

Gender and Software Work in Vietnam

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Research Sample

- Randomly selected
- 26 Software firms (14 in Hanoi, 12 in Ho Chi Minh City)
- Questionnaire survey: 1056 respondents (70% of the 26 companies' software workforce)

The Software Industry in Vietnam

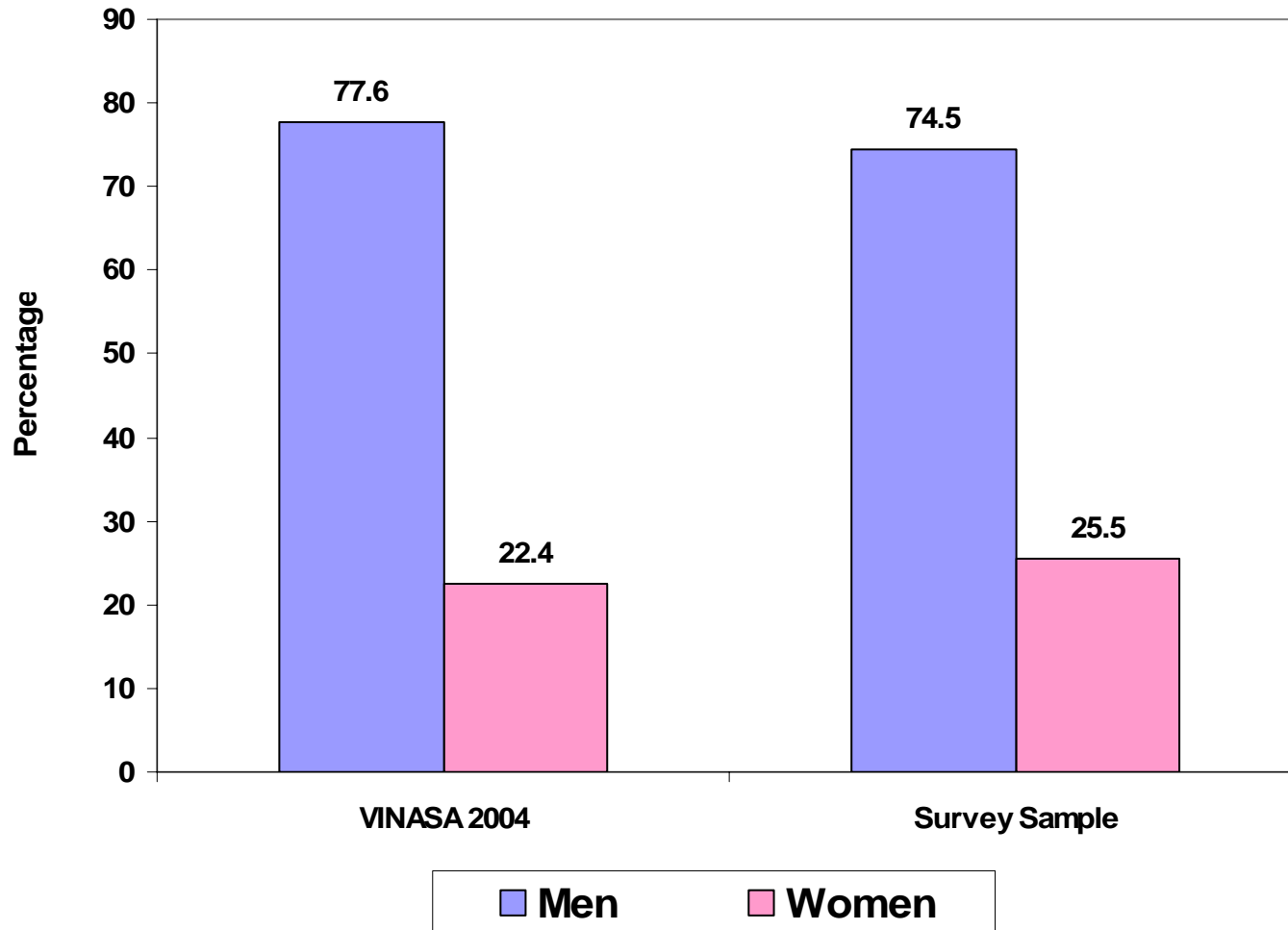
- Quite young
 - 75% of Vietnamese Software Association (VINASA) established in the period 2000 – 2004
 - 5% (4 out of 83) established before 1990
- Concentration in Hanoi and Ho Chi Minh City
 - 63% of VINASA located in Hanoi, 30% in HCM
- A high national priority, strong emphasis on the export market

The Software Industry

Firm Types	VINASA 2004	Survey Sample
State Owned	20.5%	11.5%
Private Limited	48.2%	50.0%
Joint Stock	21.7%	15.4%
Joint Venture	4.8%	11.5%
100% Foreign Owned	4.8%	11.5%
Total Software Firms (n)	83	26

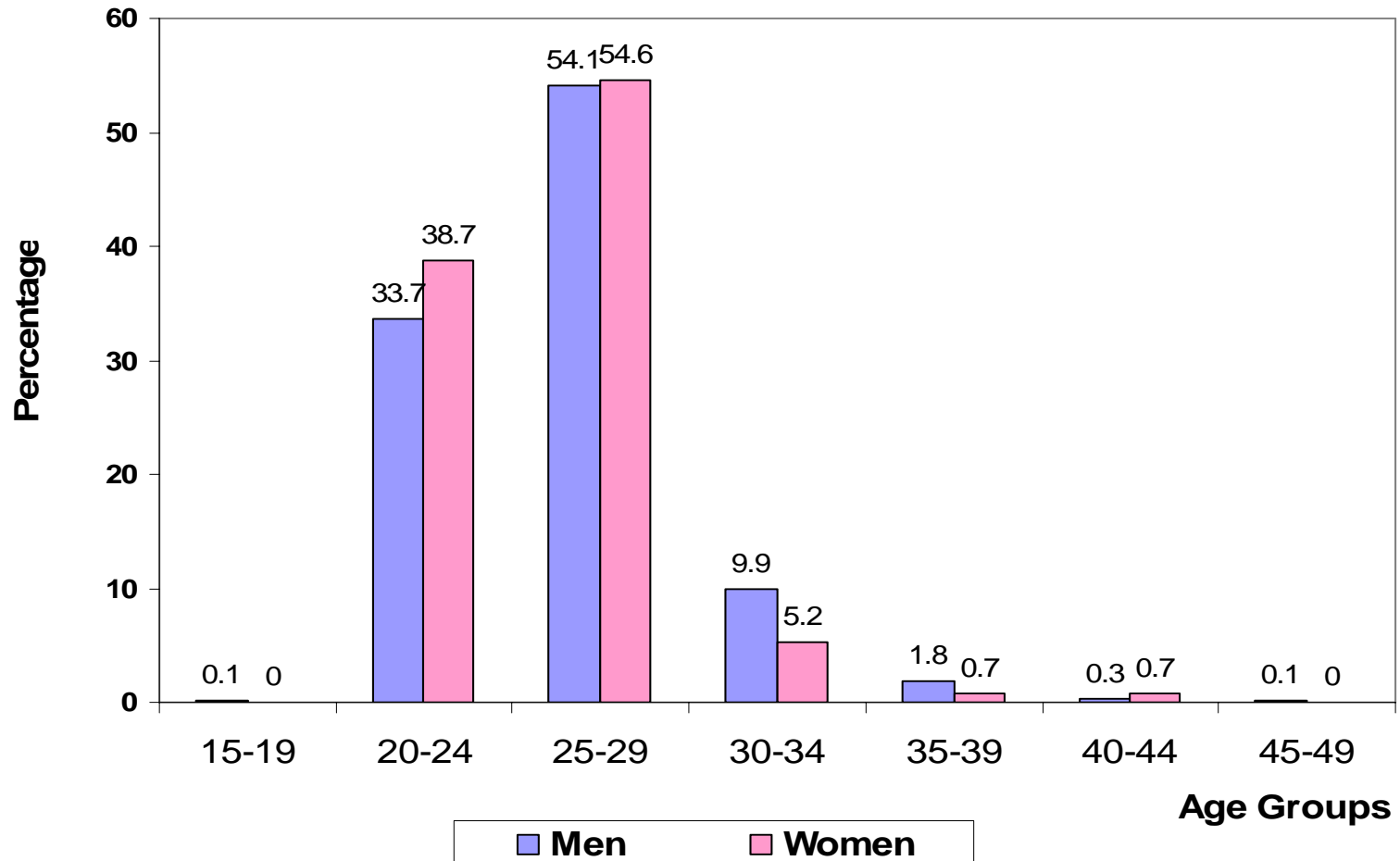
Firm Sizes	VINASA 2004	Survey Sample
Small (<50 software workers)	44.1%	42.3%
Medium (50-100 software workers)	35.6%	34.6%
Large (>100 software workers)	20.3%	23.1%
Total Software Firms (n)	83	26

Women's Under-representation in the Software Workforce



The Software Workforce

Age groups

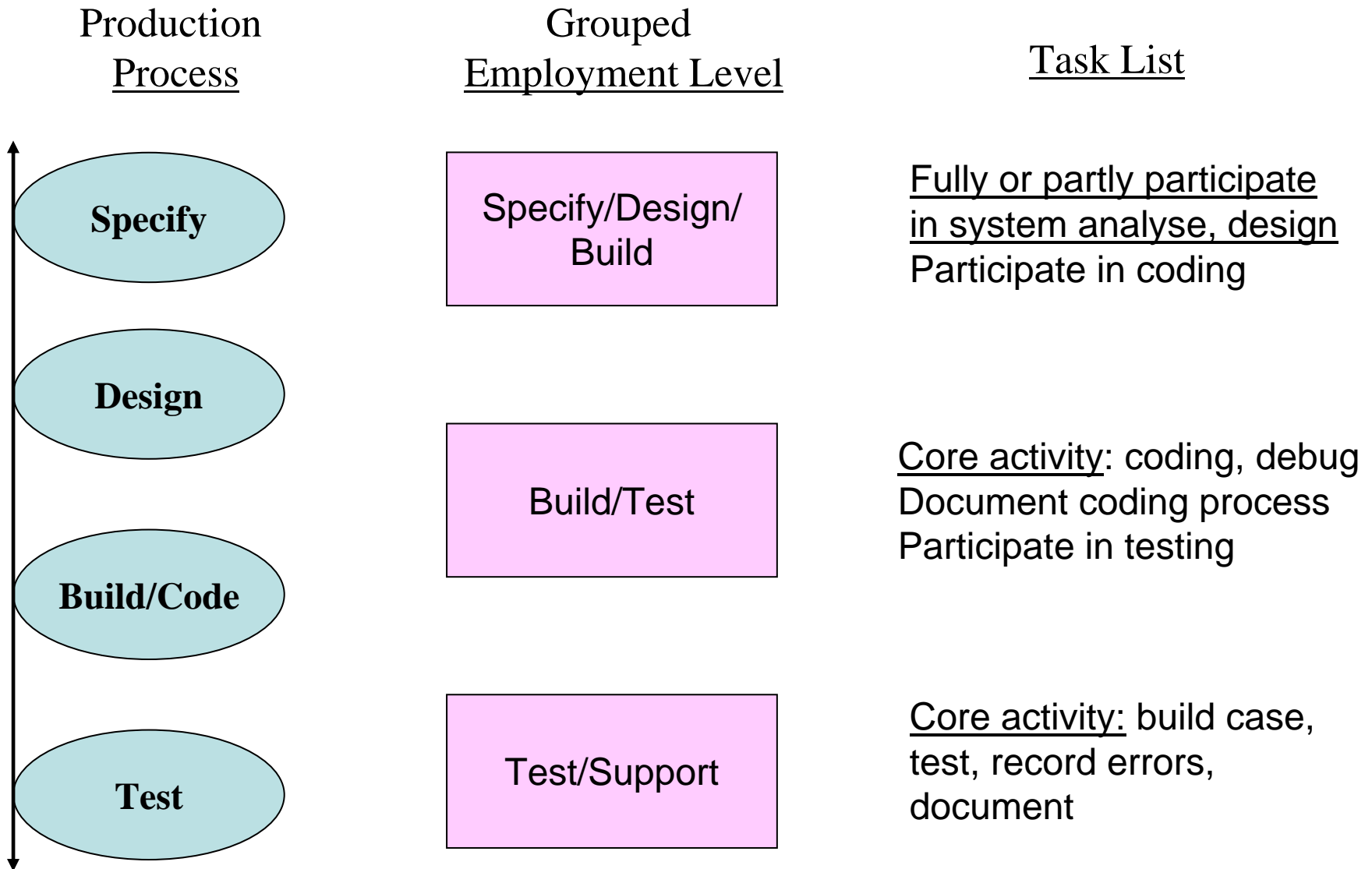


The Software Workforce

Marital Status, Qualification, Work Experience

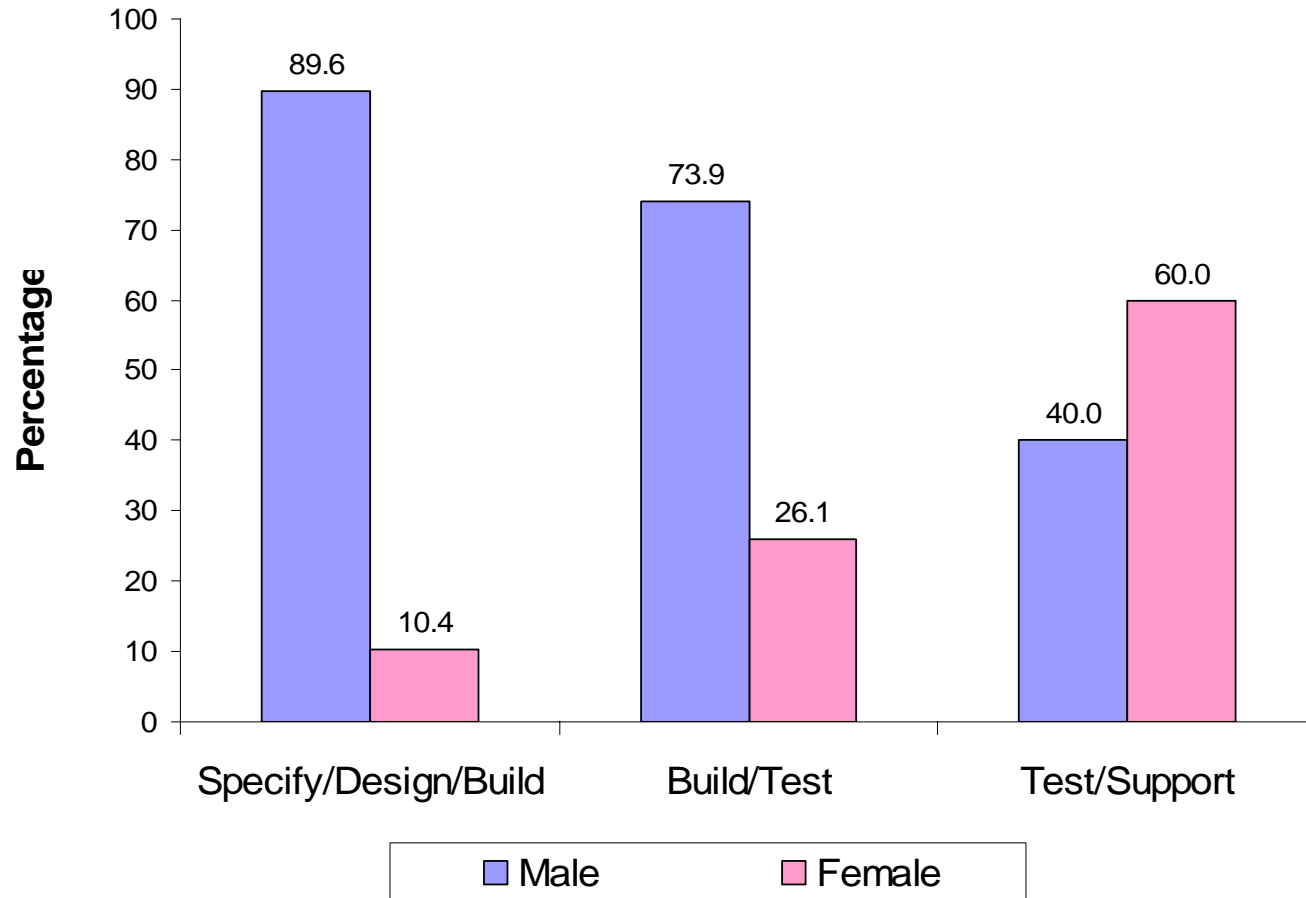
	Software Workforce (n)	Married %	IT University Degree %	Work Experience		
				< 2 yrs %	2 to <5 yrs %	5+ yrs %
Men Workforce	787	19.4	87.9	31.0	44.6	24.3
Women Workforce	269	24.2	85.1	32.0	48.3	19.7
Total Sample	1056	20.7	87.2	31.3	45.5	22.6

Categories of Software Work



Gender Segregation in Software Work

The Surveyed Workforce by Employment Levels



Gender Segregation in Software Work

- Work Experience by Employment levels -

	Work Experience	Software Workers No.	Specify/Design/Build %	Build/Test %	Test/Support %
Total Sample	< 2 years	330	17.0	64.5	18.5
	2 to <5 years	481	31.1	49.5	15.4
	5+ years	245	65.8	24.0	10.2
Men Workforce	< 2 years	244	21.7	68.4	9.8
	2 to <5 years	351	42.5	49.6	8.0
	5+ years	192	75.0	18.7	6.3
Women Workforce	< 2 years	86	3.5	53.5	43.0
	2 to <5 years	130	15.4	49.2	35.4
	5+ years	53	32.0	43.4	24.5

Why do Women Concentrate in Testing Tasks?

“ Design is still male territory. Men advises us (women) to keep out of this area.”

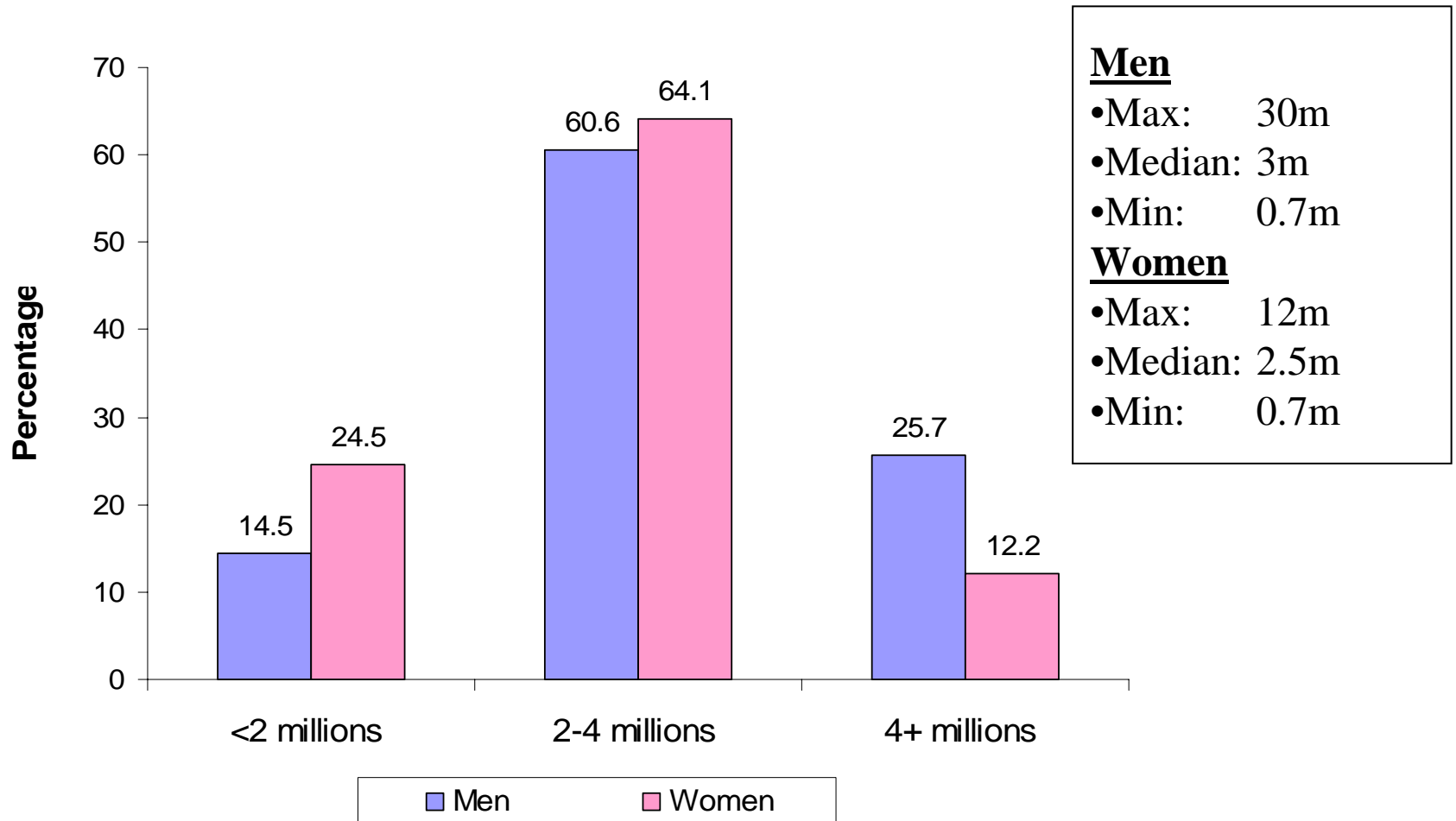
- *Female Quality Assurance Manager* -

“ Women do testing better than men because women are always calm and patient. They can spend hours running the same test. Men cannot...”

- *Male Company's Operational Manager* -

Wage Differences

The Surveyed Software Workforce by Declared Monthly Income (VND)



Wage Differences

Declared Monthly Income (VND) by Employment Levels

	Income (VND)	Software Workers No.	Specify/Design /Build %	Build/ Test %	Test/ Support %
Men Workforce	<2 millions	105	23.8	60.0	16.2
	2-4 millions	464	34.7	57.1	8.2
	4+ millions	197	73.1	22.8	4.1
Women Workforce	<2 millions	62	9.7	45.2	45.2
	2-4 millions	168	13.1	52.4	34.5
	4+ millions	32	34.4	40.6	25.0
Total Sample	<2 millions	167	18.6	54.5	26.9
	2-4 millions	632	29.0	55.9	15.2
	4+ millions	229	67.7	25.3	7.0

Wage Differences

The Surveyed Workforce by Avg Hour Earning (USD)

Firms Types/Sex	Total who declared income	<1 USD/Hr %	1 – 2 USD/Hr %	>2 USD/Hr %
Men Workforce	766	50.3	37.7	11.0
Women Workforce	262	63.4	34.7	1.9
Total Sample	1028	53.6	37.0	9.4

Concluding Remarks

- The software industry in Vietnam is very young, diverse in the composition of firm types and has strong Government supports
- Men already dominate the software workforce
- Men concentrate in conception tasks while women concentrate in execution tasks.
- Workers who implement conception tasks appear to have highest payment and men also outnumber women in this group.

Thank You for Your Attention!