

# **Computer Science Cross-National View of Entry Degree and IT Workforce in Selected Countries**

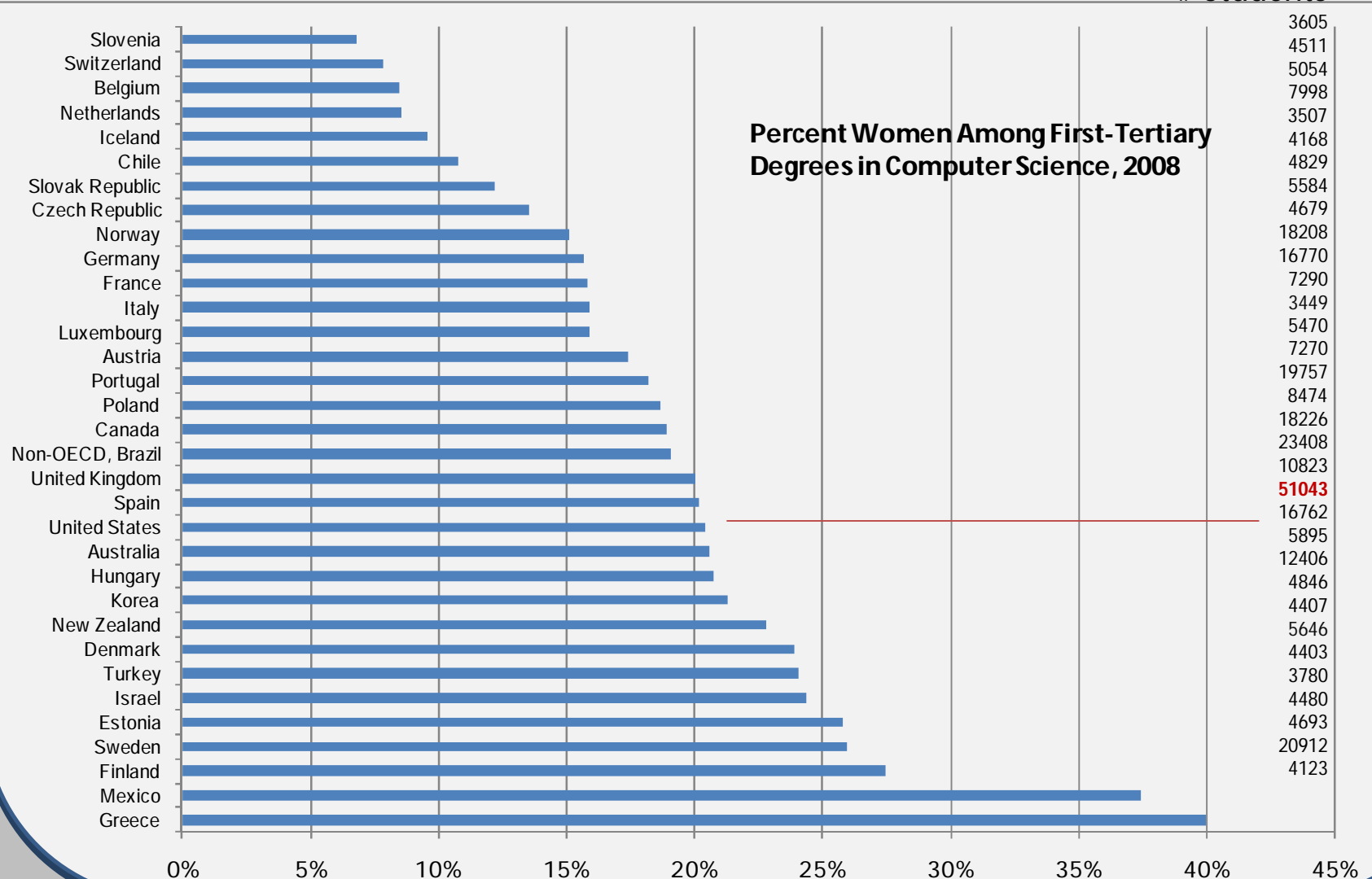
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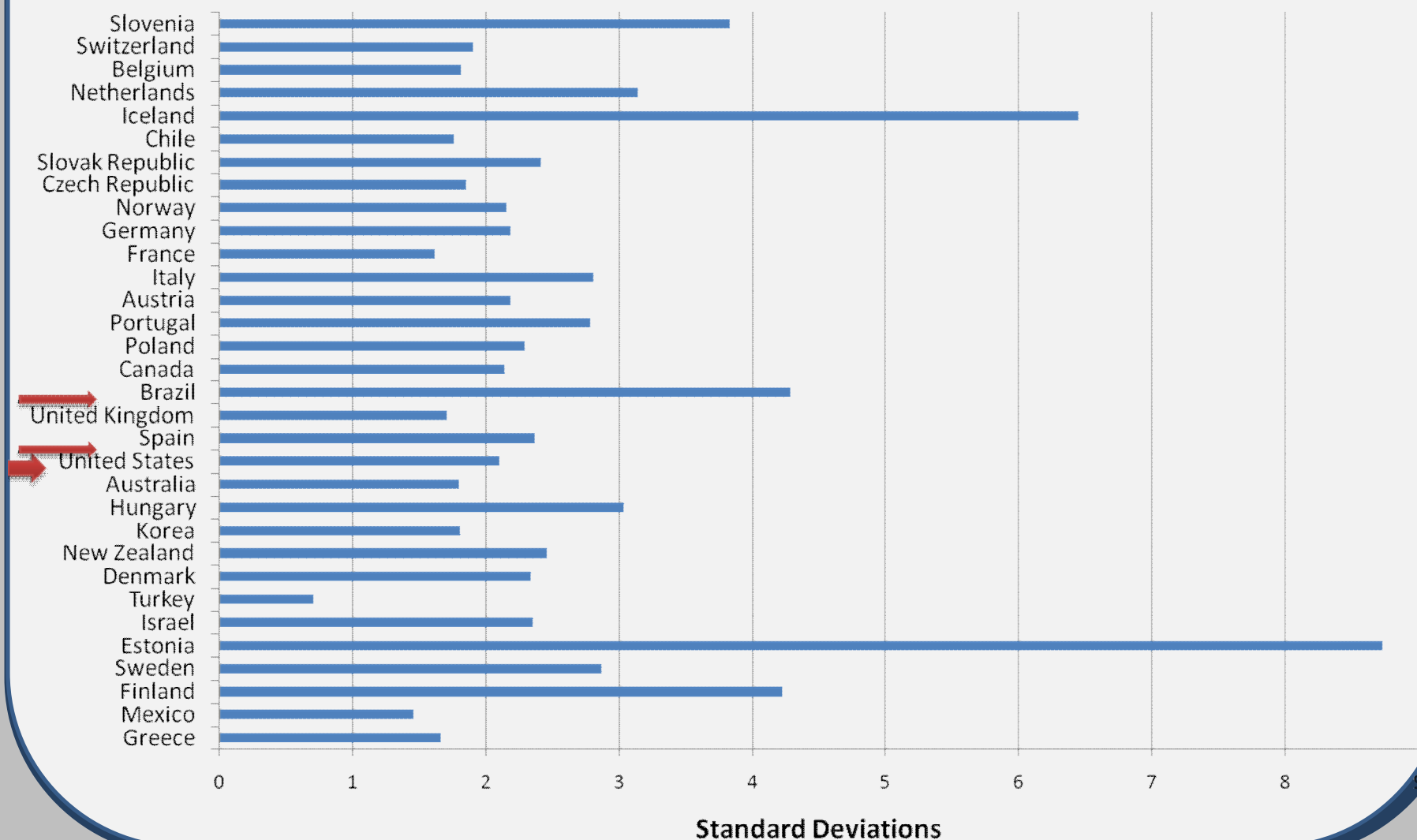
# Women's Representation in Computing Varies across Countries

# Students

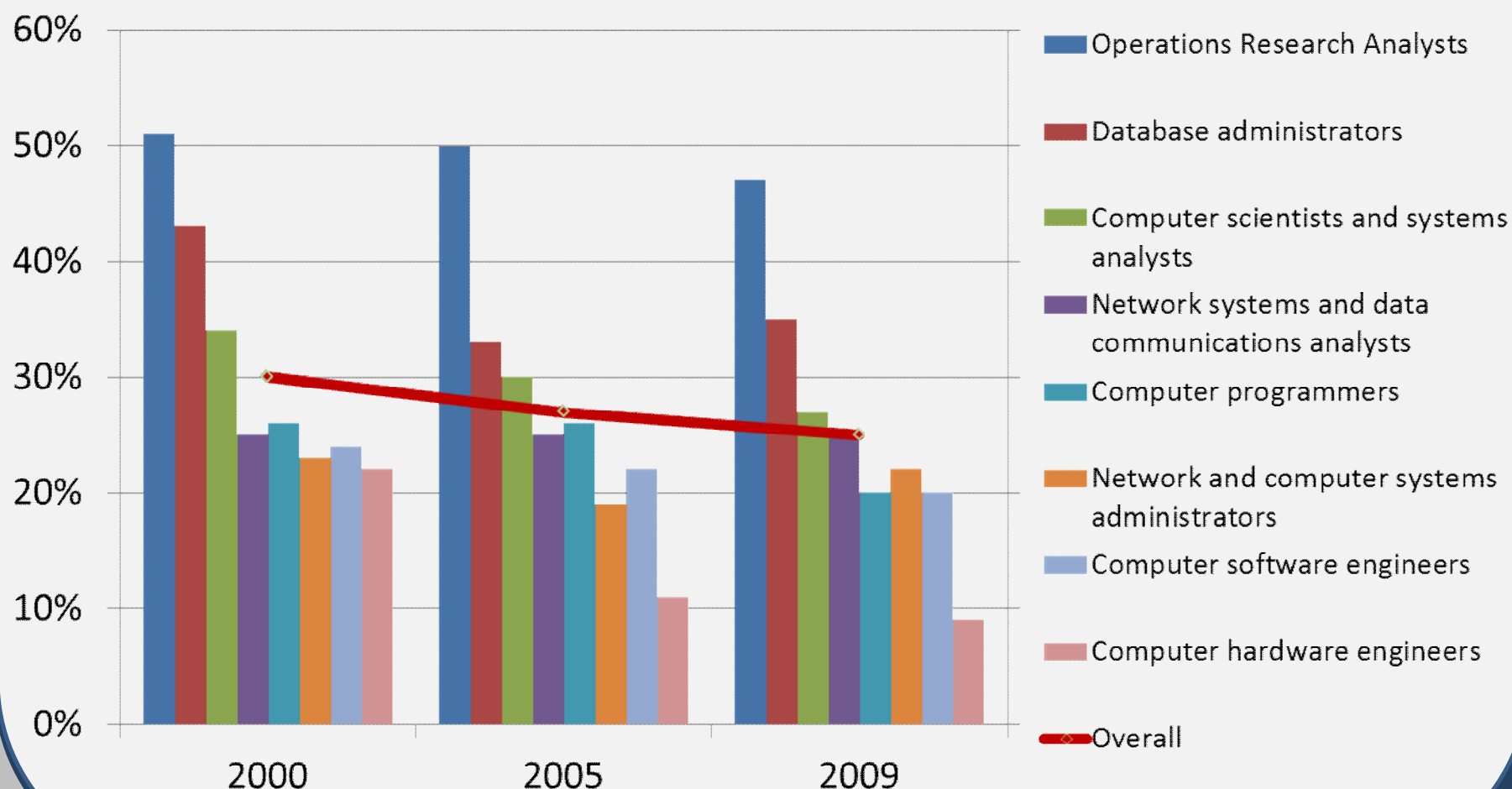
Percent Women Among First-Tertiary Degrees in Computer Science, 2008



# Women's Share of Tertiary Computing Degrees as Deviation below Mean Discipline, 2006-2007

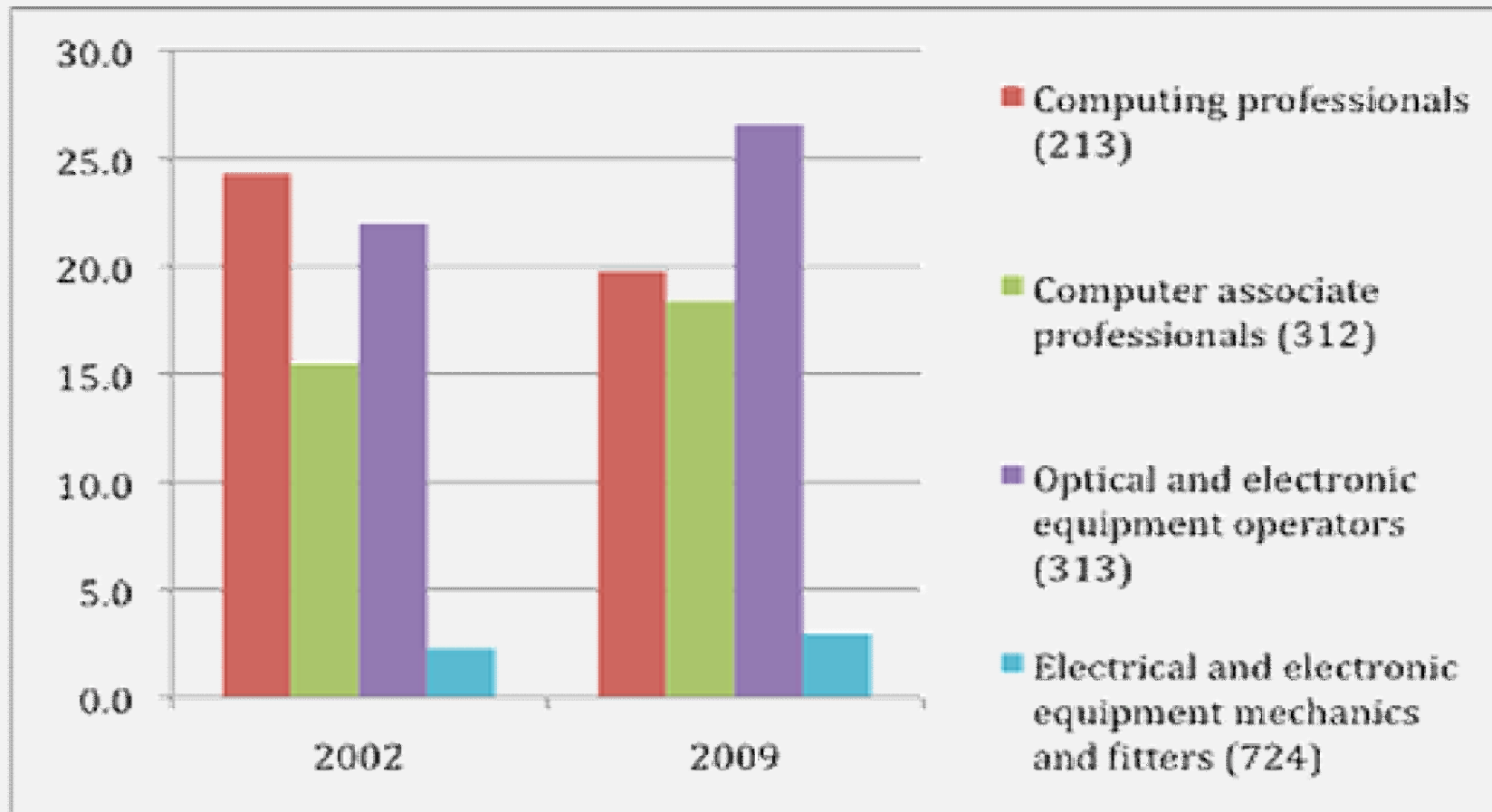


# Women's Share of Employment in U.S. Computing Occupations Declined



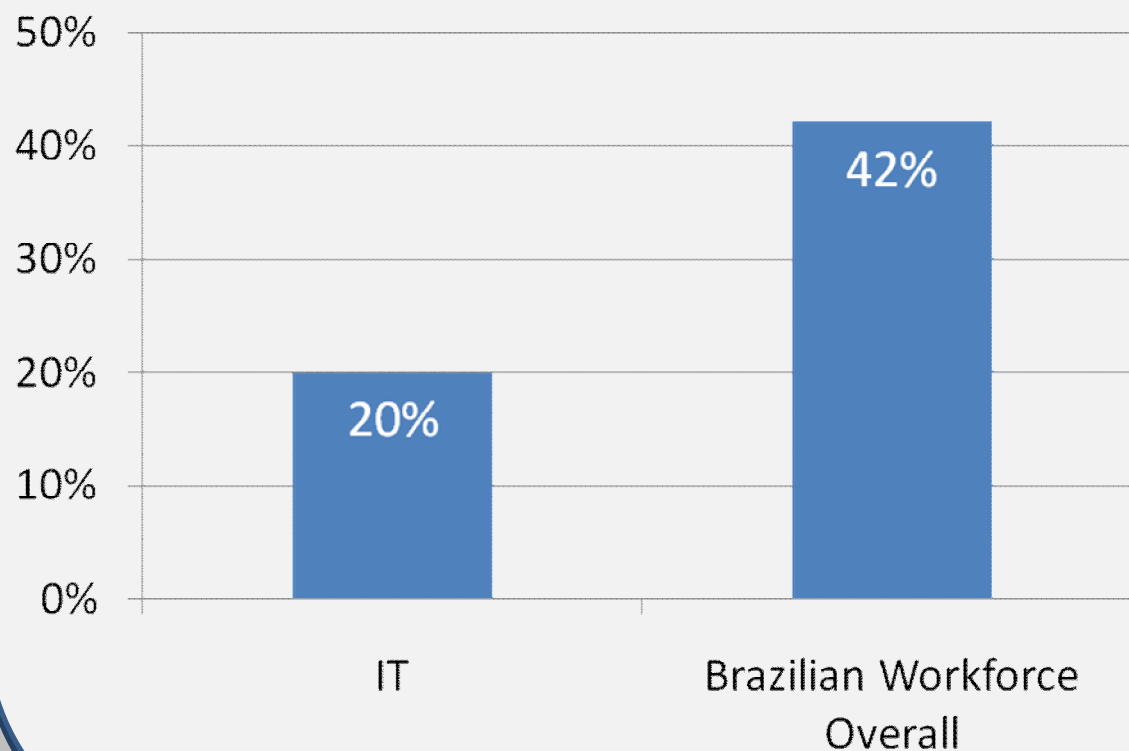
Source: NCWIT Scorecard using U.S. Bureau of Labor Statistics data

# Women's Share of Spanish Computing Professionals Declined



Source: Organization for Economic Cooperation and Development (OECD) data

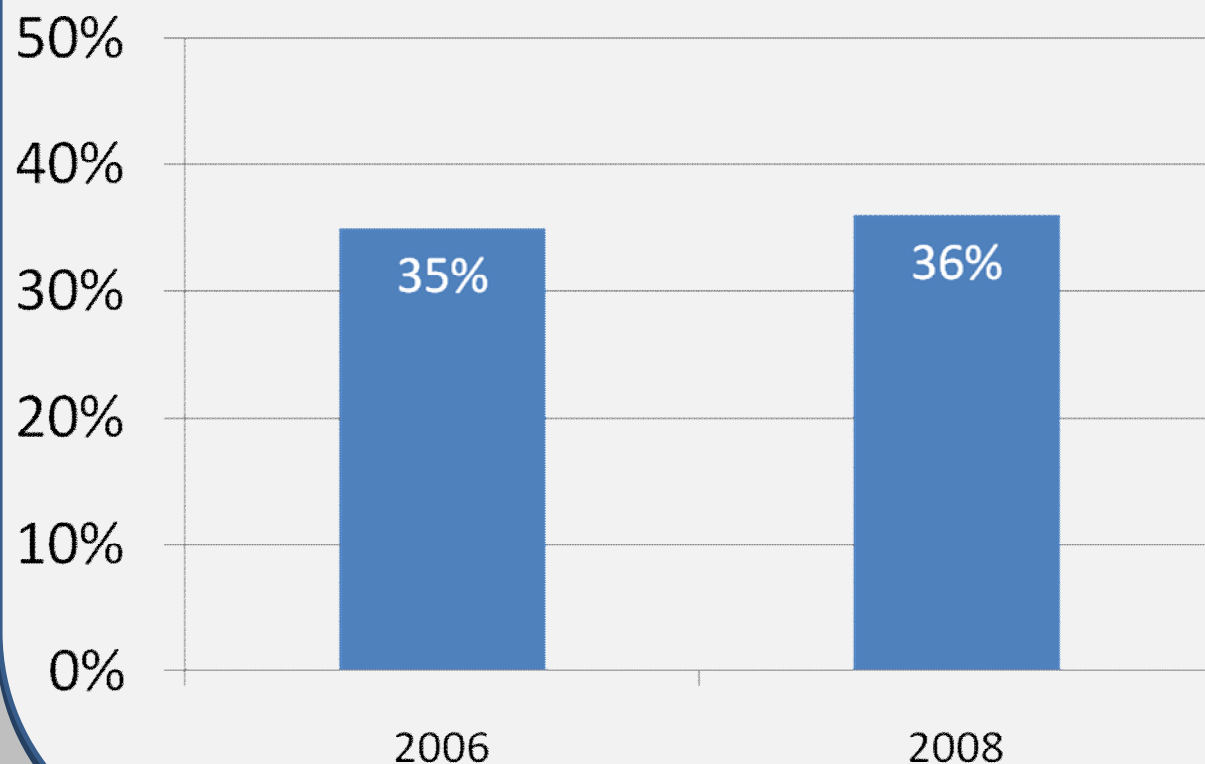
## Women's Share of Brazilian Computer Professional Positions, 2006



**Brazilian women hold**  
**43% Executive positions**  
**67% A&S professionals**  
**54% HS-level**  
**technicians**

# Women's Share of Technical Positions in Indian Software Industry Increased

Technical Jobs Held by Women  
in 45 Leading Tech Companies in India



Employed Indian men and women work in the Professional, technical & related workers category at about the same rate  
3.9% of Men  
3.6% of Women

Source: Mercer – NASSCOM Gender Inclusivity Survey

# Possible Reasons for Cross-National Variation

Cultural beliefs / stereotypes about

- Gender (more essentialist = less women in computing)
- Computing occupations (more masculine = less women in computing)

IF

Social structures facilitate indulging the stereotypes

