



Gender Equality Re-Negotiated in IT

How do IT employers and organizations deal with the underrepresentation of women in IT?

We found 4 approaches re-negotiating the ideal of gender equality in IT, by claiming that:

- Gender equality is not a challenge (it is solved)
- Gender is not a focus (we have gender equality)
- Men and women are different (in IT)
- Indifference and passivity because it will soon pass

The approaches reflect little knowledge among IT employers, vague guidelines, and gender equality yielding for other goals

“ We have one woman in IT development ... she has other women around in other positions. So, perhaps it is not that important to have more women in IT ”

Read more

Read the full paper including presentation of a **model** of how gender equality is renegotiated in IT



Reference

Corneliussen, H. G., & Seddighi, G. (2020). **The Challenge of Implementing the National Gender Equality Norm in IT Organizations.** *IADIS International Journal on Computer Science and Information Systems*, 15(2), 1-14.
<http://www.iadisportal.org/ijcsis/papers/2020150201.pdf>

Contact

Hilde G. Corneliussen,
Research professor,
Vestlandsforskning

hgc@vestforsk.no

<https://www.vestforsk.no/>