

State of Women in Tech 2026

Women in Tech Sweden Association · Annual Report 2026

Introduction

The tech industry is one of the fastest-growing sectors in Sweden, and for many it is a place where they find meaning and joy in their work. Being able to use one's full intellectual capacity to solve important problems and contribute to a better society is highly motivating.

Yet the share of women in the industry has remained around 30 percent for more than a decade, changing by barely half a percentage point per year.

According to TechSverige's latest survey (2024) of the roughly 70 member companies, the share of women stood at **32 percent**, compared with 30 percent six years earlier. Globally the picture is even more uneven: according to the World Economic Forum, women make up 29.2 percent of the global tech sector — and just 22 percent within AI specifically.

Among tech companies, the share of women is higher among managers than among staff overall: 39 percent of managers in the tech industry are women, while 32 percent of employees are women.

The industry is growing, but not evenly, and a new layer of complexity is now being added: the AI transformation is accelerating at a pace that is reshaping what competence means and what work is worth — in ways that are anything but gender-neutral. AI competence carries a clear pay premium, and the group furthest ahead in acquiring AI skills is men.

It is against this backdrop that we present this year's report. It tells us something important: engagement is high, drive motivation exists, but structures are holding women back. And it's happening faster than it did a year ago.

This year's survey, in numbers

2,807 members responded

98.8% identify as women

8 in 10 of them currently work in tech

88% give the two highest ratings for job satisfaction

About the Report and Women in Tech Sweden

Women in Tech Sweden Association is a non-profit association with 35,000 people in our community. The initiative started in 2014 when tech and media companies joined forces to bring more women into the tech industry, and to retain those already there. The same mission holds today. By providing inspiration, showcasing role models, and creating networking platforms, Women in Tech Sweden Association drives the work forward in a constantly growing industry. Our flagship is the annual conference, which brings together more than 3,000 women in person and just as many online. Throughout the year we run meetups with our partners, our own career and entrepreneurship days, a popular podcast, and give voice to our community through articles, opinion pieces, and other public platforms.

Through the annual member survey we take the pulse of the Swedish tech industry by collecting, analyzing, and amplifying our members' voices — so that their experiences are heard and lead to action.

This year's survey was answered by 2,807 members. Nearly all (98.8%) identify as women. More than eight in ten currently work in tech, while the rest are students, entering the industry, or have left it.

As in previous years, we measure several questions on a scale from 0 to 5 to capture nuances beyond a simple yes or no. Where there are clear differences compared with last year, we highlight them.

Elin Eriksson and Åsa Johansen

Founders of Women in Tech Sweden Association

Stockholm, June 2026

What This Year's Survey Shows

1. Almost 9 in 10 enjoy working in tech

88% of members give the two highest ratings for how much they enjoy working in the industry. Enjoyment is high across all ages and experience levels.

2. Few are considering leaving — leadership is the key

The vast majority are not considering leaving the tech industry. At the same time, just over 1 in 6 report a high propensity to leave, an increase since last year. When women consider leaving tech, poor leadership is the most common reason — ahead of career issues and personal reasons.

3. Almost half are job hunting — and over 9 in 10 want to stay in tech

More than 9 in 10 of those looking for a new job want to remain in the industry. What makes women stay is work-life balance, feeling valued, and a positive work culture.

4. 6 in 10 have experienced unequal treatment because of their gender

The share has increased by almost three percentage points since last year. The youngest are hit hardest: almost 8 in 10 women under 26 have experienced unequal treatment based on their gender in the past year. The most common issues are skewed decisions and opportunities, and unequal pay.

5. Who's responsible? Employers. But policymakers too.

A clear majority believe employers themselves bear the main responsibility for making the tech industry gender-equal, while slightly more than before also place responsibility on policymakers.

6. Students are choosing data and AI

Interest in data-driven skills is growing among students. Data Science and Artificial Intelligence are among the fields attracting the most interest.

7. Higher Vocational Education is retreating — in the wrong direction, at the wrong time

Higher Vocational Education (Yrkeshögskolan, YH) is the most important entry point into tech for those without four to five years for a university degree. This pathway is now shrinking within data and IT — at a time when the need for reskilling has never been more urgent.

1. Almost 9 in 10 Women Enjoy Working in Tech

The tech industry is for many a place where they find meaning and joy in their work. Being able to use one's full intellectual capacity to solve important problems and contribute to a better society is highly motivating.

Asked how much they enjoy working in tech, just over half (51.8%) give the highest rating, and a further third (36.1%) give the second-highest. Altogether, almost nine in ten give a positive rating.

Enthusiasm is found across all ages and experience levels, but is strongest among women with more than 21 years in the industry. What is most valued is intellectual challenge, working with new technology and innovation, the opportunity to make a real difference, and constant learning. Many also highlight the community and camaraderie that comes with being a woman in tech.

Overall satisfaction remains high, but the share giving the very highest rating has decreased by a couple of percentage points since last year — from 53.8 to 51.8 percent.

Job satisfaction in tech, 2025 vs. 2026

- **51.8% give the highest rating (5/5)** — down from 53.8% in 2025
- **36.1% give the second-highest rating (4/5)** — up from 35.5% in 2025
- **88% give an overall positive rating**

How much do you enjoy working in tech?	2025	2026
Highest rating (5 of 5)	53.8%	51.8%
High rating (4 of 5)	35.5%	36.1%
Neutral (3 of 5)	9.7%	10.5%
Low rating (1–2 of 5)	1.0%	1.5%

It's worth putting this in context: The PwC' AI Jobs Barometer 2026 shows that skill requirements in AI-exposed occupations are changing 66 percent faster than in other occupations — 2.5 times faster than the year before.

That satisfaction nonetheless remains high amid such disruption is a sign of strength. But it's not enough to note that those already in the industry are satisfied, the question is also why so many never enter it, and why so many leave too soon.

2. Few Are on Their Way Out — Leadership Is the Key

It is encouraging that most women, regardless of age, experience, or position, are *not* considering leaving the industry.

When we ask the women in our community whether they have considered leaving the industry, just under 17 percent say yes. That figure is lower than when we began our surveys — but the group considering leaving has grown compared with 2025: from 14 percent to today's just under 17 percent. The increase is most pronounced among women aged 26 to 40 — in the middle of their careers, with enough experience to recognize structural barriers.

Inadequate leadership is by far the most common reason for wanting to leave, followed by questions about career development and role. **That career and development issues weigh so heavily shows that it is often the opportunity to grow — not the industry itself — that determines whether women stay.** Career development has also risen compared with last year and is now the second most common reason. Sexual harassment is the lowest-ranked reason, but still occurs.

Reasons for considering leaving the industry (mean score, 0–5)	Score
Inadequate/weak leadership	3.49
Career development	3.29
Personal reasons	3.20
Lack of development	3.20
Work environment and culture	3.18
Poor communication	2.92
Inadequate pay	2.64
Sexual harassment	1.64

Reasons for considering leaving the industry, mean score on a 0–5 scale, 2026.

Progress — and a Broken Trend

That just under 17 percent are considering leaving the industry should be seen in light of where things stood when Women in Tech Sweden began measuring in 2017–2018: at that time the figure was 40 percent, in line with what global surveys from McKinsey showed at the same time. It is significant progress that we are seeing 17 percent today, and it is not a random one.

Several factors have likely worked together to drive this improvement. The pandemic pushed through flexible and hybrid working arrangements at a pace that would otherwise have taken a decade. Almost one in four women in tech previously cited poor work-life balance as a reason to leave — and remote work addressed that barrier more effectively than years of DEI programs. At the same time, networks, mentorship, and visible role models have grown stronger. Research shows that women with mentors are 38 percent more likely to stay in tech for more than five years, and that companies with formal employee networks for women see 22 percent lower attrition among their female tech employees. That is exactly what Women in Tech Sweden is built to enable.

That the share considering leaving has risen this past year breaks a positive trend and deserves attention — but should not overshadow how far the industry has actually come. What is concerning is not the level itself, but the direction, and the structural reasons that may lie behind it. McKinsey's report from March 2026 shows that the share of women in core tech roles in Europe fell by three percentage points during 2025, and points to workplace culture as the single strongest factor in whether women stay or leave. At the same time,

reports from the US show that one in six companies has cut back on Diversity, Equity & Inclusion (DEI) resources, and that access to flexible and remote work — which research shows is particularly important for women's success — is declining.

In other words, the factors that contributed to the improvement are, put simply, being dismantled. Even if we are not seeing quite the same dramatic rollback of DEI efforts in Swedish business, it does occur. It is worth keeping in mind as we read this year's figures.

The Silent Role of the AI Transformation

The growing group considering leaving the industry needs to be understood against the backdrop of what is happening in the wider world right now. The ILO's report “Generative AI and Jobs” from May 2025 shows that 29 percent of female-dominated occupations are considered exposed to AI automation, compared with 16 percent of male-dominated occupations. We unfortunately have no reason to believe the pace has slowed by spring 2026.

Weak leadership in the midst of an AI-driven transformation is not neutral. Those who are not equipped, who are not included in the decisions shaping the future of work, experience this as a form of stagnation. This may be part of the explanation for why career development weighs more heavily in this year's State of Women in Tech than in the previous report.

That anxiety about AI is not gender-neutral is also reflected in public opinion more broadly. Think tank Futurion's report shows that Swedish women are consistently more pessimistic than men about AI's impact — with one clear exception: unemployment, where the gender gap disappears and anxiety runs deep for both genders.

Most common reasons for considering leaving

- Inadequate/weak leadership (by far the most common)
- Career and development issues (increasing year over year)
- Job content and role design
- Personal reasons
- Sexual harassment (lowest-ranked, but still occurs)

3. Almost Half Are Job Hunting — Over 9 in 10 Want to Stay in Tech

Almost half of respondents are looking for a new job. The large majority of them, however, want to remain within the tech industry, often in a similar role — fewer than four in a hundred are looking to leave tech altogether.

Are you looking for a new job? 2025 vs. 2026

- **50.7%** are not currently job hunting (down from 54.8% in 2025)
- **45.6%** are looking for a new job within the tech industry (up from 42.6%)
- **3.7%** are looking for a job outside the tech industry (up from 2.6%)

Mobility has increased somewhat since last year: the share not looking for a new job among all respondents has fallen by just over four percentage points, while more are looking around for new roles within the industry.

The main driver for those who want to switch is seeking new challenges.

The three most common reasons to stay, instead, are not pay but...

- Work-life balance
- Feeling seen and appreciated
- A positive work culture

This is an important message for employers who believe that pay raises alone solve retention problems.

A Note on the Pace of Changing Skill Requirements

About two in three do not expect a job change to require any reskilling — they already have the necessary skills or are prepared to learn them along the way.

That confidence is fundamentally reasonable — but deserves some nuance. PwC's 2026 Global AI Jobs Barometer shows that skill requirements in AI-exposed jobs are changing 2.5 times faster than just a year ago. Someone who considers themselves well-prepared today may have a 12–18 month gap that isn't yet visible. That's not a reason for concern — it's a reason for active upskilling.

4. 6 in 10 Have Experienced Differential Treatment Based on Their Gender

Six in ten members have at some point been treated differently because of their gender, and almost half have experienced this in the past year.

The share who have ever experienced unequal treatment has increased by almost three percentage points since last year. The unequal treatment most often concerns skewed decisions and opportunities, pay and compensation, and expectations to perform invisible work.

Forms of unequal treatment based on gender (2026)	Share
Skewed decisions and opportunities	47.6%
Pay and compensation	45.3%
Being expected to do invisible work	41.0%
Lower expectations of performance and knowledge	34.2%
Lack of career development opportunities	29.6%
Promotion opportunities	29.2%
Higher expectations of performance and knowledge	24.0%
Access to mentorship	7.6%

Forms of unequal treatment, among those who reported being treated unequally because of their gender. 2026.

The perceived unequal treatment is clearly greatest among the youngest and decreases with age. That almost eight in ten of the youngest women have experienced unequal treatment in the past year is serious and entirely unacceptable — and it also undermines the industry's ambition to attract and retain the next generation.

Age group	Share reporting unequal treatment in the past year (2026)
20–25	79%
26–30	65%
31–35	57%
36–40	53%
41–45	47%
46–50	43%
51–55	42%
56–60	38%
61+	27%

The Pay Gap — and Why It Risks Growing

Pay and compensation are a recurring form of unequal treatment that becomes more pronounced further into one's career. This is in line with TechSverige's measurements, which report a roughly 5 percent gap in comparable roles, but show that the pay gap is reinforced by occupational structures where women are more often found in lower-paid positions.

Depending on how it is measured, the pay gap in Swedish tech varies from around 5 percent to significantly higher levels. A recent study by Naturvetarna shows that the pay gap among its members in the IT sector is 18 percent, the highest recorded since 2014.

The picture worsens when the AI dimension is added. PwC's AI Jobs Barometer 2026 shows that employees with AI skills are offered an average pay premium of 62 percent, an increase of 6 percentage points compared with the previous year. And Svenskarna och internet 2025 documents that men are now pulling further ahead in AI use, by 5 percentage points. If this trend continues, an existing pay gap risks becoming structurally wider — not out of ill will, but because of unevenly distributed opportunities to acquire the skills the market rewards most.

This is what we call the double paradox: women are acquiring AI skills at a slower pace, while at the same time being more exposed to having their jobs affected by AI. It is already visible in the statistics.

The Double Paradox

- **AI Skills Acquired Slowly**

Women are right now acquiring AI skills at a slower pace (Harvard/Berkeley meta-analysis, 143,000 participants). As a result, men are the ones capturing the 56% AI skills pay premium.

- **Higher Exposure**

29% of female-dominated occupations are exposed to AI automation, compared with 16% of male-dominated occupations (ILO 2025).

Fewer of the new jobs, and greater exposure in the existing ones. The pattern is already visible in the statistics and will intensify with every year that passes without action.

The EU Pay Transparency Directive — A Coming Tool to Use Now

The EU Pay Transparency Directive, which was supposed to be implemented in Sweden during 2026, aims to give employees the right to access pay data by category and gender. It is one of the most powerful tools yet for holding employers accountable.

Sweden, however, has chosen not to implement the directive according to the original timeline. In March 2026, the government announced that it does not intend to submit a bill to the Riksdag (the Swedish Parliament), citing that the directive in its current form is administratively burdensome. The European Commission has declined to renegotiate, and the directive formally takes effect from 7 June 2026 — yet Sweden remains without national legislation. The tool that should be in place to hold employers accountable is thus not ready as we finalize this report in mid-June 2026.

The Pay Transparency Directive is one of the topics we discussed at the State of Women in Tech 2026 seminar in Almedalen on 25 June, 2026, where Minister for Gender Equality Nina Larsson took part and shared her view of the road ahead, including why the government decided to pause the bill.

Whether or not the directive is law yet, many companies are well aware of and prepared for its implementation, and we encourage our members to actively ask for the information — and we urge employers not to wait to be asked.

A survey by the trade publication Arbetsvärlden (Arbetsvärlden/Novus, February 2026) shows that 47 percent of Swedish employees want — or are holding off starting work while waiting for — more government

regulation of AI to protect personal privacy. The public expects societal institutions to take their share of responsibility for the transformation under way.

So What Do The Tech Women Say?

Those who respond are clear, and we'll repeat it: **almost nine in ten women enjoy working in tech, want to stay, and see the opportunities that come with technological development.** Expectations of employers are high, and one in five also see their own individual responsibility — that people have agency, that the ability to influence exists even in an industry where you are in the minority.

5. Who's Responsible? Employers. But Policymakers, Too.

Members are clear about where responsibility for a gender-equal tech industry lies: two in three point to employers themselves. Only one in five places responsibility on the individual.

Who is responsible for a gender-equal tech industry?	2025	2026
Employers	67.3%	66.3%
Individual	22.1%	20.6%
Policymakers	5.1%	7.0%
Academia	5.5%	6.1%

Who is seen as responsible for creating a gender-equal tech industry? Comparison 2025 and 2026.

At the same time as responsibility is placed on employers, members feel that employers' work on diversity, equality and inclusion is not enough. They see that efforts are being made, but feel these are insufficient to achieve real change.

This is a mandate that employers should take seriously, and one that we at Women in Tech Sweden bring into the conversations with our 50 corporate partners. Many of these companies are genuine role models for the rest of the industry, with diversity, inclusion and gender equality as a prioritized and self-evident part of their strategy for both innovation and talent pipeline.

A shift in who members believe bears responsibility for a gender-equal industry is worth noting: the share pointing to policymakers has grown from 5.1 to 7.0 percent, an increase of roughly a third in relative terms.

Since regulation of tech, and of AI in particular, is increasingly called for in society, it's likely that more members are looking to politics with this in mind. At the same time, many members are not passive about the industry's own possible self-regulation, something also reflected in students' growing desire to study data and AI.

The share pointing to academia's responsibility has also grown. Companies still dominate, but the shift suggests a growing expectation that the public sector and education system step up as well.

This expectation is mirrored in broader opinion surveys. Think tank Futurion's report shows that 51 percent of Swedes consider the regulation of AI insufficient, versus only 10 percent who think it is adequate — a view that holds consistently across all age groups. Swedes primarily call for accountability and preventive measures: half want to be able to hold AI companies liable for damages caused by their models, and 47 percent want a statutory emergency-stop function. Younger people prefer transition insurance; older people prefer regulation.

A survey by the trade publication Arbetsvärlden (Arbetsvärlden/Novus, February 2026) shows that 47 percent of Swedish employees want more government regulation of AI to protect personal privacy — or are holding off starting work while waiting for it. The public expects societal institutions to take their share of responsibility for the ongoing transformation.

6. Students Are Choosing Data and AI

Among student members, the focus is shifting toward more academic education. Students are increasingly pursuing bachelor's and master's level studies, while higher vocational education and bootcamps are declining, and, above all, shifting toward data-driven fields.

Data Science has grown by just over five percentage points, and AI has almost doubled since last year, while UX Design and app and web development have lost roughly as much.

The same pattern appears in what students dream of working with: software development remains the most popular but is declining, while data and analytics, along with cybersecurity, are attracting more and more interest. This points to where tomorrow's skills are emerging, and where the industry can meet the next generation.

What student members are studying	2025	2026
Programming	22%	21%
Data Science	8%	14%
Computer Science	13%	13%
App & Web Development	18%	12%
UX Design	17%	10%
AI	5%	10%
Data Engineering	4%	7%
Cybersecurity	4%	7%
Business Informatics	3%	4%
Cloud Computing	2%	2%
Electrical Engineering	2%	2%
Game Development	2%	0%

What student members are studying, share of all student members. Comparison 2025 and 2026.

The Next Generation Is Reading the Market Correctly

The choice of data and AI is not just a personal career move. It is a rational response to the risk structures that the ILO's 2025 report describes: administrative and office-based occupations are among the most AI-exposed, and are dominated by women. The next generation knows what's at stake.

But education alone is not enough. These students are entering a labor market where they are competing with men who already have a real head start in AI use. A meta-analysis from Harvard and Berkeley (143,000 participants) confirms a 25 percentage point gap in generative AI usage between the genders. And Young Women and Tech 2025 shows a positive turning point — 41 percent of young women are now drawn to IT and tech, an increase of seven percentage points — but the share who actually work in the field today remains just six percent, unchanged since 2015.

Students' concerns are confirmed by broader surveys. Futurion's report shows that six in ten Swedish students feel frightened about what the future of work will look like, and that only 29 percent believe their education has prepared them for AI's role in their future career. In addition, 44 percent of students worry that their studies will be outdated by the time they graduate.

The choice of data and AI is, in other words, a rational response to a labor market they already see changing — but at a time when those who have learned AI skills fastest are self-taught, education systems are struggling to keep pace.

What will determine whether the next generation stays is whether the industry meets them with structural change. Otherwise we will repeat the pattern we've seen over the past ten years: interest grows, but the share of women stays the same.

7. Higher Vocational Education Is Retreating — In the Wrong Direction, at the Wrong Time

Higher Vocational Education (Yrkeshögskolan) is the most important gateway into tech for those who don't have four to five years to spare for a university degree.

It is the path for those who want to change direction mid-career, for those who — for financial or geographic reasons — cannot study full-time on campus, and for those who need short, work-relevant training. In other words: the channel that actually enables reskilling at scale. That channel is now shrinking within data and IT, at a time when the need for reskilling has never been more urgent.

What's Happened, in Numbers

In the 2024 application round, the Swedish Agency for Higher Vocational Education (Myndigheten för Yrkeshögskolan, MYH) approved only 42 of 289 applications within data/IT, a 10 percent reduction. In the next round it got worse: only 31 of 220 applications were approved. Statistics Sweden's (SCB) figures for 2025 confirm the outcome: the number of admitted students in Data/IT fell from 6,700 to 5,700 during 2025, a 15 percent decrease, the largest of all fields within Yrkeshögskolan.

MYH's Argument — and Why It's Short-Sighted

MYH's rationale is that the share of graduates who get a job has declined: from 92 percent in 2022 to 74 percent today, according to Computer Sweden. That is a reasonable steering tool in a system meant to match supply with actual demand. But it risks leading to the wrong decision for the wrong reasons.

Nackademin sums up the problem well: we are trying to size tomorrow's needs for skills based on a current situation that is temporary and uncertain. The economic downturn has temporarily dampened hiring, and the AI transition is creating uncertainty about exactly which roles will be in demand. But that is not the same as the need for technical skills decreasing, quite the opposite. TechSverige points out that YH decisions affect the flow of graduates two to three years ahead. The places being cut now are the skills Sweden will be short of in 2027–2028.

This Is a Gender Equality Problem, Not Just a Talent Pipeline Problem

The group with the greatest need for reskilling pathways via YH is *not*, first and foremost, young people entering the workforce for the first time. It is working adults who need to change direction, and among them are to a large extent women in administrative and office-based roles.

These are exactly the occupations the ILO's report identifies as most AI-exposed: secretaries, receptionists, accounting assistants, payroll administrators. Their jobs are being changed by AI faster than most others. For many of them, the natural reskilling path is a YH program in data, IT, or AI, close enough to combine with work and family, and practical enough to lead directly to a job. Cutting back on this path now is closing the door on exactly the group that needs it most urgently.

YH and data/IT — three years of cutbacks

- **289 → 42** applications approved within data/IT, 2024 round (–10% places)
- **220 → 31** applications approved, 2025 round (continued decline)
- **6,700 → 5,700** admitted in Data/IT during 2025 (–15%, the largest decrease of all YH fields)
- **92% → 74%** share employed within one year of graduation, 2022 vs. today

Source: MYH, SCB, TechSverige, Computer Sweden

Conclusion

This year's report paints a picture of an industry with high job satisfaction, strong drive, and the right ambitions — but with structures that are holding it back. Not enough has happened since the last report. The share of women in tech is changing at a pace that would take decades to reach parity.

What is new this year is the accelerating pace of technological change. The AI shift is not rolling out evenly. It is gendered, structural, and economic and it will reinforce existing inequalities if we don't actively counteract it. It is not predetermined. It is a political and corporate-strategic choice.

Women in Tech Sweden exist to make that choice visible, and to ensure it leads to action.

Six Things The Industry and Policymakers Can Do Now

Measure What You Promise

Internal AI training initiatives are not reaching women to the same extent as men. This is not a communication problem, it's a prioritization problem. Inclusion needs to be built into core operations, with trackable goals — not treated as a side note in diversity work.

Publish Pay Data — Now, Not Later

Sweden has chosen not to implement the EU Pay Transparency Directive on time, but it applies as EU law regardless from 7 June 2026. Employers who proactively publish pay data by gender and category send a clear signal: we have nothing to hide. Don't wait to be asked.

Set Measurable Targets for the STEM Strategy

The STEM strategy exists and the intentions are good. But statements of intent don't change statistics. We urge the government to supplement the strategy with concrete targets: how many more young women should choose technical education by 2030, and what happens if the targets aren't met.

Equip Your Employees — Or Lose Them

Inadequate/weak leadership is the most common reason for wanting to leave the industry. In a year when the AI transition is accelerating and skill requirements are changing faster than ever, a manager who doesn't actively equip their team is not neutral. Treat it like the business problem that it actually is, or soon will be.

Keep the Reskilling Door Open

The cutbacks in higher vocational training (Yrkeshögskola) spots within data and IT over the past two years hit hardest for the groups that most need to reskill: working adults and, often, women in administrative roles. Employers should offer workplace-based learning placements (LIA) and partner with YH providers to build training adapted for those who cannot take one to three years off to retrain.

Integrate the Gender Perspective into the AI Strategy

Sweden's AI strategy, presented in February 2026, does not mention gender. This is a blind spot that needs to be addressed in the next update of the strategy, in the work of the STEM Delegation, and in the directives given to the Swedish Gender Equality Agency. The goal of Sweden being among the top ten AI nations in the world is ambitious and right. We won't get there if half the population is falling behind.

About the Survey

State of Women in Tech Sweden is based on Women in Tech Sweden Association's annual community member survey. This year's survey was answered by 2,807 people in February 2026. Nearly all (98.8%) identify as women. Several questions are answered on a scale from 0 to 5 to capture nuance, and some questions are directed only at parts of the respondents, for example students or those entering the industry. The survey is answered voluntarily by the association's community members and reflects their experiences and perceptions.

What Women in Tech Sweden Does

We work at the intersection of industry, politics, and the education system, directly with employers via partners and events, and through advocacy toward policymakers, most recently through the joint statement we signed together with 20 organizations providing input on the Swedish government's proposed curriculum changes, which we assessed risks weakening digital literacy and harming girls' entry into tech and AI.

Sources and Further Reading

- TechSverige – Statistics: The Share of Women in the Tech Industry
- PwC 2025 Global AI Jobs Barometer (global report, PDF)
- PwC 2026 Global AI Jobs Barometer – UAE Country Analysis (with global headlines)
- PwC AI Jobs Barometer 2026: Two Future Scenarios for Jobs in the AI Era
- ILO – Generative AI and Jobs: A Global Analysis (2025)
- Internetstiftelsen – Swedes and the Internet 2025
- Insight Intelligence / Voister – Young Women and Tech 2025
- World Economic Forum – Global Gender Gap Report
- PwC Belgium – Bridging the AI Gap (gender perspective on AI adoption)
- TechSverige – Data/IT Deprioritized in Vocational Education (Jan 2025)
- TechSverige – IT Education in YH: Hitting the Brakes but in the Wrong Direction (Jan 2026)
- SCB – Applicants and Students in YH 2025
- Futurion – AI Is Expected to Worsen Almost Everything (2026)
- Myndigheten för yrkeshögskolan (Swedish Agency for Higher Vocational Education) – YH Adjusts Its Offering
- Nackademin – We're Cutting Back on IT Education Amid a Technological Transition (May 2026)

Thanks To

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Read more about Women in Tech Sweden at www.womenintech.se

Translation Decisions Needed — Summary

Every highlighted term in this document has a Word comment attached (open the Review pane in Microsoft Word to see them inline, anchored to the exact phrase). This table is a quick-reference list of the same 21 items for scanning or discussing without opening each comment individually. Where I made a judgment call, my chosen English rendering is what appears in the body text above.

#	Swedish term / location	Decision needed
1	trivsel / trivs	Report's central recurring word (job satisfaction / enjoyment / well-being) — recommend picking one English term for consistency.
2	drivet	"drive" vs. "motivation" vs. "momentum" (Introduction).
3	särbehandling / särbehandlade	Deliberately softer than "discrimination" in Swedish — decide how strongly to render it in English (Ch.4 title).
4	jämställd vs. jämlik	Two Swedish words used somewhat interchangeably for "gender-equal" — confirm no distinction is intended.
5	kartläggning	"survey" vs. "study" vs. "mapping" (Introduction, TechSverige).
6	lönepremie	"pay premium" vs. "wage premium" — recurs several times, pick one.
7	kompetensförsörjning	"talent supply" vs. "skills pipeline" vs. "workforce pipeline" (Ch.5).
8	Bristande ledarskap vs. Svagt ledarskap	Source uses two different Swedish words (chart says "weak", text says "poor/inadequate") — unify or preserve the distinction (Ch.2).
9	sedd och uppskattad	"seen and valued" vs. "recognized and appreciated" (Ch.3).
10	aktiv uppdatering	"active upskilling" vs. literal "active updating" (Ch.3).
11	osynligt arbete	"invisible work" (UK/international) vs. "invisible labor" (US) (Ch.4 chart).
12	Mentorskap (chart label)	Literal "Mentorship" vs. clarified "Access to mentorship" (Ch.4 chart, 7.6%).
13	personlig integritet	FALSE FRIEND — means "privacy," not "integrity" (page 10).
14	kandidat- och masternivå	FALSE FRIEND — "kandidat" = bachelor's degree, not "candidate" (Ch.6).
15	Yrkehögskolan (YH)	No exact English equivalent — confirm preferred rendering for an international audience (Ch.7 title).
16	LIA-platser	"workplace-based learning placements (LIA)" vs. generic "internships" (Conclusion).
17	STEM-delegationen / Jämställdhetsmyndigheten	Confirm official English names for these Swedish government bodies (Conclusion).

18	25-procentigt gap	Ambiguous: 25 percentage points vs. 25% relative difference (Ch.6, Harvard/Berkeley study).
19	Incomplete sentence in source (p.13)	Content issue, not translation — Swedish original cuts off mid-sentence; flagged rather than invented an ending.
20	"en minskning med tio procent"	Clarified as "10 percent reduction in places" to match the box below it (Ch.7).
21	"Männen missar därmed inte..."	Awkward double-negative in the Swedish original — literal translation kept, clearer alternative offered (Ch.4, Double Paradox box).