Gender inequality in the information systems workforce: challenges and implications for management in Botswan

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Abstract

This paper reports on a research that examined the types of gender-based inequalities of information systems (IS) personnel in Botswana. Questionnaires were distributed to 243 IS employees in 48 organisations in Botswana who are employed at levels of computer programmer and above. One hundred and four questionnaires were completed and returned. The results show that the percentage of female employees in IS is smaller compared to the national average of women employees. Female employees also think that they are not fairly treated in promotions and that their employers do not value their contributions. Female employees are also unhappy with many other issues about their career and the percentage of those who might quit their jobs at the earliest opportunity is higher than that of male employees. Challenges and implications for management are also discussed.

Keywords: gender inequality, IT workforce, career choices, sex typing, customary laws, supervisory support,career satisfaction, intention to turnover, met expectations, pay and promotion, peer support, information systems, information technology, Botswana, female employees, women employees