

**WOMEN
IN TECH**

THE STATE OF WOMEN IN TECH

2025

AI GENERATED PHOTO



CONTENT

Foreword	3
Key Findings	5-22
Recommendations	24-25
Methodology	27

FOREWORD

Welcome to the State of Women in Tech 2025!

Through our annual member survey, we take the pulse of the Swedish tech industry. Our goal is to invite our 30,000 members to share their insights, enabling us to gather, analyze, and amplify their voices as a collective. This helps ensure their concerns are heard and encourages decisive action.

As we begin the report, there are a few highlights to share:

- To gain a more nuanced understanding, we've started measuring numerous factors on a scale of 0-5, rather than sticking to a simple yes or no. We've realized that issues are often more complex than they initially appear.
- Participation in the survey has increased by an impressive 88%! This year, we had 3006 respondents, all members of Women in Tech.

The report was created in collaboration with Exsitec. We deeply appreciate your invaluable expertise in visualizing the data for us. You're simply the best!

Åsa Johansen

Director

Elin Eriksson

Creative Director & Program Curator

Sofia Andersson

Board Member & Author of the State of Women in Tech 2025





“I feel like I’m part of shaping the future and I love the opportunity to help more companies leverage technology in their business”

WOMEN IN TECH SWEDEN MEMBER

KEY FINDINGS

1

Women across all levels of seniority thrive in the tech industry.

2

Constant learning, intellectual challenge and ability to positively impact the world are key drivers as to why women love to work in tech

3

Poor leadership is the most common reason behind why women consider to leave the industry

4

43% are looking to change jobs, but to stay within tech

5

Younger women are overrepresented in being treated differently due to their gender

6

Women are compensated differently from men, and it remains that way until retirement

7

Women in tech believes that the responsibility of an equal and inclusive industry lies on the companies in it

1

Women across all levels of seniority thrive in the tech industry.

2

Constant learning, intellectual challenge and ability to positively impact the world are key drivers as to why women love to work in tech

3

Poor leadership is the most common reason behind why women consider to leave the industry

4

43% are looking to change jobs, but to stay within tech

5

Younger women are overrepresented in being treated differently due to their gender

6

Women are compensated differently from men, and it remains that way until retirement

7

Women in tech believes that the responsibility of an equal and inclusive industry lies on the companies in it

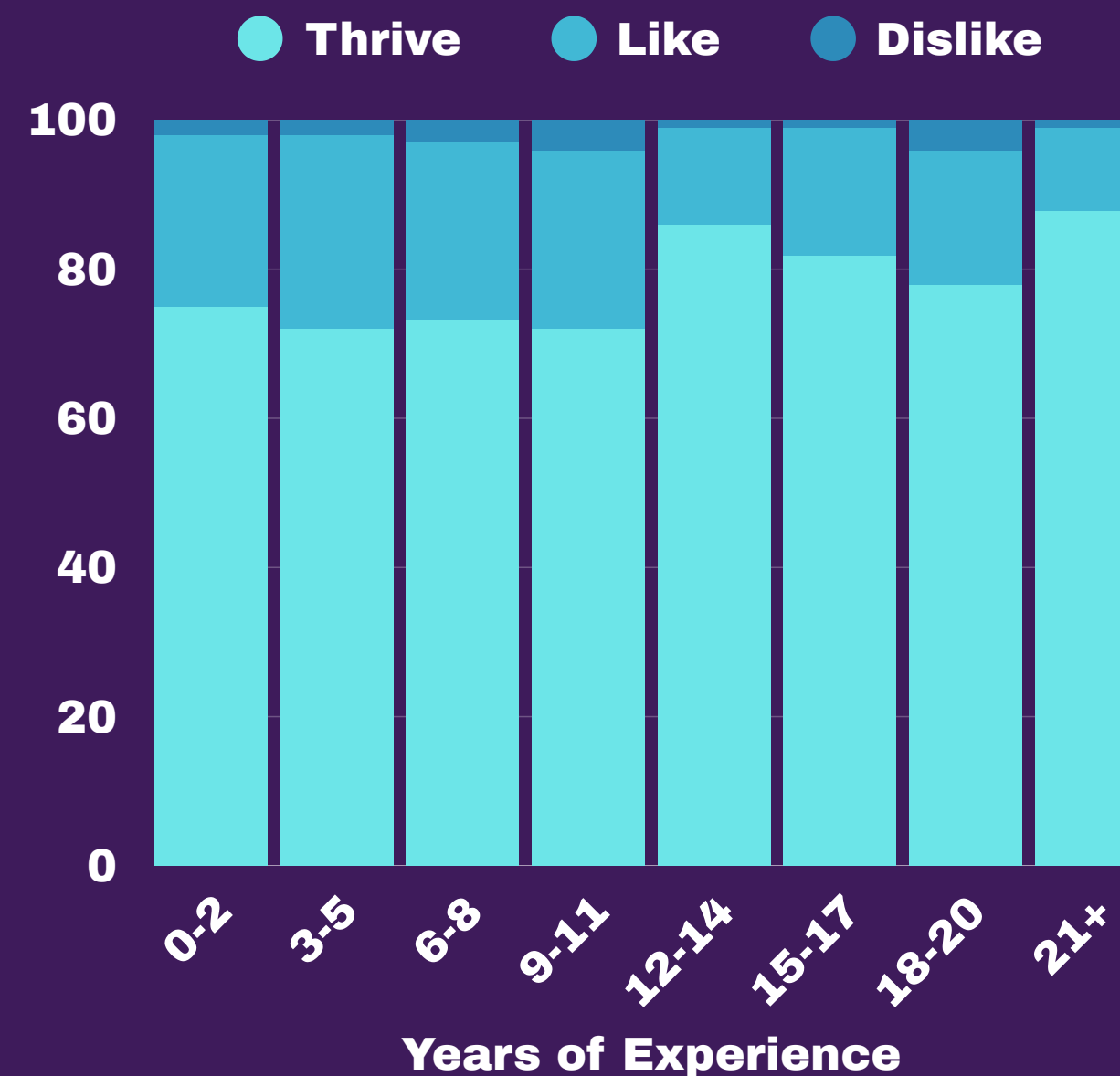
Women across all levels of seniority thrive in tech!

The tech industry has become a place where many women find fulfillment and joy in their careers. Over recent years, we've seen a growing number of women express satisfaction with their work in tech. This year, we took a closer look at how much women enjoy their roles by asking them to rate their experience.

The response was overwhelmingly positive, with a significant majority of women expressing high levels of enjoyment in their work. When including those with moderate satisfaction, a remarkable 99% of women indicated they enjoy working in tech, though there's always room for improvement to elevate those feelings even higher.

This enthusiasm spans all age groups and levels of experience, but it's particularly strong among women who have spent over 21 years in the industry. In our latest report, "State of Women in Tech 2024," an impressive 93% of women shared that they feel positively about their work, highlighting the tech industry's welcoming and rewarding environment for women.

Job satisfaction in tech based on years of experience



1

Women across all levels of seniority thrive in the tech industry.

2

Constant learning, intellectual challenge and ability to positively impact the world are key drivers as to why women love to work in tech

3

Poor leadership is the most common reason behind why women consider to leave the industry

4

43% are looking to change jobs, but to stay within tech

5

Younger women are overrepresented in being treated differently due to their gender

6

Women are compensated differently from men, and it remains that way until retirement

7

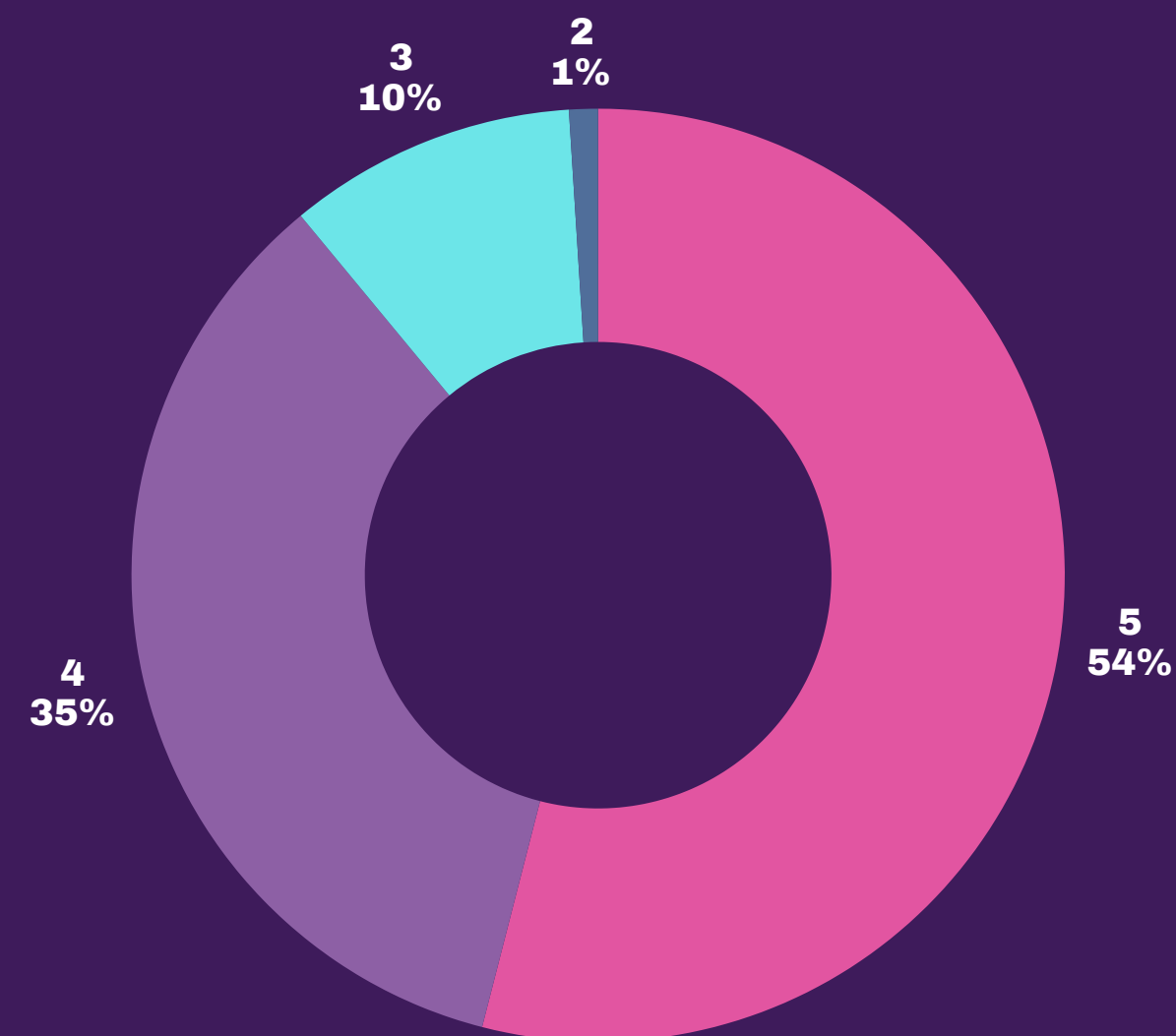
Women in tech believes that the responsibility of an equal and inclusive industry lies on the companies in it

Problem solving, continuous learning and the ability to positively impact the world are key drivers as to why women love to work in tech

Women in the tech industry place a high value on the problem-solving and innovative aspects of their work. They cherish the ongoing intellectual challenges, the commitment to continuous learning, and the growth mindset that characterizes this field.

Additionally, they appreciate the sense of community and collaboration that comes with being a woman in tech. The industry's focus on making a significant impact and the opportunity to lead change in the world are both essential and sources of pride for women in this sector.

Another crucial reason women thrive in tech is the seemingly limitless opportunities for growth, the emergence of new roles, and the chance to make a meaningful impact within the industry.



To what degree do you like working in tech?

“The ability to work using my **creativity** and problem solving”

“**Constant learning curve**”

“Being part of shaping the **future**”

What is it about tech that makes your heart sing?

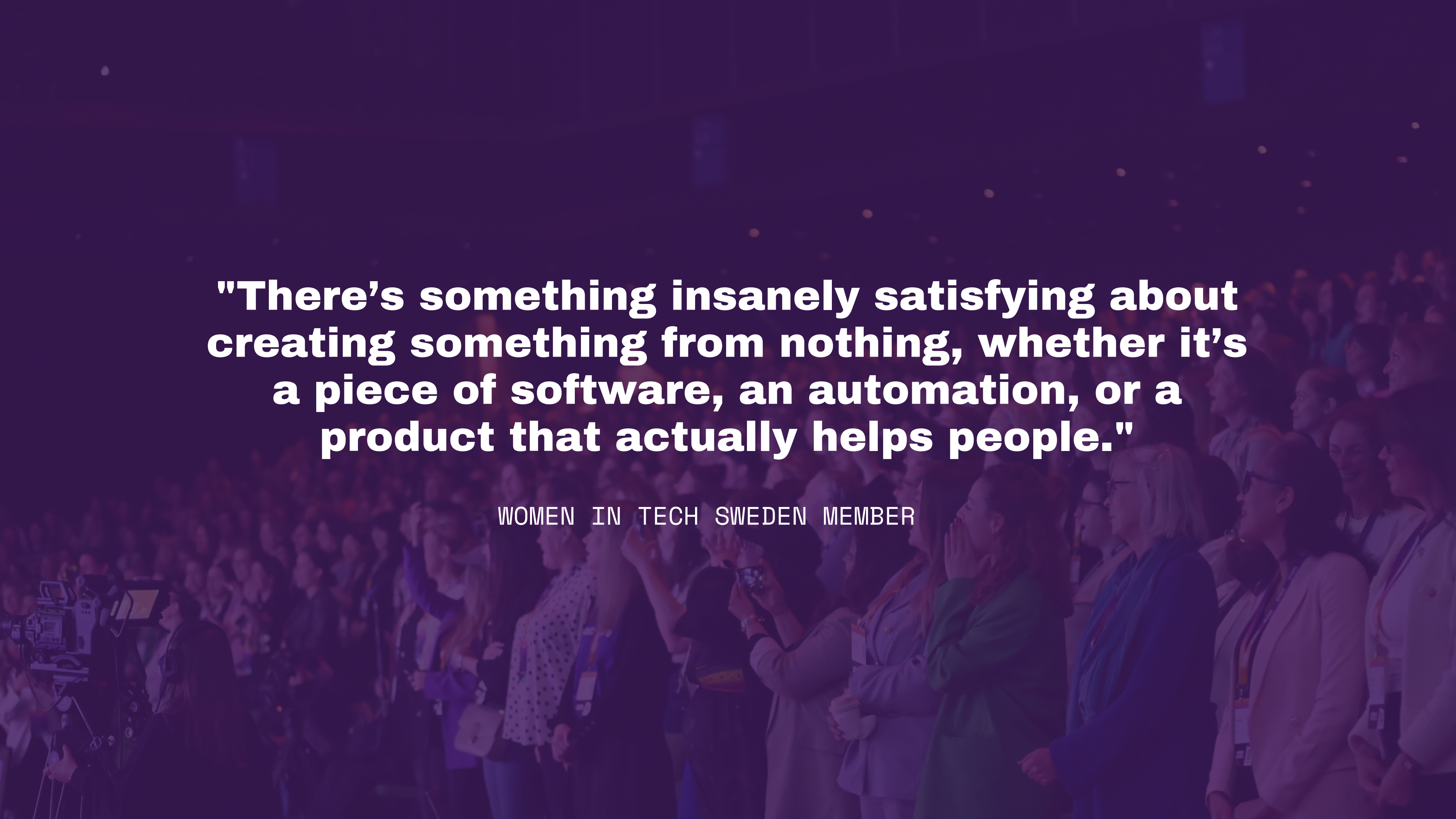
“Breaking the stereotypes!”

“Endless possibilities”

“**Challenging** and **constantly** changing”

“Combining technology and **creativity**”

“Being a developer, making ideas come to life!”

A large crowd of people, mostly women, are gathered at a conference. In the foreground on the left, a camera operator is visible, filming the event. The crowd is dense, and many people are looking towards the right side of the frame. The image has a purple tint.

"There's something insanely satisfying about creating something from nothing, whether it's a piece of software, an automation, or a product that actually helps people."

WOMEN IN TECH SWEDEN MEMBER

1

Women across all levels of seniority thrive in the tech industry.

2

Constant learning, intellectual challenge and ability to positively impact the world are key drivers as to why women love to work in tech

3

Poor leadership is the most common reason behind why women consider to leave the industry

4

43% are looking to change jobs, but to stay within tech

5

Younger women are overrepresented in being treated differently due to their gender

6

Women are compensated differently from men, and it remains that way until retirement

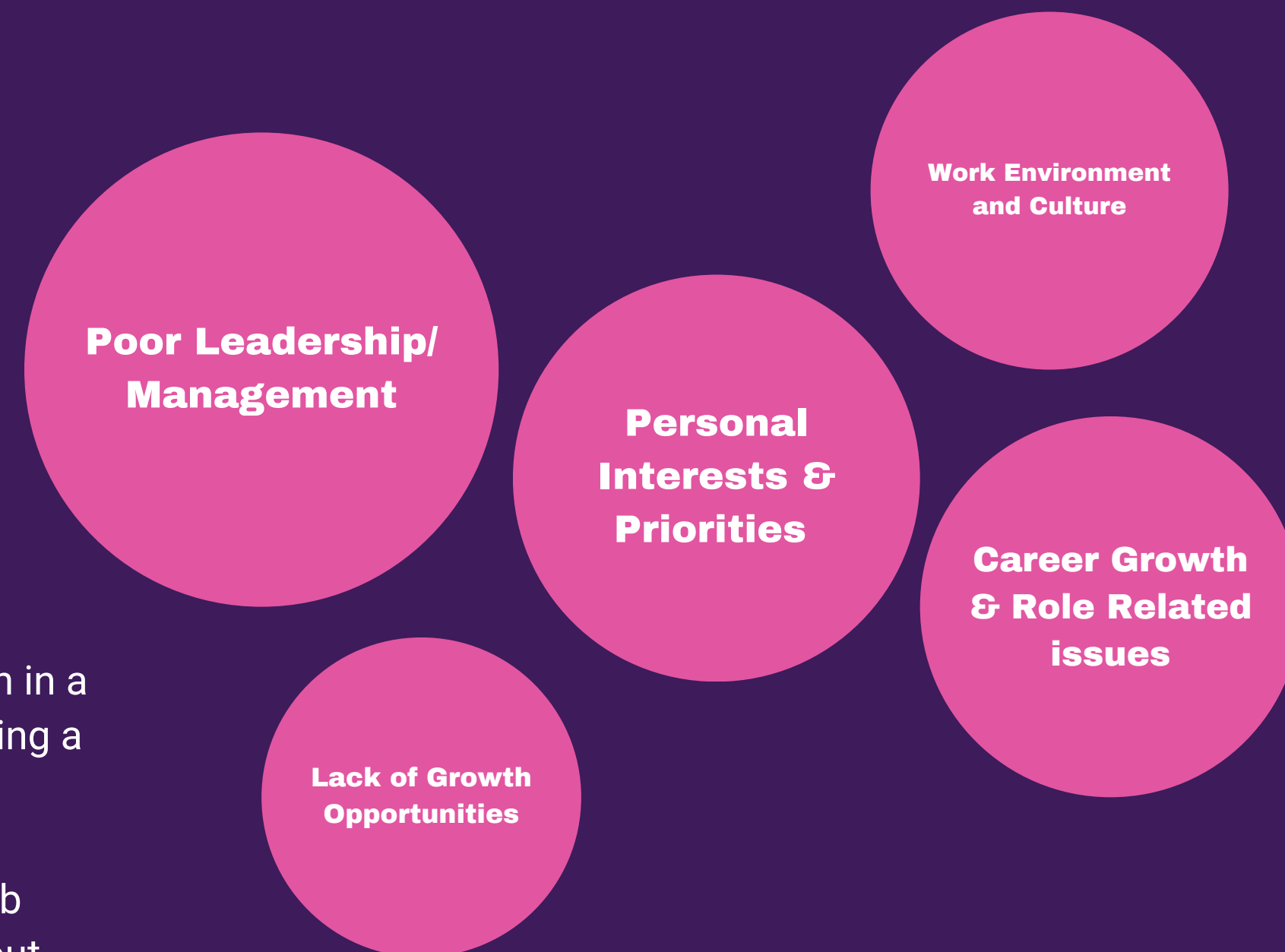
7

Women in tech believes that the responsibility of an equal and inclusive industry lies on the companies in it

Poor leadership is the most common reason behind why women consider to leave the industry

As we've started to understand how much women enjoy working in tech in a simpler way, we've also begun to look at how likely they are to leave, using a scale from 0 to 5.

It's good to see that most women, no matter their age, experience, or job level, aren't thinking about leaving. Yay! However, a few are thinking about changing careers. The main reasons are **poor leadership and management**, personal interests and priorities, and issues with career growth and job roles.



1

Women across all levels of seniority thrive in the tech industry.

2

Constant learning, intellectual challenge and ability to positively impact the world are key drivers as to why women love to work in tech

3

Poor leadership is the most common reason behind why women consider to leave the industry

4

43% are looking to change jobs, but to stay within tech

5

Younger women are overrepresented in being treated differently due to their gender

6

Women are compensated differently from men, and it remains that way until retirement

7

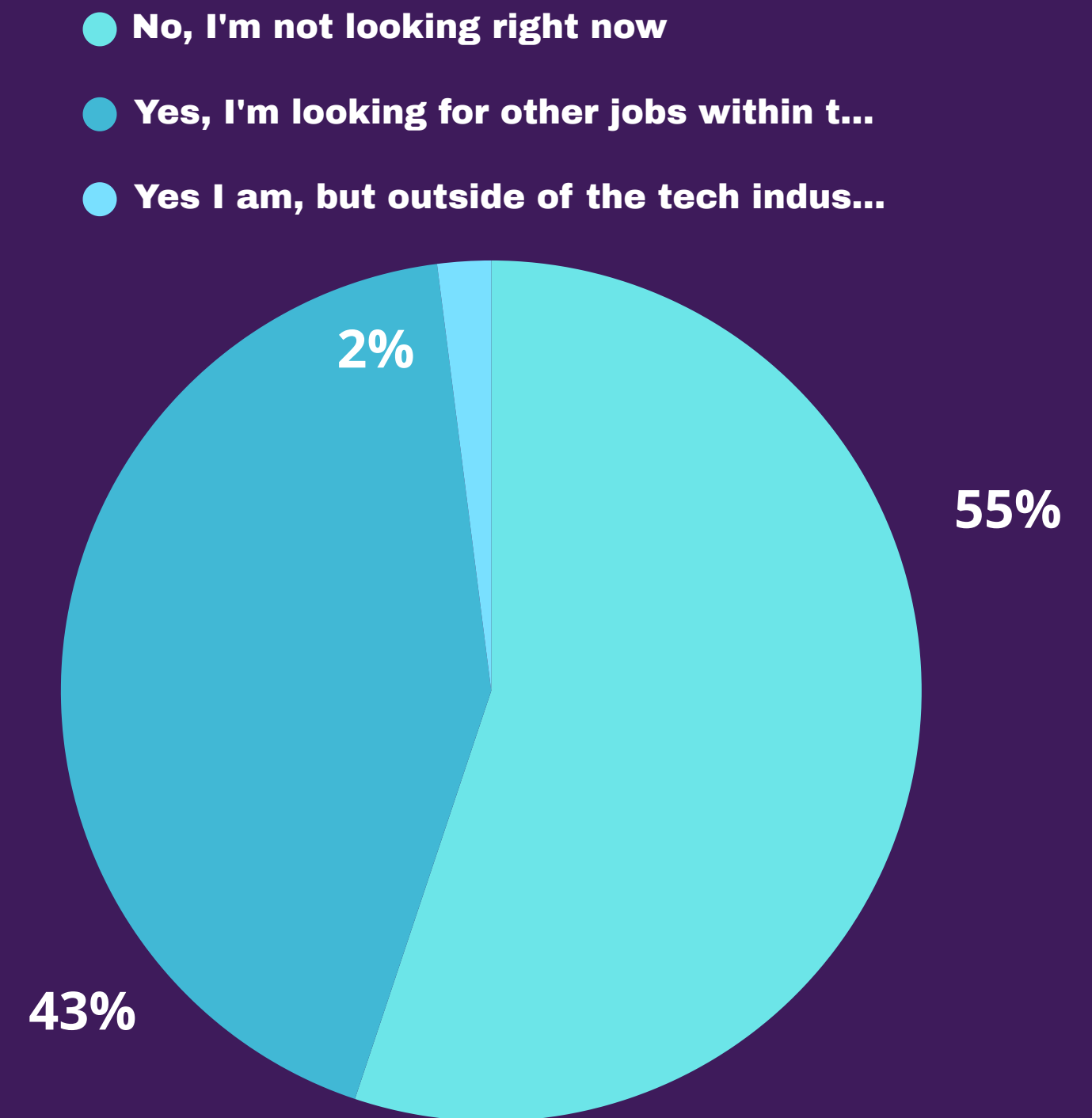
Women in tech believes that the responsibility of an equal and inclusive industry lies on the companies in it

43% are looking to change jobs, but to stay within tech

As mentioned, women in tech crave a good challenge. The primary motivation for those considering a job change is the pursuit of new challenges. However, most individuals seeking to switch jobs prefer to remain within the tech industry, often in similar roles. Approximately two-thirds do not anticipate that their desired job change will necessitate additional training or reskilling; they either possess the necessary knowledge or are willing to learn on the job.

The top three reasons why many choose to remain in their current positions include:

- Work-life balance
- Feeling recognized and appreciated
- Experiencing a positive work culture



1

Women across all levels of seniority thrive in the tech industry.

2

Constant learning, intellectual challenge and ability to positively impact the world are key drivers as to why women love to work in tech

3

Poor leadership is the most common reason behind why women consider to leave the industry

4

43% are looking to change jobs, but to stay within tech

5

Younger women are overrepresented in being treated differently due to their gender

6

Women are compensated differently from men, and it remains that way until retirement

7

Women in tech believes that the responsibility of an equal and inclusive industry lies on the companies in it

Younger women are overrepresented in being treated differently due to their gender

A significant 57% of respondents reported experiencing different treatment due to their gender, with 46% encountering this within the past year. For women, unequal treatment often arises from biases in decision-making, pay disparities, and pressure to perform invisible work, with these causes varying across age groups.

Among young women aged 20 to 25, 79% reported differential treatment in the past year. While such experiences tend to decrease with age, women continue to face distinct challenges. Those aged 20 to 30 particularly report higher levels of bias in decision-making and pressure to manage invisible work. Additionally, although sexual harassment is more common in this age group, its overall incidence remains low.



1

Women across all levels of seniority thrive in the tech industry.

2

Constant learning, intellectual challenge and ability to positively impact the world are key drivers as to why women love to work in tech

3

Poor leadership is the most common reason behind why women consider to leave the industry

4

43% are looking to change jobs, but to stay within tech

5

Younger women are overrepresented in being treated differently due to their gender

6

Women are compensated differently from men, and it remains that way until retirement

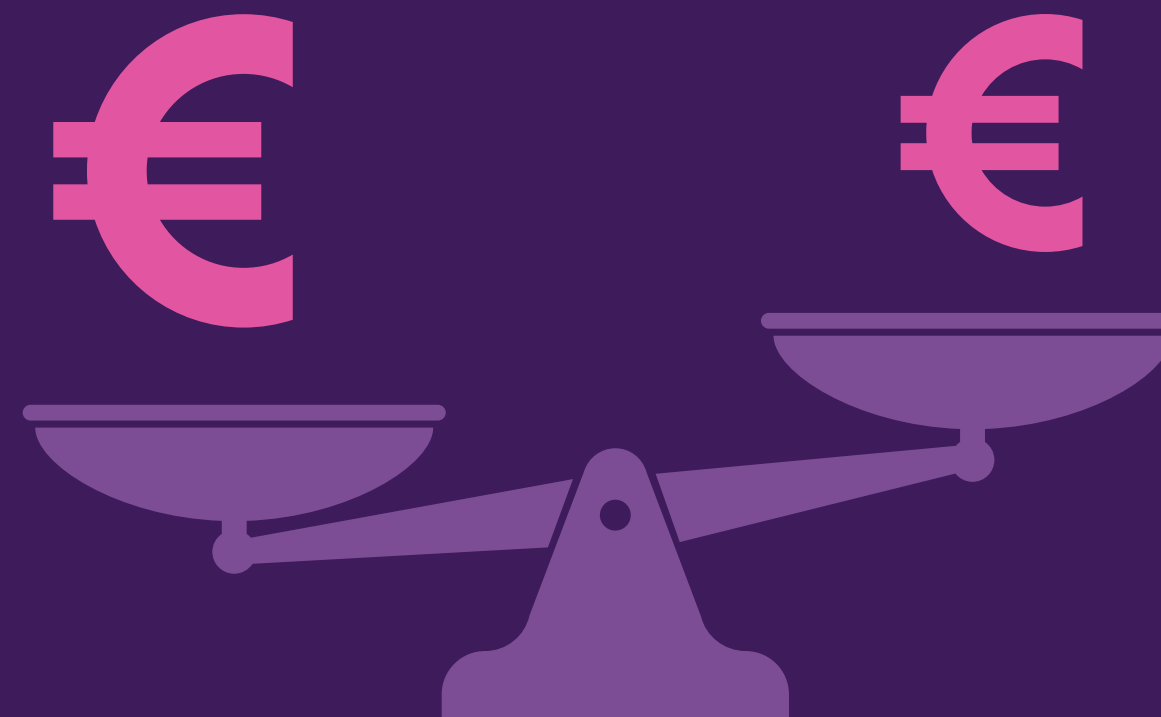
7

Women in tech believes that the responsibility of an equal and inclusive industry lies on the companies in it

Women are compensated differently from men, and it remains that way until retirement

One of the most significant reasons women feel they are treated differently is pay and compensation. This disparity is evident even in entry-level positions and becomes increasingly pronounced as women approach retirement. From the age of 40 onward, unequal pay and compensation stand out as the primary reason as to why women perceive differential treatment within the tech industry.

We're welcoming the the EU Pay Transparency Directive adopted in 2023, which aims to address gender-based pay disparities by increasing salary transparency and empowering workers to challenge unjust pay gaps. Once fully implemented by 2026, these measures are expected to enhance accountability among employers and help close the gender pay gap—particularly benefiting women in mid to late stages of their careers, where disparities are most pronounced.



1

Women across all levels of seniority thrive in the tech industry.

2

Constant learning, intellectual challenge and ability to positively impact the world are key drivers as to why women love to work in tech

3

Poor leadership is the most common reason behind why women consider to leave the industry

4

43% are looking to change jobs, but to stay within tech

5

Younger women are overrepresented in being treated differently due to their gender

6

Women are compensated differently from men, and it remains that way until retirement

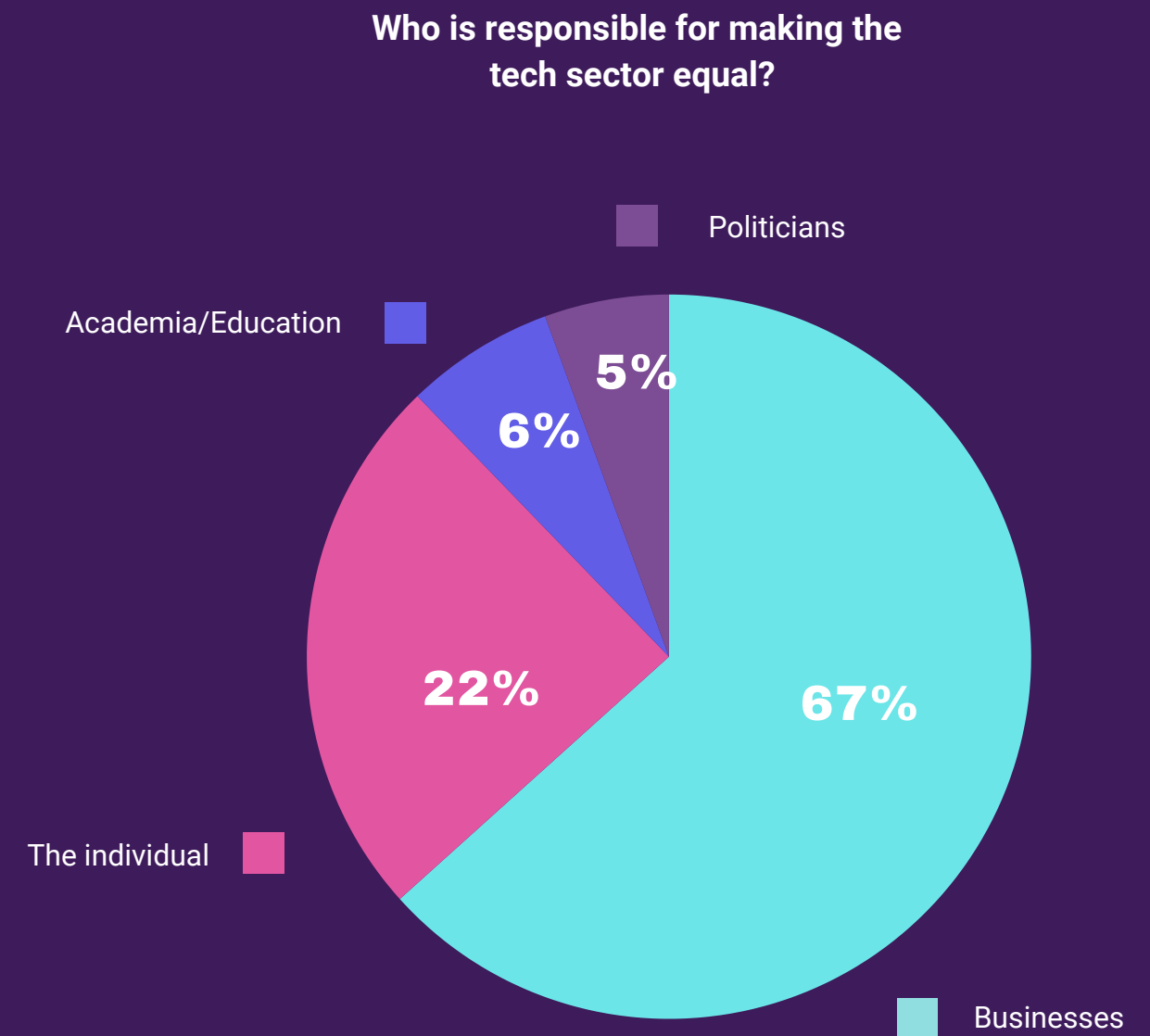
7

Women in tech believes that the responsibility of an equal and inclusive industry lies on the companies in it

Women in tech believes that the responsibility of an equal and inclusive industry lies on the companies in it

In the "State of Women in Tech 2024" report, we highlighted a concerning statistic: only 30% of women in the tech industry consider their employers' Diversity, Equity, and Inclusion (DEI) efforts to be adequate. While women do recognize that their employers are taking steps toward improving DEI, just a third feel these efforts are enough to bring about meaningful change.

This year's findings also revealed an important insight: women in tech largely believe that the onus for creating a more equal and inclusive industry falls squarely on the companies themselves. This perspective underscores the need for organizations to intensify their DEI initiatives and foster an environment where every individual feels valued and included. By doing so, the industry can move closer to achieving true equality and inclusivity.



A group of smiling women are gathered at a Women in Tech event. In the background, a red wall features the 'InfoSys' logo. One woman on the left wears a yellow t-shirt with 'WOMEN IN TECH' printed on it. The image is overlaid with a semi-transparent purple filter. Centered over the image is a quote in white, bold, sans-serif font, followed by the text 'WOMEN IN TECH SWEDEN MEMBER' in a smaller, white, all-caps font.

**“Contributing and shaping the world
with the tech we build...that's what
drives and motivates me the most”**

WOMEN IN TECH SWEDEN MEMBER

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

Ensure that a dedicated forum is established for young women in the workplace, allowing their voices to be heard - as we see how 79% have experienced special treatment the past year. It is unacceptable that they experience significantly more special treatment compared to other respondents. Listen to their concerns and take decisive action in the workplace.

Ensure you're not paying women less :)

CONTINUE

Continue to enhance your DEI efforts. This report highlights that most women in tech recognize their employers' work on DEI, but feel these efforts are insufficient. They also believe that businesses bear the primary responsibility for creating an equitable industry. Embrace that duty.

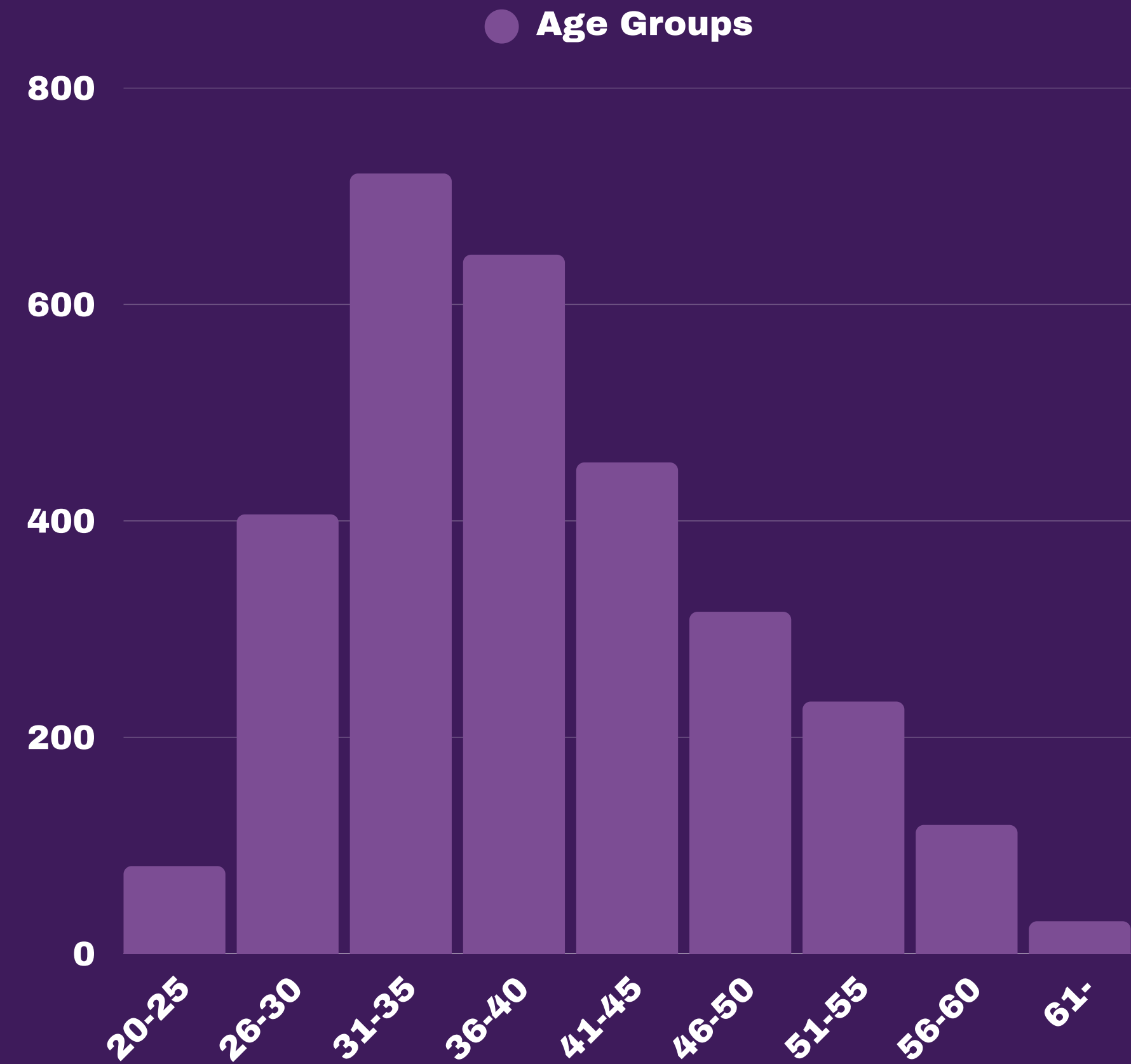
Keep challenging your employees. The primary reason women excel in the tech industry is due to the ongoing intellectual challenges and continuous learning opportunities.

METHODOLOGY

METHODOLOGY

We sent out an email asking our 28,000 members to answer our survey “What’s the state of Women in Tech 2025?”. We got 3006 answers. An 88% increase in number of respondents. Together with Exsitec we’ve crunched the data, analyzed the responses and put together this report on what our members think of the state of the tech industry 2025.

Almost all respondents identify as women, 98.4%. Approximately 85.8% work in tech, 8.1% are students, 1.2% has left the industry, and 4.9% don’t work in tech nor are they tech students.



ABOUT WOMEN IN TECH SWEDEN

Women in Tech Sweden 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 Sweden 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) with 30 000 members. 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.

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 Sweden in general.



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



Sofia Andersson
Board Member & Author
sofia.andersson@womenintech.se

IN COLLABORATION WITH





WOMEN IN TECH

WWW.WOMENINTECH.SE