

*Is it a requirement for  
career development in  
ICT to work more than  
full-time?*



## Women navigating work-family responsibilities in fields of ICT

Family- friendly policies support women's participation in  
working life, but not necessarily their career development

### Our study of women working in ICT in Norway shows that:

- ❖ Women feel “opting out” of career development even when they work full-time
- ❖ Women working more than full-time find solution for conflict in work-family responsibilities in private support rather than work-life balance policies
- ❖ Partners' predictable and less greedy work patterns enabled women to work more than full-time

Partners' support  
as key to women's  
careers:

**“** *If it had  
been only me, it  
would not have  
worked out*

### Read more

Read the full paper  
available online  
with open access



### Reference

Seddighi, G. and Corneliussen, H.G. The Illusion of  
Balance: Women in ICT Working Full-Time and Still  
Having a Feeling of Opting Out. *Feminist Encounters:  
A Journal of Critical Studies in Culture and Politics*.  
2021;5(2), 26.

<https://doi.org/10.20897/femenc/11163>



UPPSALA  
UNIVERSITET



WESTERN NORWAY RESEARCH INSTITUTE  
**VESTLANDSFORSKING**

### Contact

Gilda Seddighi  
Senior Researcher  
Vestlandsforskning

[gse@vestforsk.no](mailto:gse@vestforsk.no)  
<https://www.vestforsk.no>