



Women in IT 2023

Tech-savvy professionals and
aspiring newcomers



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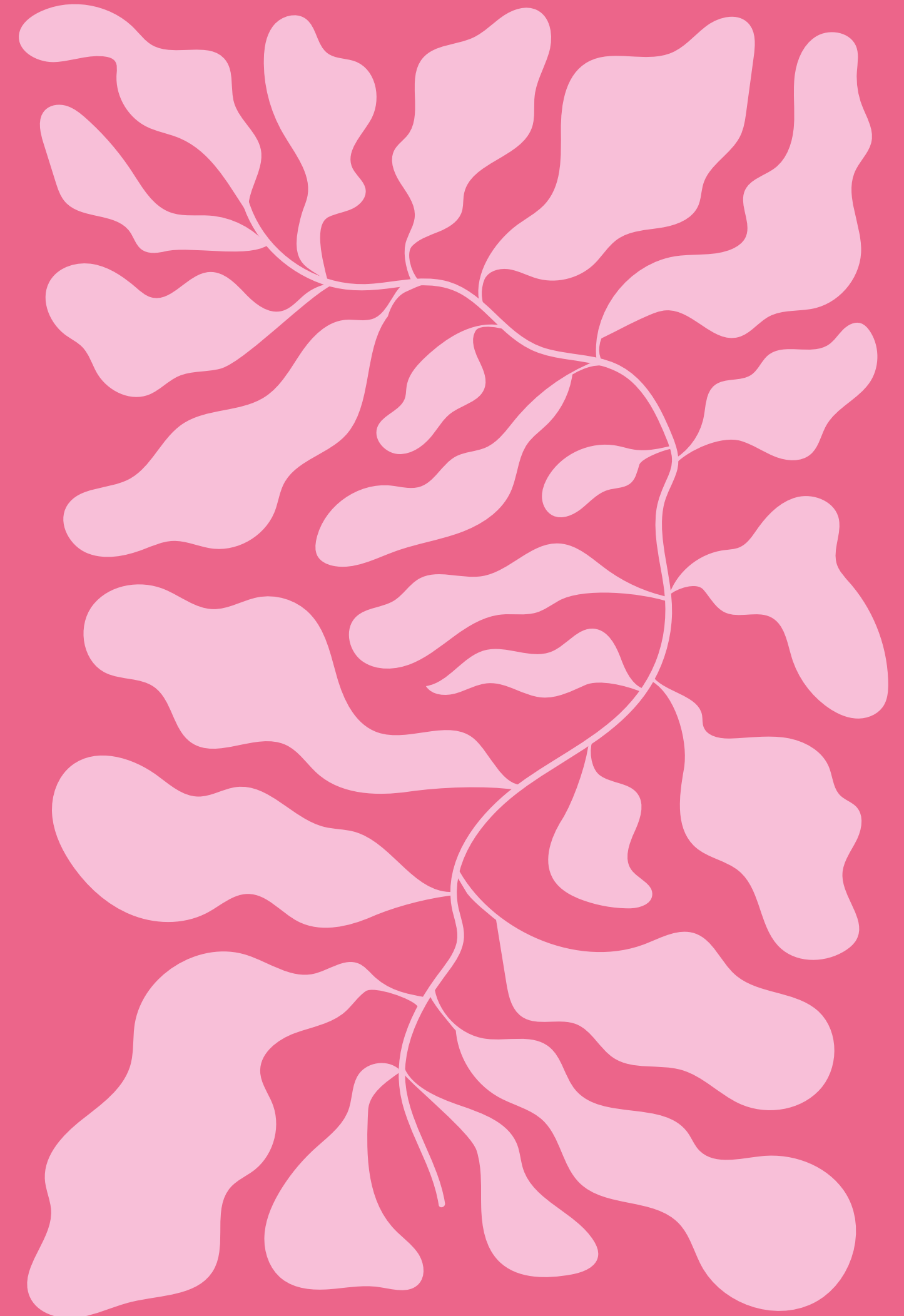
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Purpose and methodology of the analysis






Research period: 01/16/2023–02/21/2023

Method: CAWI

Maximum error: 5%

Countries of residence: Poland, Czech Republic, Hungary, Ukraine, the Netherlands

Test sample: 4,651 respondents from all 5 countries

 POLAND	2,631 respondents, maximum error: 2%
 UKRAINE	481 respondents, maximum error: 4%
 HUNGARY	622 respondents, maximum error: 4%
 NETHERLANDS	303 respondents, maximum error: 5%
 CZECH REPUBLIC	614 respondents, maximum error: 4%

Target groups:

We addressed our survey to 2 groups which for the sake of clarity and consistency will be referred to as follows:

1. Specialists/ Professionals

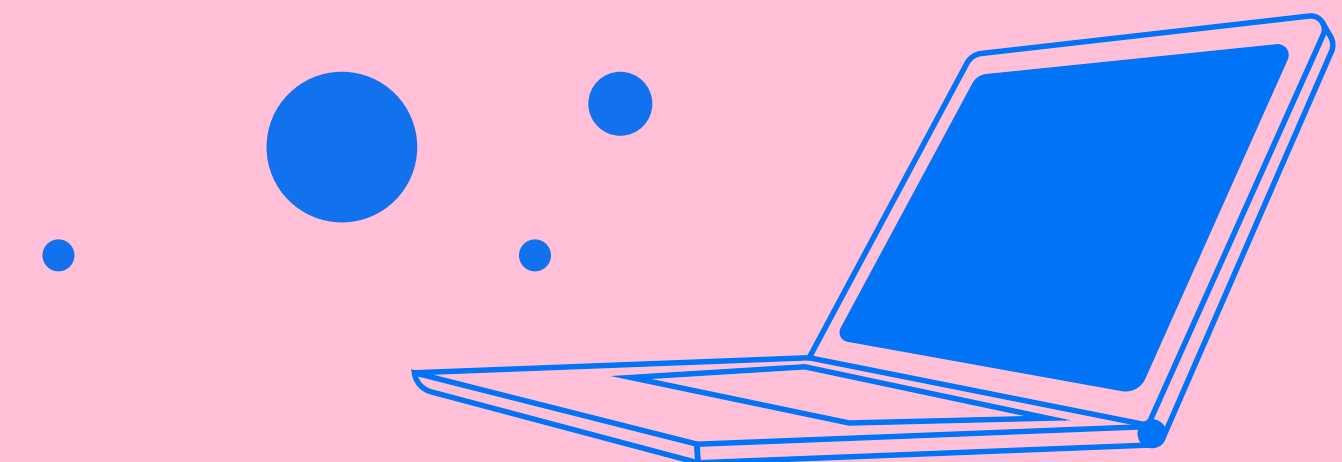
Women who are already working in IT (regardless of their seniority level).

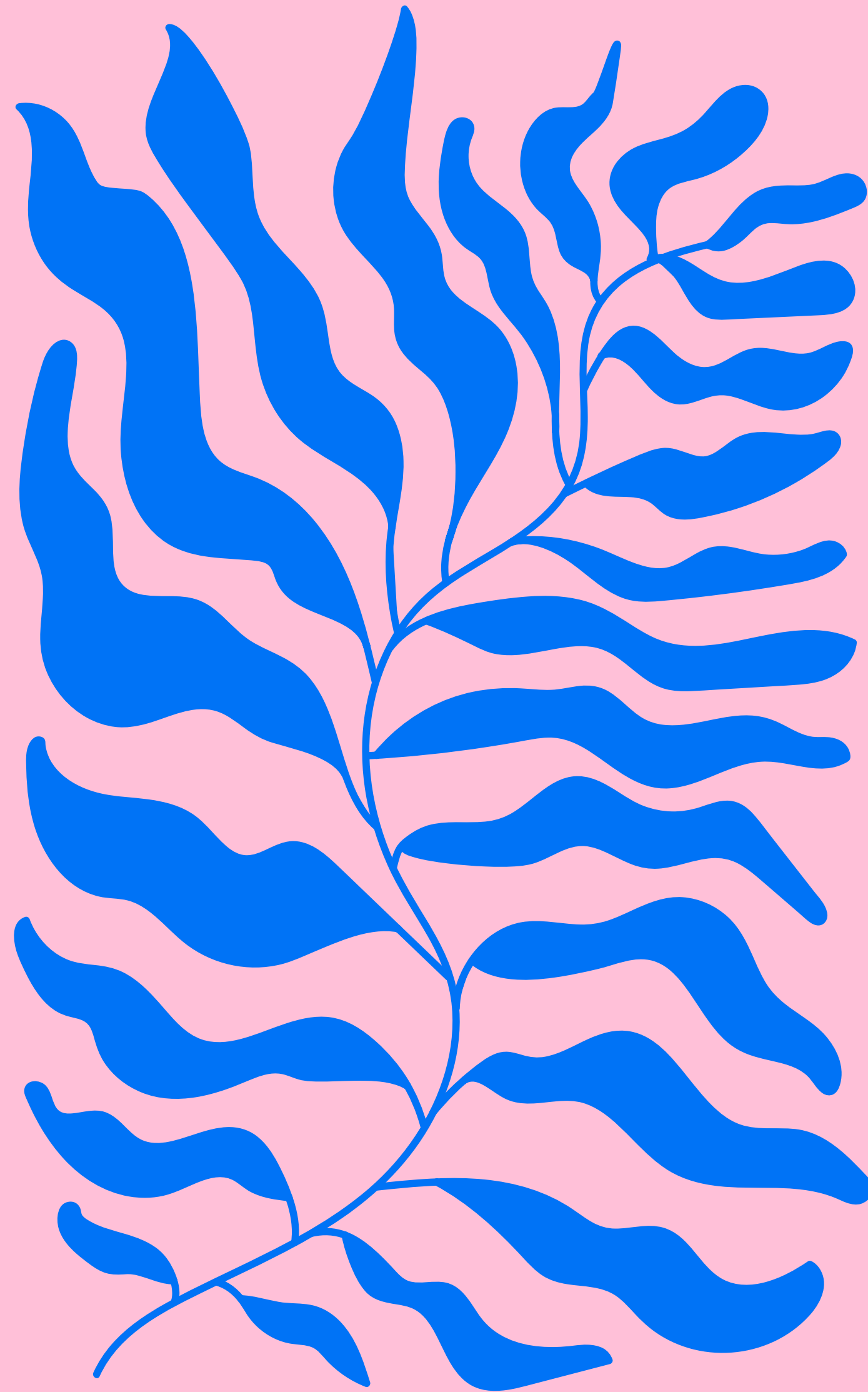
2. Candidates

Women who are looking for their first job in IT; meaning that they've already participated in job interviews or are still in the process of studying or switching careers.

Sometimes we use the term **“women in tech”** or **“women in IT”** when we mean all our respondents considered altogether.

Report partner:





What makes us publish the “Women in IT” report for the fourth year in a row?

I could summarize the answer to this question in one word: **lack**.

What I mean is, among others, the **lack of equal pay** for women and men in the same positions – the gender pay gap. In the European Union, it is as high as 13%, and in each of the countries we researched (**apart from Poland**), it is, unfortunately, even higher.

Many organizations **lack transparency**, too, and this is the one thing that helps fight discrimination in the workplace. Moreover, many companies still lack official salary grids, and job advertisements **lack salary ranges**, thanks to which both women and men are enabled a level start.

The whole industry is actually lacking, too. While the demand for IT specialists is constantly growing, women aspiring to pursue careers in IT can be the solution to the **talent gap** problem. Almost half of the respondents declared that they have started the journey in the world of tech by switching careers. Still, they encounter numerous hurdles along the way.

That is exactly why, for the fourth time, we give you the report made by women, for women – to fill the lack of the above with concrete data, coming from the female IT specialists and job candidates in almost all markets No Fluff Jobs operates in: Poland, Hungary, The Czech Republic, Ukraine, and The Netherlands.

Wishing you a mindful and pleasant read.



COO NO FLUFF JOBS

Magdalena
Gawłowska-Bujok

The current situation of women in IT is impacted by significant challenges, both systemic and social. While at Roche we approach D&I holistically, I would like to especially highlight 2 focus areas.

Firstly, we invest in solutions and benefits, which support our employees' growth, well-being, and work-life balance. Our employees are supported with family-friendly policies and flexibility (both for working time & location). For example, the "Take Time" sabbatical benefit, has been functioning for many years. It's a 3-month partially paid time off, available to employees who have been with us for at least 5 years. Our newest idea, called "Recharge Fridays", allows employees to take 2 additional Fridays off per quarter to, well, recharge!

Secondly, we take actions outside the firm to improve women's representation in IT. We run programs directed at young girls and women, encouraging them to develop in the field of general science, including computer science. **That is why we are very**

enthusiastic about the report that we are presenting to you today, together with No Fluff Jobs.

In the research, we have looked at women's career paths in IT – their experiences, motivation, and challenges they face. I believe that the contents of the report will help its readers in designing, evaluating, or developing gender diversity solutions.

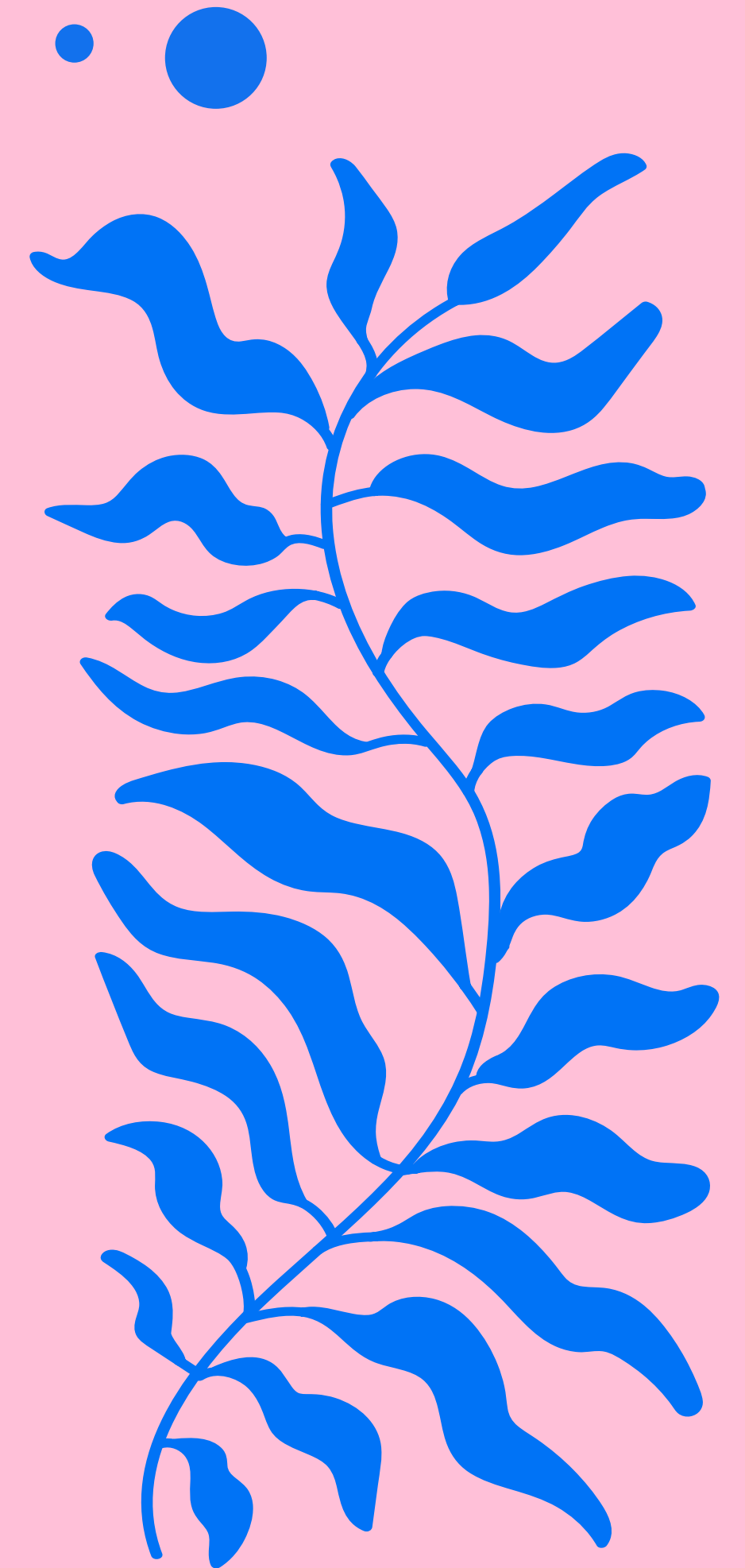
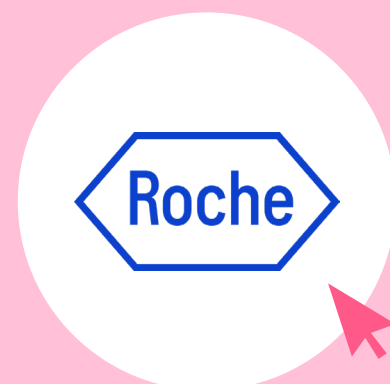
Women constitute as many as 38% of employees in Roche Informatics. Compared with the average in Poland (15.5%, one of the lowest shares in the European Union), this result is outstanding. For this reason, we feel the social responsibility to educate and show directions of growth for the industry, constantly raising the bar for ourselves in this respect.

When outlining the Diversity & Inclusion strategy, we should remember one thing: we already have the key to success in our organizations. It is the brave women defeating social and structural barriers to realize their professional passion. Let us draw on their knowledge and experience.



LEADER OF THE GLOBAL DATA ENGINEERING TEAM, ENTHUSIAST AND PROJECT LEADER OF DIVERSITY & INCLUSION | ROCHE INFORMATICS POLAND

**Paulina
Świącicka**

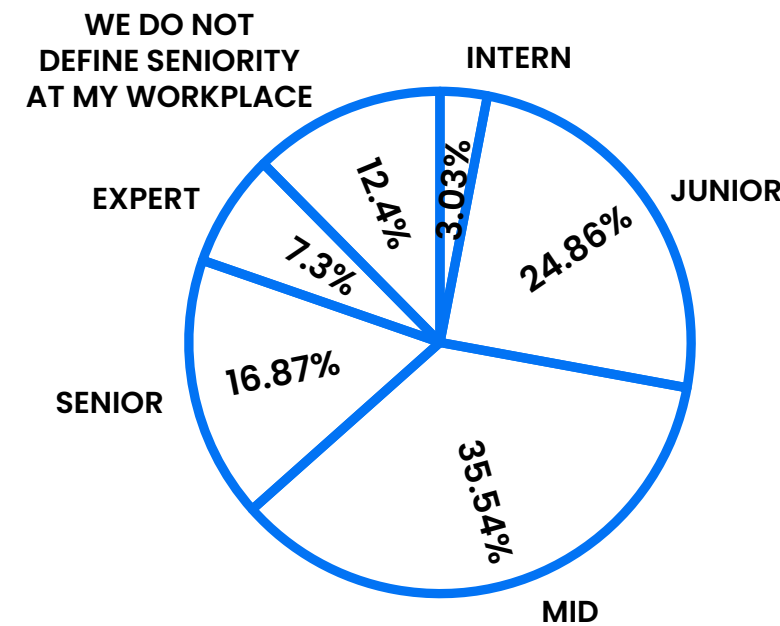


Who are the IT specialists?

Most of our respondents hold **mid** (35.5%) or **junior** (24.9%) positions.

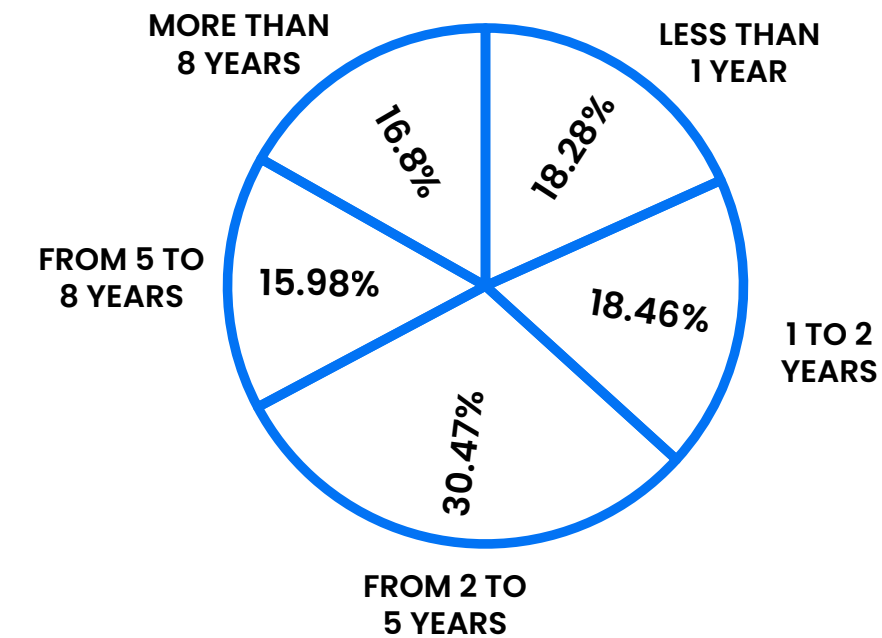
Almost half of juniors have less than one year experience in tech, whereas **11.4%** state that they've been in the industry for **over 2 years**. Once again we may wonder if getting a longed-for promotion from the junior to the mid position after 2 years of work is always a "safe bet".

Your seniority level:



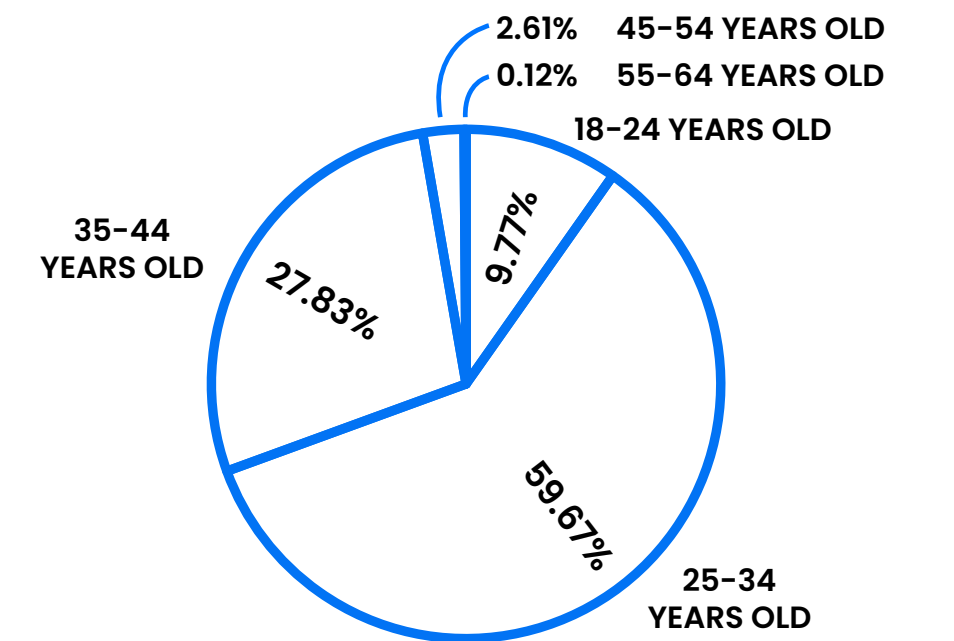
POLAND RESPONSES: 1,452

Years of experience:



POLAND RESPONSES: 1,690

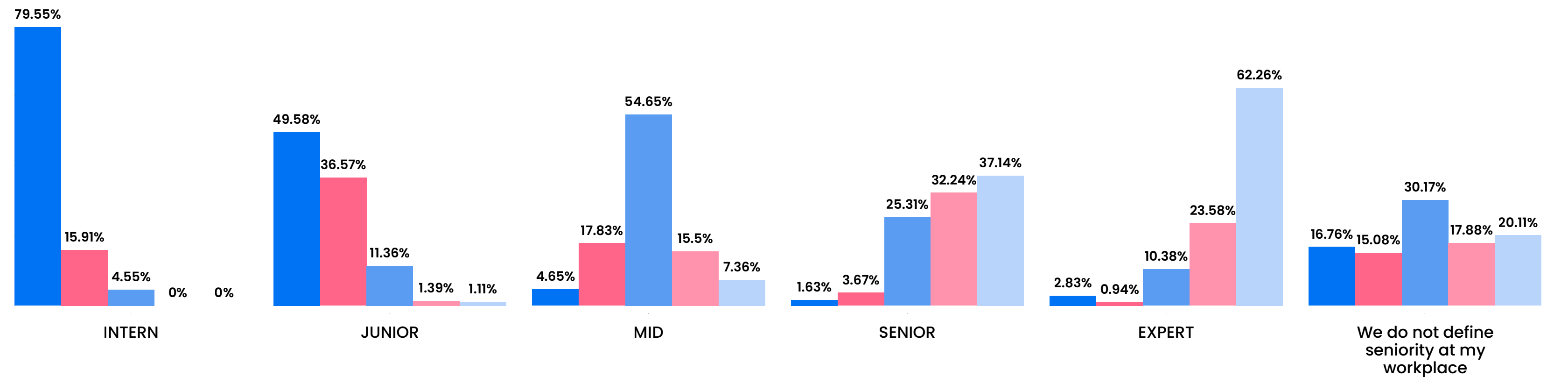
Age:



POLAND RESPONSES: 1,495

Years of experience vs. level of seniority

- LESS THAN 1 YEAR
- 1 TO 2 YEARS
- FROM 2 TO 5 YEARS
- FROM 5 TO 8 YEARS
- MORE THAN 8 YEARS



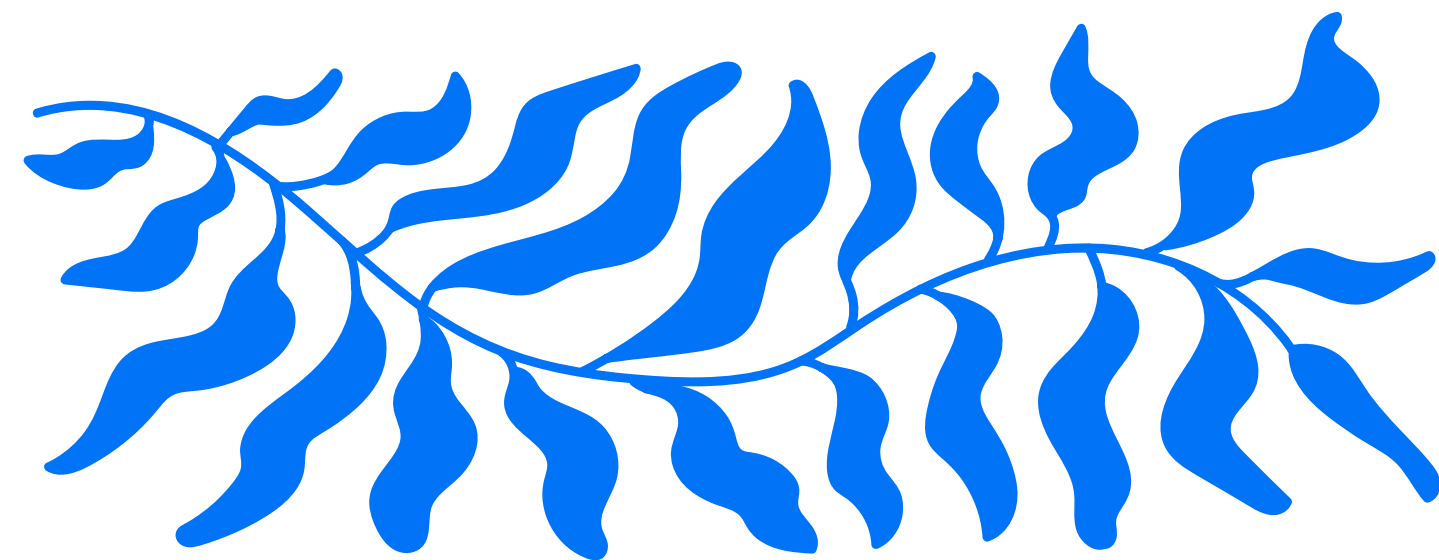
POLAND RESPONSES: 1,451

Yeah, coding is cool, but have you tried Testing or Project Management?

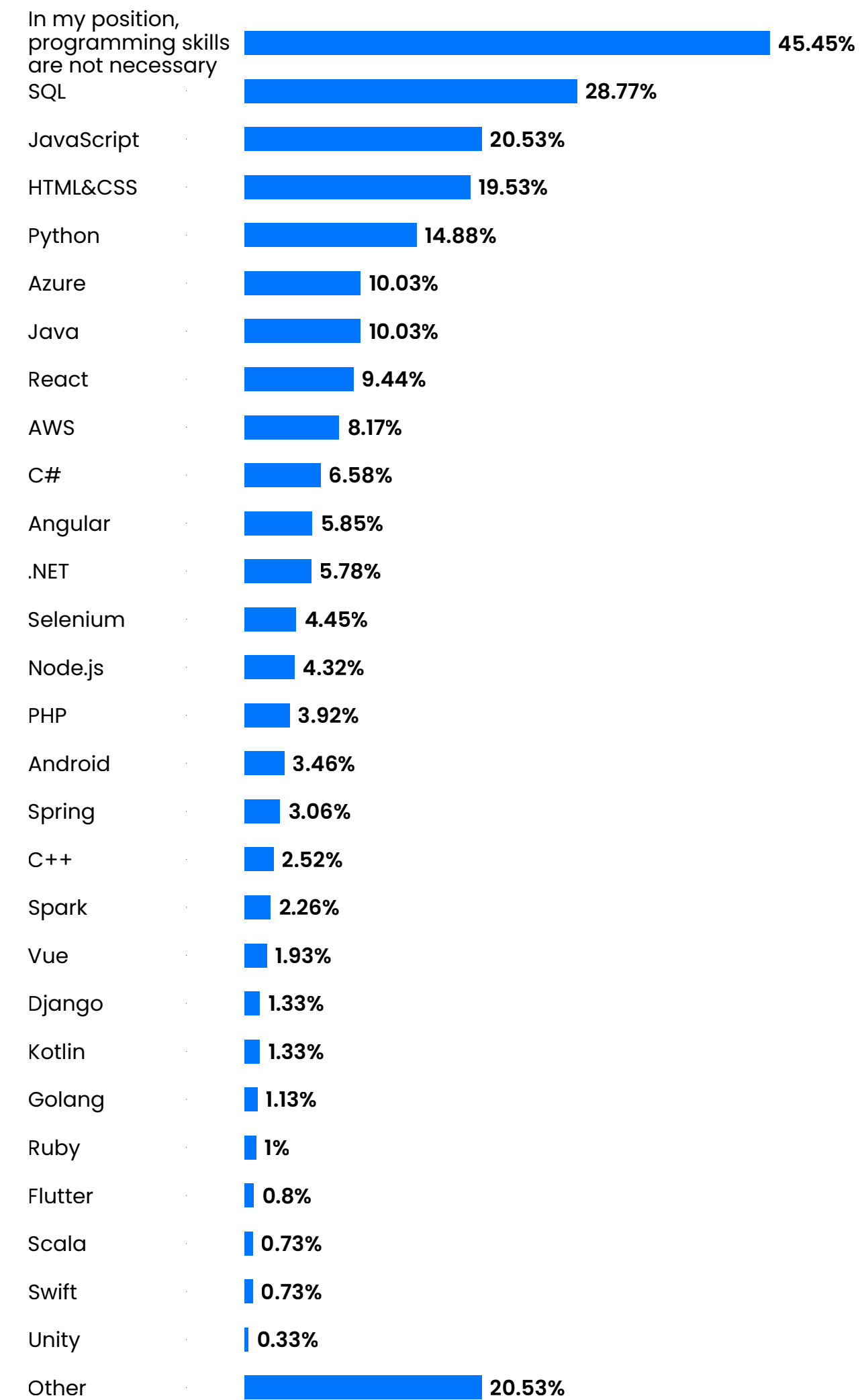
As you will soon learn in the following pages (**spoilers!**), many women in tech find entering the IT industry quite challenging, especially considering the fact that almost half of them decided to give up their past careers and switch into IT.

No wonder that IT specialists mostly tend to choose specializations with lower entry threshold such as **Testing** (15%), **Project Management** (10%) and (almost ex aequo) **UX/UI** (8%) with **Backend** being the only exception (8.8%)

Let's say it loud and clear that IT is much more than programming!

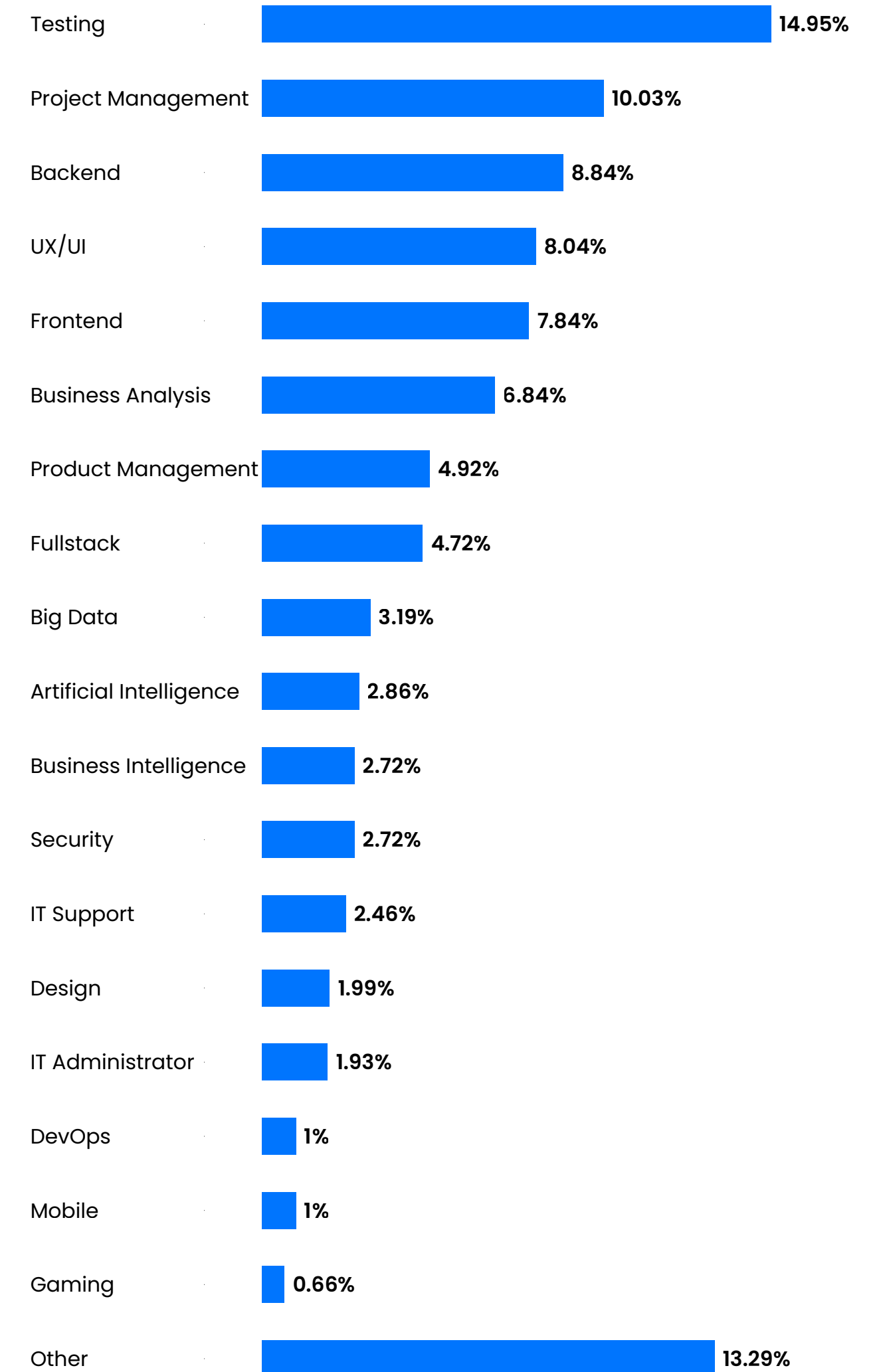


What technologies and/or tools do you work with on a daily basis? (multiple choice)



POLAND RESPONSES: 1,505

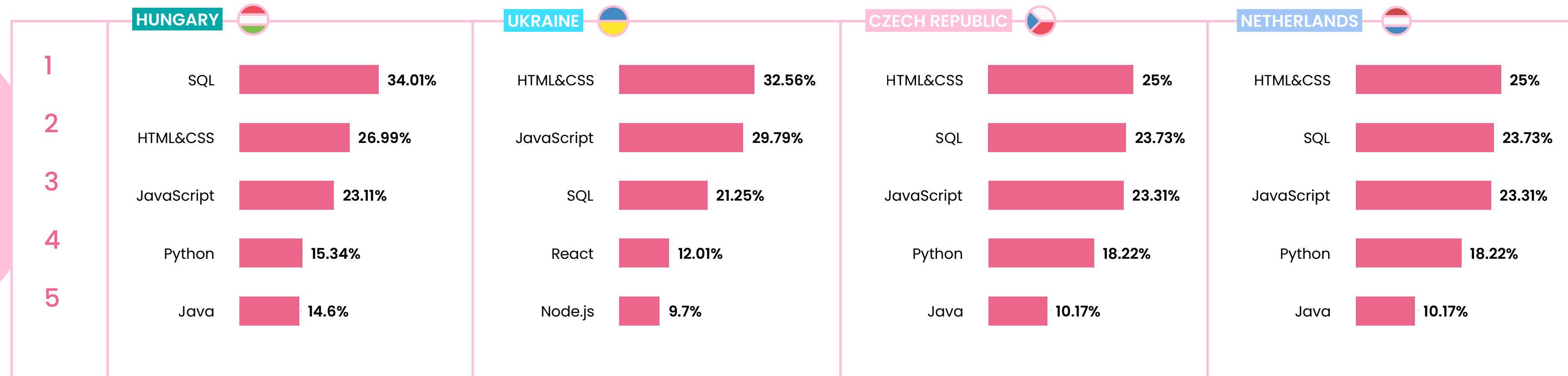
What's your specialization?



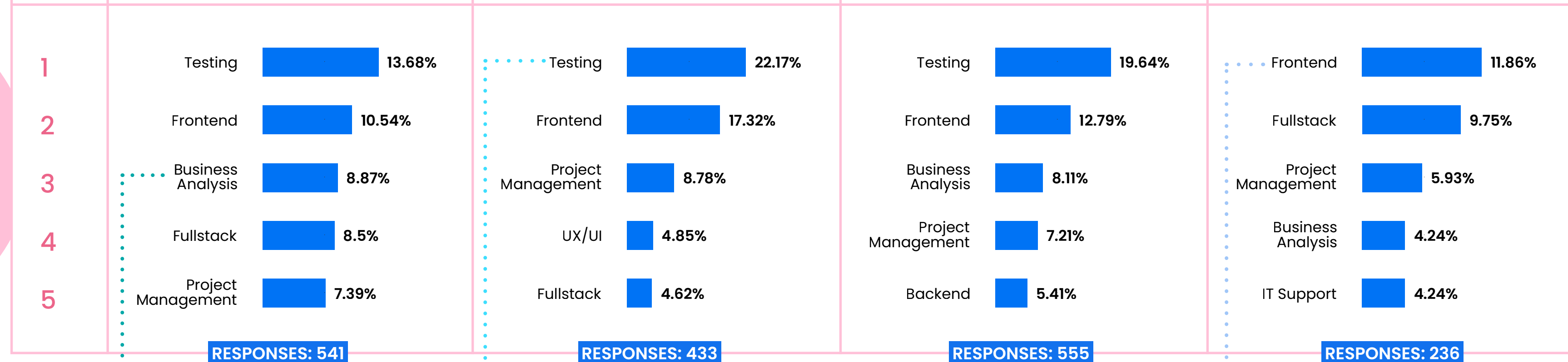
POLAND RESPONSES: 1,505

All women in tech

Top 5 technologies



Top 5 specializations



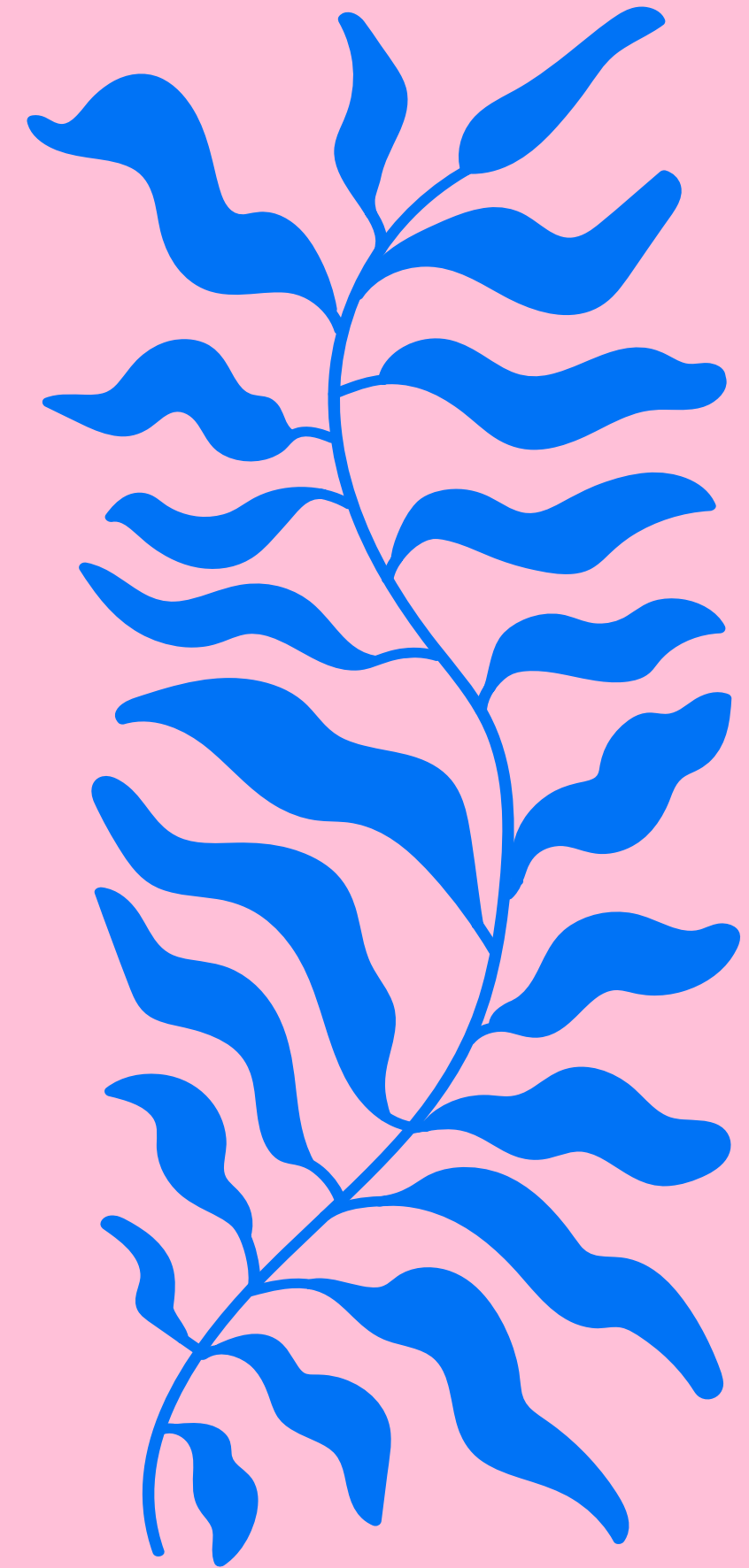
Hungarian IT specialists seem to be data enthusiasts, as they have the highest rate of Business Analysts among all surveyed countries.

In Ukraine, almost 1/4 of professionals are Testers, just like in the Czech Republic, whereas in the Netherlands women in tech are really into coding with Frontend (14%) and Fullstack (12%) getting the most votes.

At Codecool and Software Development Academy, we're all about creating a more inclusive digital future by bridging the gender gap in tech. Despite being half the world's population, women are underrepresented in the industry. They tend to work in testing, management, and support roles more due to part-time opportunities and because they usually doubt their coding abilities.

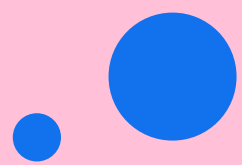
Our joint company operates in 8 countries and has a diverse team that provides quality education regardless of gender. We're dedicated to empowering women to pursue coding roles. We organize events and offer initiatives like the CoderGirl Scholarship to encourage women to build tech careers. Last year, dozens of women accessed tech education through

the scholarship. Our community of students, mentors, and colleagues is about lifting each other up. We believe anyone can succeed in tech, regardless of gender. That's why we're dedicated to providing the resources and support that help people achieve their dreams.



HR MANAGER CODECOOL & SDA

Orsolya Nyitrai



Is gender equality at workplace feasible?

Women in the EU earn 13% on average less than men. What are the main reasons behind the gender pay gap?

1

Overrepresentation of women in low-paying sectors.

2

Unequal share of paid and **unpaid work** – European women dedicate 18.4 hours per week on cooking and housework, compared to 12.1 hours for men (it varies depending on the country, check detailed info [here](#)).

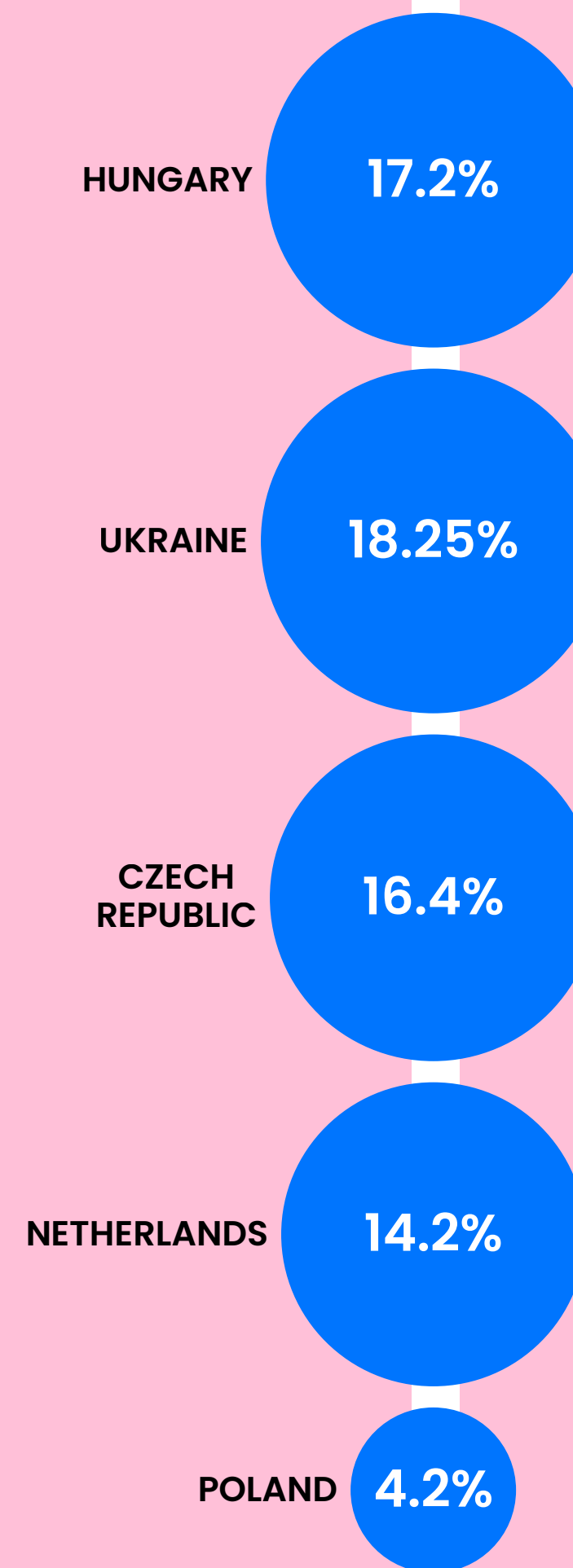
3

The glass ceiling: female representation on C-level positions is still extremely low (it gets even worse for **women of color**).



Gender pay gap

Source: Data provided by the European Commission. Data for Ukraine: ukrstat.gov



Can you wait another 135.6 years?

Our generation won't live to see the gender parity... The global gender gap has recently increased from 99.5 years to 135.6 years (source: [Global Gender Gap Report 2021](#)).



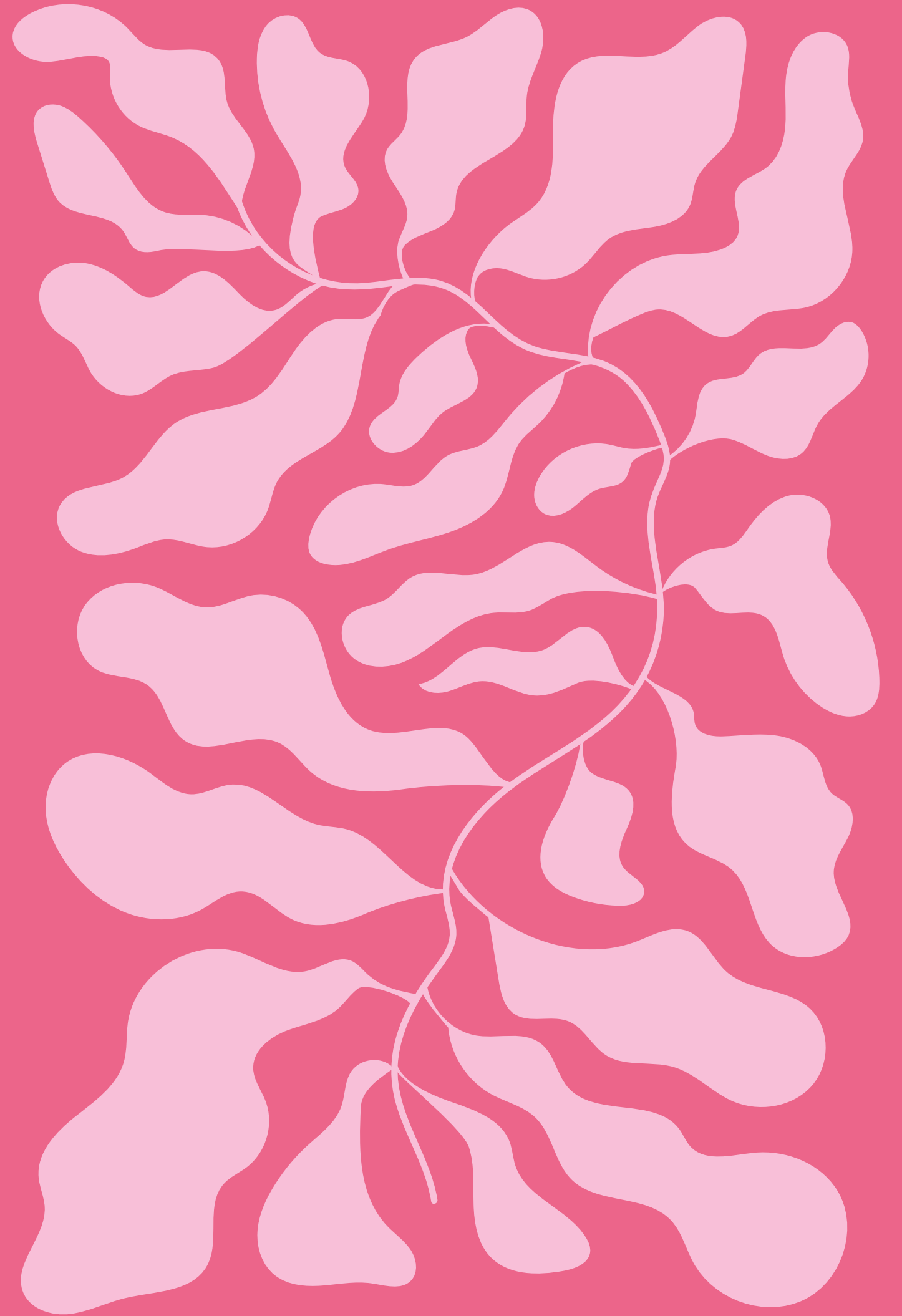
• **66%*** of women in tech don't know how much men in the same position and seniority level earn

 *63%

 *63.2%

 *63.3%

 *53.3%



Many solutions could work to close the gender pay gap, which is visible in the results of the survey. Salary transparency in IT is important to promote fairness, retain and attract talent, and build a positive reputation for the companies, too. This is a win-win situation for both parties, whereby companies could gain a real market advantage.

Not only the market players, but also the governments could do something for the cause. **Passing laws that promote equal pay and penalizing companies that discriminate against women** would be a clear signal for decision-makers that it should be taken care of.

I participate in many programs specifically supporting women working in IT. In the **Women in Tech Hungary Association** we care about the position of women in the profession; we have mentoring programs, career days, and we promote IT among women in as many places as possible. IT specialists shape the future – let us, women, be a part of it!



CEO GYEREKKEKEL.HU APP

Alíz Szente



EMPLOYER BRANDING EXPERT CONSULTANT FOR IT BUSINESS

CO-FOUNDER AT EMPLOYER BRANDING COMMUNITY

Kateryna Drobot



Fighting the pay gap requires a multifaceted approach that includes individual and organizational levels. Here are some ways:

Educate and raise awareness: It is essential to educate people about the issue of pay gap and its implications.

Encourage salary transparency: Companies should be encouraged to disclose their salary scales, and employees should be given the tools to negotiate their salaries effectively.

Address gender bias: Gender bias is a significant contributor to the pay gap. Addressing it requires us to challenge stereotypes and prejudices that affect our perception of women's work. This includes

promoting more women to leadership positions and providing equal opportunities for both men and women in the workplace.

Implement policies and regulations: Organizations should implement policies that promote equal pay, such as equal pay audits, parental leave policies, and flexible work arrangements.

Support women's career advancement: Providing training, mentoring, and networking opportunities to women can help them develop their skills and advance in their careers.

Transparency to the rescue

As a job board with transparency deeply rooted in our DNA, we stand for equality in the workplace and believe that we can help to achieve it by:

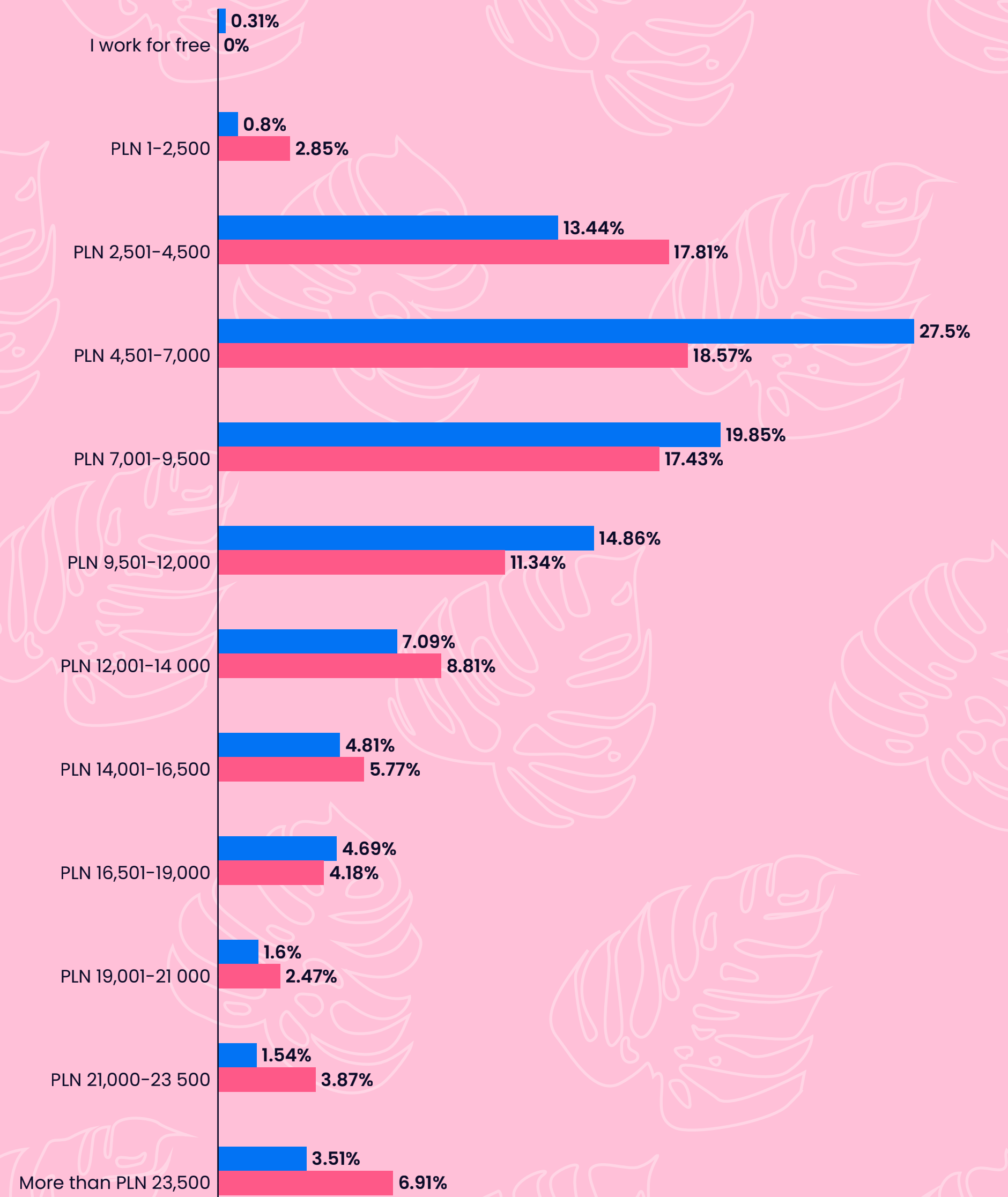


Declared vs. desired salaries among women in tech

We asked women the same question last year and 28% respondents admitted that they earn PLN net 3,001-5,000. This year, though, we might observe a significant increase into PLN net 4,500-7,000 being the most popular response among IT specialist (27.5%).

LEGEND:

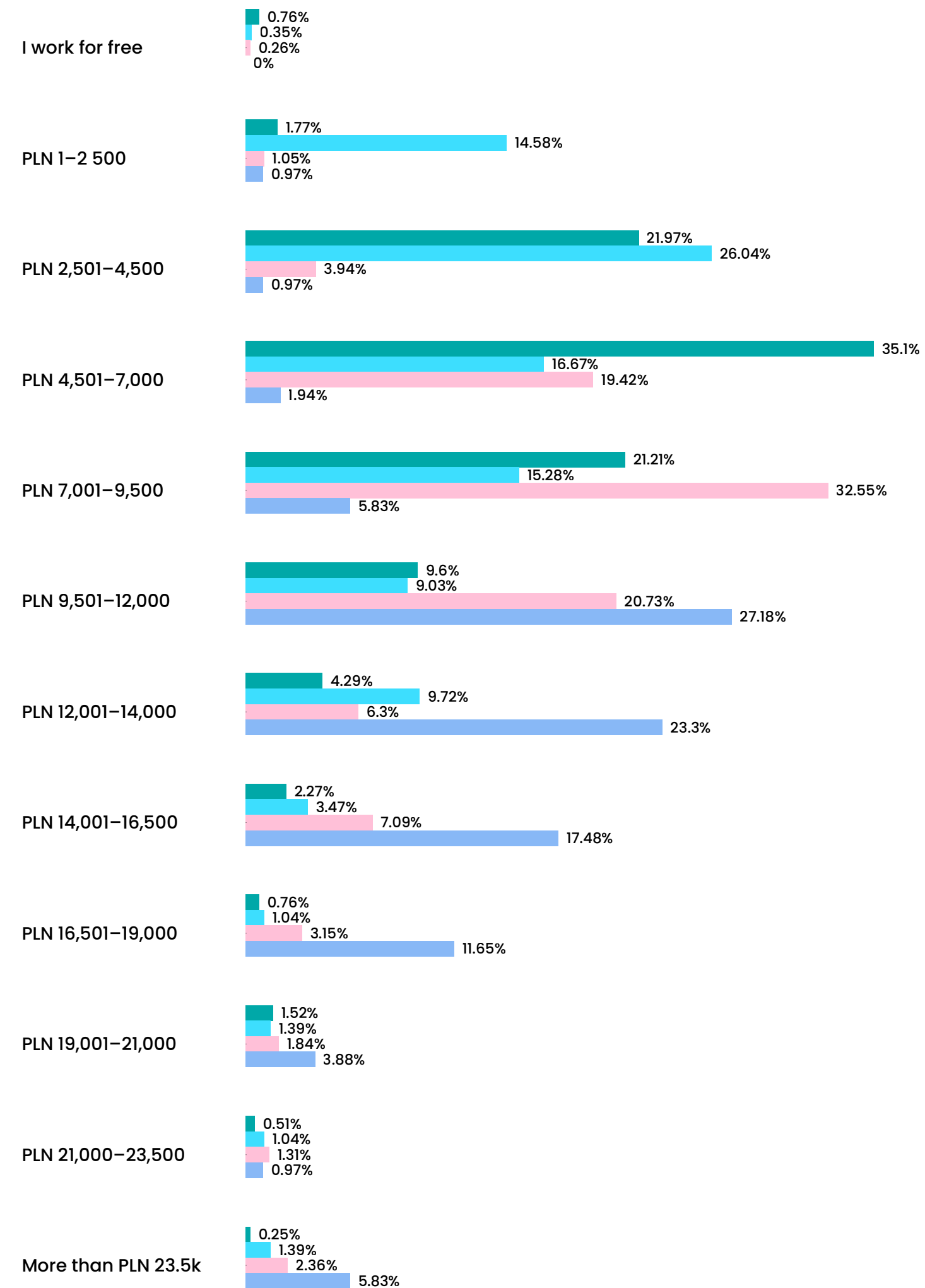
- What is the approximate range of your monthly income (net)?
- Given your experience and skills, how much would you like to earn (net)?



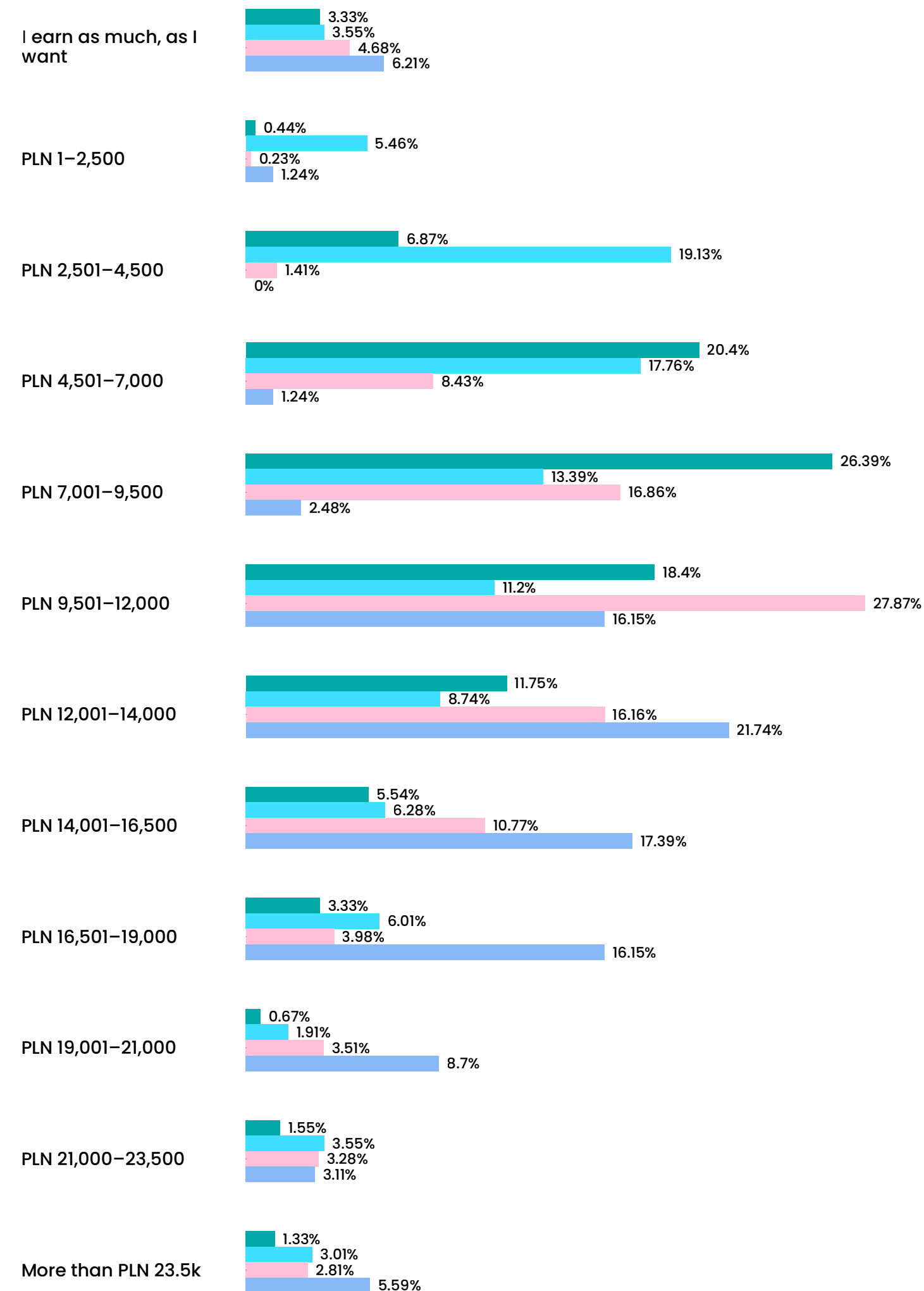
POLAND RESPONSES: 1,578 RESPONSES: 1,622

Declared vs. desired salaries among women in tech from Hungary, Ukraine, Czech Republic and the Netherlands

1. What is the approximate range of your monthly income (net)?



2. Given your experience and skills, how much would you like to earn (net)?

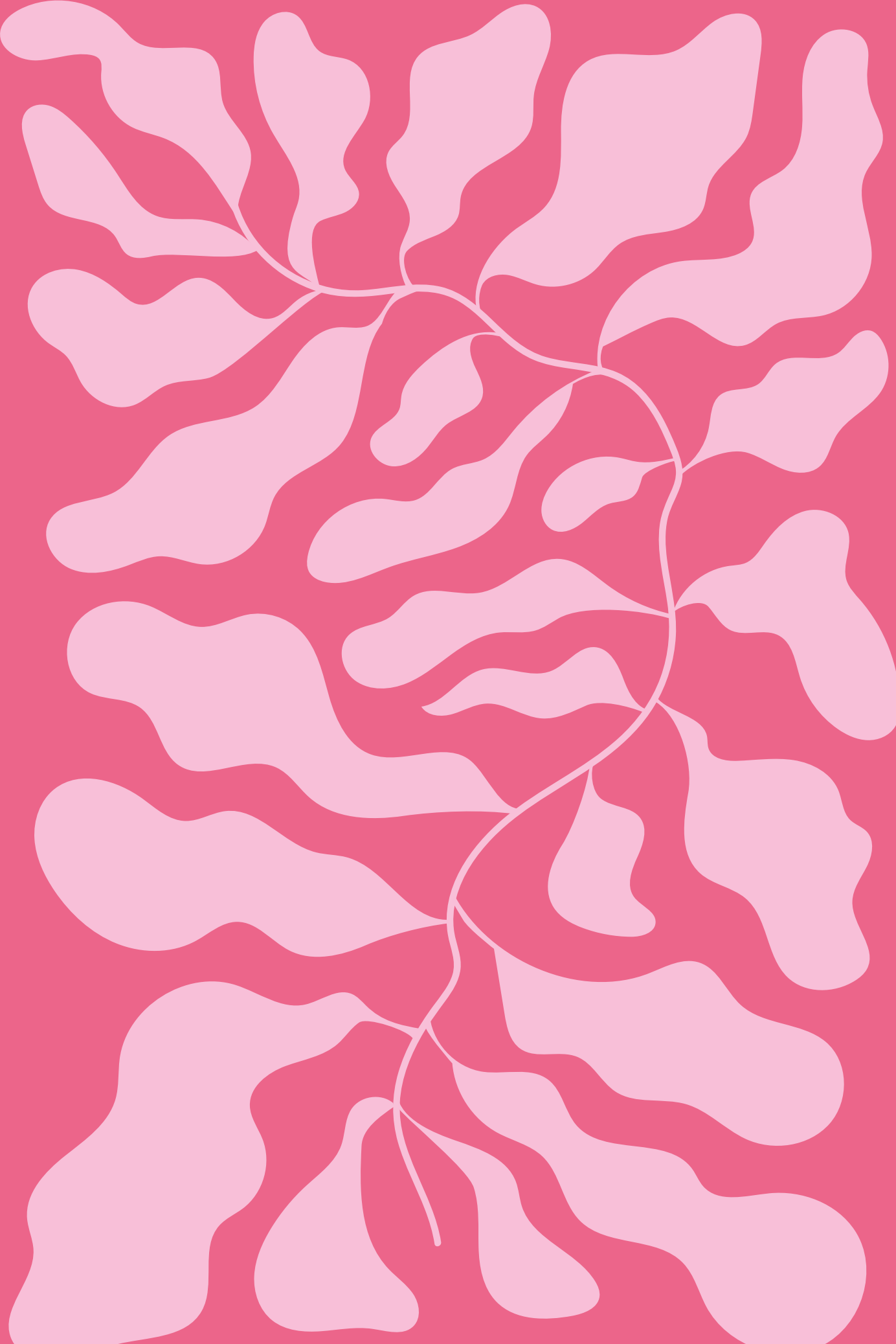
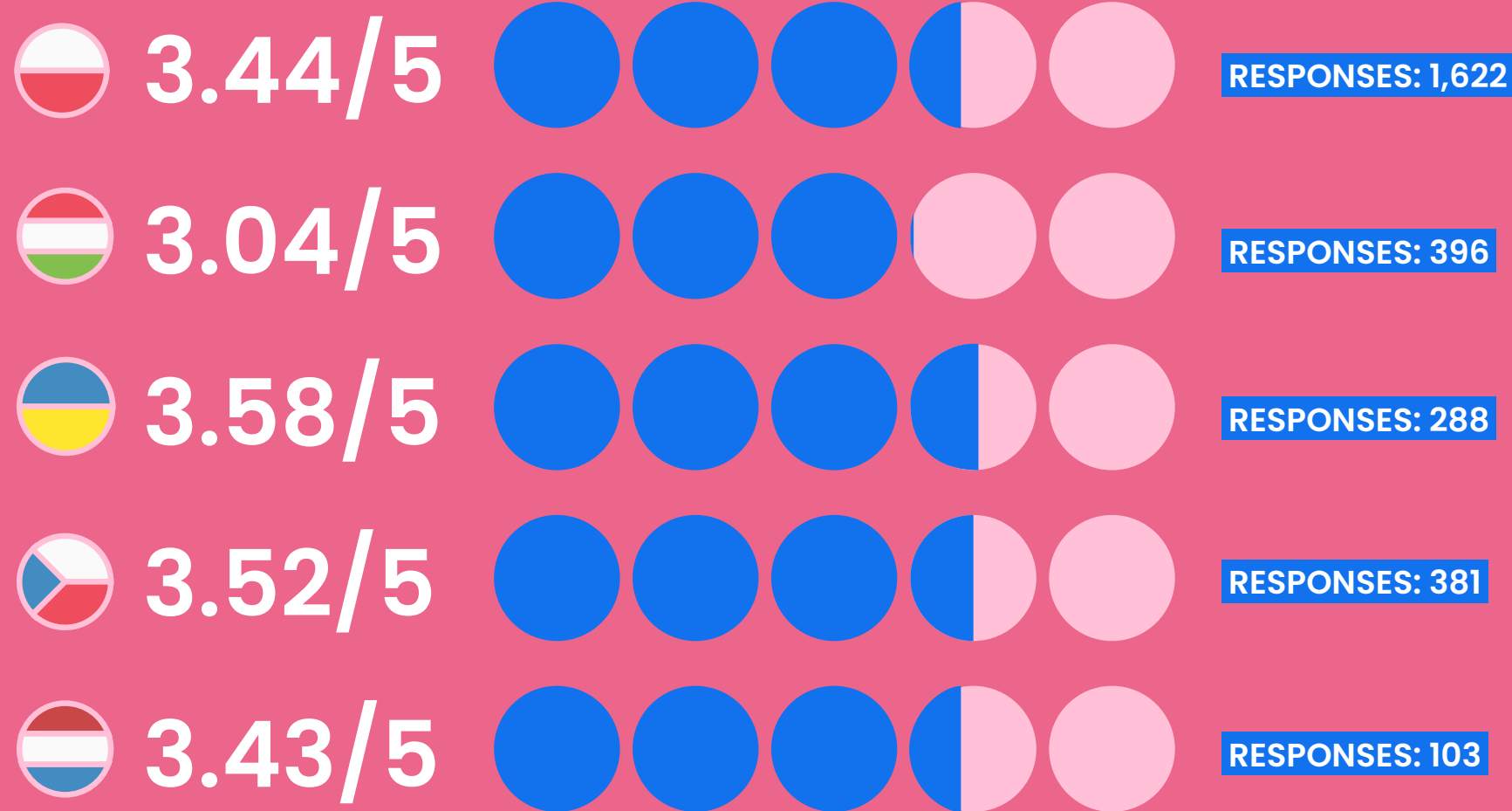


LEGEND:



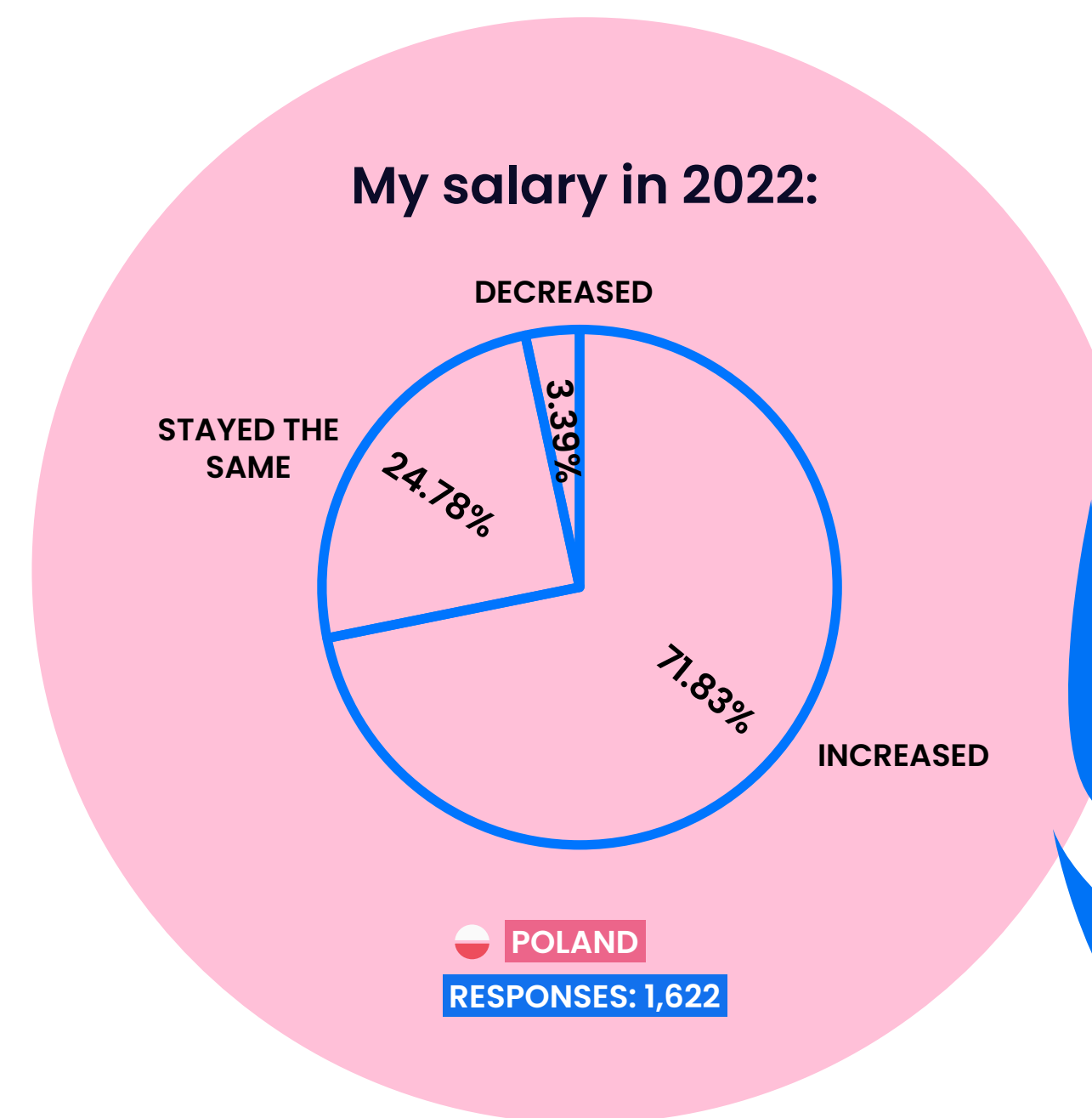
Only 56.8% of women in tech are satisfied with their salaries.

Salary satisfaction



Tech pays: the promised wonderland?

Despite a disturbing global economic and political situation which impacted even the crisis-resistant IT industry (**hiring freeze, layoffs, Russian aggression**), IT specialists could still count on pay raises (71.8% respondents).



It is striking that in 2022, almost 30% of female IT professionals in the Netherlands did not receive a salary increase, while 70.4% did receive one. Why did almost a third of them maintain the same salary? Increased transparency in salary information can help employees have more realistic salary expectations. When evaluating salary increases and job vacancies, it is also important to consider the relationship between salary and experience.



CEO TECHGROUNDS

Saskia Verstege

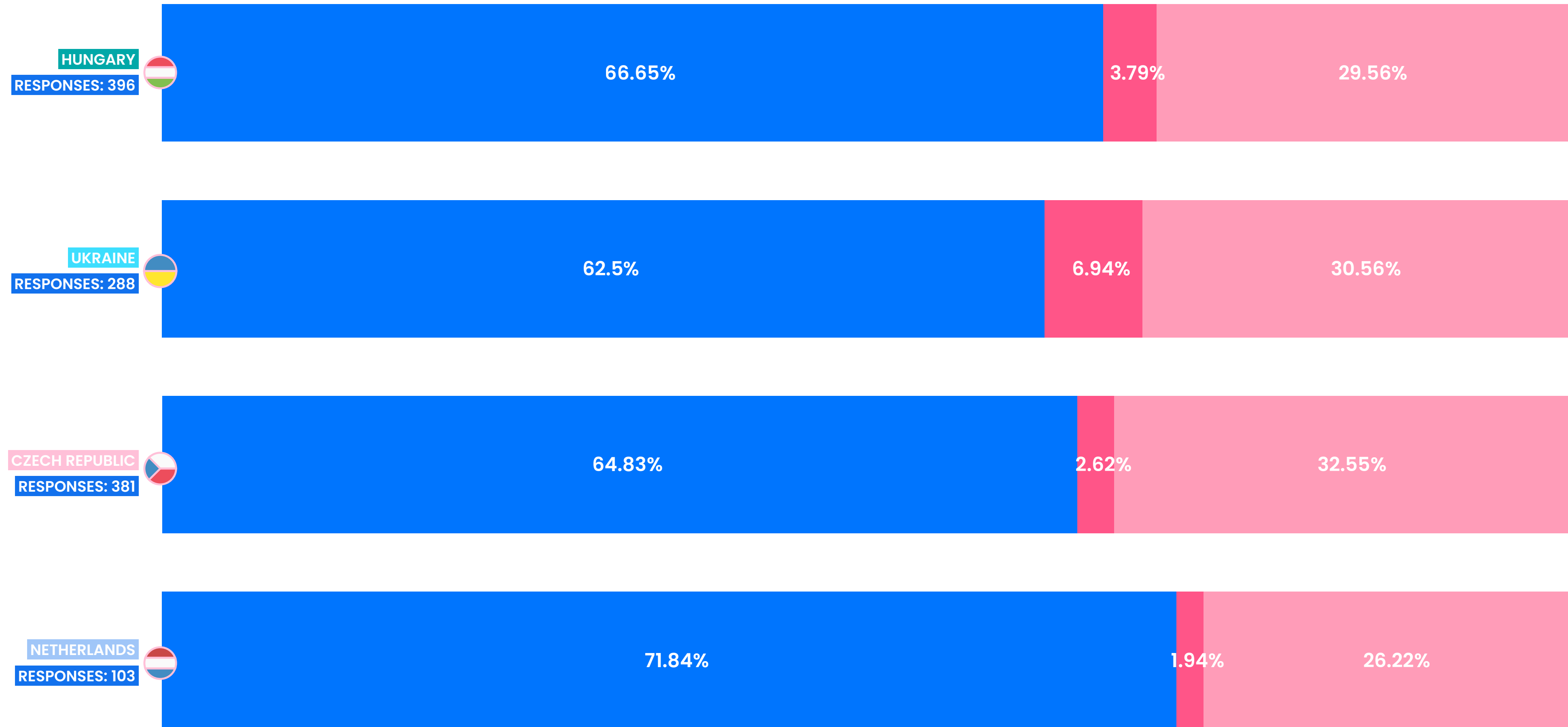


My salary in 2022:

● Increased

● Decreased

● Stayed the same



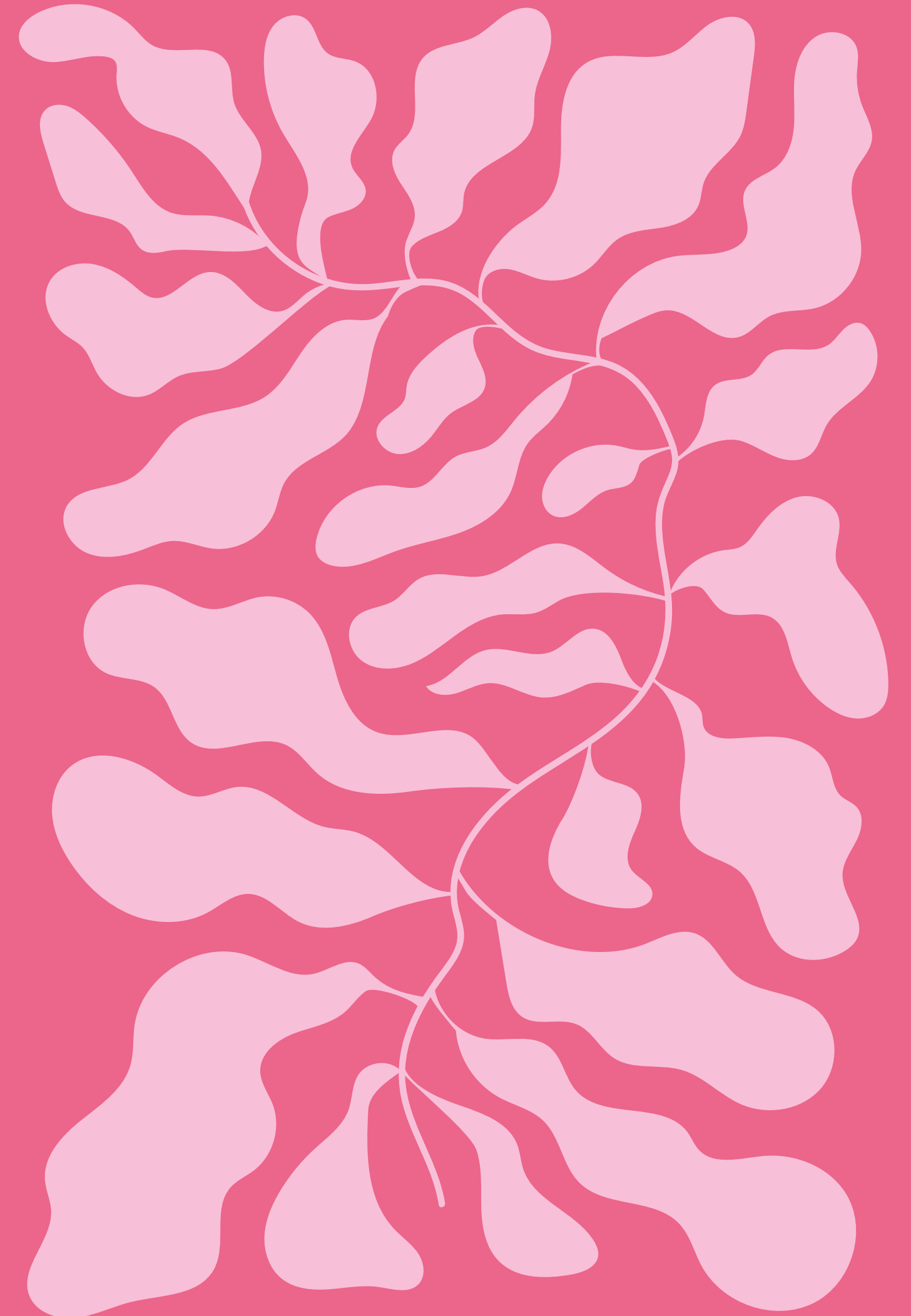
• **94.5%*** women in IT consider salary ranges an important element of a job ad

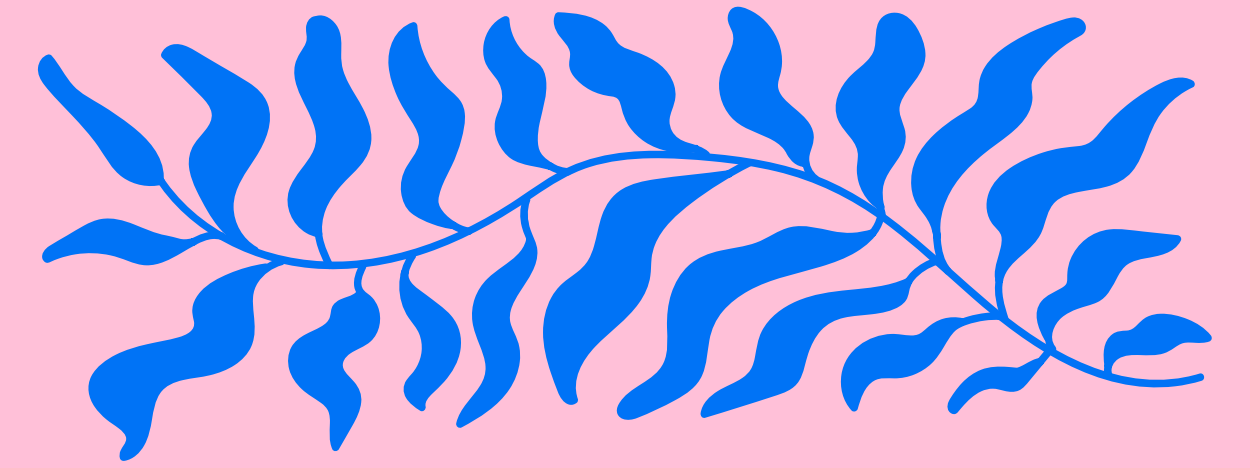
 *93.5%

 *88.1%

 *88.8%

 *87.1%





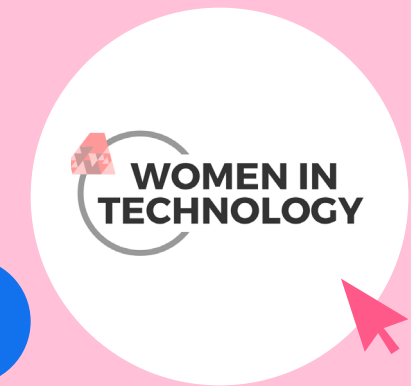
I have come to understand that success in the tech industry often hinges on the ability to negotiate what you want. From my experience, this means that developing **self-confidence and strong negotiation skills is crucial** for IT professionals, particularly women. Recognizing

the value of your skills, both technical and interpersonal, is a crucial first step in building this self-confidence and advocacy.



CEO WOMEN IN TECHNOLOGY

Anna Szwiec



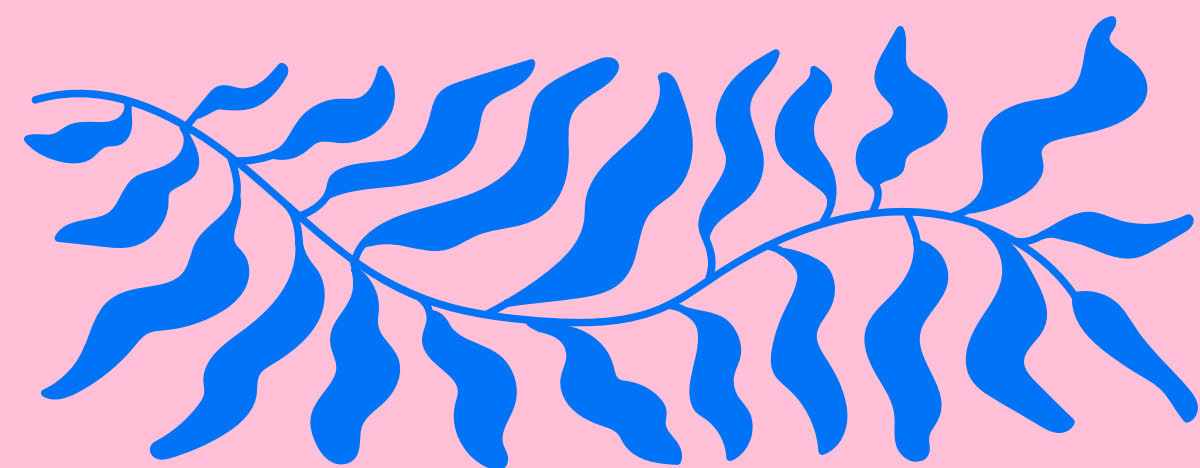
MANAGING DIRECTOR ITFUNDAMENTALS

Maaike van Putten



The discrepancy between the declared and the expected salaries for women might stem from them feeling unfairly treated because of statistically lower pay than men. We have come to blame women themselves for this, pointing to their passiveness, low self-esteem, or not being able to negotiate pay increases effectively. **All the while, it is employers who should be held accountable**

and pressured to determine salaries based on competencies, commitment, and productivity of employees, not their gender. To decrease the gender pay gap, salary transparency is instrumental.



How to feel safe in unsafe times?

It is still true that women in IT encounter difficulties emerging from work policies: **lack of support programs, pay inequity**, or not enough flexibility to reconcile work with parental and caregiving responsibilities. This can affect their motivation and job satisfaction.

What is more, studies show that women show perfectionist behaviors more often than men, which can escalate stress and exertion even further.

That is why at Dare IT we focus on offering all-encompassing support, from mentoring to building self-efficacy confidence. We encourage everyone to join our mission!



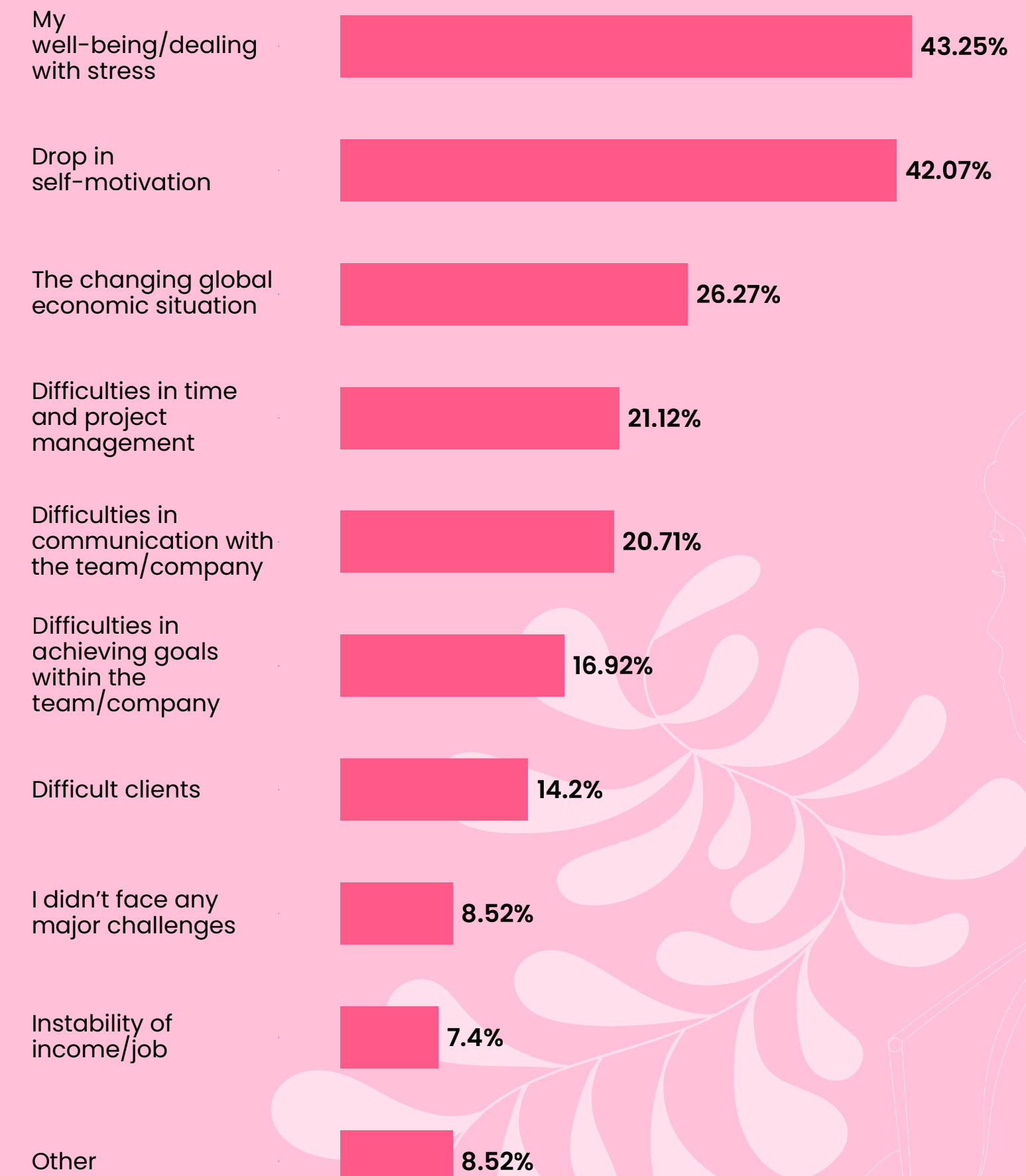
CO-FOUNDER AND CO-CEO DARE IT

Aleksandra Bis

Dare IT

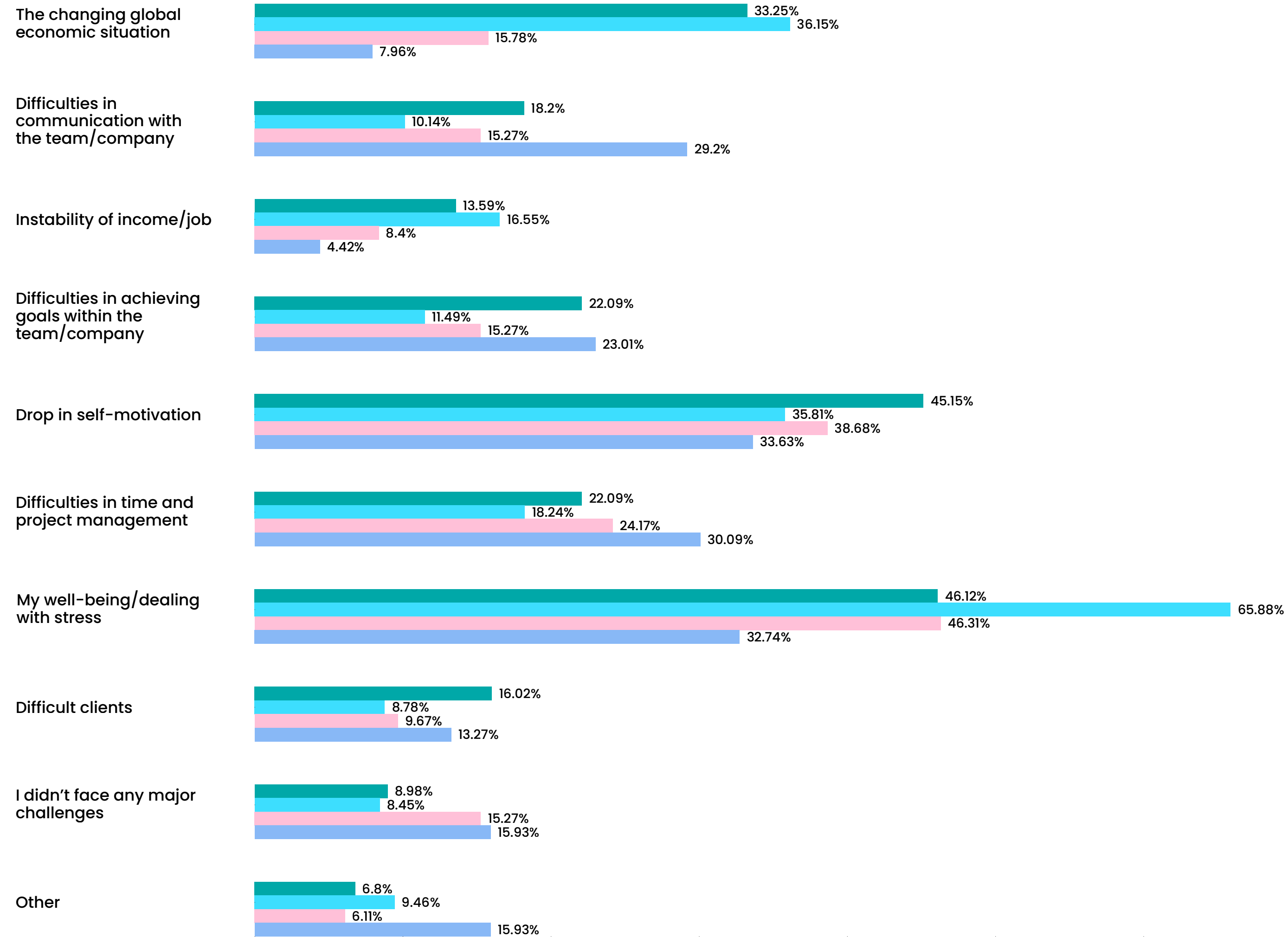
What was the biggest challenge you had to face in 2022?

(choose max. 3)



POLAND RESPONSES: 1,690

What was the biggest challenge you had to face in 2022? (choose max. 3)



LEGEND:

-  **HUNGARY**
RESPONSES: 412
-  **UKRAINE**
RESPONSES: 296
-  **CZECH REPUBLIC**
RESPONSES: 393
-  **NETHERLANDS**
RESPONSES: 113



No (wo)man in tech is an island

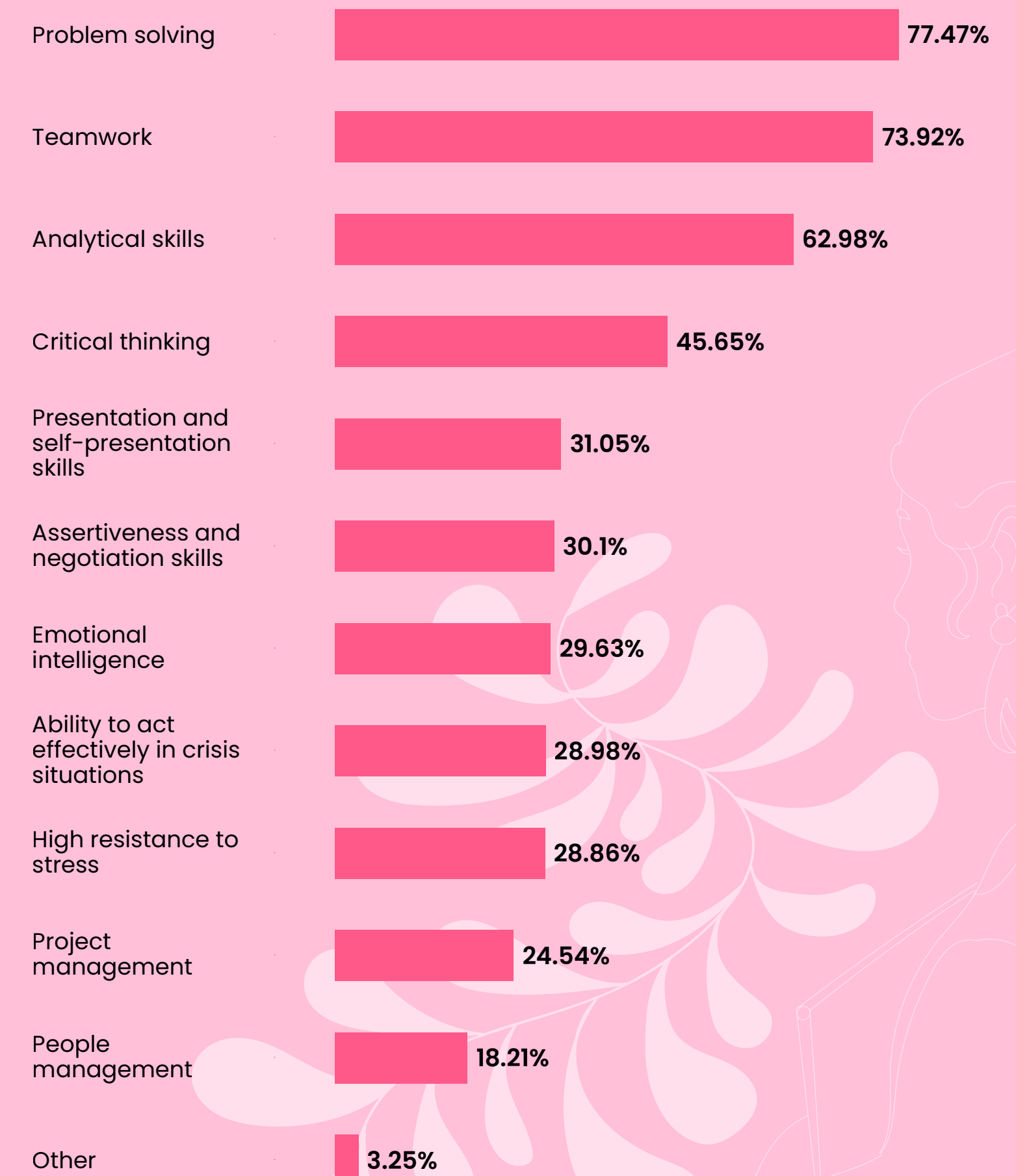
First, let's dispel yet another myth about the IT industry. **It's not a solo career path.**

You work in a team driven by a common goal, no wonder that the top 3 competencies required in IT are: **problem solving** (77.5%), **teamwork** (73.9%) and **analytical skills** (63%).

Soft skills may come in handy when you're a beginner who still lacks some technical background but can show their open mind and a real team spirit.

Which soft skills are essential in your daily work?

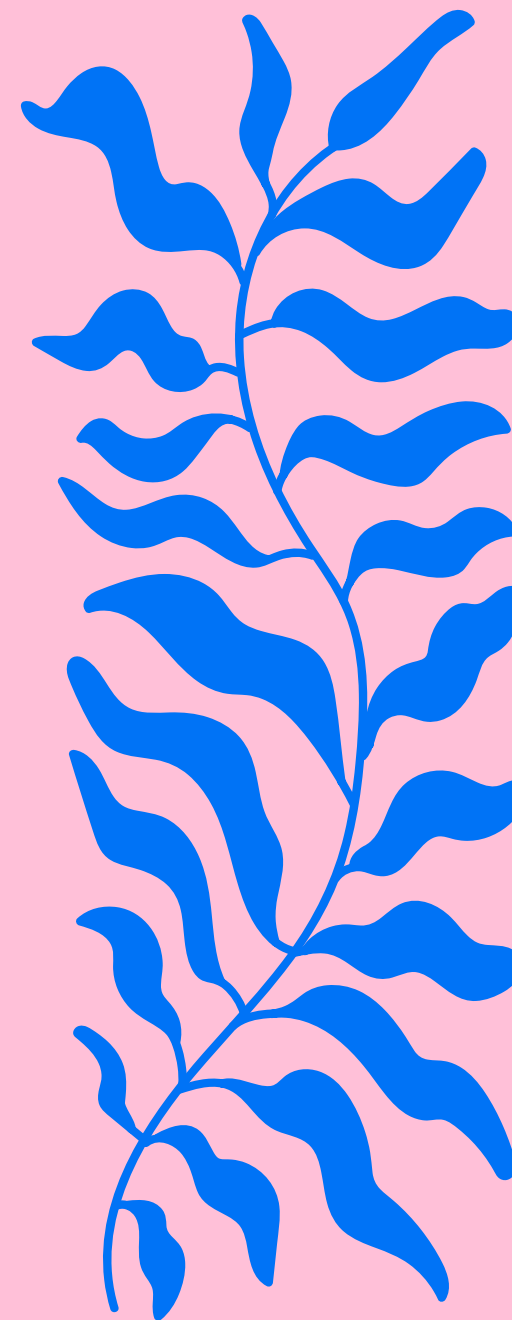
(choose max. 5)



POLAND RESPONSES: 1,690

We “take” our whole selves to work, not just our “professional persona.” If we are struggling with mental problems, we can’t just leave them in the parking lot under the office – they’re taking their toll at work as well. As many as 40% of the respondents consider precisely mental well-being as the greatest challenge of the past year. That is why it is so important to create an organizational culture that allows for openness towards others and promotes **empathetic leadership**. Companies that support employees’ mental

health through education and including psychological care in benefit packages stand out in the market. Supporting and educating mid-level managers has particular potential here. They are the ones “on the front line,” motivating, supporting and recognizing employees in crisis on a daily basis. In times of uncertainty and difficult economic conditions, **attentiveness and empathy at work are proving to be key leadership competencies more than ever.**



TECHNOLOGY COMMUNICATIONS MANAGER
RINGIER AXEL SPRINGER POLSKA

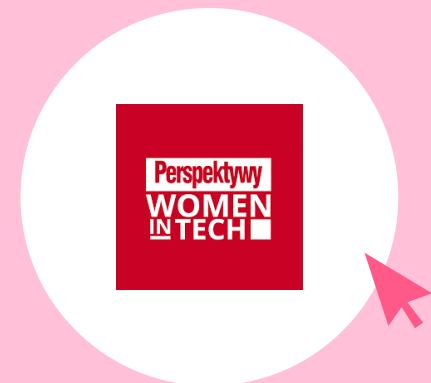
Małgorzata
Kuś

ringier
axel springer



CEO PERSPEKTYWY EDUCATION FOUNDATION

Bianka
Siwińska



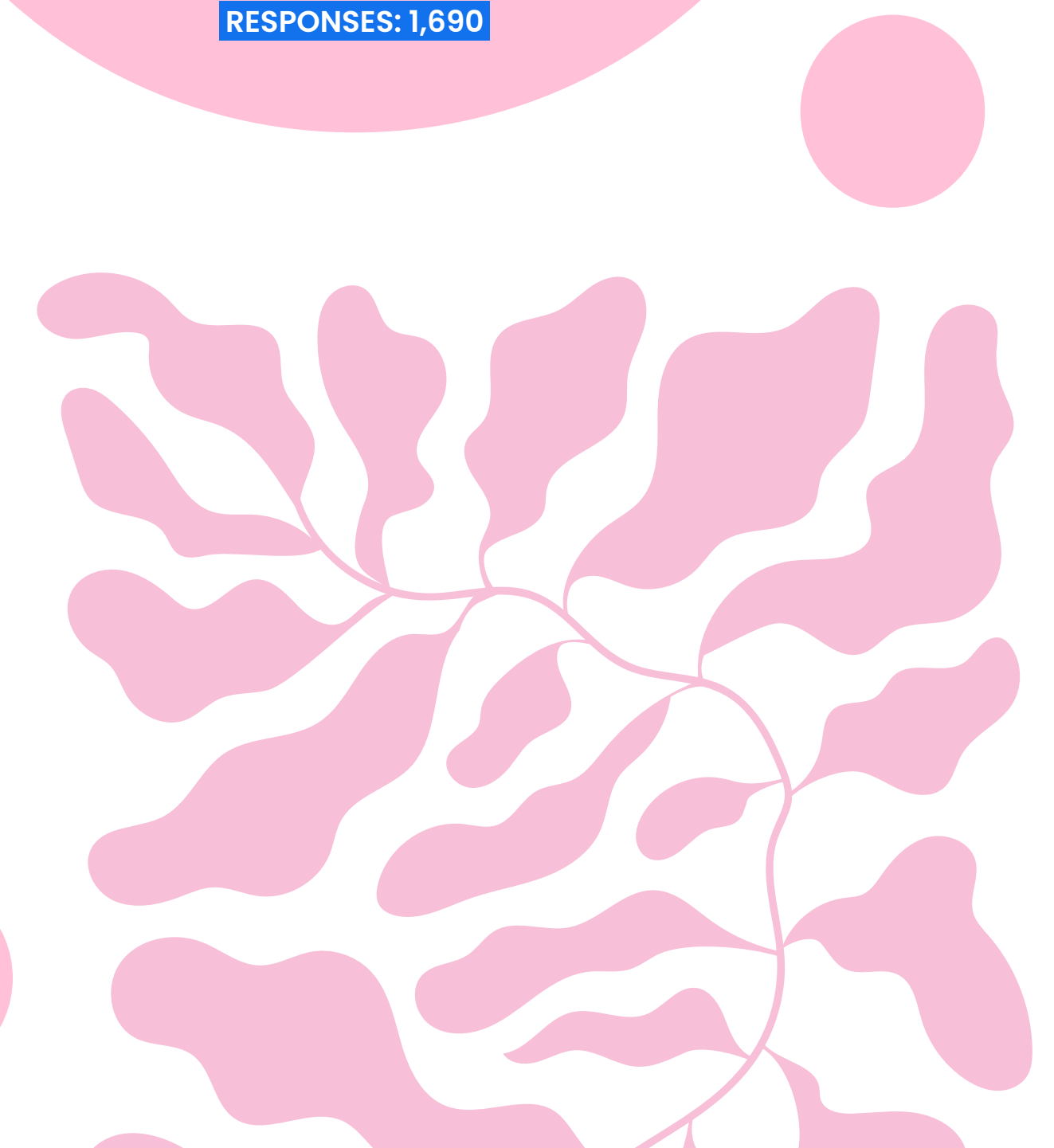
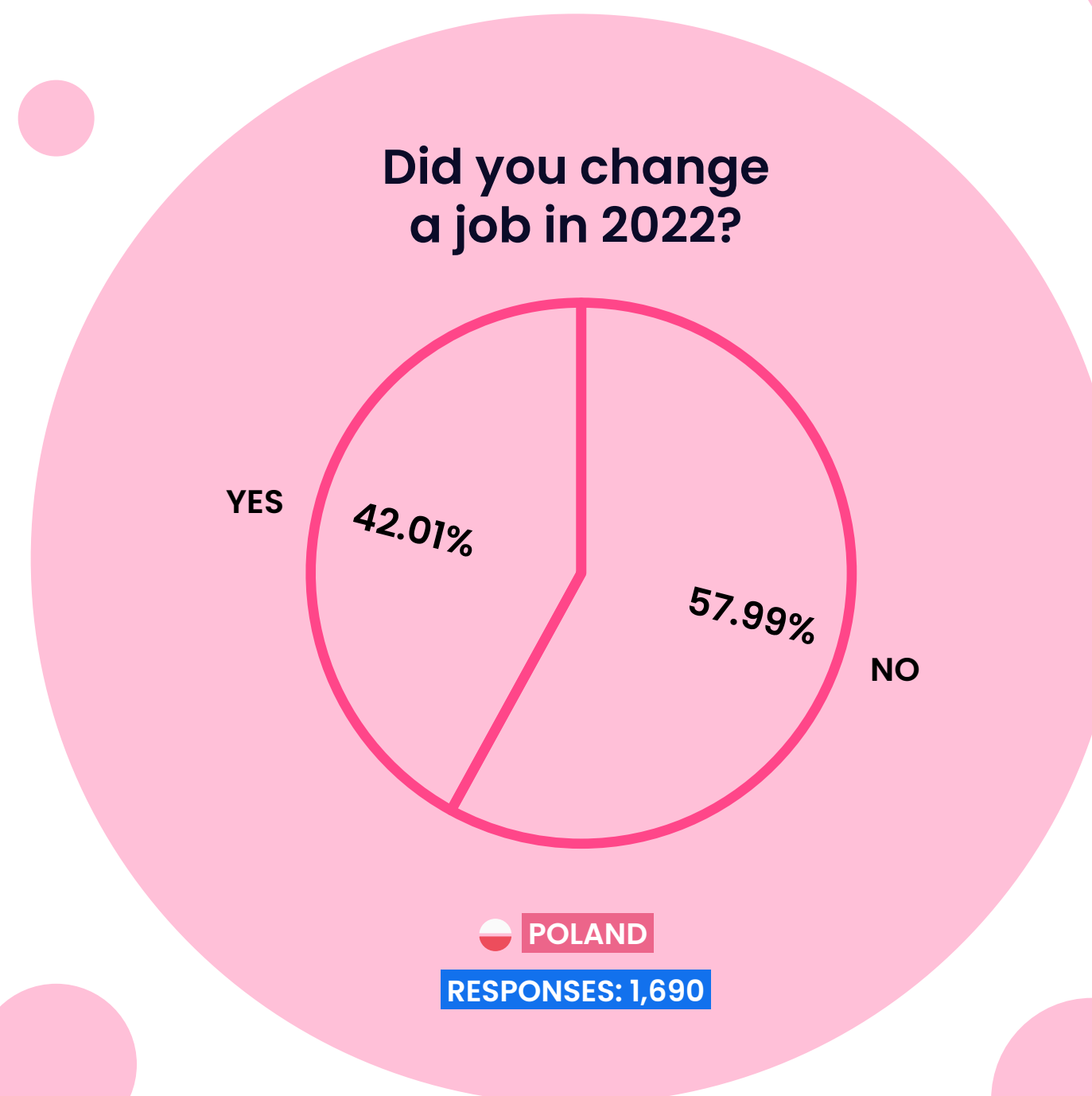
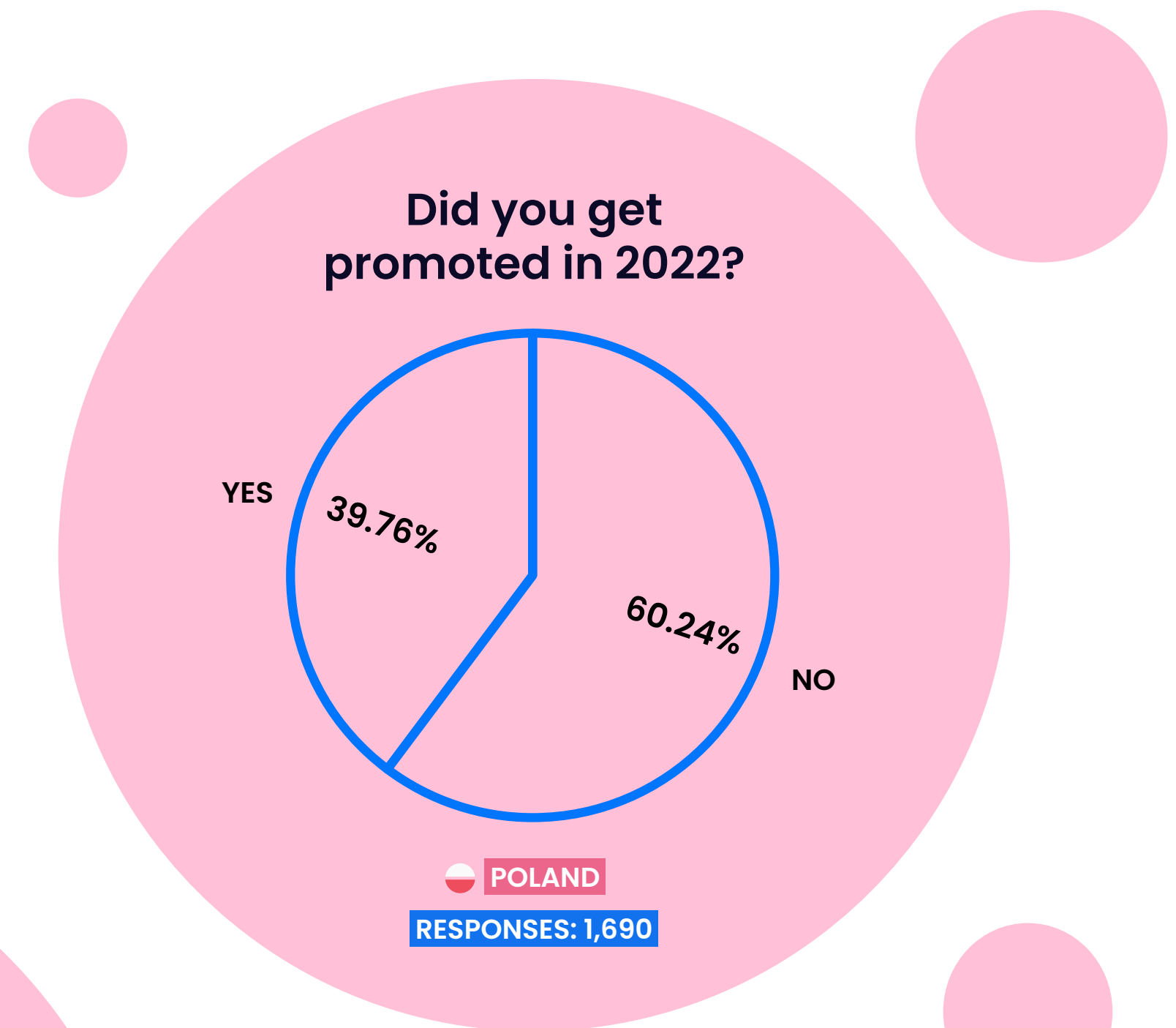
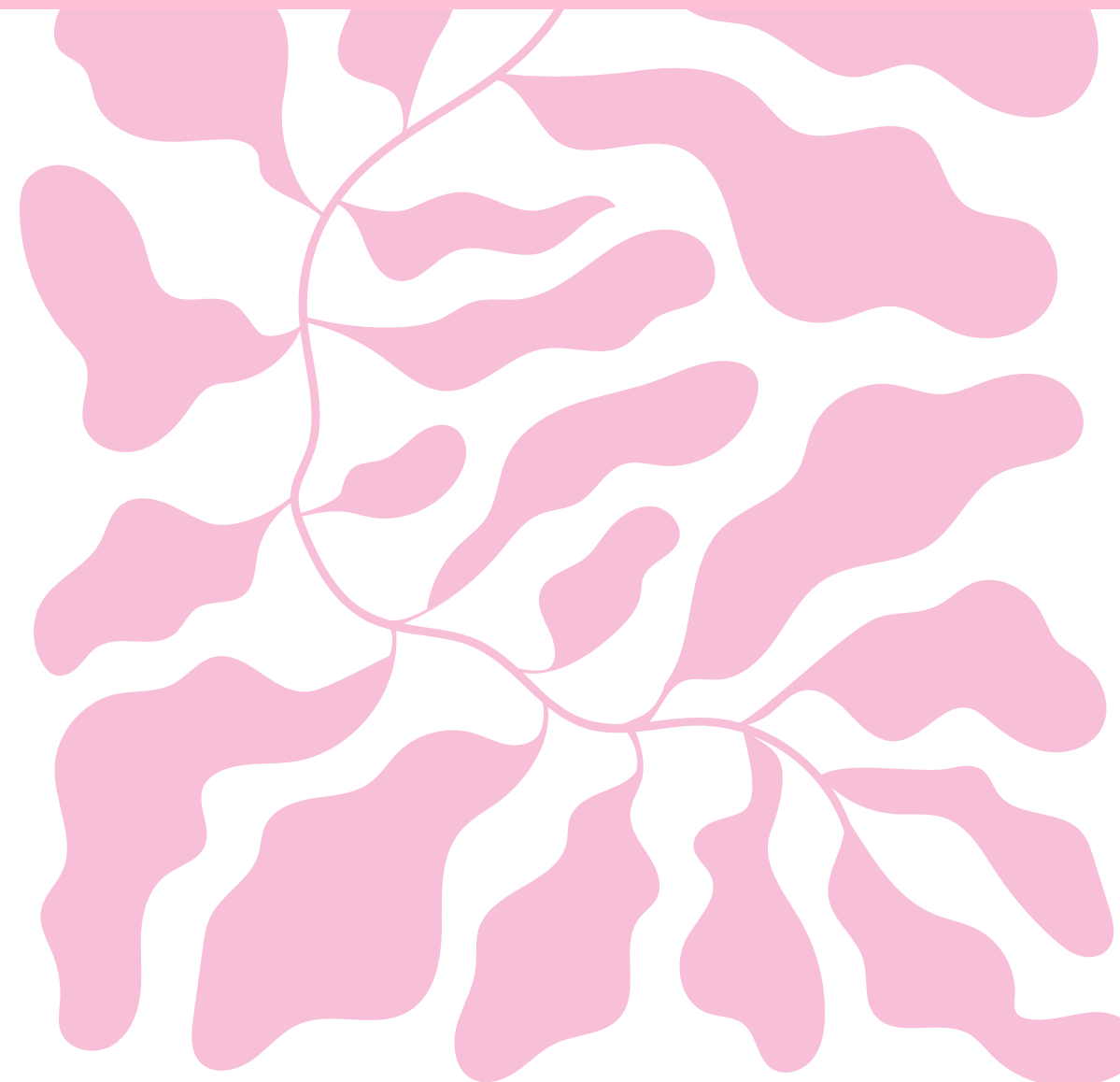
As many as 40% of women in IT claim they experience difficulties with stress and a decrease in motivation. **This is an indicator of the barriers stopping us from fully realizing the great potential of women in IT:** pay inequality, the “glass ceiling,” or an inadequate sense of incompetence. The majority of women reported the ability to work in a team (73.9%) and the ability to solve problems (77.5%).

That is why, by supporting women’s careers in STEM, Tech & IT, we emphasize developing competencies related to modern, inclusivity and diversity-based team management, as well as strengthening women’s leadership style and promoting female role-models through mentoring with top female industry experts.

A word on promotion and job changing

Even though the past year was a challenging one and the specter of tech layoff was haunting even the tech giants, as much as **42%** IT specialists decided to change the jobs.

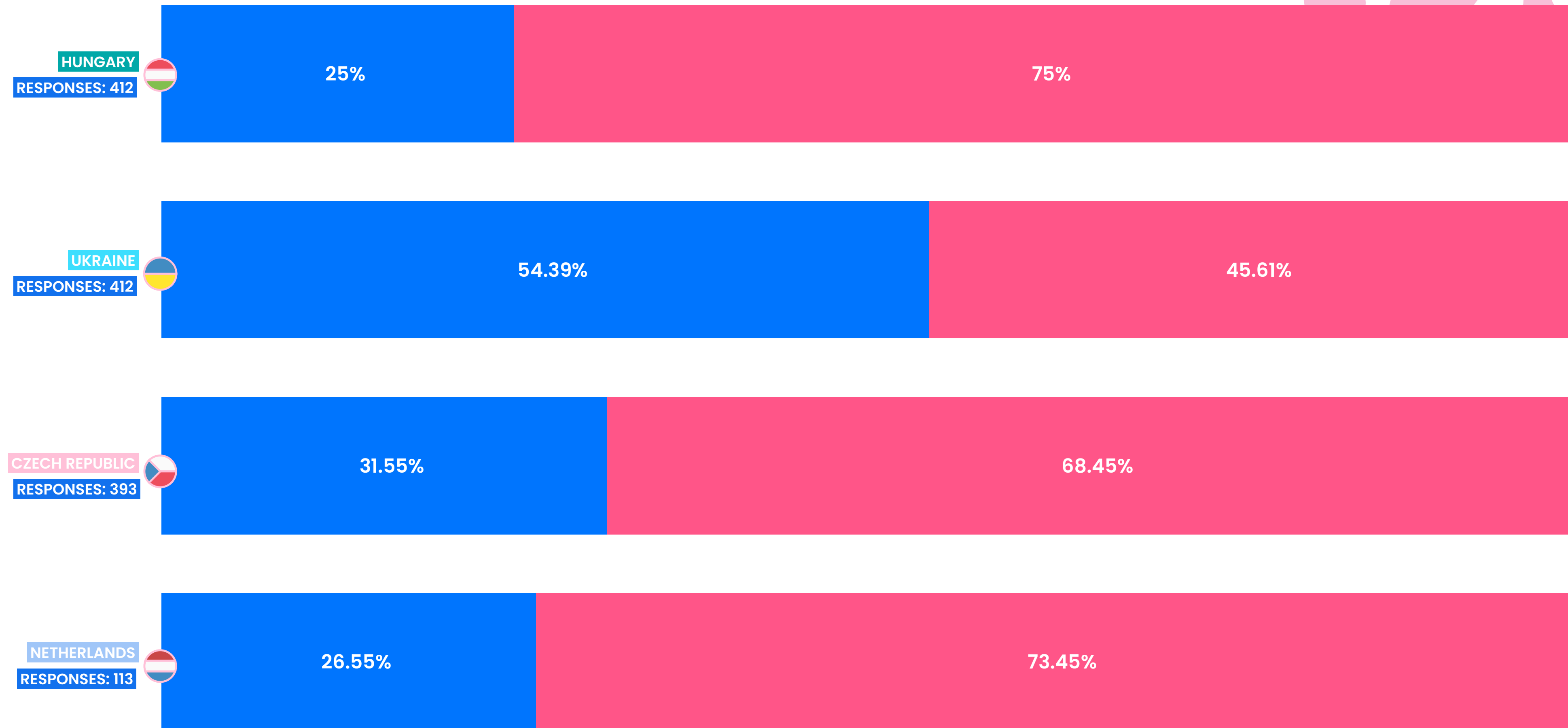
From all Polish junior respondents, **31.8%** got promoted in 2022.



Did you get promoted in 2022?

● YES

● NO



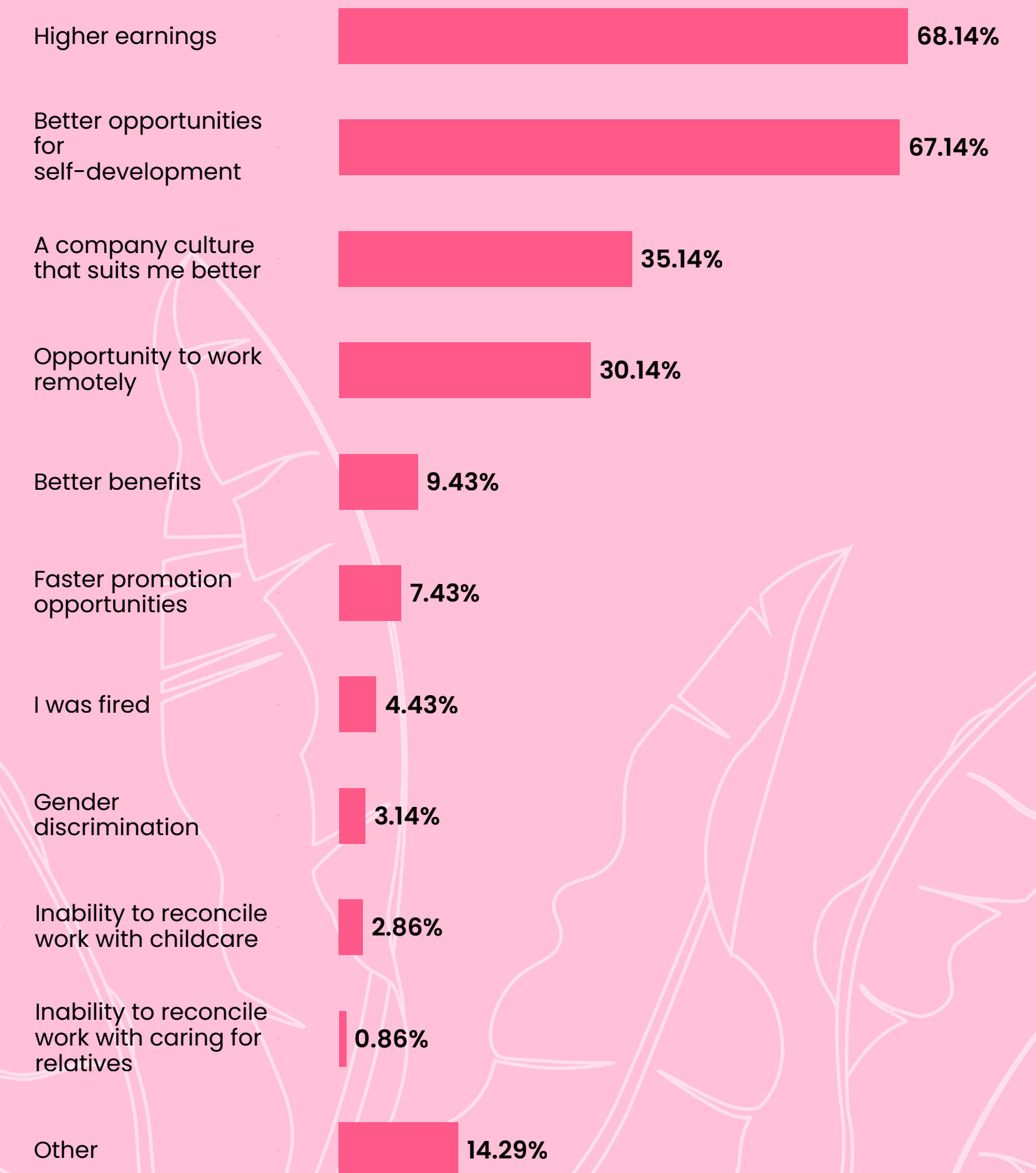
IT specialists choose places where they can grow

Although money takes the first place as the main factor for a job change, it wins with **self-development opportunities** by a whisker.

Our respondents want to grow in an enabling environment which provides suitable **company culture** and allows women to **work remotely in flexible hours**.

Even though only 3.1% of IT specialists pointed to **gender discrimination** it's still a disturbing number we should all fight to reduce.

What was the main reason for the job change? (choose max. 3)

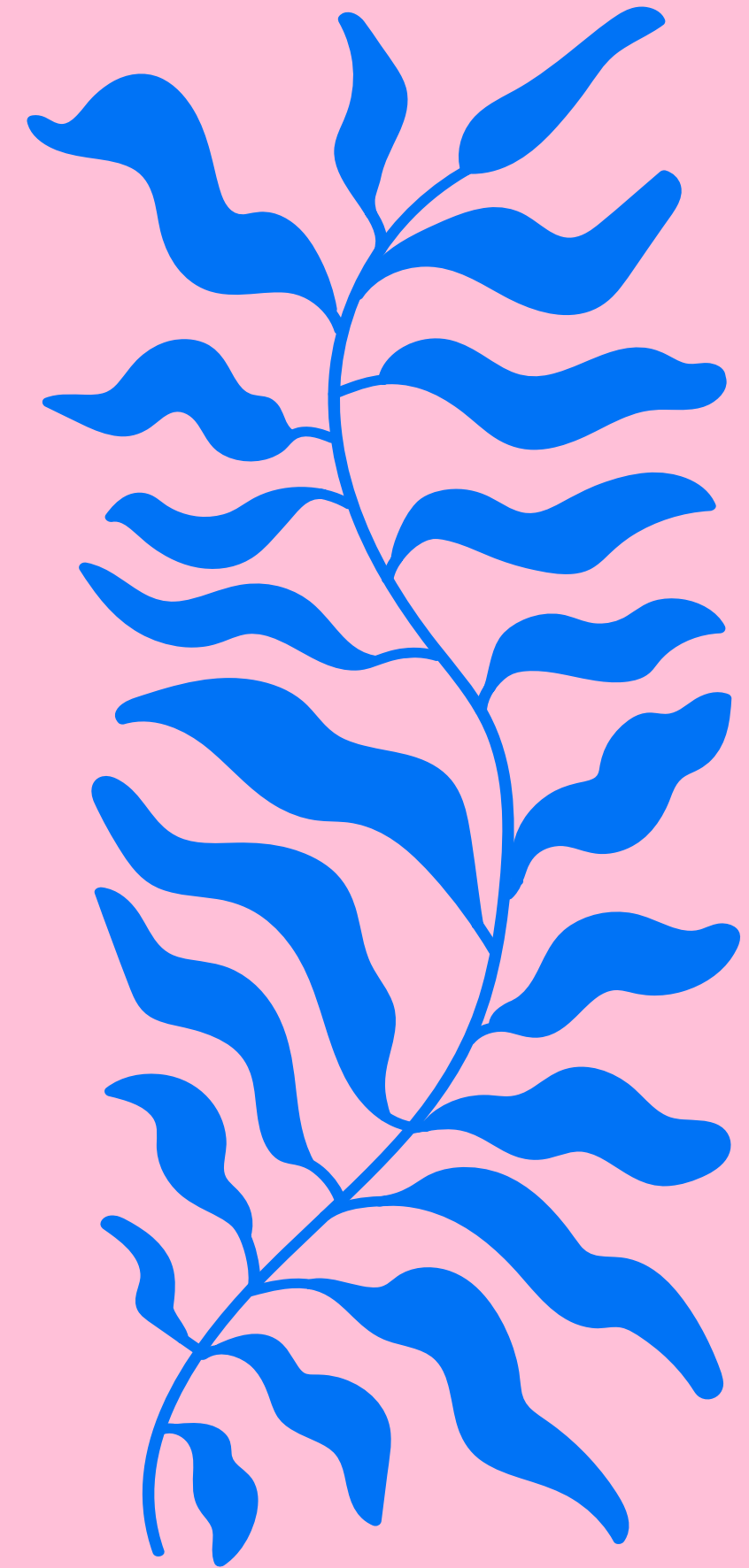


For me, the perfect environment for women would be one where we don't need to consider whether it is friendly. One where we feel included and are treated equitably, where we have opportunities for growth and development. It is crucial to give women a workplace where we feel valued.

When I applied for a manager position, I had many doubts – I thought; I'm young, I'm a woman, maybe they would worry I would go on maternity leave soon...

For my manager, my competencies, my attitude and my potential are what mattered the most. This is a perfect example of a work environment where you are treated equally, based on your skills and experience.

One of the initiatives we have at Volvo Group is the **Professional Women's Club**. Its mission is to strengthen women's career development and increase gender diversity within our organization. Creating a friendly work environment for women requires commitment from everyone, from the leadership team, down to individual employees. And I think it works perfectly in the Volvo Group!



MANAGER OF BI & AA FOUNDATIONS VOLVO GROUP

**Małgorzata
Ciepielińska**

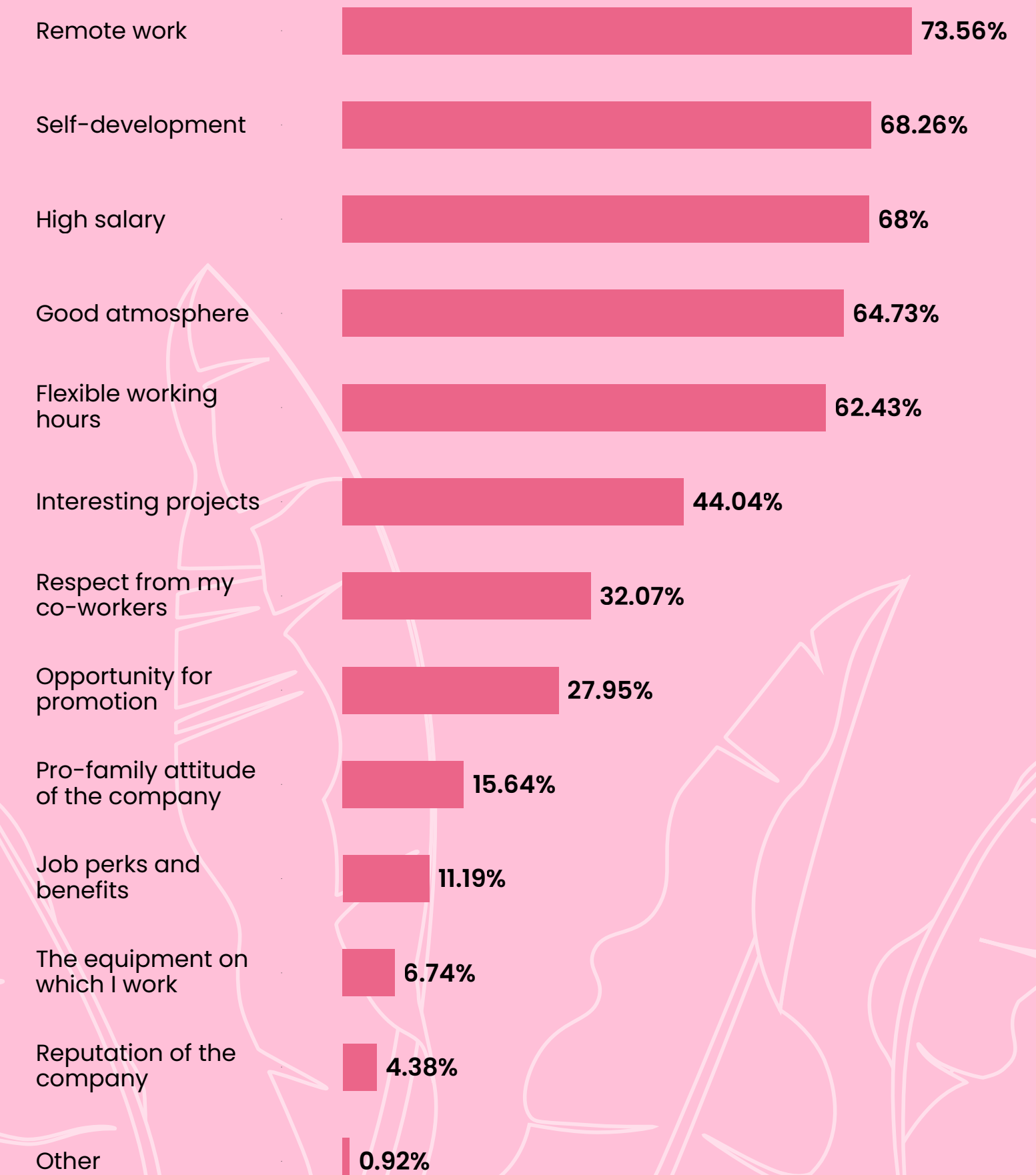
V O L V O

“Money is important but can I work from home?”

Remote work for the win! It's the most desired aspect of a job (73.6% of IT specialists). What's next? Self-development; leaving high salary in the third place.

Interestingly, for our mother respondents the **matter of salary is even less relevant**. It was chosen by **57.2% only** and lost with: remote work (74.3%), self-development (66.7%), flexible working hours (63.4%) and good atmosphere (62.4%).

What's most important to you in a job? (choose max. 5)



What's most important to you in a job?

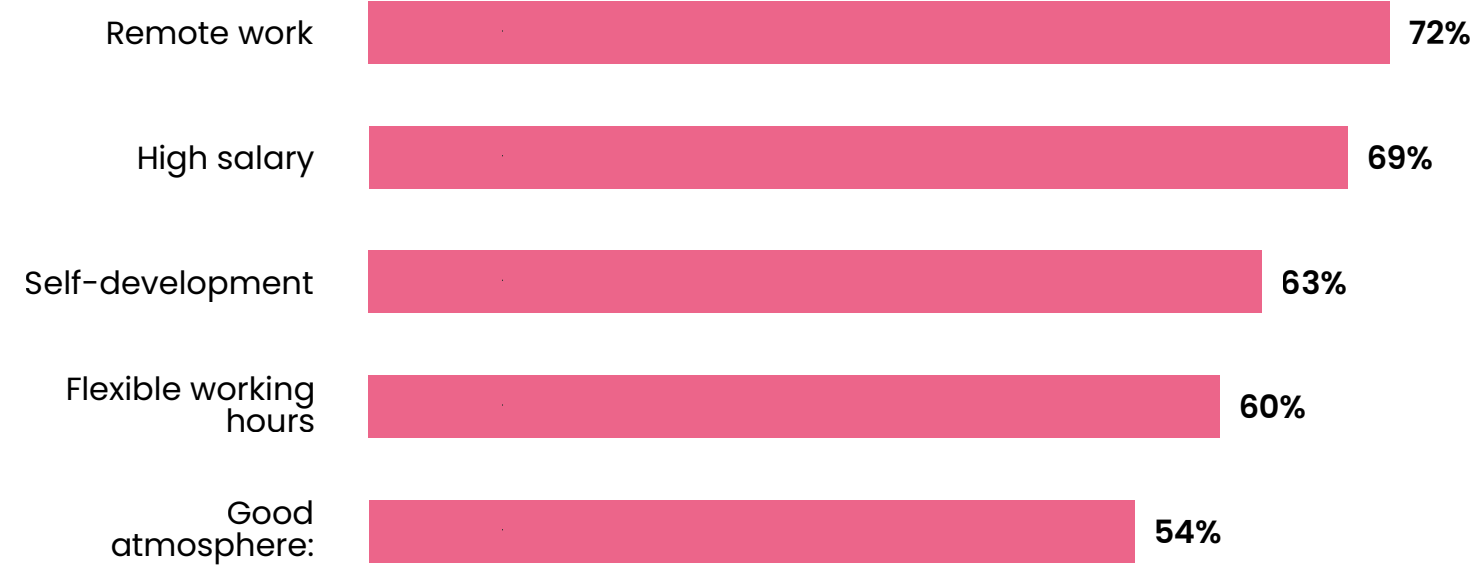
Top 5 answers

Only among **Ukrainian** women did the topic of high salary take the top spot.

The same responses didn't even place in the top 5 among the **Dutch** specialists! They found the good atmosphere in the office or interesting projects more crucial.

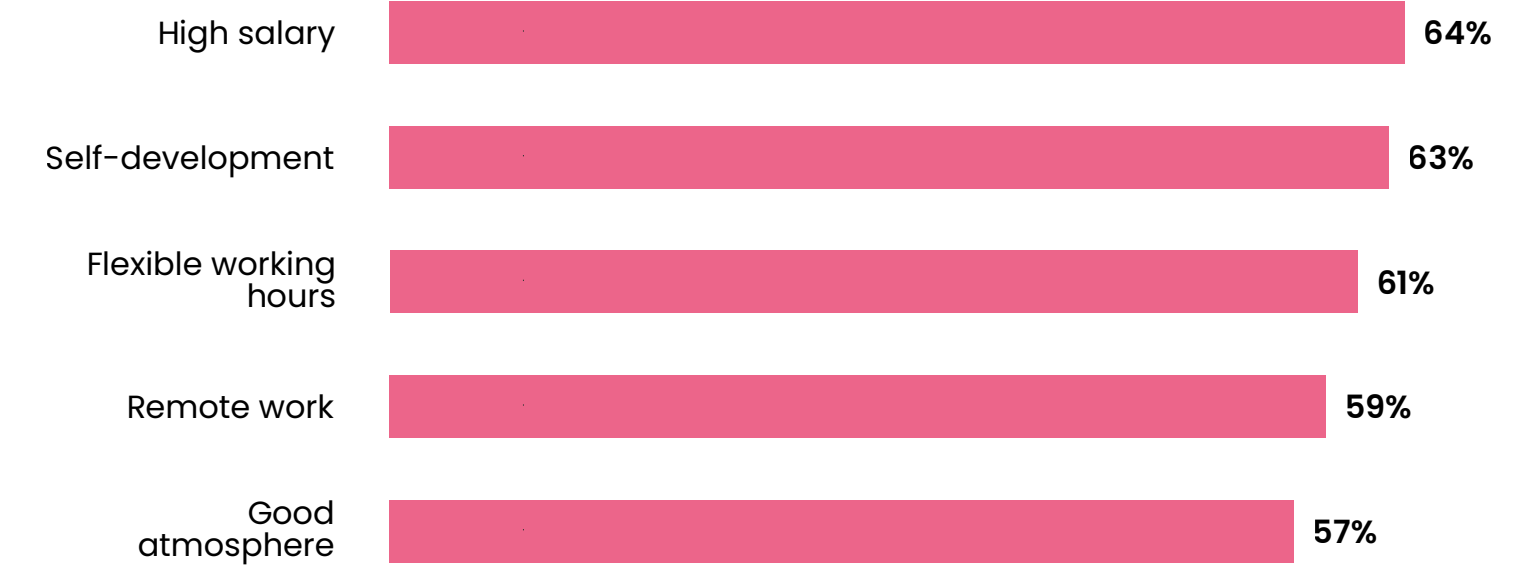
Yes, the suspense was absolutely unnecessary, as it's been already settled that all respondents desire one thing most – flexible working hours.

HUNGARY



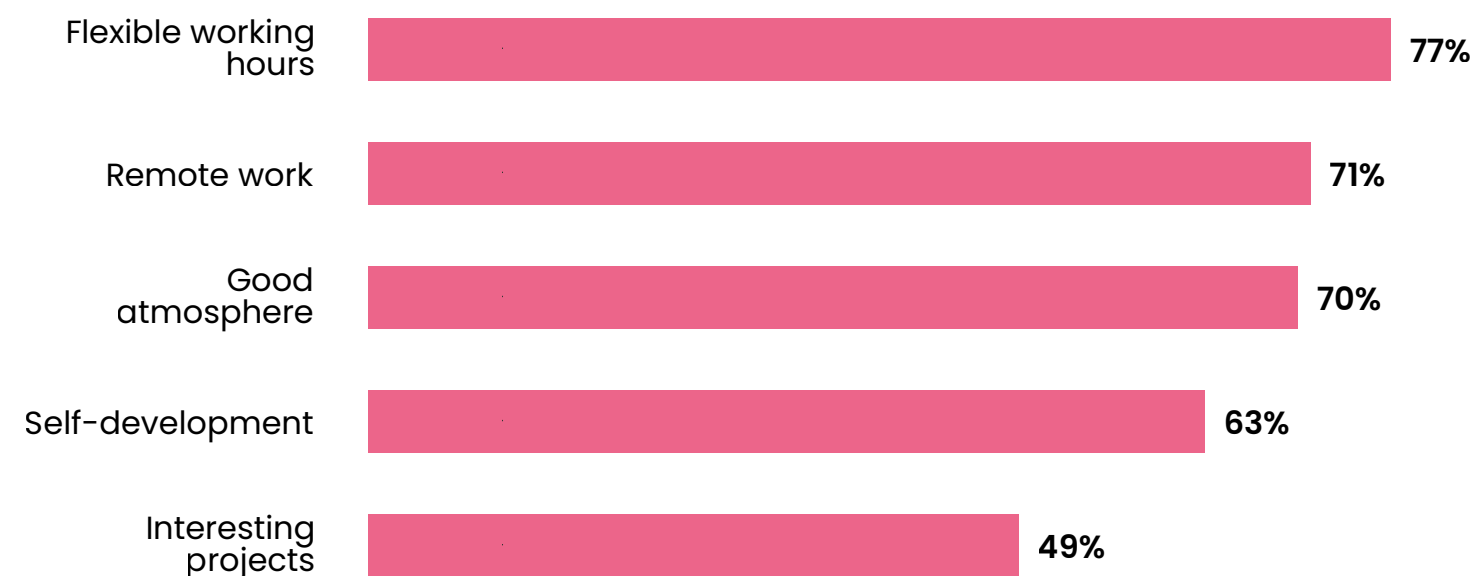
RESPONSES: 432

UKRAINE



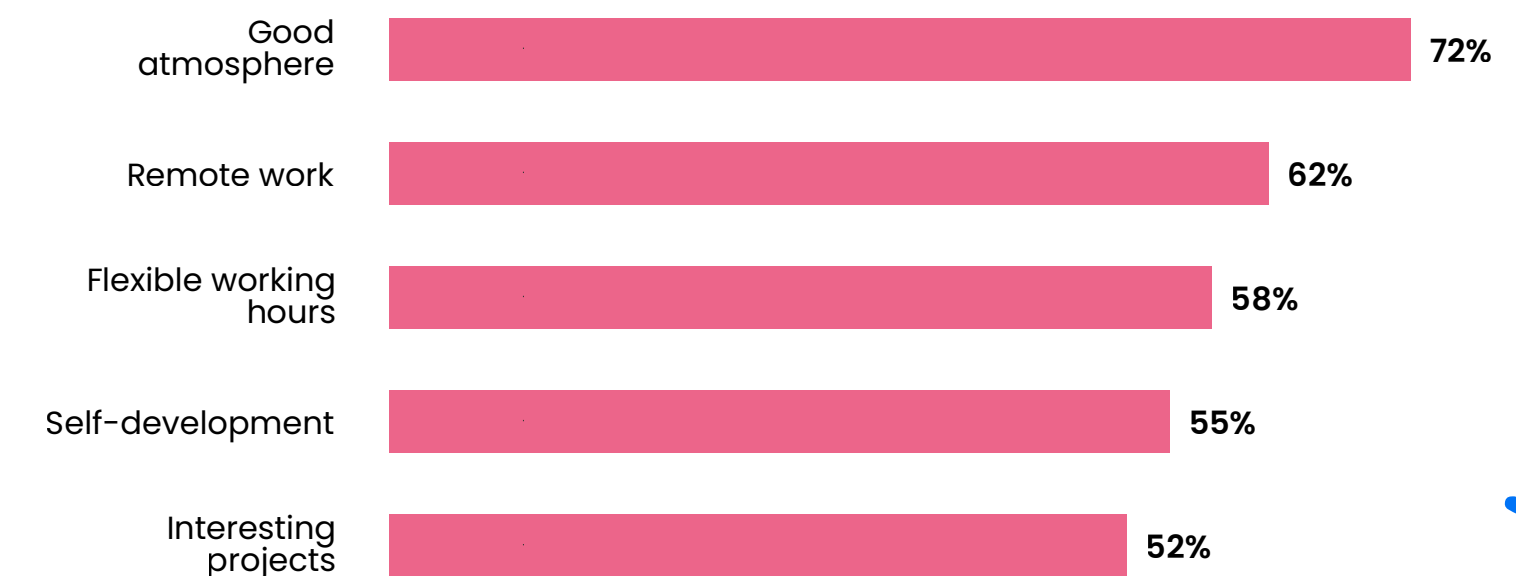
RESPONSES: 357

CZECH REPUBLIC

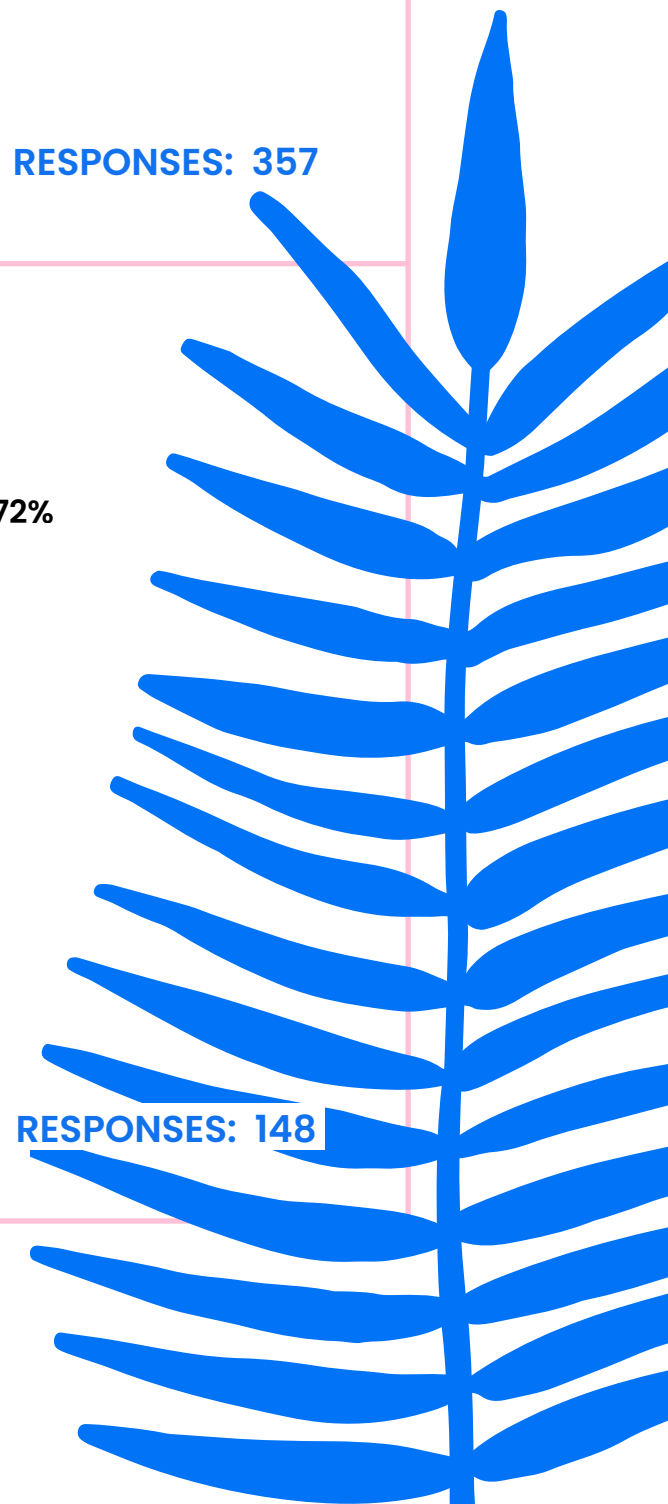


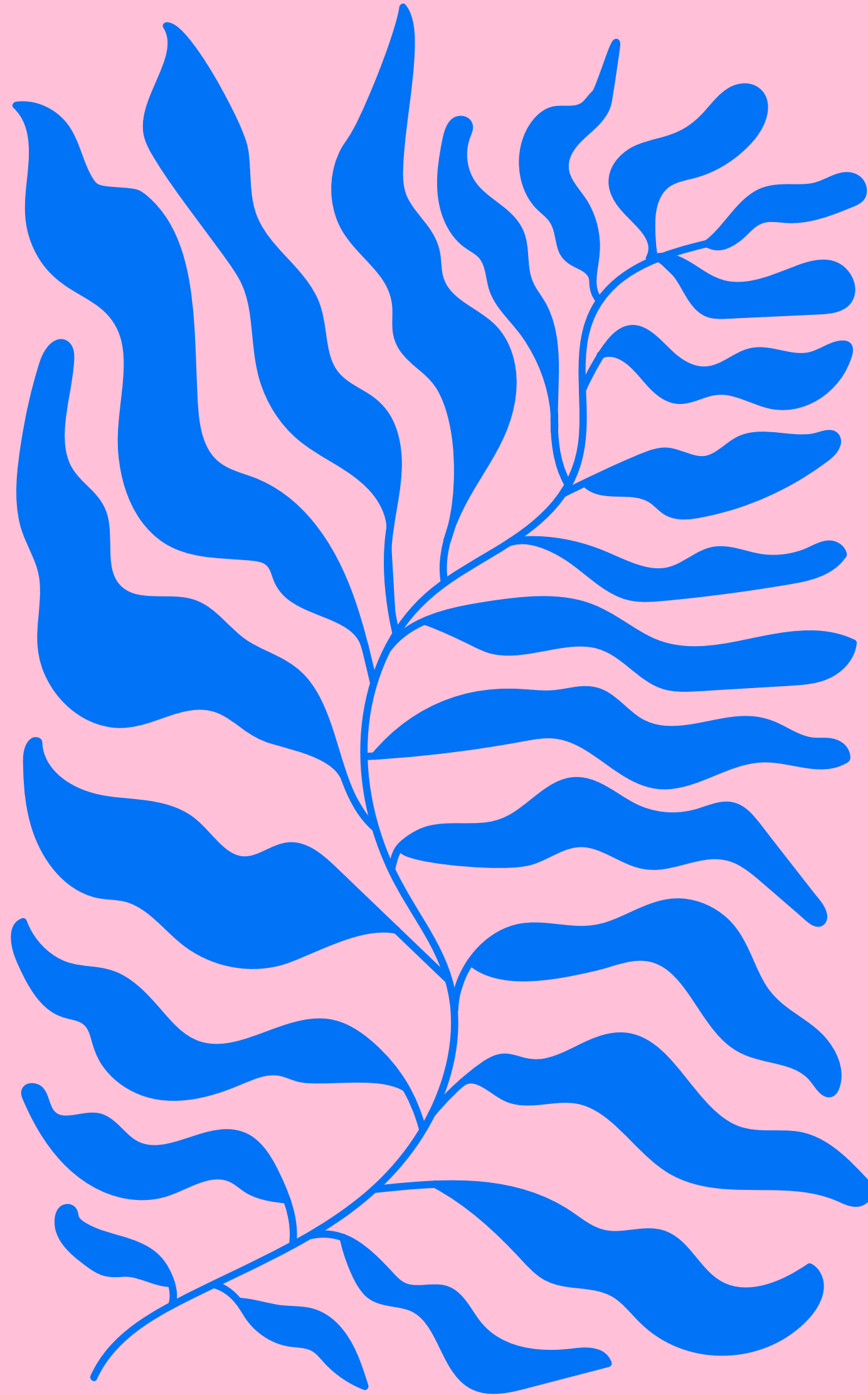
RESPONSES: 422

NETHERLANDS



RESPONSES: 148



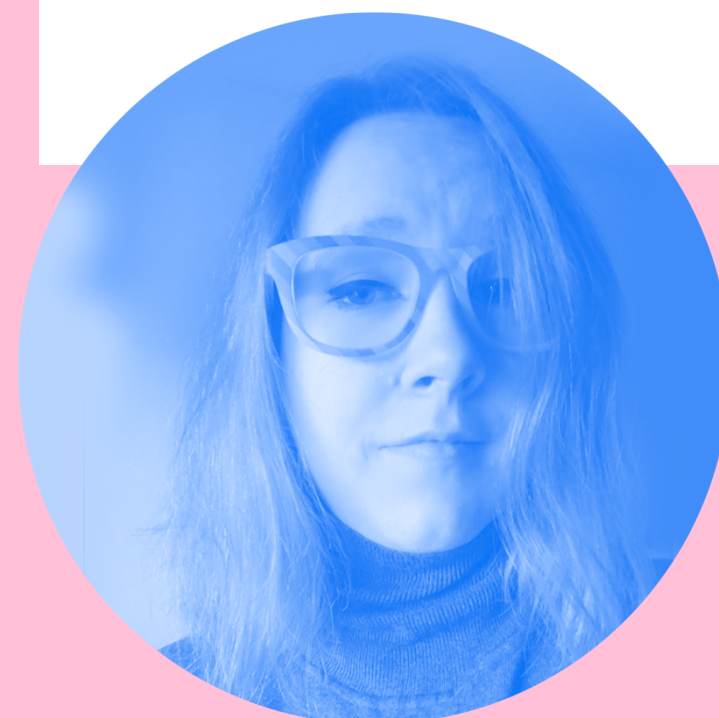


As someone whose first professional experiences had nothing to do with IT, I was looking forward to seeing the results of the research and learn what my fellow IT professionals deemed most important in working in the industry. Unsurprisingly to me, the most important benefit was the possibility to work remotely - **over 70% of our respondents pointed to that being the most appreciated thing** about their job. The Covid-19 pandemic proved that working remotely is equally, or even more, effective than in-office work. At Roche, we had implemented a hybrid work model long before the pandemic highlighted the need for more flexible solutions. This, along with flexibility with regards to working hours and working location, makes it considerably easier to balance professional and personal life.

What may be surprising to some is that self growth was valued more than monetary compensation: more women pointed to development opportunities being

an important factor than **high salaries commonly associated with IT (68.3% vs 68%)**. This is something I fully understand. Now, having worked at Roche for a few exciting years, I can barely imagine working for a company that doesn't invest in the development of their employees. My own career at Roche is a prime example of these practices paying off: having started in a junior position, I am now in a senior role, which allows me to explore leadership opportunities as well as focus on more technical tasks. None of this would have been possible without a clear career path, transparency, and good communication within the team.

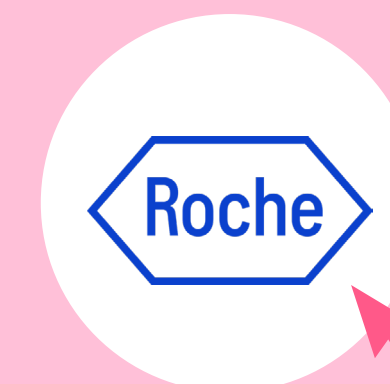
Things such as inclusiveness, flexibility, and development opportunities help to foster a good, safe atmosphere at work (important to 64.7% of the respondents) and contribute to building a close-knit, supportive community, where everyone can truly be themselves.



SENIOR VALIDATION LEAD

ROCHE INFORMATICS POLAND

Martyna
Stypik



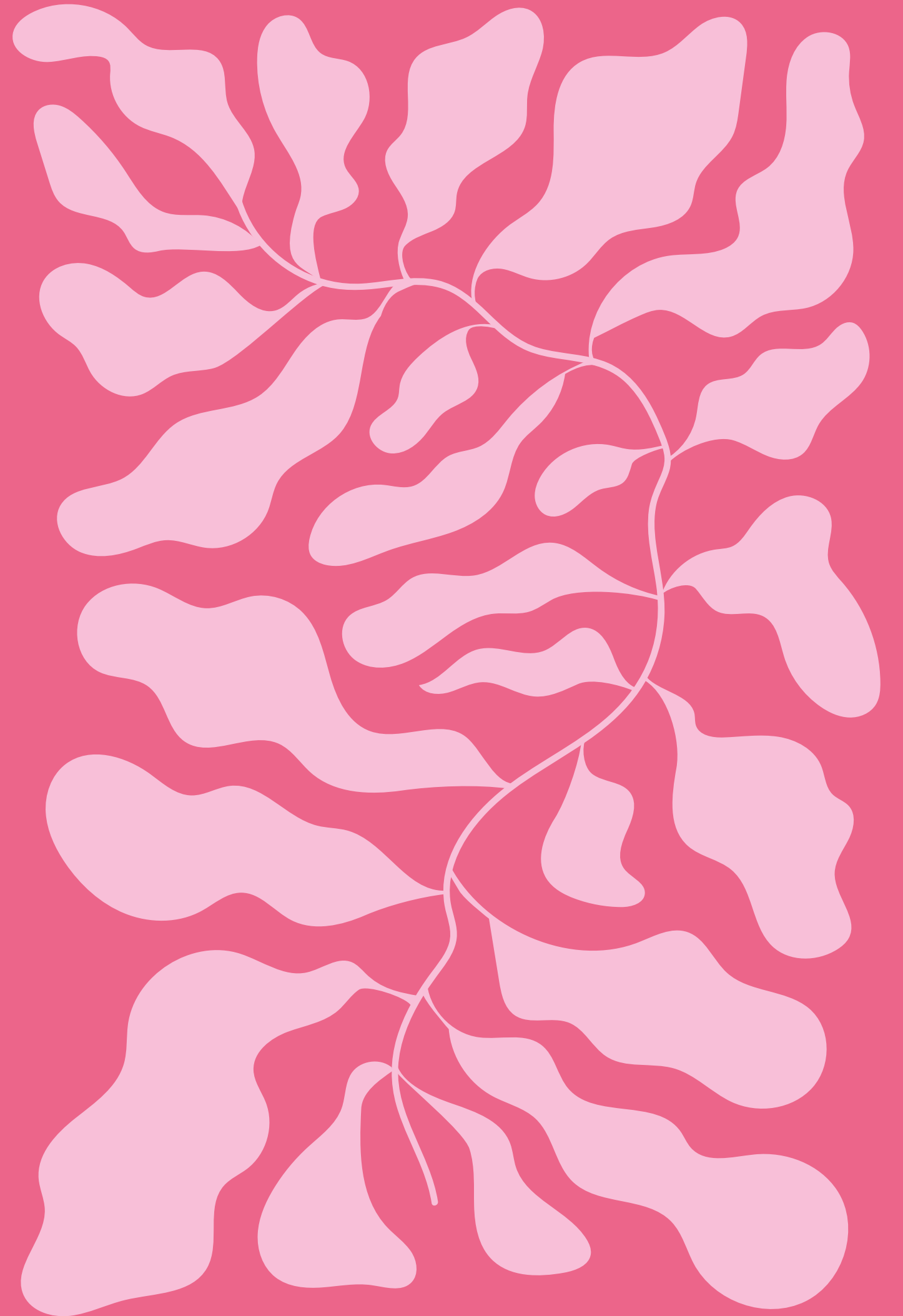
● **94%*** of women in IT view information about remote work in a job ad as an important element

●  *90%

●  *86%

●  *88%

●  *87%



Women in tech: Giggers or full-time employees?

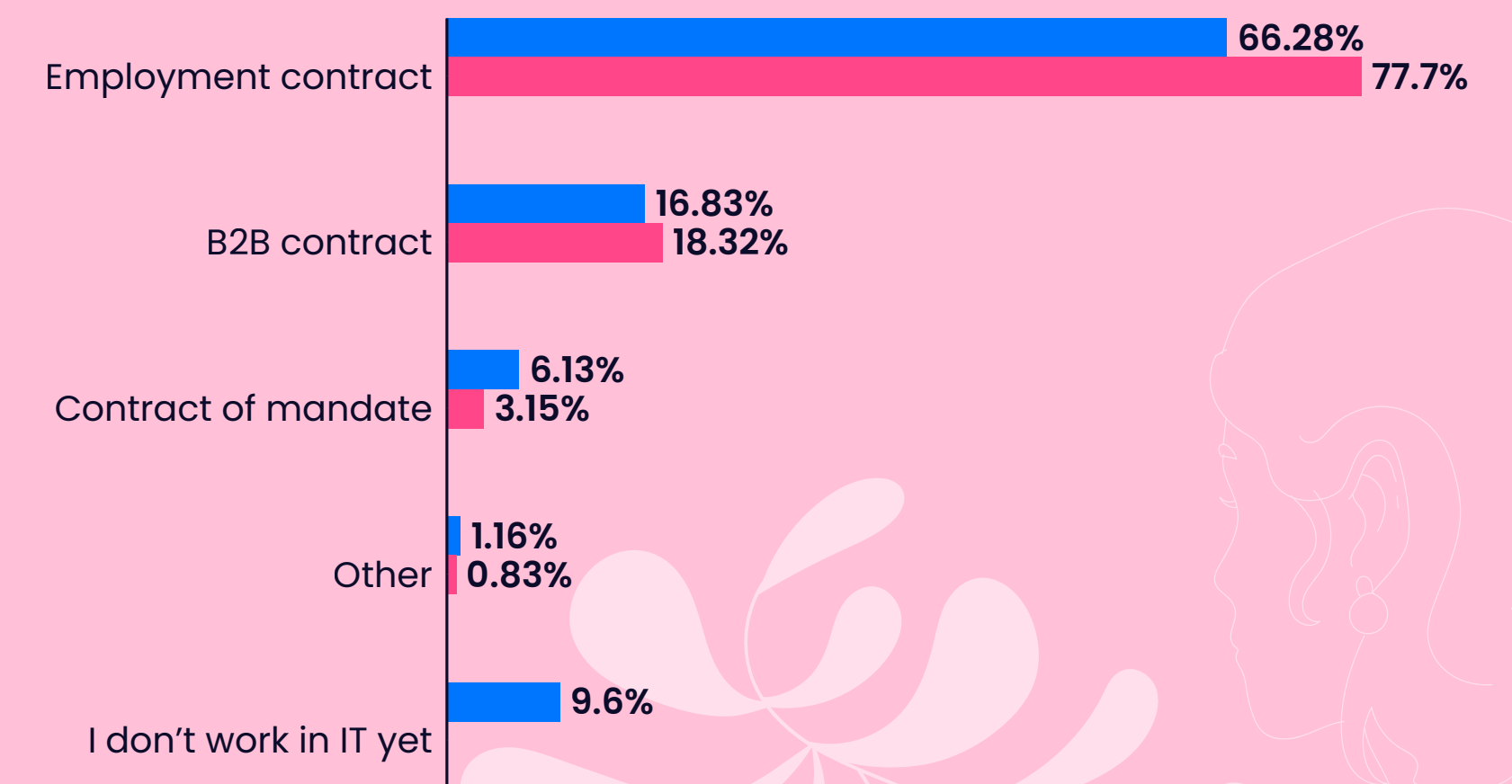
We ask women in tech that question each year and always get similar answers – **they vote overwhelmingly in favor of employment contract (77.7%)**, claiming that it gives them a feeling of stabilization. However, only 66.2% declare that they actually work under EC.

We're wondering if this trend is about to reverse in the face of growing popularity of the gig economy.

LEGEND:

 I work based on...

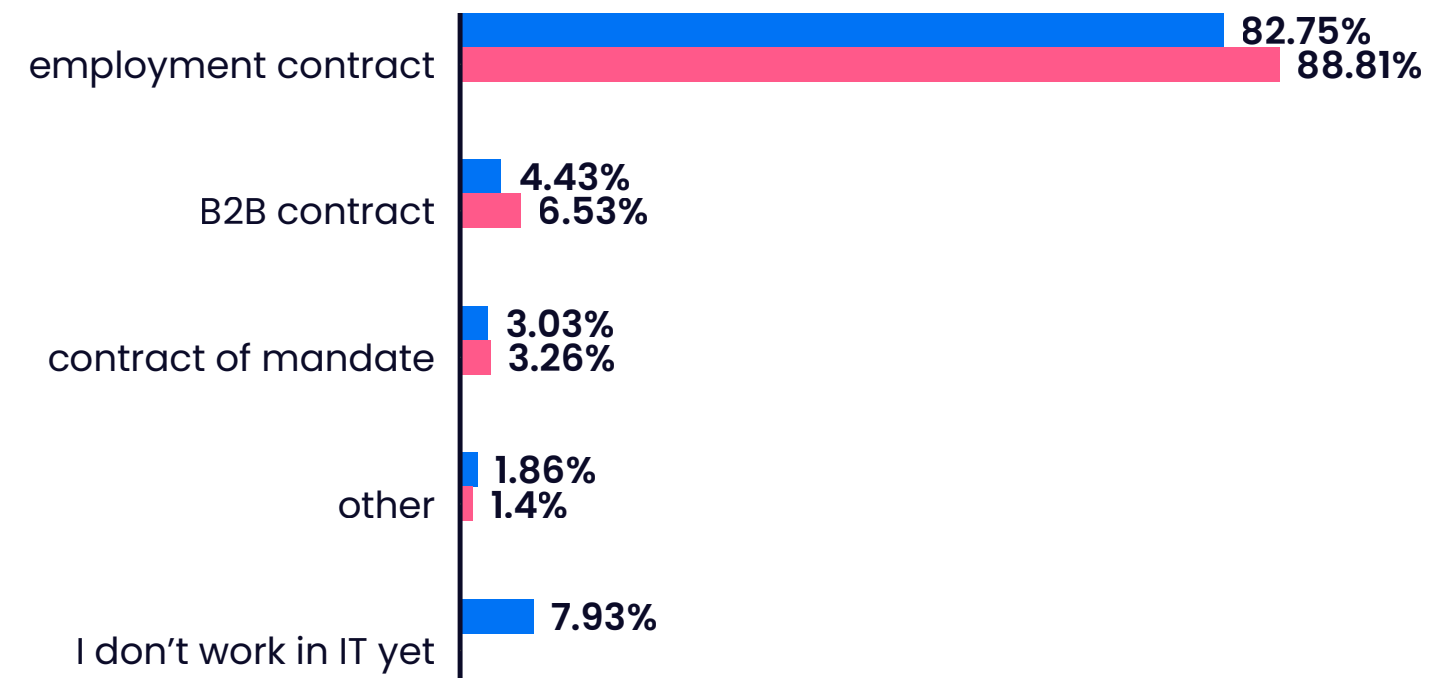
 I'd prefer to work on...



I work based on...

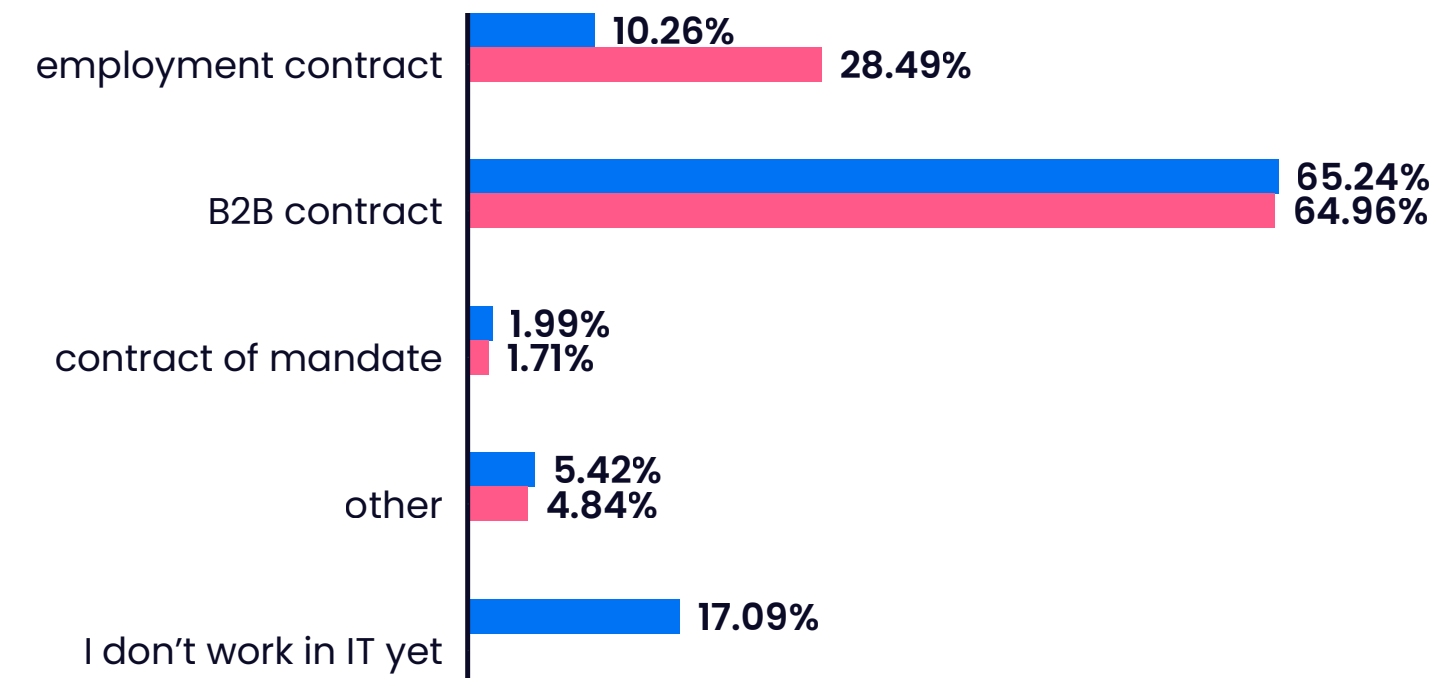
I'd prefer to work on...

HUNGARY



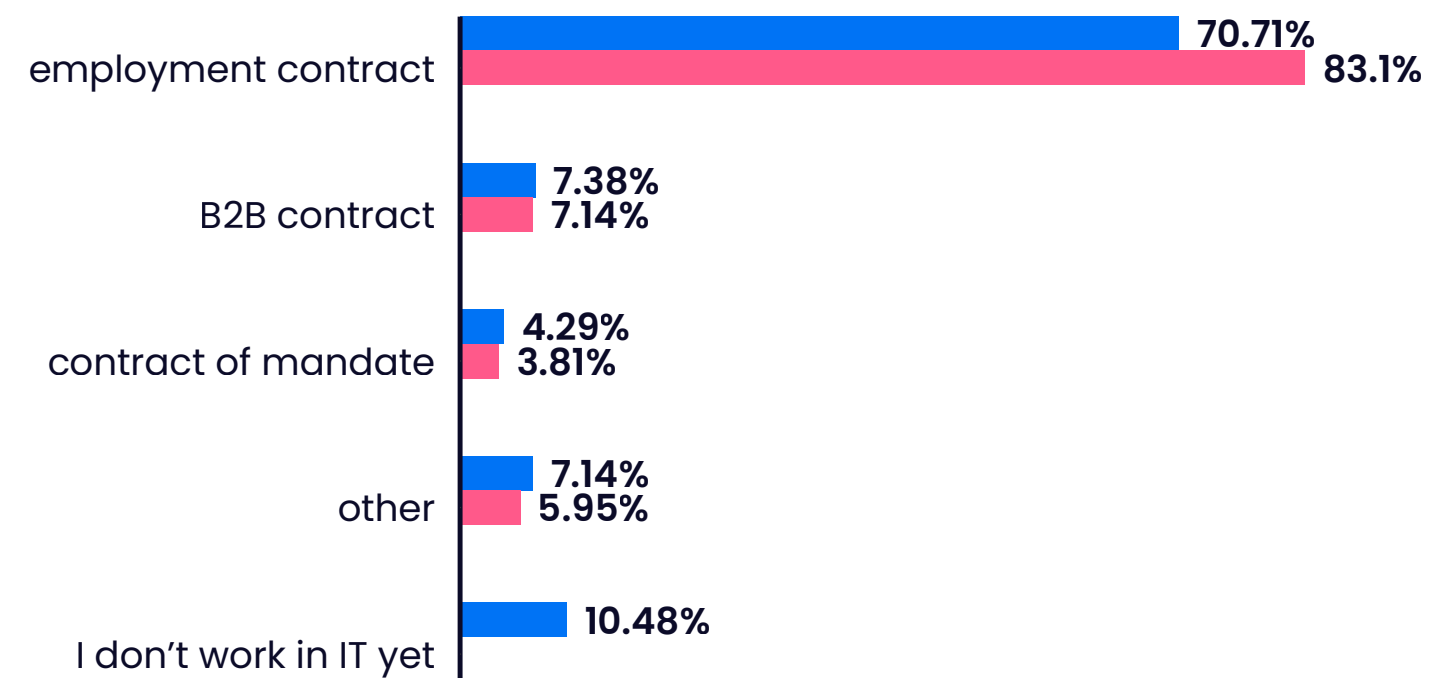
RESPONSES: 429

UKRAINE



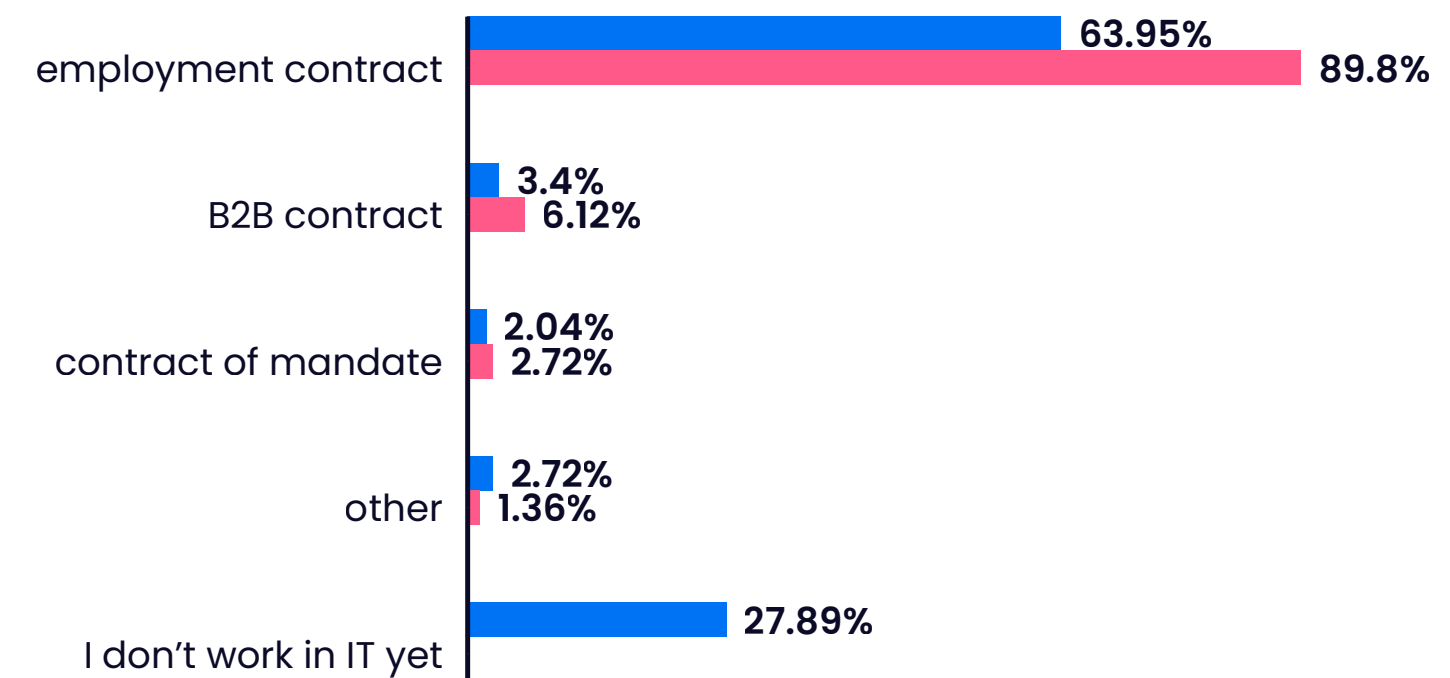
RESPONSES: 351

CZECH REPUBLIC



RESPONSES: 420

NETHERLANDS



RESPONSES: 147

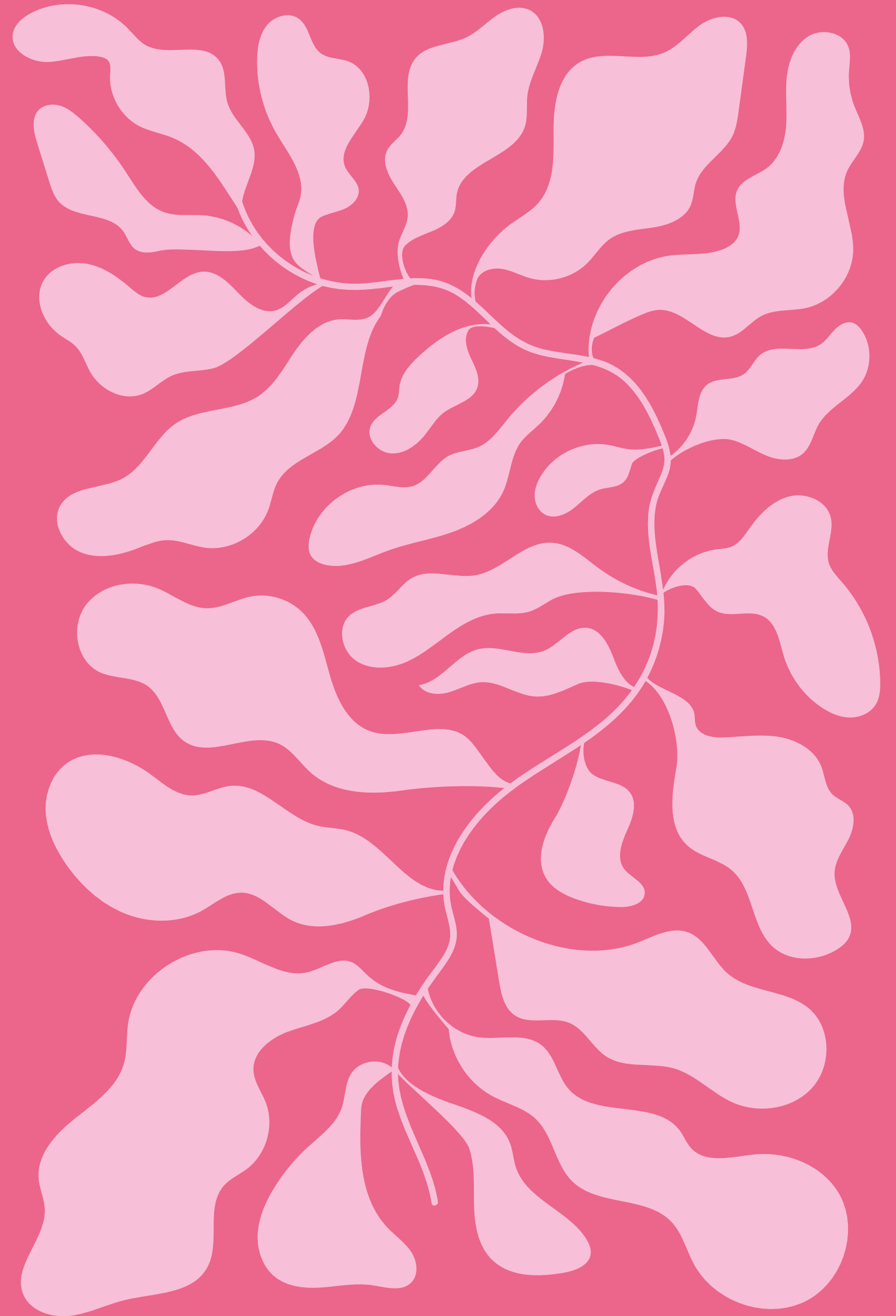
• **85%*** of women in tech admit that information about offered type of contract is important

•  ***80%**

 ***61%**

 ***73%**

 ***74%**

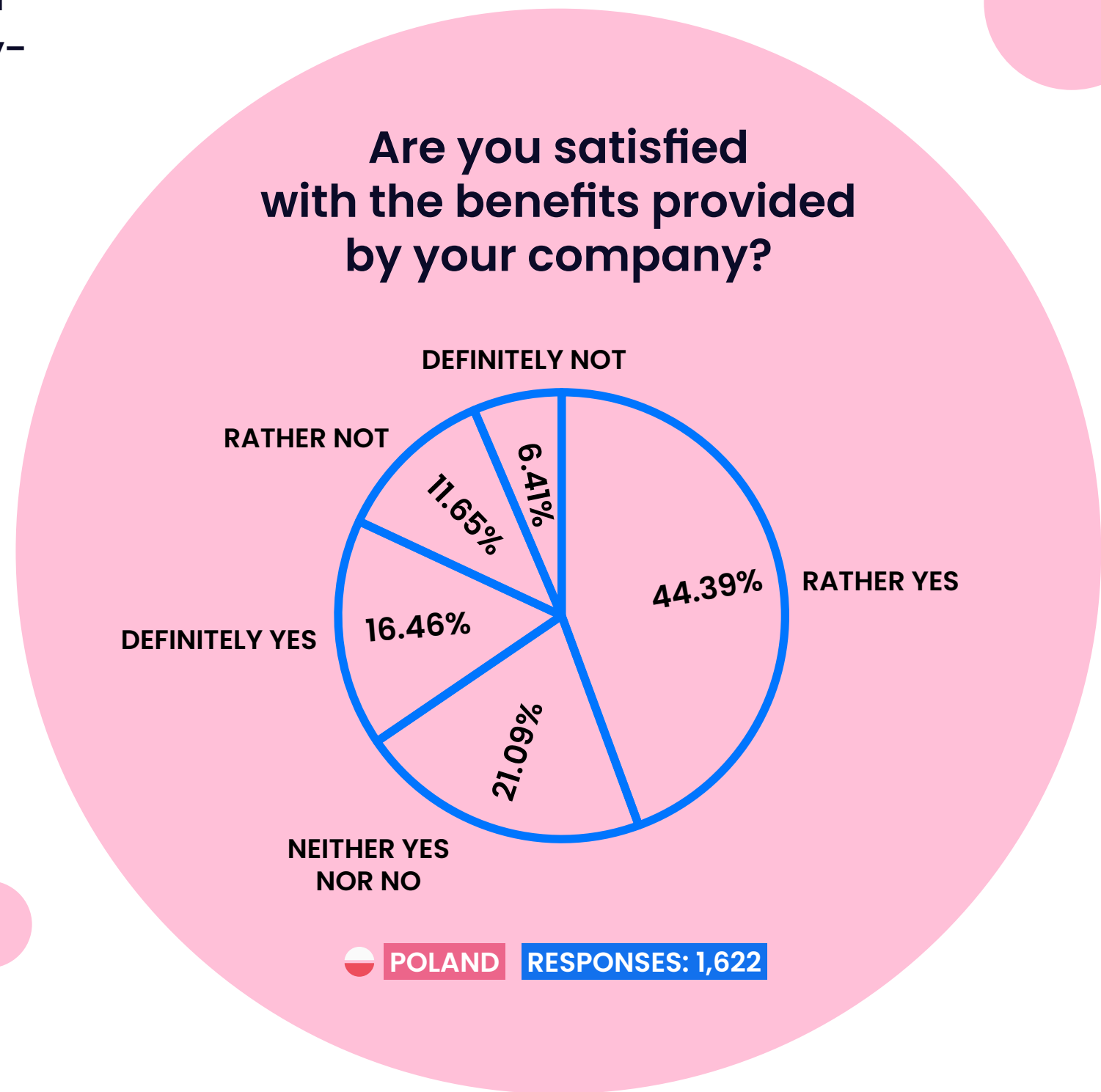


Job perks & benefits

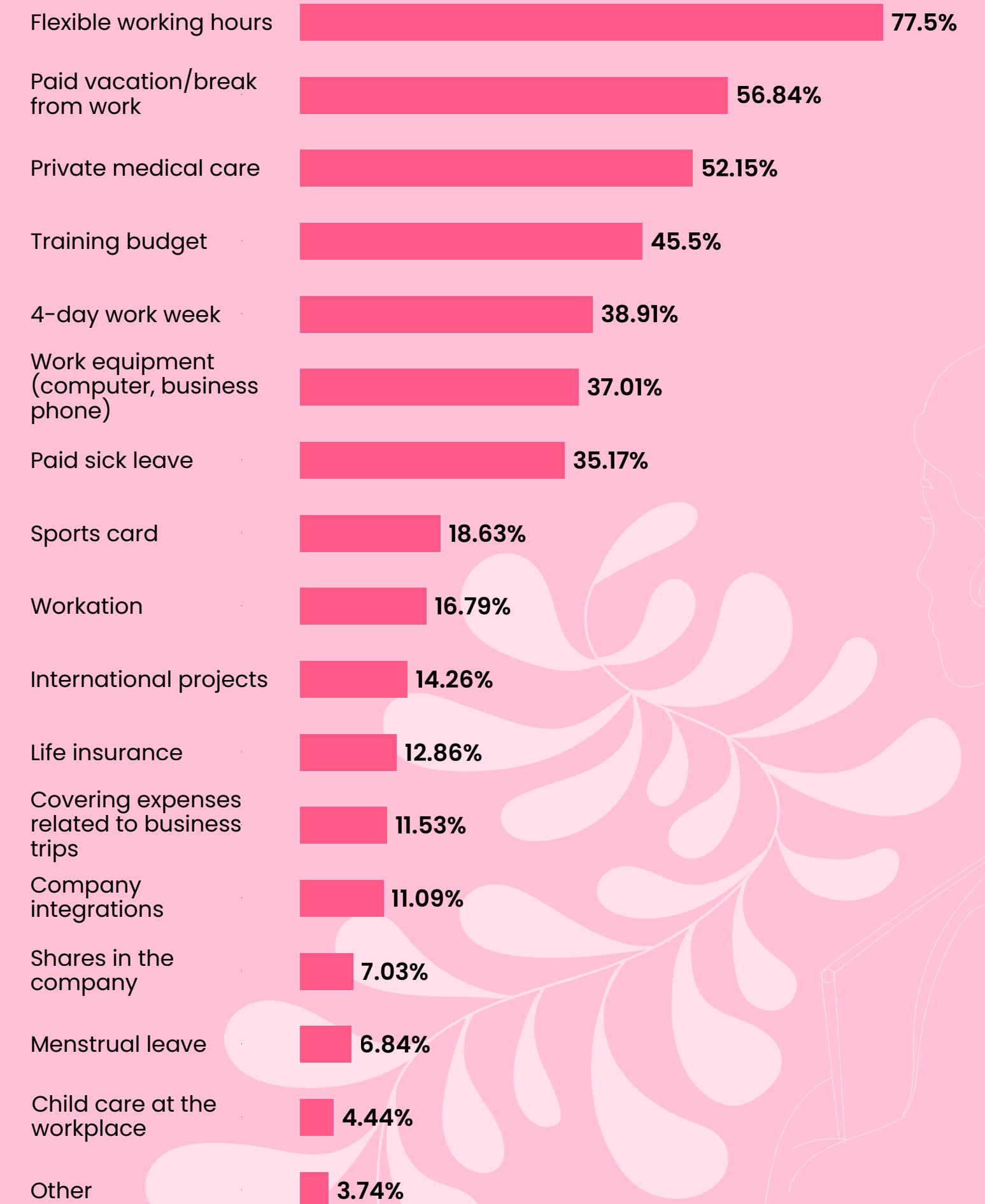
Some needs and preferences will always stay the same – take for example private medical care or a training budget.

However, the post-pandemic workplace for women calls for **flexible working hours, family-friendly** perks and benefits dedicated to women only.

39% of IT specialists find a **4-day work week** the most important benefit, whereas 6% chose **menstrual leave** – it’s not a lot, but it shows the direction of change.



Which perks & benefits do you consider most important? (choose max. 5)



POLAND RESPONSES: 1,578

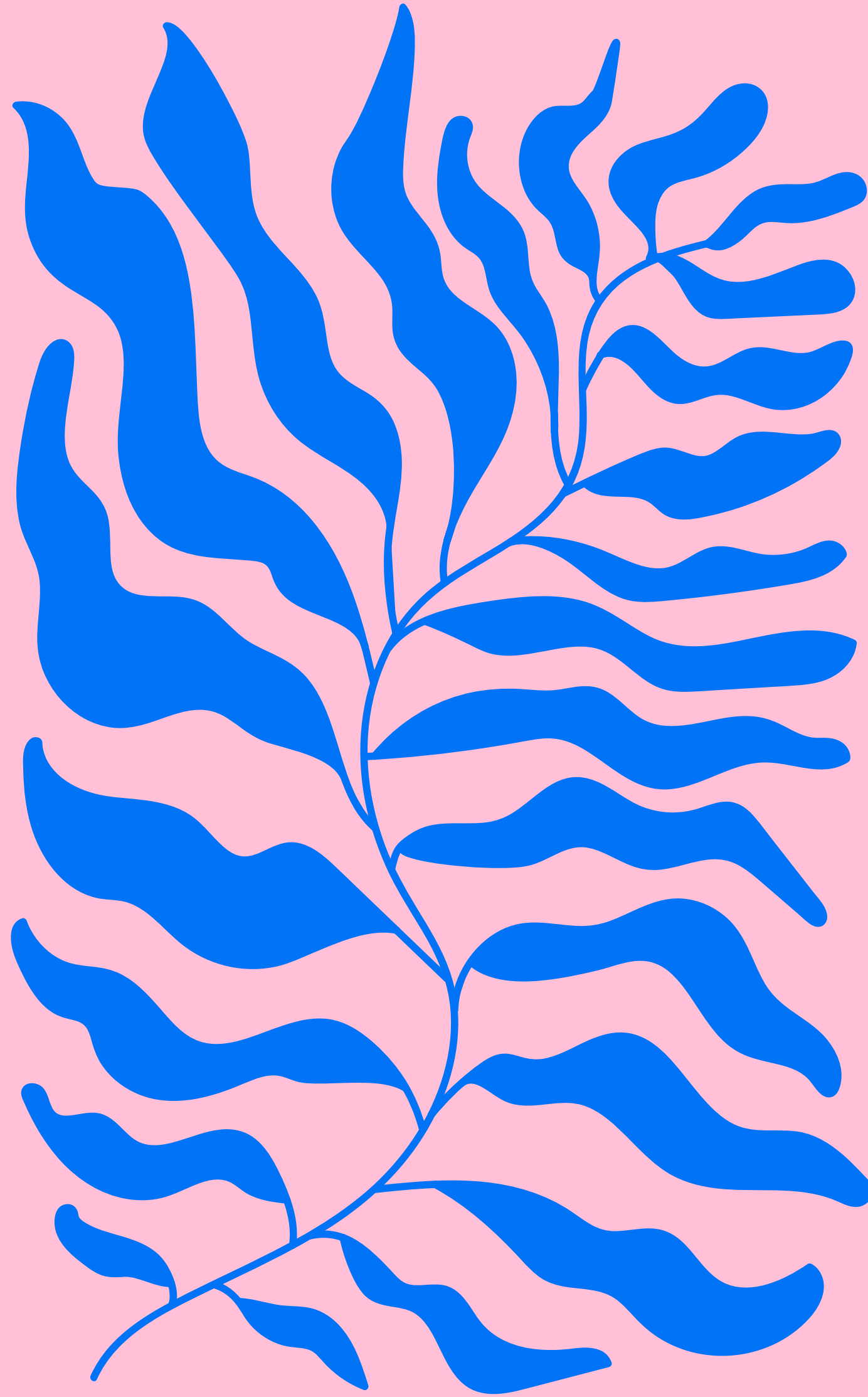
Which perks & benefits do you consider most important?



Women in Tech

LEGEND:

-  **HUNGARY**
RESPONSES: 451
-  **UKRAINE**
RESPONSES: 366
-  **CZECH REPUBLIC**
RESPONSES: 427
-  **NETHERLANDS**
RESPONSES: 161



At Circle K Business Centre Warsaw, we care about making every person who works with us feel welcome. We talk about what attitudes are important to us, and offer training on unconscious bias and the conscious use of inclusive behavior and language to make inclusivity a permanent part of our culture.

At our IT center, the majority of employees are men (73%), but **among managers, 46% are women.** We have introduced measures such as reviewing salaries for equality for all genders, equal access to training and development, and an Employee Assistance Program hotline for employees and their loved ones.

Parents can count on our support as well. In addition to flexible working hours and hybrid work, we have a **Family Room in our office, where a parent can find**

a desk to work at, and children can play with available toys, watch a movie or play on a console. What's more, breastfeeding moms are provided with a separate room where they can pump or change their baby in peace. We are also planning to introduce a **re-onboarding program** for parents returning from parental leaves. Our goal is to make it easier for them to start afresh in an environment they are already familiar with, but which after several months often functions differently than it did before their leave, due to changes in work organization or business processes.

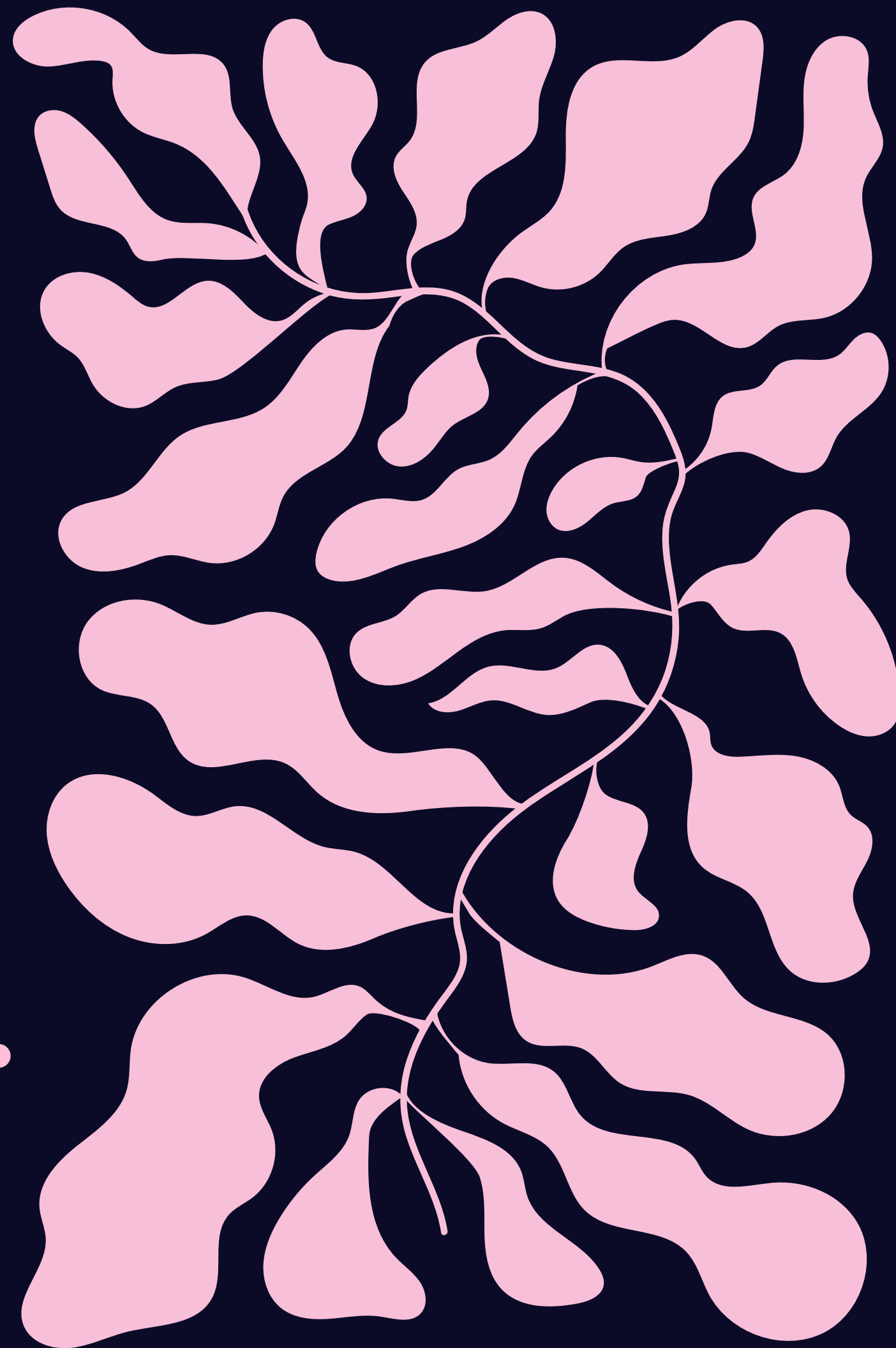


SENIOR MANAGER HR CIRCLE K BUSINESS CENTRE WARSAW

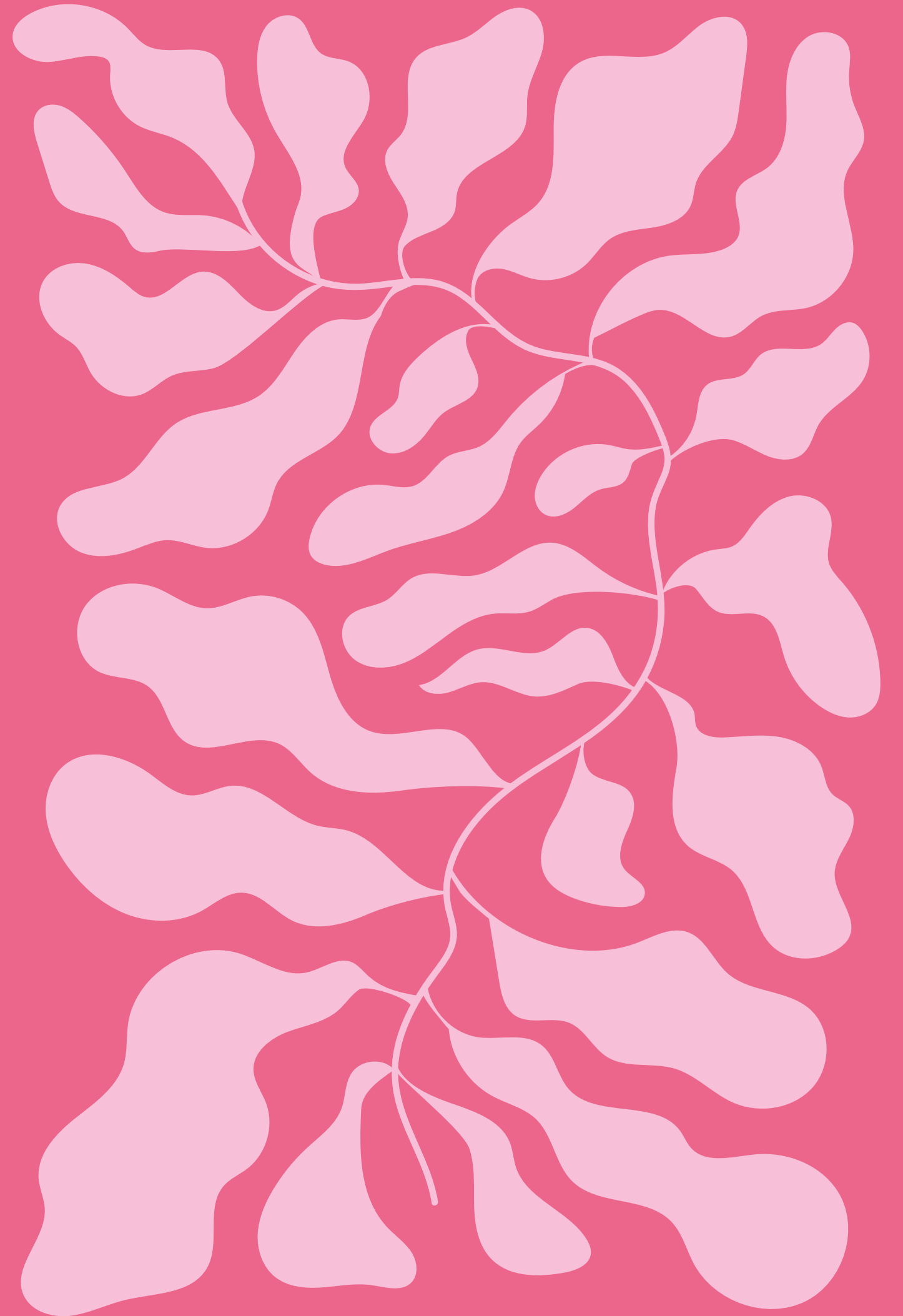
Małgorzata
Kołacz-Dobrowolska



Women in tech vs. the job market



• **81%** of candidates state that finding their first job in IT is **difficult**



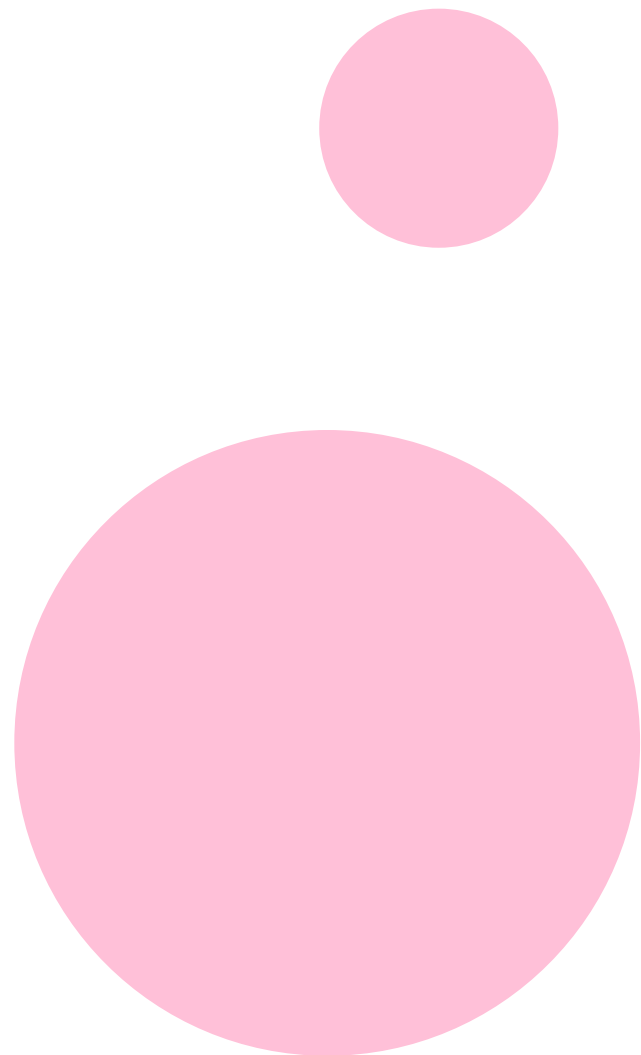
What's the appeal of the tech world?

Almost half of women in tech find their profession fascinating, which sounds great, but let's look at the **big picture**.

As much as **42%** of our respondents **switched careers**, only **22%** graduated from the technological or engineering majors.

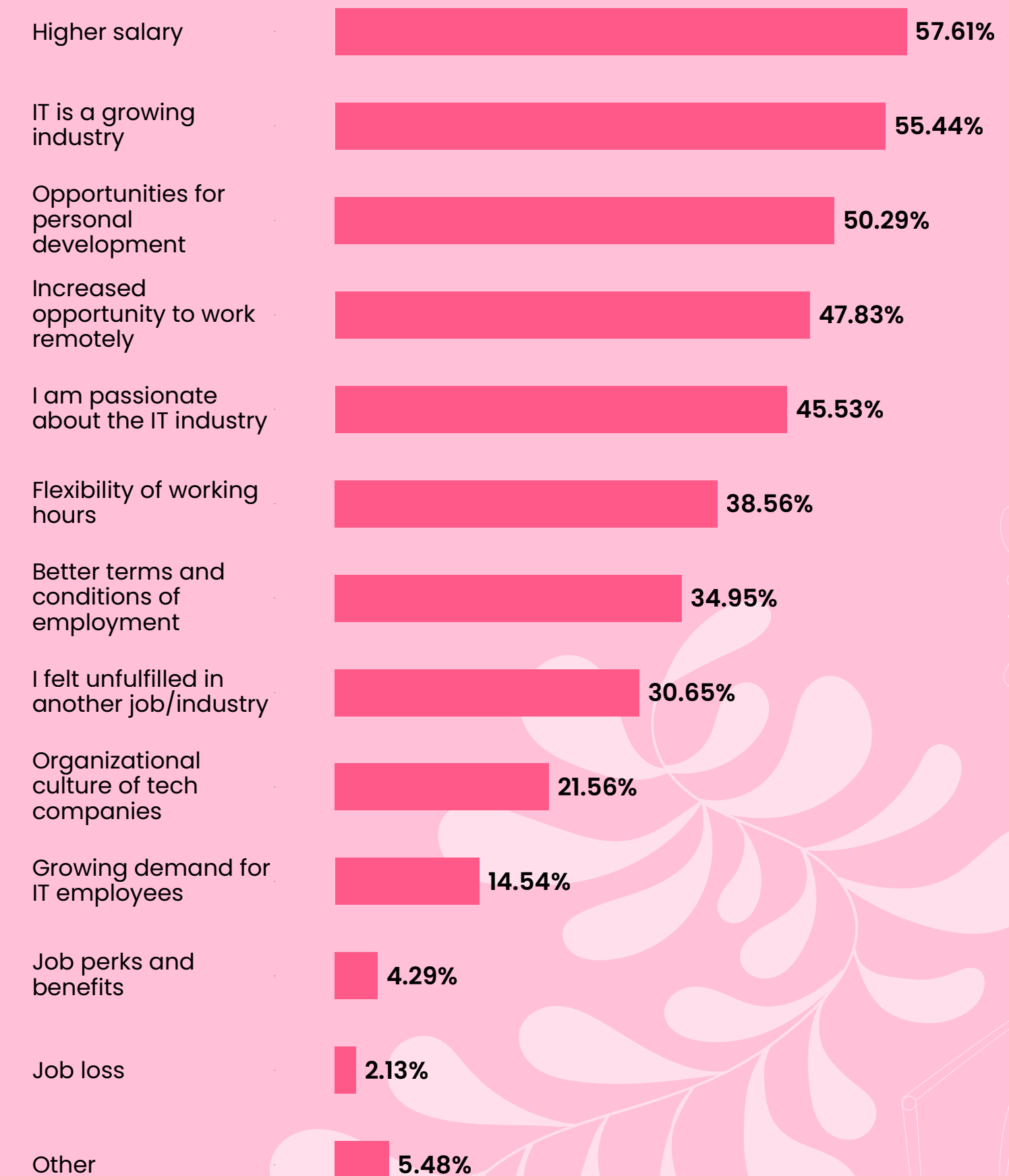
Unfortunately, due to many harming **social prejudices**, women discover their passion for the tech world later than men because as girls or teenagers they were often pushed towards "more girly" hobbies. Therefore, they were deprived of the fair chance to explore their potential.

At No Fluff Jobs, we are proud to team up with organizations which support both young girls and women on their way to a career in IT. Change starts with us!



What prompted you to take up a career in IT?

(choose max. 5)



Various factors can motivate women to build a career in IT, including both pragmatic, financial ones and more ideological ones, such as a mission to change and improve the world through technological products. There is also a middle ground, when they simply feel that in IT they have the opportunity to prove themselves, realize themselves professionally, and have a healthy work-life balance. **The IT industry allows women to build a fast-paced career in 5 years, which is impossible to find in any other sector in Ukraine.**

But IT is not only about development, but also about a large number of specialists in marketing, sales, design, management, and HR. I graduated law, at some point

took courses in front end, worked in support, and eventually found myself in recruiting, which I like the most.

About 20% of Ukrainian developers do not have technical education.

The IT industry in Ukraine is currently dominated by men, but the dynamics of recent years have been positive – more and more women are entering the field. Grant programs, conferences for women in IT, and women founders are especially useful in this regard.



LEAD RECRUITER DON'T PANIC RECRUITING AGENCY

Tania Sikirska



FOUNDERS OF THE FOUNDATION IT GIRLS

Viola i Ada Klimczak



The mission to increase women's presence in the IT world has guided us from the very beginning. We are glad that women want to work in the industry. **This dynamic sector never stops**, and it constantly changes, so everyone can find something for themselves.

Our foundation programs are designed to showcase the perspectives for the future in the industry. You don't have to be a programmer. You can be a great project manager or a tester. **Earnings**

aren't everything. Fortunately, more and more women from the IT world showcase their achievements and become role models for others. In addition, **for moms and travelers, remote work is very important. They can combine their passions or duties with personal development.**

We are well aware of the considerable gender gap in the number of ICT specialists in the Czech Republic. **As many as 9:1 ICT specialists are men.** The ratio of male to female university students in the Czech Republic is 83:17, and only 2.2% of all young women enrolling in bachelor studies choose ICT as their subject. That is, among others, why we work hard to decrease this gap.

In 2021, there were 1,600 more female ICT specialists than in 2020. In the same year, thanks to our upskilling and reskilling courses, we helped at least 235 women into an ICT role, which makes up for about 15% of this yearly increase

in the number of female ICT specialists.

Based on our research, a safe learning environment, practical examples, and enough opportunity to try out new skills are the key elements of a good ICT upskilling or reskilling course, not only for women. As our motto says: „IT is the future. Yours, too.“ **Thanks to partnerships with corporate sponsors and organizations, Czechitas subsidized course fees, ensuring that all women can participate without financial restrictions.**

How did it all begin?

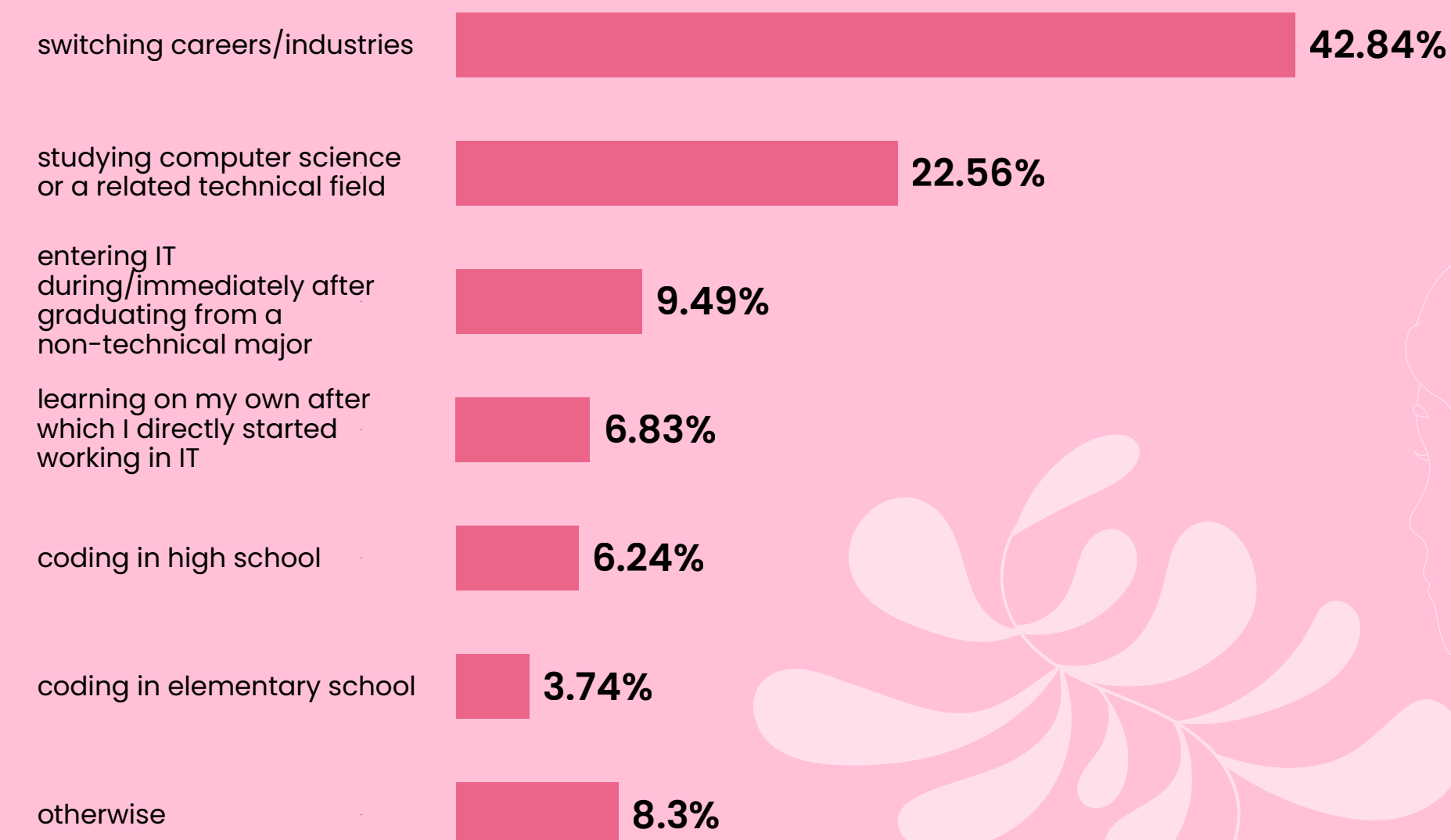
42.8% of women in tech switched their careers into IT.

Interestingly, **among mothers** that rate is even higher, reaching 52%.

In Poland, in years 2016–2021 the number of women studying computer science increased by 38%, however the share of women among IT students went up only from 14% to 16%.

Source: Report „Kobiety na Politechnikach 2022” (Polish only)

My adventure in IT began with...



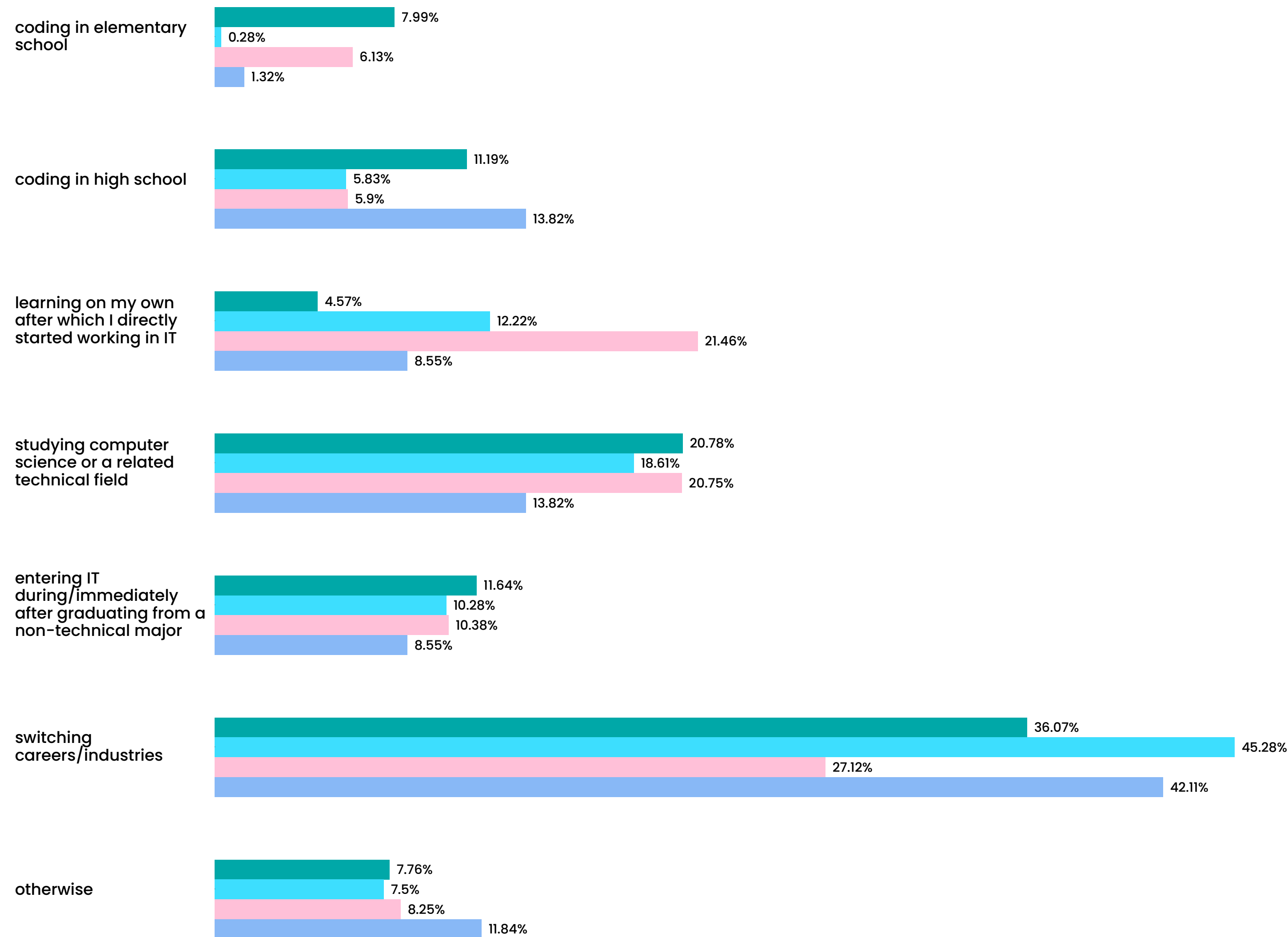
IMPACT SPECIALIST CZECHITAS

Anna Valouchová



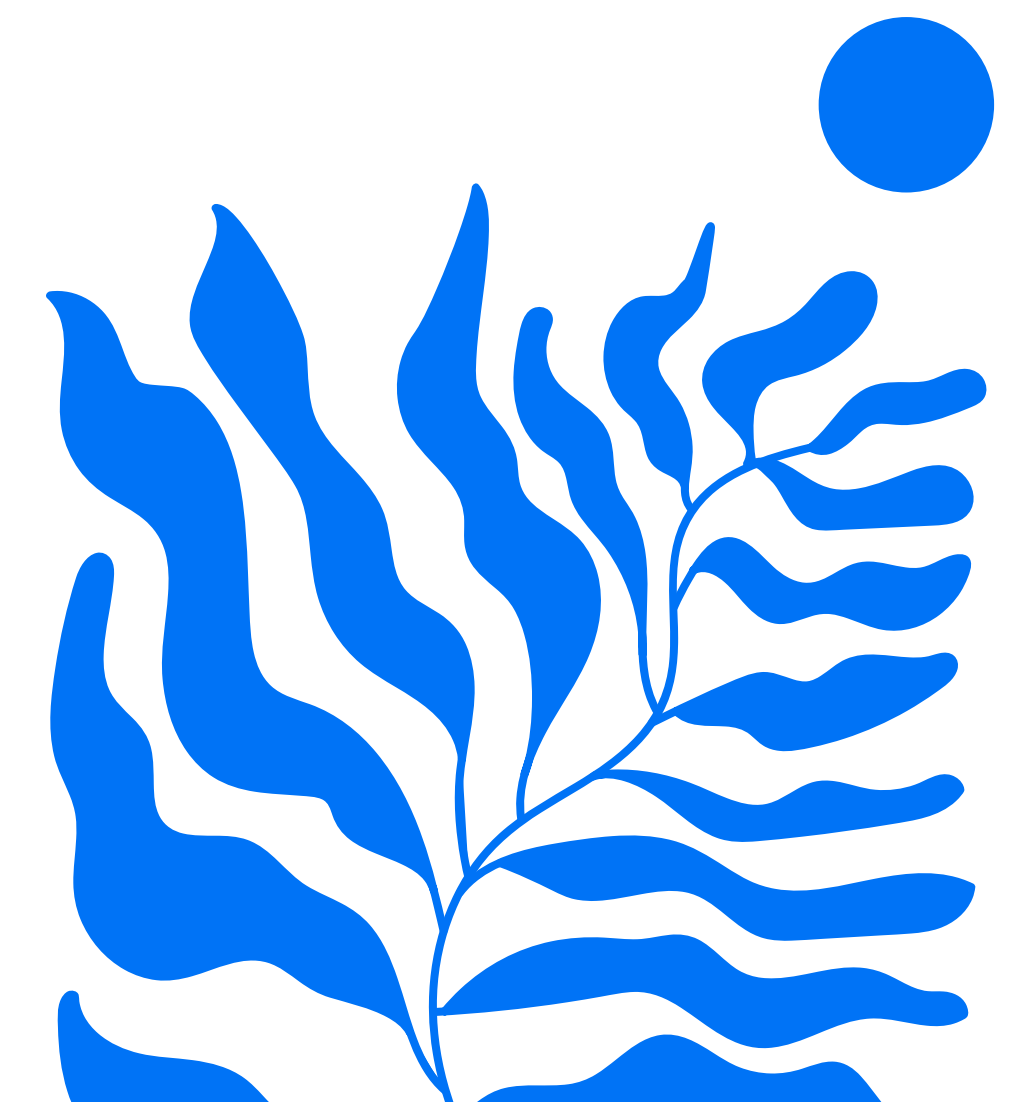
POLAND RESPONSES: 1,844

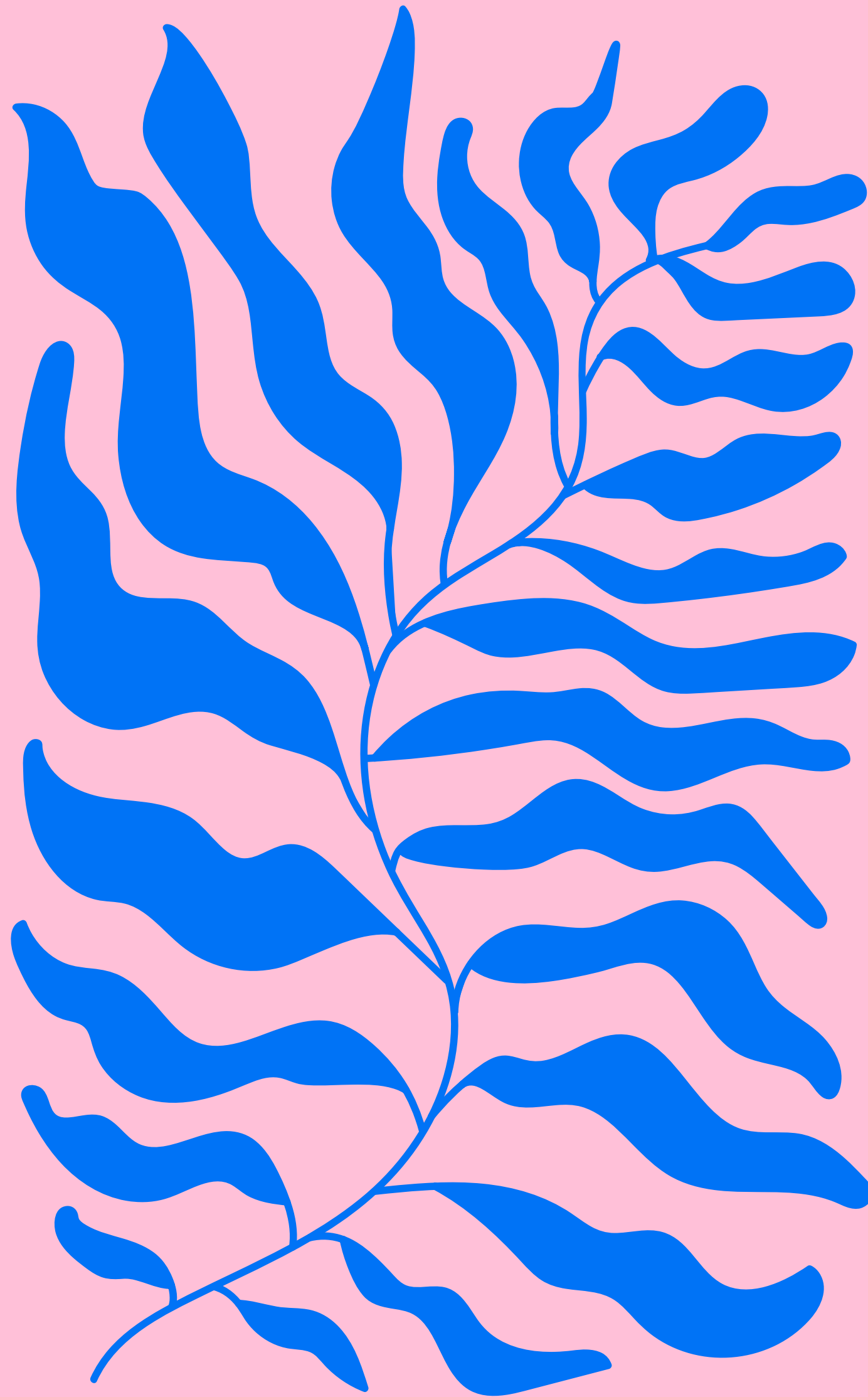
My adventure in IT began with...



LEGEND:

- 
HUNGARY
 RESPONSES: 438
- 
UKRAINE
 RESPONSES: 360
- 
CZECH REPUBLIC
 RESPONSES: 424
- 
NETHERLANDS
 RESPONSES: 152





I am more than happy that women's experiences and challenges in tech industries are the topics of a broad conversation nowadays, and that the **women themselves are not as alienated as a dozen or so years ago** when I was a fledgling in IT. No change happens on its own, and we still have an awful lot of challenges and work to face. Fortunately, at Roche, we approach the matter with undying enthusiasm.

The report clearly shows that the share of women who began their tech journey as children is infinitesimal. As a parent, I realize how important it is to **support children in discovering their passions and strengths**. That is why I am delighted that at Roche, we partner with the Maciejko Foundation in encouraging Polish students to explore the world of IT and its infinite possibilities.

Is there anything we can do, though, before the students enter the job market, to invite the ones who are already working to pursue careers in IT? My own

experience tells me that switching careers is a difficult decision, and the stereotype about antisocial, loner-type IT specialists hidden behind their screens is not especially encouraging, too. **We lack reliable information about the reality of working in IT, the kinds of tasks and projects**, the multitude of roles, and the range of competencies in demand, including interpersonal skills.

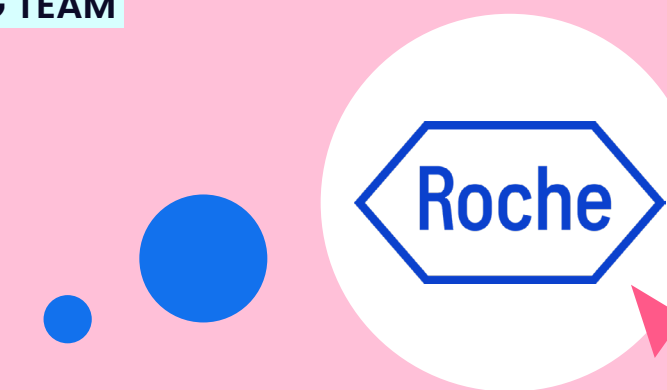
Our answer to this need is the Destination IT program, created in cooperation with the **MamoPracuj Foundation**. Its mission is to show women what working in IT is really like. The participants have the chance to find out if that's the path they want to follow and decide what's best for them in the long run. As part of the program, we offer a job, mentoring, and support for women who take their first steps in IT with our help.



LEADER OF THE GLOBAL SOFTWARE ENGINEERING TEAM

ROCHE INFORMATICS POLAND

Marta
Buchlovská



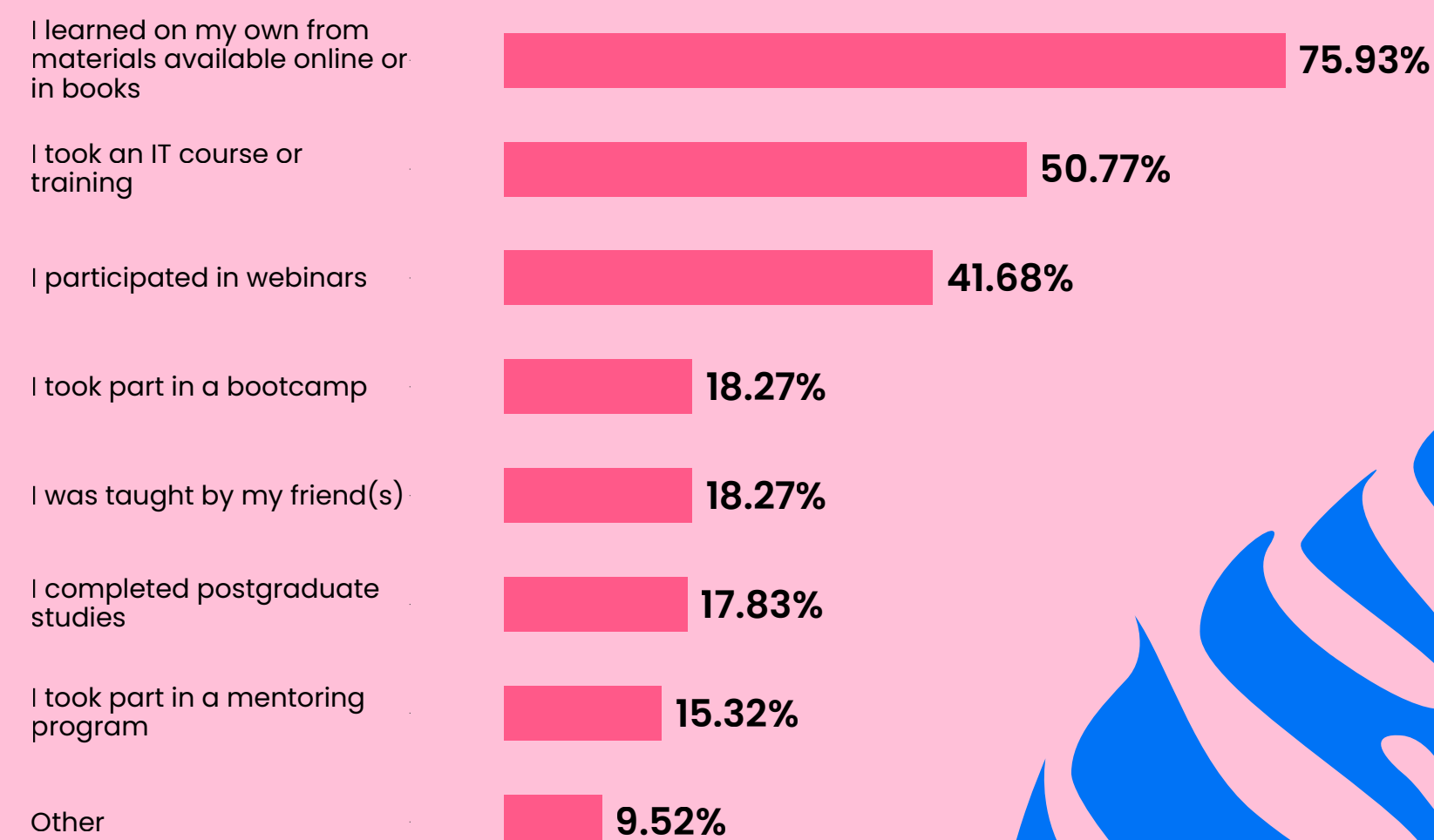
Down the bumpy tech road... on their own

75.9% of women who decided to switch careers admit that they are **self-taught IT specialists!**

The majority of the respondents relied on IT courses and 41% participated in webinars.

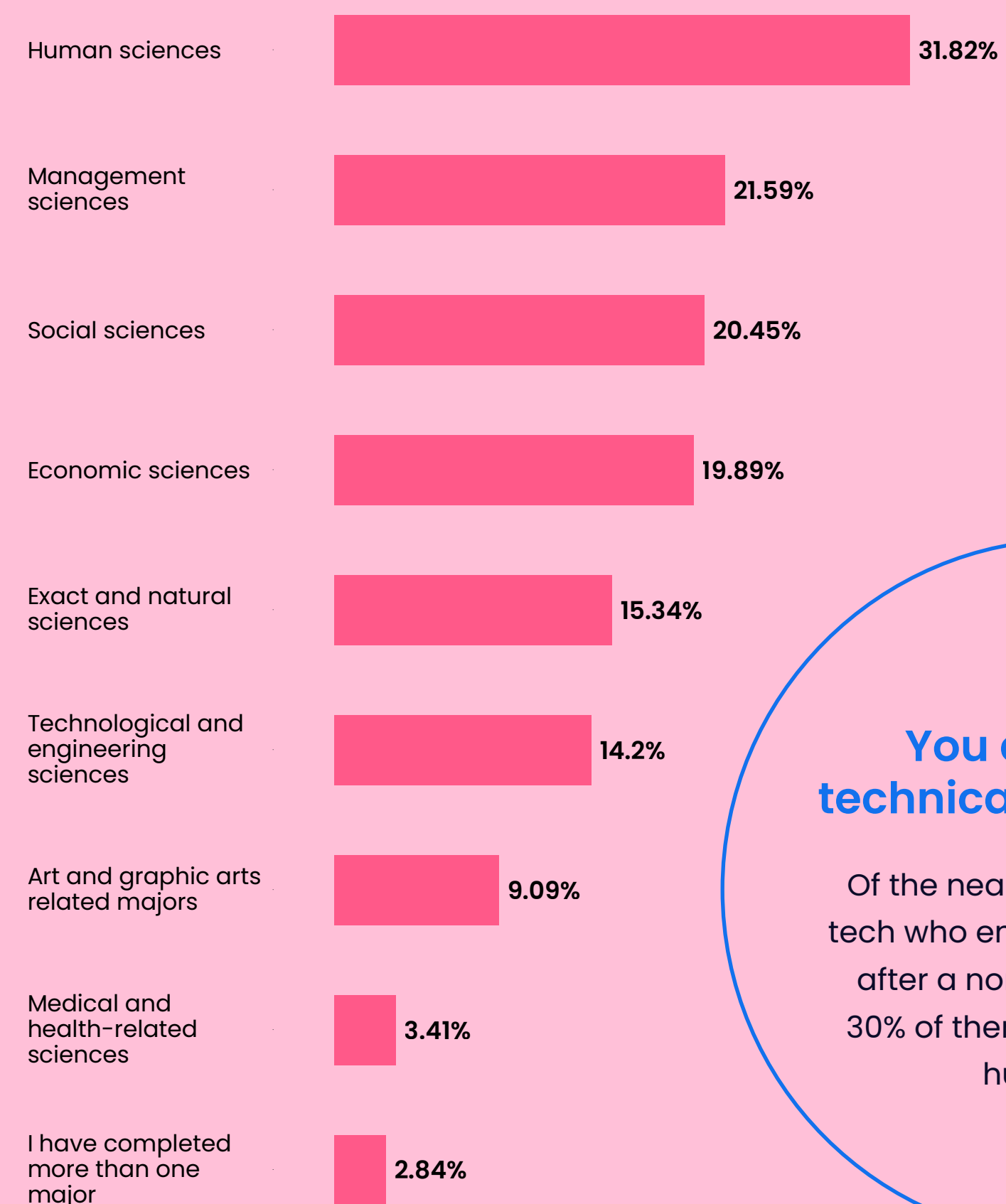
It turns out that **knowing a tech-savvy geek** is quite helpful too – 18.3% of women were guided by their friends who already work in the industry.

As part of my self-studying or switching career path... (multiple choice)



POLAND RESPONSES: 914

What was/is your field of study (multiple choice; question for specialists entering IT during/immediately after graduating from a non-technical major)

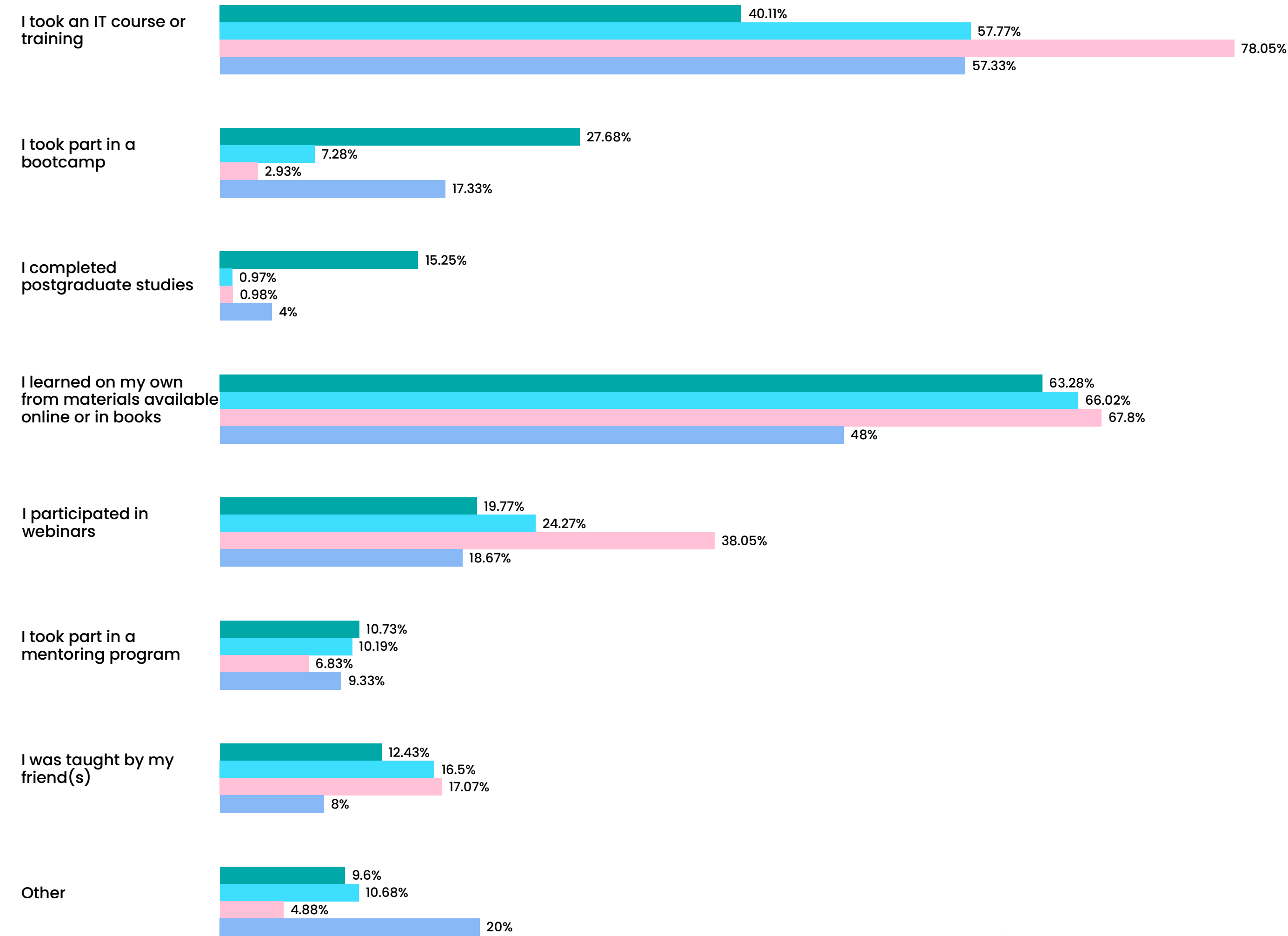


POLAND RESPONSES: 176

You don't need technical background!

Of the nearly 10% of women in tech who entered the IT industry after a non-technical major, 30% of them graduated in the humanities.

As part of my self-studying or switching career path... (multiple choice)



LEGEND:



HUNGARY

RESPONSES: 177



UKRAINE

RESPONSES: 206



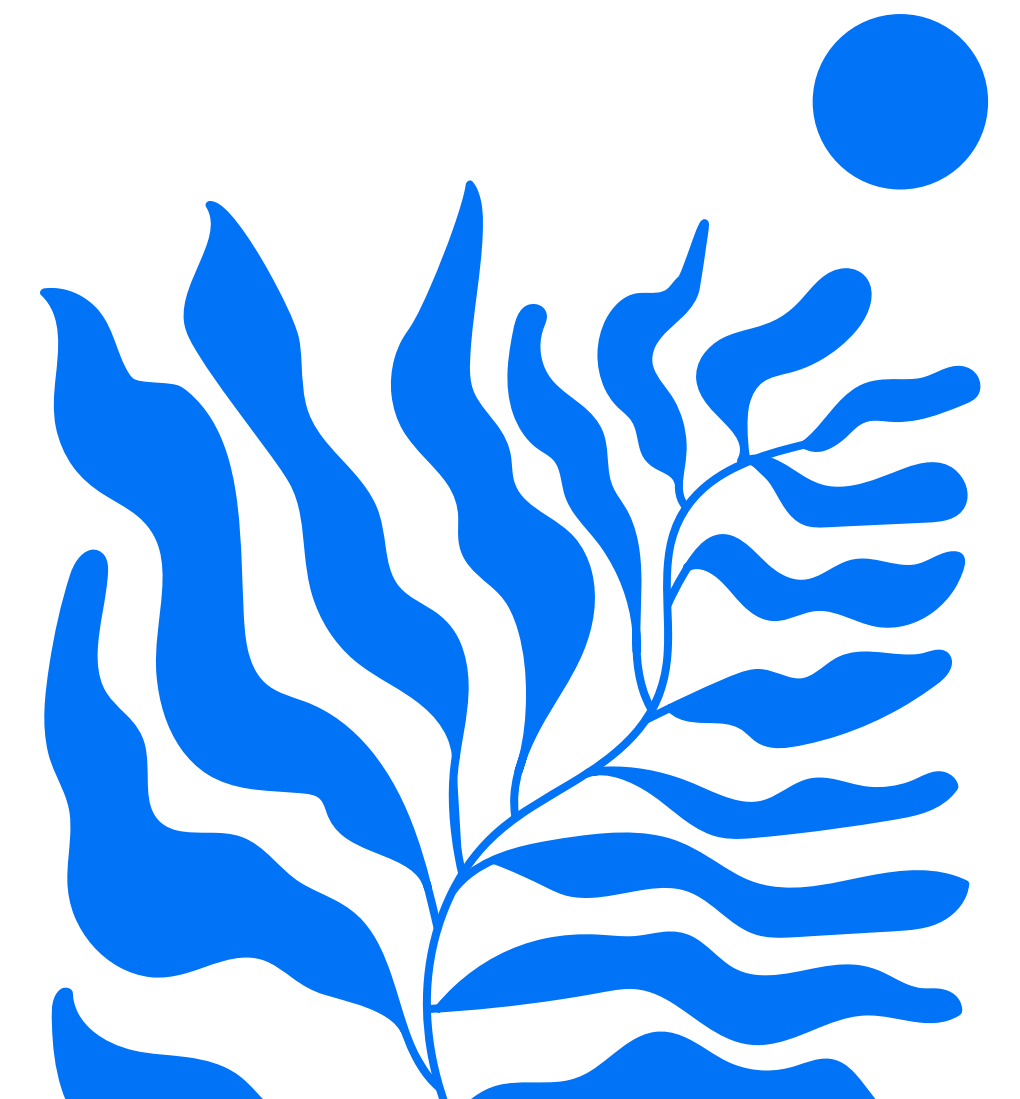
CZECH REPUBLIC

RESPONSES: 205



NETHERLANDS

RESPONSES: 75

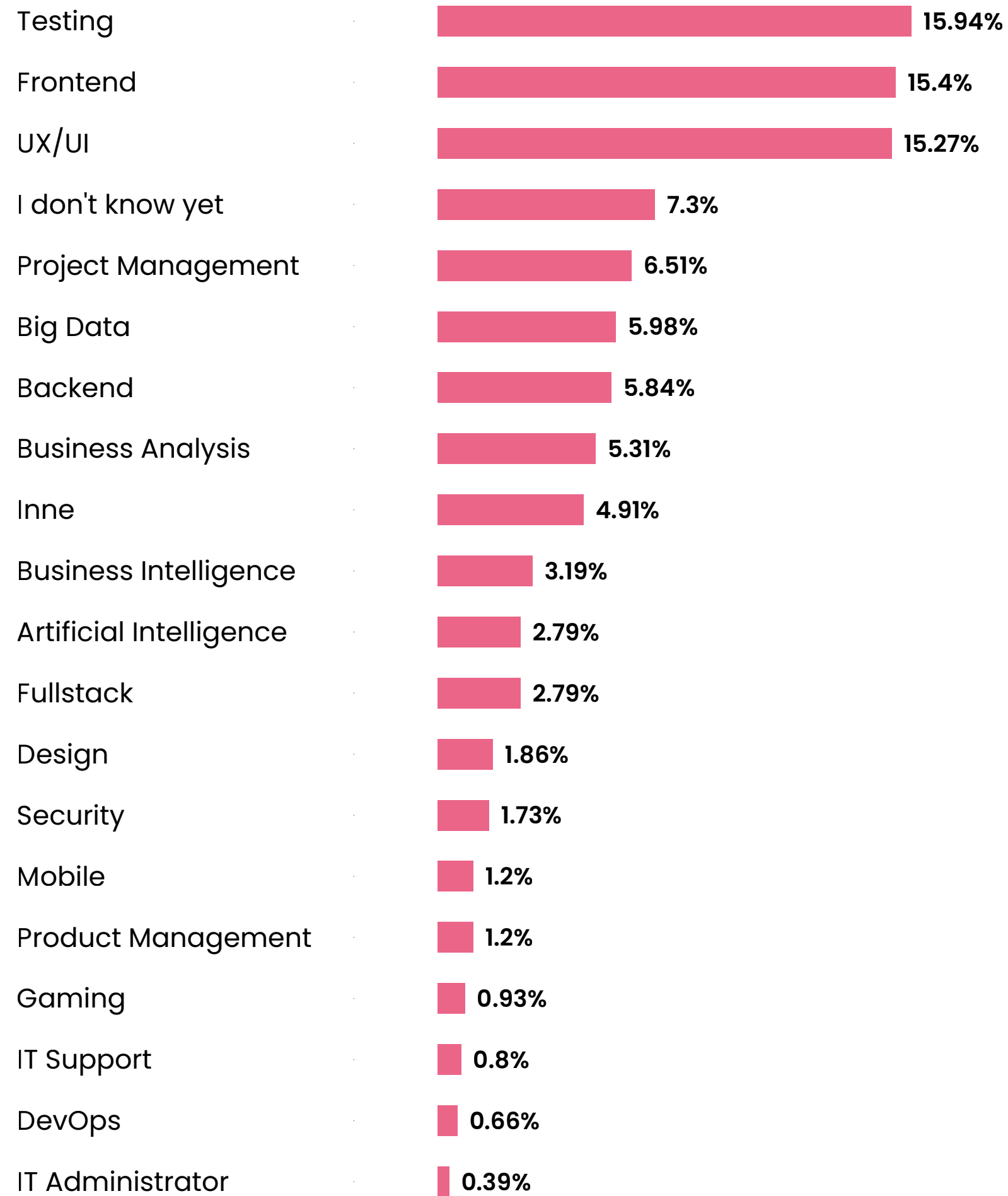


How do candidates' plans match up against reality?

Testing leads the way among both IT specialists and candidates. However, we may observe the biggest discrepancy in the share of Frontend which has been chosen by 15.4% of female candidates but in fact, only 7.8% specialists actually end up as Frontend Developers.

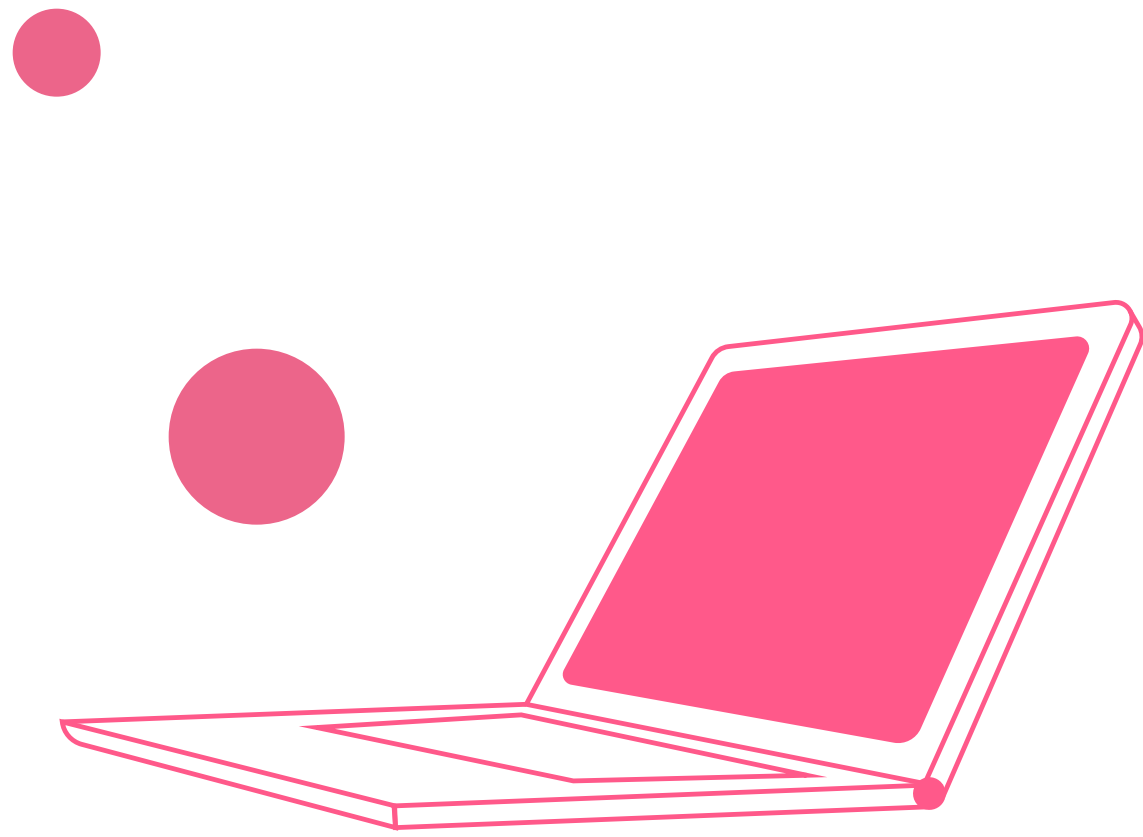
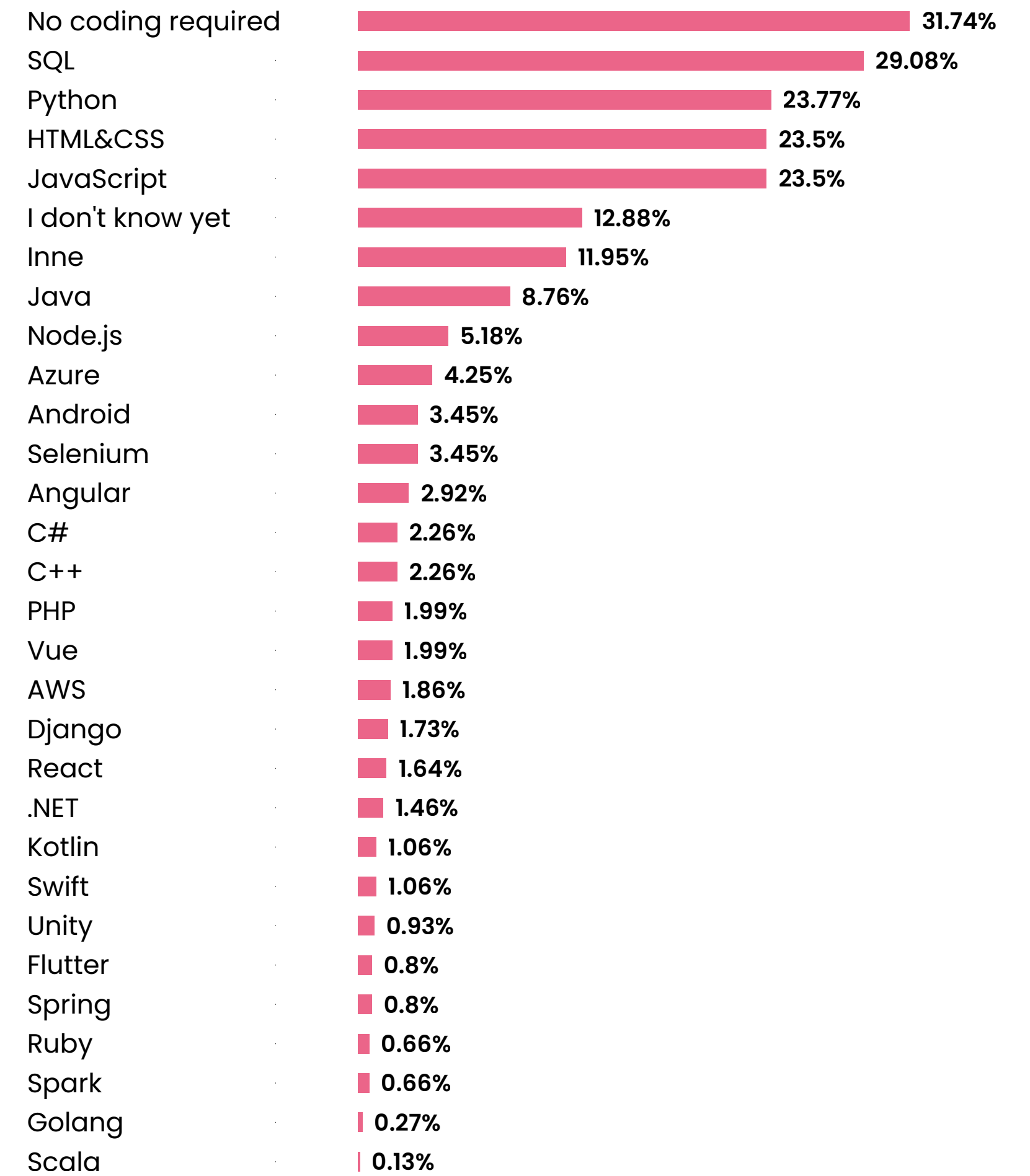
UX/UI and Project Management placed high on the podium, that's why as much as 31.7% of our respondents state that they don't need coding skills.

Which specialization do you plan to take up?



What technologies and/or tools do you plan to work with?

(multiple choice)



Women in tech: are awkward job interviews still a thing?

21.9% of Hungarian IT specialists heard a question or a remark about family plans at some point during the job interview.

In Ukraine, over 20% of respondents had to discuss the topic of their age and offspring.

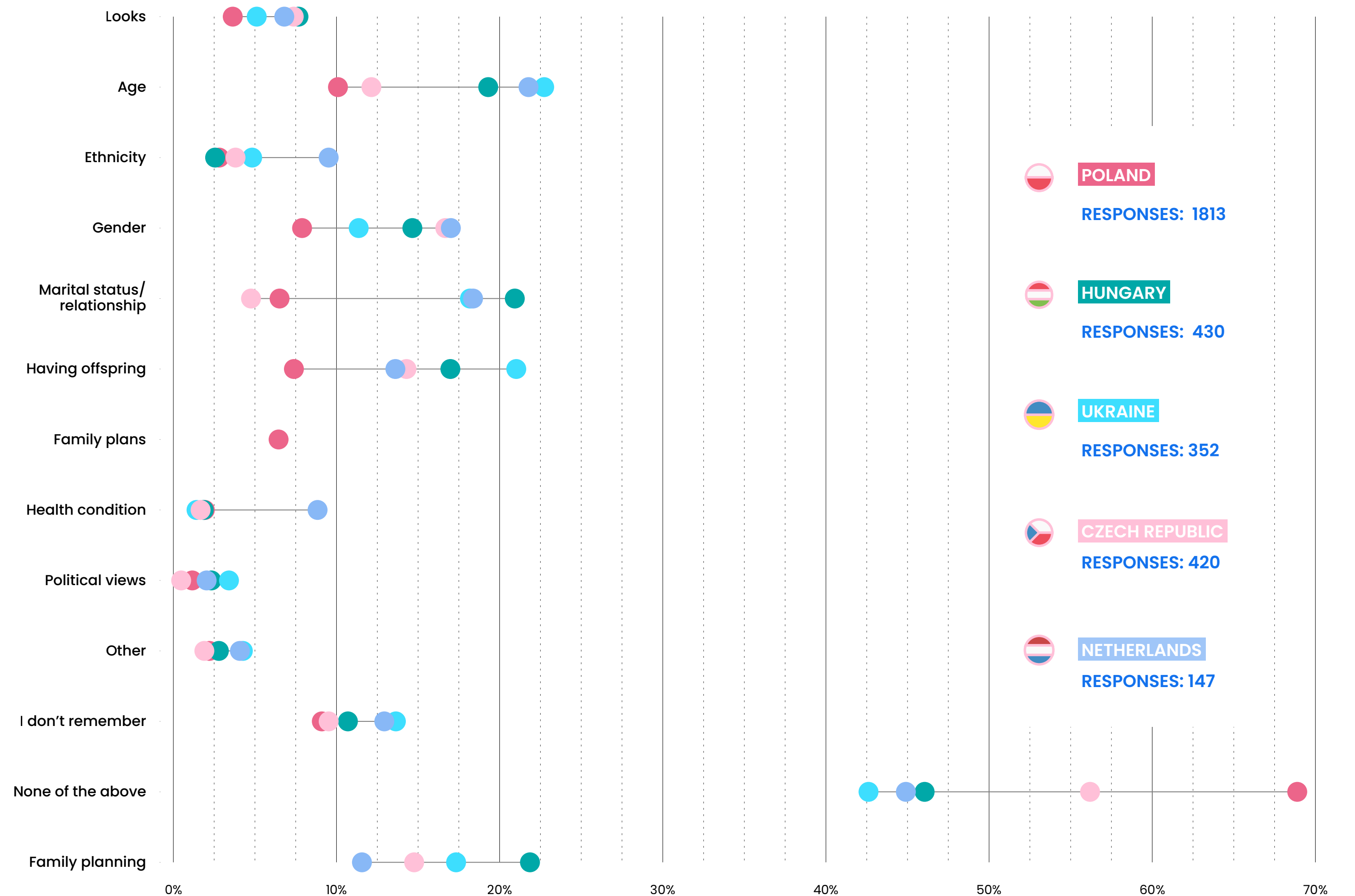
In the Czech Republic, on the other hand, the subject of one's gender was mentioned most often

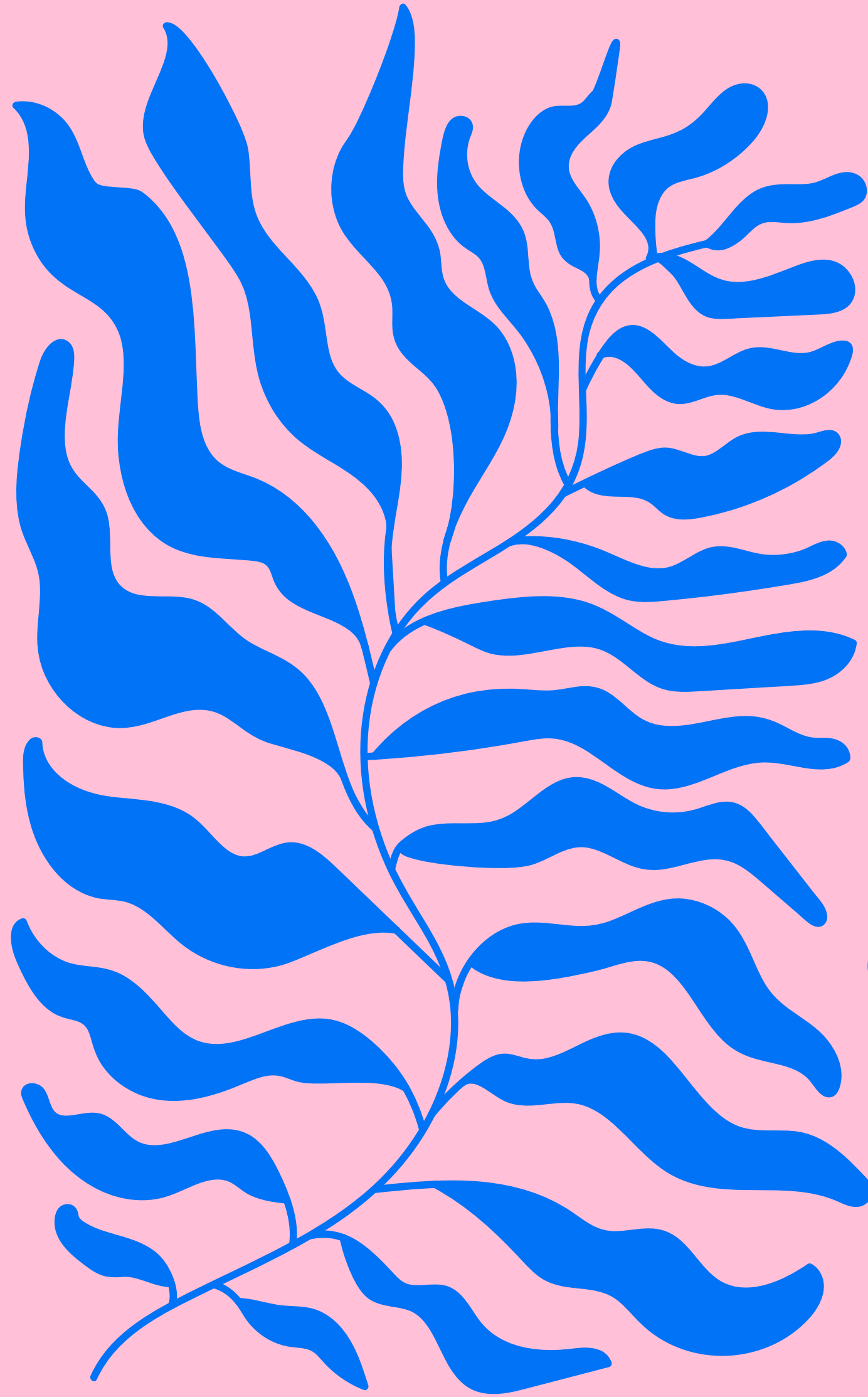
(16.7%), whereas in the Netherlands somehow the age seemed to be an issue (21.8%).

Surprisingly, the share of inappropriate questions was the lowest in Poland, but we still have a huge lesson to learn.



Have you ever heard a question or a comment on one of the following topics during a job interview for a tech position? (multiple choice)



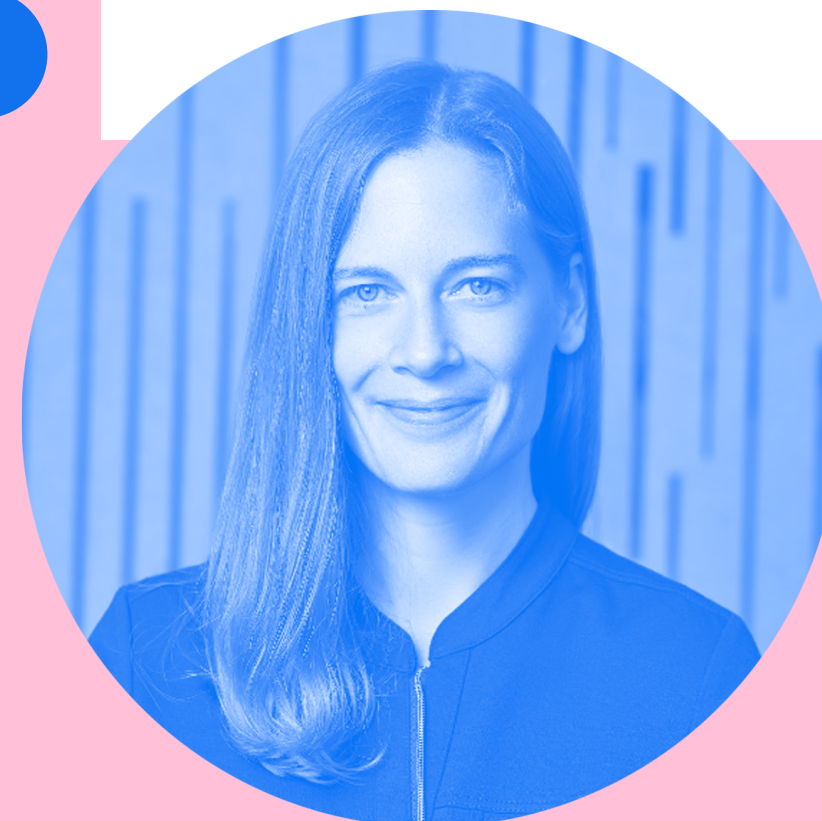


Inclusion is a very trendy word these days. But what does it really mean? To me as an employee and a manager, **inclusion means that people regardless of their age, gender, sexual orientation or background can be themselves at work, feel comfortable speaking up, sharing their opinions and ideas.** Good policies and procedures are a suitable starting point to provide a framework to operate and ensure that processes are free from biases. But the tone from the top and middle management in everyday interactions is fundamental.

Education first! Integrating inclusion into the learning curriculum will help increase awareness, specifically

on communicating with empathy, identifying one's biases, and identifying the best candidates based on the skills. If you're hiring, try to reflect your team's diversity at the interviews, creating gender and seniority diverse recruitment panels.

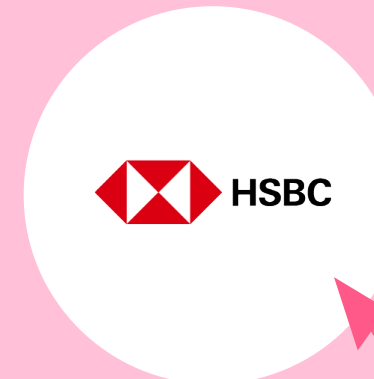
Communication! What really helps to establish a dialogue between an organization and its employees are D&I (diversity & inclusion) communities. They recognize different needs and can help prepare fit for purpose mentoring and coaching programs for staff or flexible working arrangements. Building an inclusive culture is everyday work, but observing how it benefits teams is worth every effort.



POLAND HEAD OF MARKETS & SECURITIES SERVICES TECHNOLOGY

HSBC TECHNOLOGY POLAND

Alexandra
Tessari



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