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THE IMPACT OF ICT INVESTMENTS ON FUTURE WORKFORCE DEMOGRAPHY IN EMERGING SOCIETIES

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Abstract

This paper reports on a research-in-progress investigation of the extent to which trends in information and communication technology (ICT) investments impact the future trends of three workforce demography measures in emerging societies: (1) the proportion of administrative and managerial positions held by women in those societies; (2) the proportion of professional and technical positions held by women in those societies; and (3) the extent to which women are able to exert control over economic resources in those societies. As levels of institutionalized democracy and adherence to different religions and denominations are known to yield varying impacts on cultural acceptance of gender equity in the workforce, the predominant religion of each emerging society and its level of institutionalized democracy are also included as covariates in the research model. Early results indicate that at least two of the study’s three hypothesized relationships may be tenable, implying substantial repercussions for the global development community.

Keywords: ICT, workforce demographics, emerging societies, gender equality, globalization