2023

Equal Pay Survey

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Contents

Women Who Code (WWCode), the world's largest and most active community of women technologists, has conducted the Equal Pay Survey annually since 2018. The survey provides valuable insight and amplifies the voices of professional women in the technology industry. Participants share their experiences on various aspects related to work, salaries, equality, and the wage gap.

The survey highlights the primary factors contributing to higher attrition rates among women in tech and offers recommendations for companies to enhance employee satisfaction and retention.

The 2023 edition of the Equal Pay Survey took place from March 15, 2023, to April 30, 2023.

People from 59 countries took the survey, with more than half from the United States and 39.8% being women of color. 87.9% held a Bachelor's degree, and 71.7% had at least four years of coding experience. 22.8% reported being neurodivergent.

While survey results vary based on age, ethnicity, and experience level, most participants do not anticipate achieving pay equality during their lifetimes.

Over 40% of participants reported leaving a job due to issues related to pay inequality.

Participants emphasized the importance of fair compensation, comprehensive healthcare benefits, and flexible work options to bolster retention rates. Only 42.9% expressed satisfaction with their overall compensation, and less than half indicated the presence of promotion opportunities within their current organizations.

Regarding mentorship at work, a mere 30% of participants affirmed having a mentor, while 26.4% reported experiencing difficulties in finding mentors who share their backgrounds and experiences.

Summary of Demographics

AGED - 24-44

72.1% complete

LGBTQIA+

20.1% complete

HAVE CHILDREN

24.6% complete

NEURODIVERGENT

22.8% complete

BACHELOR'S DEGREE +

87.9% complete

4+ YEAR OF TECH EXPERIENCE

71.7% complete

734
Total Technologists

686
Women

31
Non-Binary | Gender-Queer

5
Transgender

59
Countries

I was being under-compensated for a workload that exceeded far beyond what was in my signed contract when hired. When I asked for more fair compensation by providing the salaries of similar roles to mine by competitors, I was told that complaining doesn't look good on the job. I promptly found a new job within a week."

| EQUAL PAY SURVEY PARTICIPANT

Three most important benefits expected from a job:

73.4%
Competitive compensation

51.8%
Work-Life balance

53.4%
Healthcare Benefits

Five key benefits offered by the best companies:

82%
Competitive Compensation
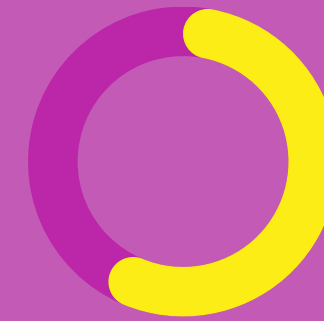
59.3%
Work-Life Balance

31.3%
Training & Development

73.9%
Healthcare Benefits

65.5%
Flexible Work Options (remote vs. in-office)

Job Satisfaction Summary

42.6% reported a clear path for career growth would significantly increase job satisfaction

44.6% feel valued by their current employer

43.5% feel engaged in their current role

51.3% reported an inability to find mentors at work

68.9% reported their teammates understand and value their contributions

71% reported feeling like they are able to speak up in their current team

32.5% changed companies at least once since the beginning of 2022. Of those who changed companies, **18.4%** were due to layoffs

Those who changed companies due to reasons other than layoffs cited the following as reasons for transitioning:

- *30.8% dissatisfaction with hours or lifestyle*
- *30.8% personal health reasons*
- *23.1% to seek higher pay*

2023 EQUAL PAY SURVEY

Gender and Pay Equity

37.2% believe pay equality will happen within their lifetime

49.4% believe gender pay equality in tech roles are about the same as other career paths

40.9% report quitting a job because of pay inequality issues

63.4% rated gender equality in the ability for founders to access venture capital funding for their businesses as unequal

Demographics

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2023 EQUAL PAY SURVEY

734 Total Participants

57.5%	United States
8.9%	United Kingdom
6%	India
5.3%	Canada
3.3%	Germany
2%	Australia
1.6%	Nigeria

Countries with ≤1% of responses

South Africa, Colombia, Mexico, France, Spain, Chile, South Korea, Netherlands, Denmark, Ghana, Ireland, Japan, Philippines, Singapore, Sweden, Switzerland, Brazil, Croatia, Italy, Kenya, Malaysia, Uruguay, Argentina, Austria, Bolivia, Botswana, Cameroon, China, Egypt, El Salvador, Greece, Vatican City, Hungary, Indonesia, Israel, Jordan, Latvia, Mali, Namibia, Nepal, Norway, Pakistan, Poland, Portugal, Romania, Rwanda, Slovakia, Tunisia, Turkey, Uganda, Ukraine, United Arab Emirates

Participant Demographics

*Which of these most closely reflect your cultural, ethnic, and racial identity****

White	European	South Asian	Hispanic | Latinx	Southeast Asian	East Asian	Black	African	Multi-racial	Jewish	Caribbean	Middle Eastern	Indigenous | First Nations	Pacific Islander	Other
290	84	60	57	39	38	33	29	23	18	4	3	1	0	11
40.2%	11.7%	8.3%	7.9%	5.4%	5.3%	4.6%	4%	3.2%	2.5%	0.6%	0.4%	0.1%	0	1.5%

*31 (4.3%) of respondents preferred not to answer
**Participants were able to select multiple options.

Participant Demographics
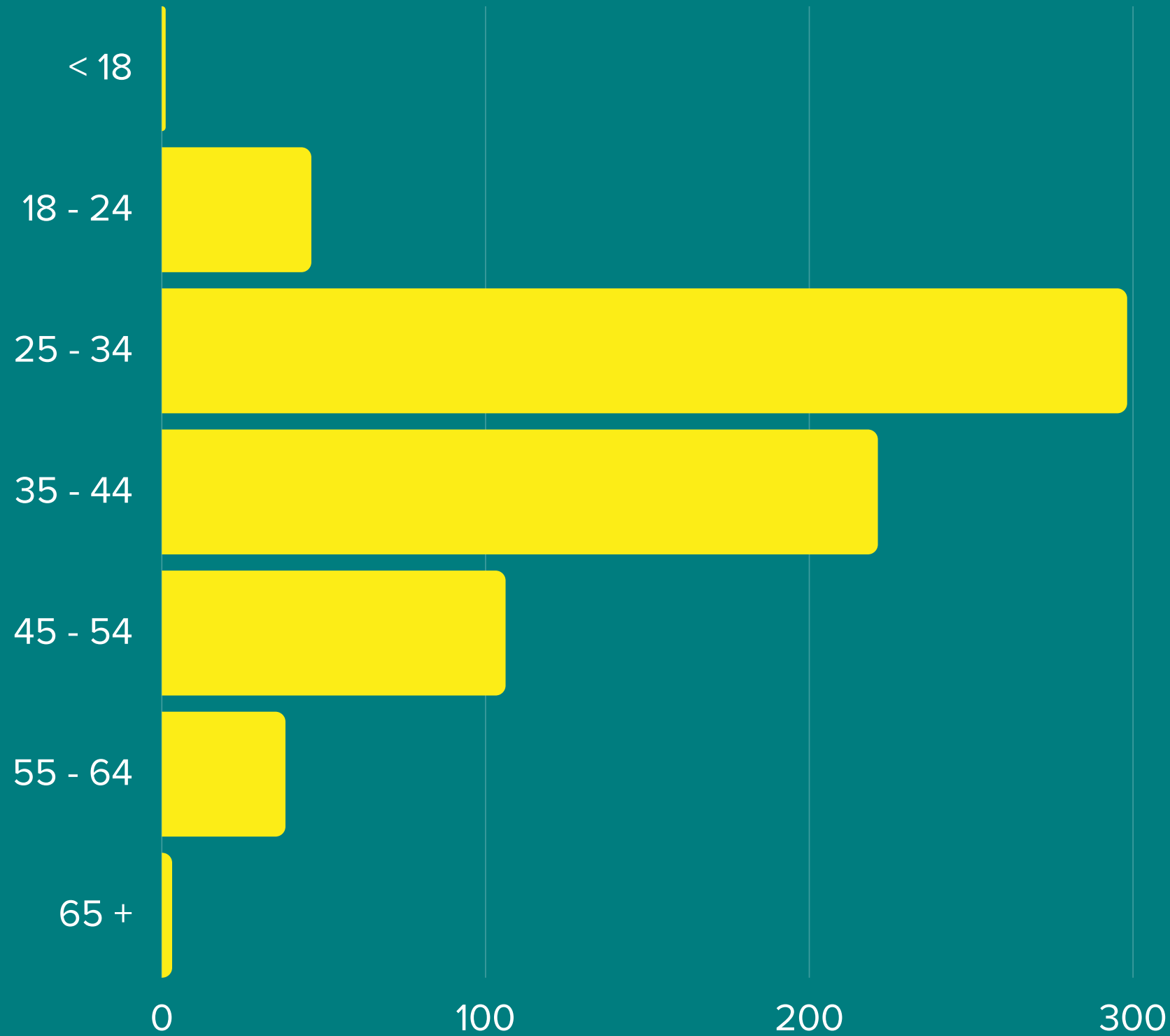
What is your age?

	< 18	18 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 +	Total
N	1	46	298	221	106	38	3	713
%	0.1%	6.4%	41.4%	30.7%	14.7%	5.3%	0.4%	100%

Which of the following best reflect your gender? (734 responses)

	Woman	Non-binary / Genderqueer	Man	Transgender	Other	I prefer not to answer
N	686	31	30	5	2	7
%	93.5%	4.2%	4.1%	0.7%	0.3%	1%

Which pronouns do you prefer? (734 responses)

	She/her	They / them	He/him	Ze/zir/hir	Other	I prefer not to answer
N	669	36	30	1	4	20
%	92.1%	5%	4.1%	0.1%	0.6%	2.8%

Participant Demographics

What is your marital status? (725 responses)

Married	Never married	Committed relationship	Divorced	Widowed	Other	I prefer not to answer
332	225	145	46	1	5	23
45.8%	31%	20%	6.3%	0.1%	0.7%	3.2%

Are you LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer +)?

	Yes	No	Prefer not to answer	Not sure	Total
N	143	518	33	18	712
%	20.1%	72.8%	4.6%	2.5%	100%

LGBTQIA+ Technologists

52% report not being able to find mentors like them at work

55% felt like they could be their authentic selves at work → **20%** felt like they could not be their authentic selves at work

Are you the parent or caregiver of any children (under the age of 18) who live in your household?

	Yes	No	Prefer not to answer	Total
N	175	522	14	711
%	24.6%	73.4%	2%	100%

How many children under the age of 18 live in your household?

	1	2	3	4	5+	Prefer not to say	Total
N	99	51	17	3	1	3	174
%	56.9%	29.3%	9.8%	1.7%	0.6%	1.7%	100%

What are the ages of the children in your household?

	0 - 4	5 - 11	12 - 17	I prefer not to answer	Total
N	66	72	63	6	173
%	38.2%	41.6%	36.4%	3.5%	100%

Participant Demographics: Caregiving

What percentage of total childcare do you personally provide?

	0 - 25%	25 - 50%	50 - 75%	75 - 100%	Total
N	24	47	53	48	172
%	14%	27.3%	30.8%	27.9%	100%

Are you responsible for caring for adults (age 18 or older) in your household, other than your spouse (if applicable)?

	Yes	No	Prefer not to answer	Total
N	117	586	16	719
%	16.3%	81.5%	2.2%	100%

Working Parents

58.7% personally provide more than half of total childcare expenses for their household

24.6% of respondents have children under the age of 18 who live in their household

86.3% believe pay equality is unlikely to happen in their lifetime

Three most important benefits expected from a job: healthcare benefits, competitive compensation, and work-life balance

"

Because I went on maternity leave, twice, at the same company, I was considerably behind in pay and seniority at my previous job, despite being there the longest. I was too afraid to ask for more, because I felt grateful they let me have the statutory maternity leave and didn't want to rock the boat.

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Participant Demographics: Accessibility

Are you neurodivergent?

	Yes	No	Not sure	Prefer not to answer	Total
N	164	434	105	15	718
%	22.8%	60.4%	14.6%	2.1%	100%

Do you require accessibility accommodations at work?

	Yes	No	Not sure	Prefer not to answer	Total
N	72	581	41	20	714
%	10.1%	81.4%	5.7%	2.8%	100%

Neurodiversity presents in many ways.

Neurodivergence includes, but is not limited to, being diagnosed or presumed to have a developmental or learning difference, such as autism, synesthesia, ADHD, gifted, dyslexia, or Tourette's syndrome.

Neurodivergent Technologists

22.8% reported being neurodivergent

64% believe pay equality is unlikely to happen in their lifetime

45% have quit a job because of pay inequality issues

58% believe their company culture models inclusivity

Neurodivergent Technologists

52% reported not having a mentor at work

22% do not believe their companies have remained committed to DEI

22% do not feel they can be their authentic selves at work

Personal and household income

Which range is closest to your total annual personal income in 2022? (714 responses)

Under $15,000	$15,000 - $24,999	$25,000 - $34,999	$35,000 - $49,999	$50,000 - $74,999	$75,000 - $99,999	$100,000 - $149,999	$150,000 - $199,999	$200,000 or more	I prefer not to answer	I don't know
57	23	28	43	103	114	167	93	58	22	6
8%	3.2%	3.9%	6%	14.4%	16%	23.4%	13%	8.1%	3.1%	0.8%

Which range is closest to your total annual household income in 2022? (708 responses)

Under $15,000	$15,000 - $24,999	$25,000 - $34,999	$35,000 - $49,999	$50,000 - $74,999	$75,000 - $99,999	$100,000 - $149,999	$150,000 - $199,999	$200,000 or more	I prefer not to answer	I don't know
37	34	17	28	52	78	126	126	168	30	12
5.2%	4.8%	2.4%	4%	7.3%	11%	17.8%	17.8%	23.7%	4.2%	1.7%

48.3% have a Bachelor's degree

39.6% have a Master's degree or higher

Education

What is the highest level of education you have completed? (723 responses)

Less than high school	High school	Some college	Associate's Degree (~ 2 years post-high school)	Bachelor's Degree	Master's Degree	Professional Degree (JD, MBA, MD)	Doctoral Degree (PhD)	I prefer not to answer
0	14	35	33	349	233	22	32	5
0%	1.9%	4.8%	4.6%	48.3%	32.2%	3%	4.4%	0.7%

What is the highest level of education either one of your parents completed? (715 responses)

Less than high school	High school	Some college	Associate's Degree (~ 2 years post-high school)	Bachelor's Degree	Master's Degree	Professional Degree (JD, MBA, MD)	Doctoral Degree (PhD)	I prefer not to answer
31	111	68	41	206	153	38	53	14
4.3%	15.5%	9.5%	5.7%	28.8%	21.4%	5.3%	7.4%	2%

Education

What was your field of education? (714 responses)

Computer Science	Business	Social Science	Chemistry or Biology	Mathematics / Applied Mathematics	Economics	Physics	N/A	Statistics	Other
294	55	51	35	27	13	12	12	8	207
41.2%	7.7%	7.1%	4.9%	3.8%	1.8%	1.7%	1.7%	1.1%	29%

Other 29% – of the 207 individuals who selected other, 78 people wrote in some combination of engineering, web development, data science and analytics, computer science and mathematics, and information technology and 35 people wrote in some combination of communications, creative media, graphic design, English, and journalism
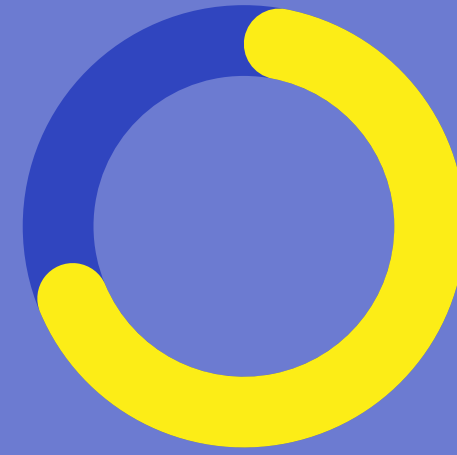
Job status, experience, & current company

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75% reported being individual contributors with no direct reports

85% are employed full-time

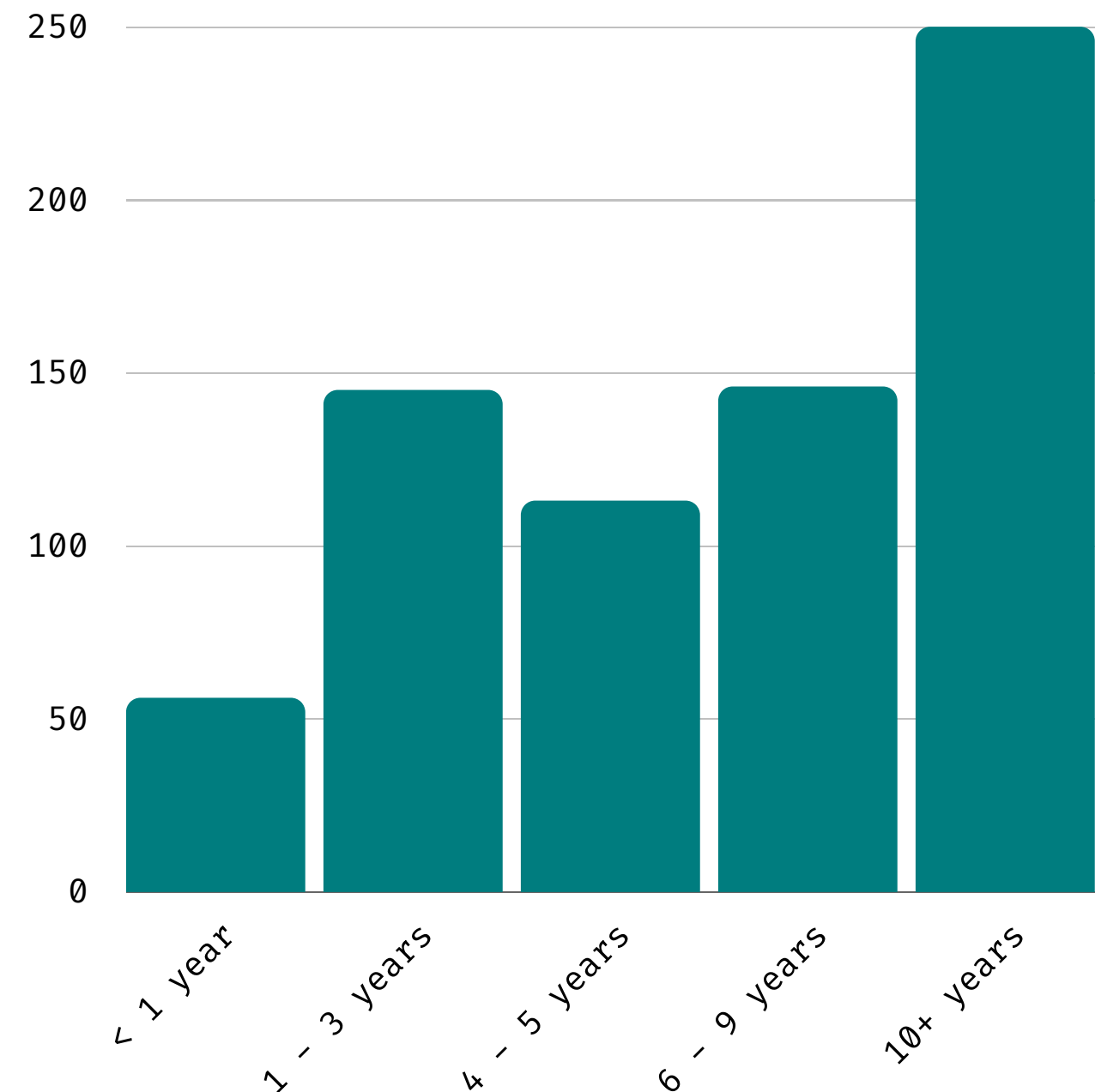**71.7%** have four or more years of coding experience

73% have been in their current role for equal to or less than three years

Coding Experience

How many years of coding experience do you have, including professionally and at school (including bootcamps)?

	< 1 year	1 - 3 years	4 - 5 years	6 - 9 years	10+ years	Total
N	56	145	113	146	250	710
%	7.9%	20.4%	15.9%	20.6%	35.2%	100%

Current Status

Which best describes your employment status? (734 responses)

Employed FT	Employed PT	Founder / Owner	Working parent / guardian	Non-working parent / guardian	Temporary / contract	Student	Unemployed	Other
620	33	24	75	4	23	42	41	8
84.5%	4.5%	3.3%	10.2%	0.5%	3.1%	5.7%	5.6%	1.1%

How long have you been at your current employer? (684 responses)

	< 2 years	2 - 3 years	4 - 5 years	5 - 9 years	10+ years	Total
N	362	142	65	73	42	684
%	52.9%	20.8%	9.5%	10.7%	6.1%	100%

Industry

What industry do you work in? (692 responses)

Tech, IT & software eng.	Financial services & insurance	Healthcare	Consulting	Government & public sector
467	39	21	19	17
67.5%	5.6%	3%	2.7%	2.5%

Non-profit	Education	Retail	Other	Total
16	14	13	86	692
2.3%	2%	1.9%	12.5%	100%
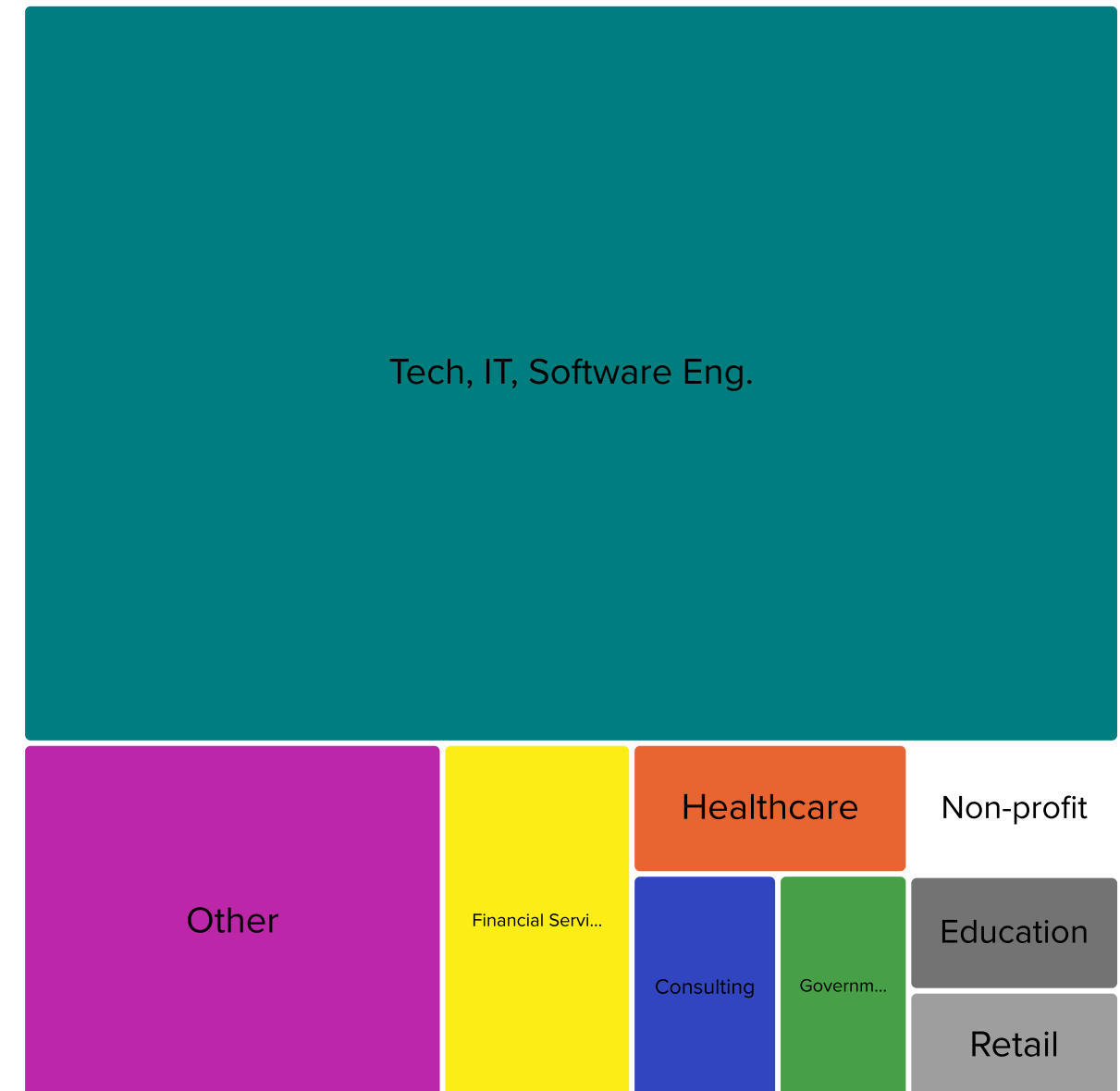
As a founding engineer at a startup, I was mentoring a recent hire that was doing poorly and was junior to me, turns out they were hired at 170k. I was making 125k. I had to fight for that, and I still knew I was being paid less than a male colleague that started the same day and had equal experience."

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Current Organization & Work Model

Please indicate the number of levels between you and the CEO:

	2 levels from CEO	3 levels from CEO	4 levels from CEO	5 levels from CEO	6 or more levels from CEO	Direct report to CEO / head of org.	CEO / head of org.	Total
N	129	124	130	114	129	46	12	684
%	18.9%	18.1%	19%	16.7%	18.9%	6.7%	1.8%	100%

How many people work at your company/organization?

	< 50	51 - 500	501 - 1,000	1,001 - 10,000	10,001 - 100,000	> 100,000	Total
N	133	201	74	126	87	61	682
%	19.5%	29.5%	10.9%	18.5%	12.8%	8.9%	100%

What best describes your working model?

	Hybrid (remote and in-office)	Remote only	In-office only	Total
N	342	322	26	690
%	49.6%	46.7%	3.8%	100%

Skills & Technologies

Which of the following skills/technologies do you or your team use regularly? (684 responses)

Programming	Software eng	Cloud (AWS, GCP, Azure)	SQL databases	Business strategy
592	495	439	431	265
86.5%	72.4%	64.2%	63%	38.7%

Data visual.	Statistics	Machine Learning	Big data frameworks	Deep learning	Other
259	182	142	86	52	48
37.9%	26.6%	20.8%	12.6%	7.6%	7%

Current Role | Function

What best describes your current role or function? (675 Responses)

Full-stack dev	Mgmt / Leadership	Front-end dev	Back-end dev	Data Scientist	Data / BI Analyst
131	103	79	78	42	37
19.4%	15.3%	11.7%	11.6%	6.2%	5.5%

Product UX / UI Design	Mobile dev	Data engineer	DevOps engineer	Machine Learning	Other	Total
26	23	21	20	12	103	675
3.9%	3.4%	3.1%	3%	1.8%	15.1%	100%

Current Role Specifications

What best describes your level of responsibility at work?

	Early career ind. contributor / no direct reports	Early career people manager	Mid-level ind. contributor / no direct reports	Mid-level people manager	Senior level ind. contributor / no direct reports	Senior level people manager (director / VP)	Executive (SVP / C-suite / CEO / CXO / Founder)	Not sure	Total
N	143	22	190	68	183	46	13	21	687
%	20.8%	3.2%	27.7%	9.9%	26.6%	6.7%	1.9%	3.1%	100%

When was your most recent promotion or title change?

	< 1 year	1 - 3 years	4 - 5 years	6 - 9 years	10+ years	Total
N	327	247	55	20	24	673
%	48.6%	36.7%	8.2%	3%	3.6%	100%

Overall how satisfied are you in your current role?

	1 - very dissatisfied	2	3	4 - neutral	5	6	7 - very satisfied	Total
N	26	52	85	133	184	144	65	689
%	3.8%	7.5%	12.3%	19.3%	26.7%	20.9%	9.4%	100%

*Beliefs about *benefits* and *job satisfaction* from individuals who have not recently experienced a company transition*
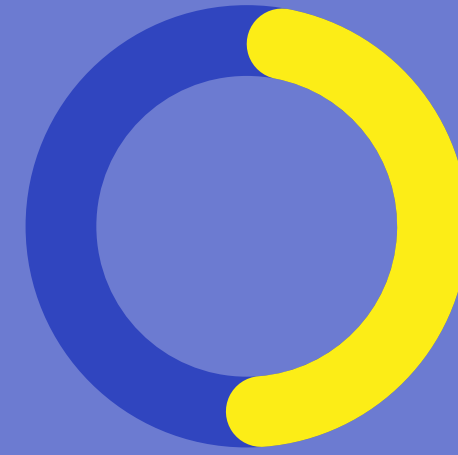
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Most Important Benefits

73.4%
Competitive compensation

53.4%
Healthcare benefits

51.8%
Work / life balance

42.6% reported a clear path for career growth would significantly increase job satisfaction

What are the three most important benefits you expect from a job?

(693 Responses)	N	%
Competitive compensation (base / bonus)	**509**	**73.4%**
Healthcare benefits (medical, dental, vision etc.)	**370**	**53.4%**
Work / life balance	**359**	**51.8%**
Flexible work options: remove vs. in-office	305	44%
Paid Leave	132	19%
Flexible work options: hours / days	125	18%
Training and development	96	13.9%
Parental (maternity / paternity / adoption) leave	50	7.2%
Stock options / equity	34	4.9%
Technical training sponsorship	29	4.2%
DEI training and commitment	18	2.6%
Life and disability insurance	17	2.5%
Tuition reimbursement	8	1.2%
Childcare	7	1%
Gym	7	1%
Student Loan Repayment	5	0.7%
Other	8	1.2%

Beliefs about Benefits

Less than 3% of responses listed student loan repayment, stock option leveraged for mortgage down payment, or pet wellness benefits

Less than 1% of responses selected other and listed mental health support, leave or unlimited PTO, and public transport tickets

What are five key benefits offered by the best companies?

(693 Responses)	N	%
Competitive compensation (base / bonus)	**568**	**82%**
Healthcare benefits (medical, dental, vision etc.)	**512**	**73.9%**
Flexible work options: remove vs. in-office	**454**	**65.5%**
Work / life balance	**411**	**59.3%**
Training and development	**217**	**31.3%**
Paid Leave	**208**	**30%**
Parental (maternity / paternity / adoption) leave	195	28.1%
Flexible work options: hours/days	181	26.1%
Retirement funds or pension	151	21.8%
4 day work week	144	20.8%
Stock options / equity	87	12.6%
Technical training sponsorship	74	10.7%
DEI training and commitment	72	10.4%
Life and disability insurance	59	8.5%
Childcare	33	4.8%
Tuition Reimbursement	26	3.8%
Gym	25	3.6%

Company actions & job satisfaction

On a scale of 1 (somewhat) to 5 (significantly), how would your job satisfaction increase if your company made the following changes? (682 responses)

	No change	1	2	3	4	5	N/A
Increase compensation	4.7%	5.1%	6.9%	16.3%	21.1%	**44.7%**	1.2%
Better healthcare benefits	16.6%	8.1%	9.8%	22.2%	14.7%	23.2%	5.4%
Childcare	31.9%	4.2%	5.1%	10.6%	5.4%	11%	31.8%
Better work / life balance	13.7%	4.4%	8.1%	18.6%	17.3%	30.7%	7.1%
Flexible work hours	18.2%	6.1%	7.9%	13.9%	16%	25.9%	12%
Career growth / path	7.6%	3%	9.3%	15.1%	18.1%	**42.6%**	4.3%
Professional development	6.5%	5.4%	8.3%	15.9%	23.2%	36.5%	4.2%
Closer relationship with leadership	21.7%	9.3%	11.1%	20.6%	13.9%	17.2%	6.3%
More training opportunities	10%	6.8%	14.2%	16.7%	22.7%	26.1%	3.5%
More diversity in workforce	13.6%	3.6%	10%	15.7%	18.8%	34.3%	4%
More mentorship and sponsorship	9.7%	5.1%	10%	16.3%	20.8%	34.3%	3.9%
More transparent communications about future plans from leadership	13.4%	6.8%	10.9%	16.7%	17.6%	29.8%	4.7%

Company actions & job satisfaction

On a scale of 1 (somewhat) to 5 (significantly), how would your job satisfaction increase if your company made the following changes?

	No change	1	2	3	4	5	N/A
Improve culture	12.1%	5.5%	10.5%	18.1%	18.8%	30.3%	4.6%
Changed your team or manager	31.9%	14.1%	11.1%	14.1%	8.1%	12.1%	8.5%
Flexible work location	20.7%	4.8%	7.4%	11.5%	10.4%	25%	20.2%

"

I left my position of 15 years when I was promoted but given only a minimal raise. I was the only female software engineer in the company and felt that impacted my pay and advancement opportunities.

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Rating of current job

Please tell us how much you agree or disagree with the following statements (675 out of 734 responded):	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N/A
I feel valued by my company	18.5%	44.6%	18.8%	12.3%	5.5%	0.3%
I feel engaged in my current role	22.6%	43.5%	15.6%	13.4%	4.7%	0.3%
My job utilizes my skills and talents well	21.8%	41.2%	17.1%	12.8%	6.8%	0.3%
Our current working model (remote / hybrid / in person) is handled well by leadership	37.7%	29%	14.6%	9.8%	8%	0.9%
I think my relationship with my employer is a partnership	16.6%	29.9%	25.6%	16.4%	11.1%	0.4%
I feel concerned about being laid off	9.6%	22.7%	23.1%	24.6%	17.8%	2.2%
If laid off, I feel my employer will provide helpful off-boarding and re-employment resources	10.8%	20.8%	25.3%	21.3%	19%	2.8%
I have opportunities to provide feedback to my company via surveys, focus groups, etc.	24.9%	38.2%	15.4%	11.8%	8.7%	1%
My company acts on feedback from employees	14.7%	29%	25.1%	16.1%	13.2%	2%
My company culture models inclusivity	18.7%	31.4%	24.4%	14.8%	9.4%	1.4%
My company has remained committed to DEI initiatives	18%	26%	27.9%	13.7%	10%	4.4%

Rating of current job continued

Please tell us how much you agree or disagree with the following statements (675 out of 734 responded):	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N/A
I have a good relationship with my direct supervisor	37.9%	36%	14.9%%	6.2%	4.4%	0.6%
I have strong friendships at work	21.3%	27.5%	26.4%	15.1%	7.6%	2.1%
My employer offers training that I value	13.3%	23.9%	25.2%	22.7%	13.1%	1.8%
My employer offers flexible work options	33%	35.9%	16%	9.5%	5.1%	0.5%
I have opportunities for promotion at my current company	12.3%	27.7%	26.1%	18.6%	13.3%	2%
I am satisfied with my overall compensation (comp, bonus, benefits)	13.7%	29.2%	22.2%	19.6%	14.4%	0.9%
I am satisfied with my base compensation	15.3%	31.2%	18.3%	18.2%	16.2%	0.9%
I am satisfied with the benefits offered by my company	13.9%	38%	22.6%	15.1%	9.6%	0.9%
I am satisfied with the learning and development opportunities offered by my company	11.5%	27.6%	25.5%	23.7%	10.5%	1.2%
I have a mentor at work	11.9%	18.1%	17.6%	26%	23.4%	3%
I am able to find mentors like me at work	10%	16.4%	19.3%	23.9%	27.4%	2.9%

Rating of current job continued

Please tell us how much you agree or disagree with the following statements (675 out of 734 responded):

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N/A
I have senior role models at work	16.8%	29.1%	17.6%	16.2%	17.9%	2.4%
At my company, I have opportunity to be a mentor to someone else	21.2%	32.6%	18.1%	13.7%	11.7%	2.6%
I understand how my contributions connect to the overall strategies and goals of the company	25.8%	39%	16.5%	10.2%	7.8%	0.6%
My teammates understand and value my contributions at work	26.5%	42.4%	16.7%	8.4%	5.4%	0.8%
My company is transparent about how hiring, compensation, and promotions are determined	11.2%	20.1%	20.5%	22.8%	23.6%	1.8%
At my company, employees are held responsible for unethical behavior	19.5%	27.2%	29.5%	12.3%	8.6%	2.8%
I can be my authentic self at work	22.4%	36.8%	19.2%	14.1%	6.8%	0.8%
I feel I can speak up in my team	31.6%	39.4%	16.2%	8.3%	3.7%	0.8%

68.9% of all survey participants believe their teammates understand and *value* their contributions in their role

Employee Retention

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Top three things companies can do to retain you

75%
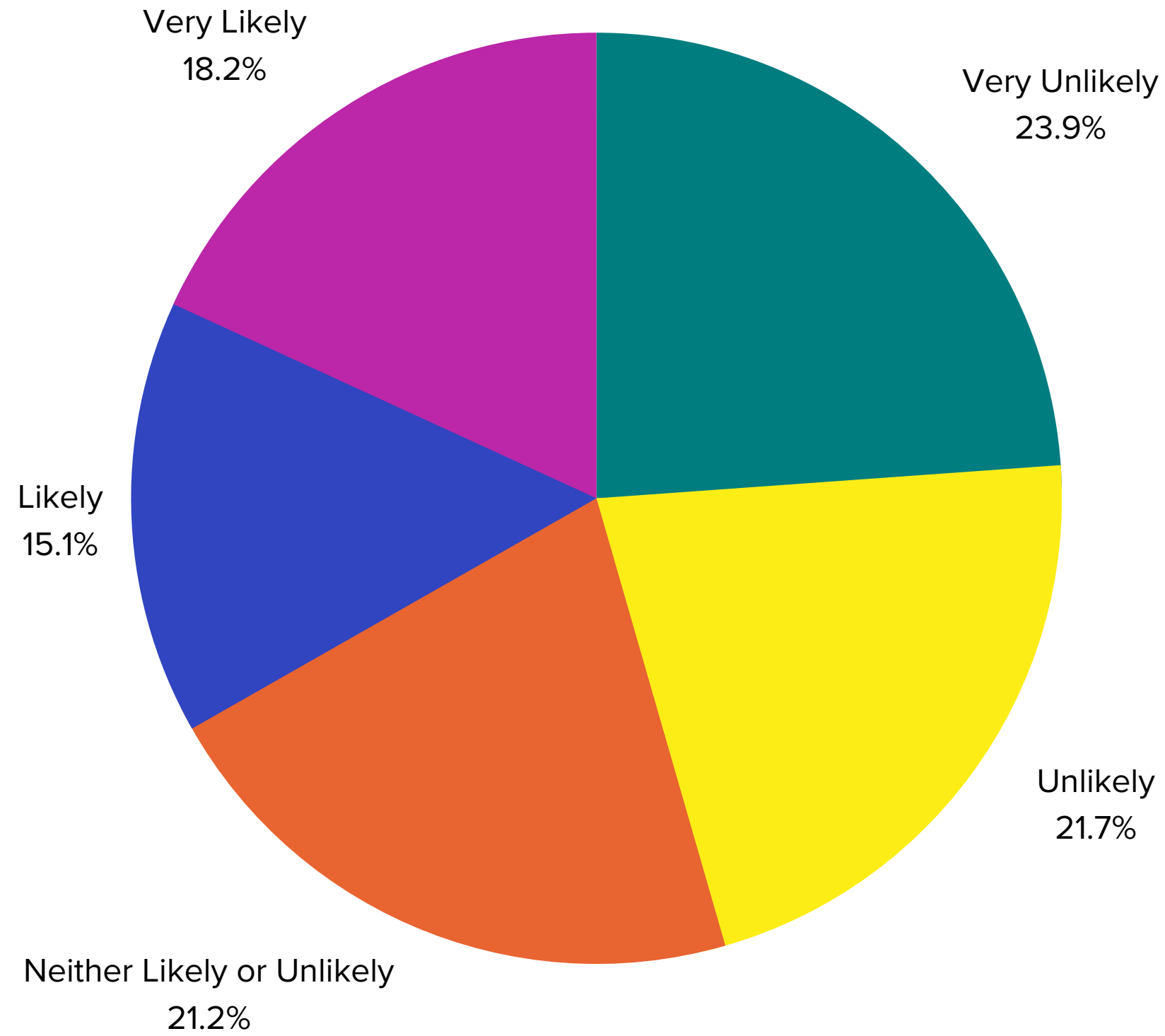Increase compensation

42.7%
Provide career growth opportunities

33.3%
Better work / life balance

2023 EQUAL PAY SURVEY

**How likely are you to leave your current role in the next six months?**

Very Likely 18.2%

Very Unlikely 23.9%

Likely 15.1%

Unlikely 21.7%

Neither Likely or Unlikely 21.2%

Employee Retention

On a scale of 1 (somewhat) to 5 (significantly), how much would it change your likelihood to leave your current role in the next six months if your company made the following changes? (219 of 734 responses)

	No change	1	2	3	4	5	N/A
Increase compensation	11%	7.8%	9.1%	18.7%	15.1%	36.5%	1.8%
Better healthcare benefits	37.2%	10.1%	11%	16.5%	7.3%	12.4%	5.5%
Childcare	44.6%	7%	4.2%	7%	4.7%	7%	25.4%
Better work / life balance	27%	10.7%	11.6%	14.9%	8.8%	22.8%	4.2%
Flexible work options / models	29.1%	8.5%	9.4%	15.5%	8%	20.7%	8.9%
Career growth / path	14%	6.5%	10.3%	15%	17.8%	34.1%	2.3%
Professional development	18.5%	8.1%	9.5%	16.1%	17.1%	28.9%	1.9%
Closer relationship with leadership	41.7%	13.7%	8.1%	10.4%	9.5%	11.4%	5.2%
More training opportunities	20.4%	7.6%	13.3%	18.5%	12.3%	26.1%	1.9%
More diversity in workforce	33.8%	10.5%	7.6%	12.9%	11.4%	20%	3.8%
More mentorship and sponsorship	20.7%	11.1%	10.1%	13.9%	12.5%	29.3%	2.4%
More transparent communication about future plans from leadership	29.9%	11.4%	7.1%	14.7%	12.8%	20.9%	3.3%
Improve culture	19.4%	10%	10.9%	17.5%	11.4%	26.5%	4.3%
Changed your team or manager	28.1%	12.9%	7.6%	14.3%	8.1%	22.4%	6.7%
No change	58.6%	9.5%	3%	7.7%	2.4%	4.7%	14.2%

How many times have you changed companies since the beginning of 2022?
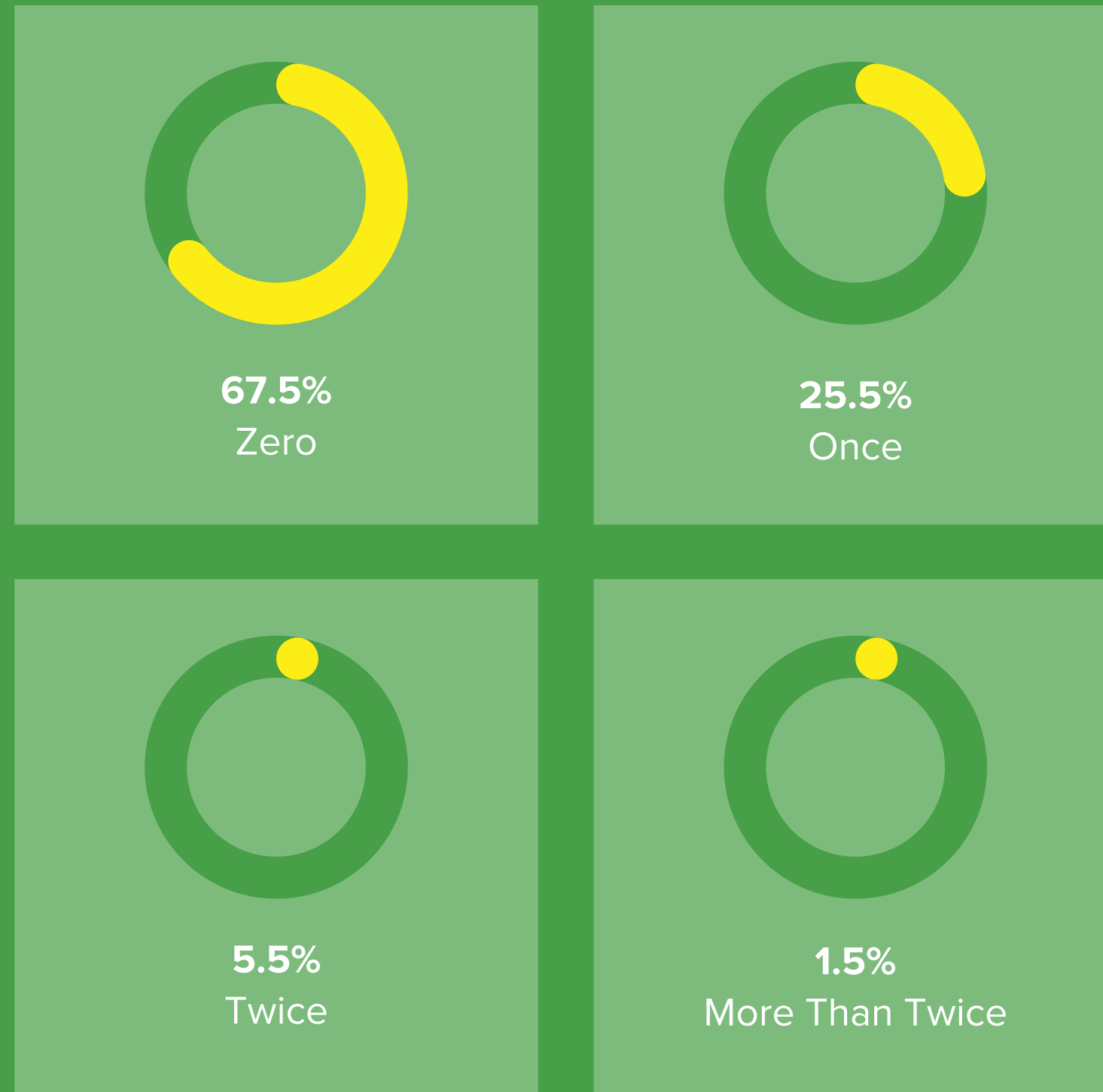
Did you leave a previous employer due to a layoff or being made redundant since the beginning of 2022?

67.5%
Zero

25.5%
Once

5.5%
Twice

1.5%
More Than Twice

18.4%
YES

81.6%
NO

18.4%
YES

81.6%
NO
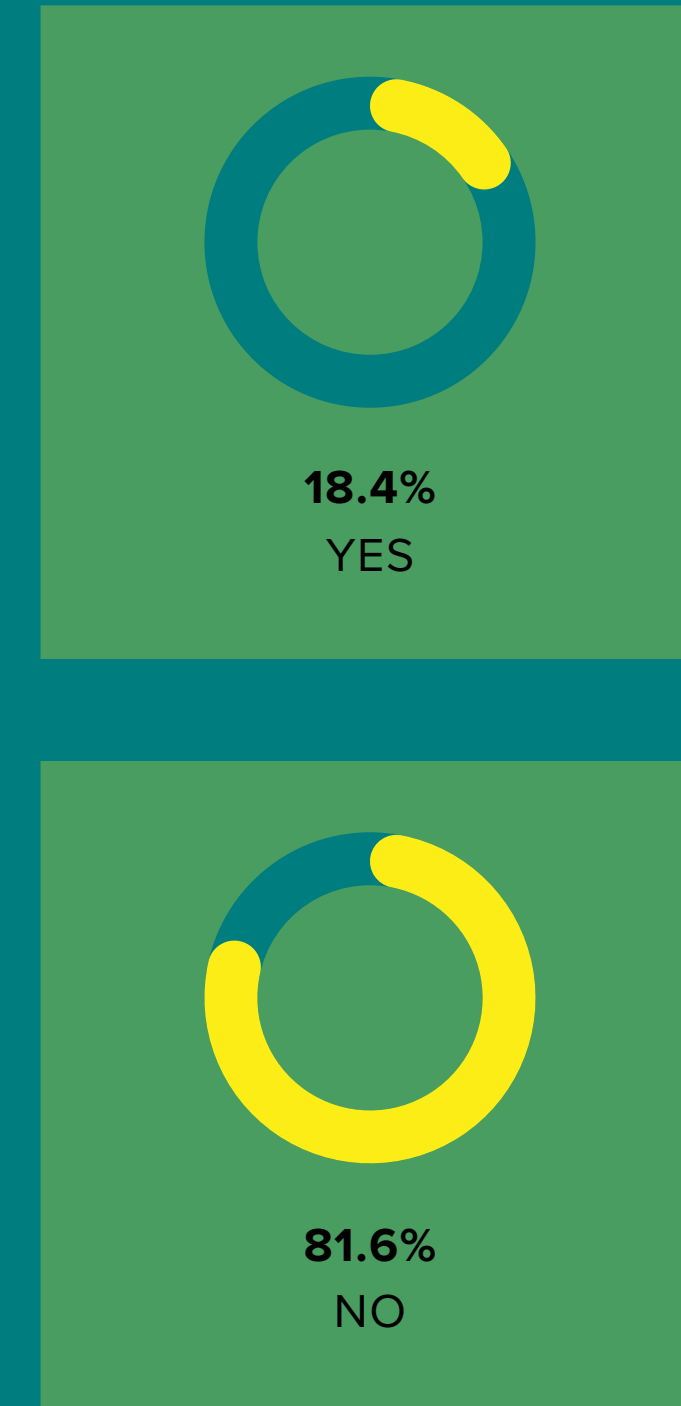
Company transitions:

Individuals who experienced a company transition due to layoff or being made redundant

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Individuals who experienced a company transition due to layoff or being made redundant

90%
are actively seeking employment in tech

90.3%
were unemployed for equal to or less than 6 months after experiencing a layoff

82.9%
did not feel their previous employer did everything reasonably possible to prevent layoffs

37.5%
reported seeing women and diverse technologists laid off more than others at my previous employer

55% do not believe their previous employers culture modeled inclusivity

56.4% report their previous employer continued to prioritize DEI efforts and initiatives

34.2% said their previous employer provided / offered a helpful severance package and offboarding experience

74% said their previous employer did not provide reassignment opportunities in the company before the layoff

"

I had a peer, who joined the company about the same time I did. Our career paths were progressing on pretty much the same timeline - we were consistently promoted at the same time, given pay raises at the same time, and so on. It wasn't until we had our last concurrent promotion, where I was given a 10% raise and he was given a 5% raise, that we talked about our salaries and discovered that my 10% raise put my salary basically on par with his salary after his 5% raise. Which meant that for the 5 years we had been progressing together I had been consistently significantly underpaid for the same responsibility level and performance quality when compared with him.

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Company Transitions

Individuals laid off by most recent employer

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For individuals who were laid off by their most recent employer

50% had been with their employer less than two years

20% reported back-end development as their most recent role or function

34.2% said their previous employer provided / offered a helpful severance package and offboarding experience

100% were working in a hybrid or remote only organization

65.4% were mid-level individual contributors / no direct reports

92.3% are actively seeking employment in tech

50% reported seeing women and diverse technologists being laid off more than others at their most recent organization

52.2% said they would not seek employment at their previous organization if given the opportunity

I was severely underpaid and when I addressed it I was given a raise, but still wasn't at the rate of starting wage for someone in my role, let alone experience. I was also made to feel bad about negotiating more money to reach the starting wage.

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Company Transitions:

Individuals who left a company for reasons other than a layoff

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For individuals who left their companies for reasons other than a layoff

57.1%
left their organization for a new job opportunity

64.6%
reported being ambitions about continuing to pursue a career in tech

85.7%
are actively seeking employment in tech

The top three reasons reported for leaving their most recent role: dissatisfaction with hours or lifestyle, personal health reasons, to seek higher pay

Beliefs about pay equality

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I got a raise of about 12% because I was underpaid relative to the other people doing my job. Before that I had asked for raises once a year and was told there wasn't enough money."

At a small company, I accidentally saw co-worker compensation on a paper left on the copier by mistake. I found that I was much lower paid than new hires with less expertise and who were considered to be harder to work with and less productive than I was. It changed my whole attitude about working for that company."

In my last workplace, I didn't receive a raise or bonus in over 3 years, despite positive feedback from those on my team and peers. I heard "we don't really do raises," but I started hearing over time that many individuals (all men) were able to demand them. This inherently created pay disparity."

Five years into my career and I still couldn't make a competitive salary. I had to quit my job for my employer to finally double my salary. But even with that they refused to put it all in my base and made most of it a bonus (so I got less due to taxes). When I left I was able to get it all in my base salary."
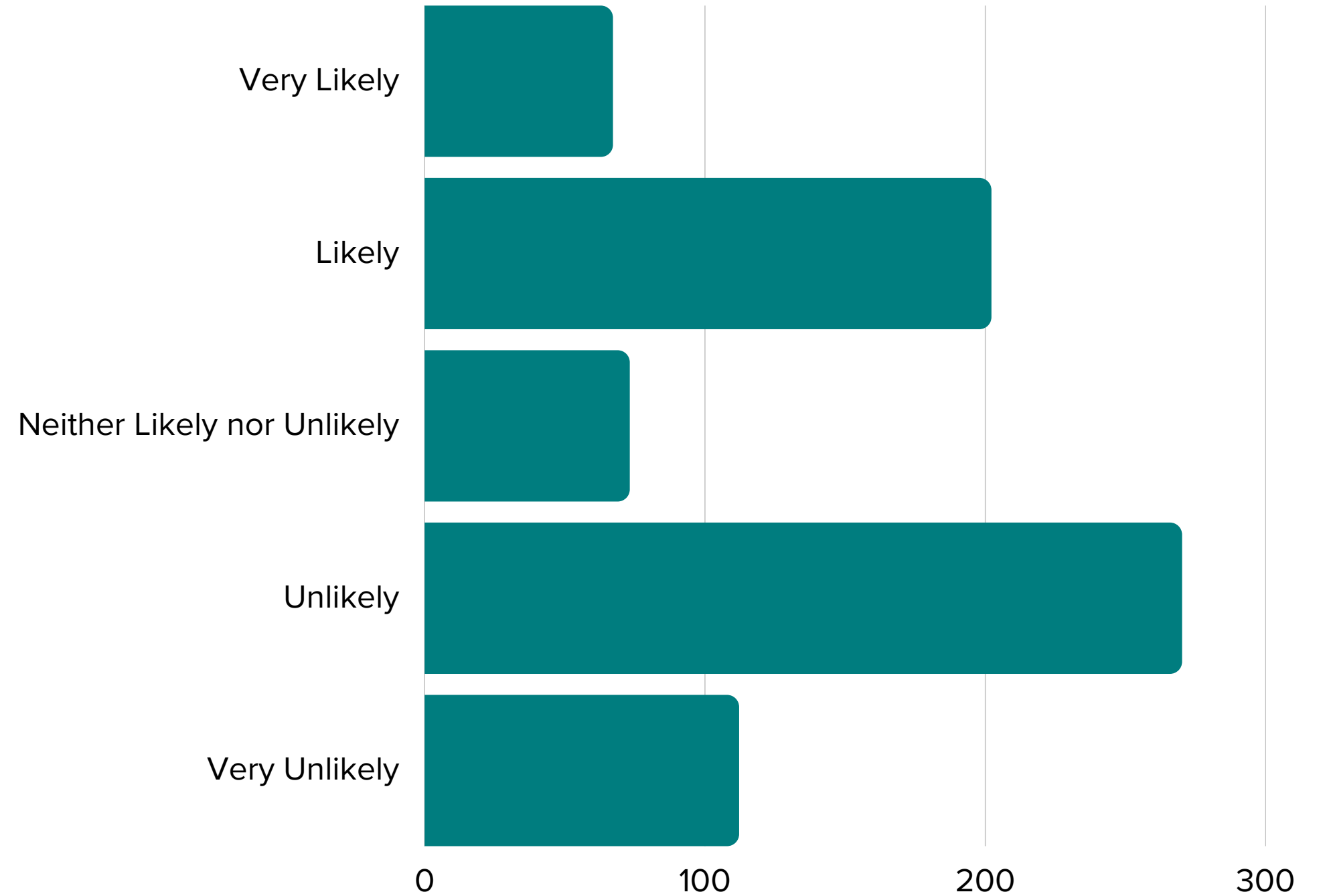
Beliefs about pay equality

How would you rate gender pay equality in technology roles?

	Better than other career paths/industries	About the same as other career paths/industries	Worse than other career paths/industries	Total
N	197	357	169	723
%	27.2%	49.4%	23.4%	100%

In your opinion, how has pay equality in tech shifted due to the impact of the COVID-19 global pandemic?

	Significantly more equal	Somewhat more equal	Neither more or less equal	Somewhat less equal	Significantly less equal	Total
N	22	135	355	151	54	717
%	3.1%	18.8%	49.5%	21.1%	7.5%	100%

Have you ever quit a job because of pay inequality issues?

	Yes, it was a big factor in me quitting	Yes, but it was only a minor factor	No	Total
N	163	132	427	722
%	22.6%	18.3%	59.1%	100%

I tried to initiate a program to encourage more diversity in the workplace after having all white male candidates approved for interview. Instead work thought I was angling for more money and offered me a raise so I would, and I quote, "make as much as my male coworkers". I received a $10k raise and still found out later that I made less than male employees I had trained by almost $20k.

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Beliefs about venture capital funding

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Beliefs about venture capital funding

On a scale of 1 (extremely unequal) to 5 (extremely equal), how would you rate gender equality in the ability for founders to access venture capital funding for their businesses?

	5 - Extremely equal	4	3	2	1 - Extremely unequal	Total
N	14	47	192	266	171	690
%	2%	6.8%	27.8%	38.6%	24.8%	100%

In your opinion, how has equality in access to venture capital funding shifted due to the impact of the COVID-19 pandemic?

	Significantly more equal	Somewhat more equal	Neither more or less equal	Somewhat less equal	Significantly less equal	Unsure	Total
N	3	45	226	127	65	229	695
%	0.4%	6.5%	32.5%	18.3%	9.4%	32.9%	100%

Did you know that in 2022, U.S. startups with all-women teams only received 1.9% or about $4.5 billion of $238 billion in allocated venture capital funding? (Source: PitchBook, TechCrunch+)

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2023

Equal Pay Survey

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