

1. Demographic

Because of the GDPR we can connect the screening survey to your answers in this interview. So I am quickly going to repeat some of the questions asked in there, if you are ok with this?

- What is your gender (identity)?
- What is your age/age range?
- Are you currently working in software development?

[follow-up if they are working in the industry]

- For approximately how long have you worked in software development?

[follow-up if they are not working in the industry]

- Approximately when did you leave?
- For approximately how long did you work in software development?

2. View of the industry

- Can you please tell me about the positive experiences you had working in IT?
- Can you please tell me about the negative experiences you had working in IT?
- Why do you think you face these challenges?

3. View of the industry (age & gender)

- Do you feel that your gender or age influences your experience in IT?
- Do you think the atmosphere at your work has a role to play in your experiences/not have your gender or age influence your experiences?
- How have you dealt with these challenges?
- Do you think you feel like you were assigned different tasks than your younger or your differently gendered colleagues throughout your career?

4. Feeling under-valued

- How do you feel your work has been valued in your career?

[Follow-up if undervalued]

- Could you tell me about situations you felt like that?
- How did you react in those situations?
- How long ago did this happen?
- [If significantly younger than now] How do you think you would respond to a similar situation now?

5. Feeling like leaving the field

[ask if they left the field]

- You mentioned you left the field, could you tell me why?

[if they left before retirement age]

- Do you think your gender or age played a role in the decision to leave software development before reaching the retirement age?

[Follow-up if undervalued]

- Do you think the feeling of being undervalued might have played a role in you leaving?

[Ask If they are currently in the field]

- Did you ever feel like leaving IT? If so, what prompted those feelings?

- Do you think your gender or age played a role in this feeling?
- [Follow-up if undervalued]
- Do you think the feeling of being undervalued might have played a role in that feeling?

[Ask if they made a career switch within the field?]

- Could you tell me why you made the switch?
- Did your age or gender play a role in the switch?
- Do you think the feeling of being undervalued might have played a role in that feeling?

6. Gender and age-specific strategies

- Have you or those around you, adopted strategies or techniques in your working life, that you think younger colleagues or differently gendered colleagues do not need to adopt?
 - (ask for specific aspect if they only focus on one of them)

For all or these strategies and techniques, can you tell me:

- How old were you, approximately, when you adopted them?
- What were your goals in adopting these strategies?
- What do you think the benefits were of these strategies?
- What do you think the disadvantages were of these strategies?
- Did you continue using these strategies? If not, what led you to stop using it?

7. Existing literature

- The following strategies have been reported as being used by women in male-dominated industries.
Ignoring situations, being more work oriented than family oriented, dressing differently (i.e more feminine, less feminine, make-up) and being more passive in groups.
Do any of them seem familiar to you? Have you done any of these yourself, or observed others doing them?
- Research has found age-related strategies, changing appearance to look younger (i.e dying hair, make-up), change behaviours (i.e vocabular). Have you noticed anyone using these strategies or similar ones?