

# Women in tech



# Introduction

## Key findings

**27%**

27% of female developers say they would likely consider a career in the tech industry

**80%**

The programming language C is the most commonly known amongst female developers

**70%**

70% of female developers started coding between the age of 16 - 20

**83%**

83% of female respondents can't name a role model who inspires them to pursue a career in tech

**15%**

Just 15% of leadership positions in the tech industry are held by women

**70%**

70% of women state the lack of job clarity as the biggest turn off when considering a tech job

## Sources and data sets

The information displayed in the report has been sourced from the following reports:

 HackerRank

**HackerRank.com**

2019 Women in Tech Report | [research.hackerrank.com](https://research.hackerrank.com)

**pwc**

**PwC.co.uk**

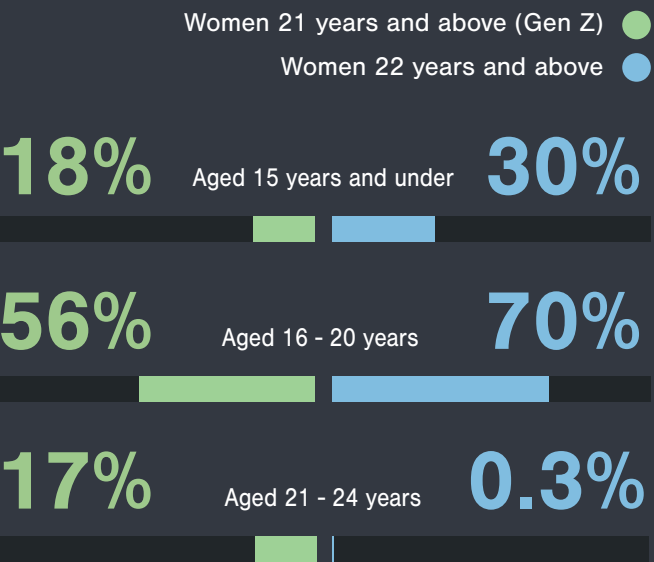
Women in Tech, Time to close the gender gap  
[pwc.co.uk/women-in-technology/women-in-tech-report.pdf](https://pwc.co.uk/women-in-technology/women-in-tech-report.pdf)

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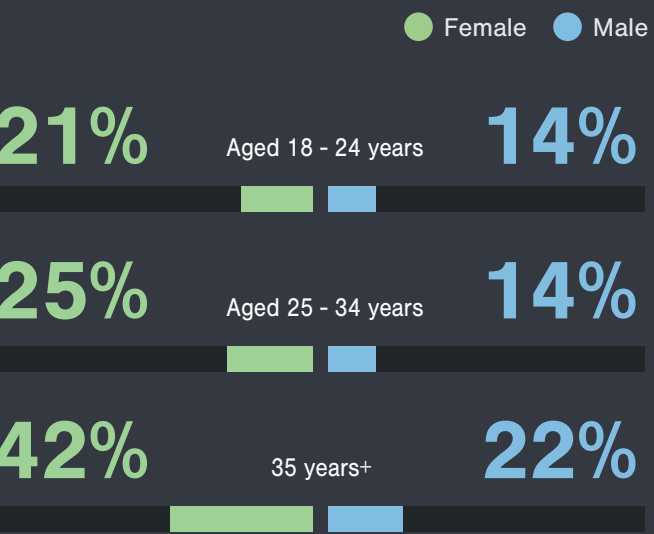
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[interquestgroup.com/insights](https://interquestgroup.com/insights)

# Careers

## At what age did you start coding?



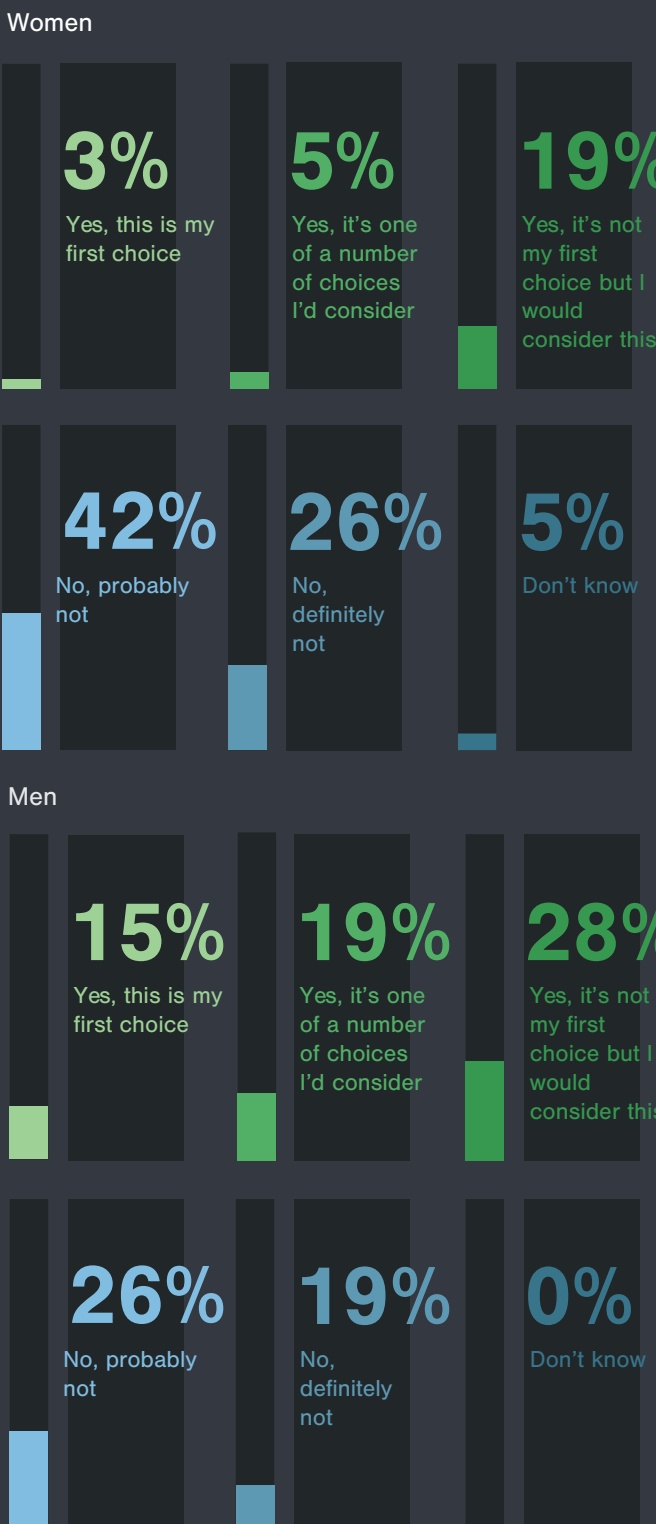
## Did you start coding before you were 16 years old?



Compared to women, nearly twice as many male Developers in the 35+ category started coding before they were 16 years old.

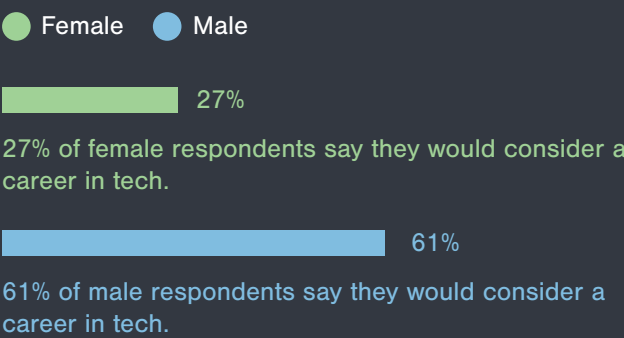
Source: Hackerrank.com

## Would you consider a career in tech?



Source: pwc.co.uk/women-in-technology

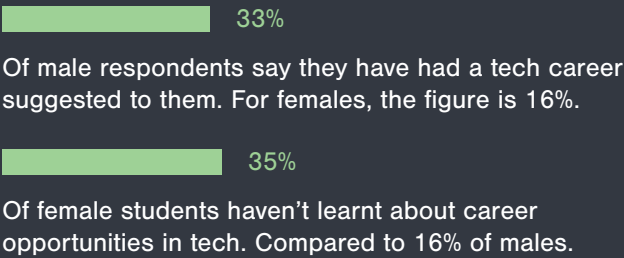
## Females are less likely than males to consider a career in tech



## The top reasons females don't pursue a career in tech

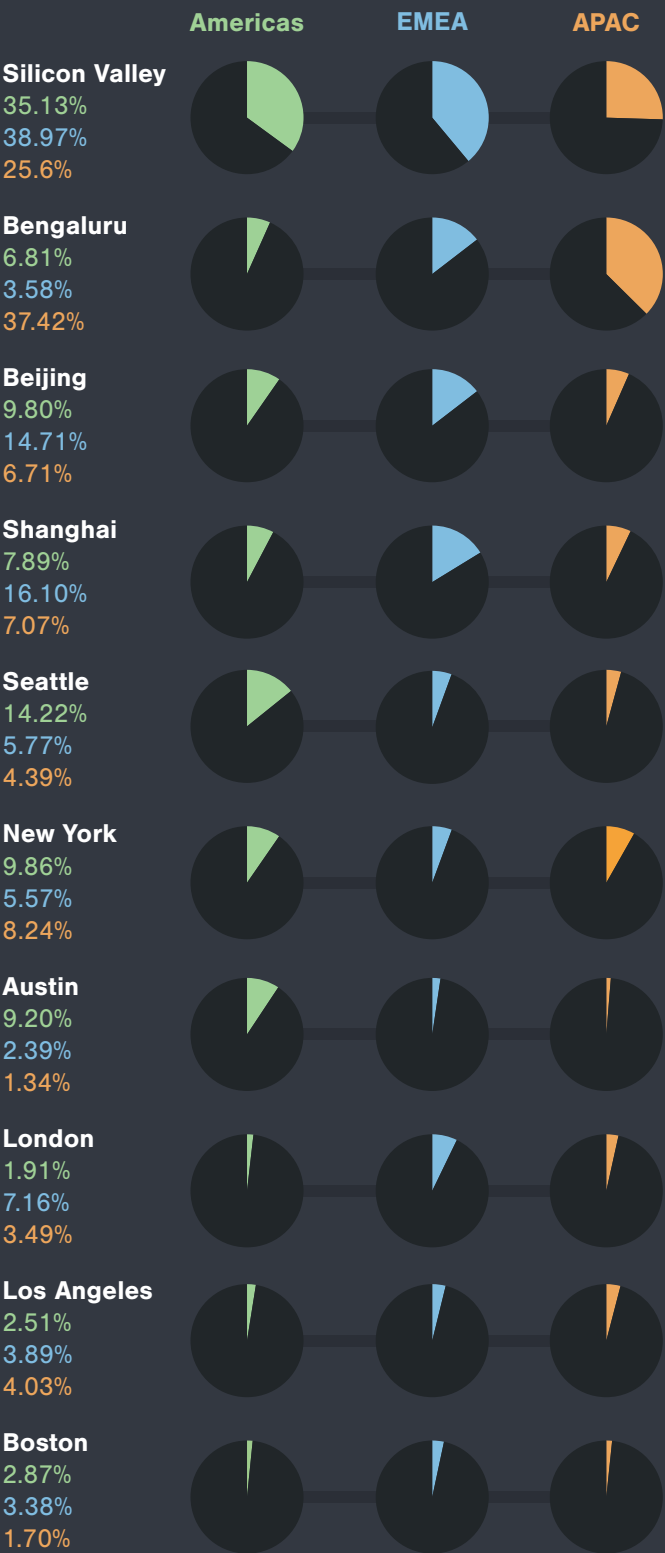


## A lack of advice is reinforcing the problem



Source: pwc.co.uk/women-in-technology

## Where women think the global tech hub will be in 5 years

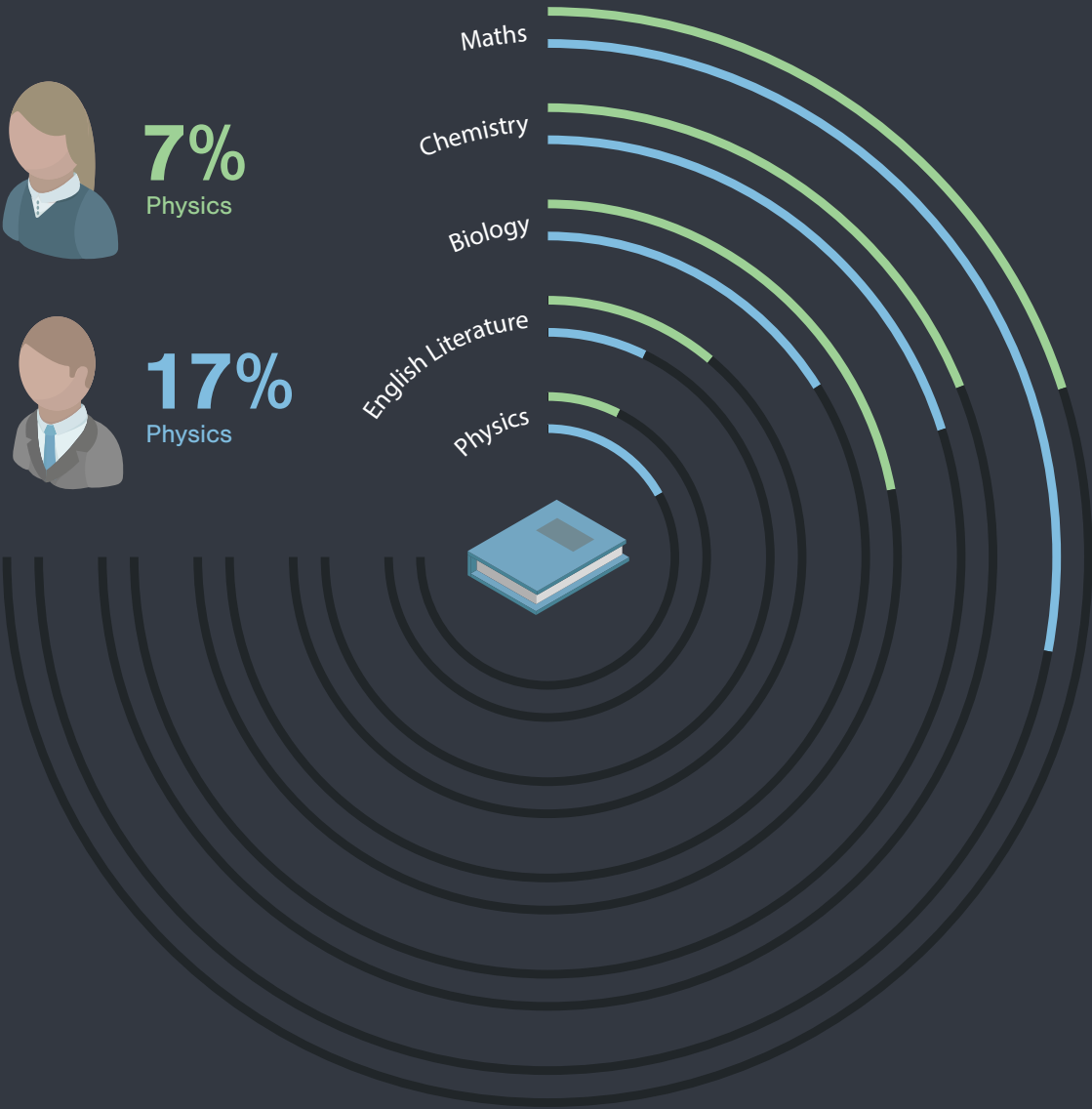


Source: Hackerrank .com

# Education

With the exception of Biology, women are less likely than men to study STEM subjects at school

- Percentage of female students
- Percentage of male students

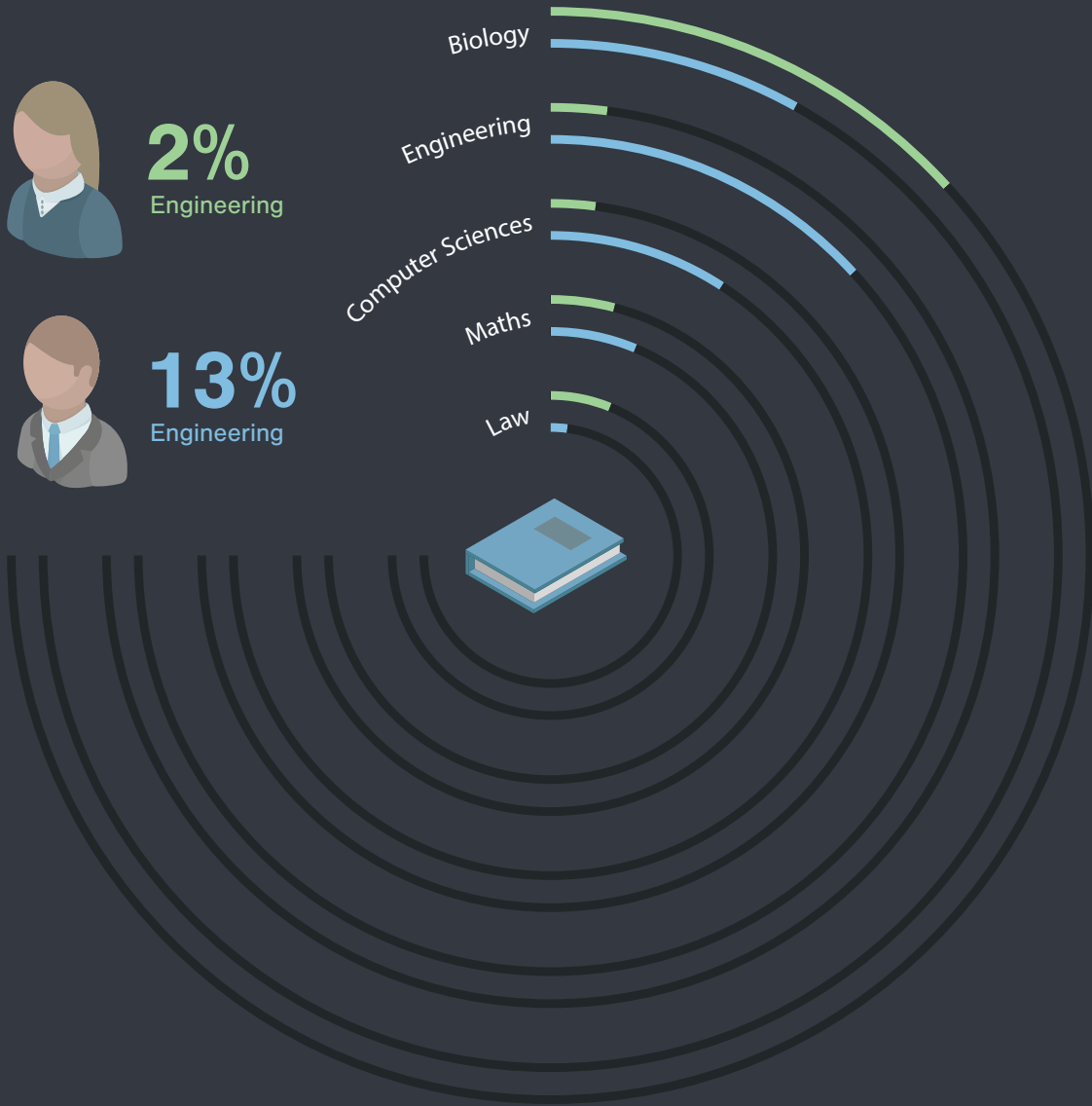


Maths	Chemistry	Biology	English Literature	Physics
20%	19%	22%	11%	7%
28%	20%	16%	7%	17%

Source: [pwc.co.uk/women-in-technology](http://pwc.co.uk/women-in-technology)

And this continues at university...

- Percentage of female students
- Percentage of male students

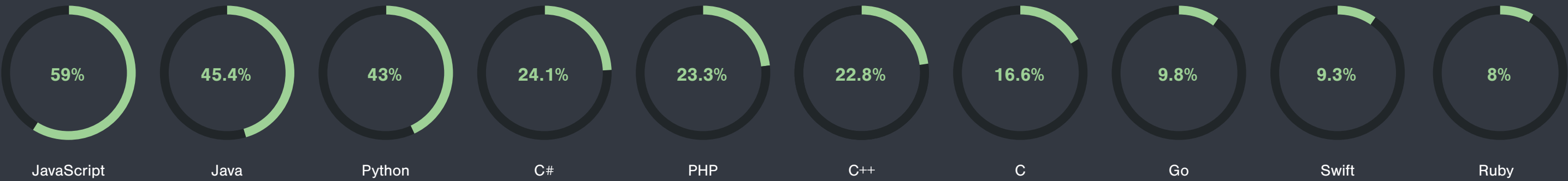


Biology	Engineering	Computer Sciences	Maths	Law
13%	2%	2%	4%	6%
8%	13%	9%	6%	2%

Source: [pwc.co.uk/women-in-technology](http://pwc.co.uk/women-in-technology)

# Languages

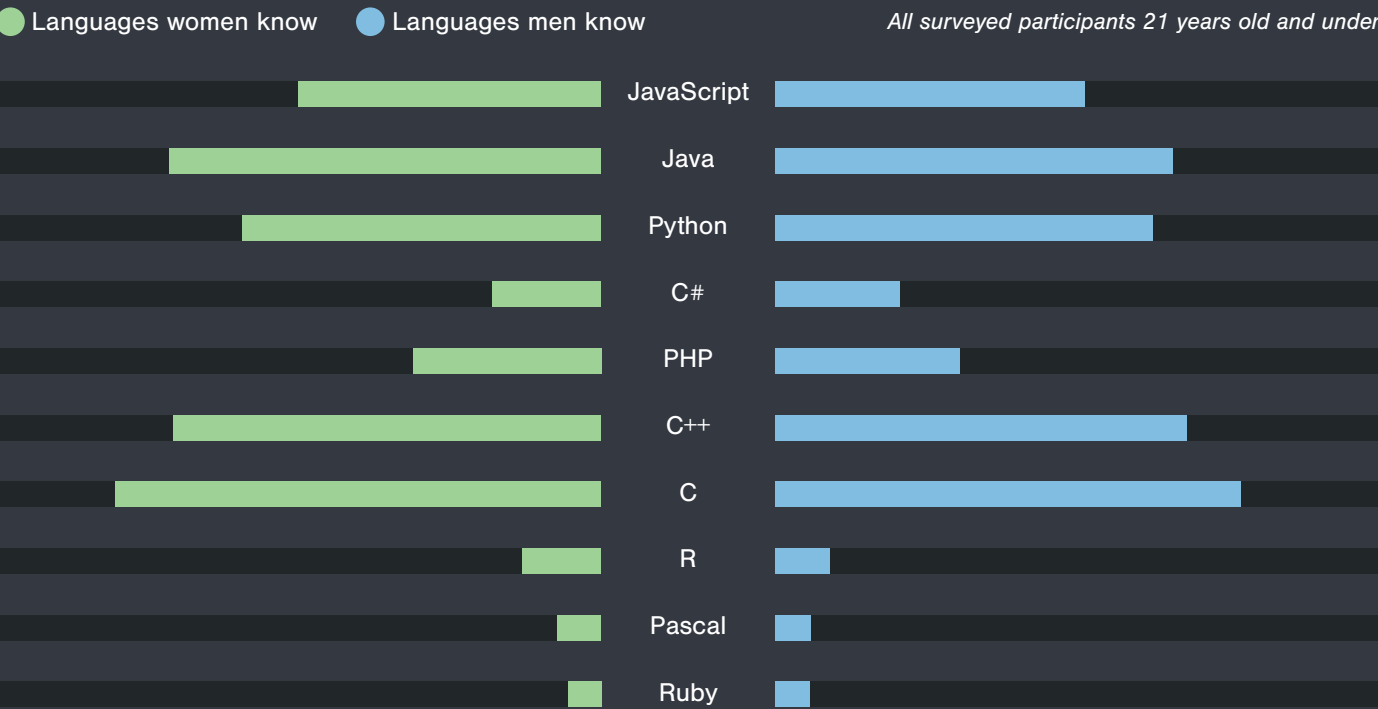
## Top 10 language proficiencies hiring managers seek



JavaScript, Java and Python are the most in demand programme languages hiring managers are looking for.

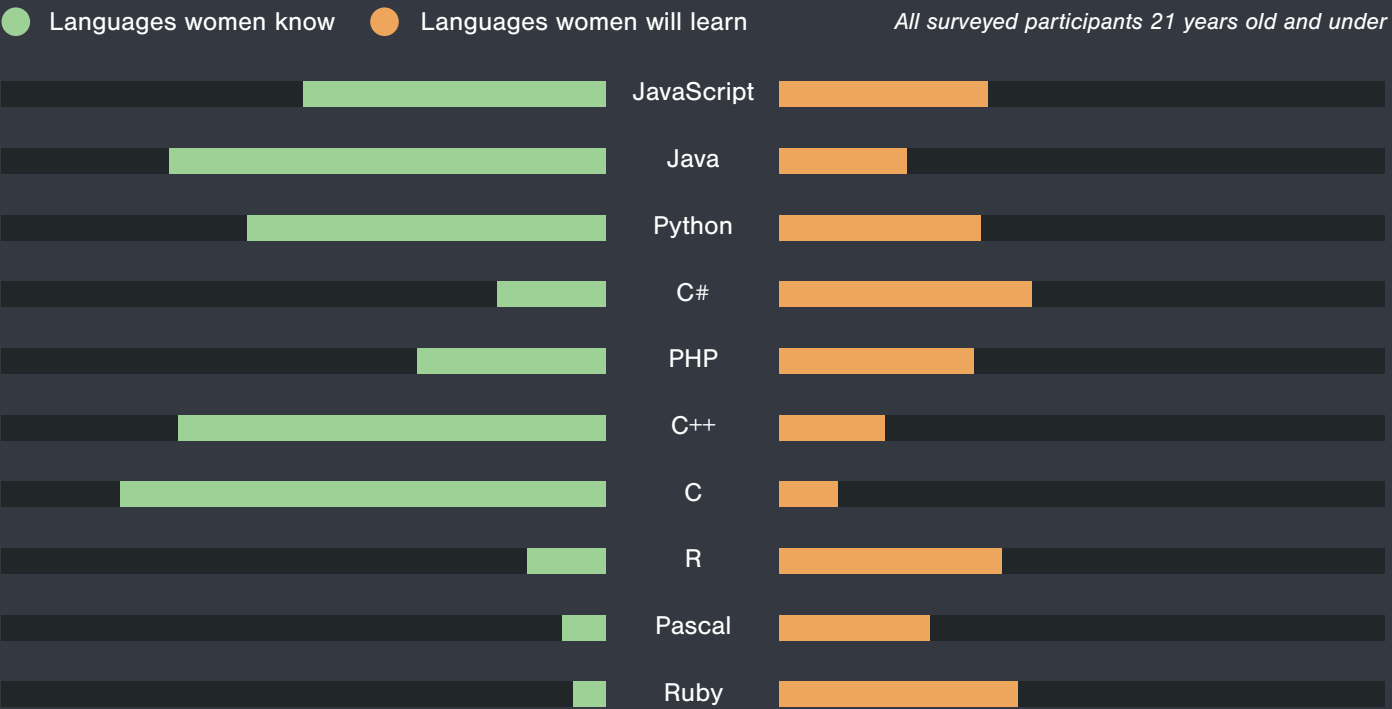
Source: Hackerrank.com

## Languages Gen Z women know vs languages Gen Z men know



Source: Hackerrank.com

## Languages Gen Z women know vs languages Gen Z women will learn



Source: Hackerrank.com

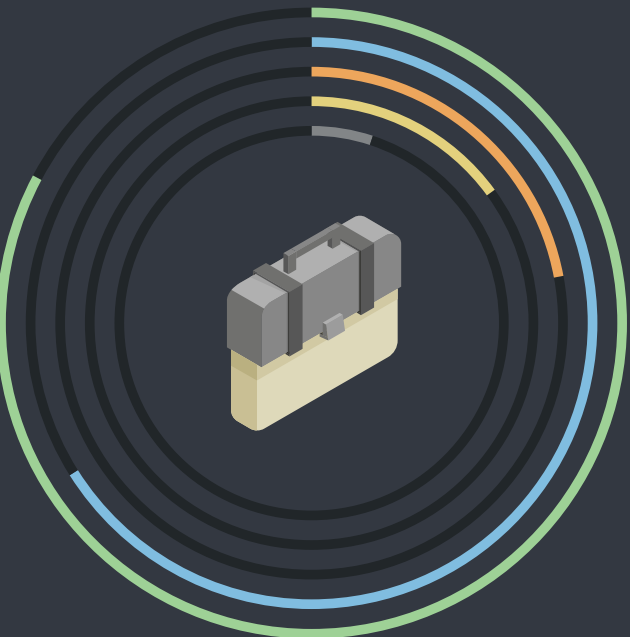
JavaScript	Java	Python	C#	PHP	C++	C	R	Pascal	Ruby
50%	72.1%	59.2%	18%	31.2%	70.9%	80.3%	13%	7.1%	5.5%
51.1%	65.8%	62.6%	20.5%	30.4%	68.2%	77%	9%	5.9%	5.7%

JavaScript	Java	Python	C#	PHP	C++	C	R	Pascal	Ruby
50%	72.1%	59.2%	18%	31.2%	70.8%	80.3%	13%	7.1%	5.4%
34.5%	21.1%	33.3%	41.7%	32.1%	17.4%	9.6%	36.8%	24.9%	39.4%



# Employment

## Women are under-represented in the UK's technology workforce



83%

Of female respondents can't name a role model who inspires them to pursue a career in tech.

66%

Of respondents are able to name a famous man working in tech.

22%

Can name a famous female working in tech.

15%

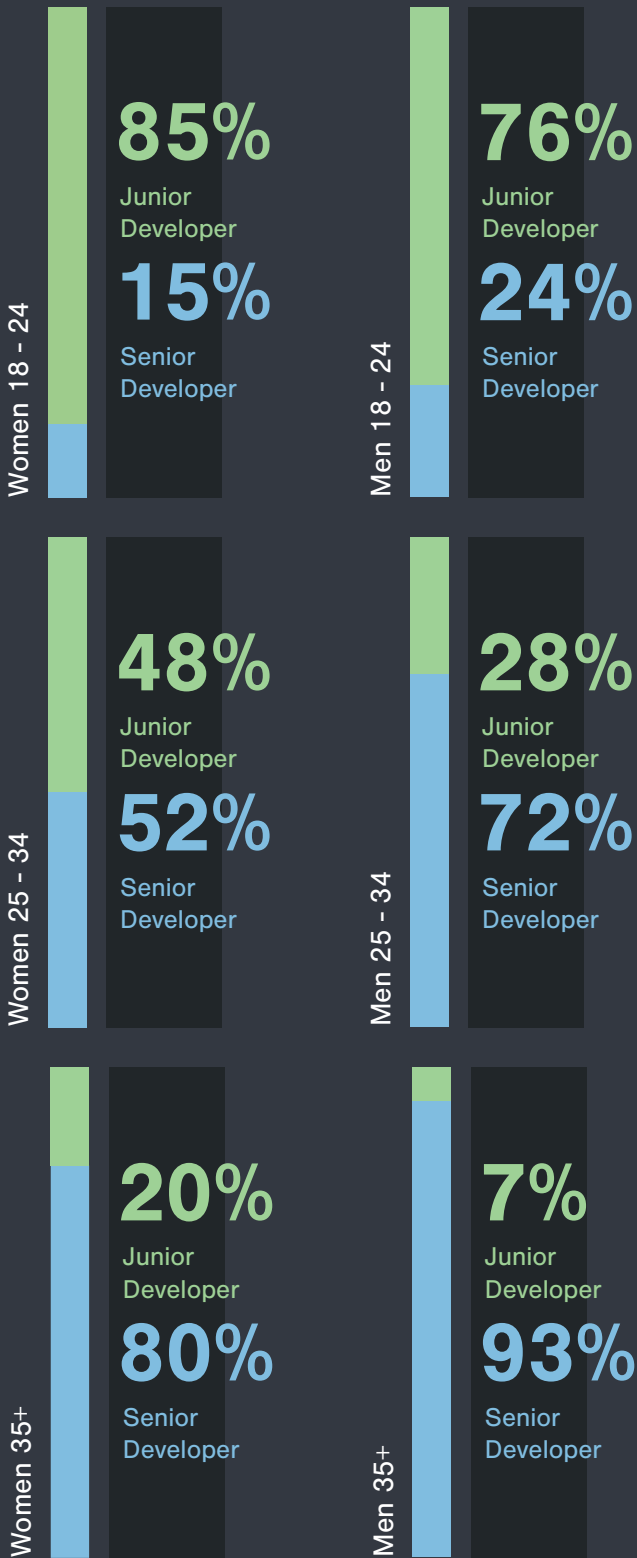
Of leadership positions in the tech industry are held by women.

5%

Of people working in STEM roles in the UK are female.

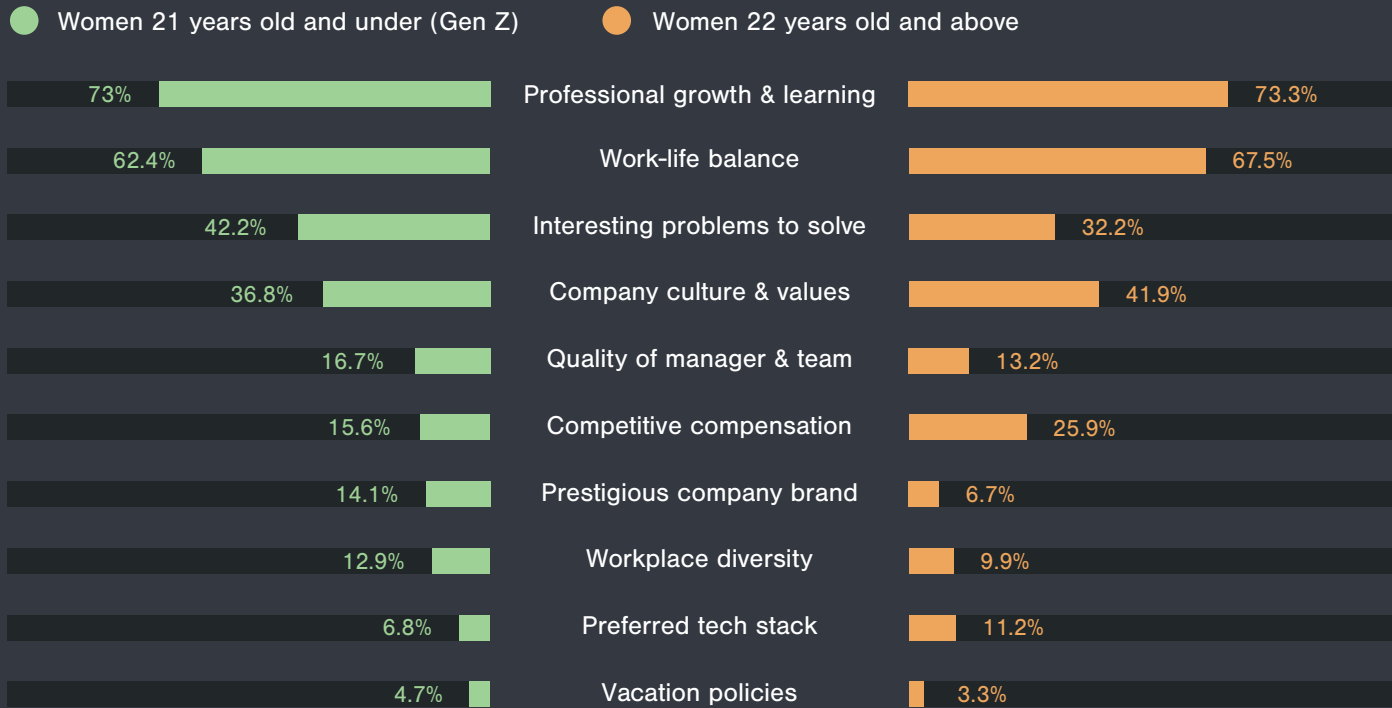
Source: [pwc.co.uk/women-in-technology](https://www.pwc.co.uk/women-in-technology)

## What is your employment level?



Source: [Hackerrank.com](https://www.hackerrank.com)

## What are women developers looking



Source: [Hackerrank.com](https://www.hackerrank.com)

## What turns Gen Z developers off from employers?



Source: [Hackerrank.com](https://www.hackerrank.com)