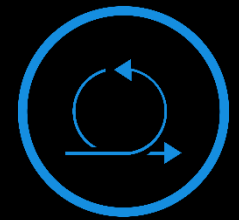


AGILE-TALENT

## are you doing enough to tackle gender diversity?

an effective **diversity** and **inclusion** strategy is essential for any forward-thinking company. However, despite the recognition of the benefits that diversity brings to an organisation, it is clear that the **German tech** sector still has a long way to go in terms of gender diversity, particularly the lack of **women** recruited into software roles

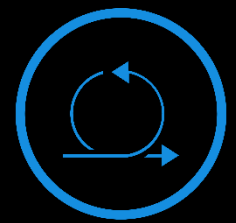


AGILE-TALENT

## the challenge of gender diversity in the German tech Sector

According to the latest figures, **women** make up only **16%** of the **tech workforce** in Germany, and even fewer in software roles. Despite efforts to increase diversity, the number of women in software roles has remained stagnant, and it's **essential** to question, "**What more can be done?**"

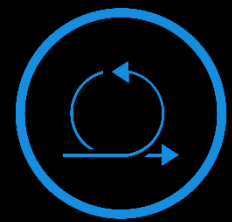
There is still a significant gender **gap in pay**, a lack of female **representation** in **leadership** roles, and women in tech in Germany face cultural barriers and **unconscious bias**



AGILE-TALENT

## why gender diversity matters in the tech sector

The tech industry is **shaping** our future, from the applications we use in our daily lives, to the automation of industries. The industry needs to **represent** the wider population to be able to create culturally sensitive, equitable, and sustainable technologies. Studies have shown that diverse teams lead to increased productivity, better decision-making, and improved financial performance. **Hiring** a diverse workforce is essential to foster **creativity, innovation** and to drive **economic results**



AGILE-TALENT

## so, what more can be done?

We've given some thought to how companies can **improve** their gender diversity from a **hiring perspective**. Here are our key thoughts:

- ✓ Evaluate your hiring & sourcing strategy and ensure that it matches and reflects your DEI strategy
- ✓ Train your leaders on topics like unconscious bias
- ✓ Think about your flexible working policies and how this might help you to hire
- ✓ Analyse your gender pay gap
- ✓ Put strategies into place to ensure that there is better gender representation across all levels