

Horizontal and Vertical Gender Segregation in the ICT sector: a Greek Case Study

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Abstract

This case study approaches the issue of horizontal and vertical gender segregation in the Greek ICT sector, by examining a leader company of this sector. Data were collected and analyzed in three phases. In the first phase we analyzed the company's personnel data, in order to document the patterns of gender-based horizontal and vertical division of work. In the second phase, we accessed and studied the company's official regulatory texts for the purpose of determining if and to what extent they secure gender equality in employment. And in the last phase of the research we conducted semi-structured in depth interviews with a sample of middle level managers, in order to identify if and to what extent they might have gendered or other stereotypical perceptions, beliefs and attitudes related to the hiring and promotion procedures. The results of this research are expected to contribute evidence on the status of women in the Greek ICT sector and particularly on i) gender occupational horizontal segregation and ii) the 'bottleneck' and 'glass ceiling' phenomena. These results can support policy initiatives on the part of stakeholders (government, companies, workers' unions, etc.) to address gender inequality phenomena in the Greek ICT labour market.