



Salaries and Career Advancement in Tech – Equal or Not?

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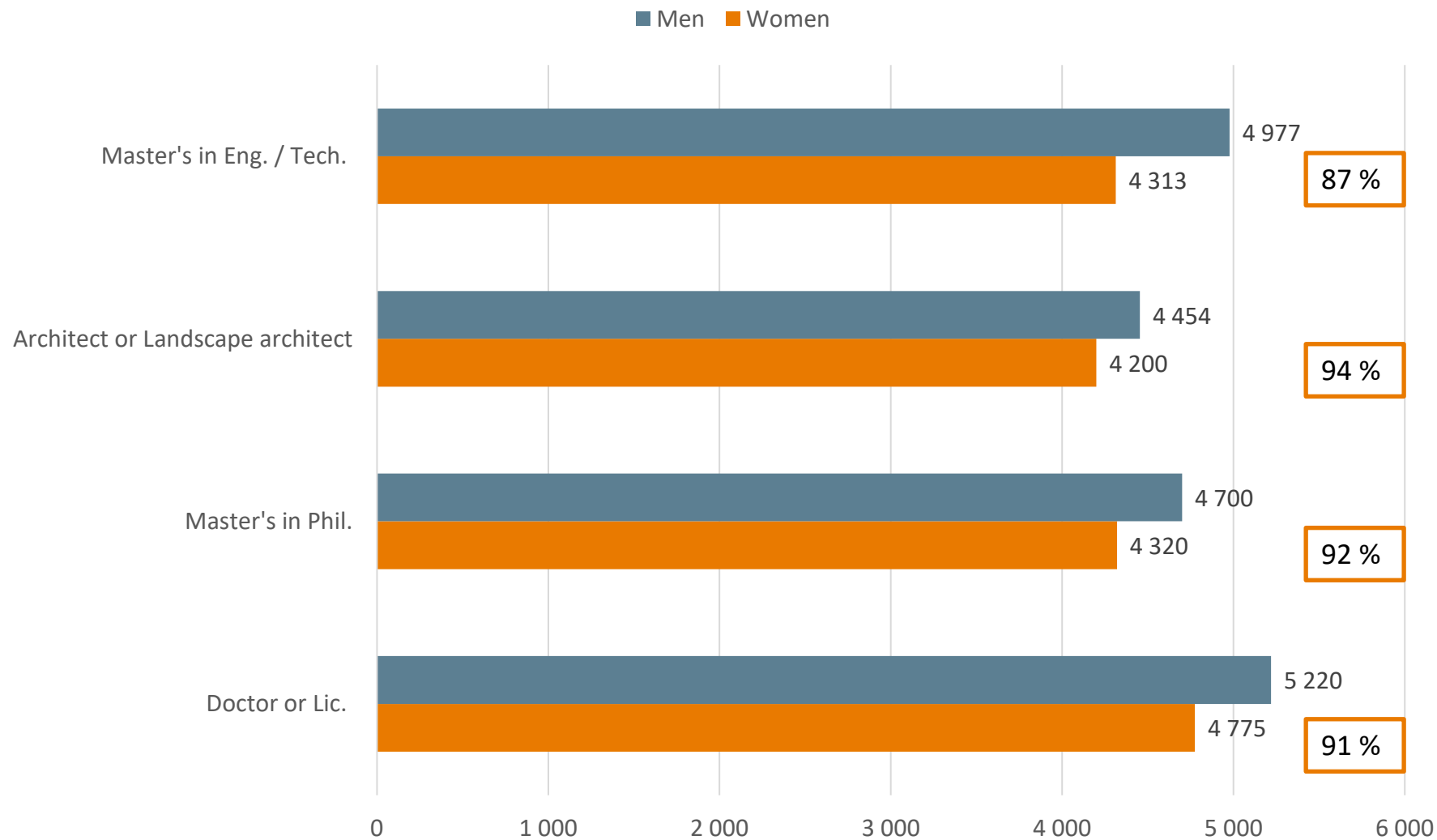
Introduction

- TEK wants to promote gender equality in working life
- We have conducted studies on discrimination (2015 and 2017), family leaves (2018) and sexual harassment (2018).
- On top of earlier studies, we conducted research in 2019 on how culture in technology workplaces supports equality
- During March – May 2019, we interviewed 26 persons in 10 technology companies and conducted a survey of employee representatives (n=116)
- We also analyzed previously gathered data on salaries and positions, mainly from Labour Market Survey (LMS) 2018
- Report containing main results was published in December 2019.



Wages of higher engineering professionals

Median salaries by degree

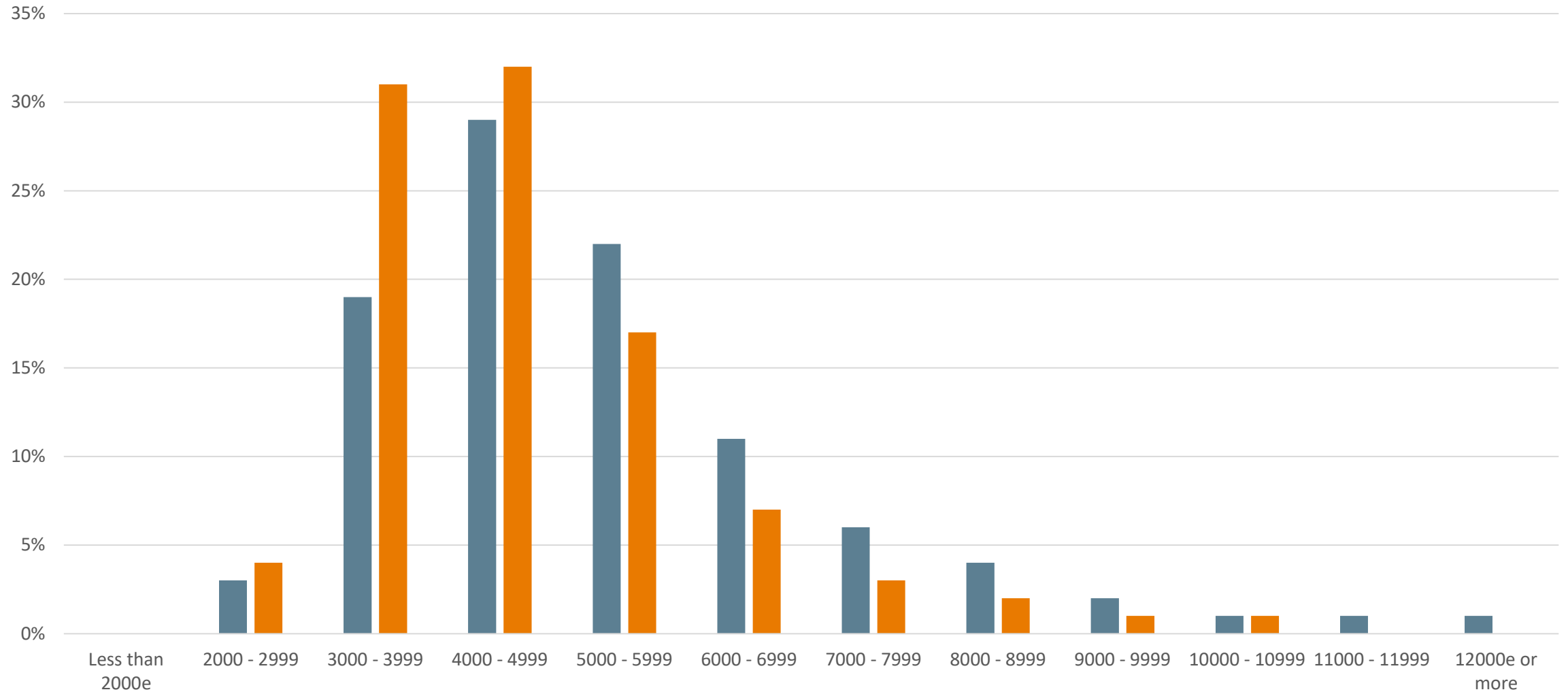


Median monthly salaries of TEK members in full-time, primary employment of regular hours.
Source: TEK LMS 2018

Categorized salaries

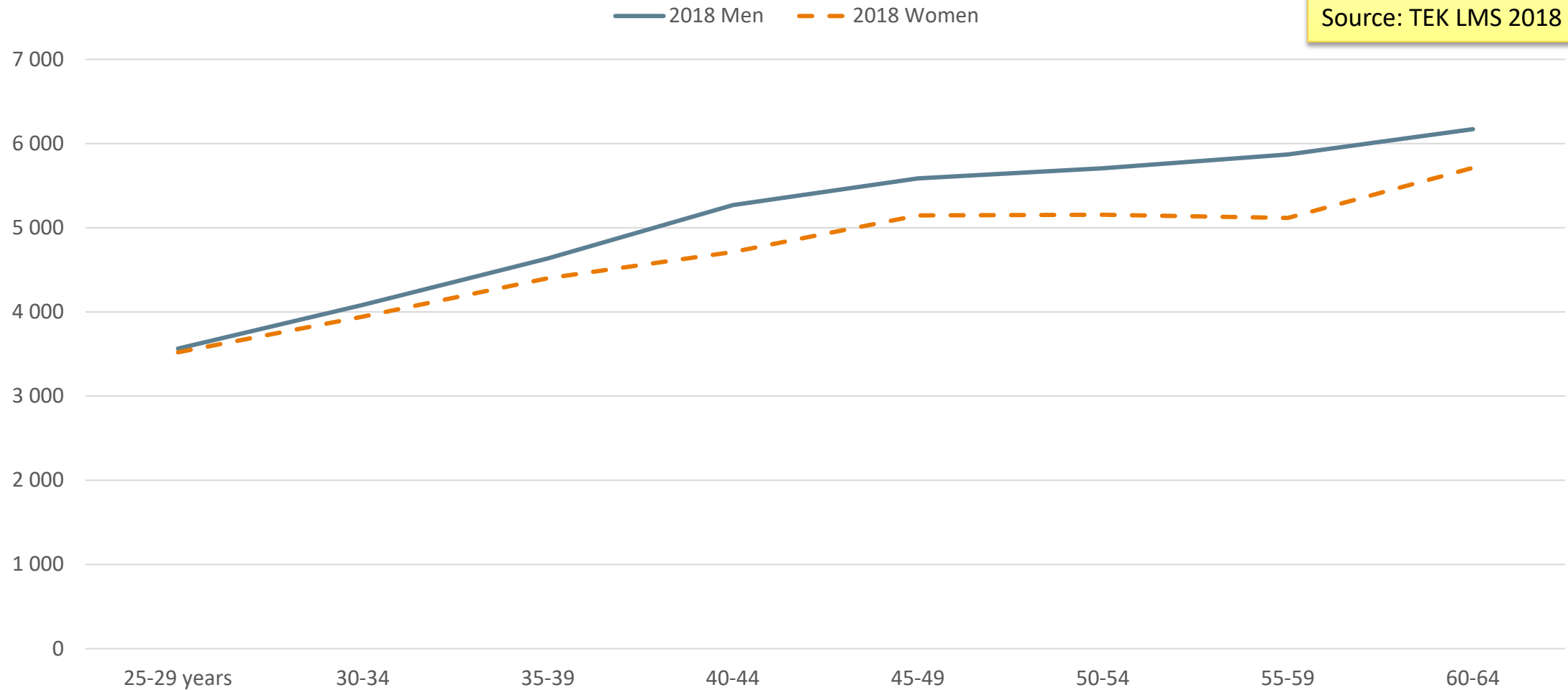
Monthly salaries of TEK members in full-time, primary employment of regular hours.
Source: TEK LMS 2018

■ Men (n=5710) ■ Women (n=1591)



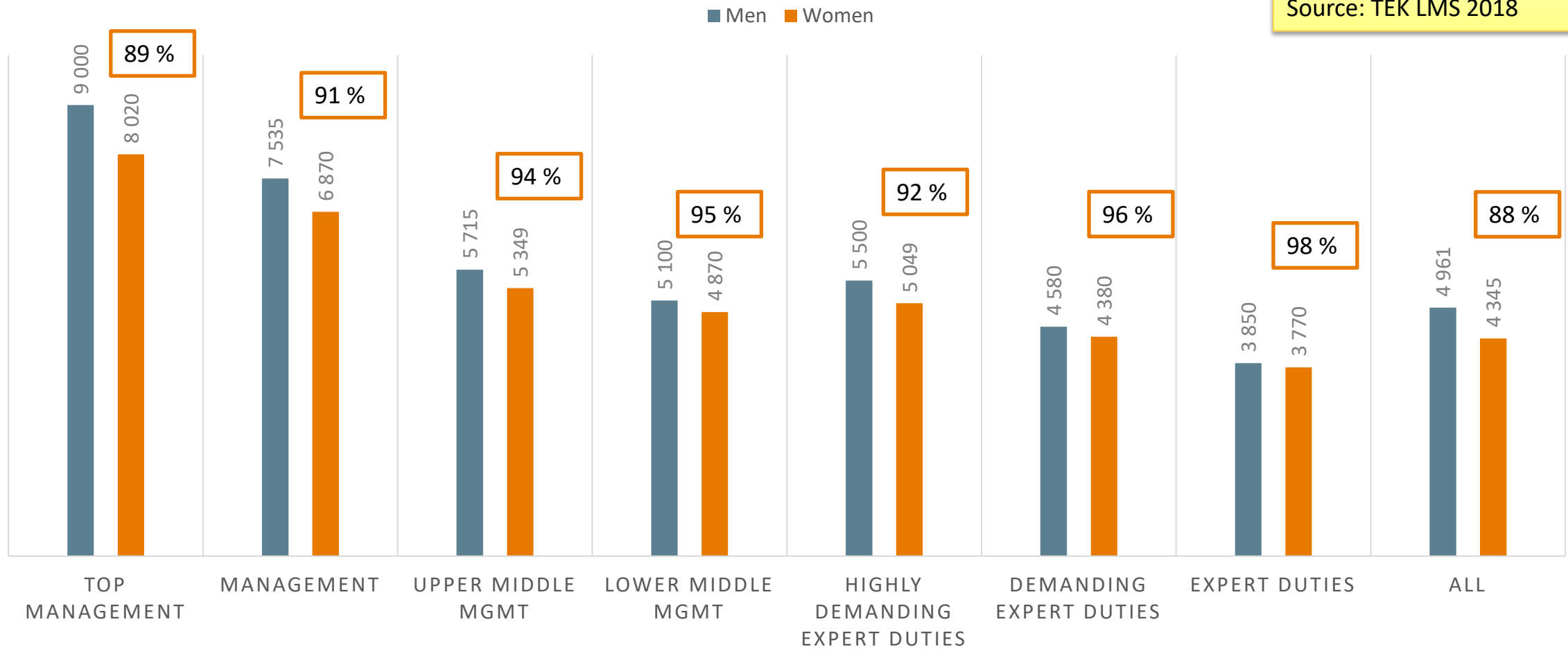
Median salaries by age group (25 – 64 years)

Median monthly salaries of TEK members in full-time, primary employment of regular hours.
Source: TEK LMS 2018



Median salaries by position

Median monthly salaries of TEK members in full-time, primary employment of regular hours.
Source: TEK LMS 2018



Median salaries by position, private sector

Median monthly salaries of TEK members in full-time, primary employment of regular hours.
Source: TEK LMS 2018

		Men	Women	Women's euro
Industry	Management	8 350	7 120	85 %
	Middle mgmt	5 580	5 194	93 %
	Experts	4 512	4 120	91 %
Planning & design	Management	7 000	6 795	97 %
	Middle mgmt	5 280	5 020	95 %
	Experts	4 093	3 860	94 %
Other private sector	Management	8 020	7 520	94 %
	Middle mgmt	5 890	5 400	92 %
	Experts	4 760	4 300	90 %

The gender pay gap

Woman's
wage: 88 %

OR

95 %

- The unexplained gender wage gap among higher engineering professionals is 5 %.
- That means that women earn 95 % of men's wages when other impacting factors such as work experience (in years), position, sector, main tasks, field of education and university are accounted for.



Questions?



Career advancement – Does gender matter?

Career Advancement: "Gender doesn't matter"

"Ability and own interest of the person are decisive. Career development is always up to oneself. It is part of our culture that everyone is responsible for their own learning and development."

(HR Director, female)

"Competence and track record and future possibilities of the person are what counts."

(CEO, male)

"Everyone drives his/her own career, and supervisors and HR then support these efforts."

(HR Director, female)

However...

"It would be difficult to recruit the less competent one of two candidates just to fill in a female quota, that would not be fair from any point of view."

(CEO, male)

"If there are two equal candidates, a man and a woman, one should not have to select the woman, it should not go like that. That man may have some other qualities that are better suited for that position."

(HR Director, female)

"It would be degrading to the person also, that because you are a woman or of this background, we should recruit you to get diversity, although you don't have the skills we would require."

(HR Director, female)

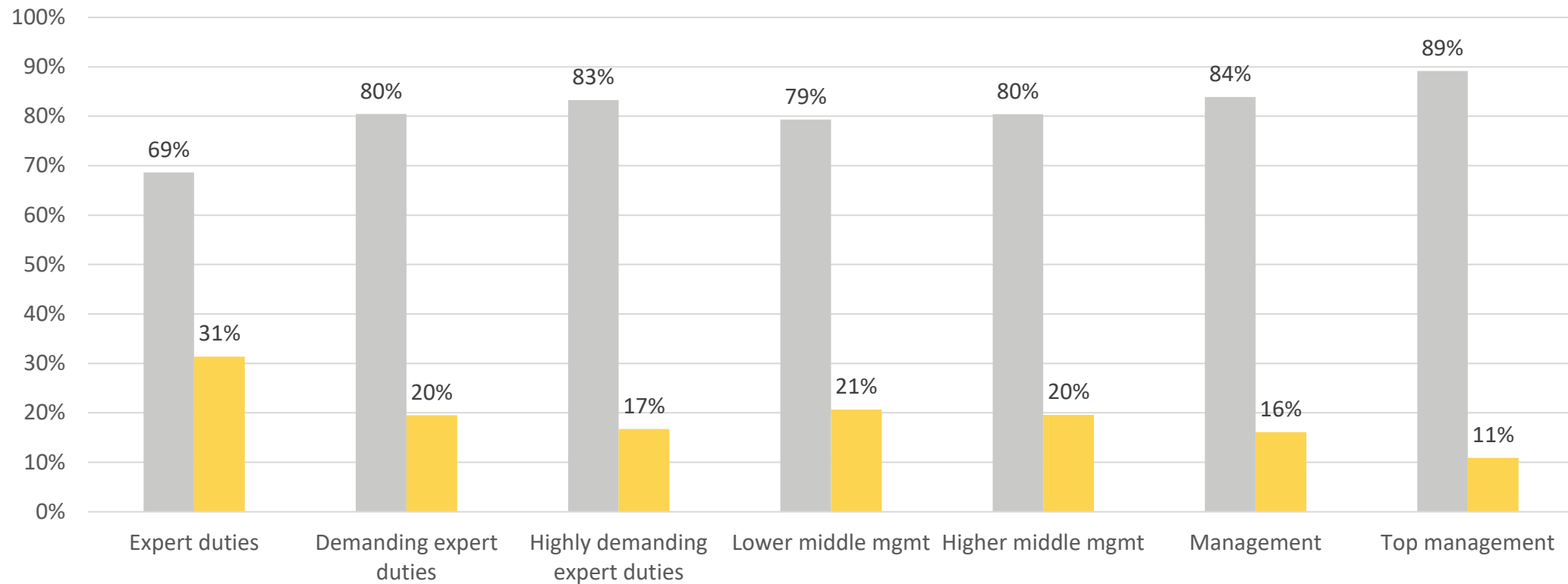
If gender doesn't matter...

Women CEOs:

8%

Men and women by position, all sectors (TEK LMS2018)

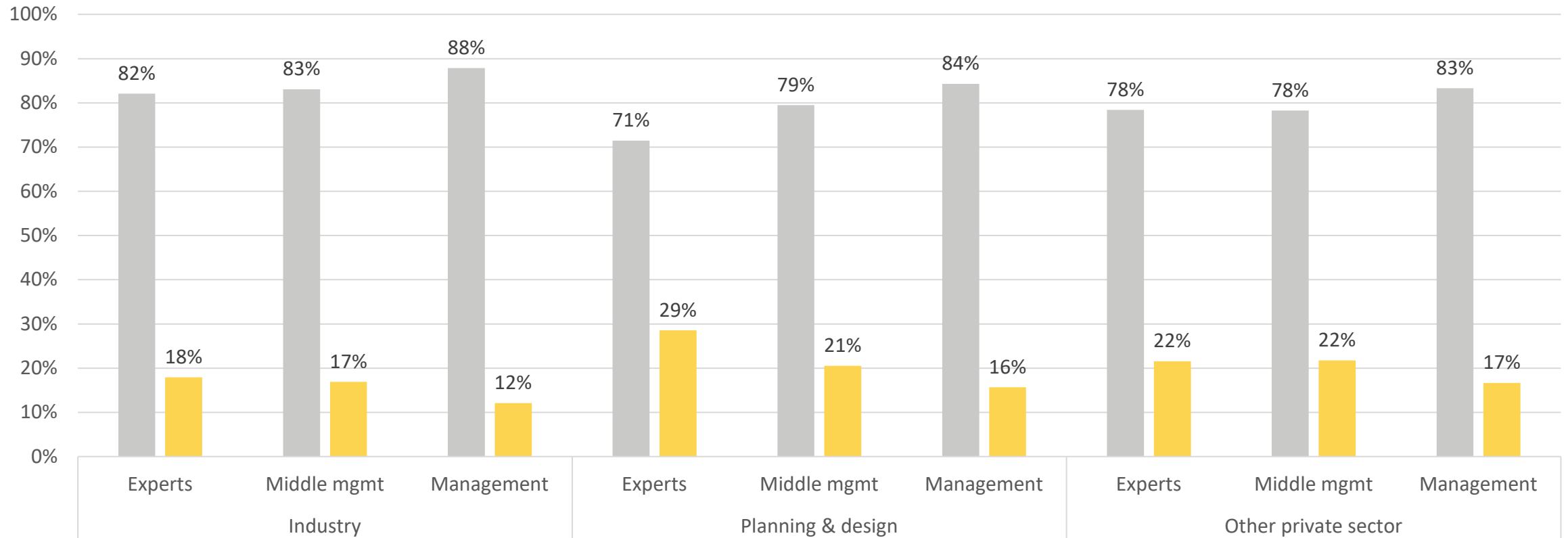
■ Men (n=5561) ■ Women (n=1515)



If gender doesn't matter...

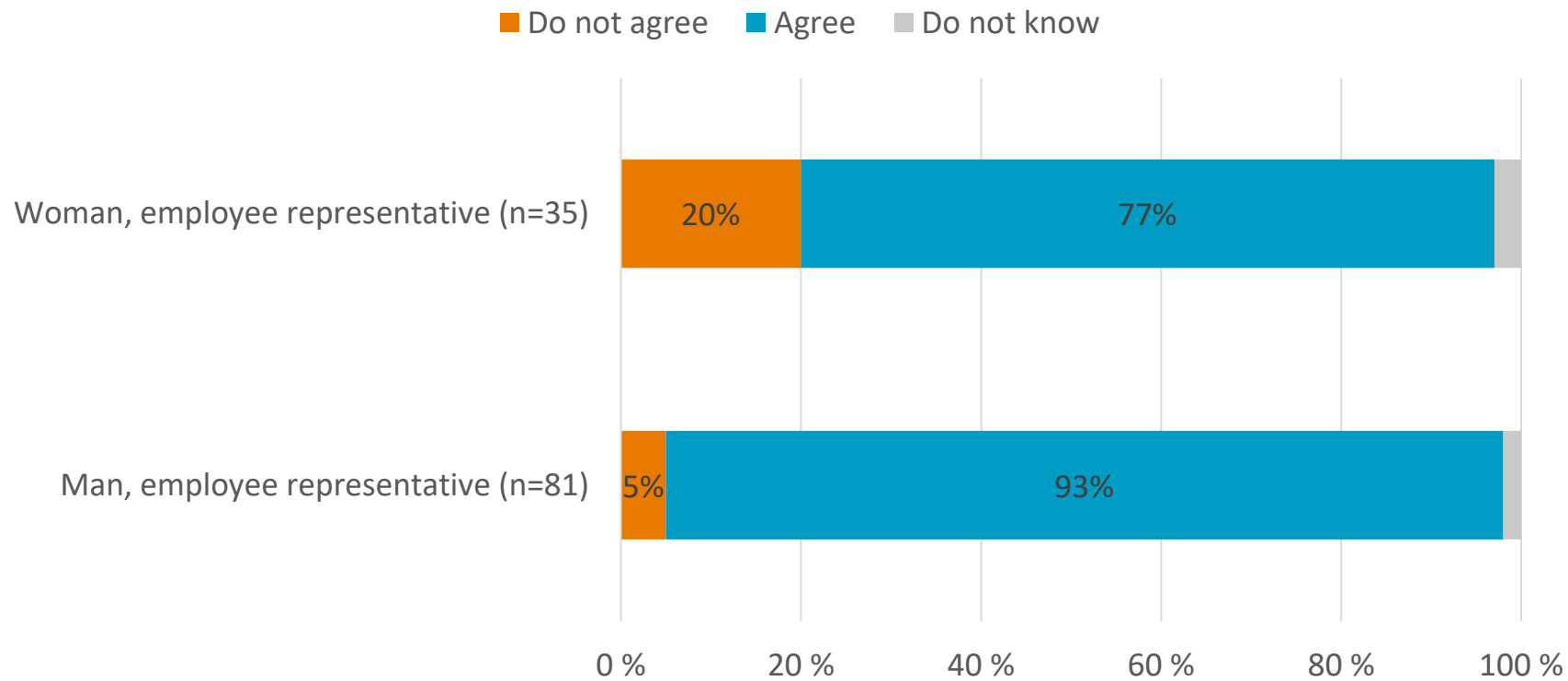
Men and women by position, private sector

■ Men (%) ■ Women (%)



Equal opportunities for men and women?

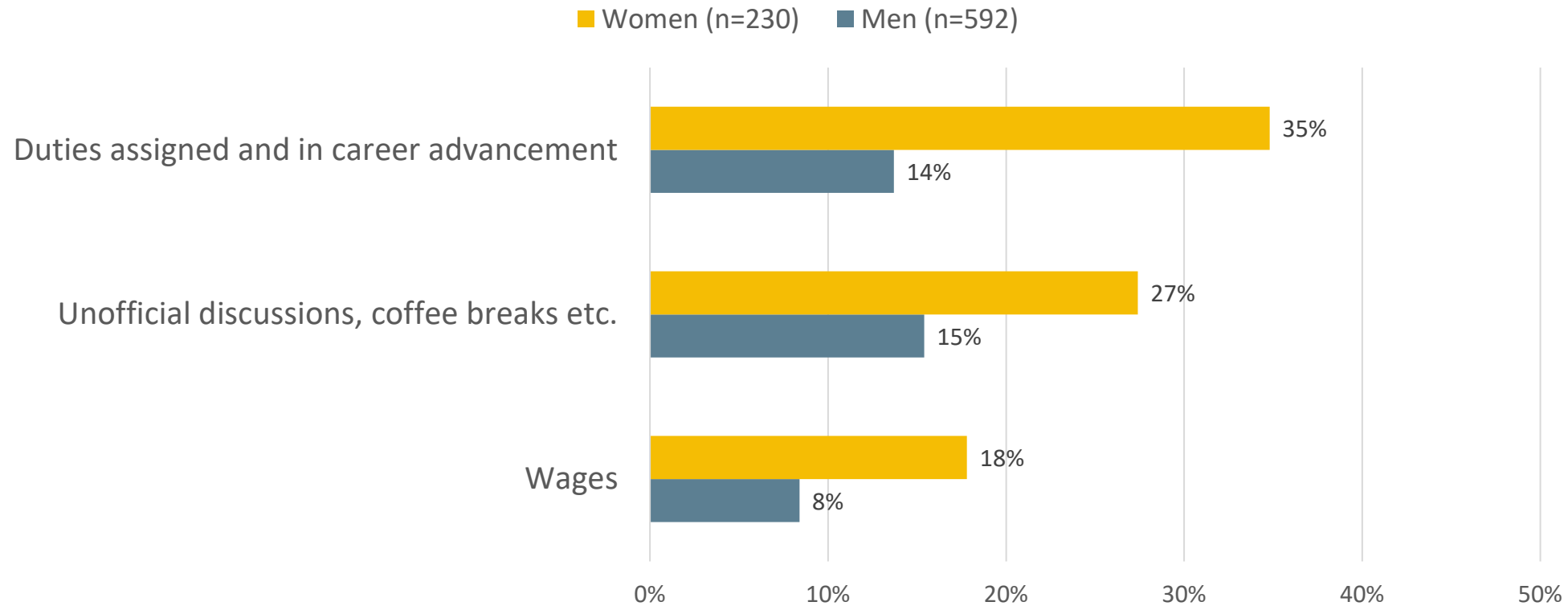
Men and women have equal opportunities to advance in their career



Source: TEK Survey of Employee Representatives, 2019

Women observe discrimination in career advancement

In which situations have you observed discrimination? TOP3 (TEK EDS 2017)



...and experience discrimination

Topic	Women (n)	Women (%)
Career advancement	133	30 %
Lack of appreciation, feeling belittled	131	29 %
Pay (not equal to men)	128	29 %
Recruitment	39	9 %
Tasks, assignment of duties	36	8 %

Context of gender-based discrimination towards women (categorized short open comments), TEK LMS 2015

"Career advancement in the field of technology is automatic among men. Women are expected to be satisfied with secretarial tasks. Men are not even asked to do such tasks."

(Woman, 20-29 years)

"Men's development is supported more. Most interesting tasks are given to men. Qualified women cannot advance in the same way."

(Woman, 30-39 years)



Questions?



Requirements for promoting gender equality at the workplace

Some key findings

- 1) Gender equality is considered important in technology companies
- 2) BUT, there is no need to follow-up its realization or to advocate it in any way, because
 - a) Gender is irrelevant at the workplace and/or
 - b) Equality has been achieved.
- 3) Attitudes **dismissing the importance of gender** as well as the **dominant masculine culture** constitute an important impediment to achieving equality in technology.

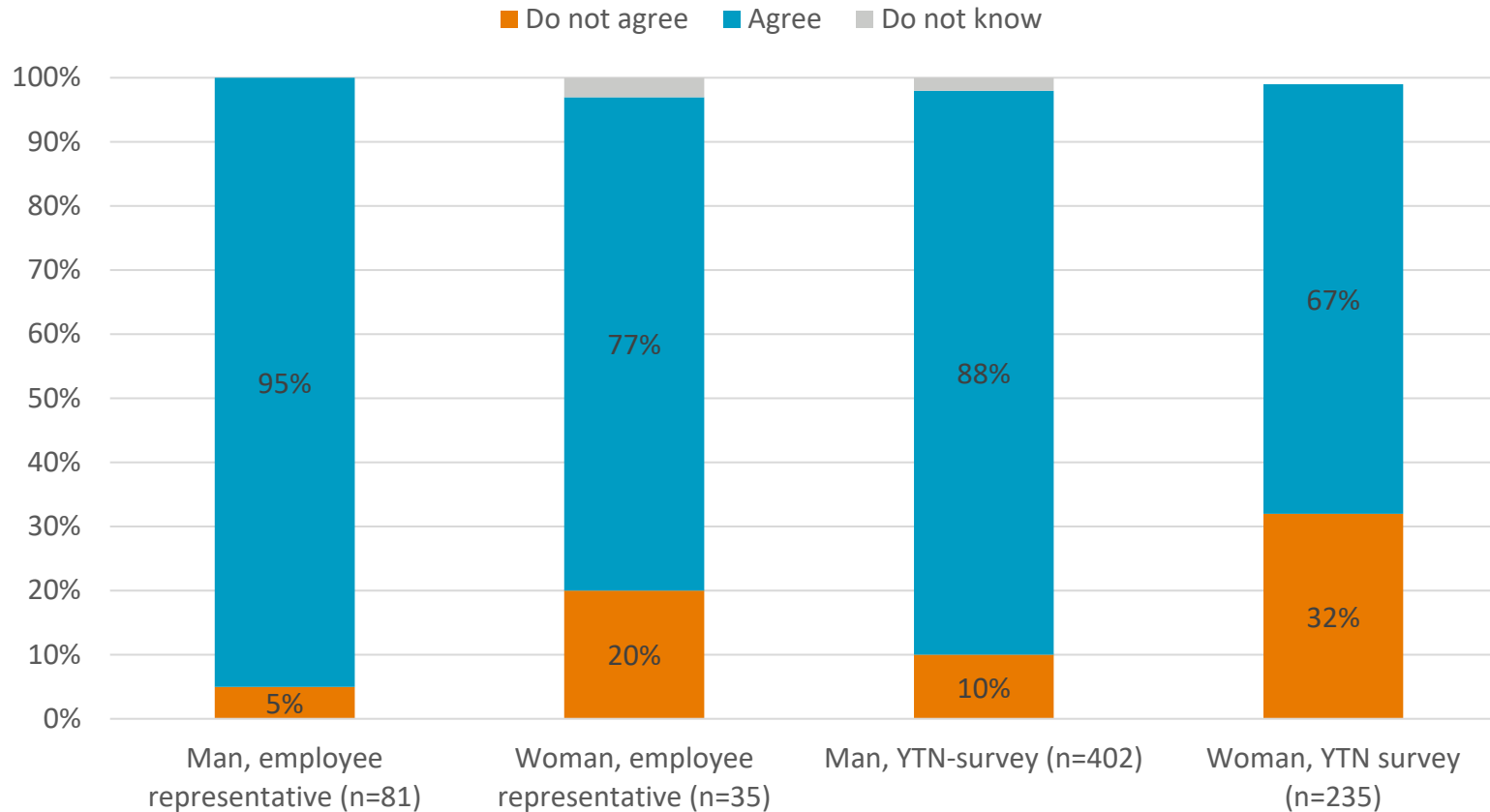


Women's position will not improve without changes in workplaces.



“Equality has been achieved”...?

Genders are treated equally at the workplace

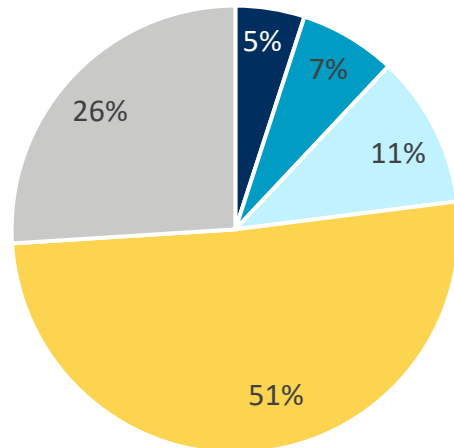


“With traditional thinking it is much easier to select the man, even if he is not that competent. The woman needs to be like many times more competent, that’s just how it is.”

(HR Director, female)

Targets – why are they needed?

Have targets been set for: Proportion of women in management?



■ Yes ■ Are planning ■ Have discussed ■ No ■ Do not know

Source: TEK Survey of Employee Representatives, 2019

“If we just mention that we will try to fix this or wonder how to get more women, it will not happen. A target forces us to take it into account in recruitment and other processes.”

(CEO, male)

Gender equality can advance at the workplace, IF:

Management wants: Top management commitment and example are vital in all organizational change. Management can also define targets for e.g. the percentage of women in top jobs and require actions to be taken.

Culture allows: Policies and practices to interfere in discrimination or unequal treatment have been defined and are in use. How to impede if e.g. a supervisor makes disparaging comments about women's competence or proposals?

Structures support: Measurements, responsibilities and feedback mechanisms have been agreed. Unfavourable development is intervened by actions. Recruitment and career advancement processes, at least, have been evaluated from an equality perspective. Employee representatives have access to required information and possibilities to influence.



Questions?



Thank you!

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