



## 2011 WOMEN and Graduate Management Education

### Women in the Business School Talent Pipeline

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**Note:** The following data were collected from various recent data sources, including GMAT® exam volumes and GMAC® surveys of prospective students, graduates and alumni; as well as from school admissions offices and employers, to reveal details about women as they progress through the business school talent pipeline. Please use caution when comparing or combining data cited above, as this information is subject to source sampling variability and differences across testing, regional groupings, survey years, or data collection methodology. Additional information can be found online at [gmac.com/research](http://gmac.com/research)

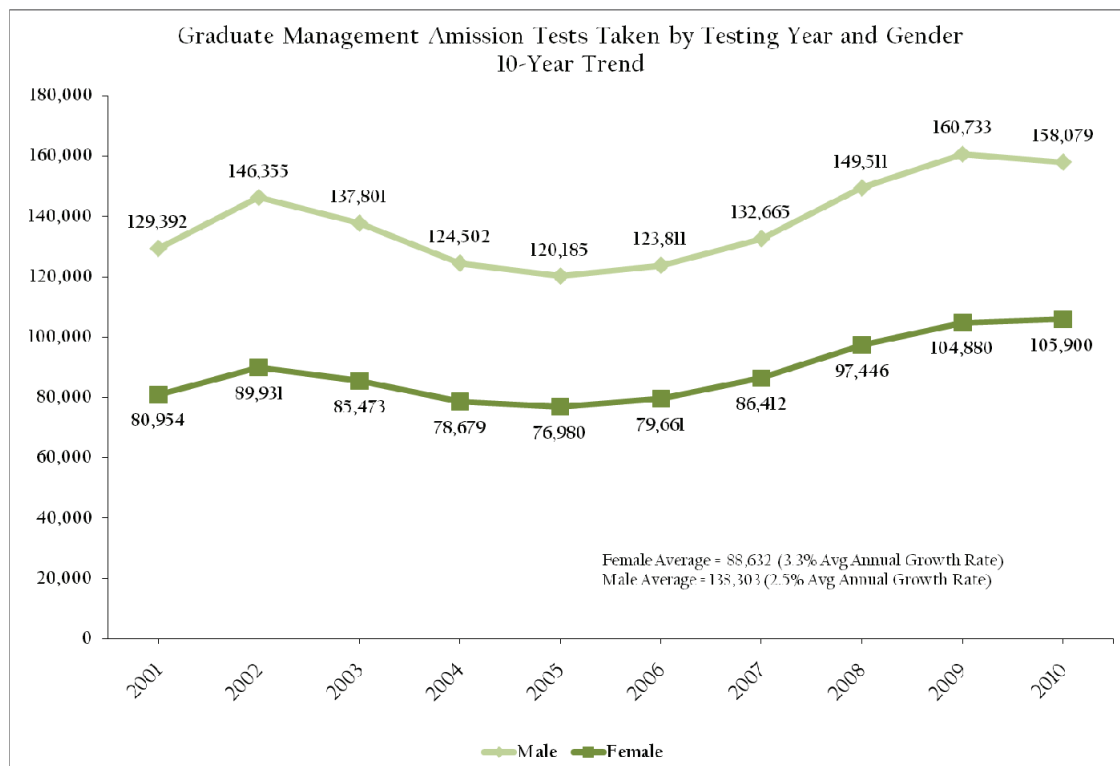
## Women in the Business School Talent Pipeline

### GMAT Examinees

#### 105,900 – The Most Women EVER

Of the total 263,979 exams taken, the number of GMAT exams taken by women was 105,900 and accounted for 40.1% of the global business school pipeline in the testing year ending June 30, 2010 (TY 2010). The number of tests taken by men was 158,079 (59.9%). This testing year also marked the second time women broke the 100,000 mark in number of GMAT exams taken, and reflects the lowest male-female ratio (1.49) and a 3.3 percent average annual growth rate for the past 10 testing years (TY 2001 to TY 2010).

Source: GMAC Profile of Graduate Management Admission Test Candidates, 2006-2010



### US Women Are Largest Female Pipeline = 50,053

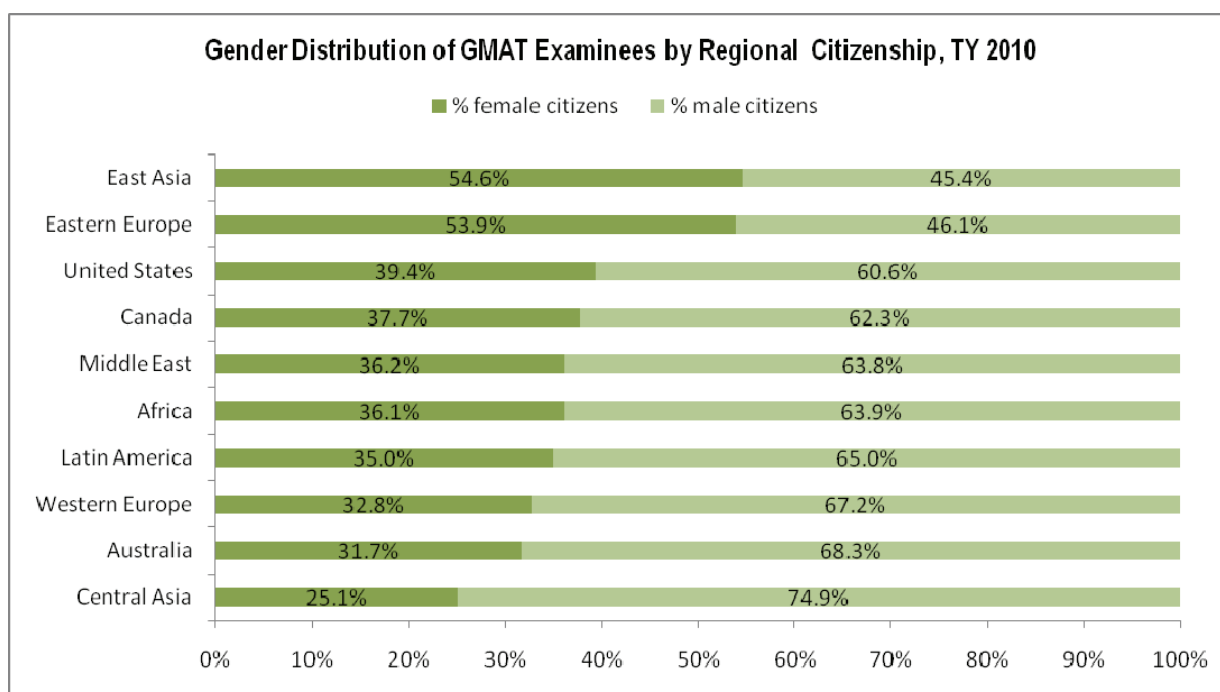
The United States was the country with the largest number of exams taken by female citizens: 50,053 of the total 127,061 taken by US citizens in TY 2010. Overall, US women represented nearly 33% of the global business school pipeline of women.

Source: GMAC Profile of Graduate Management Admission Test Candidates, 2006-2010

### Female Majority Greatest Among East Asian Citizens

Among 10 global regions, the largest percentages of female citizens who sat for the GMAT in TY 2010 were from East Asia (54.6%) accounting for 27,320 of 50,056 of the region's total exams. Central Asia had the smallest percentage of women (25.1%) who accounted for 7,429 of 29,570 of the region's total exams.

Source: GMAT Examinee Data, TY 2010



### World's Largest Majorities of Female GMAT Examinees (Five of the Top 25 countries)

For some countries, more female than male citizens sit for the GMAT exam. Among the top 25 citizen groups sitting for the exam in TY 2010, the following five had a majority of female examinees:

- China (second largest GMAT citizen group, 62.8% of 30,264 examinees)
- Taiwan (fifth largest GMAT citizen group, 57.3% of 3,951 examinees)
- Thailand (9<sup>th</sup> largest GMAT citizen group, 58.4% of 1,984 examinees)
- Russia (10<sup>th</sup> largest GMAT citizen group, 56.6% of 2,019 examinees)
- Vietnam (14<sup>th</sup> largest GMAT citizen group, 59.4% of 1,196 examinees)

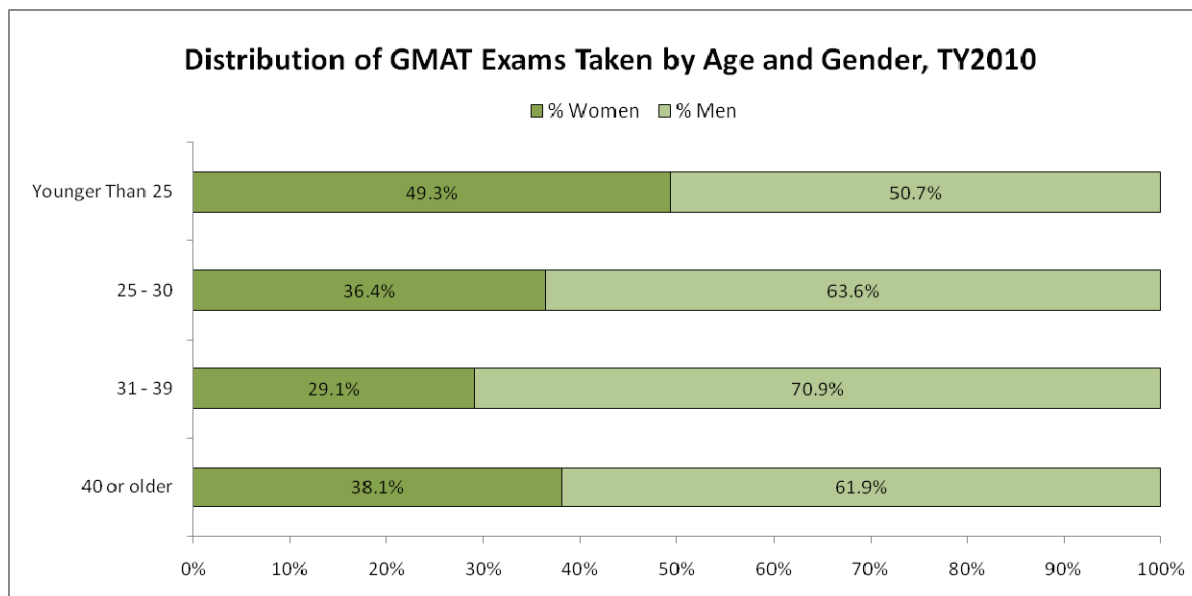
Source: GMAC Profile of Graduate Management Admission Test Candidates, 2006-2010

### B-school Demand from Younger Women

#### 48,134 Women Younger than 25

Nearly half (45.5%) of all the GMAT exams taken by women were by females younger than 25 years of age (48,134 of 105,900) in TY 2010. Women ages 25-30 sat for 42,465 (40.1%) GMAT exams and women 31 and older sat for 15,301 exams (14.4%).

Source: GMAT Examinee Data, TY 2010



**Female Average Age = 26.2**

- The average age of a female GMAT examinee is 26.2, slightly younger than male examinees with an average age of 27.6.
- The age difference is more pronounced for non-US citizens. The average age of female non-US citizen test takers is 25.7, compared with 27.6 for males.

GMAT Examinees by Region of Citizenship	Mean Age by Gender, TY 2010			
	Total	Female	Male	Difference (Male-Female)
Global Examinees	27.0	26.2	27.6	1.3
Non-US Citizens	26.8	25.7	27.6	1.9
US Citizens	27.3	26.8	27.5	0.7

Source: GMAT Examinee Data, TY 2010

**3.5 Years = Faster Timeline on Route to B-school (about a year shorter than men)**

Prospective female B-school students reported a shorter average time at each of the three decision-making stages on the route to B-school than their male counterparts in the calendar year 2010. On average, women spent a combined 42.7 months, or 3.5 years, in the following three stages, compared with the 58.3 months, or more than 4.8 years, for males.

- *Stage 1 (pre-contemplation)*: On average, women took 20.6 months from completion of first degree to first consideration of graduate management education (versus 32.4 months for men);
- *Stage 2 (contemplation)*: 17.1 months on average for women from consideration to registering on mba.com (versus 20.3 months for men);
- *Stage 3 (preparation)*: 4.0 months on average for women from registering on mba.com to sitting for the GMAT exam (versus 4.2 months for men);
- *Stage 4 (action)*: 1.0 months from the GMAT exam to submitting their first application (versus 1.4 months for men).

Source: GMAC mba.com Perspective Students Survey, 2011

**Application Behavior**

Women (46%) were slightly more likely than men (44%) to have submitted an application within 3 months of registration on the mba.com website. MORE women than men consider B-school even while they are in undergraduate studies. The majority of women (and men) however consider B-school after they complete their first university degree.

Source: GMAC mba.com Perspective Students Survey Report, 2011

## **MBA & Other Intended Business Degrees**

### **59,399 Women Intended to Pursue MBA in TY 2010**

The number of female examinees intending to pursue an MBA, or Master of Business Administration, in TY 2010 was 59,399 (56% of all female examinees). Note: GMAT examinees responding to this question may select only one degree type.

*Source: GMAC Profile of Graduate Management Admission Test Candidates, 2006-2010*

### **On Average, Women Submit 2.5 Applications to Two-Year, Full-Time MBA**

In 2010, prospective female B-school students reported submitting an average of 2.5 applications to two-year full-time MBA programs; this was slightly below the corresponding average submitted by men (3.0).

*Source: GMAC mba.com Perspective Students Survey Interactive Data Report, 2011*

### **Special Outreach to Recruit Women**

Program types reporting special outreach to women included full-time MBA (54%), executive MBA (EMBA) (45%), part-time MBA (42%), and specialized master's programs (19%).

*Source: GMAC Application Trends Survey, Admissions Management Data Supplement 2010*

### **54% Full-time MBA Programs Looking for Women**

More than half of the full-time MBA programs surveyed in 2010 reported special recruitment efforts to increase the proportion of women among applicants (54%), the highest among MBA program types.

*Source: GMAC Application Trends Survey, Admissions Management Data Supplement 2010*

## **Female Quants (Interest in Quantitative and Specialized Degrees)**

### **Accounting/MAcc Demand**

Of all graduate management programs, Master's of Accounting programs reported the greatest percentage of female applicants (57%).

*Source: GMAC Application Trends Survey, 2010*

### **Female Accounting Undergrads**

Women accounted for 15,114, or 51% of the 29,465 GMAT exams taken by those with undergraduate accounting degrees in TY 2010, compared with 14,351 tests taken by men. The 7.9% increase from TY 2009 of women with accounting backgrounds in the GMAT examinee pipeline represented the second largest growth (after finance) by undergraduate major.

*Source: GMAC Profile of Graduate Management Admission Test Candidates (interactive edition), 2006-2010*

### **Female Finance Undergrads**

Women accounted for 10,242, or 36% of the 28,299 GMAT exams taken by those with undergraduate accounting degrees in TY 2010, compared with 18,057 tests taken by men. The 9.1% increase from TY 2009 of women with finance backgrounds in the GMAT examinee pipeline represented the largest growth by undergraduate major.

*Source: GMAC Profile of Graduate Management Admission Test Candidates (interactive edition), 2006-2010*

### **PhD and Finance Programs = Greatest Number of Applications by Women (on average)**

The average number of submitted applications reported by female prospective students to any graduate management education program type was highest among those applying to PhD/DBA programs (3.3) and MA/MS in Finance programs (3.1) in calendar year 2010. These average counts for applications submitted was slightly higher than Two-Year Full-time MMBA programs (2.5) and MA/MS in Accounting programs (2.0), and much

higher than other program types, such as One-Year Full-time MBA programs (1.8), Executive MBA programs (1.5), and Part-time MBA programs (1.4).

Source: GMAC mba.com Perspective Students Survey Report, 2011

## Women in Business

### Jobs

#### Employment Report

In a survey conducted in September 2010, the vast majority (90%) of female alumni from the classes of 2000 to 2010 said they were employed; of whom 84% worked for an employer. Six percent of women indicated they were small business owners or self-employed. [In comparison, 87% of men were working for an employer, 8% were small business owners or self-employed and 6% was not working].

Source: GMAC Alumni Perspectives Survey, 2010

#### Women With the Job They Want

Overall, 84% of the women in the class of 2010 were employed at the time of graduation, and 93% of them said they got the type of job they wanted.

Source: GMAC Alumni Perspectives Survey, 2010

#### Women in the Class of 2010 had slightly different experiences in the job search compared with men.

Although females in the class of 2010 typically sent more applications and received fewer job offers compared with male peers, a greater percentage of women (59.3%) indicated they definitely made the right decision in the choice of their first job post-graduation compared with men (58.4%). In addition, a slightly higher percentage of women said the job they acquired was very much like the job they desired (56.5%) compared with men (56.2%).

#### *Women in the Class of 2010 and Job Search Outcomes:*

- 25 median number of resumes/applications submitted (vs. 20 for men)
- 4 median number of interviews (vs. 5 for men)
- 1 job offer (vs. 2 for men)

Source: GMAC Alumni Perspectives Survey, 2010

#### Job Level

Among alumni currently employed (from the classes of 2000 to 2010), most women said they held mid-level positions. See accompanying table.

Source: GMAC Alumni Perspectives Survey, 2010

Current Employment Classes of 2000–2010	Women	Men
Entry level	9.7%	7.5%
Mid-level	60.5%	54.1%
Senior level	23.5%	29.6%
Executive level	6.3%	8.9%

Source: GMAC Alumni Perspectives Survey, 2010

#### 51% Increase in Salary for Women a Result of Their Graduate Business Education

Among those who had accepted or received a job offer at graduation, women reported similar increases in salary over their pre-degree salary on average 51%, compared with a 54% increase among men.

Source: GMAC Global Management Education Graduate Survey, 2010

### Class of 2010 Female Alumni Earnings = \$78,254 USD

Employed alumnae from the class of 2010 reported a median salary of US \$78,254 USD on their post-graduation job. The median salary reported by men was \$78,820 USD.

Source: GMAC Alumni Perspectives Survey, 2010

**Regarding Salary:** Factors such as choice of industry, average hours worked, organizational focus in local/regional/inter-national realm, job level, and supervisory duties, as well as demographics (in the case of women, leaving business school on average at a younger age with fewer years' work experience) reflect choices of women in employment, and consequently earnings.

Class of 2010 by Region of Citizenship and Gender with Median Salary Figures <i>(includes both new employer or continued employer)</i>					
United States		Europe		Asia Pacific Islands	
Women	Men	Women	Men	Women	Men
\$74,000	\$77,500	\$44,960	\$97,444	\$42,335	\$75,000

Source: GMAC Alumni Perspectives Survey, 2010

### Value of Graduate Management Education

#### 92% Women Believe Their Degree is Outstanding, Excellent, or Good Value

Women feel their degree is an outstanding, excellent, or good value (men = 92 percent). Women (and men) graduating from Full-time two year programs rated their programs the higher when compared with all other program types.

Source: GMAC Global Management Education Graduate Survey, 2010

#### Alumnae Give High Ratings to their Education Outcomes (similar to male peers)

New research shows the percentage of Alumnae from graduating classes of 2000 to 2010 who said their education outcomes were outstanding, excellent, or good in the following ways:

- Preparation for my chosen career (91% women, versus 91% men)
- Preparation for leadership positions (92% women, versus 92% men)
- Development of quantitative analysis skills (92% women, versus 92% men)
- Development of qualitative analysis skills (95% women, versus 96% men)
- Opportunities for quicker career advancement (86% women, versus 89% men)
- Increased earnings power (88% women, versus 85% men)

Source: GMAC Alumni Perspectives Survey, 2010

Value of Degree as Outstanding, Excellent, or Good		
Region of Citizenship	Women	Men
Central Asia	96%	89%
United States	94%	93%
Latin America	93%	95%
Canada	87%	89%
Europe	87%	91%
Asia/Pacific Islands	80%	85%
Global	92%	92%

Source: GMAC Global Management Education Graduate Survey, 2010

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- Development of qualitative analysis skills (95% women, versus 96% men)
- Opportunities for quicker career advancement (86% women, versus 89% men)
- Increased earnings power (88% women, versus 85% men)

Source: GMAC Alumni Perspectives Survey, 2010

### 82% Women Felt Competitive Advantage and Improved Job Outlook

The vast majority of all graduates said their business degree provided competitive advantage and improved their chances of finding a job. In particular, *more than half of all female graduates* noted that the degree provided them with a sense of competitive advantage, improved chances of finding a job, and offered preparation, empowerment for the job market, and new career opportunities. Table below shows specific percentages of women agreeing to management education degree advantages.

% of Grads in Agreement on Value of Graduate Management Degree	
Perceived Benefit	Women in Agreement
Provided competitive advantage	82%
Improved chances of finding a job that meets expectations	82%
Prepared me to meet challenges of today's job market	80%
Empowered me to be in control of employment outcomes	78%
Introduced me to career opportunities	73%

Source: GMAC Global Management Education Graduate Survey, 2010

Source: GMAC Global Management Education Graduate Survey, 2010

### Right Choice in First Post-Graduation Job and Degree Essential for Class of 2010 Alumnae

The majority of alumnae in the class of 2010 indicated they made the right choice in their first job (59%) and their first job was very much like the one they wanted (57%). They also strongly agreed their graduate business degree was essential for their first job after graduation (54%).

Source: GMAC Alumni Perspectives Survey, 2010

### Nearly Half of All Women Promoted After B-school

Nearly half of all women alumni from the graduating classes of 2000 to 2010 (49%) had received a promotion with their current employer.

Source: GMAC Alumni Perspectives Survey, 2010

### Extremely Satisfied With Career Progression

More than half of b-school alumnae from the graduating classes of 2000 to 2010 were extremely or very satisfied with their career progression after graduation (51%).

Source: GMAC Alumni Perspectives Survey, 2010

### 96% Women Recommend B-School

The vast majority of women surveyed from the graduating classes of 2000 to 2010 would “recommended graduate business school to someone else.” This is equivalent to the 96% of men that would do the same, and similar to the 96% women/95% men who would recommend the specific type of program they attended.

Source: GMAC Alumni Perspectives Survey, 2010

### Success in Job Attainment by Industry

Of B-school graduates seeking employment within each industry, the percentage of men and women with at least one job offer before graduation appears in the table below. Women appear to have experienced greater success than men in receiving job offers from the Technology sector, and parity with men in the Nonprofit/Government sectors.

Source: GMAC Global Management Education Graduate Survey, 2010

Percentage of 2010 Graduates With Job Offer Before Graduation by Gender and Industry			
Industry Type	Women	Men	Difference Between Women and Men 2010
Consulting	31%	32%	-1%
Energy/Utilities	NA	34%	NA
Finance/Accounting	34%	36%	-2%
Health Care	34%	43%	-11%
Technology	45%	28%	17%
Manufacturing	NA	34%	NA
Nonprofit/Government	27%	27%	0%
Products/Services	26%	29%	-3%

Source: GMAC Global Management Education Graduate Survey, 2010

### Female Motivations for Pursuing B-School

Among prospective B-school student motivations, a greater percentage of women than men indicated their intentions to pursue graduate management education were for professional credentials (51% women versus 43% men), personal satisfaction/achievement (58% women versus 51% men), and to remain marketable/competitive (50% women versus 43% men).

Source: GMAC mba.com Perspective Students Survey Report, 2011

### Industry Preferences

#### Top Industries of Employment for Alumnae

The top industries of employment among B-school alumnae from the classes of 2000 to 2010 were products and services (21%), finance/accounting (17%), and nonprofit/government (15%). Top industries for men were: finance/accounting (24%), products and services (16%), and technology (15%). Only 10% of women alumni were working in technology.

Source: GMAC Alumni Perspectives Survey, 2010

#### Alumnae in the Class of 2010: Preferred versus Searched Industries

The expanded job search for the class of 2010 alumni revealed the preferred versus searched industries for women job seekers. The leading industries alumnae in the class of 2010 preferred to work included Energy/Utilities (26%), Nonprofit/Government (22%), and Products/Services (13%). However, in efforts to land a job, most women searched broader sectors including products and services (58%), consulting (51%), and finance/accounting (43%).

Source: GMAC Alumni Perspectives Survey, 2010

Global Women in the Class of 2010 and Industry of Employment (%)	
Consulting	15%
Energy/Utilities	2%
Finance/Accounting	18%
Healthcare/Pharmaceuticals	7%
Technology	12%
Manufacturing	3%
Nonprofit/government	16%
Products/services	26%

Source: GMAC Alumni Perspectives Survey, 2010

### US, European, Asian Alumnae in the Class of 2010 by Employed Industry

The table below shows the top industries of employment among B-school alumnae with jobs from the class of 2010 for select citizens of three regions: the United States, Europe, and Asia-Pacific Islands. While the top three leading industries employing 2010 female graduates from all three regions were similar, the differences in percentages offer regional distinctions.

Class of 2010 Employment Percentage by Industry, Citizenship, and Gender						
Job Industry	United States		Europe		Asia Pacific Islands	
	Female	Male	Female	Male	Female	Male
Consulting	14%	14%	15%	19%	10%	19%
Energy/Utilities	4%	5%	2%	5%	4%	5%
Finance/Accounting	14%	23%	32%	27%	28%	22%
Healthcare/Pharmaceuticals	10%	10%	6%	9%	8%	6%
Technology	9%	14%	9%	14%	18%	21%
Manufacturing	5%	8%	9%	8%	10%	9%
Nonprofit/government	17%	8%	9%	3%	7%	2%
Products/services	26%	18%	17%	16%	14%	15%

Rounding may cause column sums not to equal 100%.

Source: GMAC Alumni Perspectives Survey, 2010

### Seeking Jobs in Products and Services

Products and services remained the most popular industry among women in the most recent class of graduate management programs. Finance/accounting was popular among 22% of female graduating students, but accounted for the largest decrease (7 percentage points) from 2005. Increases in industry popularity during this same time frame are seen in the nonprofit/government (the largest percentage point gain +4); and consulting, health care, and energy/utilities.

Source: GMAC Global Management Education Graduate Survey, 2010

Intended Post-Degree Industry by Year of Graduation(Regardless of Job Status)					
Industry Type	2005		2010		Percentage Change Among Females From 2005 to 2010
	Female	Male	Female	Male	
Consulting	15%	16%	18%	18%	3%
Finance/Accounting	29%	31%	22%	27%	-7%
Products/Services	28%	22%	27%	21%	-1%
Manufacturing	3%	5%	3%	6%	0%
Technology	8%	12%	7%	12%	-1%
Health Care	9%	7%	11%	7%	2%
Energy/Utilities	2%	4%	3%	5%	1%
Nonprofit/Government	6%	4%	10%	5%	4%

Rounding may cause sum not to equal 100%.

Source: GMAC Global Management Education Graduate Survey, 2010

## Study-Work-Life Balance

### Flexible MBA and Part-Time MBA Formats

Among the MBA programs surveyed, the program types with the largest percentage of women in their applicant pool were flexible (on-campus) MBA programs (38%) and part-time MBA programs (38%). Women represented less than one third of applicants to full-time MBA programs (28%) and EMBA programs (27%).

*Source: GMAC Application Trends Survey, 2010*

### Emphasis on Balance Seen in Program Consideration

For calendar year 2010, a greater percentage of prospective female B-school students reported considering program types that offered flexibility when compared with their male counterparts. Among the program types, results were: part-time programs (34% of women vs. 33% of men), flexible MBA programs (23% of women vs. 20% of men) and online/distance MBA programs (15% of women vs. 13% of men).

*Source: GMAC mba.com Perspective Students Survey Report, 2011*

**Greater Percentage of Women Study Abroad, Participate in Community Organizations, and Volunteer**  
 Equal percentages of men and women among global graduates surveyed in the class of 2010 indicated participating in education experiences such as internships (45%) and diversity events (38%). While a greater percentage of men reported being involved extracurricular activities, specific activities had slightly higher percentages of women, including volunteer activities (40% versus 39% of men), study abroad (29% versus 27% of men), and community organizations (27% versus 25% of men).

*Source: GMAC Global Management Education Graduate Survey, 2010*

### Greater Percentage of Women Opt for Same Employer After Graduation

Among the alumni surveyed who reported continuing work with an employer after graduation, a similar percentage of women (36%) and men (37%) said that was their career plan all along. It appears that when compared with men, a slightly higher percentage of women opted to stay with their employers because they were offered permanent positions (24% women versus 16% men) or the compensation offered exceeded their expectations (13% women versus 11% men). On the other hand, a greater percentage of women than men opted to stay with their employers because they felt current economic conditions severely limited their options (38% women versus 34% men) or they did not have the time or energy needed to find a new job (17% women versus 10% men).

*Source: GMAC Alumni Perspectives Survey, 2010*

## Geographic Focus and Regional Comments

### Study/Work Focus

Globally, more female than male prospective students reported submitting applications to local business programs 53% women vs. 45% of men. In addition, only 23% of female prospective students indicated an interest in working outside of their country of citizenship after business school, compared with 28 percent of men. [\*Notable exceptions: More than half of the women in Europe (51%), and nearly half in Latin America (47%) and Asia/PI (45%) were intending to seek employment outside their home market.]

*Source: GMAC mba.com Perspective Students Survey Report, 2011*

### Local Focus of Employer

A more local orientation for women is echoed in the employment data for B-school alumnae, where a greater percentage of women reported working for organizations with a local or regional focus than their male counterparts, 21 percent of women versus 14 percent of men.

*Source: GMAC Alumni Perspectives Survey, 2010*

## **GMAT® Score Sending Patterns**

Women sent 296,180 or 38 percent of the total 779,045 GMAT® scores sent in testing year 2010. Women from the United States accounted for 45 percent of all scores sent by females with 132,775 scores. On average, women around the world sent fewer score reports than men, 2.8 for women versus 3.1 for men.

*Source: GMAT Examinee Data, TY 2010*

## **– Spotlight on Europe –**

### **MORE European Women Taking the GMAT® Exam**

Female representation among European citizens increased marginally over the past five testing years, from 36 percent in TY 2006 to 38 percent in TY 2010. Nine of top 10 European citizenship groups sitting for the GMAT in 2010 had higher proportion of women when compared with five years ago. In total, there were 9,201 exams taken by European women in TY 2010.

*Source: GMAC European Geographic Trend Report for GMAT Examinees, 2006-2010*

### **Leading Sources of Female Talent in Europe: Germany, France, Russia**

The European countries with the largest number of exams taken by female citizens in TY 2010 were: Germany (1,370 exams, 34% women), France (1,162, 35% women) and Russia (1,143, 57% women). Overall, these three citizen groups represented 40 percent of the combined European women talent in the pipeline for business schools. Rounding out the leading six countries of European women sitting for the GMAT exam: Greece (791 exams, 49% women), Italy (544, 28% women), and the United Kingdom (534, 28% women).

*Source: GMAC European Geographic Trend Report for GMAT Examinees, 2006-2010*

### **European Countries with Greatest Representation of Women in the Pipeline**

Excluding the countries with less than 100 GMAT exams taken in TY 2010, there were 13 European countries where women accounted for the majority of examinees. The Eastern Europe pattern is noticeable, ranging from Belarus (with 68 percent women), Albania, Romania, Latvia, Ukraine, Moldova, Russia, Armenia, Bulgaria, Lithuania, Poland, Croatia, and Hungary (50 percent women).

*Source: GMAC European Geographic Trend Report for GMAT Examinees, 2006-2010*

### **Score Sending and Destinations among European Women**

On average, European women send slightly fewer score reports than male counterparts, 2.1 versus 2.3 in TY 2010. Although leading destinations for women are the same as men, women sent a slightly higher proportion of scores to programs located in the United States (39% versus 37% for men).

*Source: GMAC European Geographic Trend Report for GMAT Examinees, 2006-2010*

### **European Women Motivations for Pursuing B-School**

Among European citizens motivated to pursue a graduate business degree, a greater percentage of women than men indicated their motivations were professional credentials (32% women versus 23% men), to develop confidence (22% women versus 14% men), personal satisfaction/achievement (51% women versus 44% men), and to remain marketable/competitive (31% women versus 24% men).

*Source: GMAC mba.com Perspective Students Survey Report, 2011*

### **European Women and Study Focus**

European female prospective students reported submitting applications to local, domestic, regional, and international business programs in similar percentages as their male counterparts.

*Source: GMAC mba.com Perspective Students Survey Report, 2011*

### Shorter Timeline for Prospective European Female Students

On average, European women spent a total of 35.9 months, or 2.9 years, in the timeline to business school, compared with the 53.4 months, or more than 4.5 years, for males. The difference is 17.5 months or nearly a year and a half between the typical combined timelines for men and women from the region.

Source: GMAC mba.com Perspective Students Survey Report, 2011

### European Woman’s Timeline versus Global Peers

European women had the second fastest timeline among women from all global regions, surpassed only by women from Asia and the Pacific Islands countries with an average of 27.4 total months. Much like their male counterparts, the longest timeline for women by region was among Canadian women, who spend an average of 60 months in the timeline to business school.

Source: GMAC mba.com Perspective Students Survey Report, 2011

### Age Margins Globally and within Europe

Women are on average 1.3 years younger than the average age of men when sitting for the GMAT exam. Within Europe, the difference in age between men and women GMAT test takers was greater among Western European citizens, where men were on average 1.6 years older than women, accounting for the third largest age difference after East Asia and African citizens. Among Eastern European citizens, there is average difference of 0.6 years between men and women. See accompanying table.

Source: GMAT Examinee Data, TY 2010

### Age Margins Globally and Within Europe

The average age of European GMAT examinees in TY 2010 is shown in the table by gender and citizenship. Differences greater than two years in the average age of men than women were seen in seven locations: San Marino, Denmark, Luxembourg, Andorra, Belgium, Cyprus, and Italy. There were only three locations in Europe where the average age of women was a year or more than that of men: Lichtenstein, Slovenia, and Iceland.

Source: GMAT Examinee Data, TY 2010

GMAT Examinees by Region of Citizenship	Mean Age by Gender, TY 2010			
	Total	Female	Male	Difference (Male-Female)
<b>Total</b>	<b>27</b>	<b>26.2</b>	<b>27.6</b>	<b>1.3</b>
East Asia	25.9	24.7	27.3	2.6
Africa	29.3	28.1	30	2.0
Western Europe	26.9	25.8	27.4	1.6
Australia	29	28.2	29.3	1.2
Central Asia	26.9	26	27.2	1.2
Middle East	27.4	26.6	27.8	1.1
Latin America	28.4	27.8	28.7	0.9
Canada	28.2	27.8	28.5	0.7
United States	27.3	26.8	27.5	0.7
Eastern Europe	26.4	26.1	26.7	0.6

Source: GMAT Examinee Data, TY 2010

GMAT Exams Taken By European Women in TY 2010							
European Citizens	Mean Age in TY 2010			Exams Taken in TY 2010			
	Female	Male	Total	Female	Male	Total	% Women
Germany	24.8	26.4	25.8	1,370	2,609	3,979	34%
France	25.3	27.2	26.5	1,162	2,201	3,363	35%
Russia	25.9	27.3	26.5	1,143	876	2,019	57%
Greece	24.4	25.4	24.9	791	836	1,627	49%
Italy	24.4	26.4	25.8	544	1,365	1,909	28%
United Kingdom	28.5	29.2	29.0	534	1,376	1,910	28%
Spain	27.7	28.4	28.3	323	941	1,264	26%
Bulgaria	25.7	26.0	25.8	302	254	556	54%
Netherlands	26.3	27.3	27.0	290	634	924	31%
Romania	26.6	27.0	26.8	277	176	453	61%
Ukraine	26.4	26.7	26.5	255	191	446	57%
Portugal	28.7	30.2	29.7	224	447	671	33%
Poland	27.2	26.4	26.8	211	197	408	52%
Sweden	26.3	26.2	26.2	157	370	527	30%
Switzerland	27.0	28.4	28.1	149	437	586	25%
Finland	27.2	28.4	27.9	132	161	293	45%
Armenia	24.8	25.0	24.9	104	86	190	55%
Austria	25.4	26.7	26.3	87	189	276	32%
Ireland	31.7	31.3	31.4	86	256	342	25%
Belgium	25.3	27.8	27.2	85	279	364	23%
Belarus	26.0	26.4	26.2	83	39	122	68%
Georgia	26.6	26.7	26.6	83	126	209	40%
Serbia/Montenegro	25.8	25.9	25.9	80	106	186	43%
Norway	24.9	26.6	26.0	76	147	223	34%
Hungary	27.6	28.3	27.9	74	74	148	50%
Albania	25.5	26.2	25.7	66	38	104	63%
Latvia	25.0	25.4	25.1	65	42	107	61%
Lithuania	25.6	25.1	25.4	61	53	114	54%
Moldova	25.1	25.5	25.3	57	43	100	57%
Croatia	26.2	26.9	26.6	56	55	111	50%
Czech Republic	26.8	28.3	27.7	44	61	105	42%
Slovakia	26.5	25.8	26.1	38	54	92	41%
Denmark	26.2	30.2	29.1	37	99	136	27%
Azerbaijan	26.2	25.9	26.0	30	104	134	22%
Estonia	25.8	26.6	26.1	26	16	42	62%
Bosnia and Herzegovina	26.4	27.9	27.1	23	22	45	51%
Macedonia	25.7	27.0	26.3	20	16	36	56%
Iceland	31.3	28.9	29.6	16	37	53	30%
Slovenia	28.8	26.7	27.3	12	26	38	32%
Cyprus	23.5	25.8	25.3	11	45	56	20%

GMAT Exams Taken By European Women in TY 2010							
European Citizens	Mean Age in TY 2010			Exams Taken in TY 2010			
	Female	Male	Total	Female	Male	Total	% Women
Andorra	26.5	29.2	28.1	6	9	15	40%
Monaco	22.0	21.5	21.8	4	2	6	67%
Malta	27.0	27.7	27.4	2	3	5	40%
Luxembourg	23.5	26.8	26.5	2	20	22	9%
Vatican City State	21.0	—	21.0	1	0	1	100%
Liechtenstein	25.0	24.0	24.3	1	2	3	33%
San Marino	22.0	30.0	28.0	1	3	4	25%

Source: GMAT Examinee Data, TY 2010

**Additional information about the data or topics listed above can be found in several GMAC® resources including:**

- **Profile of Graduate Management Admission Test® Candidates, 2006-2010**  
gmac.com/Profile
- **Geographic Trend Reports for GMAT® Examinees, 2006-2010**  
gmac.com/GeographicTrends
- **mba.com Perspective Students Survey Report, 2011**  
gmac.com/RegistrantSurvey
- **Alumni Perspectives Survey, 2011**  
gmac.com/AlumniPerspectivesSurvey
- **Application Trends Survey, 2010**  
gmac.com/ApplicationTrends
- **Global Management Education Graduate Survey, 2010**  
gmac.com/GlobalGrads
- **Corporate Recruiters Survey, 2010**  
gmac.com/CorporateRecruiters

For questions or comments regarding the data, findings, or methodology used in any of the surveys, please send an email to [research@gmac.com](mailto:research@gmac.com).

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