

Research Paper :

Impact of working status on the lives of women in IT sector

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ABSTRACT

The present study is an attempt to assess impact of working status on the lives of women in IT sector. To fulfill these objective, 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 were analysed, for computing percentage, chi-square value, degree of freedom and level of significance. The study showed 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.

Key words : Women, IT Sector, Work profile, Problems

Women issues and challenges is an outcome of modern educational facility, growing and advancing scientific and technological inventions and creative innovations, increasing rate of establishing and developing industrial environment and industrialization changing attitude of rural population towards favourable urbanism and urbanisation, changing frontiers of Indian traditional values such as caste frontiers, better job opportunities and some what congenial atmosphere for economic mobility legislative measures supporting modernisation have all left a subsection of Indian women society for tending to change in modern era (Mishra, 1992). The fusion of computers and communication, especially through the internet, has broken the bounds of cost, time and distance, launching an era of global information, networking communication change economic competition empowerments and culture, inspiring global conversation and has many consignees for human development. Strengthening women participation in public life covers a huge territory. Women or girls can use call centres to work together, gain peer support, campaign effectively and share, control and use information to further their interests. Call centres will thus enable women to be proactive and introduce their own perspectives when publishing and propagating issuers, opinions and experiences. Networking is a most common usage of call centres among women in developing countries. Networking can be employed for many purposes social networking to further ones business, and networking for political advocacy. In this context, we examine electronic networking as a tool for the empowerment of women in developing countries.

World wide, women are putting all centres to work for the movement communicating among dispersed networkers mobilizing action in times of crisis, participating in policy deutes and voicing new perspectives. Information and communications have always played a vital role in the women's movement. Electronic communications are facilitating women's and girls networking and advocacy in ways not previously possible (Arun, 2002). 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 (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 atendency 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 (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 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).

Caprino's (2007) research study called "Women

Overcoming Professional Crisis: Finding New Meaning in Life and Work”, co-sponsored by The Esteemed Woman Foundation, includes in-depth interviews with over 100 women across the country ages 35-55, in a broad array of fields, who developed mid- to high-level careers that by all standards were “successful,” yet they realized, sometimes with shock, sometimes with relief, that this professional track must be altered, and soon. Caprino (2007) cites many different aspects of professional crises and typical circumstances that can trigger them. Crises for professional women often involves deep loss, discrimination, toxic environments and work relationships, crushing competitive warfare, chronic exhaustion and illnesses that resist treatment, inability to juggle the full responsibilities of work and home, as well as unreasonable demands that exact great personal sacrifice. According to this research, women continue to feel marginalized and unable to express or fulfill their life needs, despite stellar achievements and high ranks in the corporate hierarchy.

Hashshmi *et al.* (2007) aimed at exploring the relationship between marital adjustment, stress and depression. Sample of the study consisted of 150 working and non-working married women (working married women = 75, non-working married women = 75). Their age ranged between 18 to 50 years. Their education was at least gradation and above. They belong to middle and high socio-economic status. Urdu Translation of Dyadic Adjustment Scale (2000), Beck Depression Inventory (1996) and Stress Scale (1991) were used. Results indicated highly significant relationship between marital adjustment, depression and stress. The findings of the results also show that working married women have to face more problems in their married life as compared to non-working married women. The results further show that highly educated working and non-working married women can perform well in their married life and they are free from depression as compared to educated working and non-working married women.

Unais (2007) investigated that gender gap and mother gap lead to earnings gap. This in turn causes low savings and investments by women for their old age. Besides, women’s low preference for their own old age needs, high importance they attach to family needs and low risk taking capacity reduces savings further. This research explores the savings and investment profile of workingwomen in urban, Lahore, Pakistan to determine if earnings gap due to gender, marriage and child rearing is the main cause of low savings and investment or not. Data has been collected through a self-constructed survey of 300 workingwomen on saving and investment related quantitative and demographic variables. The main findings

of this research are that though lack of funds is one of the central reasons for low savings but women regardless of their marital status attach highest importance to family needs.

Qidwai *et al.* (2008) investigated the impact of working status on the lives of working women. A questionnaire based cross sectional survey was conducted at the Family Practice Center, Aga Khan University Hospital, Karachi, Pakistan, from July to December 2006. The Questionnaire included data on the demographic profile of the patient and questions in line with study objectives. Ethical requirement including the administration of written informed consent and the provision of confidentiality were ensured. SPSS computer software was used for data analysis.: Two hundred working women were interviewed. The mean age was 29.05 years. A majority was married (53.5%) with more than grade XII education (67%). Sixty three (31.5%) women were working due to need and eighty three (41.5%) were finding it difficult to carry out home responsibilities because of it. Extra understanding and support was received from family by 155 (77.5%) and 115 (57.5%) women, respectively. One hundred twenty three (61.5%) women felt they did not have enough time for themselves. The status of working women is better than non-working women according to 123 (61.5%) respondents. Financial benefits outweigh other disadvantages according to 105 (52.5%) respondents. Marriage prospects of working women and their children are better than non-working women and their children according to eighty one (40.5%) and eighty (40%) respondents, respectively. Confidence in working women is higher than non-working women according to 142 (71%) respondents. Eighty one (40.5%) respondents feel that working women’s financial independence has negative impact on their husband’s self esteem. Working women find it difficult to carryout their home responsibilities. There is need for further studies on how to improve the working conditions and home situation for working women in our society.

The present study was 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 on women and to find the problems faced by women in IT sector.

METHODOLOGY

The simple random sampling technique was used for the 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 and K State in India. A questionnaire was designed for

the collection of data. Data were scrutinized, coded, analysed 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, whileas, the p-value of >0.05 was observed as insignificant.

FINDINGS AND DISCUSSION

Table 1 shows that majority 76.47 per cent of unmarried women in IT sector, started their work at the age of 26-30 years. About 68.75 per cent married women also worked at the same age group. The result was statistically insignificant. It was found that 68.75 per cent married women in IT sector and 51.47 per cent unmarried women were working for 2-5 years and differences were statistically insignificant. It was also observed that majority (64.70 per cent) of unmarried women in IT sector got monthly remuneration above Rs. 5000 per month. While, 21.88 per cent married women got monthly remuneration upto Rs. 3000 per month. The table further revealed that 81.28 per cent married women and 77.94 per cent unmarried women in IT sector maintained their saving account.

Table 2 depicts that 76.47 per cent of unmarried women in IT sector felt that attitude of authorities towards them were cooperative whereas 34.38 per cent married women felt that attitude of authorities towards them was authoritarian. About 53.12 per cent married women in IT sector faced difficulties due to less remuneration and 35.29 per cent unmarried women felt excessive control of management. 34.38 per cent married women faced difficulty due to lack of proper guidance. These differences were statistically insignificant. It was also observed that 54.41 per cent unmarried women in showed that their friends and relatives motivated to join IT sector; whereas 56.25 per cent married women were never encouraged by friends and relatives to join IT sector.

Table 3 reveals that the majority of married women in IT sector, *i.e.* 93.75 per cent observed change after joining IT sector. Similarly, 91.17 per cent unmarried women also observed change after joining IT sector. Such differences are statistically found insignificant (p-value>0.05) on χ^2 value of 0.19 at the 1 degree of freedom. Majority of unmarried women in IT sector, *i.e.* 53.22 per cent become financially independent after joining IT sector; whereas 46.66 per cent married women have increased their status after joining IT sector. About 20 per cent married women have also gained self confidence

Table 1 : Work profile of women in IT sector

Variables	Marital status						
	Married		Unmarried		Total		
	F	%	F	%	F	%	
Age at work (yrs.)	20-25	2	6.25	3	4.42	5	5.00
	26-30	22	68.75	52	76.47	74	74.00
	>30	8	25.00	13	19.11	21	21.00
	Total	32	100.00	68	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 0.681$		Df = 2		p-value > 0.05		
Duration of work (yrs.)	1 month – 1 year	6	18.75	32	47.06	28	28.00
	2-5 year	22	68.75	35	51.47	57	57.00
	6-8 year	4	12.50	1	1.47	5	5.00
	Total	32	100.00	68	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 11.265$		Df = 2		p-value > 0.05		
Monthly remuneration (Rs.)	Upto 3000	7	21.88	11	16.18	18	18.00
	3000-4000	4	12.50	9	13.24	13	13.00
	4000-5000	5	15.62	4	5.88	9	9.00
	Above 5000	16	50.00	44	64.70	60	60.00
	Total	32	100.00	68	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 1.216$		Df = 3		p-value < 0.001		
Maintain saving account in bank	Yes	26	81.25	53	77.94	79	79.00
	No	6	18.75	15	22.66	21	21.00
	Total	32	100.00	68	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 0.144$		Df = 2		p-value > 0.05		

n = 100 Column Percentage

Table 2 : Work atmosphere for women in IT sector

Variables		Marital status					
		Married		Unmarried		Total	
		F	%	F	%	F	%
Attitude of authorities towards you	Cooperative	18	56.25	52	76.47	70	70.00
	Authorities	11	34.38	3	4.41	14	14.00
	Guide	3	9.37	13	19.12	16	16.00
	Total	32	100.00	68	100.00	100	100
Chi Square Analysis	$\chi^2 = 16.516$	Df = 2	p-value<0.01				
Types of Difficulties faced in IT sector	Excessive control of management	4	12.5	24	35.29	28	28.00
	Lack of proper guidance	11	34.38	16	23.52	27	27.00
	Less remuneration	17	53.12	28	41.19	45	45.00
	Total	32	100.00	68	100.00	100	100
Chi Square Analysis	$\chi^2 = 6.079$	Df = 2	p-value>0.05				
Motivate your friends/ relatives to join IT sector	Yes	14	43.75	37	54.41	51	50.00
	No	18	56.25	31	45.59	49	49.00
	Total	32	100.00	68	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 0.990$	Df = 1	p-value>0.05				

n = 100 Column percentage

Table 3 : Influence of IT sector on women

Variables		Marital status					
		Married		Unmarried		Total	
		F	%	F	%	F	%
Observed change after joining IT sector	Yes	30	93.75	62	91.17	92	92.00
	No	2	6.25	6	8.83	8	8.00
	Total	32	100.00	68	100.00	100	100
Chi Square Analysis	$\chi^2 = 0.196$	Df = 1	p-value>0.05				
Type of change observed	Gained self confidence	6	20.00	7	11.38	13	13.00
	Become financial independent	10	33.34	33	53.22	43	43.00
	Increase in status	14	46.66	22	35.4	36	36.00
Chi Square Analysis	$\chi^2 = 3.425$	Df = 2	p-value<0.001				
Training to perform work	Yes	24	75.00	51	75.00	75	75.00
	No	8	25.00	17	25.00	25	25.00
	Total	32	100.00	68	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 0.477$	Df = 2	p-value>0.05				
Training benefit you	Yes	20	83.33	32	62.74	52	52.00
	No	4	16.67	19	37.25	23	23.00
	Total	24	100.00	51	100.00	75	75.00
Chi Square Analysis	$\chi^2 = 1.861$	Df = 1	p-value<0.01				
If yes how?	Gained knowledge	7	35.00	15	46.87	22	22.00
	Exposed to new technology	3	15.00	6	18.75	9	9.00
	Motivated to work efficiently	10	50.00	11	34.38	18	18.00
	Total	20	100.00	32	100.00	100	100
Chi Square Analysis	$\chi^2 = 1.793$	Df = 2	p-value>0.01				

n = 100 Column percentage

in IT sector. Such differences are statistically found highly significant (p-value<0.001) on χ^2 value of 3.42 at the 2 degree of freedom. Equal percentage married and unmarried women in IT sector got training to perform

their work efficiently; whereas 25.00 per cent married and unmarried women never got opportunity of training to perform their work efficiently. Such differences differences are statistically found insignificant (p-

value >0.05) on χ^2 value of 0.47 at the 2 degree of freedom. Majority of married women, *i.e.* 83.33 per cent benefitted from such training; whereas 62.74 per cent unmarried women in IT sector found no change in themselves. Such difference are statistically found highly significant (p-value <0.001) on χ^2 value of 1.861 at 1 degree of freedom. It is further found that 50.00 per cent married trainees are motivated to work efficiently; whereas 46.87 per cent unmarried trainees gained sufficient knowledge about IT sector. Such differences are statistically found highly significant (p-value <0.001) on χ^2 value of 1.79 at the 2 degree of freedom.

Table 4 shows that majority of women in IT sector, *i.e.* 90.63 per cent enjoy their household work; whereas 11.76 per cent unmarried women in IT sector don't enjoy their household work. Such differences are statistically found insignificant (p-value >0.05) on χ^2 value of 0.012 at the 1 degree of freedom. Furthermore, 56.25 per cent married women in IT sector face problems regarding their

household work; whereas, *i.e.* 69.12 per cent unmarried women do not face any problem regarding their household work. Such differences are statistically found highly significant (p-value <0.001) on χ^2 value of 5.886 at the 1 degree of freedom. About 55.6 per cent married women in IT sector are not able to take care of their children; whereas 76.2 per cent unmarried women in IT sector are not able to look after themselves. Moreover, 23.8 per cent unmarried women in IT sector feel tired and overburdened. These differences are statistically found highly significant (p-value <0.001) on χ^2 value of 11.97 at the 2 degree of freedom. It is observed that 89.71 per cent unmarried women in IT sector take help of their parents, whereas 34.36 per cent married women take help of their inlaws. These differences are statistically found insignificant (p-value >0.05) on χ^2 value of 44.66 at the 4 degree of freedom. For 75 per cent married women in IT sector in-laws take care of their children. Such differences are statistically found highly significant (p-value <0.01) on χ^2

Table 4 : Household activities performed by women in IT sector

Variable		Marital status					
		Married		Unmarried		Total	
		F	%	F	%	F	%
Enjoy household work	Enjoy	29	90.63	60	88.24	89	100
	Don't Enjoy	3	9.37	8	11.76	11	100
	Total	32	100.00	68	100.00	100	100
Chi Square Analysis	$\chi^2 = 0.127$	Df = 1		p-value >0.05			
Face any problem regarding household work	Yes	18	56.25	21	30.88	39	100
	No	14	43.75	47	69.12	61	100
	Total	32	100.00	68	100.00	100	100
Chi Square Analysis	$\chi^2 = 5.886$	Df = 1		p-value <0.01			
Sort of problem faced in household work	Not able to take care of children	10	55.6	-	-	10	10.00
	Not able to look after oneself	4	22.2	16	76.2	20	20.00
	Feel tired and overburdened	4	22.2	5	23.8	9	9.00
	Total	18	100.00	21	100.00	39	39.00
Chi Square Analysis	$\chi^2 = 972$	Df = 2		p-value <0.001			
Help sought for house hold work	Husband	6	18.75	0	0.00	6	100
	Parent	8	25.00	61	89.71	69	100
	Inlaws	11	34.36	-	0.00	11	100
	Children	4	12.5	-	-	4	100
	None	3	9.39	7	10.29	10	100
	Total	32	100.00	68	100.00	100	100
Chi Square Analysis	$\chi^2 = 44.66$	Df = 4		p-value >0.05			
Care taker for children while being on work	Leave them alone	2	6.25	-	-	2	2.00
	Husband	2	2.55	-	-	2	2.00
	Inlaws	24	75.0	-	-	24	24.00
	Parents	4	12.5	-	-	4	4.00
	Total	32	100.00	-	-	32	32.00
Chi Square Analysis	$\chi^2 = 71.632$	Df = 3					

n = 100 Column percentage

value of 71.632 at the 3 degree of freedom.

Table 5 shows that 75 per cent of women in IT sector married as well as unmarried feel that women should work outside home. Such results are statistically found insignificant (p -value >0.05) on χ^2 value of 0.00 at 1 degree of freedom. The table further show that 41.6 per cent married women in IT sector feel that work helps them to achieve economic independence; whereas 41.2 per cent unmarried women feel that it improve their status. Moreover 23.5 per cent unmarried women feel that work helps them in supplement income to their family. These results are statistically found highly significant (p -value <0.001) on χ^2 value of 0.943 at 2 degree of freedom. It is also observed that 52.8 per cent unmarried women in IT sector feel that work weakens their family relations; whereas 50 per cent married women feel that it hinders them in child rearing. Moreover, 25.00 per cent unmarried women feel that work has affected their health. Such results are statistically highly significant (p -value <0.001) on χ^2 value of 3.981 at 2 degree of freedom.

Table 6 show that in 88.23 per cent families of unmarried women in IT sector, major decisions are taken by their parents; whereas in 50.01 per cent families of married women familial decisions are taken by their inlaws. However, 11.77 per cent unmarried women take their own decision. Such results are statistically found insignificant (p -value >0.05) on χ^2 value of 47.52 at the 4 degree of freedom. Majority of married women in IT sector, *i.e.* 84.38 per cent go for outings with their family members; similarly, 69.12 per cent unmarried women also

go for outings with their family members. Such results are statistically found insignificant (p -value >0.05) on χ^2 value of 5.122 at the 2 degree of freedom. Majority of married women in IT sector, *i.e.* 84.38 per cent go for outings with their family members; whereas 30.88 per cent unmarried women don't go for outings with their family members. Such results are statistically found insignificant (p -value >0.05) on χ^2 value of 5.122 at 1 degree of freedom.

Traditional culture dictates that women are inferior to men and that the woman's position is in the home, bearing and raising the children. Women are often pressured by traditional customs to marry young and raise a family. Because their place is considered to be in the home, they are generally discouraged from participating in any cultural, social or political activities. Yet, at the same time in taking care of the family, they have developed concern for others and, therefore, a growing interest in broader social problems. Working women experience exploitation and deteriorating living conditions similar to working men, and, therefore, share a similar outlook as well.

Working married women cannot pay full attention to their homes and are unable to satisfy their family members whereas, non working married women can do their household task easily and their married life goes smooth. According to the researches working married women cannot properly adjust with their married life because they have many tasks to perform at a time (Hops *et al.*, 1972). Working married women found themselves moving from

Table 5 : Attitude towards work of women in IT sector

Variables		Marital status					
		Married		Unmarried		Total	
		F	%	F	%	F	%
Should women work outside home	Yes	24	75.00	51	75.00	75	75.00
	No	8	25.00	17	25.00	25	25.00
	Total	32	100.00	68	100.00	100	100
Chi Square Analysis	$\chi^2 = 0.000$	Df = 1		p-value >0.05			
Yes, Why?	Improve status	8	33.4	21	41.2	29	29.00
	Economic independence	10	41.6	18	35.3	28	28.00
	Supplementary income	6	25.0	12	23.5	18	18.00
	Total	24	100	51	100	75	75.00
Chi Square Analysis	$\chi^2 = 0.943$	Df = 2		p-value <0.01			
If No Why?	Weaken family relations	2	25.0	9	52.8	11	11.00
	Hinderance in child rearing	4	50.0	4	23.5	8	8.00
	Affect women health	2	25.0	4	23.5	6	6.00
	Total	8	100	17	100.0	25	25.00
Chi Square Analysis	$\chi^2 = 3.981$	Df = 2		p-value <0.01			

n=100 Column percentage.

Table 6 : Family relationship of working women in IT sector

Variables		Marital status					
		Married		Unmarried		Total	
		F	%	F	%	F	%
Major decisions making in family	Self	3	9.37	8	11.77	11	11.00
	Husband	3	9.37	-	-	3	3.00
	Both	2	6.25	-	-	2	2.00
	Parent	8	25.00	60	88.23	68	68.00
	Inlaws	16	50.01	-	-	16	16.00
	Total	32	100.00	68	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 47.521$	Df=4				p-value>0.05	
Differ opinion with family	Yes	10	31.25	-	-	10	10.00
	No	22	68.75	-	-	22	22.00
	Total	32	100.00	-	-	32	32.00
Chi Square Analysis	$\chi^2 = 59.236$	Df=1				p-value>0.05	
Outings with family members	Yes	27	84.38	47	69.12	74	74.00
	No	5	15.62	21	30.88	26	26.00
	Total	32	100.00	68	100.00	100	100.00
Chi Square Analysis	$\chi^2 = 5.122$	Df=1				p-value>0.05	

n =100 Column percentage

job to job under a frequently changing cast of bosses. Reduced autonomy and an ever increasing workload, combined with the added burden of having a small child at home, made their jobs huge claim on time and emotional energy intolerable. That is why they cannot perform well at home (Hofferth, 1979). Hicks *et al.* (1969) findings do not support that working married women have to face more burden as compared to the non working married women. It means that both have equal levels of burden in their life. It can be assumed that if working married woman feels tired in her married life because of her over burden of office work, then it is right to say nonworking married women may also face burden because of any family member's misbehavior or tension at home (Cooper, 1981).

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 felt that women should work outside home. They felt that it improves the status and helps in achieving economic independence. Though they also felt that it weakens their family relations, hinders in child rearing and also affects adversely their health. The major decisions in family of women in IT sector are taken by their parents and inlaws. Thus, their work has not improved their decision making power in family.

There was excessive control of management and [Asian. J. Home Sci., Dec. 2009 to May, 2010 Vol. 4 (2)]

lack of proper guidance for women working in IT sector. As women working in IT sector felt overburdened as they don't enjoy their household work and face various problems. They were not able to take care of their children and themselves and also felt tired. Though parents of unmarried women and inlaws of married women helped them in household chores, and take care of children of married women in IT sector. There was 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 inlaws. 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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