

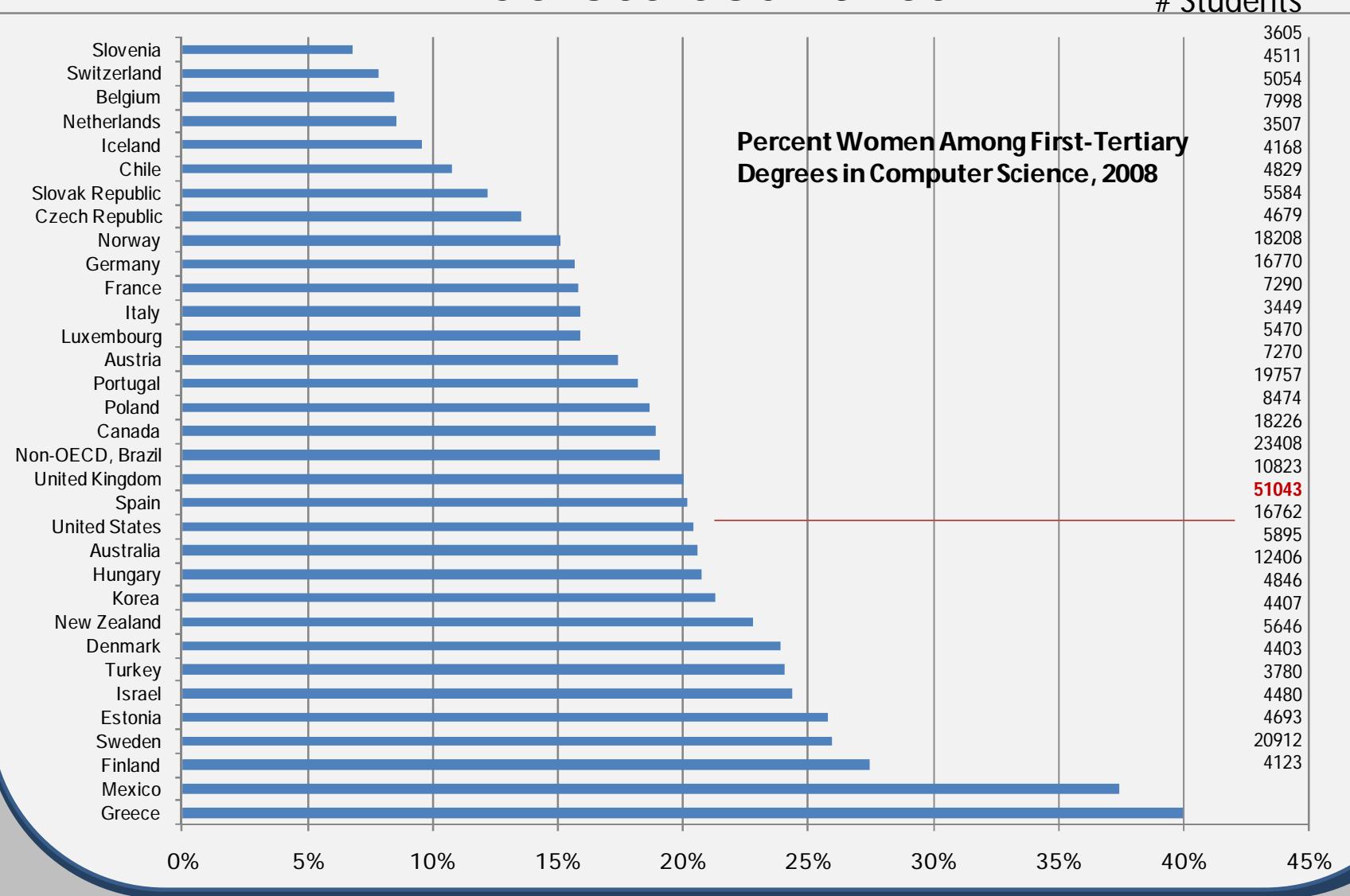
Computer Science

Cross-National View of Entry Degree and IT Workforce in Selected Countries

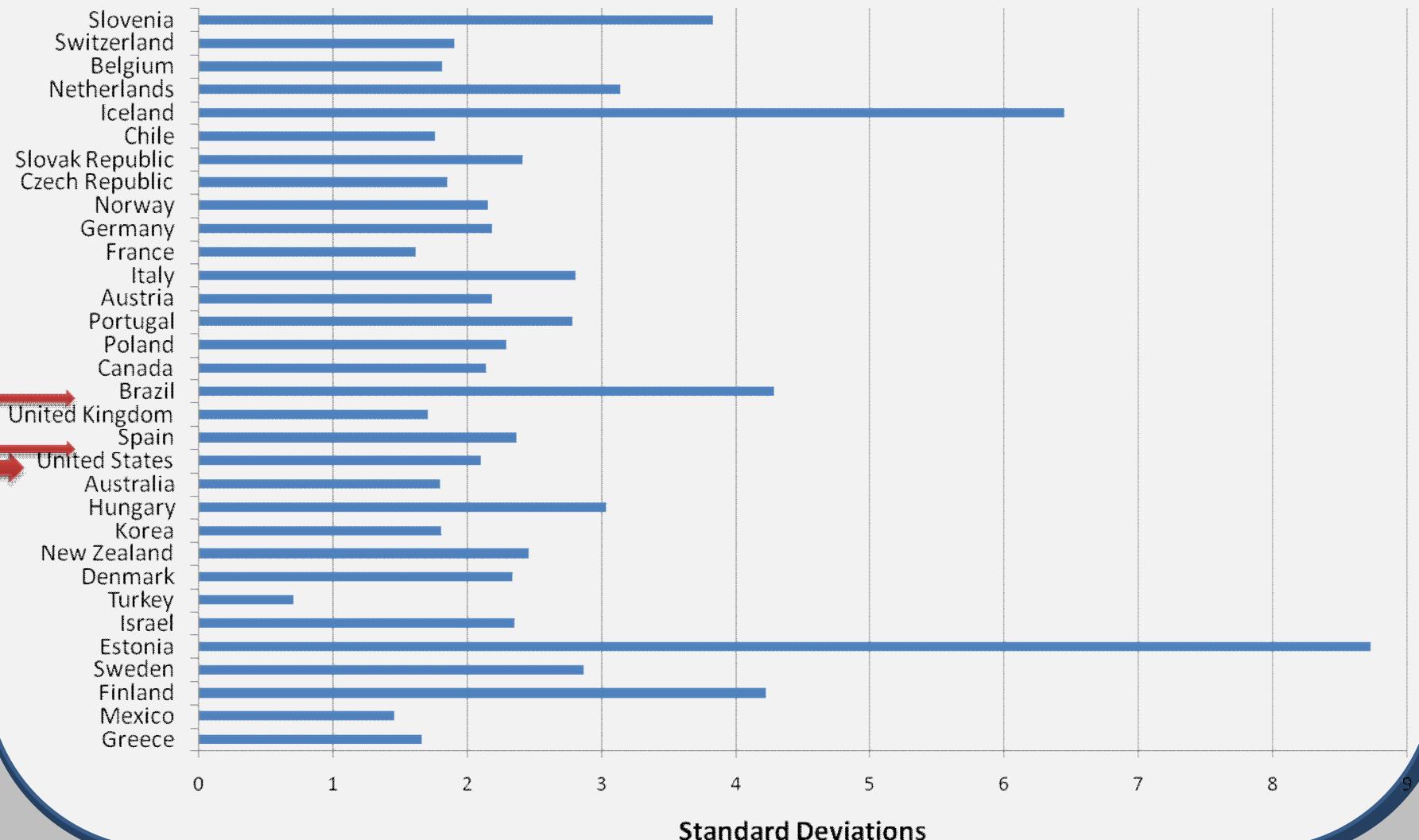
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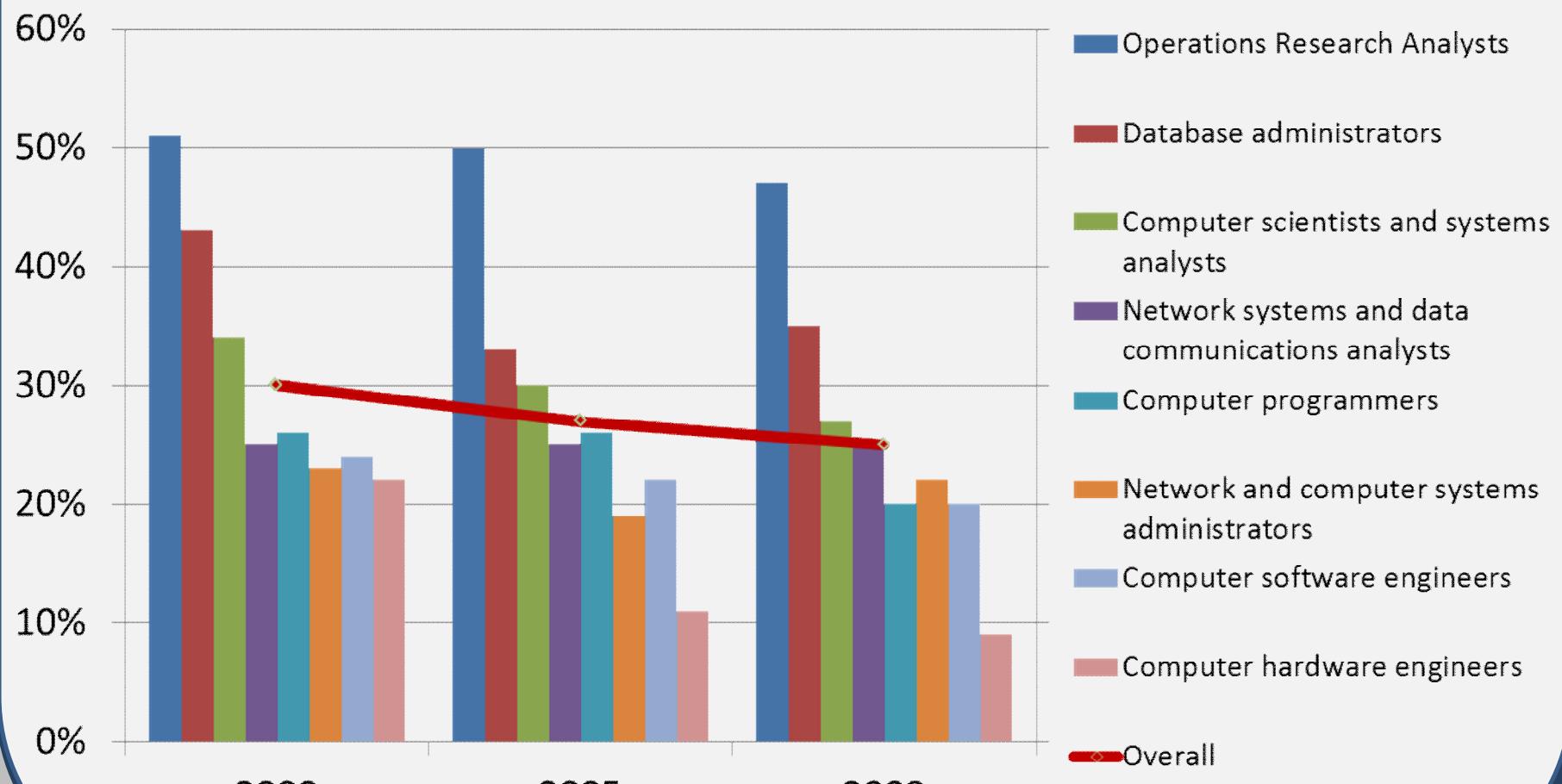
Women's Representation in Computing Varies across Countries



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

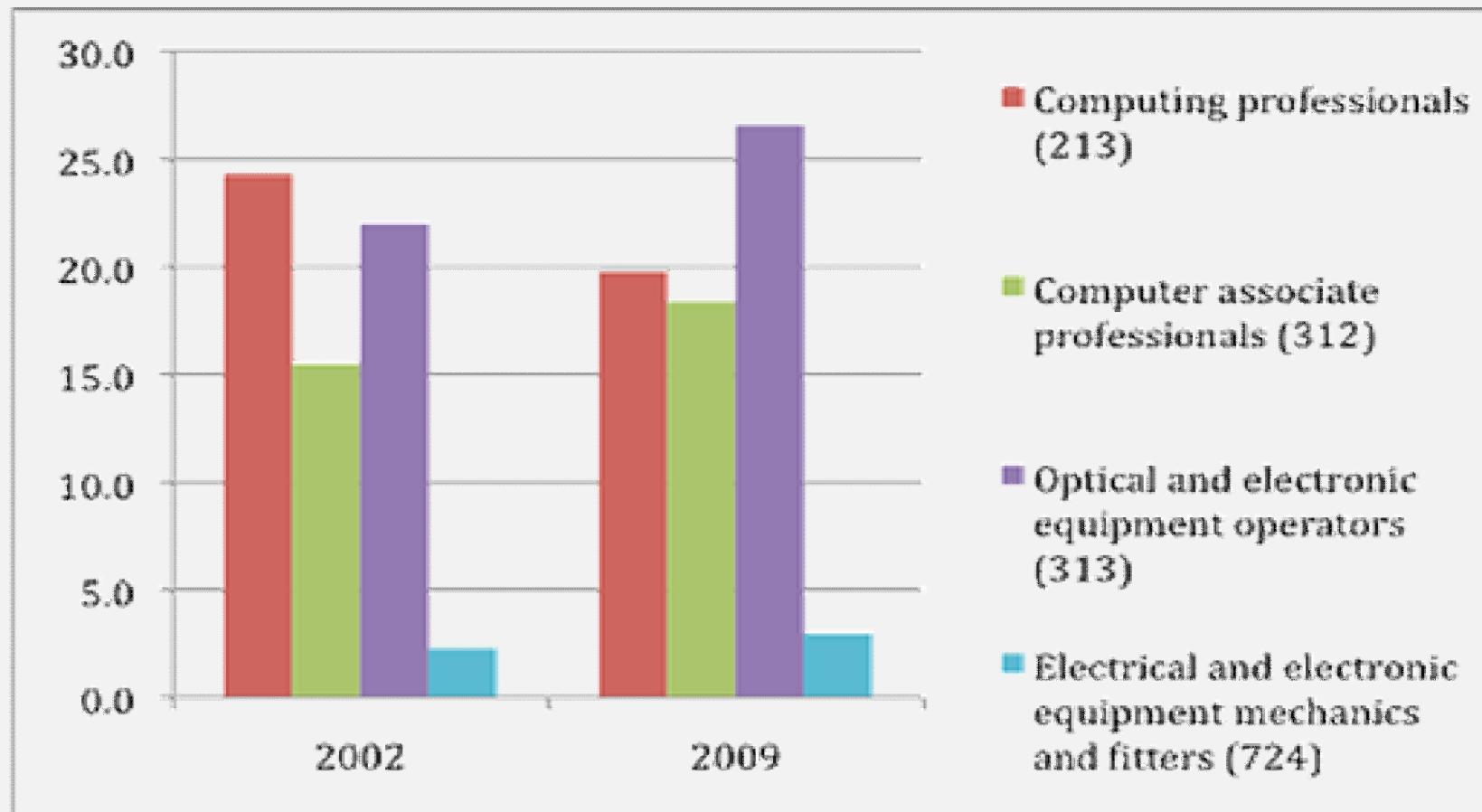


Women's Share of Employment in U.S. Computing Occupations Declined



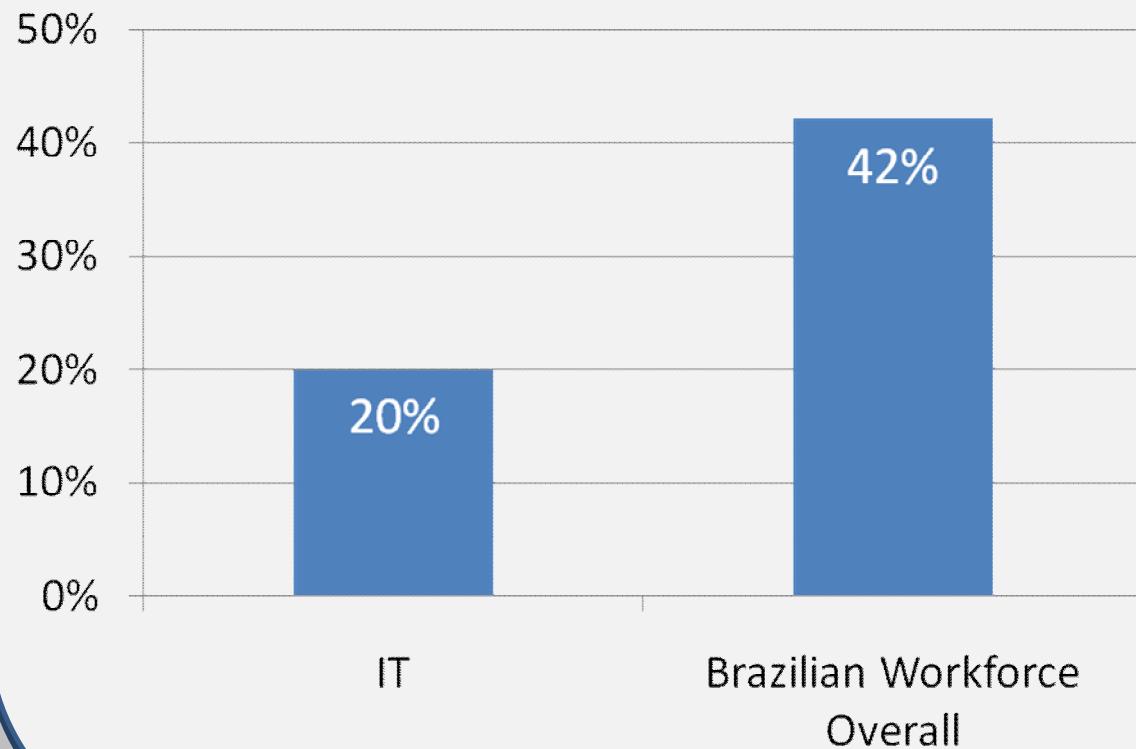
Source: NCWIT Scorecard using U.S. Bureau of Labor Statistics data

Women's Share of Spanish Computing Professionals Declined



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

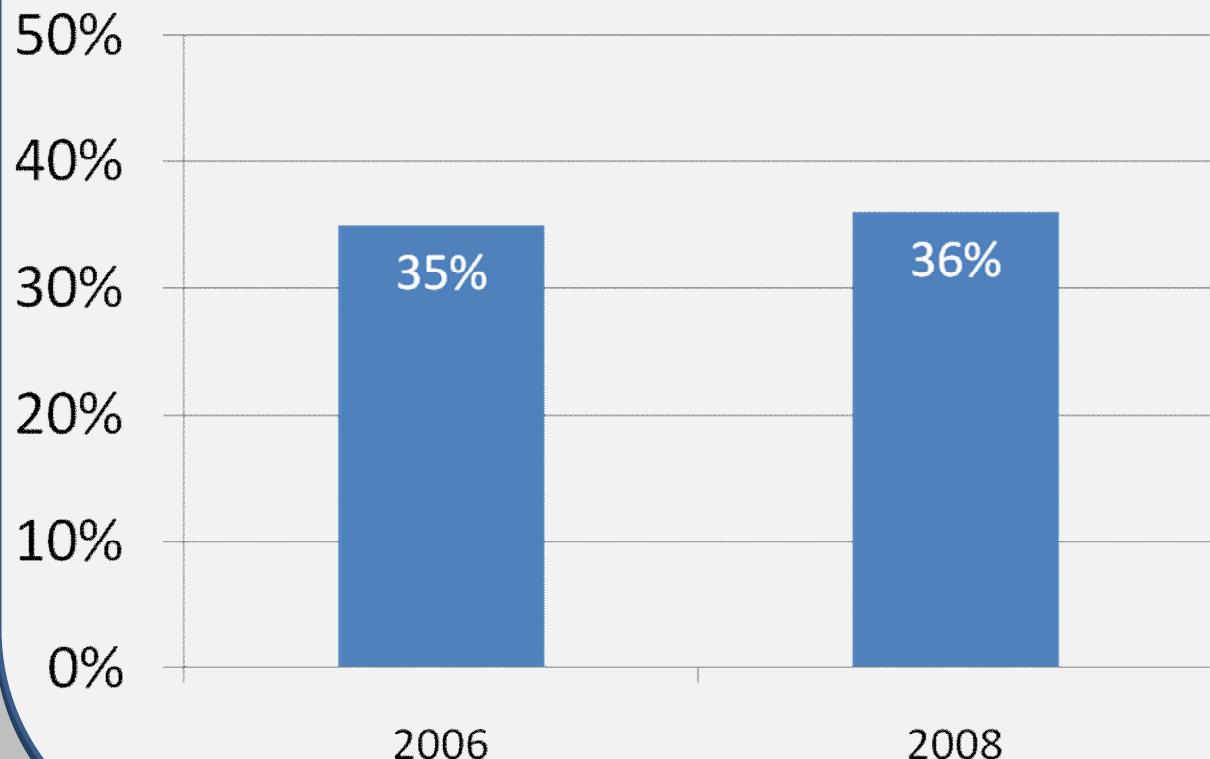
Women's Share of Brazilian Computer Professional Positions, 2006



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

