# WOMEN IN TECH SURVEY

January 2023

WOMEN *in* TECH

WOMEN in TECH

www.womenintech.co.uk

# KEY FINDINGS

**500**
We surveyed over 500 people who work in the technology sector about their thoughts and opinions on the gender gap in technology.

**91%**
The majority of people surveyed (91%) believe there are more men in tech than women. This is a 9% increase on when we last did the survey in 2019.
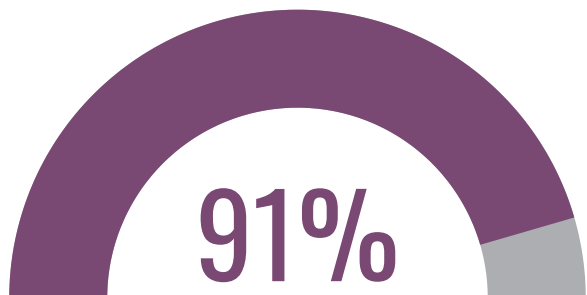
**76%**
A staggering **76%** of the respondents said that they **have experienced gender bias or discrimination** in the workplace. This is an increase of 24% from our previous survey in 2019.
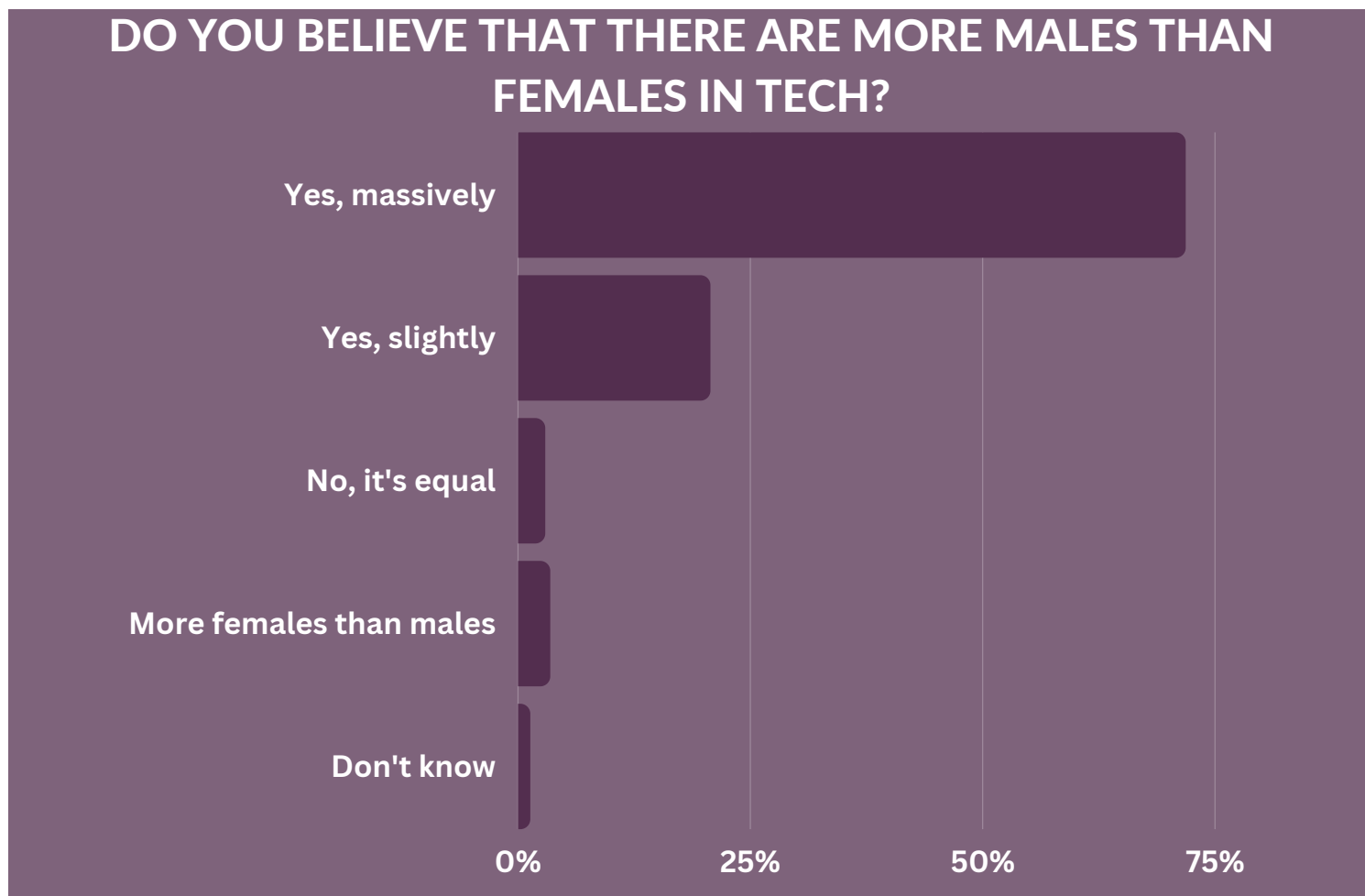
**90%**
The majority of respondents (90%) believe that the tech sector would benefit from having a gender equal workforce. On a positive note, **61%** of people surveyed **say that their organisation is actively working on gender balance in their workforces**. The most popular ways that they're doing this are recruiting more women in tech roles, promoting women in tech and introducing flexible working.

WOMEN in TECH

**www.womenintech.co.uk**

# THE GENDER GAP

The gender gap in technology is real. According to the TechNation, **26% of people working in technology are women**. This is an increase from 2019 when the figure was 19%, but there is plenty of work still to be done. Our survey shows that 91% of people believe that there are more males in tech than females, and only 2% think it's equal. **90% of people think that it would benefit the technology sector to have a more gender equal workforce.**

## 91%
of people believe that there are more males than females in tech

**3 in 12 people in tech are women**

## DO YOU BELIEVE THAT THERE ARE MORE MALES THAN FEMALES IN TECH?

| | |
|---|---|
| Yes, massively | |
| Yes, slightly | |
| No, it's equal | |
| More females than males | |
| Don't know | |

0%  25%  50%  75%

3

WOMEN in TECH

www.womenintech.co.uk

# 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, **79% of people agree that there is a gender pay gap in the technology sector** with men earning a higher salary, whereas only 8% believe it is equal. We know this to be the case, with the tech gender pay gap standing at 16% in the UK - higher than the national average of 11.6%.

Respondents were asked if they have ever experienced gender bias or discrimination in the workplace, to which over 3 quarters (76%) answered "yes all the time" or "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.

When asked what they think is putting women off tech, most people (22%) said the **early misconception from a lack of education in young girls** was to blame. The next most popular option was male domination. The 4% that answered 'other' claimed that women would be put off working in the tech sector due to a lack of confidence, a lack of interest in technology (stemming from a young age) and family responsibilities limiting them.

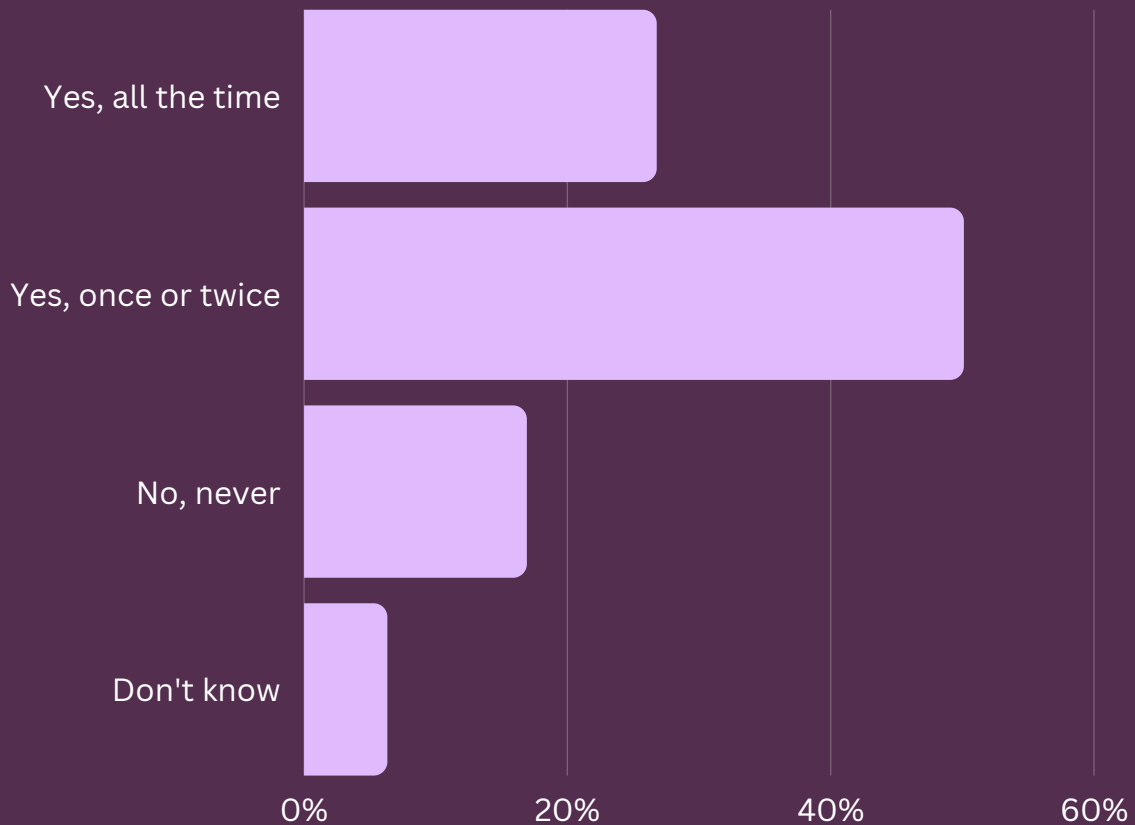## WHAT DO YOU THINK IS THE MAIN REASON WOMEN MAY BE PUT OFF FROM WORKING IN THE TECHNOLOGY SECTOR?

WOMEN in TECH

www.womenintech.co.uk
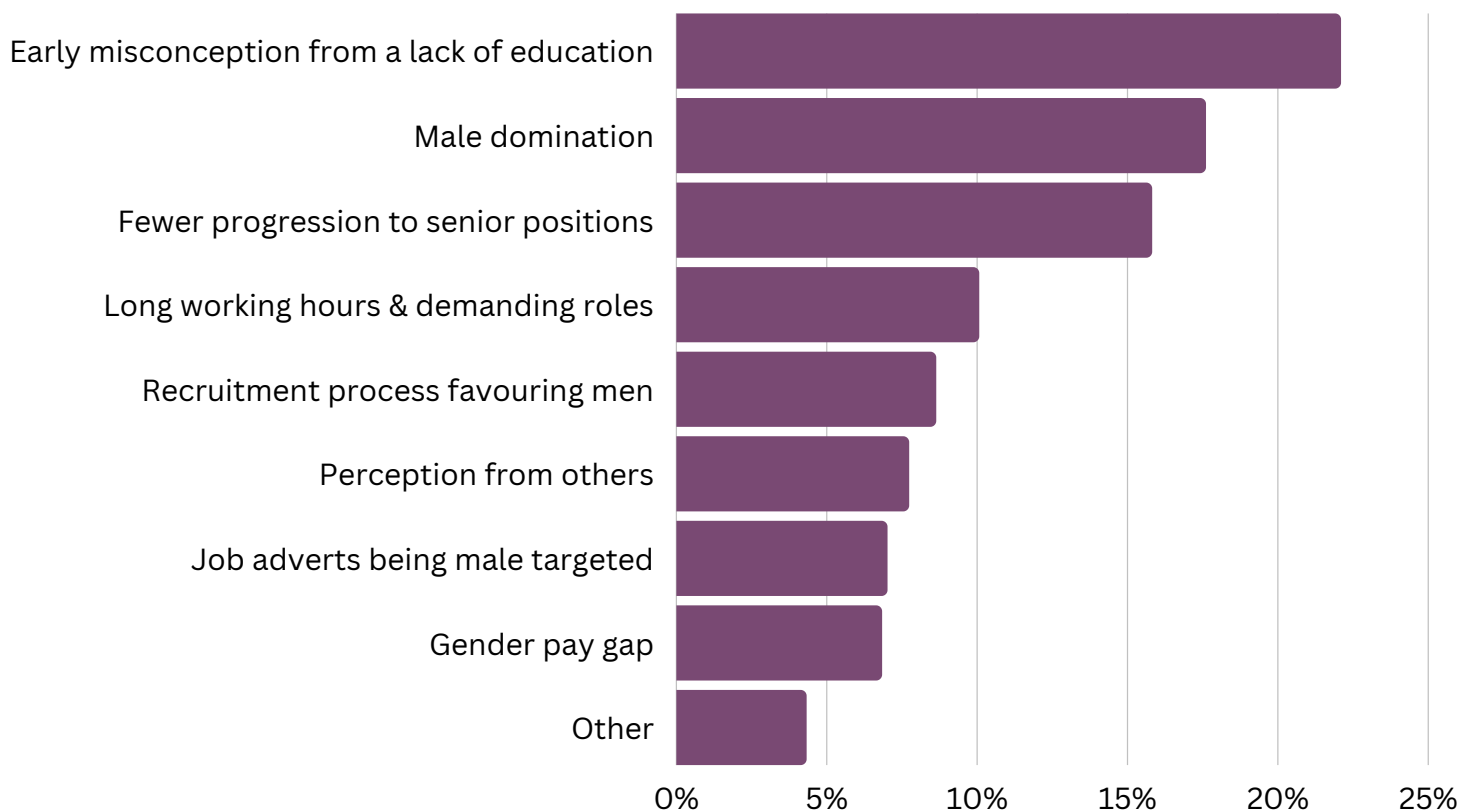
# GENDER EQUALITY

**70% of the people we asked stated that there is a gender imbalance in their current or most recent organisation/team**, with more men than women. 14% of people said that there was no gender imbalance. Of the people surveyed, there was a fairly equal split between size of companies, with 39% of people being from a large organisation (250+ employees), 32% from medium sized (50-249 employees) and the remaining 29% from small businesses (less than 50).

## WHEN ASKED "WHAT PERCENTAGE OF YOUR TECH TEAM IS FEMALE?" THE AVERAGE RESPONSE WAS 32%.

### HAVE YOU EVER EXPERIENCED GENDER BIAS OR DISCRIMINATION WHILST WORKING IN A TECH ROLE?

| Response | Percentage |
| --- | --- |
| Yes, all the time | ~27% |
| Yes, once or twice | ~50% |
| No, never | ~16% |
| Don't know | ~6% |

0%    20%    40%    60%

## 76% OF RESPONDENTS HAVE EXPERIENCED GENDER BIAS OR DISCRIMINATION AT LEAST ONCE IN THEIR TECH CAREER

WOMEN in TECH

One of the most promising results when comparing data from the 2019 survey was the number of organisations who are actively working on gender balance. **61% of people said that their company was working on improving their gender balance in tech**, which is a vast improvement on the 36% who said this previously. 21% of people said their company wasn't working on it, and 18% said they were not sure.

Half of the respondents that stated their companies were working on having a gender balanced workforce said they are trying to achieve this through promoting women in tech within their organisation. **47% of people said that their organisation was recruiting more women into tech roles** and introducing flexible working. Some respondents (35%) also said their companies were providing training opportunities for women in tech and 27% said they were adjusting recruitment processes. Other answers included visiting schools & colleges to encourage young girls to study engineering & tech, addressing their gender pay gap and pushing apprenticeships.

The 21% 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 included "not effectively worked on" and "not bothered".

# 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?

| 38% | 18% | 15% | 14% | 10% | 4% | 2% |
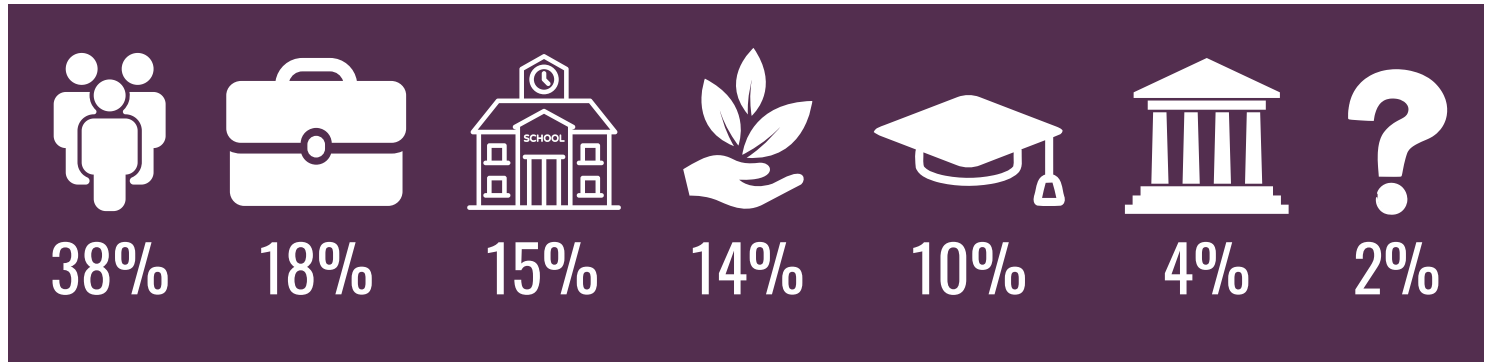
**38% of respondents believe the gender imbalance stems from society**, 18% from employers, 15% from schools, 14% from inherent natural perception, 10% from universities, and 4% from goverment. The 2% that said other stated that they believe the gender imbalance stems from a combination of the above.

But who do people believe it is reliant upon to make a change?

| 31% | 30% | 21% | 13% | 5% |

**The majority of respondents feel that it is down to schools (31%) and employers (30%)** to make a change regarding the imbalance of women in tech. This is then followed by the government (21%) and universities (13%).

In the other category, the most popular answer the respondents gave was 'all of the above' as well as 'society in general'.

WOMEN *in* TECH

www.womenintech.co.uk

Technology is a fundamental part in everything we do, and therefore it is important that women have as much of a say in its evolution as men do. Half of the users that use technology are women so their input in the development of future technology is essential. When we asked how long respondents think it will be until gender diversity in tech is equal, **the most popular answer was between 6-10 years (34%)**. 16% said they believe it'll be 25 years +, and worryingly **8% of respondents said they think that tech's gender diversity will never be equal**. However, this is an improvement on the last survey, where 13% of people said this.

## HOW LONG DO YOU THINK IT WILL BE UNTIL GENDER DIVERSITY IN TECH IS EQUAL?
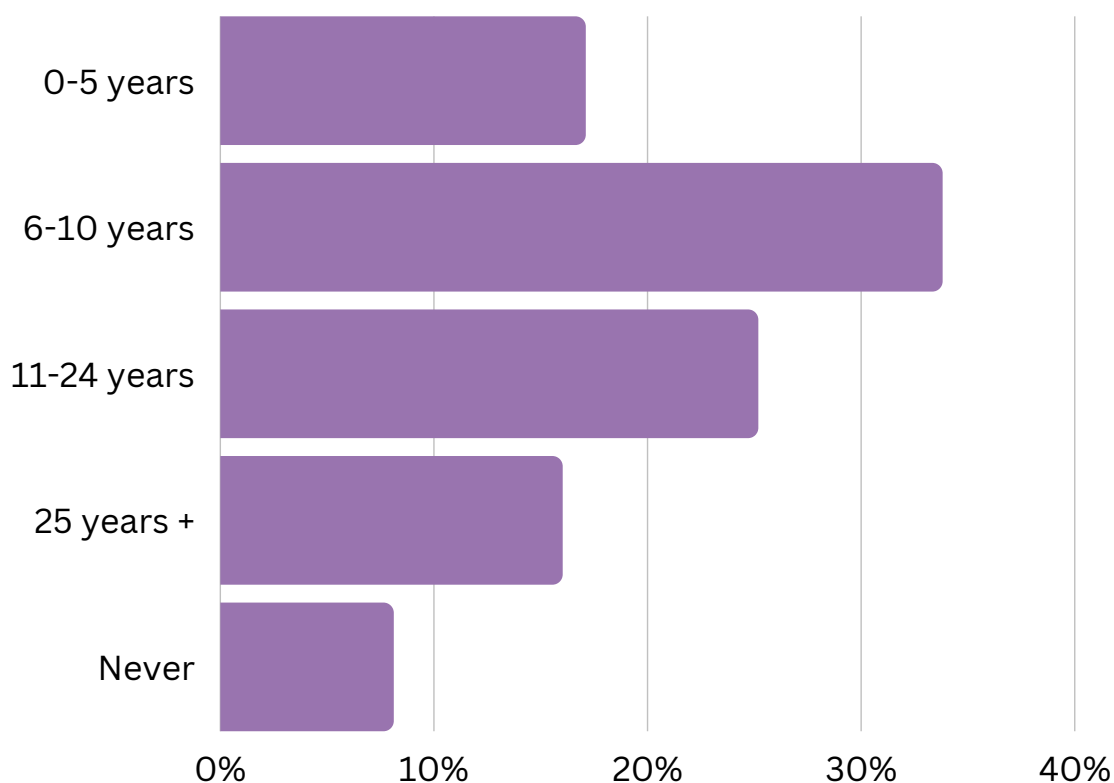


Frustratingly, the current rate at which we're increasing gender diversity in tech does mean we are likely to be battling for some time yet. With regards to the gender pay gap in tech,  Amanda Blanc, Aviva's CEO, has estimated that **it will take another 30 years for the pay gap to close** if we are to continue at the "frustratingly slow" rate we are currently at.

WOMEN *in* TECH

**www.womenintech.co.uk**

# ATTRACTING WOMEN IN TECH

Statistics show that the percentage of women in the technology industry in the UK stands at **26%**. Real action needs to be taken by employers and society as a whole to ensure the tech gender gap continues to close. **22% of people surveyed said that early misconceptions from a lack of education in young girls is the main reason that women may be put off from working in tech**. By seeing more female role models in tech, young girls will start to see IT as a realistic and attractive career option.

Many of the respondents said that the responsbility to make a change lies with employers. It's promising to see that 61% of employers are actively working on gender balance through promoting women in tech, hiring more women into tech roles and introducing flexible working policies. **84% of people we asked said that they'd be more drawn to a company who speaks about being diverse & inclusive**.

Ensuring that companies think about what benefits they offer to women is vital. Therefore, we also asked respondents what employee benefits would make a job description stand out to them. **The most popular benefit chosen was flexible working hours (63%)**. Also popular answers were remote working (53%), training within the company (43%) and above average annual leave allowance (39%). Having a flexible working policy and allowing hybrid working has become one of the most important factors for many candidates, not just females, since the COVID-19 pandemic which changed how we value our work/life balance.

## SELECT THE TOP 3 EMPLOYEE BENEFITS WHICH WOULD ATTRACT YOU THE MOST TO APPLY FOR A JOB

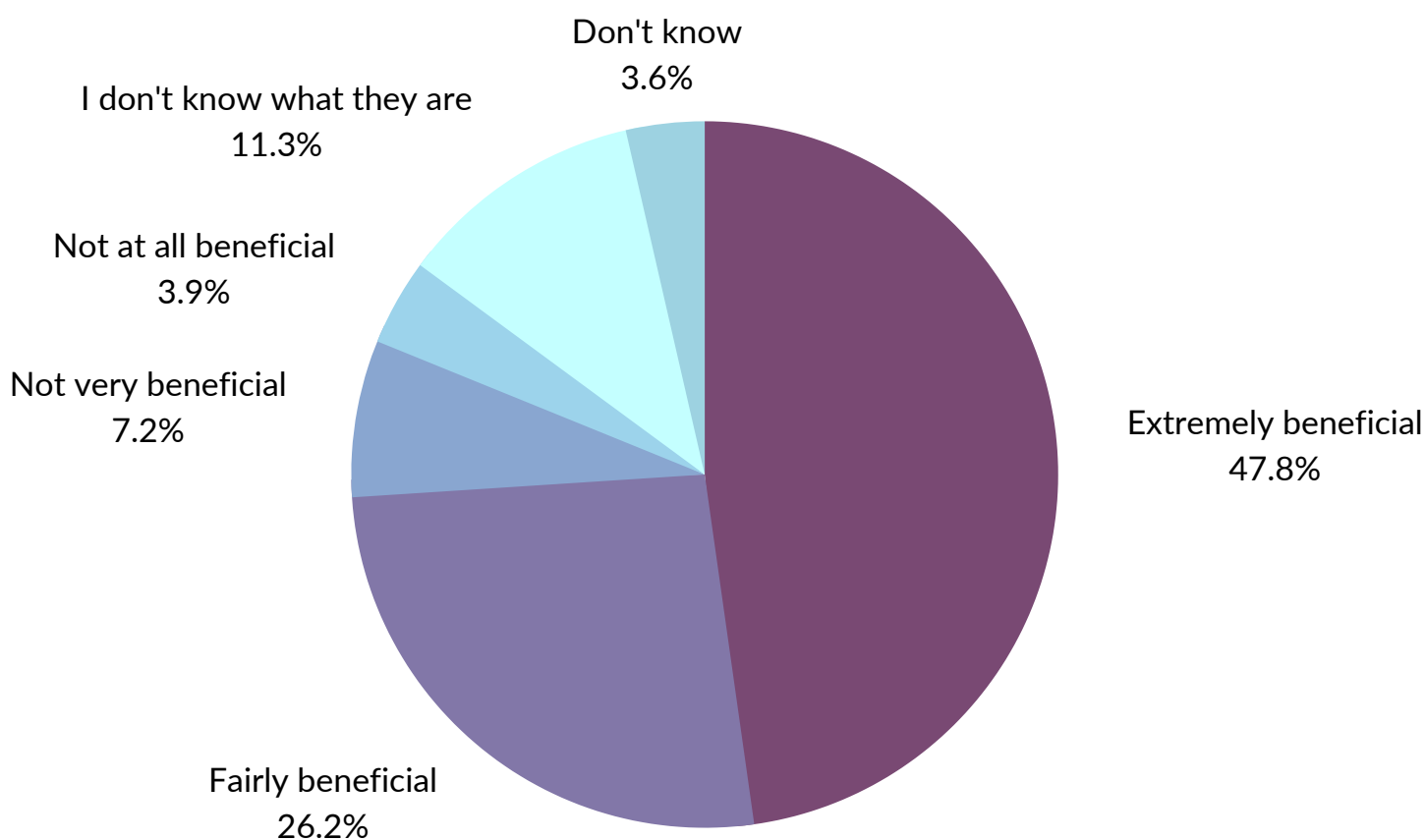WOMEN in TECH                    www.womenintech.co.uk
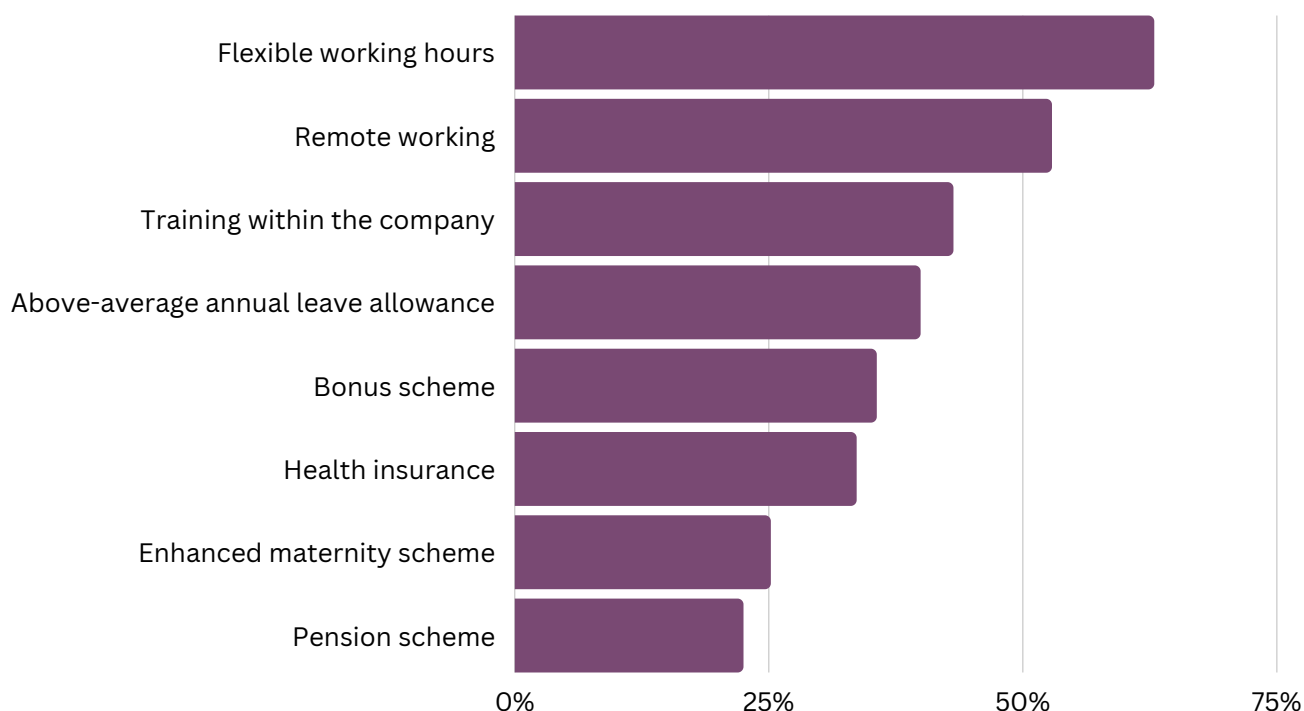
We also asked respondents about returnships and how beneficial they think they are to helping people to return to work after a career break. This is an important subject for women, as a PWC report found that **3 in 5 women go back to lower-skilled or lower-paid jobs after a career break.** Put simply, a returnship is a programme which is designed to help experienced professionals who have taken a career break get back into their roles.

When we asked how beneficial people think returnships are in 2019, 38% of respondents said that they're extremely beneficial, but 29% of people said they didn't know what they were. So, it's promising that when asked the same question this year **only 11% of people said they didn't know what returnships are**, and **48% of people said that they are extremely beneficial.**

Stats like this are really encourgaing to see, as the more companies can offer initiatives like returnships, the more women will feel supported in tech and stay in the industry. Currently, 56% of women leave the IT sector 10-20 years into their careers and this is double the rate of men. To change this stat we need to support women throughout their careers, not just at the beginning.

## HOW BENEFICIAL DO YOU THINK RETURNSHIPS ARE FOR PEOPLE RETURNING TO WORK AFTER A CAREER BREAK?

Don't know
3.6%

I don't know what they are
11.3%

Not at all beneficial
3.9%

Not very beneficial
7.2%

Extremely beneficial
47.8%

Fairly beneficial
26.2%

10

WOMEN in TECH                www.womenintech.co.uk

# WHAT PEOPLE THINK

At the end of the survey, we gave people the chance to make any final remarks relating to gender balance in tech. Here's a few extracts of what people said.

> " *I am the only female manager in my company's management meetings - yet I am frequently spoken over, cut off, or not given the time to raise my concerns.* "

> " *Gender balance won't truly be achieved until employers recognise that diverse teams are better teams and actively recruit for diversity of all sorts.* "

> " *Theoretically tech roles can be performed anywhere with a good internet connection. This is something that needs to be addressed. I am sure there are plenty of women who would be fantastic in technology, if they could access the roles.* "

WOMEN in TECH

www.womenintech.co.uk

# ABOUT US

**Women in Tech** is not only a place for women to look for IT jobs, it's so much more than that. We help to fuel passion for the technology sector through our inspirational case studies, informative and detailed guides, and through our events. Women are underrepresented in STEM and tech roles at present, but we are on a mission to help make the UK tech industry more gender balanced by bringing talented and brilliant women to the forefront.

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

Alternatively, to keep up to date with our daily activities, follow us on our social channels below.

Women in Tech UK

@itandtechwomen

@womenintechuk

onrec AWARDS WINNER 2022

NORA FINALIST 2022

WOMEN in TECH

www.womenintech.co.uk