**Figure A5.** Shares of Firms Founded by Females vs. Shares of Jobs Occupied by Females by Industry, Non-US & Global

**A) Non-US Sample**



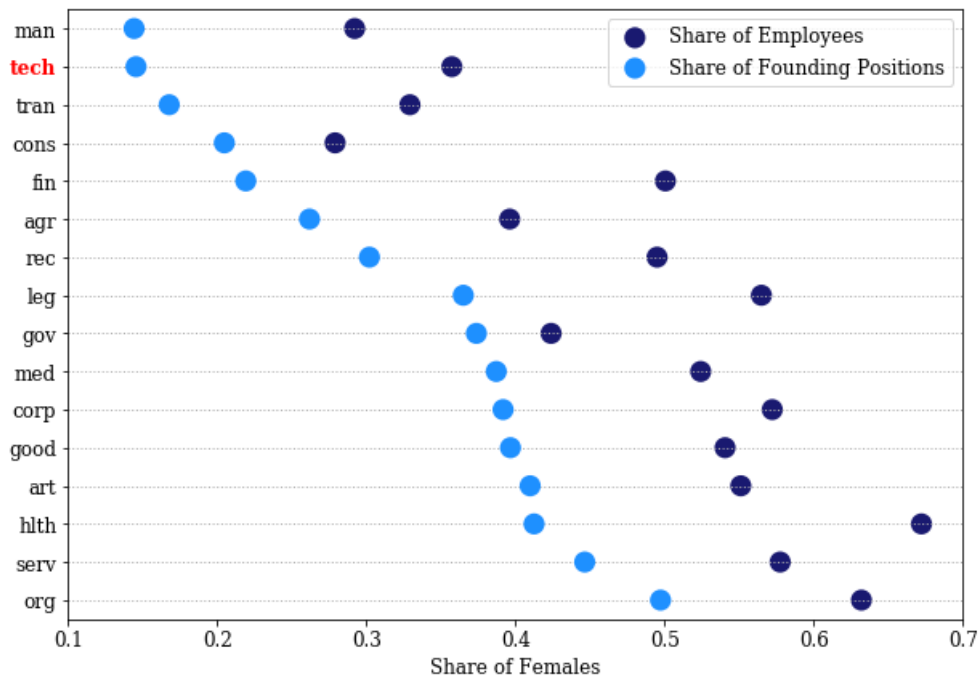
**B) Global Sample (US and Non-US)**



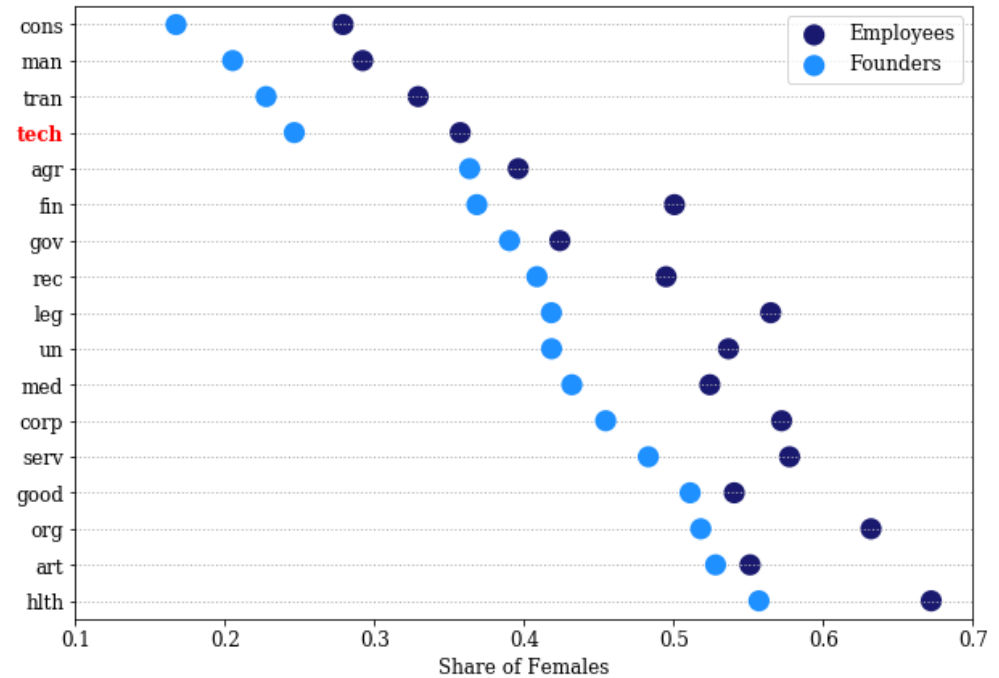
*Note:* This figure is based on the global population of LinkedIn profiles from 2005-2018. The light blue dots represent the share of firms founded by female founders. The unit of observation is a founding event. The dark blue dots represent the share of jobs occupied by females. The unit of observation here is an employee position. The industries identified by LinkedIn are abbreviated as follows: tech = technology, man = manufacturing, tran = transportation, fin = finance, agr = agriculture, cons = construction, rec = recreation, med = media, corp = corporate, gov = government, leg = legal, good = goods, art = art, hlth = healthcare, serv = services, org = NGO. Category “undefined” is not shown.

**Figure A64.** Share of Females as Founders vs. Employees with Different Levels of Aggregation (Person, Firm, Position)

**A) Shares of Firms Founded by Females [Founding Event] vs. Shares of Female Employees by Industry [Person Level]**



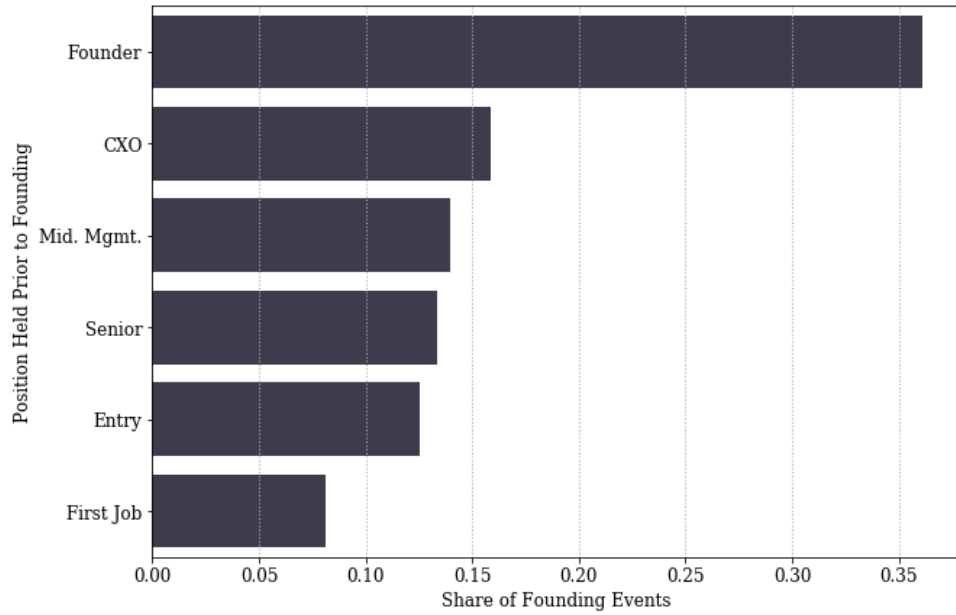
**B) Shares of Female Founders [Person Level] vs. Shares of Female Employees by Industry [Person Level]**



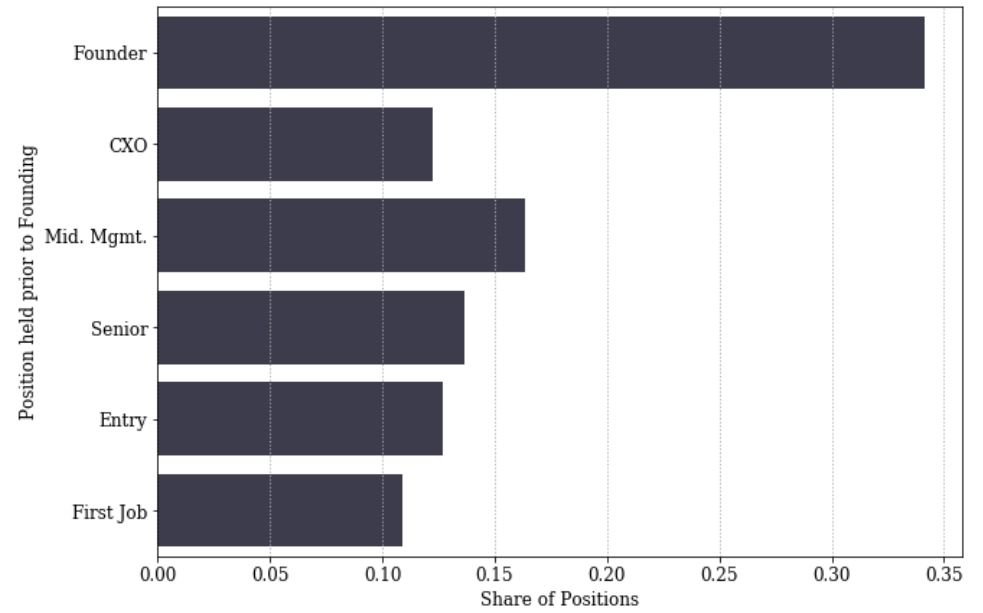
*Note:* This figure is based on the US population of LinkedIn profiles from 2005-2018. **Figure A:** The light blue dots represent the share of firms founded by female founders. The unit of observation is a founding event. The dark blue dots represent the share of jobs occupied by females. The unit of observation here is an employee position. In **Figure B:** Is a person rather than event/position-based version of Figure 1. The light blue dots represent the share of founders who are female. The dark blue dots represent the share of employees in the industry who are female. In both cases, the unit of observation is an individual. The industries identified by LinkedIn are abbreviated as follows: tech = technology, man = manufacturing, tran = transportation, fin = finance, agr = agriculture, cons = construction, rec = recreation, med = media, corp = corporate, gov = government, leg = legal, good = goods, art = art, hlth = healthcare, serv = services, org = NGO. Category “undefined” is not shown.

**Figure A7.** Distribution of Positions (Seniority) Held Prior to Founding

**A) Tech Industries**



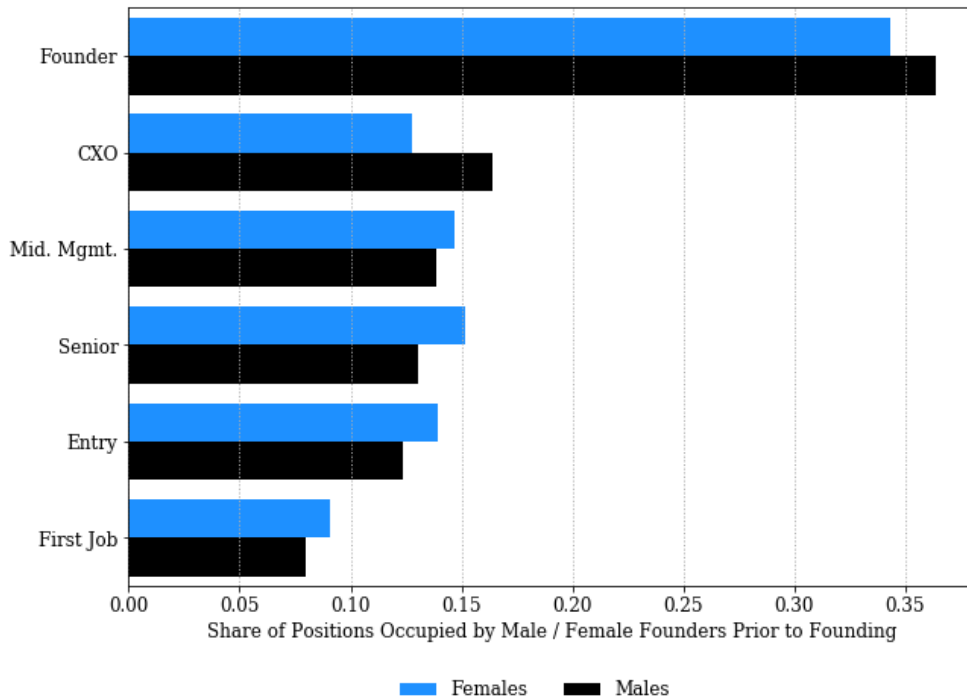
**B) Non-Tech Industries**



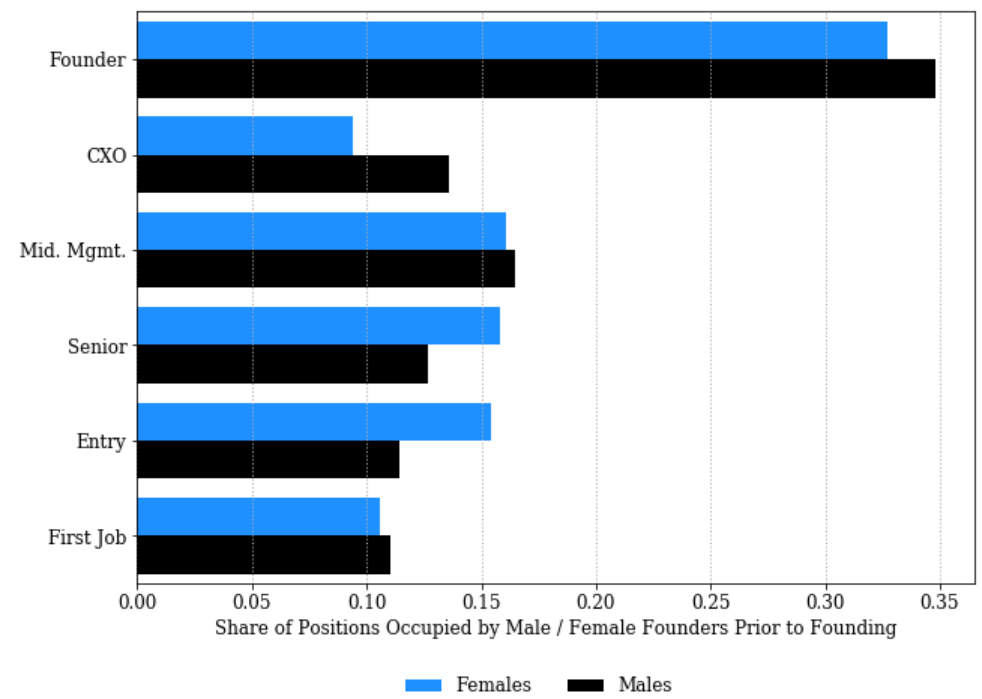
*Note:* This figure is based on all founding events identified in a 10% sample of the US population of LinkedIn profiles from 2005-2007 cohorts (i.e., first job listed during these years) tracked through 2018. For each founding event, we identify the position held prior to that event. We present the distribution of founding events over those prior positions (bars sum to 1). Each group is mutually exclusive with the exception of “First Job”, which overlaps partly with the entry level position variable.

**Figure A8.** Distribution of Positions (Seniority) Held Prior to Founding by Gender

**B) Tech Industries**

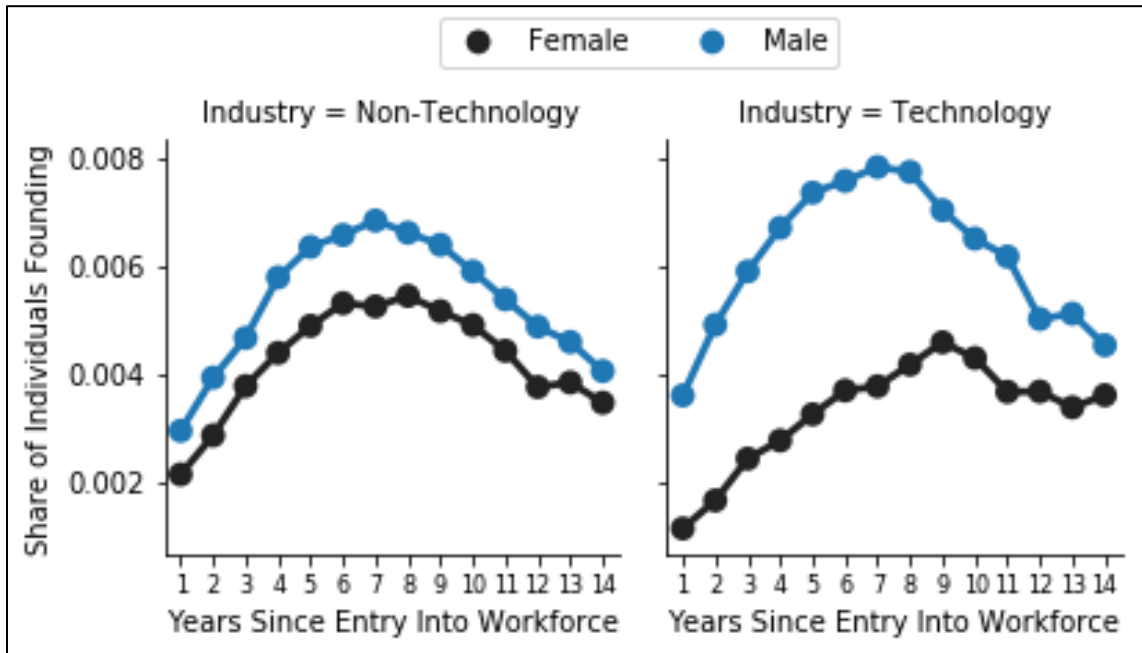


**B) Non-Tech Industries**



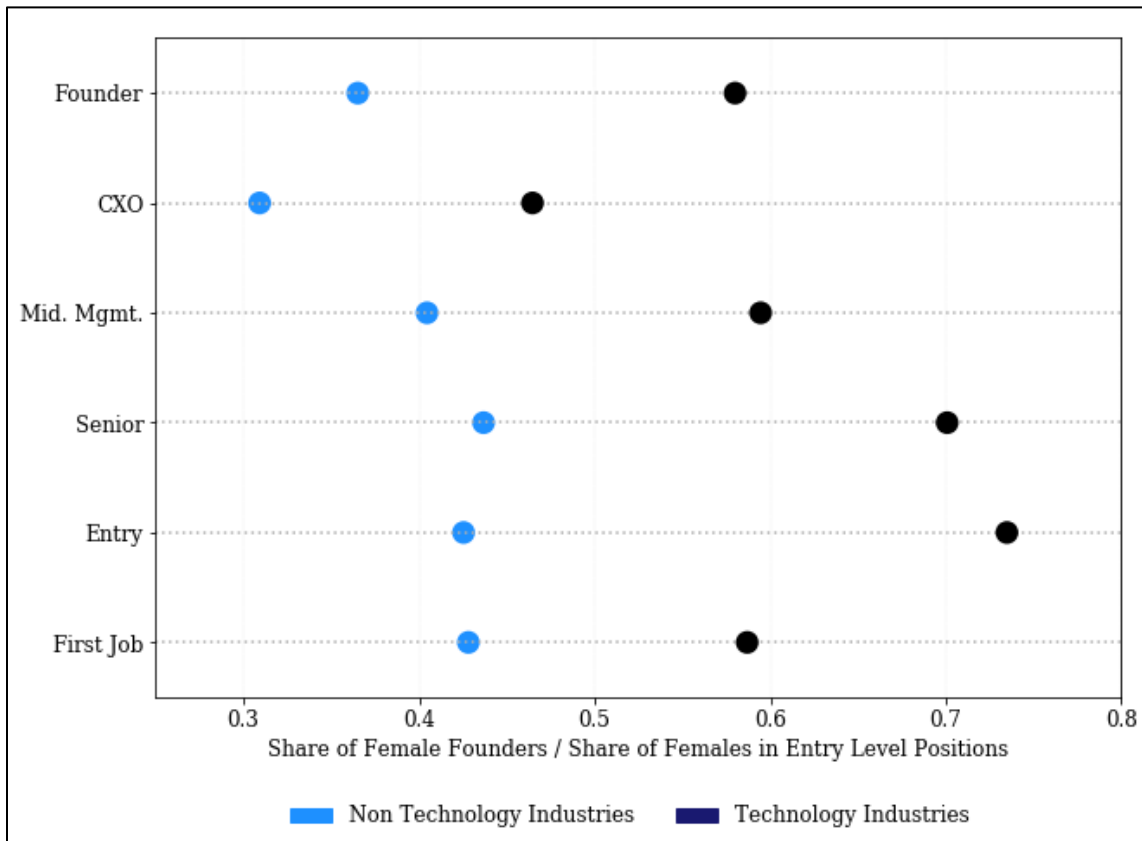
*Note:* This figure is based on all founding events identified in a 10% sample of the US population of LinkedIn profiles from 2005-2007 cohorts (i.e., first job listed during these years) tracked through 2018. For each founding event, we identify the position held prior to that event. We calculate separately the share of founders that came from each position separately for male and female founders. Each group is mutually exclusive with the exception of “First Job”, which overlaps partly with the entry level position variable.

**Figure A9. Probability of Becoming a Founder by Years in Workforce for Males vs. Females in Technology and Non-Technology**

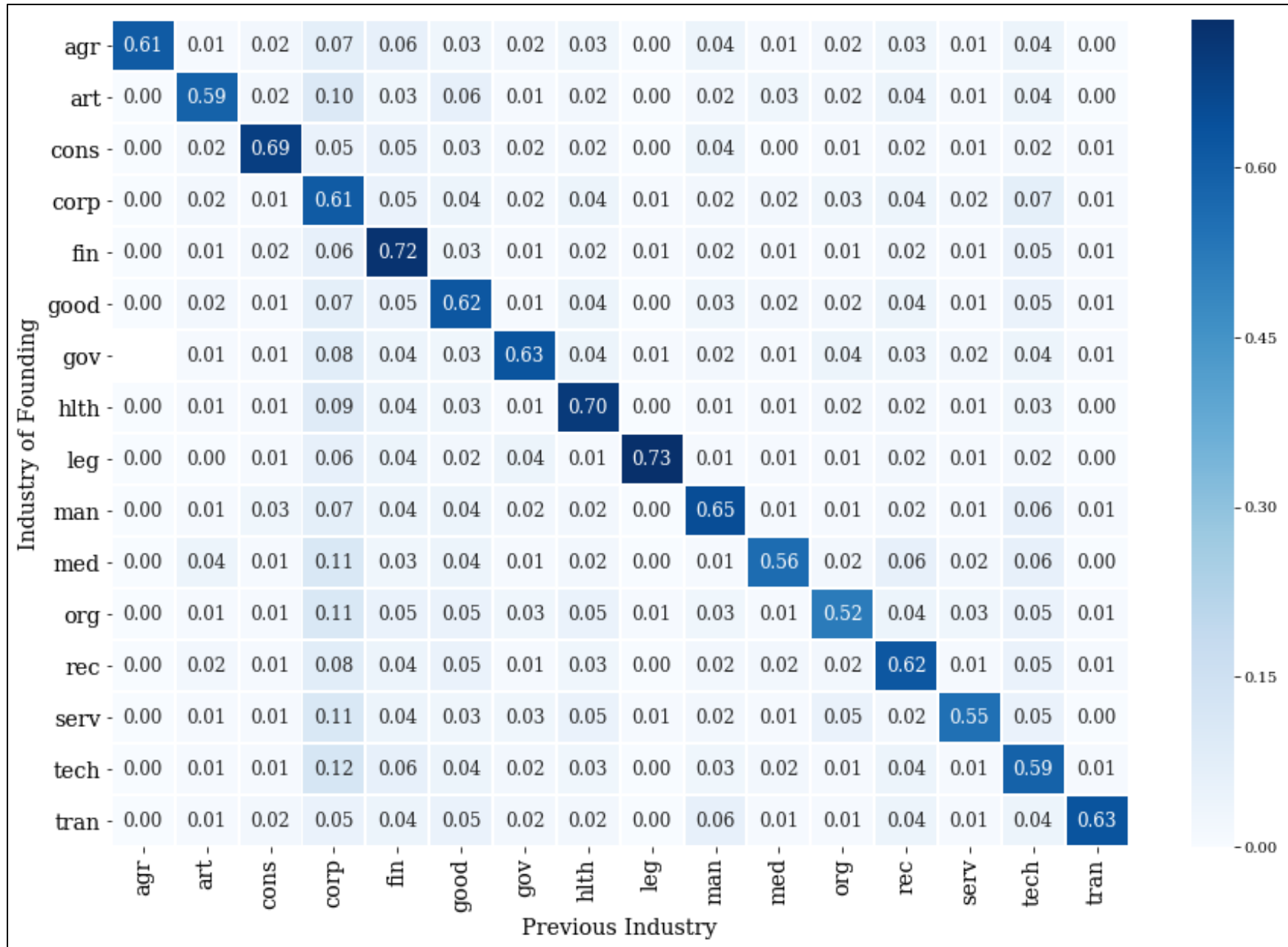


Note: This figure is based on the education histories of a sample of 10% sample of the US population of LinkedIn profiles from 2005-2007 cohorts.

**Figure A10. Share of Female Founders by Position Held Prior to Founding Relative to the Share of Females in Entry Level Positions in These Industries**



**Table A11.** Transition Matrix for Industry of Founding / Previous Industry within Sample of Job Switchers [People Working in Companies Prior to Founding]



**Table A12.** Transition Matrix for Industry of Founding / Previous Industry within Sample of Serial Founders

