

WOMEN IN TECHNOLOGY

THE FACTS AND HOW GWC CAN HELP

Though more women are working in the tech industry, some challenges remain.

*"Having women in leadership positions aligned with a **15 percent increase** in **PROFITABILITY** on average"*

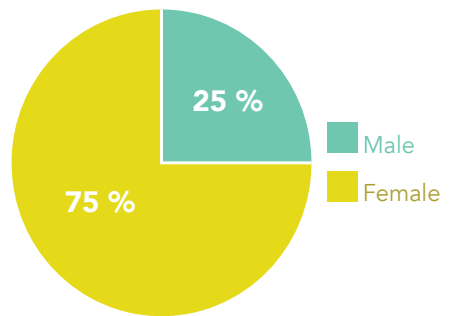
— In a 2016 Peterson Institute for International Economics working paper —

01

WOMEN IN COMPUTING

What Are the Numbers?

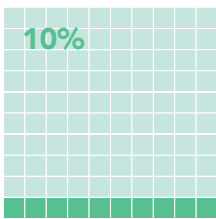
In 2015, women made up only 25 percent of computing related occupations.



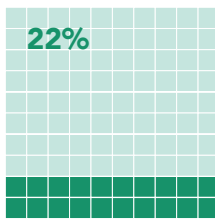
02

OPPORTUNITIES FOR GROWTH

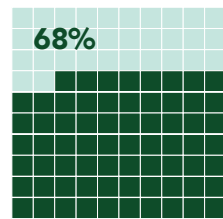
Why are women so underrepresented?



10% report their supervisors are male.



22 percents of women believe their employers are very committed to hiring women in tech roles.



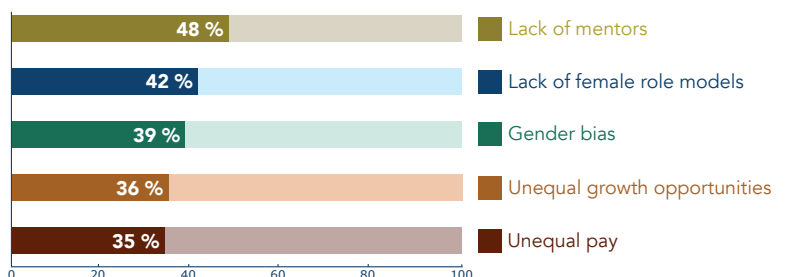
68% of respondents state their employer lacks a gender leadership development program.

03

INSTITUTIONAL BARRIERS

What are the top five barriers?

This is not only a social concern, but also a problem of human resources.



04

GENDER BIAS IN THE WORKPLACE

What is this? What does it represent?

Gender bias occurs because of perceptions and outdated, traditional views about men and women.



According to the ISACA survey, only 8 percent of respondents say they have never experienced gender bias in the workplace.

[<http://www.isaca.org/About-ISACA/Press-room/News-Releases/2017/Pages/ISACA-Survey-Identifies-Five-Biggest-Barriers-Faced-by-Women-in-Tech.aspx>]

"As an industry, we must commit to changing these numbers and breaking down the barriers for women in technology,"



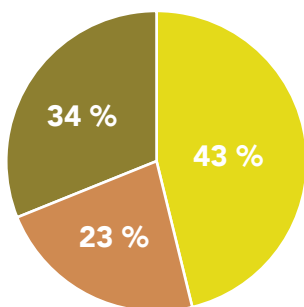
Tara Wisniewski, Managing Director, Advocacy and Public Affairs at Information Systems Audit and Control Association (ISACA)

05

THE GENDER PAY GAP

How serious is it?

According to the World Economic Forum, women in tech enjoy higher salaries than women in other fields, but they are still get paid less than men 10 to 20 percent.



- Female being paid less than their male colleagues with equal skills and experiences
- Female are paid equitably with their male counterparts given equal skills and expertise
- Male colleagues tend to be paid more, without a clear reason.

WHAT CAN YOU DO?

GIRLS WHO CODE OFFER SUMMER PROGRAMS AND APPLICATION FOR SUMMER 2018 WILL STARTS ON JAN, 2018

For more information, visit
girlswhocode.com/summer-immersion-programs/