



**CODE
FIRST
GIRLS**

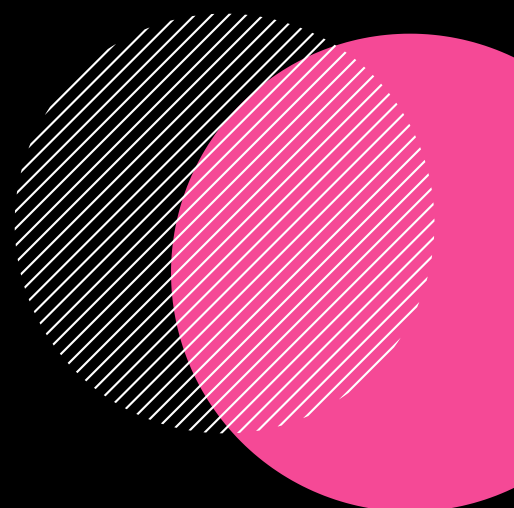
2022 ANNUAL

CODE FIRST GIRLS COMMUNITY REPORT



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WELCOME TO COMMUNITY INSIGHTS

Every year our community completes our annual survey. This survey collects important data, opinions and feedback which reflects our own journey and offering at Code First Girls, as well as providing valuable insights into our community's take on the greater technology landscape.

This year our 2022 survey was bigger than ever and after its release in July, it was completed by over 1200 respondents. As we do every year, we use this data to listen to our community and help steer the direction of Code First Girls so that we're offering what our community want to see next.

- Launched MOOC Sprints to impart intro-level knowledge in four weeks across a range of topics;
- Launched MOOC Challenges so our community could take part in more real-world problem-solving;
- Developed the Full-stack CFGdegree (the #1 request from our community);
- Launched our +Masters with three key topic areas for more in-depth and advanced learning;
- Provided international courses in 12 markets plus open-international courses to our global members;
- Partnered with even more companies our community is interested in, across a range of industries and sectors linked to real job opportunities and career paths;
- Created new content, such as #represent to highlight more tech role models and career pathways;
- Enlisted the help of 12 Ambassadors to help tell more women about CFG and careers in tech;
- Hosted one of the largest coding conferences for women in the UK, Code Fest.

As part of the survey, we also collect insights into how our community feel and are responding to current affairs and recent tech trends. This year we have partnered with NatWest to bring you a research report focused on the ways that tech roles are allowing women to pursue economic empowerment through social mobility. This research report was launched at Code Fest and can be downloaded from our website.

We hope that you enjoy learning about and listening to our community as much as we do. Thank you for following our journey as Code First Girls continues to grow in 2022 and beyond!



Anna Brailsford
CEO @ Code First Girls



COMMUNITY SNAPSHOT

COMMUNITY SURVEY SNAPSHOT

Increasing diversity in tech

Our Code First Girls community continues to build diverse talent pipelines into tech, and this year, we are exploring the wider lens of diversity across gender, race, social mobility and neurodiversity, in this report and with our research papers. Our wider community stats show that 57% of our community are from underrepresented ethnicities, 27% were eligible for free school meals, and ~20% identify as neurodiverse.

For this survey, 57% Gen Z (18-24) were from underrepresented ethnicities and 43% for Millennials (25-44), with the overall average being 47% (skewing slightly lower than our wider community). We also have a spotlight on stats across social mobility and neurodiversity stats coming up



Growing representation across the UK

Not only is Code First Girls growing internationally, but we are also seeing greater representation across all areas of the UK and Ireland with our CFG members.

For our survey, we saw a similar mix to our member stats with respondents from London being 35%, followed by those from the South East, North West, Midlands and Scotland. We are seeing strong growth across all major hubs in the UK and Ireland with our regions outside of London growing 5% vs. last year.

Building a globally diverse community

We are proud to have a broad range of ethnic backgrounds and nationalities represented in our community.

Code First Girls is seeing particular growth internationally, offering classes and/or CFG degree opportunities across 12 international markets including the USA, Poland, the Netherlands, Switzerland and Hungary this year.

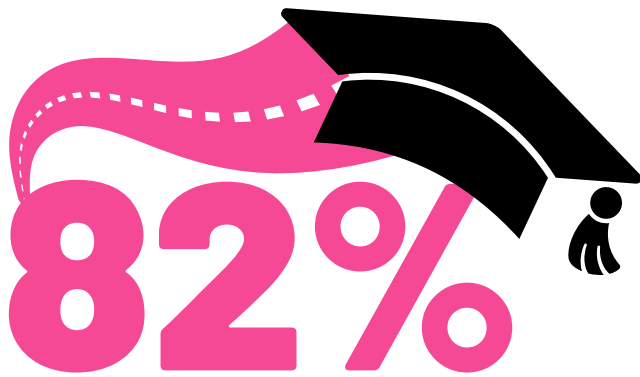
We have also grown to 191 nationalities worldwide represented in the Code First Girls community.

119
Nationalities

A graphic showing a pink globe with the large number '119' and the word 'Nationalities' in bold black text overlaid on it.

COMMUNITY SNAPSHOT

EDUCATION & CAREER STAGE



studied non-Computer Science subjects @uni

Different pathways into tech

Whilst 45% of our members are @uni Kickstarters (those at university or graduated within two years), a staggering 82% studied non-computer subjects at University.

The largest proportion studied Business and Social Sciences, followed by Humanities, showing that whilst encouraging more girls to study STEM at school is important, recognising different pathways into tech will help companies close the tech gender gap.

Career Switcher growth

Last year Code First Girls saw 124% growth in Career Switchers within our community - a trend which has continued into 2022. This year whilst 45% of our survey responders are @uni Kickstarters, 37% are currently working and looking to transition into a career in tech.

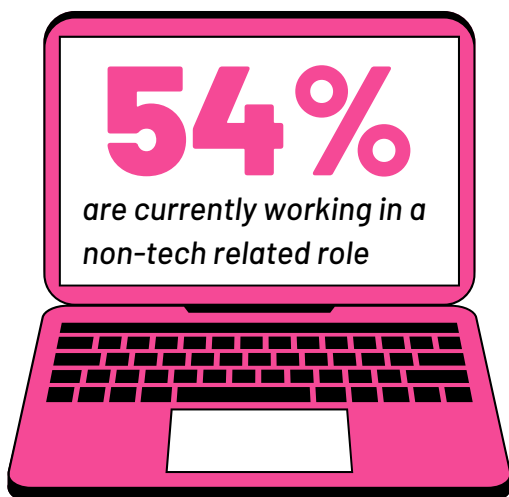
Additionally, we are seeing an increase in those taking a career break or currently unemployed. Potentially a result of the impact of Covid and the current cost of living crisis in the UK or "the great resignation" that has been impacting all companies globally. Either way, these women are looking for a new opportunity in tech.

CURRENT WORK / STUDY STATUS

University student or recent graduate
45%

Career Switcher
37%

Career Break / Currently unemployed
8%



Opportunity to get more into tech

Of these Career Switchers, 54% are not currently working in a technical role, skewing slightly higher than 52% for all responders.

48% are currently mid-level, senior or director/executive level coming with a range of soft skills and prior experience, both hugely beneficial for potential tech roles.

This shows the vital impact that Code First Girls continues to have, allowing women the opportunity to change their minds and switch to a career in technology later in life.

COMMUNITY SNAPSHOT

SPOTLIGHT ON: SOCIAL MOBILITY

Economic empowerment

Code First Girls proudly provides all courses for free, allowing opportunities for our community to kickstart a new career option and potentially boosting their financial circumstances and driving economic empowerment in tech.

This year, as part of our survey, we revisited our social mobility indicators, incorporating two more questions (using the Social Mobility Commission UK resources) to help give some more robust insights into social mobility and tech.

Forward-thinking companies recognise that diversity is not just gender and ethnicity, but it should be reflected across a range of areas including social mobility and neurodiversity.



55%

First generation to attend university



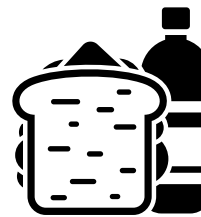
29%

Are from a working-class background
(based on the parental occupation at age 14)



57%

Attended state-run/funded schools



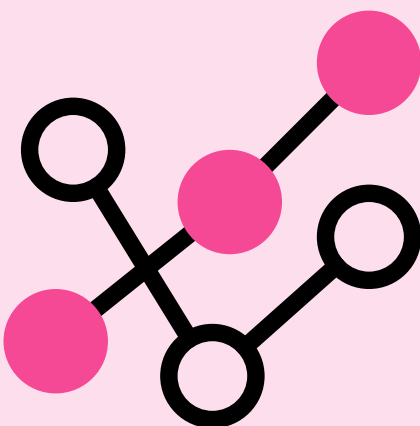
27%

Were eligible for free school meals

Widen your diversity indicators

Individuals from lower socio-economic backgrounds are a positive asset to businesses, but they are also still underrepresented in professional occupations.

As part of our research report this year, we have focused on social mobility and how businesses can help empower minorities to build diverse tech teams. The tech industry can ultimately help improve social mobility across the country by widening the talent pool in tech and driving inclusive initiatives across hiring and retention.



COMMUNITY SNAPSHOT

SPOTLIGHT ON: NEURODIVERSITY

DO YOU IDENTIFY AS NEURODIVERSE?

No



Yes



Not sure / prefer not to say



Thinking outside the box

Whilst diversity of nationalities is important, diversity in regards to neurodiversity and social mobility are of equal importance when building diverse tech teams.

Of our survey respondents, 19% identify as neurodiverse. Used in the context of autistic spectrum disorders, neurodiversity is becoming increasingly sought-after by technical teams, especially those requiring fast pattern recognition, sharper accuracy, and better attention to detail such as the cybersecurity industry.

It's time to increase support

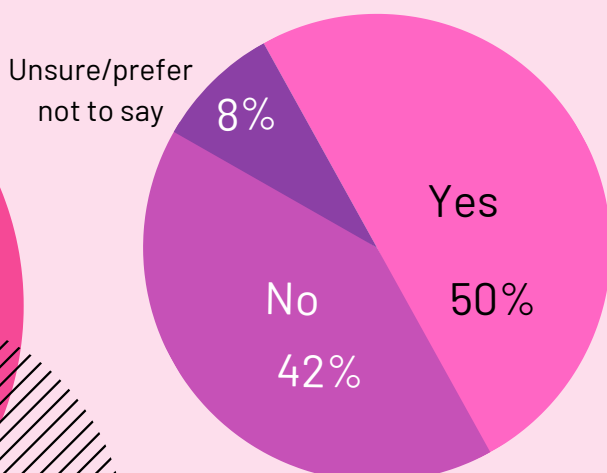
Worryingly, of those that identify as neurodiverse, only 18.7% feel supported in their current role. 39.1% answered 'no', 30.4% answered 'sometimes' and the remaining 11.7% responded 'unsure/prefer not to say'.

Much like gender, ethnicity or social mobility, companies need to review their policies, and procedures to be more inclusive of neurodiverse team members.



Only 18.7% feel supported in their current role/working environment/studying environment based on identifying as neurodiverse.

Have you made your employer/school/university aware of your neurodiversity?



Safe spaces & communication

It's good to see that at least 50% of those that identify as neurodiverse have made their employer or university aware, however, 42% have not.

The top three reasons (with multiple answers allowed) cited as to why they have not are:

- 46.3% don't feel comfortable doing so
- 45.3% fear they will be judged
- 33.7% feel it could impact their progression

Building a supportive, and inclusive work culture is imperative to improving diversity in tech.

EDUCATION & EMPLOYMENT



Education, Education, Education

89% of the women who responded to the survey have attended or are currently attending university and 30% of our survey respondents have graduated with a postgraduate qualification across a range of fields including Business Studies, Humanities, Social Sciences and Computer Science.

Starting with STEM

Many women come to Code First Girls to build on an existing foundation of knowledge in STEM subjects. 39% of survey respondents studied STEM subjects at University including:

- Natural Sciences (19%)
- Computer Science & Info Tech (10%)
- Mathematics & Engineering (9%)
- Medicine (1%)

Furthermore, 15% have degrees in Business and Economics, particularly attractive for tech management roles and opportunities in research and development.



Let's hear it for the Humanities

Non-STEM degrees most popular within our community include Social Sciences (17%), Humanities (16%), Business (15%) and Languages (8%). With more employers looking for transferable skills, interpersonal skills and management skills, non-STEM degrees are looked upon more favourably by tech employers than ever before.

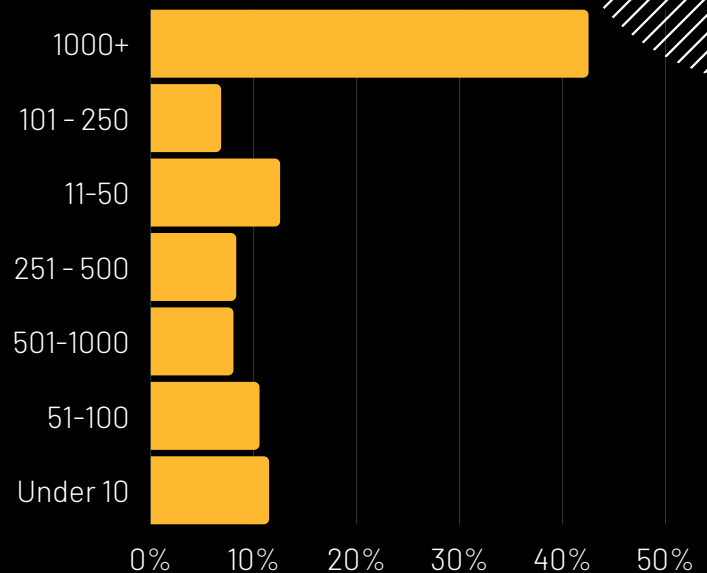


EDUCATION & EMPLOYMENT

Size does matter?

When it comes to current employment, the vast majority of our responders were currently employed in companies with 1000+ employees (42.5%), followed by the other end of the scale 11-50 employees (12.5%) and then under 10 (11.5%).

With our stats on the following page, we see larger-size companies perform better in relation to having D&I policies and training (both D&I and upskilling), but have a higher propensity for gender and ethnicity imbalance.



TOP 6 CURRENT INDUSTRIES

- 1 Teacher training or education (11.3%)
- 2 Accounting, banking, finance (10.4%)
- 3 Technology (8.7%)
- 4 Retail (7.3%)
- 5 Public services and administration (7.1%)
- 6 Healthcare (6.5%)

Shifting roles & industries

Although the top six are listed, there were responses from a range of industries. Regardless of their current employment industry, there is a keen interest in tech and tech careers, with 95.5% stating that Code First Girls has increased their interest in exploring or pursuing a career in tech.

Much like different university degree backgrounds (or no uni at all), there should always be different pathways into tech, and being able to take a range of soft skills and knowledge from previous job roles will only help boost the skill set and diversity of thought in tech.

Are you satisfied?

There is a lot of room to increase current job satisfaction with the number one reason impacting this score being 'the work they undertake' (60.1%), followed by salary (47.7%), career progression (45.8%) and company culture (43.3%). Work-life balance, flexible or remote working also ranked highly.

5.6
Score out of 10

EDUCATION & EMPLOYMENT

Current state of affairs

Switching from education to their current employment, our community have shared their thoughts regarding their current role/workplace in terms of gender, diversity, training and knowledge of policies or initiatives in place to support different employee groups.

At your current workplace....

Do you feel there is there a gender imbalance?



45.4% SAY YES

Companies with 500+ employees over-index

Do you feel there is an imbalance of minority ethnicities?



57.4% SAY YES

Companies with 100-1000 employees over-index

Do you feel supported in your role based on your gender identity?



55.7% SAY YES

Companies with <100 or 100-500 employees over-index

Does your workplace have a diversity policy?



36.7% SAY NO OR ARE UNSURE

Companies with <100 employees over-index

Does your workplace offer unconscious bias or diversity training?



57.4% SAY NO OR ARE UNSURE

Companies with <100 employees over-index

Have you had the opportunity to upskill or receive training?



45.4% SAY NO OR ARE UNSURE

Companies with <100 or 500-1000 employees over-index



Addressing imbalances, support and training

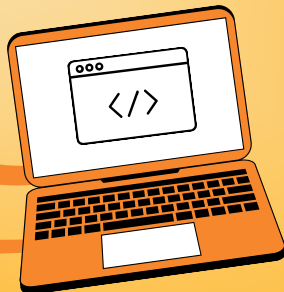
It appears from the above responses that gender and race diversity are more of a challenge for larger companies. Interestingly, those in smaller companies or mid-range (100-500 employees) feel more supported in their role based on their gender. Companies with <100 employees seem to over-index around not having diversity policies and training in place.

TECH EDUCATION

SPOTLIGHT ON: TECH CAREER PATHWAY

82%

Were not taught coding at school



Education, Education, Education

Of our survey respondents, 80% were not taught computer coding skills at school. With the majority attending primary and secondary education between 1990-2000s that is unsurprising. However 75% said that a career in technology was not mentioned or encouraged to them whilst they were at school.

STEM Building Blocks

58% of survey respondents did choose to study STEM subjects at school, which is promising until you consider the stat below.

For those that did not choose STEM subjects:

- 51% said their school didn't encourage them to do so
- 40% said that they were better at humanities subjects and
- 39% said that they didn't think that they had the right skills to do so.

58%

Chose STEM subjects at school



75%

Were not encouraged to consider a career in tech at school



Tech Education Blockers

Three-quarters of the community were never encouraged to consider a career in tech whilst at school. Whilst in-roads have been made with coding classes being put in place across some primary-level schools, this needs to be continued throughout education, and particularly at the stage where students are considering careers and which pathway to choose next.

TECH EDUCATION

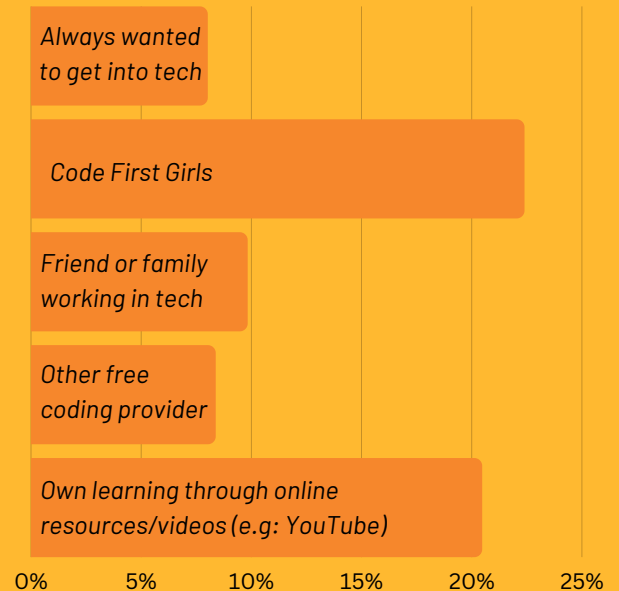
SPOTLIGHT ON: TECH CAREER PATHWAY

Thank you, next

Code First Girls community are ambitious self-starters, and whilst many didn't study technical subjects in the education system, many found technology through alternative means.

When asked about their pathway into tech, the majority (51%) listed Code First Girls as their entrance into the field. 47% said that they began their journey through self-learning with online resources such as YouTube and 22% through a friend or family member already working in technology.

HOW DID YOUR OWN PATHWAY INTO TECH START?



Discovering tech careers

After kickstarting their learning, our Code First Girls community started to explore and learn more about careers in tech. They did so using a variety of means, with the top response being their own family and friends network (20.5%), followed by watching content, searching job applications, discovering tech through another career path, and via further education.

HOW DID YOU DISCOVER A CAREER IN TECH/TECH CAREER OPTIONS?



20.5%

Recommendations from friends or family



16.4%

Through social media/YouTube content



14.0%

Searching for job applications online



14.0%

Fell into it through another career path



13.9%

Further education or training bootcamp

CAREERS IN TECH

THE ATTRACTION FACTOR

60%

are actively looking for a new role in tech or upskilling/training to make the move into a tech role

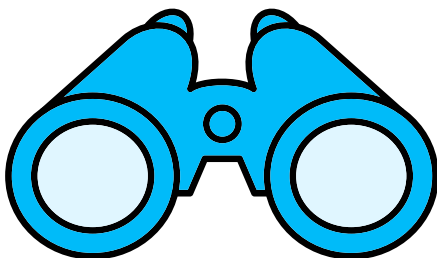
Don't get left behind

In this section of our annual survey, we will be delving deeper into both attraction and retention relating to careers in tech. Increasingly, companies are competing with each other to attract and retain top tech talent. With the impact of Covid and 'the great resignation', the spotlight is definitely on employers to be more transparent in regards to their workplace policies, salaries and culture.

WHAT STAGE ARE YOU AT IN YOUR CAREER?

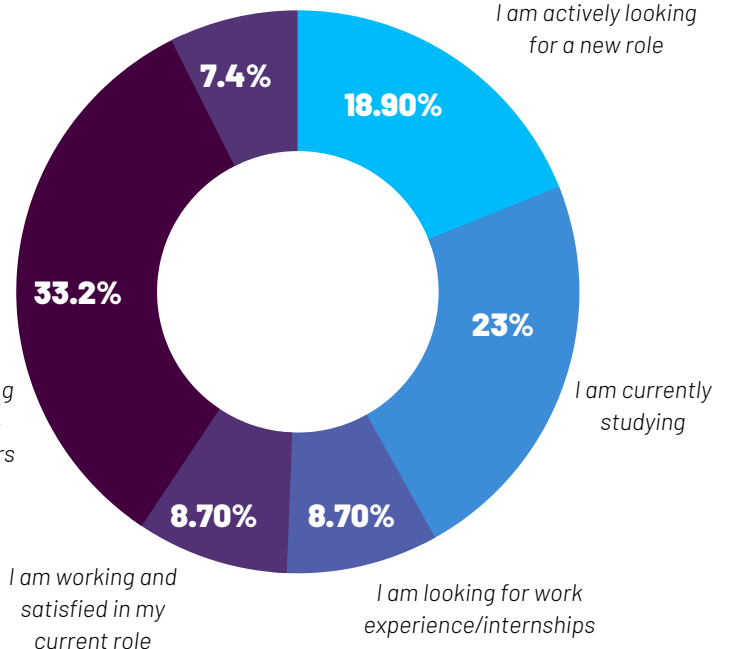
On the hunt for roles in tech

This year's job market has been one of the most competitive on record and this is reflected by our community on the job hunt. This has grown slightly from last year when we had 54% of the community members surveyed actively looking for their next role or exploring their options in tech.



I have just graduated and am looking for my first role

I am actively looking for a new role



Current job roles not hitting the mark

Of those surveyed, 19% are actively looking for their next role or exploring their career options in tech. Further to this, 33% are currently working but also upskilling and are career switching and 8% have just graduated and are looking for their first role. Those who are satisfied with their current role is 8%, which has decreased by 10 percentage points vs. last year.

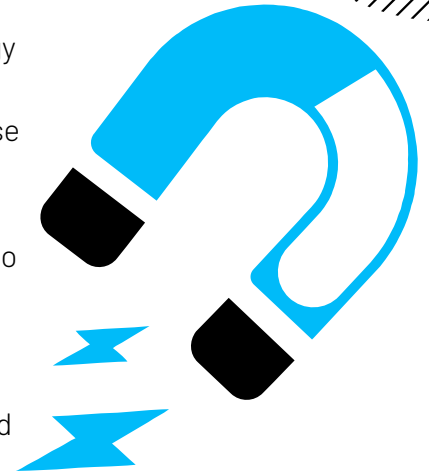
CAREERS IN TECH

THE ATTRACTION FACTOR

The main attractions of tech roles

Our survey respondents were asked what factors made a job in technology attractive (with the multiple option selection available). With the cost of living crisis upon us (and building at the time of the survey), it is no surprise that salary ranks highly. Three of the top five relate to growth with opportunities for career progression, learning and professional development important. In our post-Covid world, it is also not surprising to see flexible and remote working ranking in the top five also.

Outside of the top five, work-life balance, company culture (including diversity and inclusion), job security, the products/services worked on and the impact of that work also ranked highly on the list.



#1

Salary



#2

Career progression opportunities



#3

Learning opportunities



#4

Flexible / remote working



#5

Opportunities for professional development

1. Data Analyst
2. Full-stack Developer
3. Software Engineer
4. Front-end Developer
5. Data Scientist
6. UX/UI Designer
7. Back-end Developer
8. Cyber Security
9. Product Manager
10. Mobile App Developer

The pull of exciting tech roles

There are now more jobs in technology than ever before, and our community are hungry for roles in more than just software development. When asked, Data Analyst took the crown as the most aspirational technical job, followed by Full Stack, Front End, Software Engineering and Data Scientist.

CAREERS IN TECH

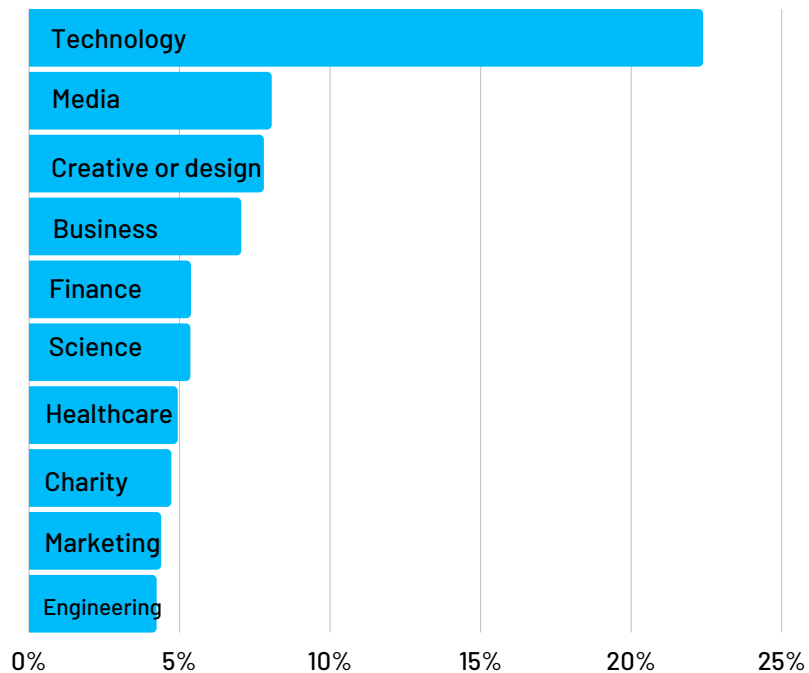
THE ATTRACTION FACTOR

Coding can take you places

Unsurprisingly, the majority of our community are interested in a career in the technology industry, however, an increasing number are exploring options beyond this with the understanding that tech is present across all industry sectors. Combining skill sets and knowledge is particularly attractive to those looking outside of technology companies.

The media and creative industries, business and healthcare are all of interest to our survey respondents who know that coding can take them to many places throughout their careers.

TOP 10 INDUSTRIES FOR NEXT CAREER MOVE



"Technological advances in these areas are interesting to me. I have had exposure to these advances through my current work in Town Planning."

"I would really like to work in the ethics of AI to make systems more responsible and diverse."

"Technology is more straightforward and factual. As an autistic person, it's a struggle for me to have a people-oriented or based job, like a teaching job. I can do that effectively, but not with a lot of people at once. Jobs which would necessitate lots of human contact are not good for me. I can't read 'the air', mimics and such are lost on me."

"I have always wanted to be an engineer and start up my own company."

"It's a very diverse industry with incredibly widespread application. I feel that I will be able to have a significant positive impact with the work that I do."

"Varied opportunities, chance to be creative, interest in white collar crime."

"Because tech offers unlimited opportunity for personal growth and development. Salaries are higher and companies offering these roles have a range of benefits so you feel you are valued by the company for your work. The nature of the tech world is exciting and fast-paced."

"Security has always fascinated me, particularly cybersecurity. There's always more to learn as the industry is ever evolving"

"Finance because that's where I have the most experience but also charity because I really want to be able to give back and have a meaningful job"

CAREERS IN TECH

SPOTLIGHT ON: THE TOP 20 EMPLOYERS







What are the companies you are most interested in working for?

The top 20 companies that survey respondents want to work for include big names from Google to the BBC. Whilst the BNOC brands are most popular, industries range from big tech to the creative industries with banking also sharing the spotlight. With a total of 833 companies listed, our community are interested in a range of roles across start-ups, SMEs and other large enterprise companies across different industries.

Top 20 Employers

- | | | | |
|----|---------------|----|-----------|
| 1 | Google | 11 | IBM |
| 2 | Microsoft | 12 | Capgemini |
| 3 | amazon | 13 | NETFLIX |
| 4 | Apple | 14 | NHS |
| 5 | Meta | 15 | Deloitte. |
| 6 | Spotify | 16 | accenture |
| 7 | Goldman Sachs | 17 | NIKE |
| 8 | NatWest Group | 18 | BT |
| 9 | GCHQ | 19 | BBC |
| 10 | BARCLAYS | 20 | pwc |

Top six reasons why:

-  Exciting tech
-  Believe in purpose
-  Perks & benefits
-  High salaries
-  Work-life balance
-  Women in tech initiatives

CAREERS IN TECH

THE ATTRACTION FACTOR

Applying for roles

We all know the stat published in Sheryl Sandberg's book *Lean In* (2013) which stated that men apply for positions if they meet just 60% of the requirements, while women only apply if they meet 100% of them. So we wanted to dig a little deeper to see how different elements could impact the application and attraction stage for women in tech, as well as understand what other factors may impact job attraction and applying for roles.

Have you applied for roles where you don't have all the levels of required experience?



52% SAY YES



30% SAY NO



18% SOMETIMES

Ever been dissuaded from taking a job due to a lack of female role models within the organisation?



30% SAY YES



49% SAY NO



21% NOT SURE

Would you be more likely to apply for a role if it stated the salary?



13% SAY NO



57% SAY YES



28% SAY YES



2% NOT SURE

Even if the salary is not shown, I would still apply

I would be more likely to apply

I **only** apply for roles where the salary is shown

The big tech salary question

With salary transparency being such an important consideration for the future of all roles (not just in tech), we asked our community about what starting salary they would expect to be paid as a Junior Software Developer?

20%

£18k - £25k

52%

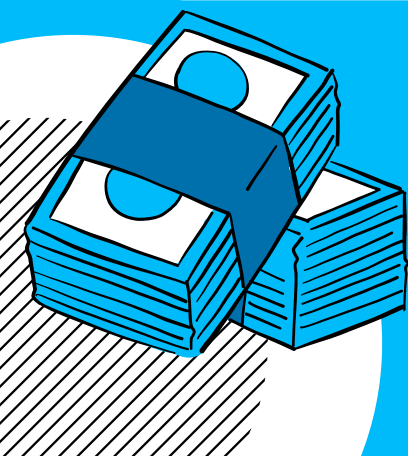
£25k - 35k

24%

£35k - £50k

4%

£50k+

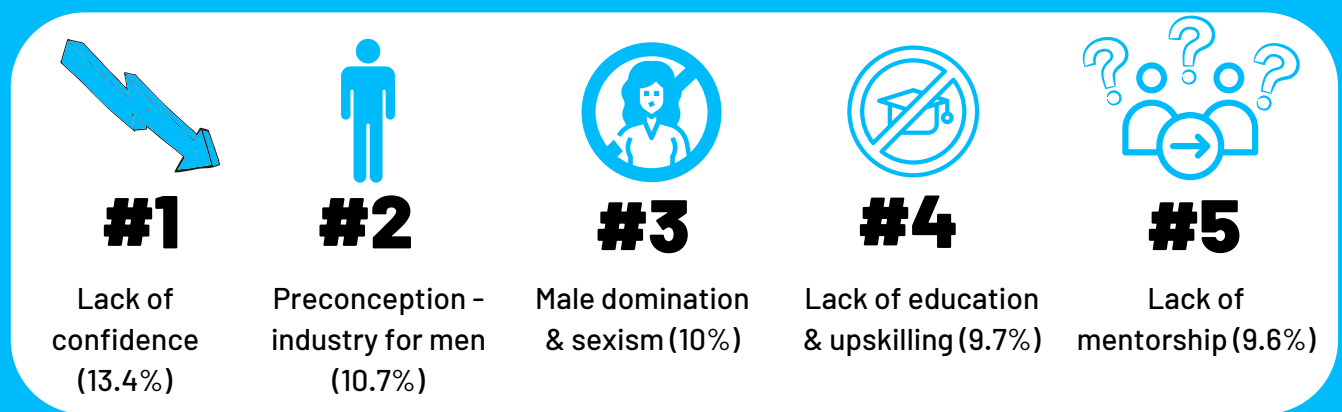


CAREERS IN TECH

THE ATTRACTION FACTOR

Understanding the biggest barriers to entry for women

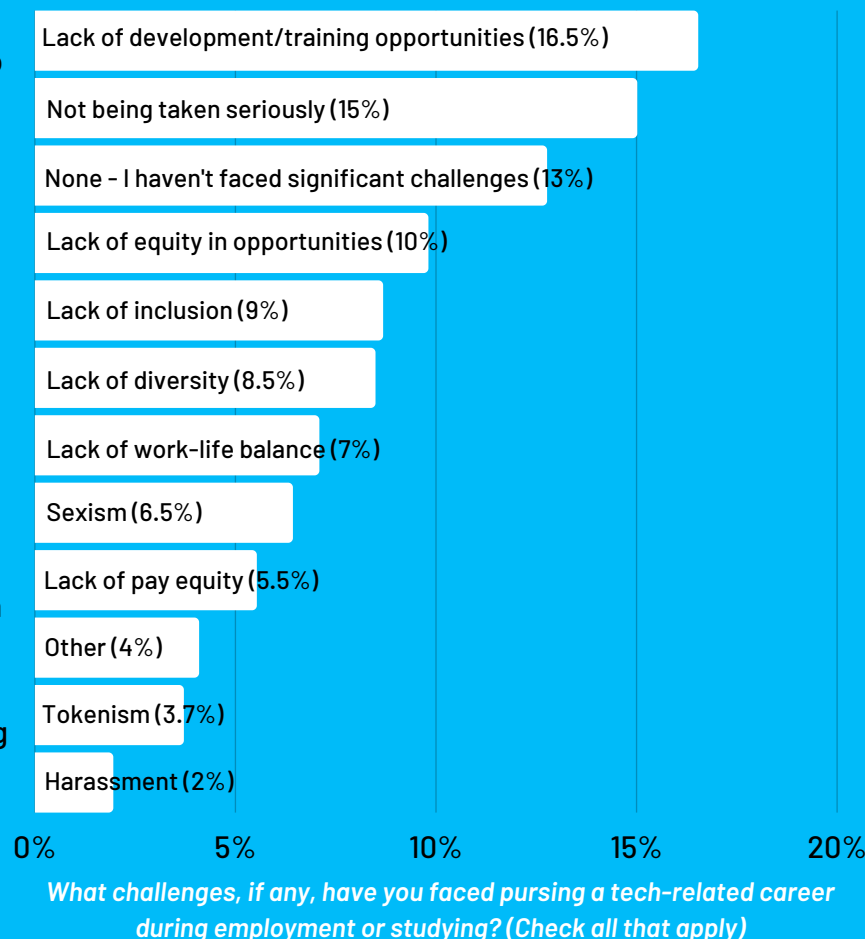
To make tech more attractive for women and non-binary people, these are the key areas that need to be addressed. Outside of the top five below, we also need to address the barriers of lower pay for women, recruitment processes that favour men, the perceived lack of inspirational role models, as well as building up encouragement from school.



87% have faced barriers whilst pursuing a career in tech

Whilst we can make strides to remove the barriers women face entering tech, it is also important to recognise many of the barriers our community currently face or has faced. Only 13% stated that they had not faced any significant challenges, leaving 87% who have. From not being taken seriously to a lack of opportunities, with sexism, harassment and tokenism also being part of the mix with many ticking multiple boxes and being impacted in a range of ways whilst pursuing a career in tech.

We have found that those from lower socioeconomic backgrounds, over-index on many of these barriers, particularly against not being taken seriously and lack of equity in opportunities or opportunities for training and development.



CAREERS IN TECH

THE ATTRACTION FACTOR

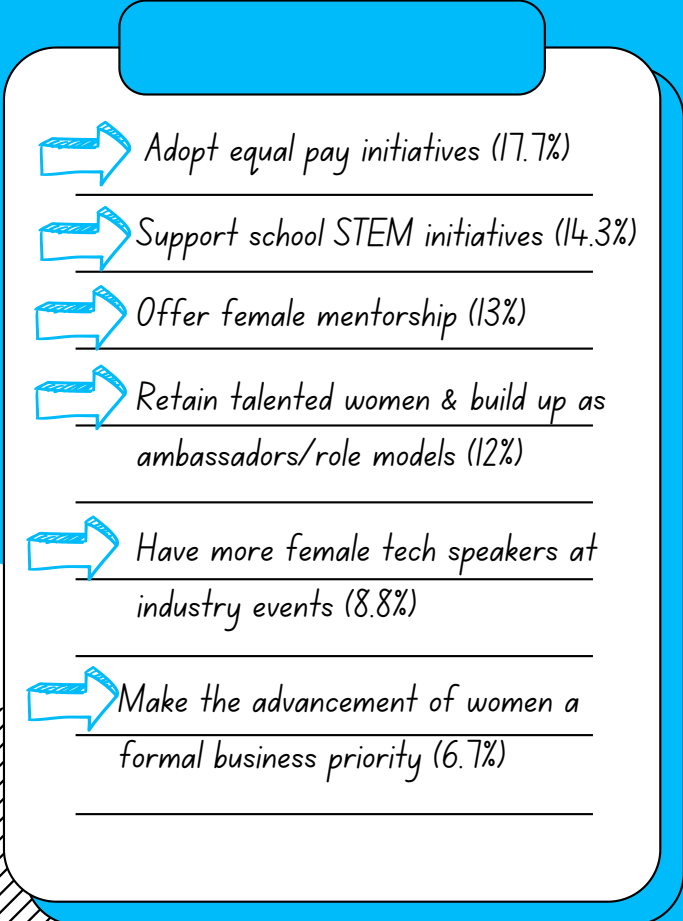
Assess your job specs, ads & website

Aside from taking into consideration the language used in the post to attract more diverse applicants (the Harvard Business Review Language Matters Report is a good starting point), our community have highlighted the top things they look for in job ads. In a post-pandemic world, it is unsurprising that flexible or remote working is in the top position. Listing salaries will only become more important for equal pay transparency and reducing any perceived (or actual) gender pay gap.

Companies should also look at highlighting career progression opportunities, learning and development and give a clear view of the company culture and values, including diversity & inclusion.

When looking for a new job, what are the top five things you look for in the job spec/ad and company website to make you want to apply?

- ① Flexible working / remote working
- ② Salary & benefits listed
- ③ Clear career progression opportunities
- ④ Training & development opportunities
- ⑤ Company culture and values incl. D&I

- 
- ➔ Adopt equal pay initiatives (17.7%)
 - ➔ Support school STEM initiatives (14.3%)
 - ➔ Offer female mentorship (13%)
 - ➔ Retain talented women & build up as ambassadors/role models (12%)
 - ➔ Have more female tech speakers at industry events (8.8%)
 - ➔ Make the advancement of women a formal business priority (6.7%)

Look at how you can encourage more women into tech

We are all about putting insights into action, and to the left is a hit list for all companies to review and look at whether you are ticking off any of these initiatives or actions on the list.

Outside of these top responses, our community also highlighted:

- Setting targets for gender ratios
- Teaming up with WiT organisations ("hi!")
- Collaborating with unis to fuel the talent pipeline (we can help you with that also!)
- Promote female role models outside of your own company (in addition to internal ones)

CAREERS IN TECH

RETAINING GREAT TALENT

Beyond the hire: retaining tech talent

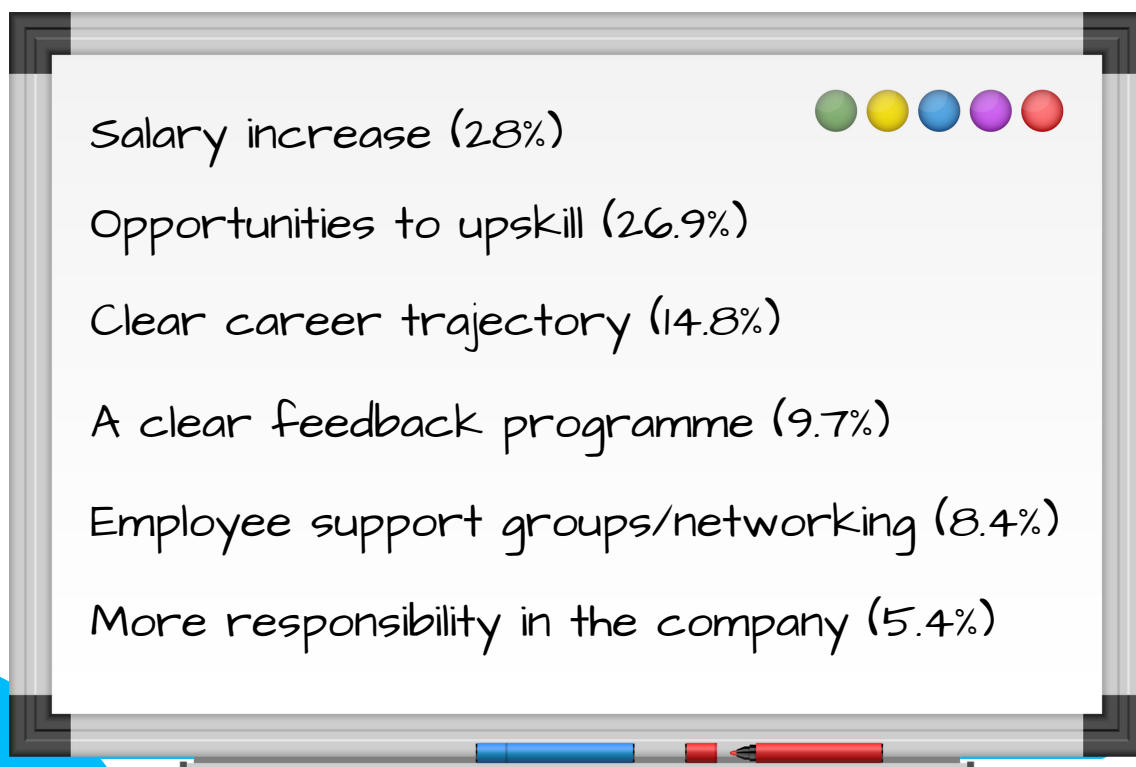
It's one thing to attract great tech talent, but we often talk at Code First Girls about "beyond the hire". Ensuring there is a strong diverse and inclusive company culture through to delivering on key items that women value such as flexible working, progression, and development.

In this section, we look at retaining tech talent and what can be done to help keep more women in tech. We explore understanding imposter syndrome, reducing burnout, and putting in place initiatives to empower women in your company.

The retention ingredients

Our survey respondents were asked which programmes or initiatives would most encourage them to stay in employment. With salary increase being the top response, with a clear career trajectory, clear feedback programmes and more responsibility coming in the top six, these four could easily be linked to regular reviews and opportunities to grow and progress inside the company.

In between these, it is important to have upskilling opportunities with training and professional development ranking highly throughout this report. Outside of these areas, providing employee support groups and networking for women in tech is important, arguably providing a safe space.



CAREERS IN TECH

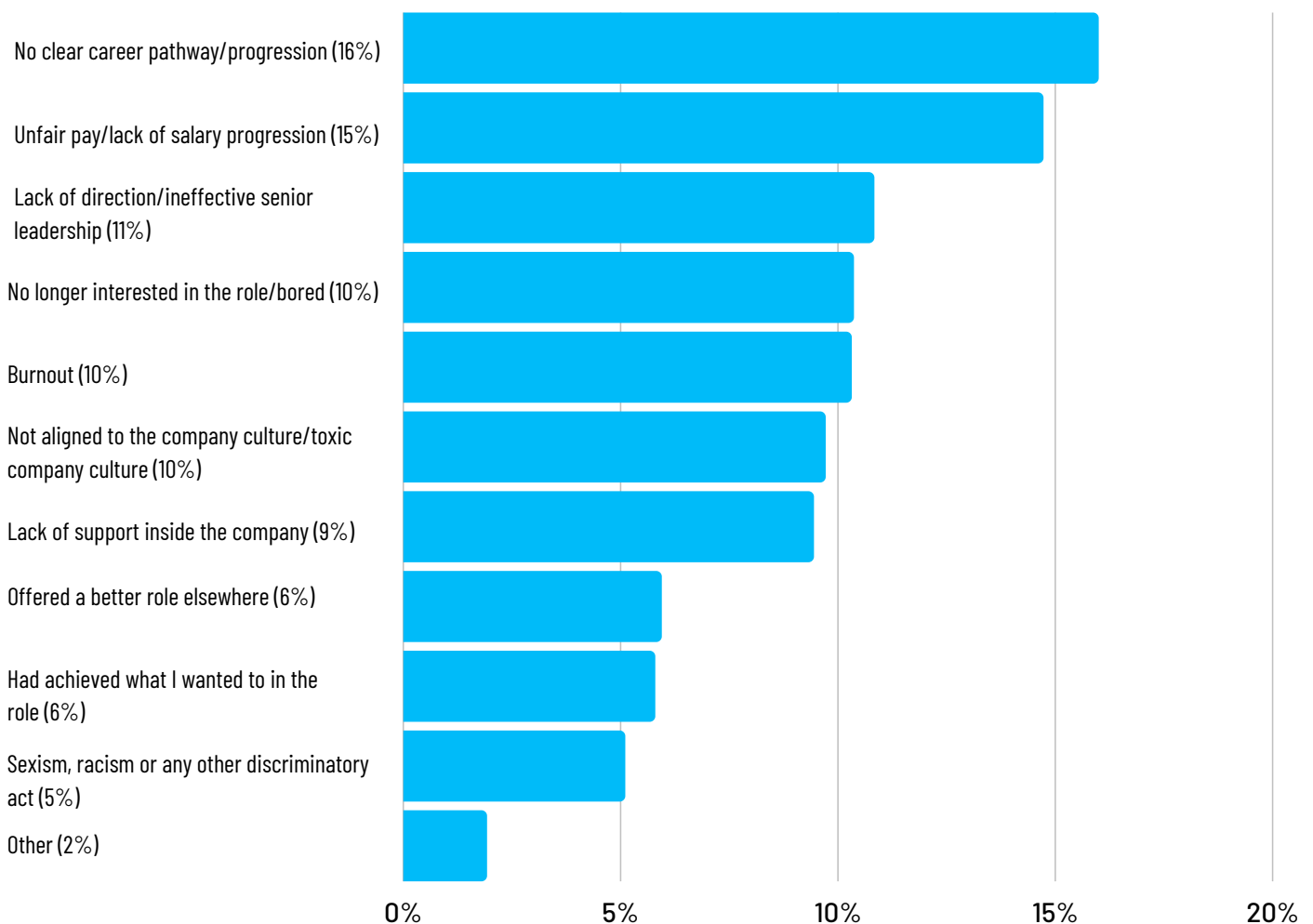
RETAINING GREAT TALENT

Why did they leave?

Some of the answers below are probably not surprising to many employers, however, when placing the lens of gender across these and combining it with the previous insights (and those upcoming), there is a pretty strong picture of how companies can retain tech talent.

A clear career trajectory, linked to upskilling and progression opportunities all tied to salary growth (and at that, transparent salary growth for the role and fair between genders) seems to be a strong starting point for the majority.

What have been the main contributing factor/s to you leaving previous job roles?



CAREERS IN TECH

RETAINING GREAT TALENT



Imposter Syndrome is rife

A stark majority (74%) of our community have experienced imposter syndrome. This jumps by over 10% for those who are career switchers and also for those who identify as neurodiverse.

When asked what employers can do to combat imposter syndrome, onboarding and training programs ranked number one, followed by buddy systems, transparent communication, setting SMART KPIs and helping with connections with colleagues and senior leaders in the company rounded out the top five.

What are the top five ways employers can combat imposter syndrome in the workplace?

Implement onboarding & training programs

Encourage buddy systems and mentoring

Foster an environment of transparency & communication

Set achievable targets and KPIs for individuals

Help people connect with their colleagues and senior leadership team

Burnout is taking its toll

Unfortunately, the CFG community are no strangers to burnout, with four in five saying that they have experienced it throughout their careers, with our career switchers being 10% more likely to have experienced it.

This burnout is having an effect on employee retention with 10% of our community stating that it is the reason why they have left roles. The key reasons are listed below, but adding to the list - the lack of role clarity (12%), unfair treatment at work (9%), the impact of Covid-19 lockdowns (7%), and the pressure of caregiving responsibilities (4%).



What do you feel was the main cause/s of your burnout?

20% SAY

Unmanageable workload

18% SAY

Lack of work-life balance or inability to switch off

14% SAY

Lack of communication and support from manager

14% SAY

Unreasonable time pressures

CAREERS IN TECH

IMPROVING THE RETENTION LANDSCAPE

Why do women's careers advance slower?

Digging deeper, we asked our community why they believe women's careers advance slower than their male counterparts. The top answer is that stereotypes still exist (23%) which we also explore further in our spotlight report on gender discrimination later in the report. Additionally, maternity leave and being a primary caregiver play into the mix.

Why do you think women's careers often advance slower than male counterparts?



23% SAY

Stereotypes still exist - leadership favour men



19% SAY

Career break or maternity break



14% SAY

Difficult and expensive to organise family life while working



14% SAY

Men and women in similar roles are still judged by different criteria



12% SAY

Women can be afraid or not confident enough to ask for progression opportunities



9% SAY

Not enough male allies in power who can see the gender gap for what it is



5% SAY

Lack of leadership training and mentorship for women

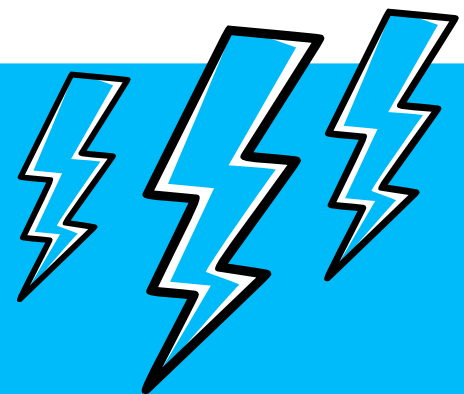


4% SAY

Few programmes in place with organisations that address the issue of diversity

Empowering women in your company

Let's get straight to it, we asked our community "What do you think are the most important ways a company can empower women in tech?" and here's what they said. If there ever was a direct list of actions to "do better" - this is it.



#1

Career planning & progression opportunities

#2

Supportive work culture

#3

Bias and stereotype-free environment

#4

Mentoring and sponsors

#5

Supportive manager or supervisor

Beyond the top five, our community also want to see companies do better by encouraging the use of benefits (no guilt-tripping here), driving self-promotion opportunities, objective HR processes, seek opportunities for women and lastly, giving more critical job assignments.

CAREERS IN TECH

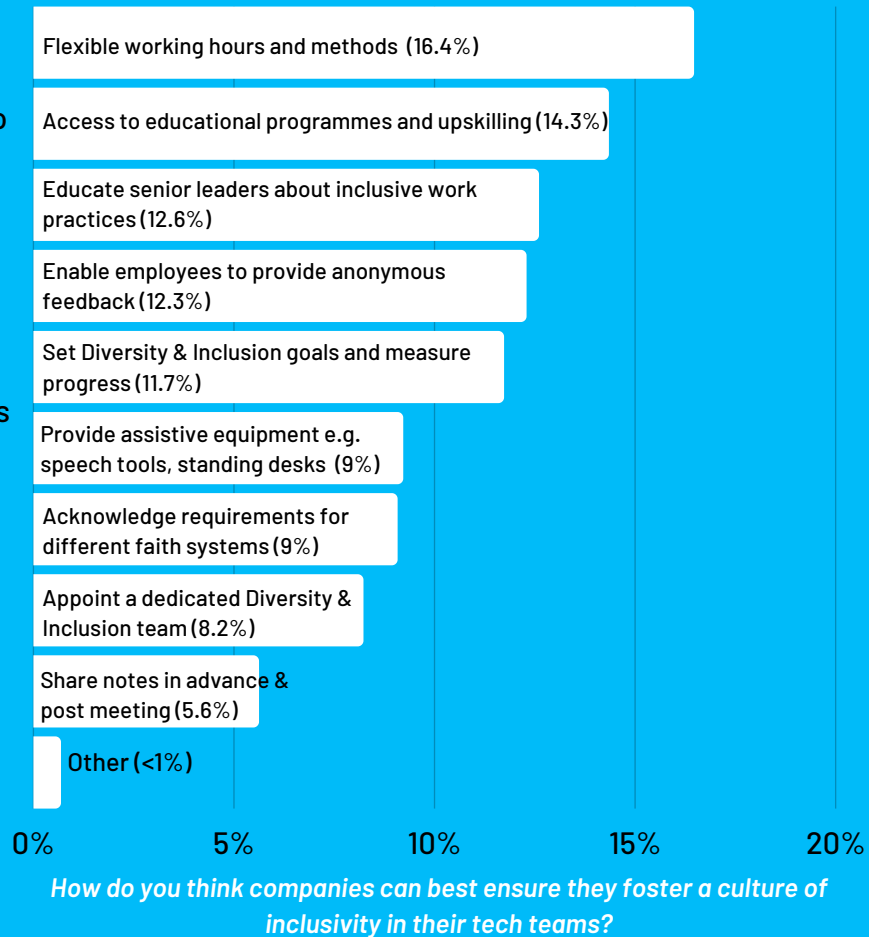
IMPROVING THE RETENTION LANDSCAPE

Fostering inclusivity @ work

We've showcased all the challenges and needs/desires of our community in relation to their careers in tech, so now we switch to how can companies foster inclusivity.

The biggest factor is flexible working hours (16.4%) - this really leans into the fact that every person is different and has different priorities and needs when it comes to working hours. Beyond this, the chart shows a range of initiatives that our community would like to see as part of the companies they work for.

These could be really simple solutions for a big challenge, and we encourage all companies reading this to ask their own teams what they would like with the list to the right being a great starting point.



Demonstrating allyship

Recognising that it can sometimes be difficult to know where to start or what to do to help build safe spaces, support and initiatives for women, we asked our community "Thinking about women in the workplace, what do you think is the best way for others to demonstrate allyship in a work environment?" Speaking up and confronting discrimination is key, followed by a range of actions and initiatives that can be put in place.

#1 SPEAK UP

Speaking up & confronting discrimination (22%)

#2 GIVE CREDIT

Publicly giving credit for ideas or work (19%)

#3 MENTORING

Mentoring or sponsoring one or more women (18%)

#4 FEEDBACK

Actively encourage feedback, open communication & listening (15%)

#5 ADVOCATE

Advocating for new opportunities (14%)

#6 EDUCATE

Educate oneself on the experiences of women at work (13%)

GLOBAL ISSUES & CHALLENGES

- 1 Data security (11%)
- 2 Diversity (10%)
- 3 Ethics & policy (10%)
- 4 Talent shortage (9%)
- 5 Sexism (9%)
- 6 Algorithm bias (8%)
- 7 Security (7%)
- 8 Post-covid transition (7%)
- 9 Economic challenge (6%)
- 10 Remote/flexible working (6%)

Tech's Big Challenges

When our community were asked about the biggest challenges facing tech, it was a mixed bag with fairly even results across the board. With cybercrime increasing, data security ranks #1 (and security at #7) followed by diversity and sexism in the top five, with talent shortages and algorithm bias potentially linked as an outcome of these two concerns as well. Ethics and policy are the third highest concern indicating that our community are looking for more "tech-for-good" outcomes.

Outside of the top ten, accessibility, job cuts and innovation were the other concerns.

Positive Big Tech Energy

But it's not all bad! Like us, our community is sure that technology has the capability to have a positive impact on our future. When asked about the biggest positive impacts that tech is having on society, the highest percentage said providing better access to education, followed by easier communication and furthering medical research. Beyond the top five, our community also recognised cyber security & military defence, entertainment, globalisation, transportation and space exploration as big positives.



#1

Easier access
to education

#2

Easier
communication

#3

Healthtech &
medical research

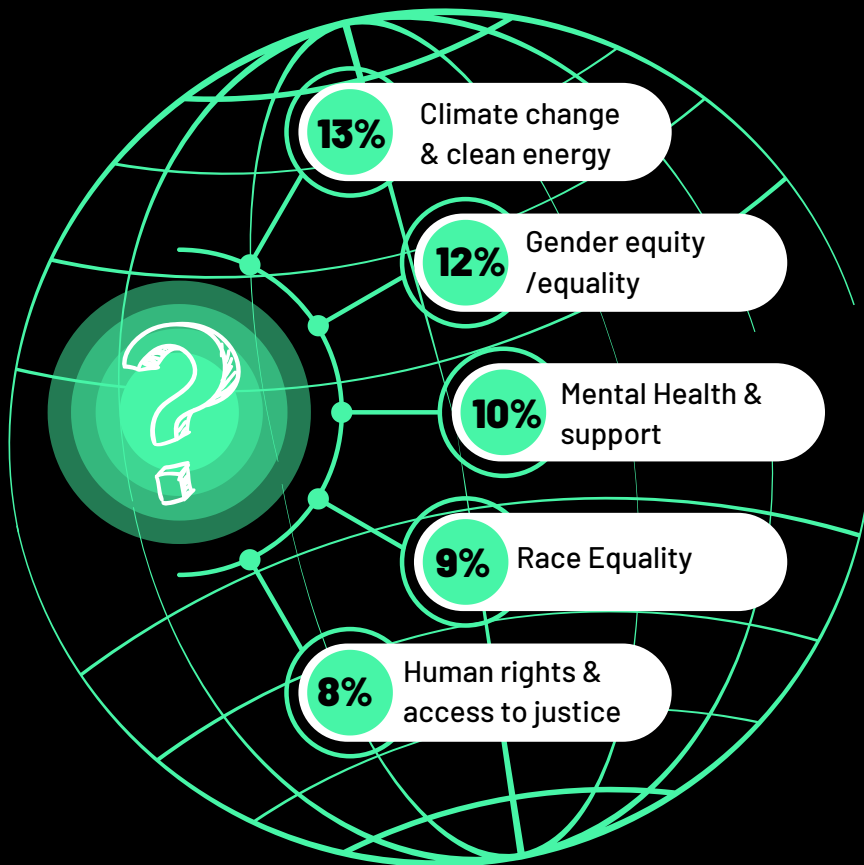
#4

Green energy &
climate crisis

#5

Safer transfer
of money

GLOBAL ISSUES & CHALLENGES



Global Issues

As the world sees a rise in information and education, so follows an increase in global awareness.

Global climate change, species loss, antibiotic resistance, water shortages - the global issues facing our and future generations is ever growing. But for our community, solving climate change is top of their priority list, followed by finally achieving gender and race equality and furthering research and education around mental health and support.

Tech trends & topics

Switching back to tech, we asked our community about what tech trends and topics most interest them. Artificial intelligence and machine learning continue to be popular with our community, with health technology also ranking #3, perhaps driven by an interest in using tech to find cures for diseases as well as advances in wearable tech.



#1

Artificial
Intelligence



#2

Machine
Learning



#3

Health
Technology



#4

Big data



#5

Accessibility



#6

Algorithm
design

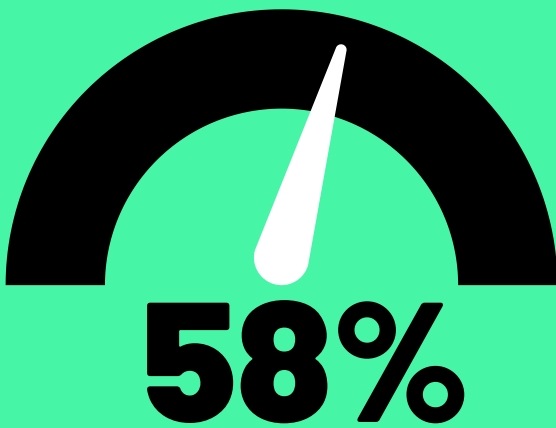
WOMEN IN TECH

SPOTLIGHT ON: GENDER DISCRIMINATION

Global issue: gender discrimination

To know how to move forward, we think it is important to address the bigger issue of gender discrimination in the workplace and understand, from lived experiences, what women and non-binary people face or have faced as part of their job roles.

This section explores the types of bias and gender discrimination experienced, and like every difficult topic, it is confronting. From reading the shared stories from our community, we still have a way to go, but education, understanding and empathy is a solid starting point.



Have experienced gender bias or gender discrimination in the workplace

Change must come now

Nearly 60% of our community has experienced gender bias or discrimination in the workplace. Whilst inroads have definitely been made since the #metoo movement brought this issue to the forefront, more still needs to be done across the board to improve diversity AND inclusion. This section really speaks to the "beyond the hire" retention focus earlier in the report and the importance of creating inclusive and safe spaces for all diverse groups.

Have you ever experienced gender bias or gender discrimination in the workplace?



15%

YES,
REGULARLY

30%

YES, MORE
THAN ONCE

13%

YES, ONCE

42%

HAVE NOT

45% have been impacted multiple times

Unfortunately, experiencing gender bias and discrimination has not been a 'one-off' for 45% of the community responding to this survey. Even one experience is not good enough. We hope that this spotlight report will give companies the insights to start addressing any potential gaps in policies or initiatives to improve the current state of play.

WOMEN IN TECH

SPOTLIGHT ON: GENDER DISCRIMINATION


Understanding bias and discrimination in the workplace

Asking the 58% who have experienced bias or discrimination in the workplace, we delved a little deeper to understand what types of bias and discrimination they had experienced. We also found that some ethnicities over-indexed with some types of bias and discrimination, for example, Asian women reported a higher incidence of their work not being taken seriously.

What bias or discrimination have you experienced in the workplace due to your gender?

 White women overindex
  Black women overindex
  Asian women overindex
  Mixed race women overindex



15%

Topics explained to me (e.g. "Mansplained") despite me  having prior knowledge in the area

14%

Questions or comments were addressed to others when questions should have been addressed to me



12%

Assigned lower-level tasks   

11%

Work was not taken seriously 

9%

Paid less than others despite having similar job   responsibilities



9%

Subjected to unwanted sexual advances 

7%

Overlooked for a promotion 

7%

Evaluated or held to a different standard in terms of performance  

5%

Excluded from important meetings

5%

Excluded from networking opportunities

WOMEN IN TECH

SPOTLIGHT ON: GENDER DISCRIMINATION

When asked to share any additional details....

"Name left out of emails re: projects I've worked on, someone else asked questions about things I know about"

White female, 25-34, UK

"Micro-aggressions, expressions like 'you know an awful lot for a girl.'"

White female, 35-44, South East England

"Given additional 'office housework' tasks that men in the team weren't given (eg organising food for meetings, clearing away after events, planning and organising events) when these tasks weren't part of my role".

White female, 35-44, South East England

"I was talked down to, 'mansplained' by a male colleague and more. He would also do this to other women in the company. As a result, my confidence took a huge hit and I felt even more imposter syndrome."

Non-binary, 25-34, UK

"Been bought a sexualised toy as part of secret Santa"

White female, 35-44, West Midlands

"I always get asked about child care, Who will take care of my kids when they are sick etc. My husband never gets asked that in interviews."

Black female, 25-34, UK

"Unfair/ unequal allocation of tasks"

Black female, 18-24, UK

"Asked if I was married to my boss because the client had never seen a young Asian woman in the office before".

Asian female, 18-24, London

"Furloughed when my male equivalent (slightly less skilled) colleague was kept on"

White female, 25-34, Wales

"A senior manager used to assign me admin tasks like photocopying papers for him and when I tried to push back because it was not my job, he used to make snide remarks when I walked past like 'here comes the chief photocopier'

Black female, 35-44, UK

WOMEN IN TECH

SPOTLIGHT ON: GENDER DISCRIMINATION

87% have experienced sexist behaviour in the workplace

We presented our community with a list of definitions regarding sexist jokes, sexist micro-aggressions and sexual harassment and bullying and asked about their experiences relating to these terms. Only 13% have not experienced any of the below in the workplace, leaving 87% who have experiences ranging from sexist jokes to unwanted sexual advances from colleagues and clients.

Have you ever experienced any of the following in the workplace based on your gender?

↑ White women overindex
↑ Black women overindex
↑ Asian women overindex
↑ Mixed race women overindex

22%

Sexist jokes ↑ ↑

18%

Sexist microaggressions ↑ ↑ ↑

13%

None of the above ↑

10%

Unwanted sexual advances from a colleague ↑ ↑

8%

Sexual discrimination

8%

Sexual harassment ↑

7%

Asked inappropriate questions during interviews ↑

6%

Unwanted sexual advances from a superior ↑

5%

Unwanted sexual advances from a client ↑

2%

Discrimination based upon your sexual orientation

WOMEN IN TECH

SPOTLIGHT ON: GENDER DISCRIMINATION

Nearly 300 experiences shared

Below are only a handful of the shared accounts from our community. From horrifying accounts of sexual assault to comments and 'jokes' about appearance and work potential, each contributes to reasons why jobs have been left and why our community are actively looking for roles where they feel safe, heard, supported and empowered.

"Worst' incident. My senior colleague added me on social media via my phone number (which I believe he took from the work database as I did not provide this to him personally). He then proceeded to send extremely sexually implicit messages. I was 19 at the time and didn't feel empowered to report the situation, so I didn't return to the company, even though I had returned two summers before."

Indian female, 18-24, UK

"I was one of the only women so it was mainly just men speaking about my body whilst I was doing an apprenticeship so it's why I left it"

Mixed-race female, 18-24, UK

"I was stalked for months by an employee at my organisation, but leadership decided not to take any form of disciplinary action."

Asian female, 25-34, UK

"A few occasions but one, in particular, was a superior forcing himself on me. When I pushed back he told me I would not pass my annual performance-based review. I didn't even though I passed every target."

White female, 35-44, UK

"The worst case was the senior data scientist at my last role, who was vocal that he didn't believe women could do the job and called us 'decorative'. He made regular inappropriate comments. Despite me reporting him formally, he was on two interview panels when I went for promotion."

White female, 35-44, UK

"A huge variety including being taken to strip clubs on work social events (I was the only woman in the team and told it was OK because I was bisexual), being asked in an interview whether I was married and when I was planning on having children, finding out a regional director had planned my maternity leave based on guessing when I might have a child (I'm childfree and have no plans to change that)."

White Genderqueer, 35-44, UK

"I've been told before as a joke that I'd be hired anywhere in a tech company because I am a woman, and brown and that's 'double diversity' and I'd be hired solely because I am a minority."

Indian female, 18-24, UK

"Comments on my figure and what they would do to me"

White female, 18-24, UK

"A boss once asked me out on a date and started giving me a horrible attitude when I declined."

Black female, 18-24, UK

WOMEN IN TECH

SPOTLIGHT ON: GENDER DISCRIMINATION

The negative impact of gender

After sharing their stories, we asked our community how various factors are currently impacted by their gender. Although the gender pay gap leads the charge, the answers were fairly evenly split and ultimately it is infiltrating all facets of the workplace. Companies need to consider how they can turn the tide on these feelings and look at transparent initiatives to drive change.

Which, if any, of these factors do you feel are currently being negatively impacted by your gender?



16% SAY

Ability to receive fair pay



14% SAY

Ability to receive promotion opportunities



12% SAY

Ability to be myself at work



11% SAY

Ability to build my professional network



11% SAY

Ability to receive learning & development opportunities



9% SAY

Ability to have positive social interactions



9% SAY

Ability to receive support and feedback



6% SAY

Ability to receive fair disciplinary actions



How long will it take?

27% of our community believe it will take between 6-10 years for gender diversity in tech to be equal, with an optimistic 12% saying between 0-5 years. Unfortunately, 14% believe it will never happen.

With the huge digital skills gap in the UK and globally, the tech community cannot afford to move slowly with this, so we hope that it will definitely be sooner rather than later!

11%

0-5 years

19%

11-16 years

15%

17-25 years

15%

25+ years

14%

Never

SPECIAL REPORT

TECH, GENDER & SOCIAL MOBILITY



Enabling economic empowerment

With data from our 2022 survey, Code First Girls has teamed up with NatWest as our research paper sponsor to highlight the barriers stifling social mobility and gender parity in the tech industry, as well as provide key insights to help close the gender and socio-economic gap in the sector, and empower communities.

The report, entitled, *'Tech, Gender and Social Mobility: How to Empower Minority Groups with Economic Opportunities by Building Diverse Tech Teams'* includes new data insights from this survey using the lens of social mobility, minority ethnicities and of course, gender.

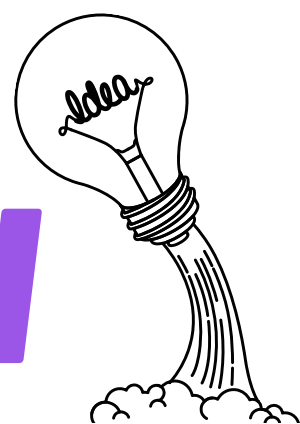
While the UK's tech job market is predicted to grow six times to be worth £30bn by 2025, we estimate that as things stand there will only be one qualified woman for every 115 roles. Social mobility is also a major issue in the tech industry with the proportion of employees from working-class backgrounds measuring only 19%, compared to 33.3% across other industries.

However, the industry is uniquely placed to make a real difference to social mobility given its low barriers to entry, multiple avenues into the profession and high pay. Previous research suggests achieving gender parity in tech could add £2.6bn to the economy, while increasing social mobility across sectors could benefit the economy by up to £45bn.

Visit our website to download
this report for free.



Insights
INTO
ACTION





**Thank you for taking the time to read our
2022 Annual Survey Report.**

www.codefirstgirls.com

