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Davidson Technology releases diversity report on women in technology in Australia

DAVIDSON Technology has just released a diversity report on women in technology in Australia with eye-opening results.

Davidson Technology worked with LinkedIn to harness its resources to create an informed insight into the IT participation rates in Australia and representation of women in key job types.

The report looked at the percentage of women working in IT and provided a breakdown of key job types across Australia. Key findings include:

- Men generally outnumber women 2:1 and this is consistent in all states. Of the total IT participation, 69 per cent are men and 31 per cent women;
- The top five IT roles that have a greater representation of women include: Program Manager/ Director, Release/Change Manager, Designer, Business Analysts and Test Managers; and
- Core coding type roles are still less inclined to attract a large representation of women.
- In Executive roles, the number of women is extremely low at 14 per cent.

Davidson Technology CEO Brendan Kavenagh said they identified a need for the report when discussing gender target with clients.

"To determine realistic targets, businesses need to be informed, but there was no single source of information in the public domain, that captures data on how many people work in the IT sector, where exactly in Australia they are and their gender – until now," Mr Kavenagh said.

"In a time of keen focus on the number of females represented in all business sectors, the IT sector is one of the poorest performers when it comes to the gender diversity challenges it faces.

"The best information we have at our disposal is from the world's largest professional network, LinkedIn.

"Our findings suggest that it is unrealistic for businesses to aim for 50:50 gender balance across all job types, when the pool of female talent averages around 30 per cent," he said.

"The true value in this report is the analysis of female population size within role types. This data enables us to assist organisations to set best practice targets for female participation."

Mr Kavenagh said now that we have this information the next step is to work with organisations to determine how best to attract female IT workers.

"When I meet with clients the first thing they ask me is 'what can we do to attract more females," he said. "Underrepresentation has always been an issue for our industry and it is an issue that is not going away and one that continues to stay on the agenda.

"Attraction strategies need to be well thought out and planned. Similarly, retention strategies are equally as important.

"This report will help us have better conversations with organisations about how to attract candidates and to assist them to set realistic gender targets based on the data available.

"On the flipside, it also provides us with valuable information on candidates so we can work more proactively in this area and provide them with unique opportunities that helps them continue to develop and further their career plans."

To receive a copy of Davidson Technology's DiversIT Report 2016 email marketing@davidsonwp.com.

Davidson Technology is an Australian owned recruitment consulting firm operating across the Technology, Digital and Project business disciplines. It is part of the Davidson Group. With offices in Melbourne, Sydney, Brisbane and Auckland, Davidson Technology has micro-specialists recruiters focusing on Digital & Software Development, Enterprise Systems, Infrastructure & Service Delivery, Projects & Business Transformation, Technology Sales and Executive Technology.

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