EMPOWERING MORE WOMEN IN THE TECH INDUSTRY

Insights from a gender-focus perspective of the HackerRank Developer Survey

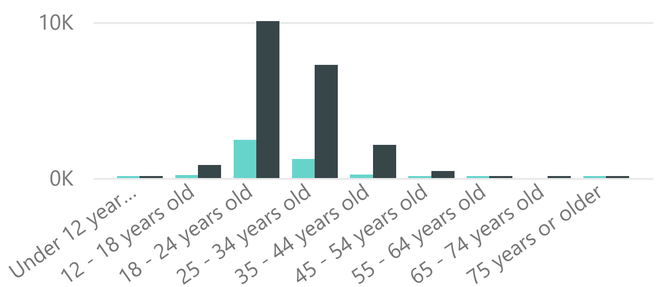
The gender gap in the tech industry

Sample size

24,86K

Sample details

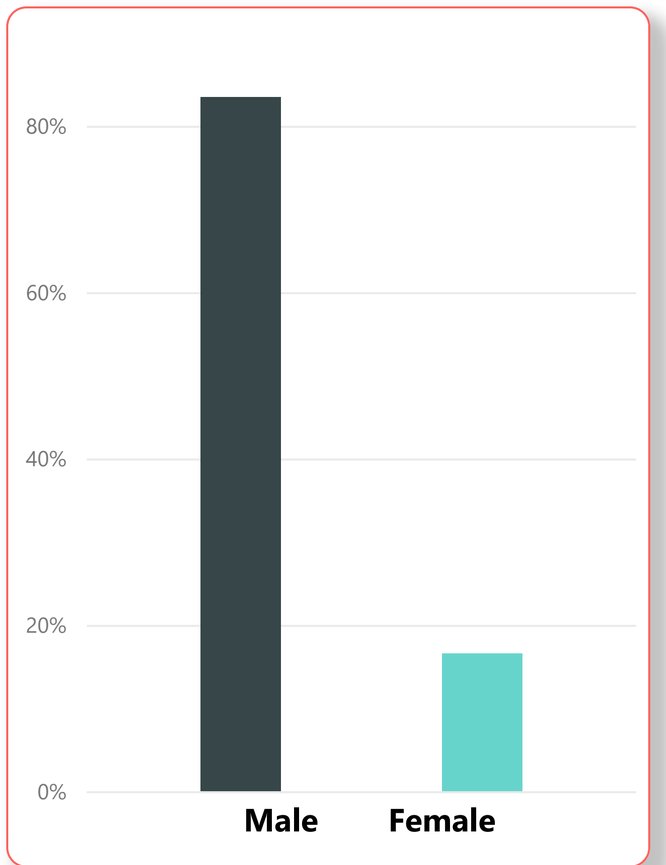
Age distribution



Student v. Non Student

Sélectionner to... | Female

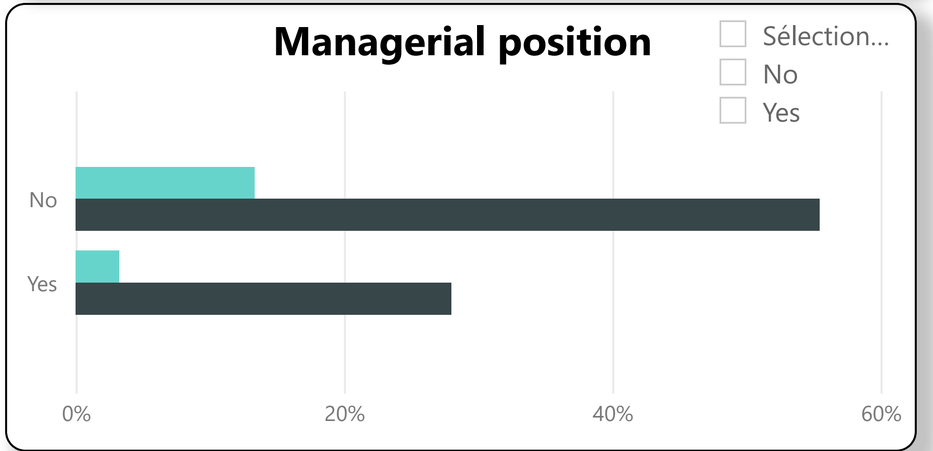
The challenge



Country

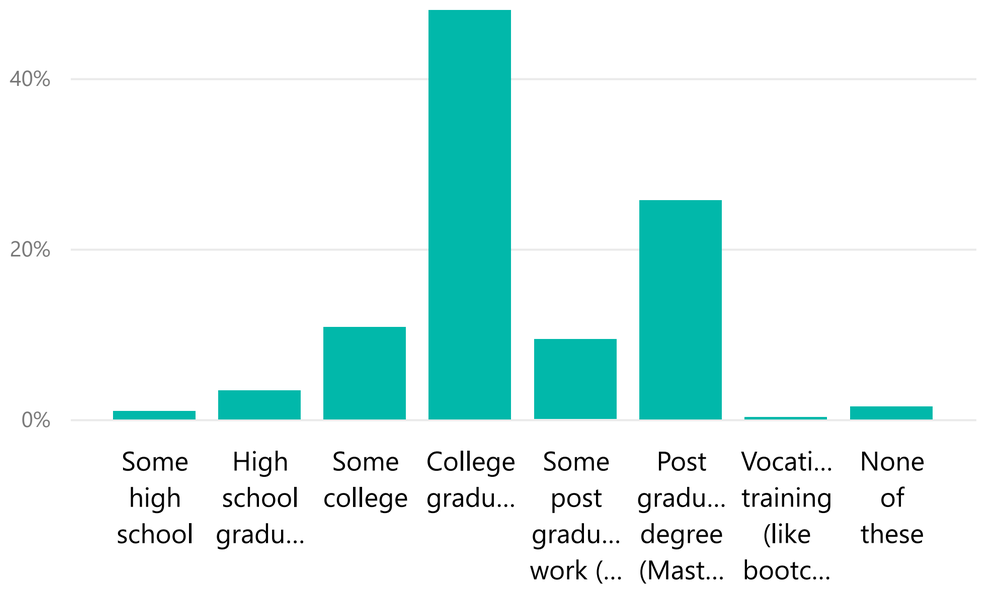
Tout

Managerial position

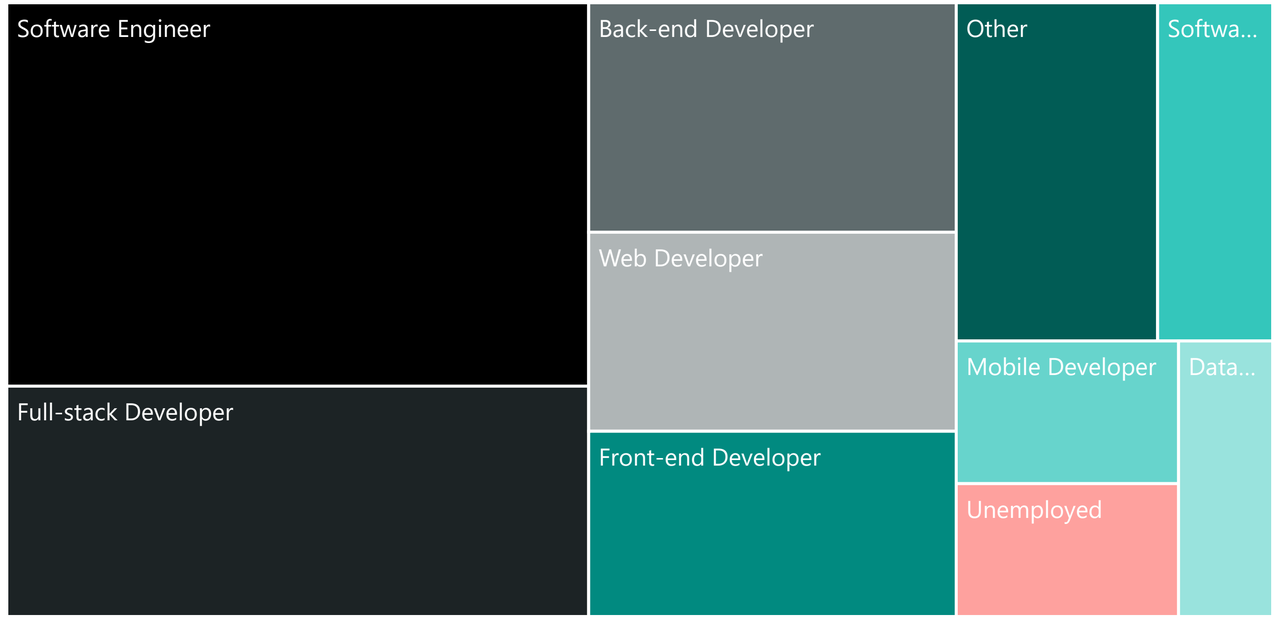


Behind the gender gap in the tech industry - Women Focus

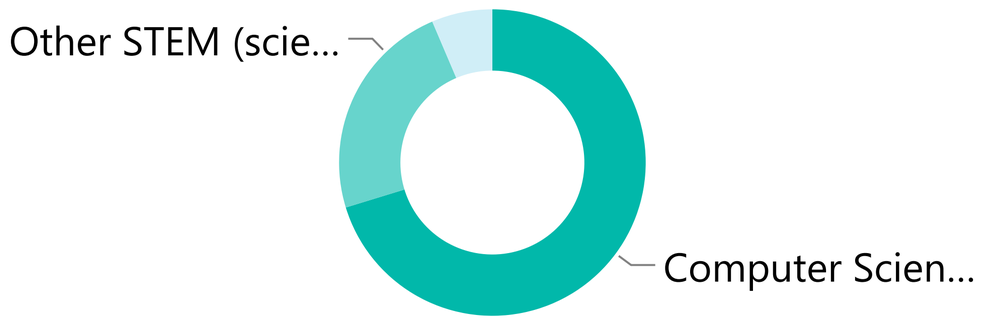
Education Level



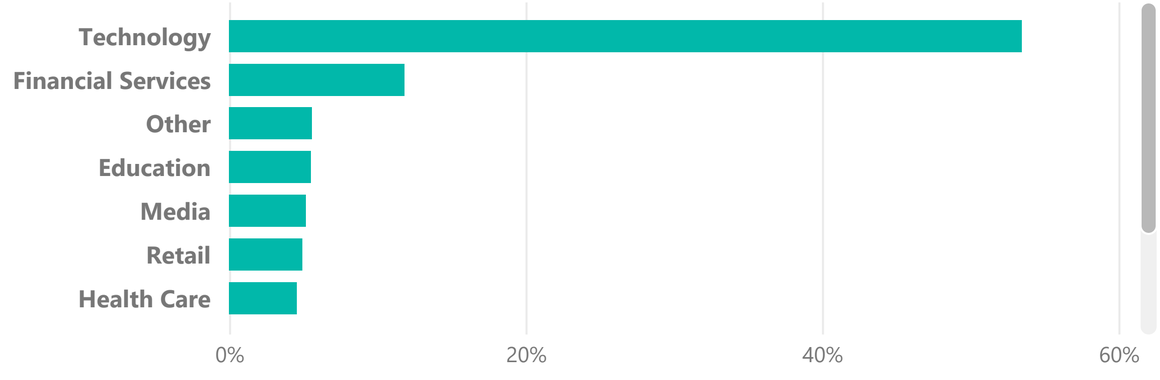
Job Focus



Degree Type



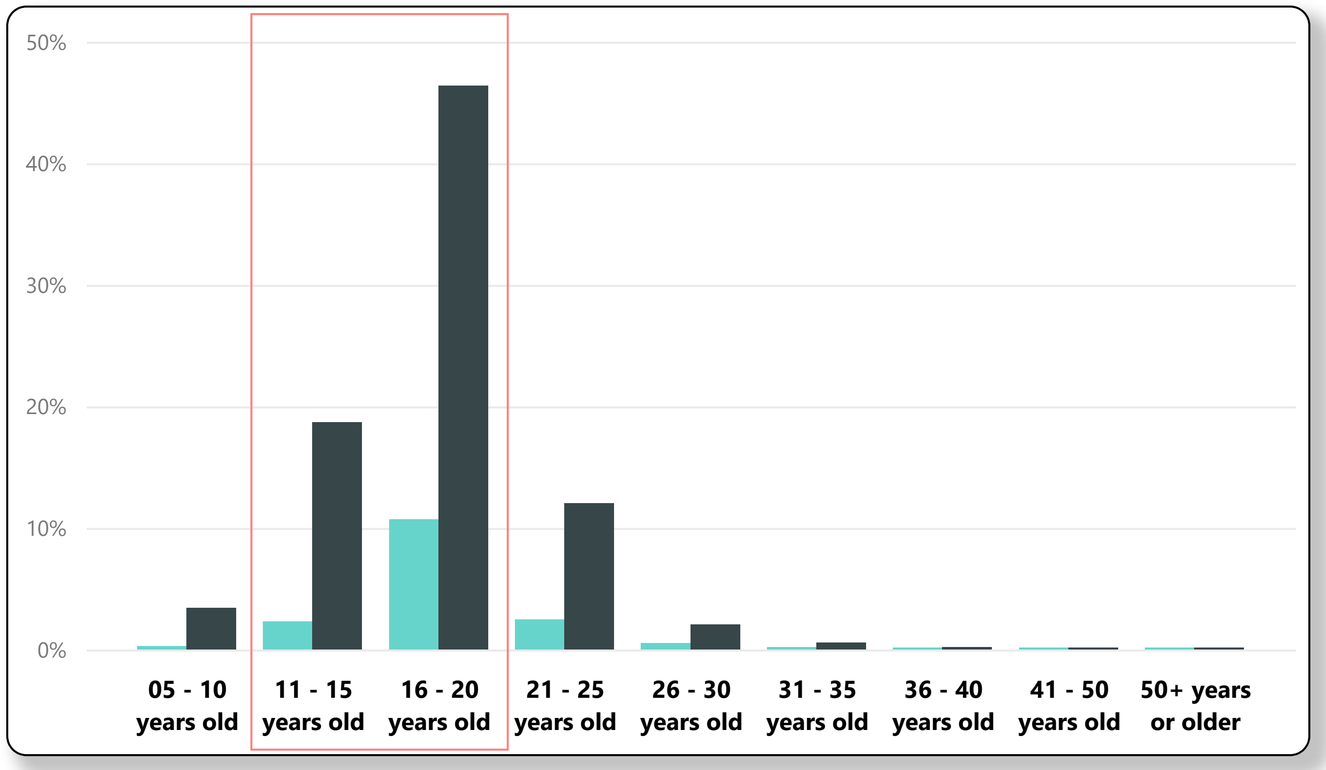
Top 10 industries



Behind the gender gap in the tech industry - Start age

Comparison at age start coding

Sélectionn... | Female | Male



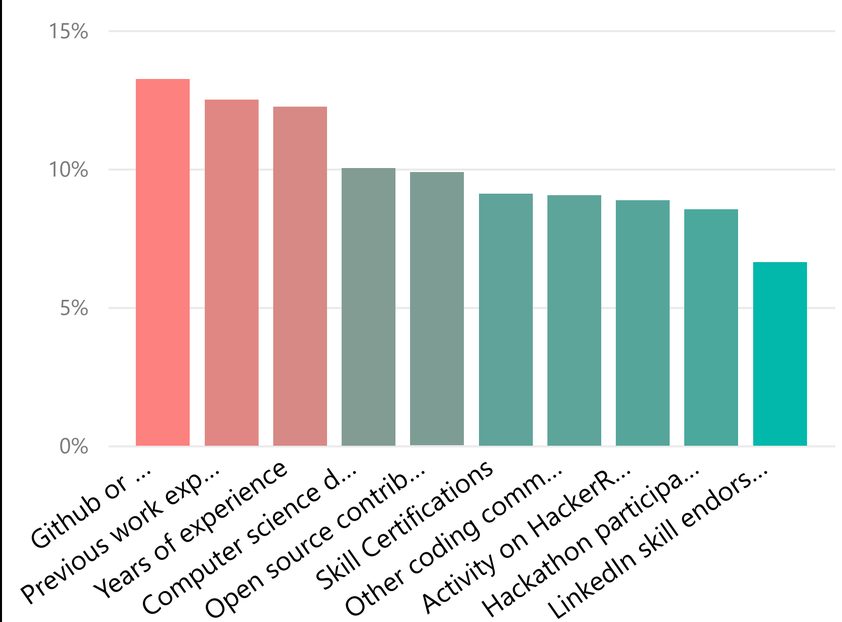
Age group focus

11 - 15 ye...	Female	2,93%
11 - 15 ye...	Male	23,96%
16 - 20 ye...	Female	13,69%
16 - 20 ye...	Male	59,42%

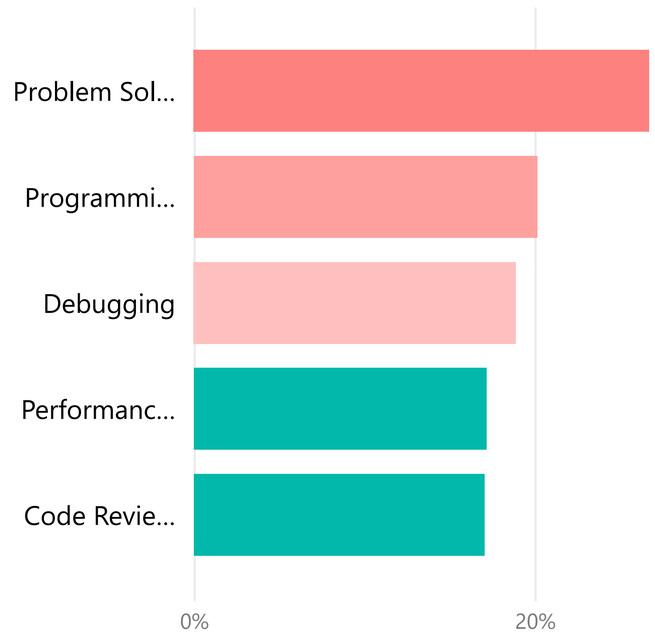
One possible explanation of the gender gap is the late exposure to coding for women.

Behind the gender gap in the tech industry - Skills wanted

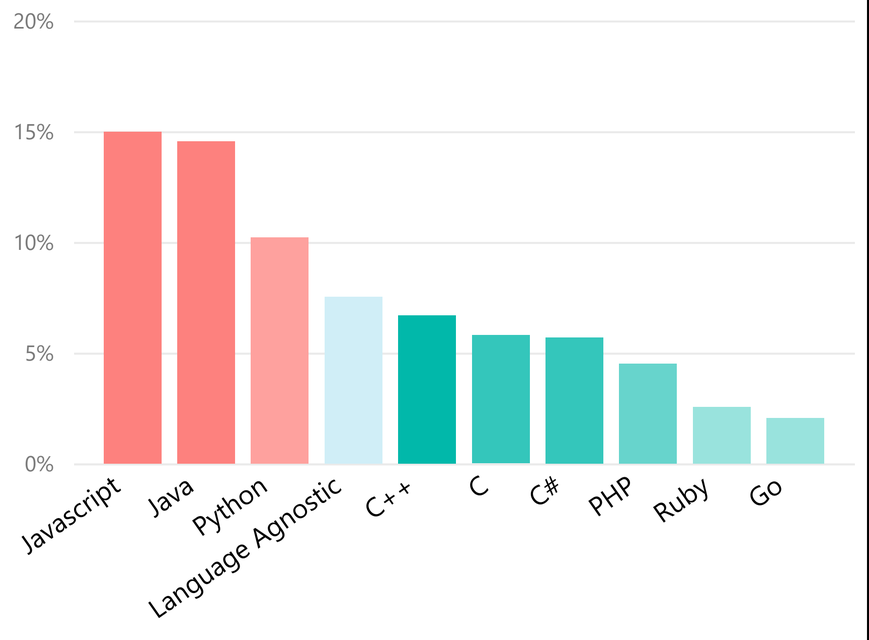
Top Priorities



Top 5 Competencies Expec...



Top 10 Languages



If no experience, focus on personal projects, with an emphasis on problem solving.

Empowering more women in tech

Analysis summary

- There is a **very clear gap** in terms of gender in the tech industry.
- It is a **global phenomena** across the globe.
- One possible variable is the **age of starting learning to code**.
- When looking for a job, learning technical skills are important but hiring managers are also looking for **more broad competencies** like ***problem-solving*** as well as **personal projects**.

Actions for Women in Tech

- Continuing to **raise awareness among girls** by conducting more **workshops targeting 11-15 years old girls**.
- Offer more training for women to adapt to the job market with both
  technical training in high-demand languages, and,
  more general training like **computational thinking**.
- Creating more **opportunities for women to work and to showcase personal projects** (Github workshops, hackathons...).