

Women and ICT study

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La Salle, founding member of the Ramon Llull University, initiated last year a study line aimed at fostering technological vocations among the youngest and having a better understanding of the professional technologist profile.

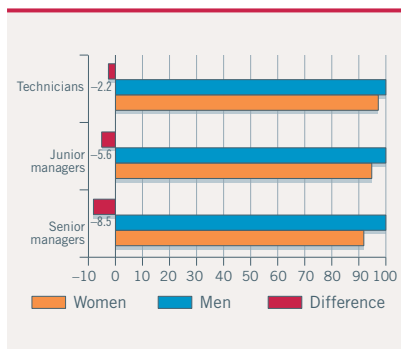
One of the resulting reports, made together with ICSA, a human resource company, intended to show how ICT women (engineers) are, how they live and how they feel appreciated by their environment. The institution called this report ICTWoman and carried it out through the collaboration of its alumni. One conclusion is that ICT managing positions are among those with less salary discrimination between men and women.

The La Salle Campus, wishing to improve the picture society has of engineers and foster technological vocation among the youngest, gives special attention to women, a gender unfortunately in minority within this field of knowledge. Such an analysis and dissemination task is vital considering that university is currently unable to satisfy the whole demand of companies for engineers. The ICT professional

profile is closer to female capacities than what society believes. According to the enquiries done for this study, competencies such as empathy, efficiency and teamwork ability are crucial to successfully work in ICT, so people have a picture very far from what an engineer actually is, no matter if they are men or women.

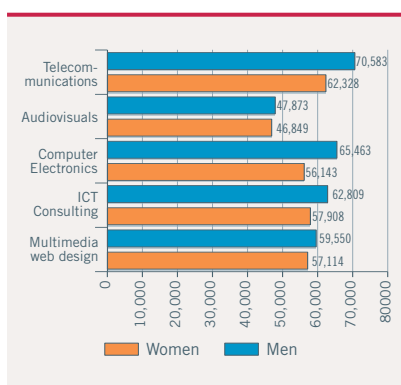
Within the technology branch, managing positions are those still featuring the biggest gender-based salary gap.

Graph 1. DMale-female difference in percent between average salaries in ICT positions



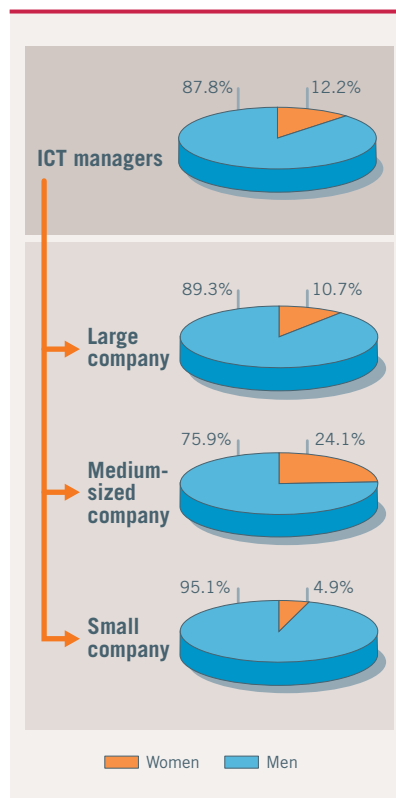
Source: ICSA Salary Monitor

Graph 2. Average remuneration of ICT managers. Male-female comparison by industry



Source: ICSA Salary Monitor

Graph 3. Employment rate in ICT managing positions. Male-female comparison by company size



Source: ICSA Salary Monitor

The rate of female engineers having reached managing positions is positive based on the current rate of female graduates. The sample of interviewees, with an average age of 30, confirms that they are highly trained professionals, most of whom are in charge of people, manage budgets, and 19% already have children. These data indicate a higher conciliation between job and family than in other industries.

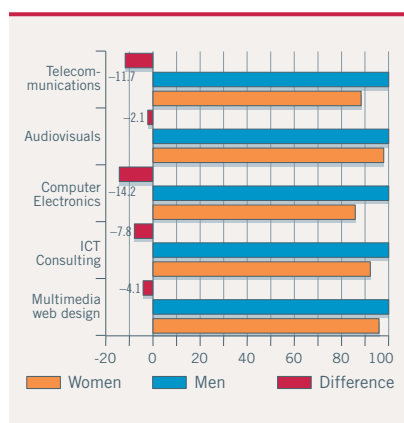
The study also includes a report on remuneration in the ICT industry. This analysis features a sample of over 300,000 salary data provided by the ICSA human resource company.

It is encouraging to see that ICT managements have a more normalised salary situation than the Spanish average. The gender-based salary gap in ICT managerial positions is 8.5%, while the overall Spanish average amounts to 16.5%. The study shows that even in this respect, the ICT branch is more normalised than other above-average branches such as commercial management (-12.2%), production management (-10.5%) and human resource management (-14%).

The best paid ICT managers in Spain are in telecommunications, while the worst are in audiovisual technologies.

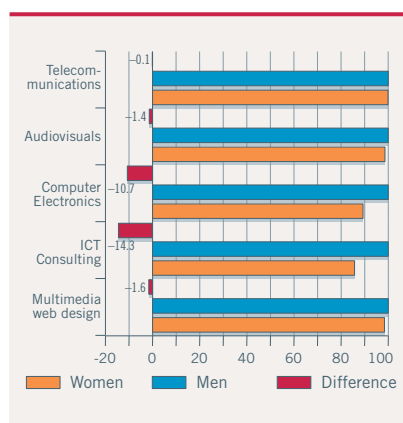
According to the study, women specialised in telecommunications in Spain are the best paid related to both senior and junior

Graph 4. Difference in percent between average salaries in ICT managing positions. Male-female comparison by industry in Spain



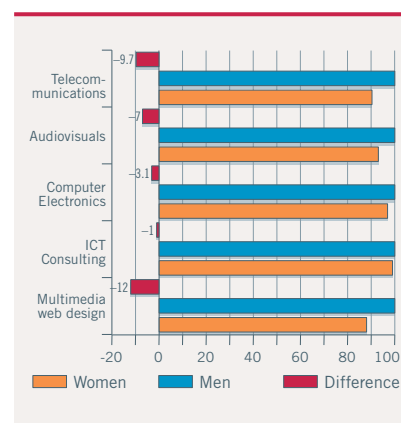
Source: ICSA Salary Monitor

Graph 5. Difference in percent between average salaries in ICT managing positions. Male-female comparison by industry in France



Source: ICSA Salary Monitor

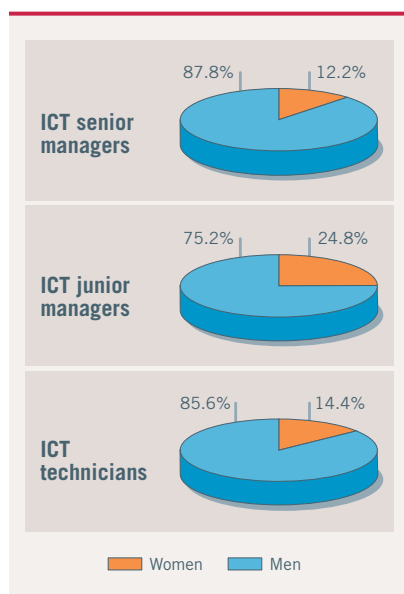
Graph 6. Difference in percent between average salaries in ICT managing positions. Male-female comparison by industry in Italy



Source: ICSA Salary Monitor

management positions. Contrarily, the audiovisual branch is the one paying the lowest salaries.

Graph 7. Employment rate in the ICT industry. Male-female comparison



Source: ICSA Salary Monitor

The report also provides data referred to employment in ICT by position. In this respect, the area with a highest female rate is junior management (24.8%), followed by technical jobs (14.4%) and finally senior management (12.2%), the latter having the highest average in medium-sized companies (24.1%).

With this initiative, La Salle wishes to do a first step for society to leave behind the distorted stereotype it has of the profession. Engineering is a challenge. The engineer is at the service of society and provides solutions to its problems. It is thus a frontier in constant evolution that will allow to change and doubtless improve the world.

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