



WWW-ICT
Widening Women's Work in Information
and Communication Technology

Gender and ICT professions

*Mid-term workshop of the WWW-ICT project
Brussels, 29 September 2003*



Objectives of



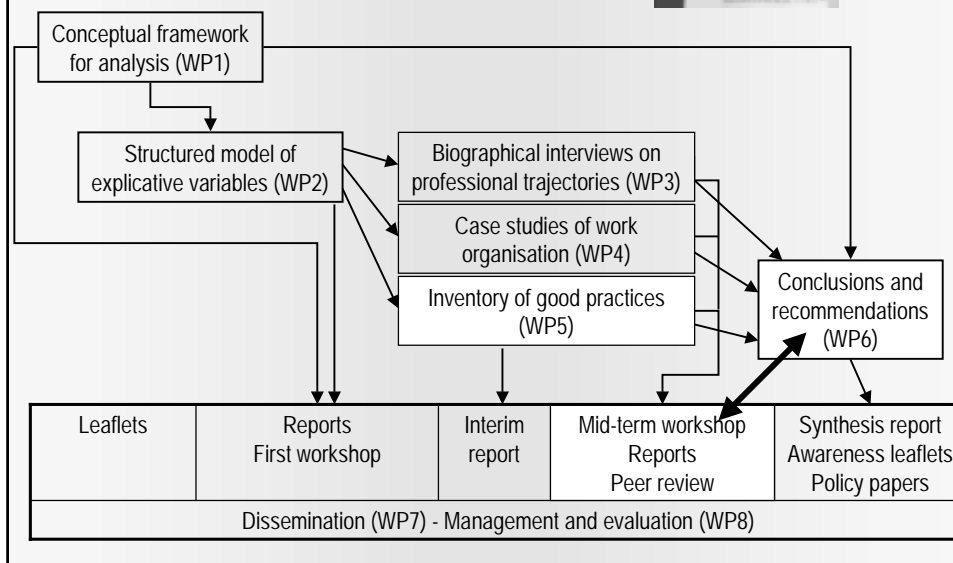
- A European project 2002-2004 funded under the IST programme within FP5, aiming at bridging the gender gap and improving equal opportunities in ICT professions.
- Some key features of WWW-ICT:
integrated, enlarged and dynamic
 - Integrating the explicative factors linked to education and training, working and employment conditions, and professional and technical culture.
 - Encompassing both computer professions and new professions linked to new communication technology. Covering both initial training and vocational training.
 - Considering professional models and professional trajectories as factors of integration or exclusion.

Research methodology of



- Integrated theoretical framework
- Strong **empirical investigation** in 7 countries
Austria, Belgium, France, Italy, Ireland, Portugal, UK
 - 140 biographies of women (and men) in ICT professions
 - 28 case studies of enterprises and sectoral overviews in two areas: IT services and e-publishing
 - Looking for "good practices" aiming at reducing gender disparities in ICT professions
- Dissemination: emphasis on **agents of change**

Project synopsis of



The partners of



- Fondation Travail-Université (FTU), Work & technology research centre – Namur, Belgium (coordinator)
- National agency for the improvement of working conditions (ANACT) – Lyon, France
- Institute for technology assessment and design, Vienna University of Technology (TUW) – Vienna, Austria
- Fondazione regionale Pietro Seveso (FRPS) – Milan, Italy
- Research & consultancy in work and employment (RCWE) – London, UK
- Centre for social research and intervention (CIS), University of Lisbon, Portugal (sub-contractor)
- Employment research centre (ERC), Trinity College – Dublin, Ireland (sub-contractor)

The mid-term workshop

- Dedicated to "**agents of change**" for equal opportunities in ICT professions:
 - Employers and human resource managers
 - Social partners, women's organisations
 - Training institutions and agencies
 - Policy advisers, institutions for the promotion of equal opportunities
- **Objectives:**
 - To present and discuss provisional empirical results of the project, according to selected themes drawn from individual biographies and enterprise case studies.
 - To discuss pathways for preparing conclusions and policy recommendations.
- An **open** and **interactive** workshop:
as much time for discussions as for presentations

Structure: 5 thematic sessions

- Session A - Human resource management: careers, knowledge management and social relations
Juliet Webster, Caroline Guffens, Patricia Vendramin
- Session B - Quality of work: time management, job content, professional culture and work organisation
Patricia Vendramin, Juliet Webster, Adele Lebano
- Session C - Women's trajectories into ICT: dynamics, paths and patterns
Ina Wagner, Andrea Birbaumer, Marianne Tolar
- Session D - Labour market: diversification of job profiles, relation of women to the ICT labour market
Juliet Webster, Anna Ponzellini
- Session E - Characterisation of good practices and pathways for recommendations
Laurence D'Ouille, Patricia Vendramin