Good afternoon everyone! Today, I’m going to talk about ‘Why we have too few women in tech?’. I want to talk about it because I’m really inspired by Sandberg’s ‘Why we have too few women leaders?’ Ted talk. And also because I’m a Computer Science student. I want to be very clear that I’m not a feminist and I can’t agree more on physiological function difference leads to the diversity of social labor division. We know as common sense that women are more likely to focus on details and men are stronger than women physically. However, we also know that there’s a major gender gap when it comes to women in the technology field, where actually needs responsibility and carefulness. Have you ever think about why this happened? Well, I think there are at least 2 contributing factors:

Recruiting and hiring. Subconsciously, IT workplace policies not suited to women, such as marathon coding sessions, expectations around not having children, and lack of childcare. According to a study among UK firms, half of all companies hiring IT workers stated that only one-in-twenty job applicants were women. Further, various studies from multiple countries show that both men and women are twice as likely to hire a man for an IT job as an equally qualified woman. And that unconscious gender biases make a direct contribution to payment difference. You may want to ask that gender bias happens in almost every field. Why is the gender gap so significant in tech? Well, another factor probably can explain this.

The education pipeline. Last semester, I was doing a course called software construction. When the lecturer teaching us how to extract information from a huge database. He said ‘let’s find out how many female students in this course!’. The result was in this over 500 students course, 102 are women. The result was unsurprisingly for me since I enrolled in a hardware course which only 2 women in a 25 people tutorial. Studies show that in fields of study related to IT, especially computer science, there are clear problems with gender diversity in the educational pipeline. For example, only 18 percent of US university computer science graduates in 2013 were women. In the UK, a 2012 survey showed that only 17 percent of girls had learned any computer coding in school.

I hope more and more women join the technology field not only to narrow the gender gap and also show we can do as good as men.