



**WOMEN
IN TECH**

THE STATE OF WOMEN IN TECH

2024



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FOREWORD

**WOMEN
IN TECH**

FOREWORD & BACKGROUND

With the growth of the Women In Tech community, we have continuously surveyed our members to discover trends and important forecasts to share with our members and the industry. Making their voices heard. All with the purpose of providing insights and fuel actions.

The survey of 2024 asks questions to dig deep and capture why our members chose tech in the first place, what inspires them, if they'd ever consider leaving, what makes their heart sing, the state of the industry, benefits of a more equal industry - and how to actually make it more equal, what has changed over the years, how do we attract more women and non-binary to the industry - and how to make them stay, what makes an employer attractive, and of course, the future. All based on the focus of fighting inequality in the tech industry - no matter what type of inequality.

During the spring we reached the milestone of 25 000 members, and we are immensely proud of our amazing community of members from all across the tech industry and all across Sweden, as well as we're thankful for our partners making our community possible. We believe that the secret sauce of the vibrant community of Women in Tech is our equal dedication to diversity, equality and inclusion in the tech industry. We'd like to share a heartfelt thank you to our members who chose to make their voices heard in this survey.

We've developed this report with the support of our partner Exsitec. Your expertise in turning data into insights has been crucial to this report and we're so thankful for your input, ideas and support.



Åsa Johansen

Director

Elin Eriksson

Creative Director & Program Curator

Sofia Andersson

Board Member

**WOMEN
IN TECH**



"My hope is that in the next decade, we will see a fundamental shift towards a more equitable, diverse, and inclusive tech industry that reflects the values of fairness, opportunity, and respect for all individuals."

WOMEN IN TECH MEMBER

**WOMEN
IN TECH**

THE STATE OF WOMEN IN TECH

WOMEN
IN TECH

1

Women excel in the tech industry and share an encouraging sentiment of it's state, progression and transformations.

2

Constant learning and intellectual satisfaction is the top driver as to why women thrive in tech

3

The number of women considering to leave the tech industry is continuously decreasing year over year

4

Equal pay is important, but not available on an individual level

5

The majority of women in tech experience being treated differently because of their gender

6

Are younger women expected to do more invisible work in the workplace?

7

A majority of women in tech acknowledge an effort in diversity & inclusion from their employer, but not that they're doing enough

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Women excel in the tech industry and share an encouraging sentiment of it's state, progression and transformations.

Regarding job satisfaction, an overwhelming majority of 93.1% of our respondents express a positive affinity for their work in the field.

Just as last year the members are positive about the industry's current condition, progression, and transformations. This optimistic outlook is driven by their enthusiasm for technology, ongoing innovations, numerous opportunities, and the potential to influence the future. Despite facing challenging times in the past years, including the rapid advancement of AI and its perceived threat to employment as we know it, the general mood among employees remains positive.



93%

of the respondents express a positive affinity for their work in the field

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Constant learning and intellectual satisfaction is the top driver as to why women thrive in tech

Women in the tech industry highly value constant learning and intellectual challenges, appreciating the dynamic nature and continuous opportunities for growth. The industry's emphasis on innovation and creativity allows them to develop cutting-edge solutions and make significant societal contributions - which they enjoy and take pride in. Flexible work environments, including remote work and flexible hours, enable better work-life balance.

A supportive community and collaboration is also highlighted as the fifth largest driver as to why women thrive in the tech industry. Putting emphasis on why networks such as Women in Tech is important.

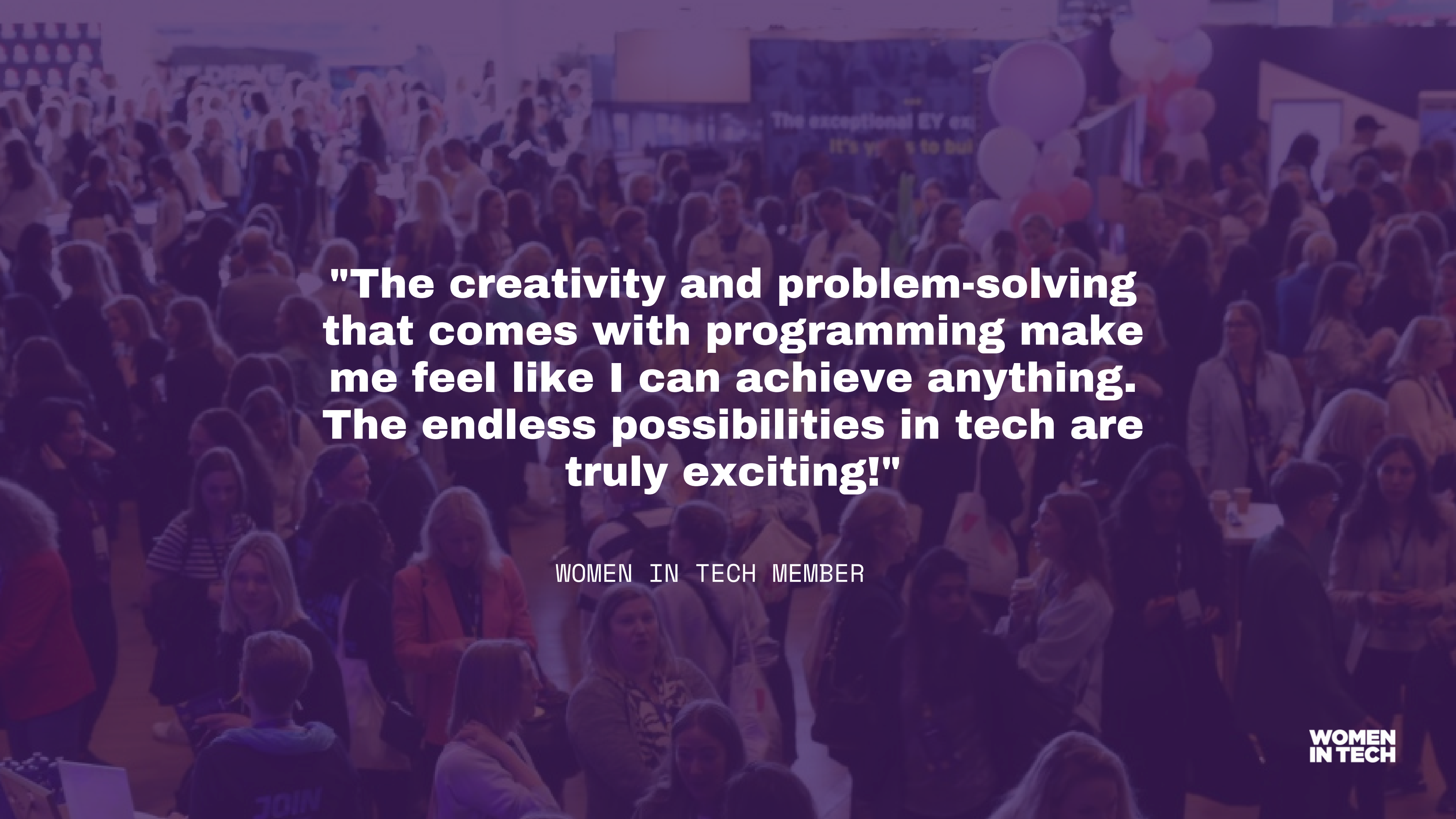
Constant Learning and Intellectual Challenges

Innovation and Creativity

Flexibility and Work-life Balance

Impact and Purpose

Supportive Community and Collaboration



"The creativity and problem-solving that comes with programming make me feel like I can achieve anything. The endless possibilities in tech are truly exciting!"

WOMEN IN TECH MEMBER

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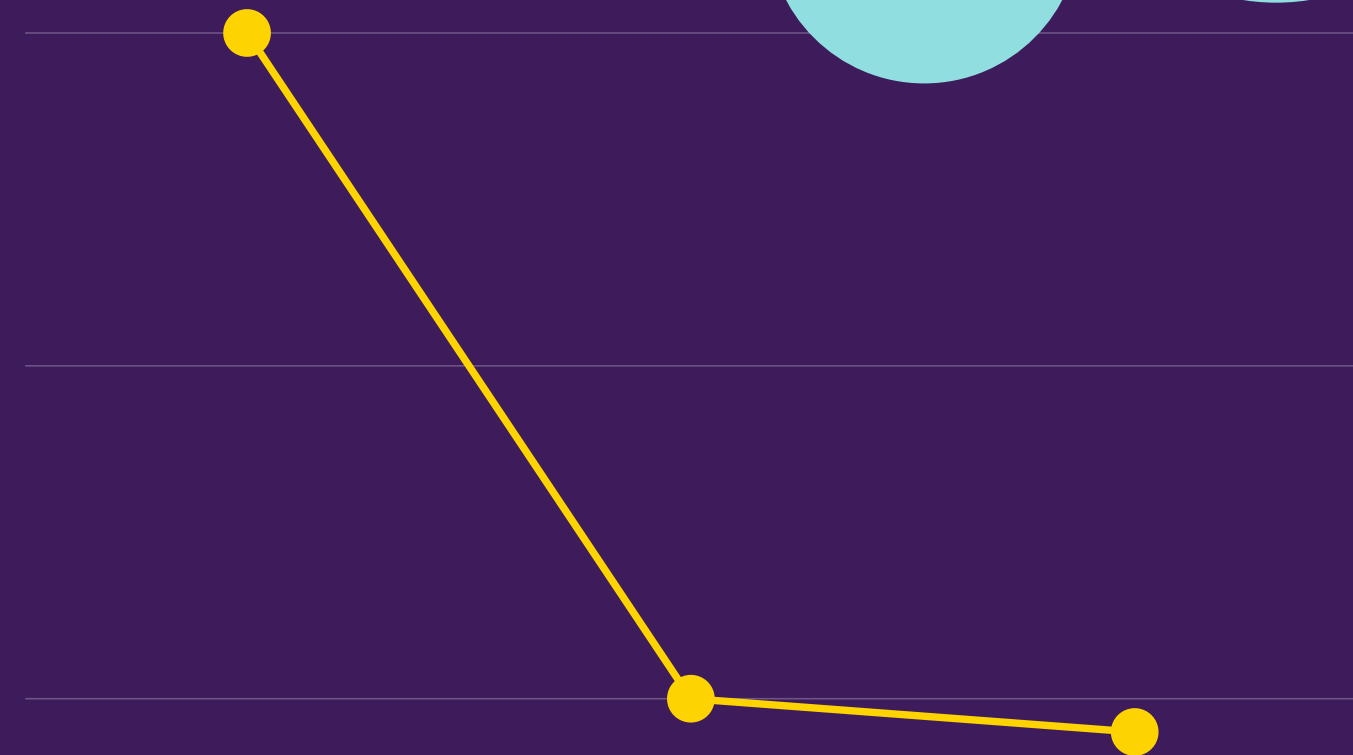
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A majority of women in tech acknowledge an effort in diversity & inclusion from their employer, but not that they're doing enough

The number of women considering to leave the tech industry is continuously decreasing year over year

We're seeing a trend in how the number of women considering to leave the industry is decreasing, but we'd like to highlight that 19% of respondents are actually considering leaving. Let's focus on what we can do to retain them!

Interestingly - 70% out of those considering to leave the tech industry also mentions that they do in fact enjoy working in the industry, however they're still considering a career change. Looking at the key influences as to why women consider leaving, we see that poor leadership and management, work culture and work-life balance heavily influence that decision.



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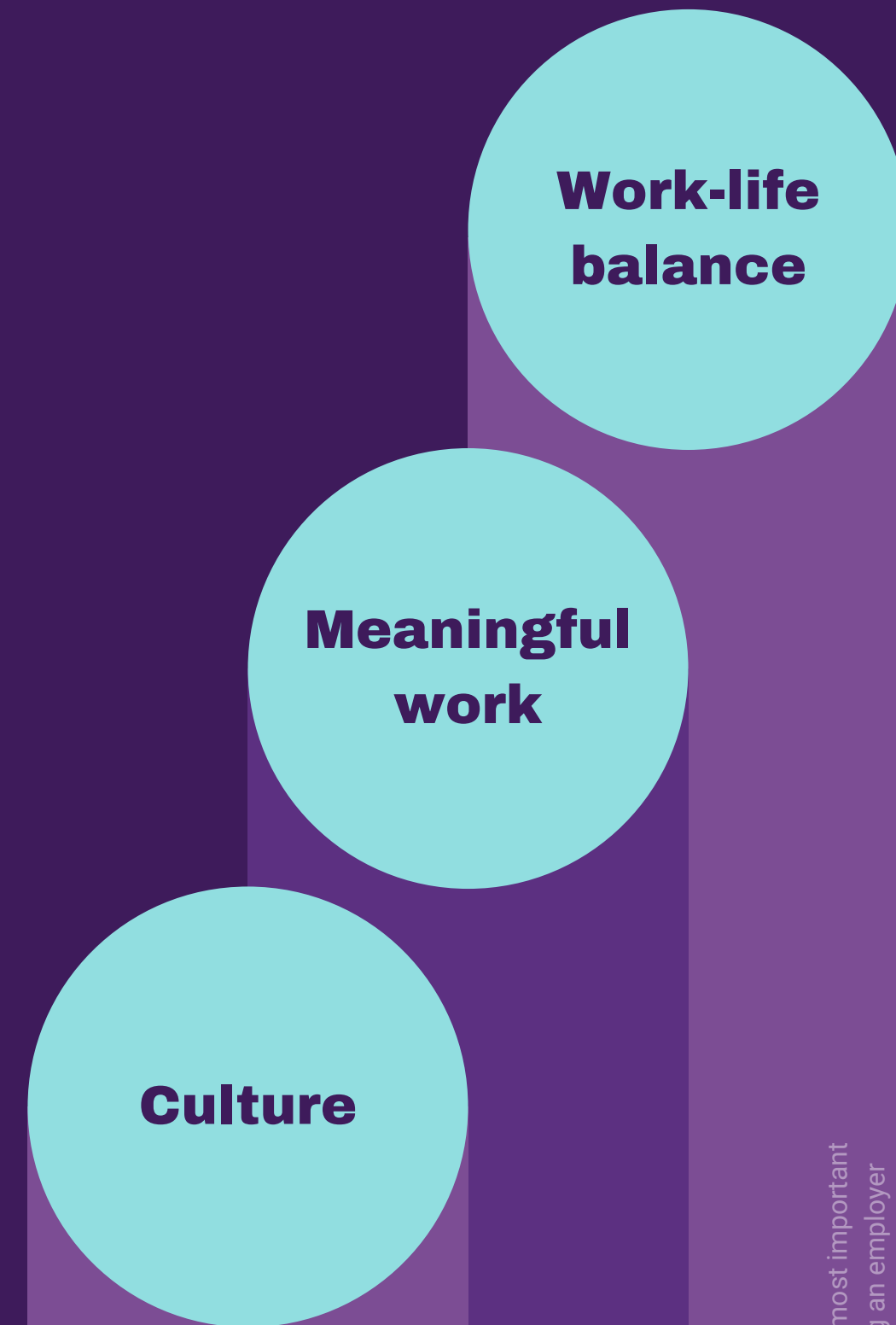
A majority of women in tech acknowledge an effort in diversity & inclusion from their employer, but not that they're doing enough

Equal pay is important, but not available on an individual level

Women in tech see equal pay as the single most important driver to develop in order to both attract more women to the tech industry, and to make them stay. However, when individually looking for an employer, equal pay is listed as significantly less important.

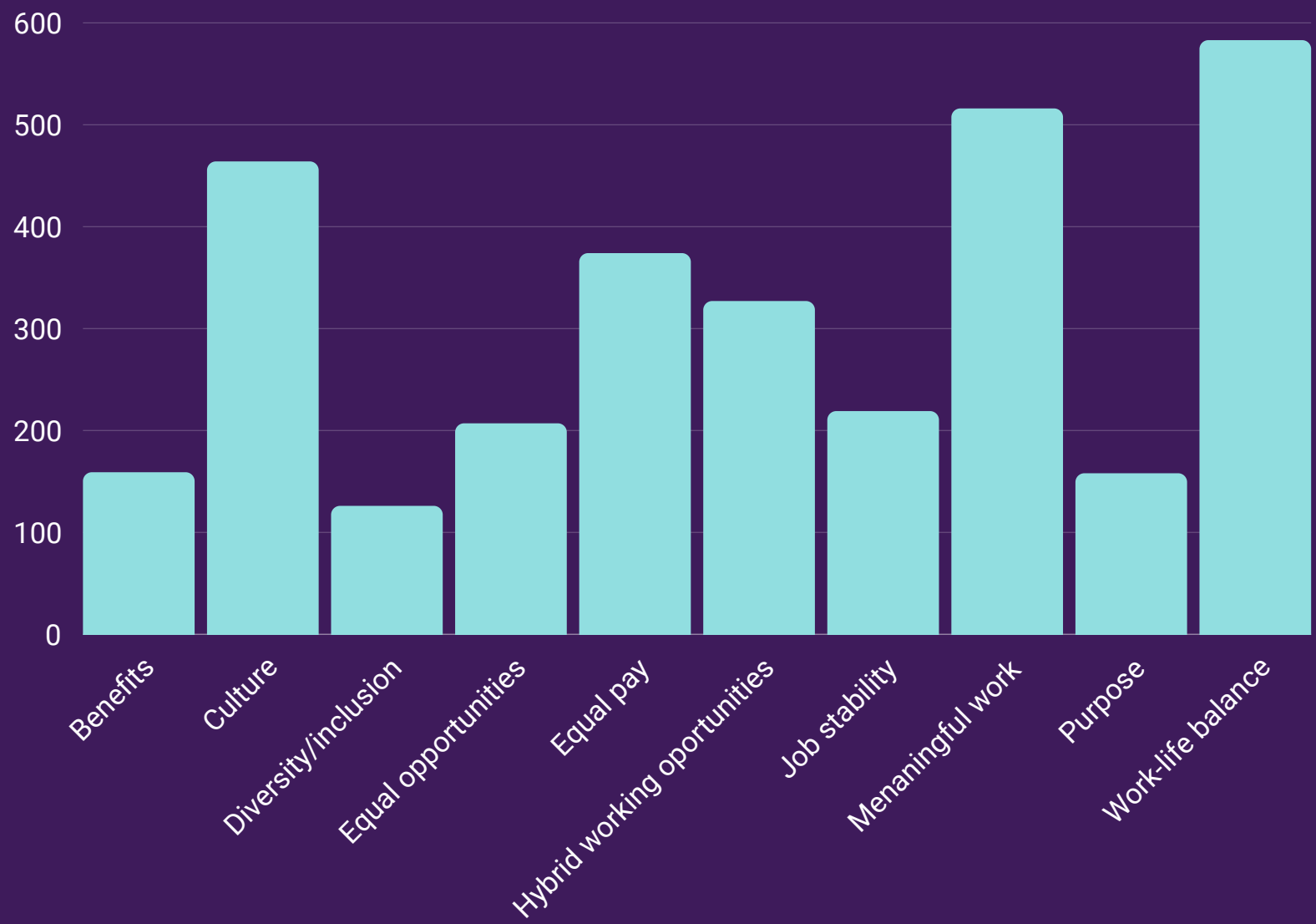
It is hard to research equal pay on a company level, making it difficult for potential female employees to get make an educated decision regarding what they answered to be the single most important factor as to why women would choose tech. Women in Tech Sweden is welcoming the European Union Pay Transparency Directive to help adress this issue.

How can we as an industry become more transparant on the topic of equal pay on a company level?

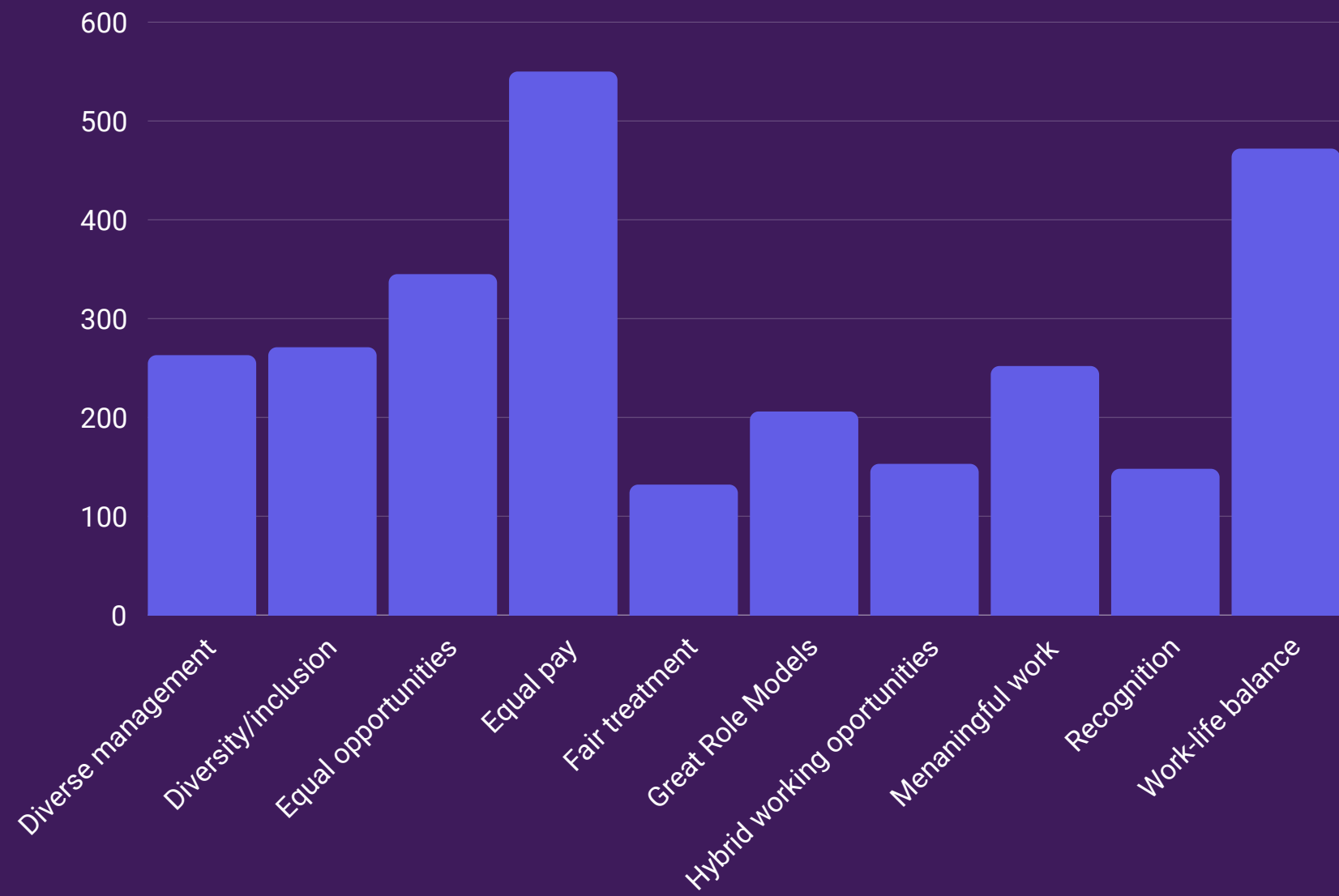


The respondents three most important factors when choosing an employer

What attributes do you consider most important when choosing employer?



What do you believe are the most efficient ways to attract more women/non-binary to the industry?



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The majority of women in tech experience being treated differently because of their gender

63% of women in tech have experienced being treated differently because of their gender. Some express positive ways in how they have been treated differently, but most of them have a negative experience. Women of all ages are treated differently because of their gender, but how they're treated differently varies.

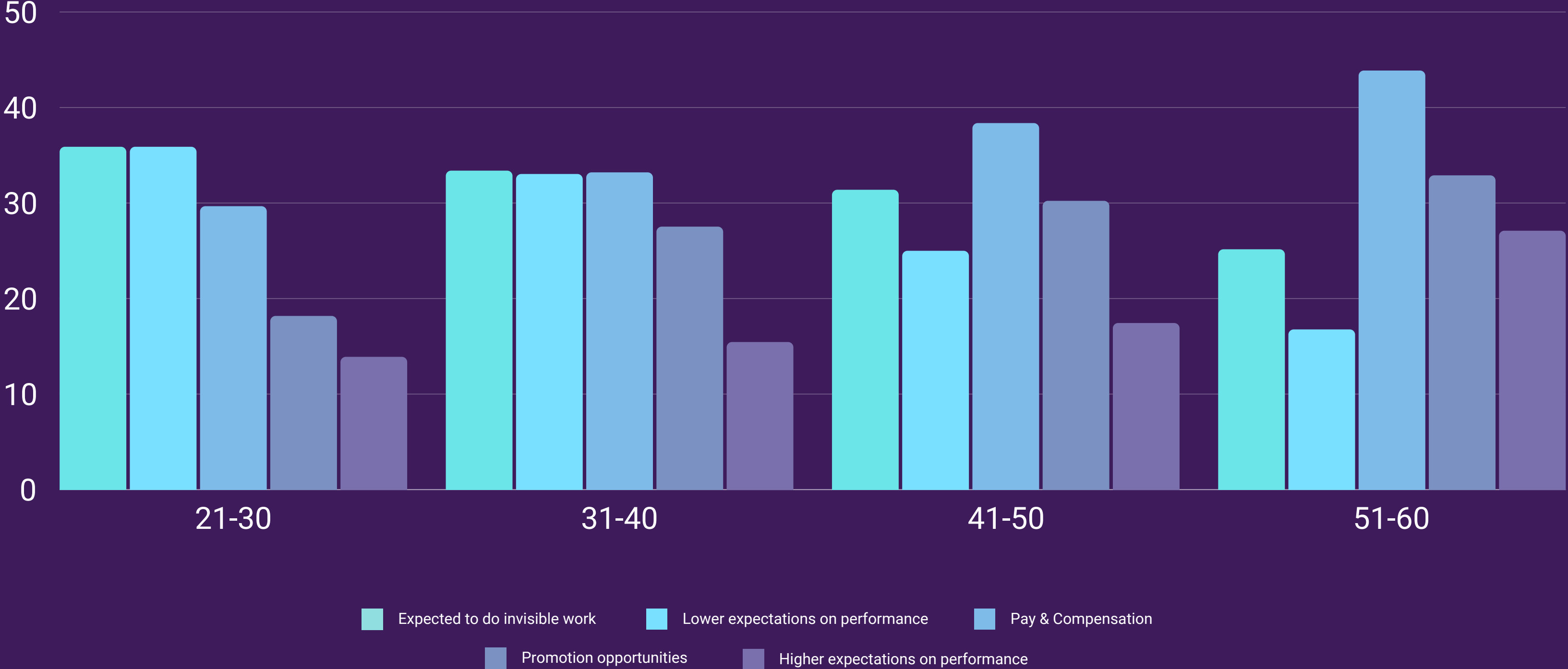
Women below the age of 30 lists invisible work and lower expectations on performance and impact as to how they feel treated differently. Women between the age of 30 and 40 lists the same, but also has pay and compensation as an almost equally as common way to experience being treated differently. After the age of 40 we see that pay and compensation becomes the single most common reason.



63%

of the respondents have experienced being treated differently because of their gender

In what way have you been treated differently because of your gender?



Expected to do invisible work Lower expectations on performance Pay & Compensation
Promotion opportunities Higher expectations on performance

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Are younger women expected to do more invisible work in the workplace?

63% of Women in Tech express that they've experienced being treated differently because of their gender. When asked to list the top three ways they've experienced this we can see that invisible work places in the top five in all age groups. However, it's one of the most frequent ways to be treated differently, together with low expectations of their performance, for women between the age of 31-40.

Women in Tech keynote speaker Ida Östensson and her co-author Thor Rutgersson highlights the aspect of invisible work in their book "Allt vi inte ser" (Mondial, 2023). In the book they state that women spend up to 200 hours per year on non-merit-based tasks in the workplace. Our survey cements that this is one of the most common ways women experience being treated differently in the workplace.



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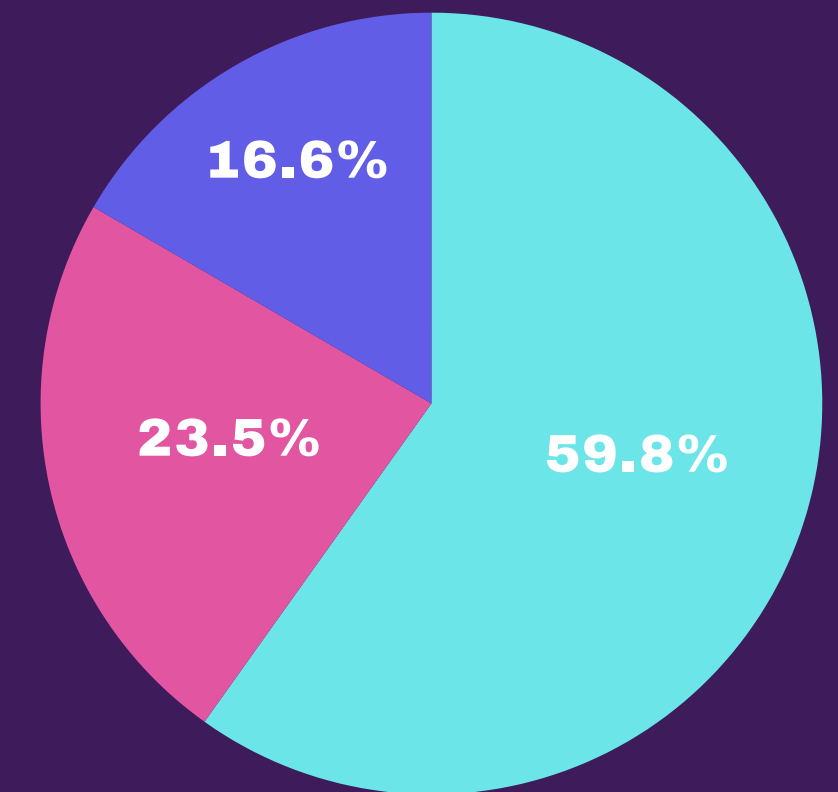
A majority of women in tech acknowledge an effort in diversity & inclusion from their employer, but not that they're doing enough

Only 30% of women in tech deem their employers DEI efforts as sufficient.

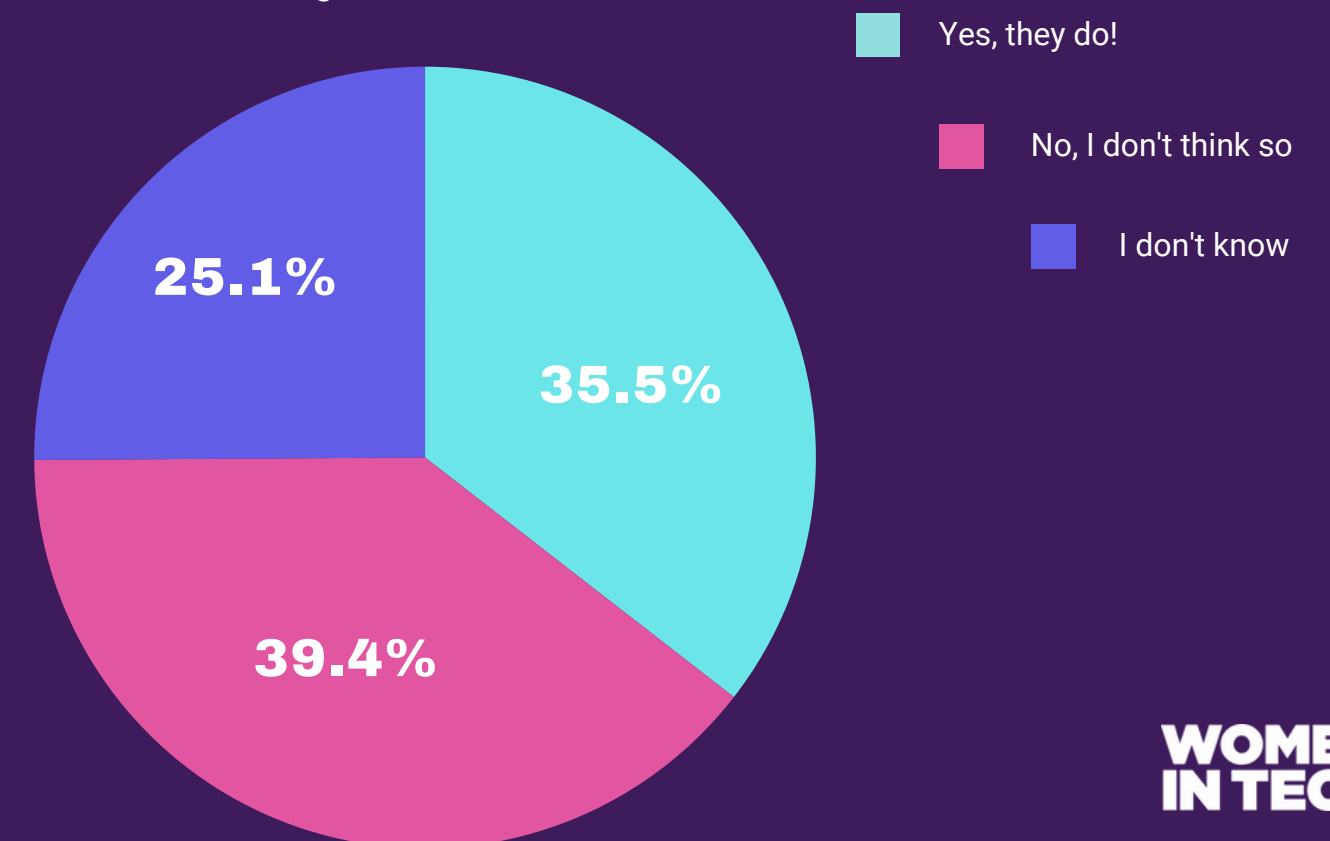
59.8% think that their employer is actively working with DEI, but only 35.5% believes that their employer is doing enough on the topic. The larger part, 39.4% don't think that their employer is doing enough.

To better understand what efforts to target, our members have listed the top reasons as to how the tech industry can become more attractive for women, and why 19% are considering to leave in this report.

Do you think your employer is actively working with DEI?



If yes, do you think your employer is making sufficient efforts?



"Women are stepping in and changing the game."

WOMEN IN TECH MEMBER

**WOMEN
IN TECH**

RECOMMENDATIONS

Recommendations

Based on the report findings - we have summarized some recommendations for organizations who want to take immediate action on the learnings.

Curious to dive even deeper - or share these insights with your team? Reach out to book a presentation.



Åsa Johansen
asa.johansen@womenintech.se

START

Looking at ways to be transparent on pay and compensation, as equal pay is important for a diverse and inclusive tech industry - however not available on a company level when researching an employer. A shift that might be required with the implementation of the European Union Pay Transparency Directive.

Address Invisible Work as an inequality in the workplace. Invisible Work places in the top 5 reasons on how women of ALL age groups are being treated differently in the tech industry. Address it and change it.

CONTINUE

Continue to improve your DEI efforts. As a majority of women in tech recognizes a DEI effort from their employer, but don't think it's sufficient, there is a lot of progress to make. Address the key factors as to how women feel treated differently, and why women consider leaving the industry. We've listed them for you in this report!

Continue to challenge your employees - the number one reason as to why women thrive in the tech industry is the constant intellectual challenges and the continuous learning opportunities.

ABOUT

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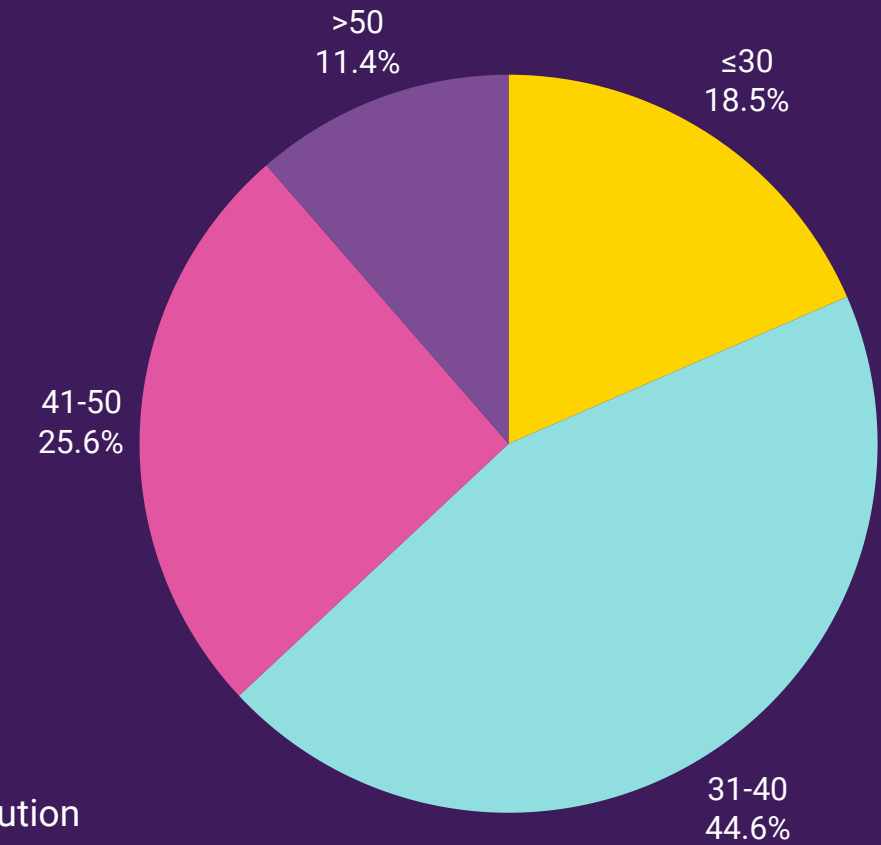
METHODOLOGY

We sent out an email asking our 22,000 members to answer our survey “What’s the state of Women in Tech 2024?”. We got 1591 answers. A task force consisting of Women in Tech team members and partner analysts worked together to export the results and analyze the data - as well as seek trends and correlations both in the industry and the society as a whole.

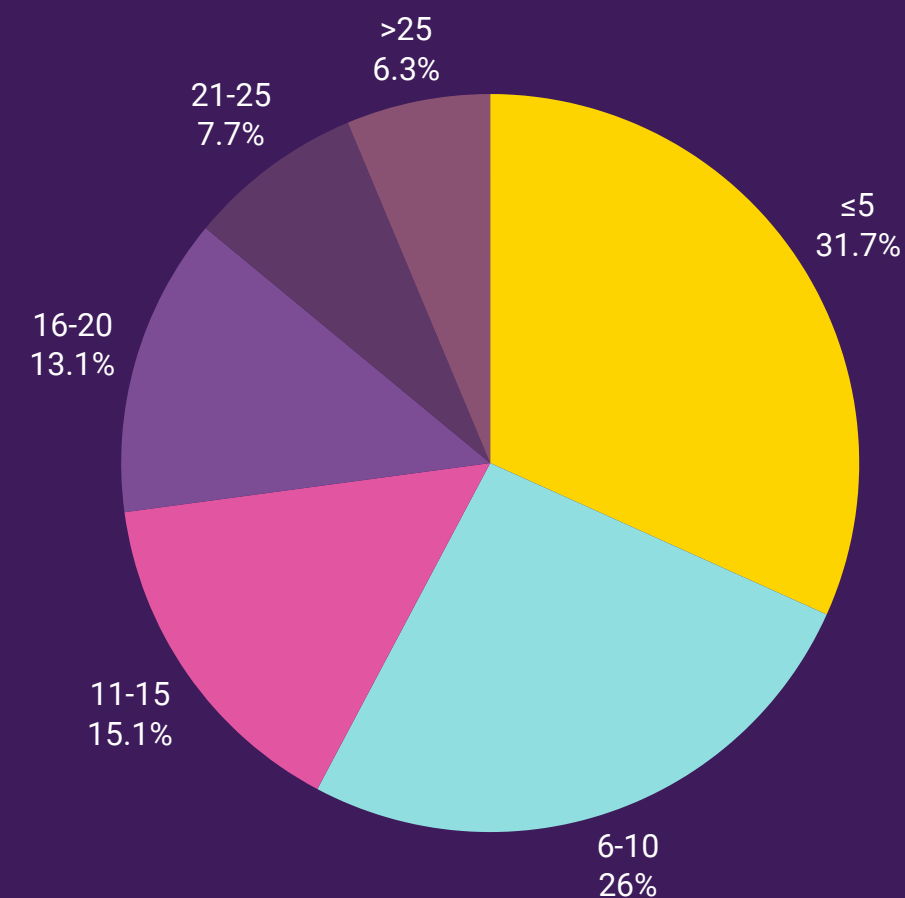
Almost all respondents identify as women, 98.8%.
Approximately 87.9% work in tech, 6.5% are students, and 5.6% don’t work in tech nor are they tech students.

DATA ENGINEER **BUSINESS ANALYST**
TECH SALES **DEVELOPER**
PROJECT MANAGER **ARCHITECT**
DESIGNER **SENIOR MANAGER**

Age distribution of the respondents



Years in the industry distribution for those active in tech



ABOUT WOMEN IN TECH

Women in Tech began as an event on International Women's Day in 2014, introduced by tech and media companies that wanted to make a statement and create change in the industry. Since then, the initiative Women in Tech has grown into a community, a platform, and a movement.

The mission of Women in Tech is to inspire women to choose a career in technology - and to keep those already in the industry - by providing networks, role models, inspiration and experience from successful people from the corporate, entrepreneurial, academic and scientific worlds. This is done through an annual conference, networking events for members, breakfast seminars - among other things.

Women in Tech Sweden is run as a non-profit association (ideell förening). Behind the initiative stands some of Sweden's largest and most influential technology companies, partnering up each year. We are proud to say that these companies have signed up for change. That there's a will to do better and the possibility to create a better industry with all the everyday decisions that are made in these companies.

People of all genders are welcome to join as members as well as participate in our events and initiatives. Everyone will benefit from a more inclusive tech industry. And the responsibility to create the change must be a joint liability.

CONTACT

Feel free to reach out if you have any questions on the report - or about Women In Tech in general.



Åsa Johansen
Director, Women in Tech Sweden
asa.johansen@womenintech.se

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