# Gender, Work and Organisation International Interdisciplinary Conference

EVENT PROGRAM

13-16 JUNE 2018

# Gender Work and Organisation

## Friday 15 June

| Time | Session | Location |
|---|---|---|
| 9am | **Keynote Address**<br>Professor Raewyn Connell, University of Sydney | Grand Ballroom |
| 10am | **Morning Tea - Grand Ballroom Foyer** | |
| 10.30am | **Gender and Resilience at Work**<br>**Session 4/4**<br>Maria Simosi, Royal Holloway, University of London<br>Maria Daskalaki, University of Roehampton<br>Denise M. Rousseau, Carnegie Mellon University<br>Ita Geyser & Madelyn Geldenhuys, University of Johannesburg<br>Heidi Siller, Silvia Exenberger, & Margarethe Hochleitner, Medical University of Innsbruck | Heritage 1 |
| | **Feminist Experiments: Alternative Knowledge Productions and Organising for Solidarity**<br>**Session 4/8: Solidarity Politics**<br>Erica Lawson, University of Western Ontario<br>Purnima Anjali Mohanty, Tania Saritova Rath, & Mousumi Padhi, Xavier Institute of Management<br>Sanela Smolovic Jones, Caroline Clarke, & Nik Winchester, The Open University (UK) | Heritage 2 |
| | **Gendering Work and Gender at Work**<br>**Session 4/6: Gendered Work Experiences II**<br>Kristina Johansson, Luleå University of Technology<br>Margit Scholl and Frauke Fuhrmann, Technical University of Applied Sciences Wildau<br>Ze Gao, Malgorzata Ciesielska, & Xiaoxian Zhu, Teesside University | Heritage 3 |
| | **Social Reproduction: Family Upbringing, Households and Inequalities in Work and Organizations**<br>**Session 4/5: Maternal employment and adult children's outcomes**<br>Kathleen McGinn, Harvard Business School<br>Mayra Ruiz-Castro, University of Roehampton<br>Elizabeth Long-Lingo, Worcester Polytechnic Institute<br>Jill Armstrong, Cambridge University | Heritage 4 |
| | **Corporate Responsibility, Gender and Feminist Organizing in a Neoliberal Age**<br>**Session 1/6: Moving beyond our Current Perspectives 1: Re-framing the Issues**<br>Laura Kauzlarich-Mizaur & Regina Taylor, Creighton University<br>Michelle Greenwood, Monash University<br>Banu Ozkazanc-Pan, University of Massachusetts<br>Kate Grosser & Meagan Tyler, RMIT University | King 1 |

## Breaking down gender stereotypes in the IT Security Occupation Field

**Margit Scholl and Frauke Fuhrmann, Technical University of Applied Sciences Wildau**

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Information technology (IT) security, also referred to as cyber security, is a highly male dominated occupation field. Women only represent 11% of the security professionals worldwide. The gender-segregated occupation also manifests in a significantly higher number of high-level leadership positions held by men and gender pay gaps (Frost/Sullivan 2017).

Increasing the number of women in IT security would have enormous economic and societal consequences. For example, the forecasted shortage of 1.8 million security employees by 2022 (Frost/Sullivan 2017) could be reduced. The diverse perspectives and skills, which women contribute, could benefit the creation of innovative products and services to better reflect the diversity of society (Frost/Sullivan 2017, Ashcraft et al. 2016). Equal participation would ensure that women benefit from the attractive occupation field with high salaries and various possibilities to shape the future (Ashcraft et al. 2012).

However, social and structural factors often deter girls from choosing the computing field (Ashcraft et al. 2012). These factors comprise an inappropriate design of computing (in)formal education that lacks relevant topics, possibilities for collaboration, and active learning. Furthermore, girls receive less support from parents and teachers to pursue an IT occupation and female role models are missing. In addition, inaccurate and stereotypical perceptions of IT occupations and their (male) employees fail to arouse interest. Computer professionals are thought of as geeks with little social interaction, working isolated in a darkened room (Ashcraft et al. 2012).

To overcome these social and structural barriers, we will present the first results of the project "Gender-sensitive Study and Vocational Orientation for the Occupation Security Specialist", started in September 2017 and sponsored by the Federal Ministry of Education and Research. The project aims at changing the stereotypical misconception of IT security occupations and at attracting girls to this innovative and future-oriented occupation field by developing, testing, and evaluating four measures. Firstly, we will design a gender-sensitive job profile that highlights the diversity, versatile tasks, and the meaningful nature of the occupation. Secondly, by talking to women about their experience–enjoyment, challenges, etc.–in IT security, we will prepare portraits of diverse female role models in a book, in posters, and in videos. Thirdly, to get a clear impression of the IT security job, female students from different socioeconomic backgrounds will be invited to experience awareness-raising measures about information security–an important duty in IT security. We will design these game-based learning scenarios so that the scenarios incorporate digital activities of the daily life of girls, enable knowledge sharing, and productive collaboration. During this event students also learn more about the job profile, IT degree programmes and vocational trainings, and meet some of the role models. Fourthly, parents, teachers and other caregivers whose encouragement is important for girls are invited to informative events to learn about the job profile, pilot event and how to use the materials developed through the project.