Women in IT Sector: Revealing Facts

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ABSTRACT:

When matter comes to women's productivity, the world has come so far in the previous centuries. According to driving force estimation, women make up almost 46.9% of the total workforce which is half of the total workforce. Women are flatteringly career-conscious in the global epoch of information. Women's presence in the workplace has skyrocketed in India. The share with women employed in the field of IT sector is remarkable although in many industries; unequal gender representation is a problem. Women had quite a better chance of finding jobs in the computing industry and other STEM regions for decades. IT seems to be more masculine sectors along with others, but with changing formats, females cannot just work in HR, marketing, or administration but despite popular belief, in all departments, including design and development and various industry hire talented female workers. Despite of women's milestones and share, the IT sector does not seems perfect destination for them and shows noticeable gender gap between men and women in technical majors. This inequity manifests itself as various forms, including job opportunities, earnings, leadership opportunities, occupational perception, and many more. This study tries to explore some of the more data released in context of fair and dark side of female employment in IT and get a deeper overall view for women in innovation.

KEYWORDS: Women, IT Industry, Workforce, Occupation, Opportunities, Challenges

INTRODUCTION:

Women are much more career-conscious in the modern era of globalization. They want to explore professions that were formerly only open to men. Women's participation in the sector has climbed in India. The existence of women as a workforce in IT region is impressive.

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When this industry offers a lucrative career with international exposure, it is a great option. Earlier, the family, community, and the corporate world did not fully acknowledge women's implicit ability to improve professionally. Conversely, the current environment and career counseling available at institutes or away now support them in picking a promising career. In this perspective, women are cultivating their employ ability skills, both core and domain skills. Female are being welcomed with open arms by the IT sector. Future profession is just as noteworthy as hooked on to the pitch. It cultivates confidence in them, which is key factor for their career growth. Women conflate their roles to that of their male co-workers and work on improving their capabilities and proficiency in order to keep up with own self to retain up with career advancement point of view. Future career is often depending on the triumph of the place at which the worker operates.

Women have been given several unique positions in society. Such tasks often serve as barriers to their growth. They must carry out household duties such as child raising and rearing, as well as home maintenance, which can have an effect on health. They have to perform the family responsibilities such as - bearing and rearing of children, home management may have detrimental impact on career advancement. To perform these functions they have to take break from the work which may prove to be suicidal for their career development. Moreover, women are bound to location of their spouses and sometimes have also to sacrifice their career for the family sake of view. Although becoming technocrats, female can be reluctant to offer offsite duties that are relevant to their career development. Organizations seem unable to offer high-ranking roles to working women, which might be an obstacle to a woman's career progression. As a practice, the glass ceiling of women's personal advancement cannot be denied.

OBJECTIVES:

The purpose for this analytical work is to reveal facts related to women who belong to region of information technology. This article focuses on career choice of women, existing gap of gender equality for workforce in IT industry, challenges and issues before female employees with its treatment and possible future of IT industry.

DATA COLLECTION:

This analytical work reflected from secondary data collected from sources like economic reports, research paper, journals and other relevant sources.

LITERATURE REVIEW:

[1] "Contribution of Women Leaders in Indian IT industry: Dr. Harry CD"[3]

Global technology providers have been eyeing viable talents across all spectrums to ensure talent pool in their organization in enviable. For 30 years, Information Technology (IT) is changing inside its own industry and provoking changes for the business world in many aspects. This is the result of the development of global markets due to communication between continents being done thanks to information technology. Nowadays, 10 million people dealing everyday with computer sciences all around the world. By becoming more competitive and more global, IT requires to its employees to work harder and harder and with motivation.

Indian perspectives for women in IT industry.

India don't have the first image of IT being a male dominant sector, as IT is getting known since 25 years no more. Although there is some other barriers in IT sector for women in India, which are not from the traditional prejudices but more from the social place of feminine in the general corporate world. As many examples gave us the feeling that IT industry is an opportunity more than a threat for Indian women. In Satyam, Computers service limited, "Almost 55-60% of all engineers at Satyam are coming in straight from campuses of which women represent about 21% - says Satyam head (HR) Hari T." However, as in many IT companies the same proportion is not reflected in the top positions of the companies, as only an average of 8% is women. In fact, women qualities will be required in a coming future, as information technology become a communication instrument in many sectors. Some women accept a life without marriage and a parenting without father. However, in spite of this social revolution, the liberalization of industries, the globalization, the higher educational level of women, and their commitment to a greater fulfilled

professional life, women are facing several handicaps to enter into and manage corporate businesses, due to the entrenched traditional way of thinking and narrowed values of the Indian society.

[2] The ICT Gender Gap:[5]

Evidence on the involvement of women with ICTs reveals that women do not participate on par with men in the development offices and do not access, use and even value the new technologies equally. It is estimated that the chances for women of benefitting from the opportunities of the information society are one33 third less than for men. In developing countries, the gender divide in access and usage is particularly pronounced, where 16% fewer, 34 feminine compared to guys use the Internet and women in low- and middle-income countries are 21% less35 likely to procure mobile phone. Fewer women than men are also represented in science, technology,36 engineering and management and their participation is mostly confined to stereotypical37 roles in lower-level employment. Indian women are 27% less likely than male to access the Internet, with 8.4% of Indian women and 11.6% of Indian men being47 online. Only about 28% of Indian women possess a cell phone as compared to 40% of the male48 population. This gender gap in access and usage notwithstanding, the recent boom in employment creation within the ICT sector has benefitted in particular women whose participation in the IT and software industry and49 technology careers has increased substantially.

DISCUSSION:

1. **Women in Indian Technical Industry – statistics**

- A survey done by Entelo, as per figure-1 there are about 19% of women in entry level and mid-level roles in the technical industry. Women hold only 16% of senior-level positions, and this figure declines even further when you go higher, with women occupying only 10% of executive-level positions.

- According to a Hacker Rank poll, 20.4% of women over the age of 35 in the technical industry are already in junior jobs, compared to just 5.9% of men over the age of 35. In

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reality, irrespective of age, women tend to men to hold junior level posts in the tech industry, according to the survey.
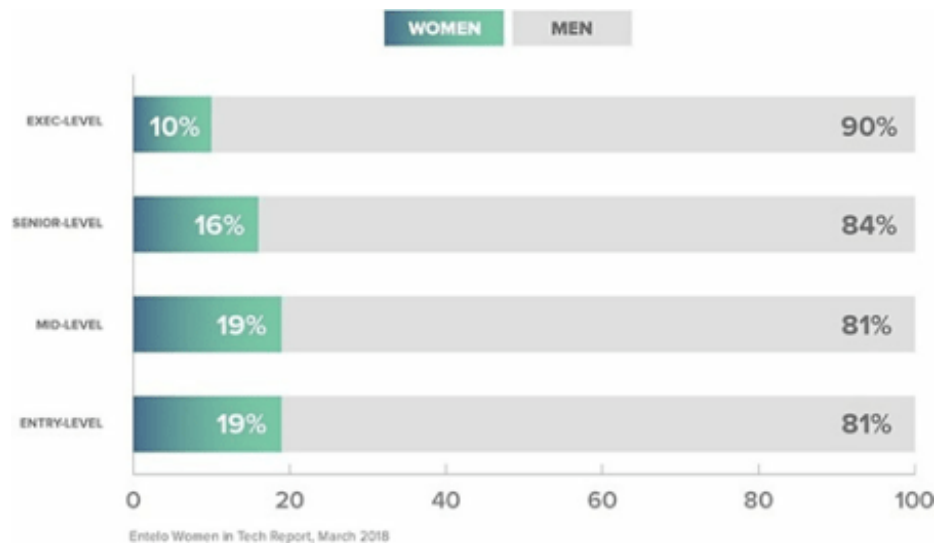

Figure-1 Entry Level wise position of women in Industry (Source: Entelo)

- Women within side the technical enterprise, earn much less than their male counterparts, additionally lady worker are taken into consideration much less able than male worker and they'll directed to play non-technical function in enterprise.
- The biases in opposition to ladies within side the tech enterprise also can be visible within side the sort of roles ladies are assigned. One observes discovered that ladies within side the enterprise is likely to be driven into roles termed as "execution", which might be commonly non-technical. Males, on the either side, are considered more reliable to being given the extra technical "creator" role.
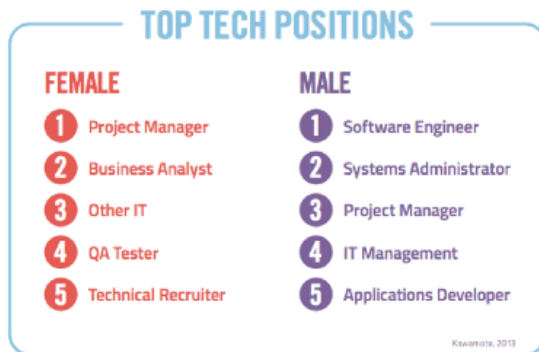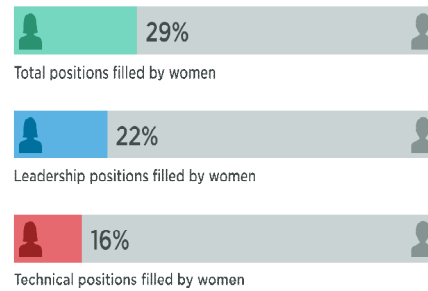
Figure – 2 (A) Top 5 Tech Occupations for Women and Men (Source: Fairy Good Boss)

Figure – 2 (B) Overall position filled by women at various position (Source: CNET)

- As in keeping with figure-2 (A) above, the pinnacle role for ladies in IT industry is Project Manager, while the pinnacle role for guys in IT is Software Engineer. This bias is primarily based totally far from typecast that ladies aren't appropriate in technical roles. While figure-2 (B) shows the overall position filled by the women at industry.

2. **Why are there more men in the technical industry than females?**

   To clarify the preceding statement, recall journey for learning. As per studies, feminine college students usually receive higher grades than male students. However, for some reason, digital technical expertise courses at universities are often occupied by men – they create 82% of the students that is pivotal disparities among all in university guides.

3. **Challenges for female in IT Sector**

   There are many barriers that ladies will come upon while pursuing a profession   in IT enterprise.

- The possibilities for the other gender are extensively unequal: Statistics   display that in the United States, much less than 20% of government positions in tech   are occupied via way of means of ladies. In Europe, that figure is a above 11%. Mostly

every worldwide technical organization like Apple, Dell, Face book, Google, or Intel, the bulk of personnel are guys.

- The lack of role model that discourage younger ladies to begin a   profession within side the tech enterprise.

- Role overload: One of the predominant emotions felt by a lady in IT enterprise. It means that they sense that an excessive amount of predicted from the role that what they could cope with.

- Marital status: One of the motives for role overloads feeling in India. Married ladies don't have sufficient time to hold upgrading and broadening their abilities set, as they war fare among own circle of relatives and job. Satyam human   sources supervisor reviews that his enterprise hires 20-25% ladies from campuses,   however   "after marriage 80-90% of them leave the job."

- Personal inadequacy and shortage of self-belief: People in IT enterprise   should continuously improve their understanding to hold the desired stage for his or her   job. The evolution in generation is so speedy that it's very complicated to learn as an awful lot as quickly, for this reason the shortage of self-belief frequently referenced via way of means of ladies.

- Figure-3, dualisms constitute professional IT paintings and gender as a fixed of either or propositions. Being a woman having appropriate verbal exchangeabilities, however now no longer assertiveness, networking and political abilities. To be enthusiastic about lifelong learning and rapid changes also infer manliness. Having a large attitude is considered as a female trait, however so is also interest to detail, despite the fact that ladies view themselves as having lesser technical abilities

Issue	Masculinity	Femininity
Home responsibilities	-	+
Soft skills	-	+
Attention to detail	-	+
Broad perspective	-	+
Continuous learning and rapid change	+	-
Assertiveness	+	-
Communication	-	+
People focus	-	+
Noisy vocalism	+	-
Political skills	+	-
Networking	+	-
Left brain	+	-
Programming	+	-
Technical skills	+	-

Figure – 3 Gender specific dualism in IT work [7]

- Socio-cultural barriers: As the higher significance given to male infant than lady one, found in India. This consequences to the shortage of schooling for lady. Fewer ladies have got admission to schooling, or even much less to training about IT skills.

4. **The Reasons for the deficiency of female professional in Industry**

- STEM subjects are less common among females. According to report of PWC, In comparison to girls, more boys choose STEM subjects, except for biology. This is true for both school and University. According to the report, 83% of high school boys choose STEM subjects, while just 64% of girls do.

- The survey also discovered that 17% of boys and just 7% of girls study subject like physics.

- At work, the gender divide is much more pronounced, with 52% of males enrolling in STEM courses compared to just 30% of females.

- When it comes to courses in architecture, the disparity is much greater. Just 2% of female university students were taking engineering courses, while 13% of male university students were taking engineering courses.

5. *More than two third part of females not consider IT as a career.*

- According to reports, as per female respondents, only 27% would consider a technology as a career compare to 62% of males. While, only 3% of females would opt for a technical career as their first choice, in contrast to 15% of males.

- Reasons behind less popularity of technical field among girls are consider as, 33% of male respondents reported that they had someone suggest a tech career to them, only 16% of females reported to have received similar suggestion.

- Additionally, less popularity or non-availability of female idol within the industry is also a reason. Statistically, 34% of the respondents had no trouble naming a successful person in the industry they were interested in.

- However, when asked to name anyone who encouraged them to pursue a career in the IT industry, 83 percent of female respondents said they couldn't think of anybody. Just 59 percent of male respondents, on the other hand, were unable to identify anyone.

- Furthermore, when asked to name a prominent man in the tech industry, 66 percent of male and female respondents were able to do so. When the issue was reversed and they were asked to name a well-known woman in the tech industry, only 22% were able to do so. This lack of female role models in the tech industry further contributes to the impression that tech jobs are not for women in general.

FINDINGS:

"For a woman, you are really skilled at this," or "You are too beautiful for an engineer." Unfortunately, these apparently innocuous remarks contribute to the stereotype that the IT industry is dominated by men. Despite all of the progress achieved in terms of women's inclusion in the workforce, the statistics suggest that there is quite a lot of disparity in the tech sector. Regrettably, the low number of women in industry enforces male dominant products and services, even if they are meant to be used by both men and women. Finally, the gender imbalance in the technological sector suggests that women are underserved in terms of chances to shape society's future.

SUGGESTIONS TO CONCQURE PROBLEM OF DEFFICIENCY OF FEMALE WORKFORCE:

Having installed that there's a large gender gap, there are some of steps given underneath that may be taken to growth the wide variety of ladies operating within side the IT Industry.

- The Industry need to get concerned in Educating students approximately Technology and its role in lives.

- Increased get admission to Technical Careers

- The exposure of female idol within the industry has increased.

Showing females that technology is not a male-dominated environment is the most effective way to get them interested in realistic jobs, and the most effective way to achieve this is to increase the number of visible female role models in the industry, such as Face book COO Sheryl Sandberg and YouTube CEO Susan Wojcicki.

CONCLUSION:

As per study, there is huge inequality against women who are now working in the technology sector.

- Female are less paid than their male co-workers
- They are not easily promoted.
- They are relegated to non-technical positions, and so forth.

The numbers listed above make it clear that notwithstanding the progress that has been made in the last couple of decades, the IT industry is still a "boys only" club. Women continue to be underrepresented in the market, and there is also a great deal of discrimination against them.

However, there are several moves that can be taken to address this, such as

- Educating students on the importance of technology in shaping the environment
- Increasing the number of people who will choose jobs in technology.
- The exposure of female role models in the industry;
- Levelling the position for women so that they can reach their maximum potential;
- Avoiding harmful dialogues that reinforce the stereotype that technology is a man's world.

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