

WOMEN S EMPLOYMENT AND PROSPERITY STATUS IN I.T SECTOR

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ABSTRACT

The condition of working women in India as well as in the entire world in general is considered very distressing. Working women in general is subject to discrimination at various levels. The problems and difficulties of working women are multi-dimensional, varying from women to women at personal level, and section-to-section at general level and hence need to be analyzed in depth. The present study is an attempt to assess impact of working status on the lives of women in IT sector. To fulfill these objectives, 100 women were selected from Kashmir region of J&K state in India. Simple random sampling technique with structured questionnaire was adopted for this study. The data was analyzed, for computing percentage, chi-square value, degree of freedom and level of significance. The study shows that women in IT sector get less remuneration and are dependent on excessive control of management. There is lack of proper guidance for women in IT sector. As they feel overburdened in IT sector, they don't enjoy their household work. They are not able to take care of their children and themselves. An insignificant relation is found in decision-making power of women in IT sector.¹

Key Words: Women, IT Sector, Work Profile, Problems.

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INTRODUCTION AND REVIEW

The beginning of the modern industrial era, consequent of industrial revolution witnessed a tremendous change revolution witnessed a tremendous change in the character of work outside the household in order to augment the family income. In early stages of industries development women workers were victims of long hours, physical and mental torture, sexual abuse, etc. Humiliation harassment and exploitation of women is as old as the history of family life but it has become more widespread with industrialization Goel (2002). Yelaja (1959) in her study of the 'employment problems of working mothers in the industries of Baroda found that problems common to the majority of working mothers are centered around their children and their education sickness. Mohan and Kapur (1985) through more and more women are taking up work, yet they have also faced a lot of role conflict. Today the working women is torn by the conflict that is she goes to work, she is neglecting her home and children. She feels it is her responsibility to do both the jobs efficiently. In this process she develops the feeling of guilt of not developing full time to her children and home. As a result she upon her mental and physical wellbeing. In this cases where the wife demands the husbands to share house hold chores, tension starts mounting and family disputes take place. Usually in such situation the in laws blame the women for this. thus instead of reducing her work load she increase her conflicts and guilt. The in-laws like to get the salary of the working daughter in-law but they don't like to share her house hold burden. Kumar (1998) study reveals that the strains of work at home and office coupled with the lack of house hold amenities and vanishing domestic help prove conducive to make trivial incidents major causes of irritation in working women. Kapur (1970) in her study of hundreds of working women employed in various salaried jobs and professions, found that there problems are of three types; environmental, social and physiological. In each of them the problems emerge due to the strained situations at home and workplace. In turn they are due to two factors, one is the inner conflict due to dual commitment and concern and the other is the practical difficulty of the dual commitment. Sharen (1970) in her study found that the social degradation, economic subjugation, and dependence of Indian women manifest in triple forms of exploitation first at the family level, secondly in working environment by their bosses or employers and finally by the political leaders, pressure groups and trade unions. Employment as a proxy for female autonomy is problematic, though the accruing income from working is found to be related to women bargaining power in several studies (e.g. Haddad, et al.,

1997) usually women's bargaining power effects labour allocation decisions within households, but working as different implications of women's power depending on the stage of economic development. Female labour force participation has a tendency to decline in the early stage of development and then increase. This is referred as the U-hypothesis of female labour market participation in the course of economic development (e.g. Goldin, 1995). Nepal is allocated in the beginning of the U-curve (Goldin 1995). The female labour market participation rate was roughly 58 per cent in 1995 (ILO, 2007) and women working outside the home are normally poorly educated and belong to the lowest castes (NLSS 1). Hence maternal working may even indicate a low intra-family position. Also according to Momsen (1991) employment in the agricultural or informal sector does not necessarily raise a women's status. Moreover, working is not always an attractive option; in Nepal women's employment conditions have worsened and gender based discrimination has increased (Khan, 1997). According to Smith et al. (2003) mother's status affects child nutrition through three main pathways; food security, caring practices and household health environment. Mother's status has an impact on her own personal wellbeing and her capabilities to care for others. In Nepal the woman has the major role in taking care of the family nourishment, hygiene and security. An excess burden of physical labour and maternal malnutrition affect fetal growth, breast milk quality and adequacy as well as mother's capacity to protect and care for children.

Objectives of the Study

The present study is carried out with the following objectives in view;

- To study the work profile of women in IT sector.
- To observe the influence of IT sector women.
- To find the problems faced by women in IT sector.

Material and Method

The simple random sampling technique was used for study. The sample of 100 respondents was selected from 3 IT sectors i.e. 35 from AirTel, 25 from BSNL and 40 from IT sector, SIDCO Estate in Kashmir region of J & K State in India. A questionnaire was designed for the collection of data. Data was scrutinized, coded, analyzed through statistical software namely SPSS,

computing percentage, chi square value, level of significance, degree of freedom. The levels of significance were obtained from the p-value of <0.01 , <0.05 and >0.05 . The p-value of \leq was regarded as highly significant. The p-value of <0.05 was considered as significant. While as, the p- Value of >0.05 was observed as insignificant.

Result and Discussion

Table.1 shows that majority of post-graduate women in IT sector, i.e. 77.7 per cent should start their work from 26.30 years of age group; whereas graduate women, i.e. 71.8 per cent feel that age group should be also 26.30 years. Such differences are statistically found insignificant (p-value >0.05) on χ^2 value of 0.72 at the 2 degree of freedom.

It is also found that post graduate women in IT sector, i.e. 66.67 per cent have been working for 2-5 years; whereas graduate women, i.e. 51.57 per cent have been working for 2-5 years. Such differences are statistically found insignificant (p-value >0.05) on χ^2 value 3.06 at 2 degree of freedom.

It is also observed that 68.74 per cent graduate women in IT sector get monthly remuneration above Rs. 5000 per month. Whereas, 55.56 per cent post graduate women also get monthly remuneration above Rs. 5000 per month. Such differences are statistically found highly significant (p-value <0.01) on χ^2 value of 12.07 at 3 degree of freedom.

The table further reveals that 80.56 per cent postgraduate women and 78.12 per cent graduate women in IT sector maintain their saving account. These differences are statistically found insignificant (p-value >0.05) on χ^2 value of 0.08 at 1 degree of freedom.

Table 2. Reveals that 86.11 per cent post- graduate women in IT sector feel that attitude of authorities towards them were cooperative; whereas 60.93 per cent depict less cooperativeness of authorities. While as, 21.89 per cent feel that attitude of authorities towards them were guide. Such differences are statistically found insignificant (p-value >0.05) on χ^2 value of 7.21 at the 2 degree of freedom.

About 77.22 per cent Post-Graduate women in IT sector face difficulties due to less remuneration. While as, 29.68 per cent graduate women feel difficulty due to lack of proper guidance. These differences are statistically found insignificant (p-value >0.05) on χ^2 value of 2.86 at the 2 degree of freedom.

It is also studied that 66.67 per cent post graduate women in IT sector have motivated their friends and relatives to join IT sector; whereas 57.81 per cent graduate women have never encouraged their relatives and friends to join IT sector. Such differences are statistically found significant ($p\text{-value}<0.05$) on χ^2 value of 5.25 at the 1 degree of freedom.

Table 3. Reveals that 92.19 per cent graduate women in IT sector observe change in themselves after joining IT sector; similarly 91.67 per cent post graduate women also observe change after joining IT sector. These differences are statistically found insignificant ($p\text{-value}> 0.05$) on χ^2 value of 0.008 at the 1 degree of freedom.

Majority of post graduate women in IT sector, i.e. 42.42 per cent gained self confidence after joining IT sector; whereas 36.36 per cent post graduate women become financially independent, graduate women, i.e. 36.3 per cent gained self confidence. Such differences are statistically found highly significant ($p\text{-value}<0.01$) on χ^2 value of 2.20 at the 2 degree of freedom.

Majority of post graduate women in IT sector, i.e. 86.11 per cent got training to perform their work efficiently; whereas graduate women, i.e. 68.75 per cent feel training to perform their work efficiently. Such differences are statistically found insignificant ($p\text{-value}>0.05$) on χ^2 value of 4.45 at 2 degree of freedom.

Majority of graduate women in IT sector, i.e. 63.64 per cent are benefited from such training; whereas 41.94 per cent post graduate also feel that training benefitted them. Such differences are statistically highly significant ($p\text{-value}<0.001$) on χ^2 value of 5.63 at the 1 degree of freedom.

It is further found that 57.14 per cent post graduate trainees are motivated to work efficiently; whereas 46.17 per cent post graduate women are motivated to work efficiently. Moreover, 30.76 per cent post graduate women gained knowledge. These differences are statistically found highly significant ($p\text{-value}<0.01$) on χ^2 value of 1.95 at 2 degree of freedom.

Table 4. Shows that majority of post graduate women in IT sector, i.e. 91.67 per cent enjoy their household work; whereas 12.5 per cent graduate women do not enjoy their household work. Such differences are statistically found insignificant ($p\text{-value}>0.05$) on χ^2 value of 0.04 at the 1 degree of freedom. Furthermore 60.94 per cent graduate women in IT sector don't face problem regarding their household work; whereas 38.89 per cent post graduate women face problem

regarding their household work. Such differences are statistically found insignificant ($p\text{-value} > 0.05$) on χ^2 value of 0.00 at the 1 degree of freedom.

It is observed that 50.00 per cent post graduate women in IT sector are not able to look after oneself, feel tired and over burdened; whereas 44.00 per cent graduate women feel tired and over burdened. While as, 32.00 per cent graduate women are not able take care of their children. Such differences are statistically found highly significant ($p\text{-value} < 0.01$) on χ^2 value of 3.49 at the 2 degree of freedom.

It is observed that 77.78 per cent post graduate women in IT sector take help from their parents; whereas graduate women, i.e. 68.75 per cent also take help of their parents. While as, 22.22 per cent post graduate women take help from none. Such differences are statistically found insignificant ($p\text{-value} > 0.05$) on χ^2 value of 1.66 at the 4 degree of freedom.

The table further reveals that graduate married women in IT sector, i.e. 68.75 per cent leave their children alone; whereas post graduate married women, i.e. 58.33 percent show that they also leave their children alone. While as, 22.24 per cent post graduate married women take their children to parental home while they were being on work. Such differences are statistically found insignificant ($p\text{-value} > 0.05$) on χ^2 value of 2.19 at the 3 degree of freedom.

Table 5. Shows that in 63.88 per cent families of post graduate women in IT sector, familial major decisions are taken by their parents; whereas in 62.50 per cent families of graduate women familial major decisions are also taken by their parents. While as, in 20.31 per cent families of graduate women decision are taken by their in-laws. Such differences are statistically found insignificant ($p\text{-value} > 0.05$) on χ^2 value of 10.61 at 4 degree of freedom

It is further found that 96.45 per cent post graduate women in IT sector differ opinion with their family; whereas 70.32 per cent graduate women show that they also differ opinion with their family. Such differences are statistically found insignificant ($p\text{-value} > 0.05$) on χ^2 value of 2.95 at 1 degree of freedom.

Majority of post graduate women in IT sector, i.e. 76.56 per cent go for outings with their family members; whereas 38.88 per cent post graduate women don't go for outings with their family members. Such results are statistically found insignificant ($p\text{-value} > 0.05$) on χ^2 value of 3.40 at 1 degree of freedom.

Table 6. Depict that 88.23 per cent of post graduate women in IT sector, i.e. 83.33 per cent feel that women should work outside home. While as, 29.69 per cent graduate women feel that they should not work outside home. Such differences are statistically found insignificant ($p\text{-value}>0.05$) on χ^2 value of 2.08 at 1 degree of freedom.

The table further shows that 51.21 per cent of graduate women in IT sector depict that it improves status and 31.21 per cent feel that it improves economic independence; moreover, post graduate women i.e. 46.66 per cent feel that it helps in supplementary income. These differences are statistically found highly significant ($p\text{-value}<0.01$) on χ^2 value of 7.38 at 2 degree of freedom.

It is also observed that 66.68 per cent post graduate women in IT sector feel that it weakens their family relation; whereas 42.10 per cent graduate women in IT sector feel that it hinders child rearing and also 26.31 per cent feel that it affect women health. Such differences are statistically found highly significant ($p\text{-value}<0.01$) on χ^2 value of 2.75 at 2 degree of freedom.

Table 1: Work Profile of Women in IT Sector as per Educational Status.

Variable		Educational Status					
		Graduate		Post Graduate		Total	
		F	%	F	%	F	%
Age at work (yrs)	20-25	4	6.25	1	2.77	5	5.00
	26-30	46	71.8	28	77.7	74	74.00
	>30	14	21.95	7	19.53	21	21.00
	Total	64	100.00	36	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 0.729$	Df = 2		p-value>0.05			
Duration of work (yrs).	1 month – 1 year	27	42.18	11	30.55	38	38.00
	2-5	33	51.57	24	66.67	57	57.00
	6-8	4	6.25	1	2.77	5	5.00
	Total	64	100.00	36	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 3.066$	Df = 2		p-value>0.05			
Monthly remuneration.	Upto 3000	11	17.19	7	19.44	18	18.00

	3000-4000	6	9.38	4	11.11	10	10.00
	400-5000	4	4.69	5	13.89	8	8.00
	Above 5000	44	68.74	20	55.56	64	64.00
	Total	64	100.00	36	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 12.071$	Df = 3		p-value < 0.01			
Maintain Saving Account	Yes	50	78.12	29	80.56	79	79.00
	No	14	21.88	7	19.44	21	21.00
	Total	64	100.00	36	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 0.082$	Df = 1		p-value > 0.05			

n= 100

Column Percentage

Table 2: Work atmosphere for Women in IT Sector as per Educational Status

Variables		Educational Status					
		Graduate		Post Graduate		Total	
		F	%	F	%	F	%
Attitude of authorities towards you	Cooperative	39	60.93	31	86.11	70	70.00
	Authoritarian	11	17.18	3	8.34	14	14.00
	Guide	14	21.89	2	5.55	16	16.00
	Total	64	100.00	36	100.00	100	100
Chi Square Analysis	$\chi^2 = 7.211$	Df=2		p-value > 0.05			
Types of difficulties faced in IT sector	Excessive control of management	4	6.25	2	5.55	6	6.00
	Lack of proper guidance	19	29.68	8	22.23	27	27.00
	Less remuneration	41	64.06	26	72.22	67	67.00
	Total	64	100.00	36	100.00	100	100
Chi Square	$\chi^2 = 2.864$	Df=2		p-value > 0.05			

Analysis							
Motivate your friends/relatives to join IT sector	Yes	27	42.19	24	66.66	51	51.00
	No	37	57.81	12	33.34	49	49.00
	Total	64	100.00	36	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 5.525$	Df=1			p-value<0.05		

n = 100

Column Percentage

Table 3: Influence of IT sector on Women as per Educational Status.

Variables		Educational Status					
		Graduate		Post Graduate		Total	
		F	%	F	%	F	%
Observed change after joining IT sector	Yes	59	92.19	33	91.67	92	92.00
	No	5	7.81	3	8.31	8	8.00
	Total	64	100.00	36	100.00	100	100
Chi Square Analysis	$\chi^2 = 0.008$	Df = 1		p-value>0.05			
Type of change observed	Gained self confidence	22	36.3	14	42.42	36	36.00
	Become financially independent	18	31.3	12	36.36	30	30.00
	Increase in status	19	32.4	7	21.22	26	26.00
	Total	59	100.00	33	100.00	92	92.00
Chi Square Analysis	$\chi^2 = 2.201$	Df = 2		p-value<0.01			
Training to perform work	Yes	44	68.75	31	86.11	75	75.00
	No	20	31.25	5	13.89	25	25.00

	Total	64	100.00	36	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 4.455$	Df = 2		p-value>0.05			
Training benefit you	Yes	28	63.64	13	41.94	41	41.00
	No	16	36.36	18	58.06	34	34.00
	Total	44	100.00	31	100.00	75	75.00
Chi Square Analysis	$\chi^2 = 5.634$	Df = 1		p-value<0.01			
If yes how	Gained knowledge	8	28.58	4	30.76	12	12.00
	Exposed to new technology	4	14.28	3	23.07	7	7.00
	Motivated to work efficiently	16	57.14	6	46.17	22	22.00
	Total	28	100.00	13	100.00	41	41.00
Chi Square Analysis	$\chi^2 = 1.953$	Df = 2		p-value<0.01			

n=100

Column Percentage

Table 4: Household Activities performed by women in IT sector as per Educational Status.

Variables		Educational Status					
		Graduate		Post Graduate		Total	
		F	%	F	%	F	%
Enjoy household work.	Enjoy	56	87.5	33	91.67	89	89.00
	Don't enjoy	8	12.5	3	8.33	11	11.00
	Total	64	100.00	36	100.00	100	100
Chi Square Analysis	$\chi^2 = 0.409$	Df=1		p-value>0.05			
Face any problem regarding household work.	Yes	25	39.06	14	38.89	39	39.00
	No	39	60.94	22	61.11	61	61.00
	Total	64	100.00	36	100.00	100	100

Chi Square Analysis	$\chi^2 = 0.000$	Df=1		p-value>0.05			
Sort of Problem faced in household work	Not able to take care of children	8	32.00	-	-	8	8.00
	Not able look after oneself	6	24.00	7	50.0	13	13.00
	Feel tired and overburdened	11	44.00	7	50.0	18	18.00
	Total	25	100.00	14	100.00	39.00	39.00
Chi Square Analysis	$\chi^2 = 3.496$	Df=2		p-value<0.01			
Help sought for household work	Husband	6	9.38	-	-	4	6.00
	Parent	44	68.75	28	77.78	72	72.00
	Inlaws	12	18.75	-	-	12	12.00
	Children	2	3.12	-	-	2	2.00
	None	-	-	8	22.22	8	8.00
	Total	64	100.00	36	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 1.665$	Df=4		p-value>0.05			
Care taker for children while busy in work.	Leave them alone	44	68.75	21	58.33	65	65.00
	Husband	5	7.81	5	13.88	10	10.00
	Inlaws	2	3.12	2	5.55	4	4.00
	Parents	13	20.32	8	22.24	21	21.00
	Total	64	100.00	36	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 2.194$	Df=3		p-value>0.05			

n =100

Column Percentage

Table 5: Family relationship of working women in IT sector as per Educational Status.

Variable		Educational Status					
		Graduate		Post Graduate		Total	
		F	%	F	%	F	%
Major Decisions Making in family	Self	10	15.63	7	19.44	17	17.00
	Husband	1	1.56	2	5.56	3	3.00
	Both	-	-	2	5.56	2	2.00
	Parent	40	62.5	23	63.88	63	63.00
	Inlaws	13	20.31	2	5.56	15	15.00
	Total	64	100.00	36	100.00	100	100
Chi Square Analysis	$\chi^2 = 10.614$	Df = 4		p-value>0.05			
Differ opinion with family	Yes	45	70.32	25	69.44	70	70.00
	No	19	29.68	11	30.55	30	30.00
	Total	64	100.00	36	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 2.952$	Df = 1		p-value>0.05			
Outings with family members	Yes	49	76.56	22	61.12	71	71.00
	No	15	23.44	14	38.88	29	29.00
	Total	64	100.00	36	100.00	100	100
Chi Square Analysis	$\chi^2 = 3.405$	Df = 2		p-value>0.05			

n=100

Column Percentage

Table 6: Attitude towards work of women in IT sector as per Educational Status.

		Educational Status					
		Graduate		Post Graduate		Total	
		F	%	F	%	F	%
Should women work outside home.	Yes	45	70.31	30	83.33	75	75.00
	No	19	29.69	6	16.67	25	25.00
	Total	64	100.00	36	100.00	100	100
Chi Square Analysis	$\chi^2 = 2.083$	Df=1		p-value > 0.05			
If yes, why?	Improve status	23	51.21	9	30.01	32	32.00
	Economic Independence	14	31.21	7	23.33	21	21.00
	Supplementary Income	8	17.58	14	46.66	22	22.00
	Total	45	100.00	30	100.00	75	75.00
Chi Square Analysis	$\chi^2 = 7.380$	Df=2		p-value < 0.01			
If No, why?	Weaken family relation	6	31.57	4	66.68	10	10.00
	Hinderance in child rearing	8	42.10	1	16.66	9	9.00
	Affect Women Health	5	26.37	1	16.66	6	6.00
	Total	19	100.00	6	100.00	25	25.00
Chi Square Analysis	$\chi^2 = 2.751$	Df=2		p-value < 0.001			

n=100

Column Percentage

Summary and Conclusion

Majority of women observed change after joining IT sector. They have gained financial independence and have also increased their status in society. One third of women in IT sector have got training to perform their work efficiently. Such training helped them to gain knowledge

and exposed them to new technology. Majority of women in IT sector feel that women should work outside home. They feel that it improves status and help in achieving economic independence. Though they also feel that it weakens their family relations, hinders in child rearing and affect adversely their health. Their parents and in-laws take the major decisions in family of women in IT sector. Thus their work has not improve their decision making power in family. They differ opinion with their families.

There is excessive control of management and lack of proper guidance for women working in IT sector. As women working in IT sector feel overburdened, they don't enjoy their household work and face various problems. They are not able to take care of their children and themselves and also feel tired. Though parents of unmarried women and in-laws of married women help them in household chores, and take care of children of married women in it sector. There are positive attitude of women in IT sector regarding their work. They feel it improves their economic independence and supplement their family income Nevertheless the major decisions in their family are taken by their parents and in-laws. However they have found positive change among themselves after joining IT sector. They have gained self confidence, become financially independent. They have been given training to perform their work efficiently, which has helped them to gain more knowledge, and exposed to new technology.

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