

*Women in the IT sector  
tend to have more  
education than men –  
but not in IT!  
Find out why!*



## Digitalization creates new routes to ICT work for women

Our study of women working in ICT in Norway illustrate  
three unconventional routes to IT:

**Route 1. Delayed entry into ICT education:**

a strategic move and having ICT as their *second* degree.

**Route 2. Digitalization of (non-technical) disciplines:**

Necessary or natural change due to digitalization of  
discipline

**Route 3. Non-technological professions engaged in ICT  
research and innovation:**

New opportunities in digitalization for non-tech professions

” *The plan was to  
become an economist  
[...] I needed some IT  
because it is practical.  
Then I started in IT  
and suddenly I had a  
Bachelor degree in IT*

**Interest in ICT is neither enough, nor a requirement  
for women to choose ICT**

### Read more

To be published in June  
2022 in the book  
*Inequalities in Tech-  
Driven Research and  
innovation: Living the  
Contradiction*,  
Ed. by Gabriele Griffin  
Bristol University Press

### Reference

Corneliussen, H. G., & Seddighi, G. (2022).  
**Unconventional routes into ICT work:  
Learning from women's own solutions for  
working around gendered barriers**

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