



GENDER EQUALITY IN THE IT SECTOR

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ABSTRACT

This study aims at finding if there occurs any gender discrimination in the IT industries. The data of 115 employees have been collected and SPSS tools have been used to find the results. This study finds if the employees are subject to any discrimination at work whether it be through salary, promotion etc. the results ultimately reveal that there is not much gender discrimination at the workplace and the few instances it happens can be avoided with more strict laws and morals

KEYWORDS: *Gender, equality, IT sector, salary, promotion, discrimination, laws*

INTRODUCTION

Gender equality is a trending topic in today's world, especially in the work space. It means to given equal opportunity to both men and women regardless of the gender. The ways of achieving gender equality is by practicing gender neutrality, gender parity and gender equity. While gender neutrality and gender equity are the important practices, gender parity can help in achieving this goal as it can measure gender balance in the given situation but it's not the goal. Gender equality is more about voicing out the inequalities in today's world and it is strongly tied to women's rights. Till the year 2017, The Global Movement for Gender Equality has not included other genders besides men and women

From the beginning of World War II, a general movement towards recognition of women's rights has been put forth by the Women's Liberation Movement. Since then, major governing bodies such as the United Nations have adopted several conventions to promote gender equality

In 2015, a research done in 38 countries found that 37 out of the 38 countries stated gender equality as "somewhat important" and a global mean of around 65% believe that it is a pressing matter for women to have the same rights and opportunities as men do. Due to this, many jobs and services are now equally available to both men and women in many of the countries

Similarly now a days, men can be seen working in jobs which was previously seen as a woman's job. Some jobs such as nursing, cleaning, child care, chefs etc are now having more men in the work place as compared to the previous generations. The parenting role has seen a major change since the previous generation. Before it was the job of the wife to take care of the house and the kids regardless if she was working or not. Now, men equally contribute in taking care of the kids when they're wives are held up at work or other important stuff. This has led to women pursuing their jobs even after childbirth, which is a huge leap from the last 50 years

Since 1950, the "male breadwinner role" has been heavily criticized by social scientists along with other issues such as "gendered arrangements" at work. Shared earnings/ shared parenting marriage where the partners equally share responsibilities for running the house and taking care of the kids is encouraged in the western countries

GENDER EQUALITY

Gender equality also referred to as sexual equality means the accessibility of resources and opportunity regardless of gender whether it be a male or a female. Opportunities include, economic participation, decision making, valuing different behaviors, needs and aspirations of the individual

REVIEW OF LITERATURE

- **Doris Ruth Eikhof (2012)** uncovers three current trends in the workplace namely 1) increase in knowledge work, 2) information and communication technology and 3) work-life balance policies. He synthesizes and analyzes evidence from his research on these three aspects. From this he found that all three can increase the temporal and geographical flexibility of work.
- **Kat Banyard (2011)** argues that feminism is still one of the most important and relevant social justice campaigns in today's world. Forty years since the Equal Pay Act, women are paid roughly 22.6% less per hour than men and 30,000 women are being fired from their work for being pregnant. At work, women continue to be the victims of sexual harassment and at home they are victims of violence.
- **Mai Camilla Munkejord (2016)** analyzes the everyday lives of immigrant parents and helps us understand what work-life balance means. Work-life balance is made in contrasting methods between mothers and fathers. This study sheds light on how gender relations can be formed at the domestic level through an analysis of individuals' work and family responsibilities.
- **Paul Blyton & Jean Jenkins (2010)** examine the life of redundant workers in the industrial region of South Wales. They analyze the international clothing company, Burberry (as they have closed the manufacturing plant in Rhondda Valleys and moved it to China), the experiences of the redundant workers. Their paper talks about redundancy with reference to capitalism followed by the impact on individual workers due to job loss.
- **Gry Agnete Alsos, Elisabet Ljunggren, Sara Carter & Mariell Opdahl Jørstad (2016)** investigate the challenges faced by women entrepreneurs when managing their respective firms as well as their family responsibilities. They examine the strategies adopted by these women to combat the daily struggles. They've conducted interviews with many women entrepreneurs and found that these women develop three main strategies: 1) business-related strategies, 2) household-related strategies and 3) strategies in the business-household interface.

OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVE

The primary objective is to analyse how gender plays a major role in how people are being treated at work especially in the IT sector

SECONDARY OBJECTIVE

- To investigate key concepts such as gender wage gap and gender stereotyping
- To analyse what steps can be taken to improve equality
- To analyse theories of gender segregation at work and the related ideologies of gender equality



RESEARCH METHODOLOGY

SAMPLE SIZE

The sample size of the research study is 115



SOURCE OF DATA

The research study used both primary and secondary data



SAMPLING TECHNIQUES

The research study adopted convenience sampling method and data collection was done through questionnaire method

STRUCTURE OF QUESTIONNAIRE

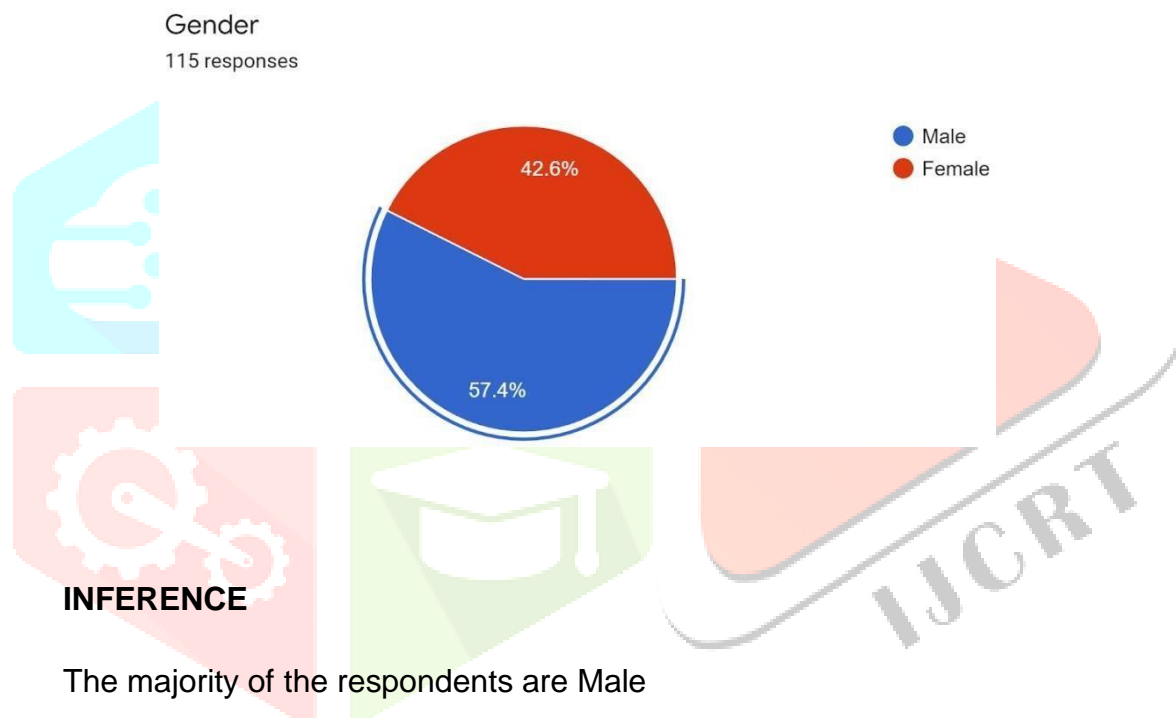
Closed-end questions are asked to the respondents

DATA ANALYSIS AND INTERPRETATION

I. GENDER OF THE RESPONDENTS

Sl. No	Particulars	No. of Respondents	Percentage
1	Male	66	57.4
2	Female	49	42.6
Total		115	100

Source: Primary data



II. SATISFACTION LEVEL OF THE SALARY RESPONDENTS ARE RECEIVING

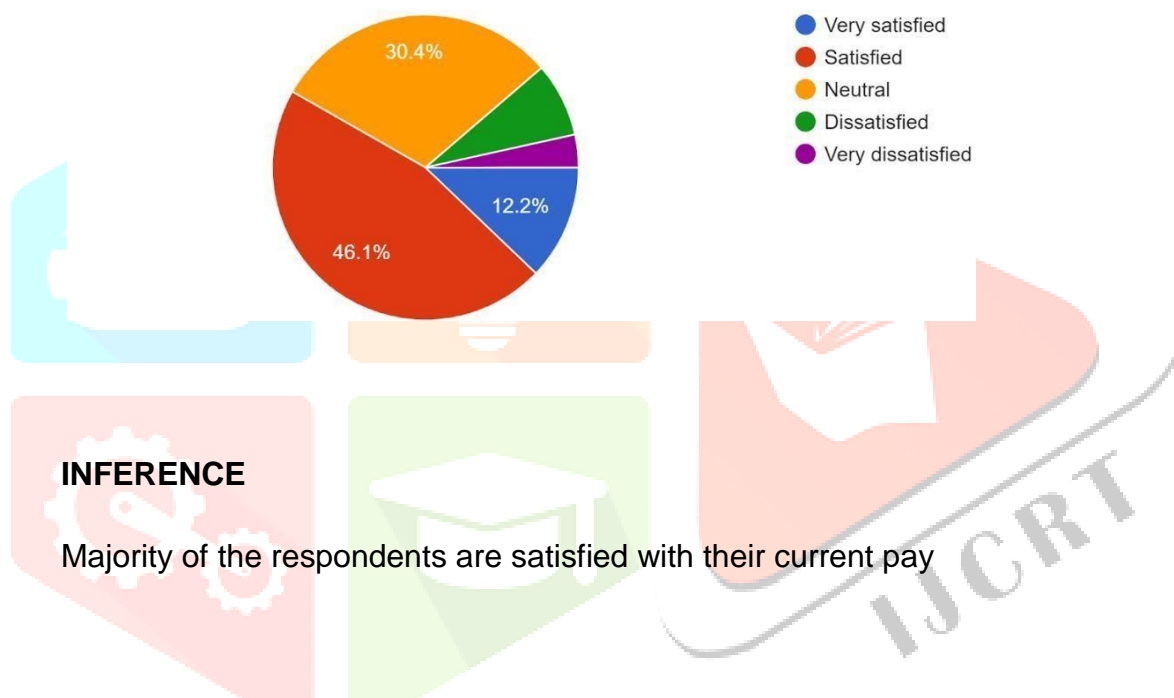
SL NO	SATISFACTION LEVEL	NO. OF RESPONDENTS	PERCETAGE
1	VERY SATISFIED	14	12.2
2	SATISFIED	53	46.1
3	NEUTRAL	35	30.4

4	DISSATISFIED	9	7.8
5	VERY DISSATISFIED	4	3.5
TOTAL		115	100

Source: Primary data

How satisfied are you with your current pay?

115 responses



INFERENCE

Majority of the respondents are satisfied with their current pay

III. CHI-SQUARE TEST

TABLE SHOWS THE ASSOCIATION BETWEEN GENDER AND SALARY OF THE RESPONDENTS

Null hypothesis (Ho) – There is no association between gender and the salary of the respondents

Alternate hypothesis (H1) – There is an association between gender and the salary of the respondents

CASE PROCESSING SUMMARY

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Sex * How satisfied are you with your current pay?	115	100%	0	0.0%	115	100%

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	4.121 ^a	4	.390
Likelihood Ratio	5.610	4	.230
Likelihood-by-Linear Association	.349	1	.555
N of Valid Cases	116		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.76.

SOURCE: PRIMARY DATA

INTERPRETATION

Since p value is higher than 0.05, we accept the null hypothesis and reject the alternate hypothesis. Therefore there is no association between gender and the salary of the respondents

SUGGESTIONS

- A great way to promote gender equality is by granting leadership roles for deserving candidates, irrespective of their gender.
- To relieve the stress of working mothers and to make them achieve their career goals, paternal leaves should be provided for fathers, as it not only allows mothers to concentrate on their career, even fathers will get involved in the upbringing of the child.
- Employees should be appreciated based on their talent and performance, and not by the employer's personal favorites.

CONCLUSION

The result of the study is that there exists a slight degree of gender inequality in the workplace, not a big difference but small differences which can be sorted out. The organization can adopt stricter laws, alter hiring practices to increase diversity, granting leadership roles irrespective of gender. Employers must appreciate the talents and performances of the employees and not have any personal favorites

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