



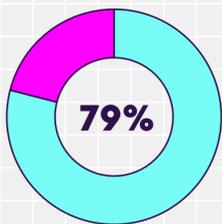
# Where are all the women in tech?

**We're on a mission to nurture them, build them and hire them!**

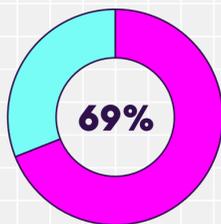
As part of our Women in Tech campaign, we turned to our partners, customers and employees to get their opinions on why there are so few women in tech and how we can encourage more women and young girls to consider a career in technology.

And the results might surprise you...

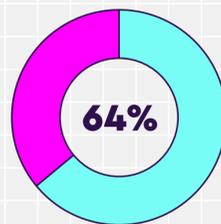
## 1. Why do you think there are so few women in Technology?



said that women and young girls aren't made aware of the range of career opportunities available in the industry



believe that young girls aren't encouraged at an early age to get involved in technology or computer science at school



think that women are put off because the industry is dominated by men

## 2. Do you think the IT industry would benefit from having more women working in technical roles?

**97%**  
SAID YES



**"A more diverse workforce leads to better business results"**

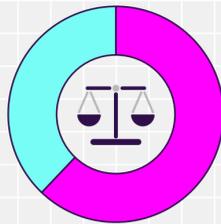
**"Diversity in every way (gender, race, nationality, sexual orientation) can only ever be a positive thing for any company - different views, ideas and approaches are all needed for innovation"**

**"The future of tech can only be balanced if designed and worked on by a diverse team"**

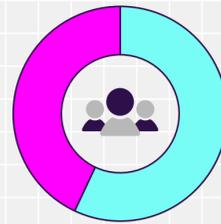
## 3. Which techniques would help eliminate unconscious bias in recruiting women into technology roles?



agreed that organisations should adopt a blind CV policy



believe that organisations should eliminate gender pay gaps with pay equity



said organisations should get involved in women's tech communities to meet potential candidates

## 4. What should organisations do to increase the number of women in technology?

**Top 3 answers:**



Work with schools and colleges to introduce technology careers for women



Encourage programs to introduce coding and computer science to younger children



Companies should educate employees on diversity and unconscious bias

## 5. What career advice would you give a young person who may not have previously considered a career in technology?



**"Technology is the future! Well we're already living it, so why not help to shape it?"**

**"The opportunities to excel are endless. Believe you can achieve in the industry, because you can."**

**"It's a massive opportunity for people to future proof themselves whilst developing skills that can bring great benefit to both business and society"**

**"Tech companies tend to be more in-line with modern values, accepting people of any background."**

We still have a long way to go when it comes to women in technology, but we are really inspired to see our partners, customers and employees want to see the world of tech change for the better too!

**If you share our passion for diversity, then take a look at our current opportunities [here](#).**