


WOMEN *in* TECH

WOMEN IN TECH SURVEY

www.womenintech.co.uk

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02	KEY FINDINGS
03	THE GENDER GAP
04	WHY ARE WOMEN PUT OFF
05	GENDER EQUALITY
07	THE CAUSE AND SOLUTION
09	ATTRACTING WOMEN IN TECH
11	ABOUT US

KEY FINDINGS



1,000

We surveyed over 1,000 women who work in the technology sector about their thoughts and opinions on the gender gap in technology.

82%

The majority of women surveyed (82%) believe there are more males in tech than females, and it becomes apparent why they have this belief, as 70% of women from both large organisations and SME's alike reported a gender imbalance in their current workplace.

78%

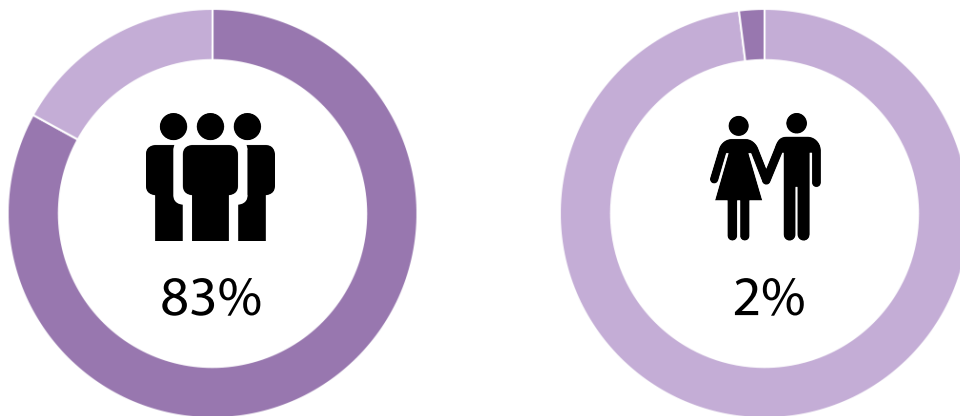
Half of the women surveyed (52%) said that they have experienced gender bias or discrimination in the workplace, and 78% of women believe that there is a gender pay gap in the tech sector with males earning a higher salary.

81%

The majority of women (81%) believe that the tech sector would benefit from having a gender equal workforce. The reasons why they believe this include that it's important to provide and act on equality, that males and females can both bring different strengths to the workforce, and to ensure that there are diverse opinions, cultures and ideas within the growing tech sector.

THE GENDER GAP

The gender gap in technology is real. According to the BCS, Women in IT scorecard 17% of people working in the technology industry are women and it will take years to increase significantly. Although there have been some talk and initiatives in place to encourage more women into the industry, numbers remain low. Our survey data shows that women (83%) believe there are a greater amount of males in the technology sector compared to women. Whereas, only 2% believe that it is equal.



What do you think employers could do to help encourage more women into tech jobs?

Just under 20% of respondents believe that companies could encourage more women into tech jobs by offering them equal pay, opportunities and benefits.

- 15% Over 15% believe that companies should encourage more women into tech through encouraging girls from an early age into STEM subjects.
- 15% 15% stated that companies should offer more training programmes including mentoring and returnships.
- 10% 10% of respondent feel that offering flexible working for women would help encourage them into technology.

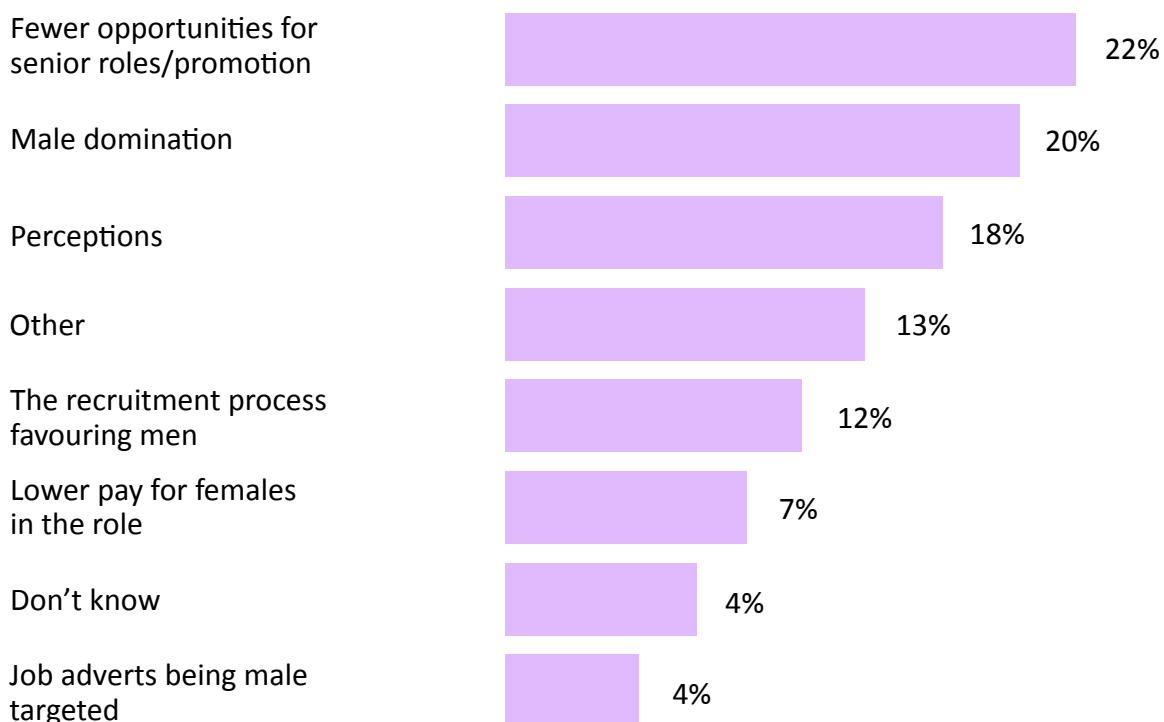
Lastly, the remaining respondents gave answers such as employing more women using unconscious bias recruiting processes, greater promotion opportunities and using targeted advertisements to encourage more women into tech.

WHY ARE WOMEN PUT OFF?

From our data, we have discovered that there may be several reasons as to why women are put off entering the technology industry. Firstly, **60% of women agree that there is a gender pay gap in the technology sector** with males earning a higher salary, whereas only 8% believe it is equal.

Respondents were asked if they have ever experienced gender bias or discrimination in the workplace, to which over half (52%) answered yes, once or twice. Although a fifth of respondents answered no never, it is still a high statistic and off putting for those who are thinking about entering the industry.

Out of the choices given, the survey results show that **women may be put off working in the technology due to less opportunities for senior roles and promotions (22%)** along with the large amount of male domination in the industry (19%). The 13% that answered 'Other' claimed that women would be put off working in the tech sector due to the lack of flexibility for working mums as one quoted 'The hours...It's hard when you are a mother'. Other popular responses were the lack of inspiration and role models for young girls.



GENDER EQUALITY

Gender equality is crucial to any workplace as it will hopefully break stereotypes, identify the importance of female role models and encourage more women into the industry.

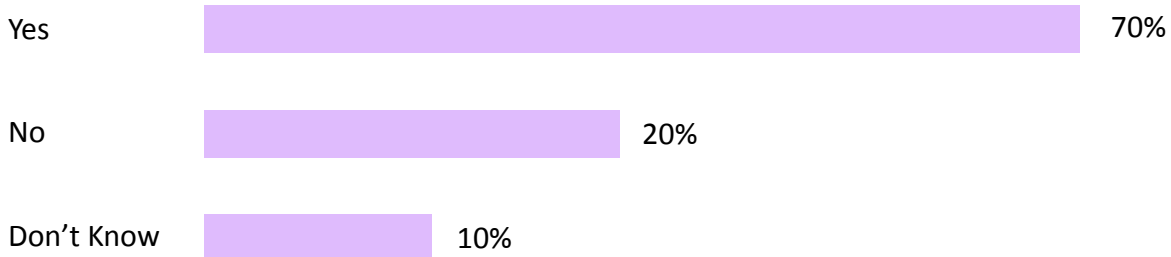
Respondents (81%) believe that the tech industry would benefit from having a gender balanced workforce, whilst 13% were unsure.

81% | 13%

A third of respondents believe that it is important to have an equal workforce as it is important to provide and act on equality.

- 10% 10% of women believe that it is important to have a balance within the workforce as males and females both have different strengths they would bring to an organisation.
- 10% 10% of women believe that it is important to give equal opportunities within an equal workforce. Not only equal opportunities in terms of progression but in terms of everyone's voice being heard and listened to.
- 10% Lastly, over 10% of women believe that having an equal workforce is important as it increases diversity overall.

Is there a gender imbalance in your current organisation?



Figures show that gender imbalance is a problem amongst all organisation sizes. From the results, we found that **36% of respondents that answered yes to having a gender imbalance work for a large company**, 33% work for a medium company and 31% work for a small company.

Although most companies promote their diversity initiatives through social media and company pages, we were intrigued to find out if companies are actually actively working on having a gender balance workforce and if they were making their diversity initiatives clear to all employees. 36% of respondents said that their company was working on having a gender balanced workforce, 35% weren't sure and the remaining (29%) said their companies were not working on having a balanced workforce

Under half (40%) of respondents that stated their companies were working on having a gender balance workforce said they are trying to achieve this through recruiting more women in tech by using different recruitment initiatives. Some respondents (10%) also mentioned that their companies are promoting women in tech and encouraging women into tech (10%). Other answers included flexible working, getting involved with STEM activities through schools and providing women with training programmes.

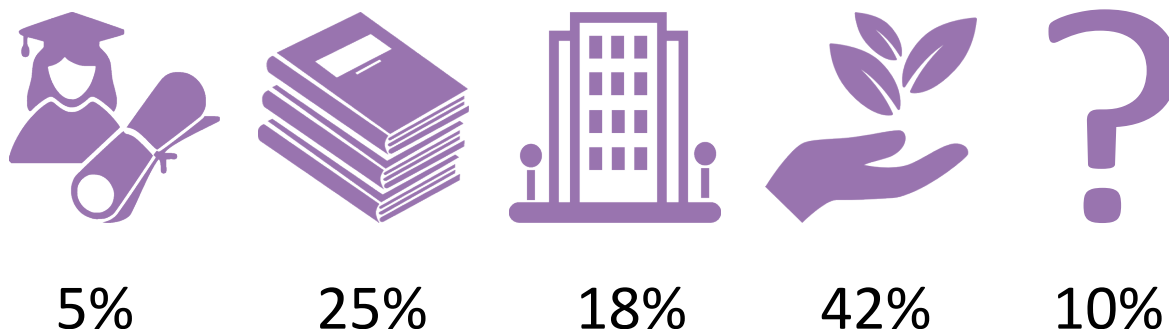
The 29% that said no said that their organisation do not see it as a priority, they don't care, or they don't see it as important. Other answers include the lack of skills makes it harder for organisations to employ females.

Gender imbalance isn't just found within the technology industry. **Over half (56%) of respondents said they had experienced gender imbalance in other sectors.** The most common answer was Education; however, it was found that the gender imbalance was the opposite (more women than men). Respondents also stated that there was an imbalance in Finance (10%), Engineering (5%), Retail (5%), Construction, Sales and the Public Sector.

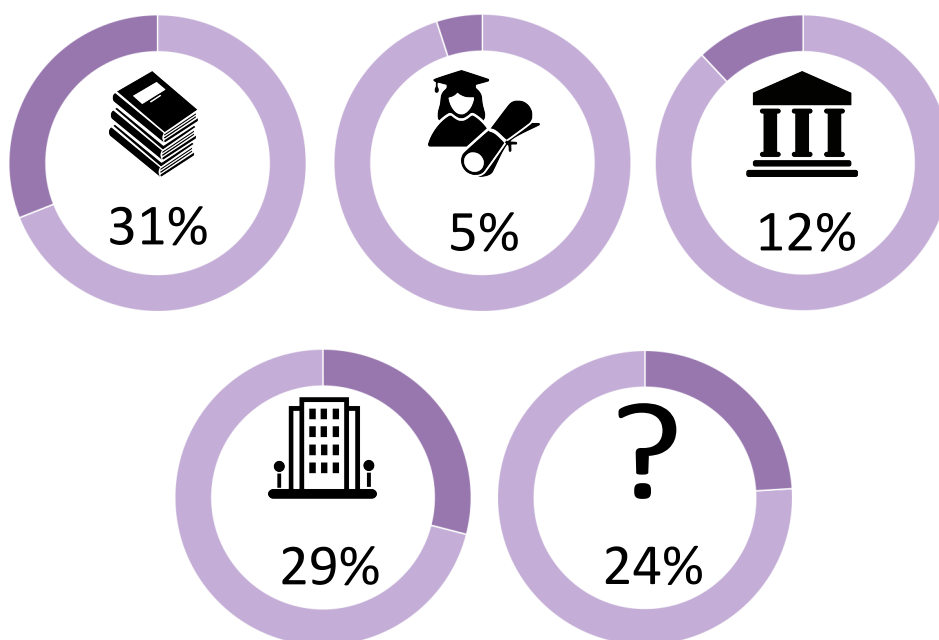


THE CASE AND SOLUTION

Research shows that organisations are trying to encourage more women into technology through working with schools and universities. But where does the gender imbalance stem from?



Over 40% of respondents believe the gender imbalance stems from inherent natural perception, 25% from schools, 18% from employers and 5% from universities. The 10% that said other stated that they believe the gender imbalance stems from families, society and natural differences.

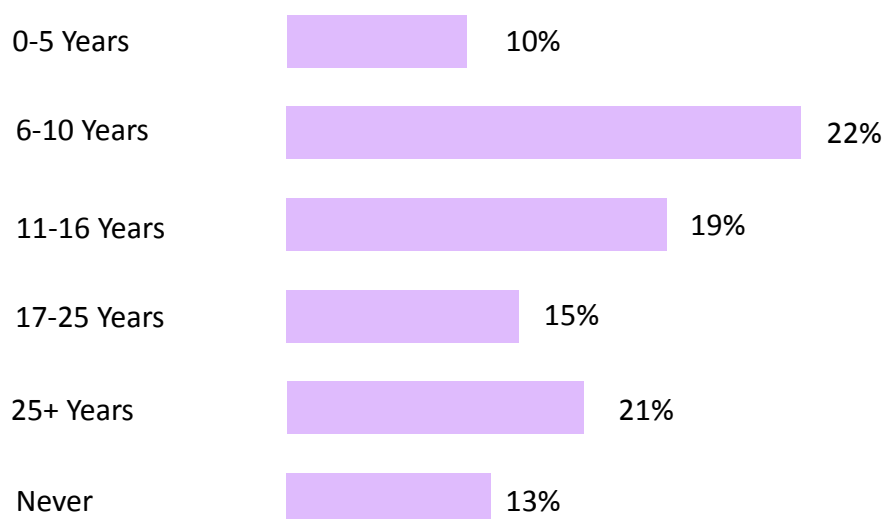


The majority of respondents (31%) feel that it is down to schools to make a change regarding the imbalance of women in tech. This is closely followed by employers (29%) and other (24%). In the other category, the most popular answer the respondents gave was all of the above as well as parents, families and women themselves.

It is interesting to note that 18% of gender imbalance stems directly from employers and 29% of women feel it is down to employers to encourage the change in gender disparity. Therefore, employers are in a unique position to drive this change.

Technology is a fundamental part in everything we do, and therefore it is important that women have as much as a say in its evolution as men do. Half of the users that use technology are women so their input to the development of future technology is essential. However, according to the study, **respondents believe that it could take up to 10 years (22%) or even over 25 years (21%) to solve the gender diversity issue. 13% said it will never be equal.**

How long do you think it will be until gender diversity in tech is equal?



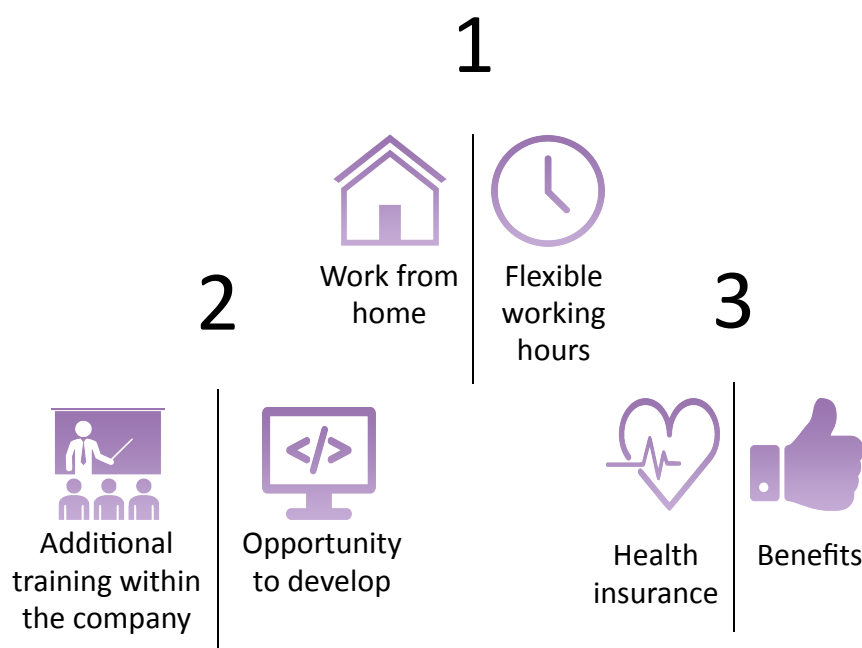
Some organisations are already working hard to address the diversity imbalance in tech through several initiatives. When asked to name organisations that are currently doing this, a third of respondents didn't know of any. The most common answer for those who have seen a company working hard to address the diversity imbalance was Google. Following this, respondents also said other companies such as IBM, TalkTalk and Microsoft are doing the same.

ATTRACTING WOMEN IN TECH

Statistics show that the percentage of women in the technology industry stands at 17%. Tech companies are trying to attract more women into their companies to create diverse teams due to the strong benefits it provides. There are several companies who are trying to do so by deleting genders from CVs and insisting that shortlists include women, but there is still plenty more they can do to attract women into tech. From our survey, results showed that **88% of respondents would be drawn towards a company that speaks openly about diversity.**

Ensuring that companies use the correct language in their job descriptions that appeals to women is vital. Therefore, we also asked respondents what would make a job description stand out to them. **Just under 50% said benefits such as flexibility, working from home, opportunities to grow, training and salary would make a job description stand out to them.** A third of respondents said a company's culture, how diverse they are, and examples of equality would draw them to a job description. Lastly, other answers included visual representation of women within the organisation and childcare benefits. Flexible working is a common occurrence in the research.

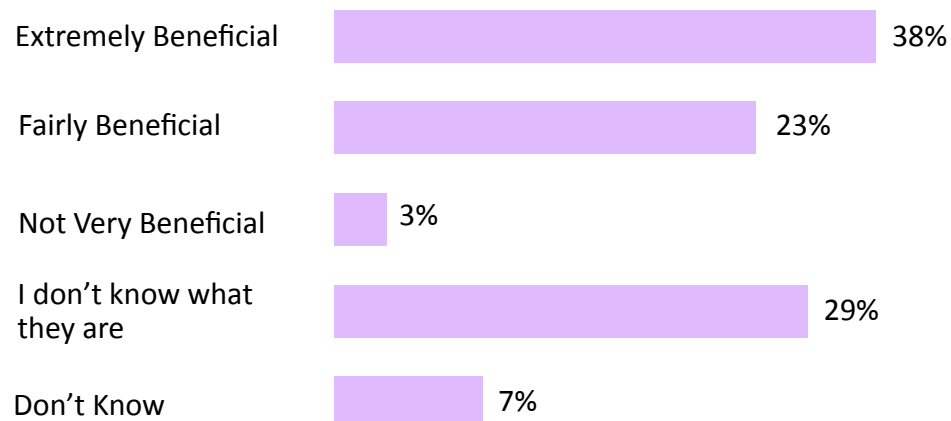
Having benefits that would appeal to women would help organisations to attract more women into tech. Therefore, we asked respondents what top 3 employee benefits would interest them the most:



Over 50% of respondents claimed that having flexible working hours and the opportunity to work from home would interest them the most. Secondly, they would like to be given the opportunity to develop and progress along with receiving training within the company. Lastly, the third most common answer was being given health insurance and benefits.

Although returnships are something that organisations are new to, they provide opportunities for those women who have taken a career break or would like to change career and enter the tech industry. Returnships are a great way of upskilling in a working environment and getting the support when returning to work.

How beneficial do you think returnships are for people returning to work?



Respondents overall thought that returnships were extremely beneficial (38%) compared to them not being very beneficial (3%) at all. However, surprisingly a large percentage of respondents weren't aware of what returnships are (29%).

ABOUT US

Womenintech.co.uk is a site dedicated to women already in or looking to start their career in the technology industry. The site is rich with career advice and guides for those from contractors to graduates, employer profiles, tech events across the UK and a job search. We have over 100 case studies from females with all kinds of experience and backgrounds to inspire more women to enter the industry.

For more information on Women in Tech or to enquire about advertising opportunities, please email contact@womenintech.co.uk

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