



DiversIT Report

June 2017

A study of the population of females in
specific IT job types in Australia



Executive summary

In May 2016 Davidson Technology released their first DiversIT Report which provided much needed data on the quantity of females in key IT job types within Australia.

Developing gender diversity in the Australian IT industry remains a priority and a challenge. Diversity targets continue to be discussed and trialled in some organisations, largely at executive levels and while the last 12 months has seen an increase of women within the industry the need for relevant data continues to be a priority.

The number of females in the IT sector continues to fall behind the growth of this industry. This study has been undertaken to enable businesses to make informed decisions about their gender targets and to provide a clear understanding of what roles females are employed in. We have again worked with LinkedIn to harness its resources and insight into the IT participation rates in Australia and to map the population of females in key job types.

In our second DiversIT Report we observed some significant changes within Australia's IT population over the last 12 months.

The population of people working in the Australian IT industry is growing rapidly. In the past 12 months LinkedIn has recorded a 25.7 per cent increase in the number of people in Australia that list themselves as working in IT fields.

All Australian states recorded an increase in the number of IT workers with the exception of New South Wales which saw their numbers drop by almost three per cent.

The overall population of females in IT has increased by eight per cent with a significant change in the gender gap being noted. Of the total IT participation, 61 per cent are male and 39 per cent female. The number of females in the industry is growing!

The percentage of females in IT leadership positions has increased to 17.6 per cent, up from 14 per cent in 2016.

↑ 25.7%

increase in the number of people that list themselves as working in IT fields in Australia.

↑ 8%

increase of females in IT across all states in Australia.

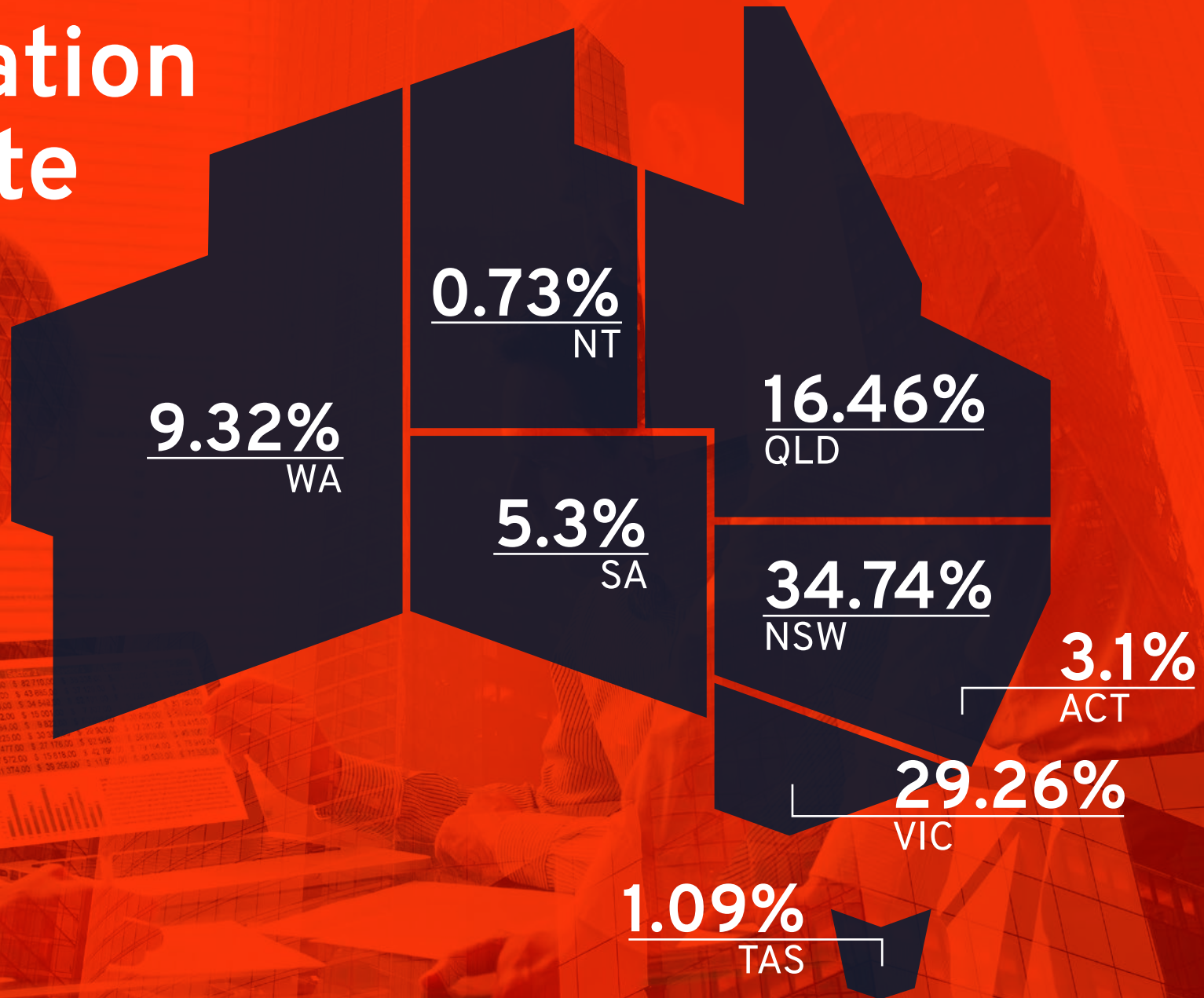




547,000

● people in IT listed on
LinkedIn in Australia

Total IT population by state





61%

of IT workers in
Australia are male



39%

of IT workers in
Australia are female

Top 5 IT jobs in Australia

1

Project
Manager IT

2

Developer/
Analyst
Programmer

3

Designer

4

Business
Analyst

5

Architects

Other key IT job types in Australia

| | 2016 | 2017 | Change | Females 2016 | Females 2017 | Females 2016 | Females 2017 | Change |
|--|-------|-------|--------|-----------------|-----------------|-----------------|-----------------|--------|
| 1 Project Manager IT | 81000 | 94000 | 15.47% | 21000 | 25000 | 28% | 28% | 0% |
| 2 Developer/Analyst Programmer | 46000 | 62000 | 25.8% | 11000 | 14000 | 27% | 25% | -2% |
| 3 Designer | 26000 | 29000 | 11.53% | 11000 | 13000 | 47% | 48% | 1% |
| 4 Business Analyst | 23000 | 26000 | 13.04% | 9000 | 10000 | 43% | 43% | 0% |
| 5 Architects | 22000 | 25000 | 13.63% | 4000 | 5000 | 21% | 21% | 0% |
| 6 Systems Engineers | 19000 | 22000 | 15.78% | 3000 | 3000 | 18% | 15% | -3% |
| 7 Program Manager/Project Director | 14000 | 17000 | 21.42% | 7000 | 8000 | 54% | 53% | -1% |
| 8 Help Desk | 11000 | 12000 | 9.09% | 2000 | 2000 | 20% | 20% | 0% |
| 9 Test Manager | 7000 | 8000 | 14.28% | 2000 | 3000 | 40% | 42% | 2% |
| 10 Product Manager | 7000 | 8000 | 14.28% | 2000 | 2000 | 33% | 33% | 0% |
| 11 IT Manager | 7000 | 7000 | 0% | <1000* | <1000* | <1000* | <1000* | |
| 12 Network Engineer | 6000 | 7000 | 16.66% | <1000* | <1000* | <1000* | <1000* | |
| 13 CIO | 5000 | 6000 | 20% | <1000* | <1000* | <1000* | <1000* | |
| 14 Infrastructure Manager | 5000 | 5000 | 0% | <1000* | <1000* | <1000* | <1000* | |
| 15 Data Engineer | 4000 | 6000 | 50% | 1000 | 2000 | 33% | 40% | 7% |
| 16 Business Intelligence Consultant | 3000 | 3000 | 0% | <1000* | <1000* | <1000* | <1000* | |
| 17 CDO | 3000 | 3000 | 0% | <1000* | <1000* | <1000* | <1000* | |
| 18 Release Managers and/or Change Managers | 2000 | 3000 | 50% | 1000 | 1000 | 50% | 50% | 0% |
| 19 Security Engineer | 2000 | 3000 | 50% | <1000* | <1000* | <1000* | <1000* | |
| 20 SAP Functional Consultant | 2000 | 3000 | 50% | <1000* | <1000* | <1000* | <1000* | |
| 21 Mobile Developers (Front end) | 2000 | 4000 | 100% | <1000* | <1000* | <1000* | <1000* | |
| 22 UI/UX Consultant | 2000 | 3000 | 50% | <1000* | 1000 | <1000* | 50%* | 50% |
| 23 Network Managers | 1000 | 1000 | 0% | <1000* | <1000* | <1000* | <1000* | |
| 24 PMO | 1000 | 1000 | 0% | <1000* | <1000* | <1000* | <1000* | |
| 25 Cloud Engineers | <1000 | <1000 | 0% | <1000* | <1000* | <1000* | <1000* | |

- The largest increase in population was of Data Engineers which increased by 50%, with female representation now up to 40%.
- Test Managers increased by 14% with female representation increasing by 2%.
- Project Manager IT – population increased by 15%, however the percentage of females remained steady.
- Program Manager/ Project Director – population increased by 21% however female representation **dropped by 1%**
- Systems Engineers increased by 16%, female representation was **down by 3%**
- UI/UX Consultants have hit the critical threshold of 1000 to be recorded in the results. This has revealed a 50:50 gender balance in this job type. Although the total number of people in this job type is low, it is positive to see a gender balance.

*LinkedIn can only record numbers to the nearest 1000. If the population of an individual job type is below 1000, no data is recorded.



17.6%

of IT executives in CIO, CDO & IT
Management roles are females
(up from 14% in 2016)

Job types with the **largest** number of females

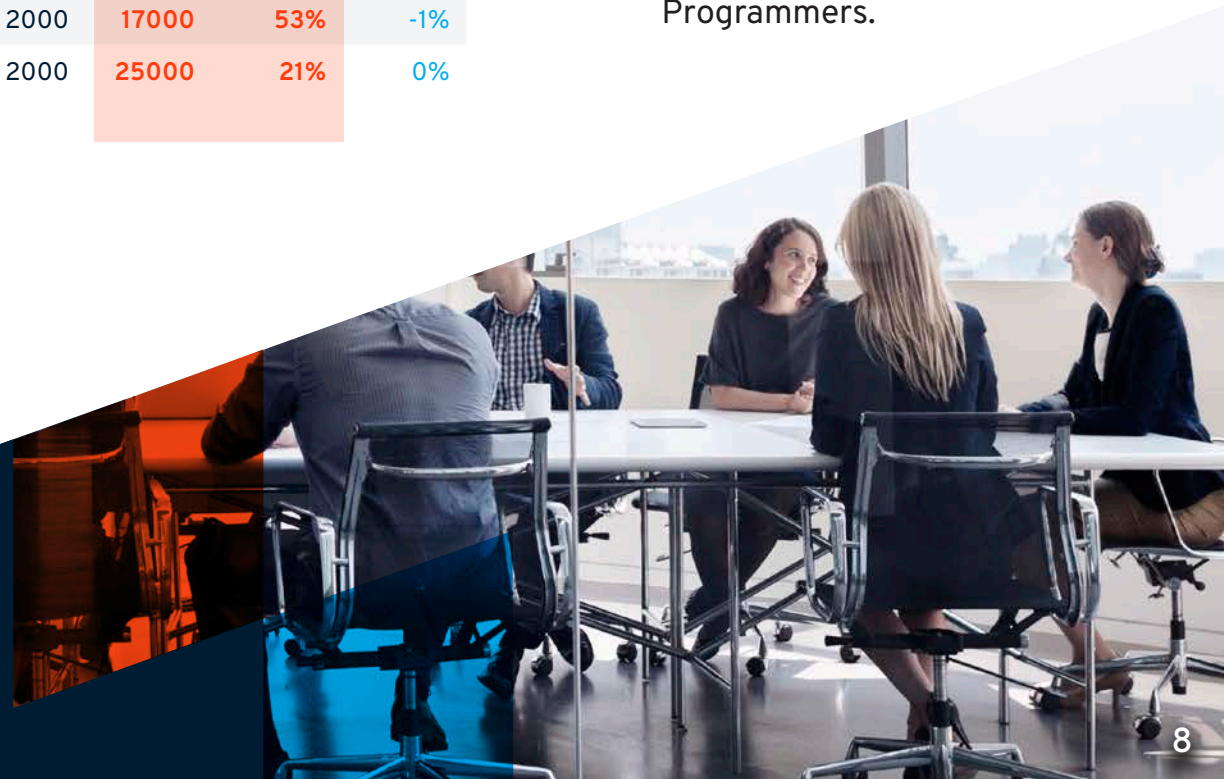
↑ 1%

increase in female IT
Designers in Australia.

↓ -2%

decrease in female
Developer/Analyst
Programmers.

| | Males | Females | Female Change | Unknown | Total | Female 2017 | Change |
|----------------------------------|-------|---------|------------------|---------|-------|----------------|--------|
| Project Manager IT | 62000 | 25000 | 4000 | 7000 | 94000 | 28% | 0% |
| Developer/Analyst Programmer | 42000 | 14000 | 3000 | 6000 | 62000 | 25% | -2% |
| Designer | 14000 | 13000 | 2000 | 2000 | 29000 | 25% | 1% |
| Business Analyst | 13000 | 10000 | 1000 | 3000 | 26000 | 43% | 0% |
| Program Manager/Project Director | 7000 | 8000 | 1000 | 2000 | 17000 | 53% | -1% |
| Architects | 18000 | 5000 | 1000 | 2000 | 25000 | 21% | 0% |



Job types with the **fewest** number of females

The following IT job types continue to have fewer than 1000 females working in them across Australia

Network Engineer

Infrastructure Manager

Business Intelligence Consultant

Security Engineer

SAP Functional Consultant

Mobile Developers (Front End)

Network Managers

PMO

Cloud Engineers

Conclusion

Overall the number of females in IT roles in Australia is growing and the gender gap is starting to reduce however, females continue to be underrepresented in the majority of IT job types.

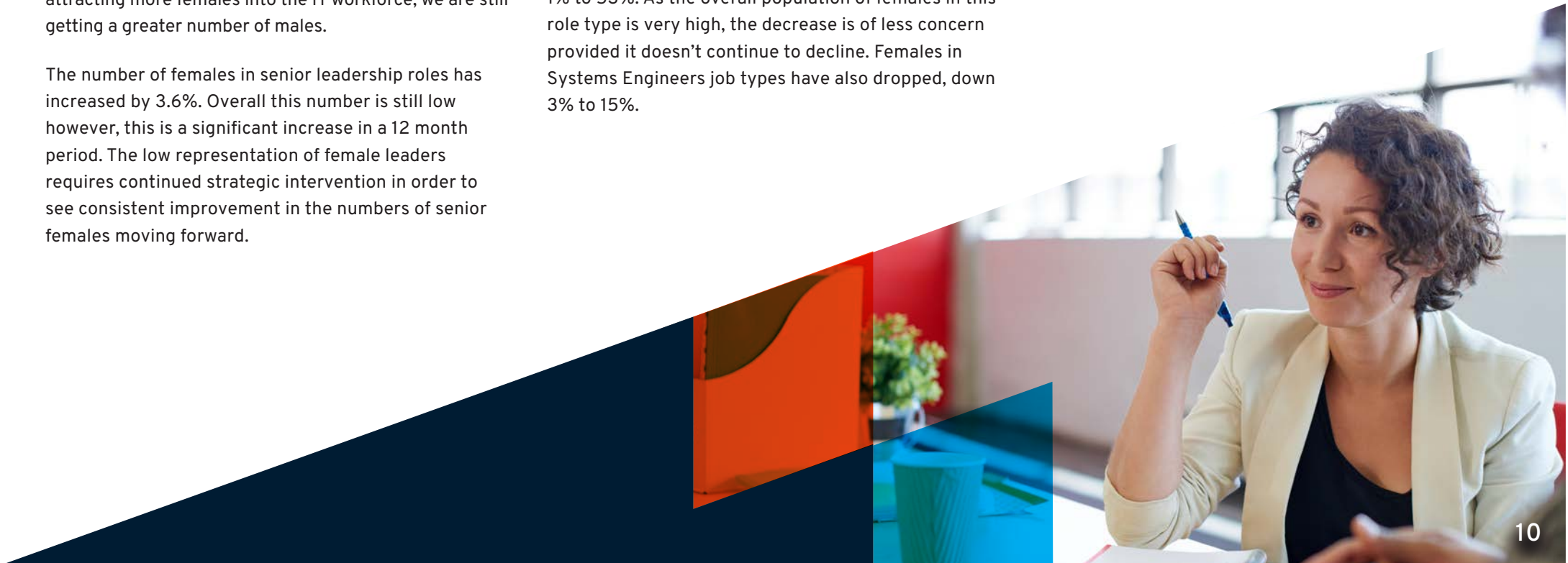
In some key job types, the growth in number of females has not been large enough to increase the overall percentage of female representation. So whilst we are attracting more females into the IT workforce, we are still getting a greater number of males.

The number of females in senior leadership roles has increased by 3.6%. Overall this number is still low however, this is a significant increase in a 12 month period. The low representation of female leaders requires continued strategic intervention in order to see consistent improvement in the numbers of senior females moving forward.

Despite industry attempts to increase participation rates of female Developer/ Analyst Programmers, the percentage of females in this job type has declined 2% to 25%. These results are of particular concern to businesses that rely heavily on these job types, as the likelihood of recruiting a female into these roles is decreasing.

Program Manager/ Project Director job types also recorded a decrease in the percentage of females – down 1% to 53%. As the overall population of females in this role type is very high, the decrease is of less concern provided it doesn't continue to decline. Females in Systems Engineers job types have also dropped, down 3% to 15%.

The findings within this report show some positive progress in the number of females in the Australian IT sector. However, additional attention needs to be paid to some job types where the numbers are extremely low. Whether the overall results will continue in an upward trajectory and at a sufficient rate to enable the closing of the gender gap remains to be seen.



Methodology

These reports were generated by LinkedIn based on the information professionals provide on their LinkedIn profiles. The reports were run in April 2017.

The research sample covered all people in Australia on LinkedIn that selected “Information Technology OR Product, Program OR Project Management” as their Job Function. Job Function and Job Types are self-selected, so they represent the most appropriate description of roles as determined by each individual. Throughout this report we have collectively referred to the total sample population as ‘IT workers’ or ‘population’.

These results were then broken down by gender and state and rounded to the nearest thousand. If numbers fall below one thousand, they are not identified in the report.

LinkedIn does not capture gender specifically; however, they are able to run a program to decipher gender based on name. At times the gender of some names is indeterminable and these are reflected in our results.

www.davidsonwp.com

BRISBANE MELBOURNE SYDNEY AUCKLAND

CORPORATE / EXECUTIVE & BOARDS / PROJECTS & OPERATIONS / TECHNOLOGY / HR CONSULTING

Davidson