

An Empirical Investigation on the Challenges Faced by Women in the Software Industry



Bianca Trinkenreich

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Northern Arizona University



In collaboration with Ericsson



Context





challenges and reasons to leave... (RQ1)



...their suggestions to increase women (RQ2)

Method - Data analysis

Open Questions

RQ1 - Challenges and Reasons to Leave

RQ2 - Suggestions to Increase Women

- Qualitative Analysis
- Inductive open coding
- Search of existing theories

Segmented Analysis Challenges per demographics

- Distribution of answers
- Odds ratio of challenges per:
 - Experience level
 - Age
 - Marital status
 - Caregiving responsibilities

Method - Data collection



Recruiting

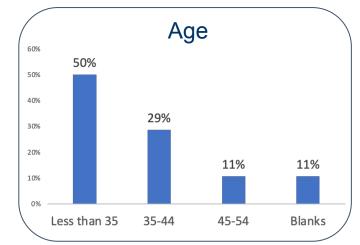
Ericsson Managers

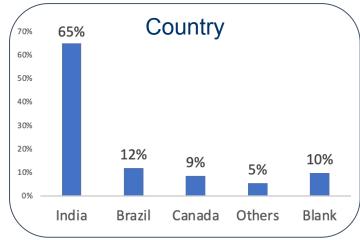
Dataset

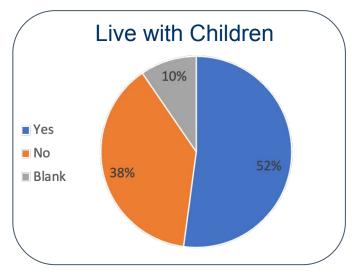
94 non-blanks

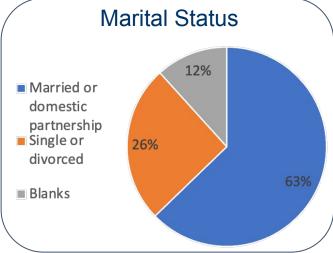
64 for challenges

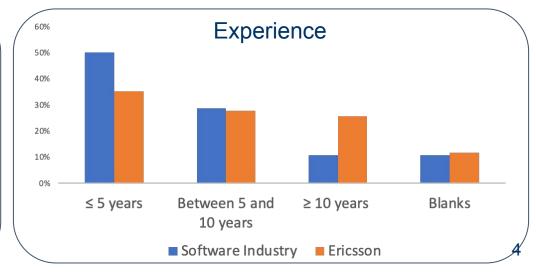
70 for suggestions to improve



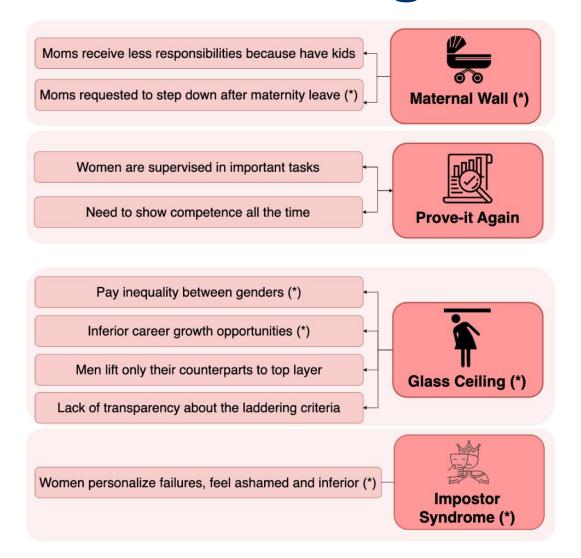


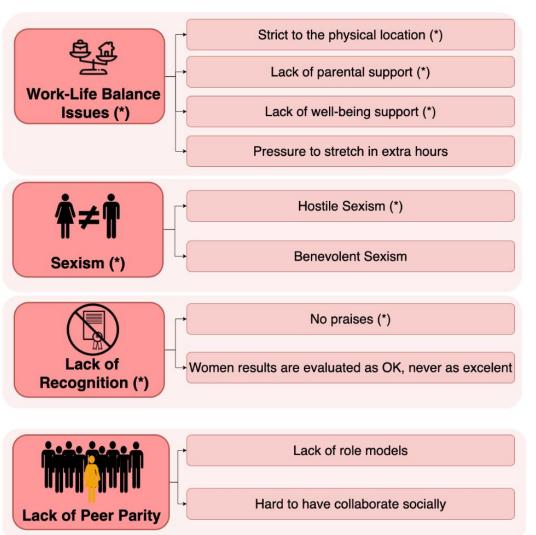




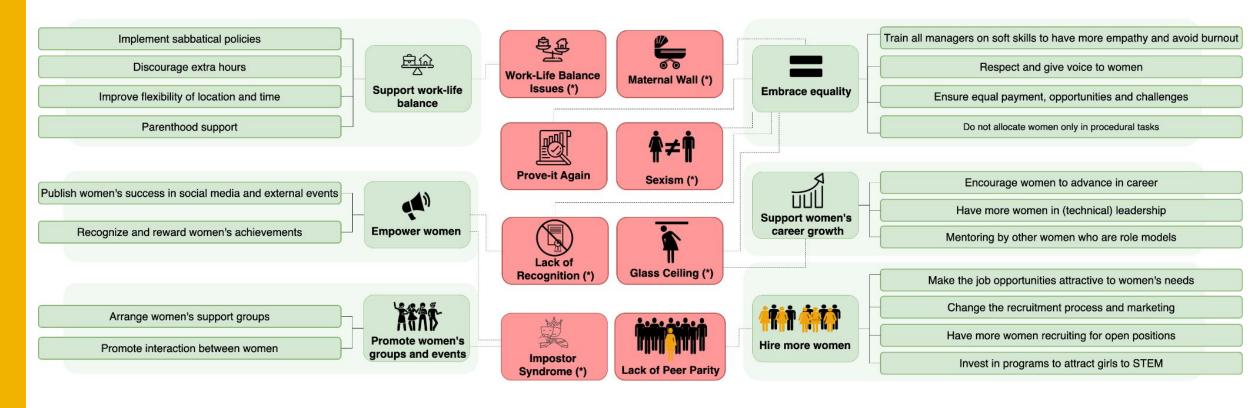


RQ1. Challenges and Reasons to Leave

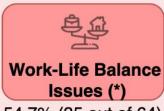




Suggestions to Increase Women's Rates



Segmented Analysis of Top3 Challenges



54.7% (35 out of 64)



age < 35 years old 57.1% (20 out of 35)



Live with children 71.4% (25 out of 35)



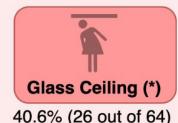
Married or in a domestic relationship 82.9% (29 out of 35)



> 10 years of experience in the software industry 57.1% (20 out of 35)



5-10 years in company 42.9% (15 out of 35)





age < 35 years old 34.6% (9 out of 26)



Live with children 69.2% (18 out of 26)



Married or in a domestic relationship 73.1% (19 out of 26)



> 10 years of experience in the software industry 73.1% (19 out of 26)



5-10 years in Ericsson 46.2% (12 out of 26)



21.9% (14 out of 64)



age < 35 years old 35.7% (5 out of 14)



Live with children 50.0% (7 out of 14)



Married or in a domestic relationship 64.3% (9 out of 14)



> 10 years of experience in the software industry 57.1% (8 out of 14)



5-10 years in Ericsson 35.7% (5 out of 14)

	More Experienced vs. Less Experienced	More Years in Company vs. Less Years in Company	Older vs. Younger	Married vs. Single	Child vs. no child	
Work-Life Balance Issues	3.17**	1.09	2.51	5.08**	3.29	
Glass Ceiling	0.48	1.29	0.38	0.76	1.46	
Sexism	0.46	0.34	0.47	0.37	2.13	7

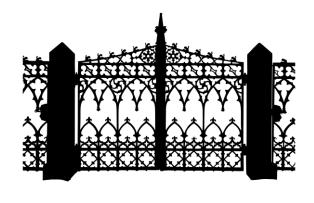
Discussion



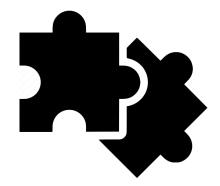
Work-Life Balance Issues faced by caretakers



Prepare women to break the glass ceiling



Some problems come from beyond the company gates



Combining synergistic suggestions



Implications to the company

Take Away

- Even with the commitment with diversity and inclusion, women still perceive challenges and call for changes.
- The cultural structural sexism is mirrored in the professional environment.
- There is still a long work ahead for the company, for the software industry, and for us, as society, to create a more diverse and inclusive environment.
- We hope our results will enlighten actions towards reducing the perceived challenges and increasing awareness about the hurdles imposed on women that negatively influence diversity in the software industry.

