

## A Note from Tom Silver

The gender gap between men and women in tech has disappeared according to the Dice Salary Survey when examining salaries of both genders at comparable levels of experience, education and job title.

That's a dramatic statement, I know. But I don't think it's a surprising development. At the end of the day, tech is about skills and applying them to a problem or opportunity. For great programmers, security analysts or project managers, gender shouldn't play a role.

For women, this is empowering news. Knowing you're in a field that pays for skills, and where hard-to-find skills are prized, means you can look for lateral moves into companies with good track records in career advancement for both genders. Although the economy may make moving difficult right now, women can still assess the market and determine the key skills they need to prepare for their next job.

Today, 7 of the top 10 paying tech jobs require skills aimed at providing better real-time intelligence, or "Business Technology." So, developing expertise in financial analysis, requirements planning and business communications can help tech professionals achieve long-term success.

From the employer's point of view, paying for performance, and judging performance fairly, are critical. To attract and keep the best talent, organizations should ensure all employees are afforded equal opportunity to develop skills and participate in projects that broaden both their company knowledge and their visibility. If managers see a gender gap in pay or advancement, they should find out the reasons behind it - and fix it.

When companies choose to treat male and female professionals differently, they cede territory to the competition - because the rest of the tech world isn't.

Enjoy this edition of the Dice Report.

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## Dice by the Numbers

As of April 1, 2009\*

Available Tech Jobs: 51,003

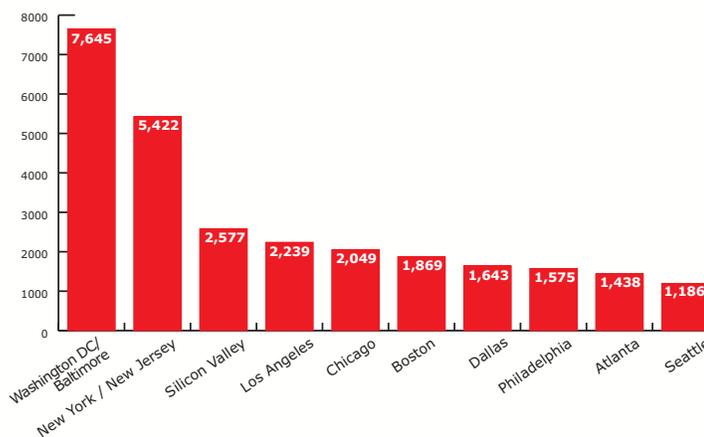
Full-time Positions: 32,169

Contract Positions: 22,825

Part-time Positions: 1,140

## Top Tech Metro Areas

Based on number of jobs posted by zip code on Dice as of April 1, 2009\*



## Top Tech Skills

Based on number of jobs posted by tech skill on Dice as of April 1, 2009\*

### Operating Systems

1. Windows – 9,061
2. Unix – 7,278

### Databases

1. Oracle – 9,062
2. SQL – 7,610

### Programming Languages

1. C, C++, C# – 9,589
2. J2EE/Java – 8,902

## Most Frequently Held Technology Position

| Women                       | Men                      |
|-----------------------------|--------------------------|
| 1. Business Analyst         | 1. IT Management**       |
| 2. Project Manager          | 2. Systems Administrator |
| 3. Quality Assurance Tester | 3. Software Engineer     |
| 4. Programmer/Analyst       | 4. Project Manager       |
| 5. Developer: Applications  | 5. Programmer/Analyst    |

Source: 2008-2009 Dice Salary Survey  
\*\* (CEO, CIO, CTO, VP, Dir, Strategist or Architect)

\* A single job posting may reflect more than one skill, location or type of position; therefore, total figures for these attributes may be greater than total jobs posted.