

Diversification of Job Profiles - A Place for Women?

Gender and ICT Professions Workshop
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Emerging professions

IT Professions

- Network design
- Communications protocols
- Data transmission
- Hybrid software integration

(Career Space 2001)

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Emerging professions - summary

Internet & Multimedia Professions

- Design & programming
- Production & publication
- Administration & support

(De Baenst et al 1999; Career Space 2001)

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Emerging professions - summary

Professions linked to Applications Areas

- Enterprise Resource Planning
- Customer Relationship Management
- E-Commerce

(Valenduc 2002)

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Technical skills (1)

- Specialisation of technical skills is growing as new products and services are developed (eg, programmer of specific software product on specific platform, helpdesk adviser for specific systems)
- Technical familiarity rather than hands-on technical skills important for credibility in jobs such as project management, sales & marketing management, people management.

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Technical skills (2)

- Technical skills are often acquired through work experience rather than study > vicious circle for women entrants
- Technical skills are non-negotiable for entry into some jobs
- All professionals require/use fewer technical skills as they progress in their careers

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Business skills

- In large organisations with matrix management, business skills (forecasting, budgeting, business case formulation) are emerging as central
- IT services professionals (analysts & consultants) need to understand business issues across a range of different economic sectors
- Business skills required for start-ups by lending organisations

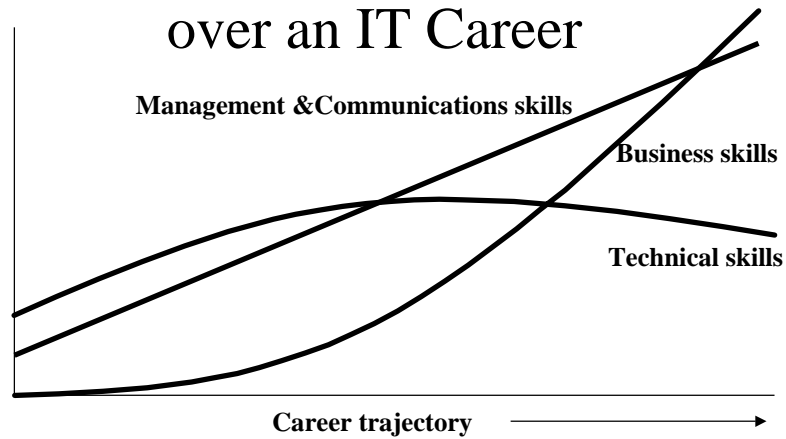
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Management & Communications skills

- Management skills (people management, resource management) become important early in IT careers, particularly in team-based settings
- Interpersonal & communications skills (presentation, assertiveness, negotiating) now considered essential for all IT workers

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The Changing Balance of Skills over an IT Career



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The gender relations of emerging professions - plus ça change?

- How can women gain experience of technical work when they enter it in low numbers?
- Why are women not more strongly represented in emerging jobs with 'softer skills'?
- Do women want to work in IT?

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