



# A STUDY ON HEALTH ISSUES FACED BY WOMEN IN IT & IT ENABLED SERVICES

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## ABSTRACT:

India is on the path of becoming an economic superpower but its performance index in health component of human development, particularly that of women is not at all impressive. The typical female advantage in life expectancy is not seen in India. In the context of the new economics of liberalization and its challenges to work, human security and development it is necessary to understand whether women are in a position to take advantage of the economic take-off. Therefore, an attempt is made in this paper to analyse the health issues of women in India in relation to their work environment, productivity and welfare. It focuses on two broad areas of gender-based differences and inequalities, viz. the links between gender and economic productivity, and the development of human capital.

## KEYWORDS:

Health component, women employees, Health issues of women.

## INTRODUCTION:

India is a forerunner among developing countries in accepting cyber industry. Software industry is reported to be the fastest growing occupation in the global scenario. It is now emerging as one of the largest employment providers to women (COM 2003). It is estimated that women constitute about 21 percent of the total Software workforce which is higher than their participation in the national economy as a whole. Thus, software industry contributes to the enhancement of women's work participation in the country. The software industry is characterized by reduction in physical labor and increase in skill or knowledge component. This makes it possible for women to take up jobs that were formally the domain of men (Kelkar, 2003). Long hours of work and travel inevitable in the software industry leads to women opting for jobs in testing or quality assurance, which is usually paid less, but have regular working hours. In this branch, they have no chance of being sent abroad. This is a major reason why although participation of women in software industry increasing, the proportion of women at the top remains low. Rothrock et al. (2001) in a study on Indian software labor market found clustering of women professionals at the lower end of the hierarchy leading to feminization of certain service activities. Miter (2003) conducted a study in Malaysia and India to find out the impact of information technology on women. He observed that a women's work has multiplied and the gender-based division of labor was continued even as a result of the introduction of new information and communication technologies.

## OBJECTIVES OF THE STUDY:

The Primary objectives of this study is to study the health issues faced by women working in IT and IT enabled services. The secondary objective is to explore the impact of health issues on working women and emerging trends of work from home.

## REVIEW OF LITERATURE:

**Gobalakrishnan and Gandhi (2013)** in their study "Working Women and their problems in daily life: A Sociological Analysis" conducted a survey on the women who are working in the colleges in the Tiruvannamalai District to find out their daily life's problems. Even though most (72%) of the respondent is living in the joint family, but they are expressing the problems like anxiety, depression and inferiority complex in their daily life. The economic condition of the family pushes them to go to work, but nobody supports them in the family matters. So, the study suggested that when the married women go for work, then the family members, including the husband should support them in various household activities and that they relieve them from various problems and the pressure of both families as well as work environment.

**Dashora (2013)** explains the various problems faced by working women in India. Working women are subject to mental and sexual harassment at the workplace, working women faced biases in salary, skills and technical efficiency. The public transport system, unwanted attention of the colleagues and boss attribute to sexual favors. The psychological pressure created from all this leads a situation where a woman is no more able to pursue her job. The traditional way of thinking men as the bread-winner and women as exclusively meant for household tasks continuously creates hurdles for the working women.

**Avais, Wassen and Shah (2014)** in their study “A case study on problems of Working Women in city Sukkar” find out the various types of problems that working women face like as domestic problems as well as official matters. The study was explorative in nature to investigate the problems of working women in Sukkar. They identified a maximum number of problems of working women they face from morning to evening. The working women have dual work roles in one front they have roles related to caring and rearing, in another front, they have to handle out the issues of sexual, emotional, and financial abuse outside and inside the home. The study mainly focused on that sexual harassment is a ground reality in working women of Sukkar and there is a need for the implementation of the legislation passed by the government.

**Nawaz, Afzal & Shehzadi (2013)** in their study “Problems of formally employed women: a case study of Bahawalnagar, Pakistan” highlights the problems faced by working women informal sector in Bahawalnagar. By using a stratified random sampling method, data collected from four public sectors departments like as police, nursing, teaching and college lecturers. By using the descriptive analysis method, the result of the study revealed that policewomen faced low social status and non-recognition of their jobs, nurses faced unscheduled working hours and low wages and school teachers want higher wages for their work. The study mainly examines the social and domestic problems of formally employed women as well as verifies the behavior of family members and social circle of formally employed women towards their job in the focused area. The study concluded that the working women of Bahawalnagar faced various social and workplace problems like as; their working hours are too long, most of the respondents face unavailability of transportation, most of the respondents have no job security, they have very low allowance, they are facing gender discrimination and the problem that is especially related to school teachers and nurses is of low wages. The problems of policewomen in the present study are related to their long and spontaneous work hours.

**Rani (2013)** in her study titled “Marital Adjustment Problems of Working and Non-Working Women, in contrast to their Husband” tries to find out the marital adjustment issues of working women teachers. A sample of 80 women (40 working and 40 non-working women) collected for this purpose through random selection. The result revealed that non-working wives are facing more marital adjustment problems in comparisons to their partners. Working women, who are married, have dual

responsibilities at home and work spheres. They need more co-operation and adjustment to manage both spheres. The dual roles expectations promote overstrain among married working women. These dual role expectations lead to the situations where married working women have not the proper time for their spouses. This causes marital maladjustment. The study concludes that working women are facing maladjustment at both fronts-home and office.

## RESEARCH METHODOLOGY:

Based on my study, the sample size of 149 was drawn from the population using the descriptive sampling techniques with a duration of 3 month. I use questionnaire as a primary data and secondary data from books and websites. This article is prepared by analyzing the research paper. The structure of the question is was designed with the demographic factor questions, multiple choice question for analyze respondent saving behavior.

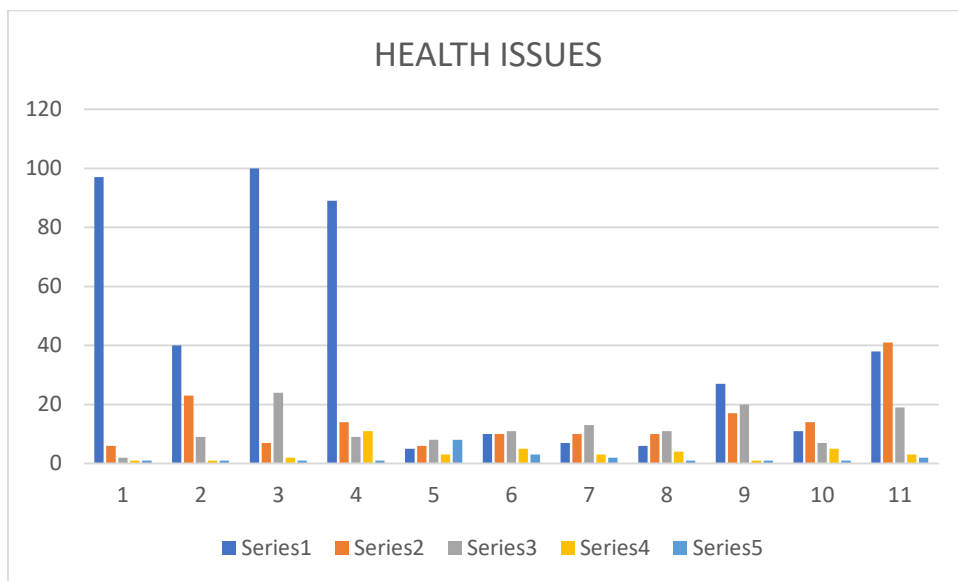
## ANALYTICAL TOOLS:

The present study uses the following statistical tools for analyzing the collected data. Percentage, AOVA analysis, Chi-square analysis are used for this research

## PERCENTAGE ANALYSIS:

**Table showing type of Health issues faced by the respondents**

Particulars	Always	Mostly	Sometimes	Rarely	Never
Health issues	97	6	2	1	1
Obesity	40	23	9	1	1
Bach ache	100	7	24	2	1
Neck pain	89	14	9	11	1
Arthritis	5	6	8	3	8
High cholesterol	10	10	11	5	3
Heart problems	7	10	13	3	2
Kidney issues	6	10	11	4	1
Hyper tension	27	17	20	1	1
Gynaecological issues	11	14	7	5	1
Stress related issues	38	41	19	3	2



**Chart showing types of Health issues faced by the respondents**

**INTERPRETATION:**

From the above table 97% of the respondents feel health issues like 40% in obesity,100% in backache,89% in neck pain,5% in arthritis,10% in high cholesterol,7% in heart problems,6% in kidney issues,27%in hyper tension, 11% in gynecological issues,38% in stress related issues.

**INFERENCE:**

Majority (100%) of the respondents have ranked back ache.

**Table showing regular health checkup**

S.NO	Particulars	No of respondents	percentage
1	Strongly agree	13	8.8
2	Agree	27	18.4
3	Neutral	26	17.7
4	Disagree	33	22.4
5	Strongly disagree	48	32.7
TOTAL		146	100

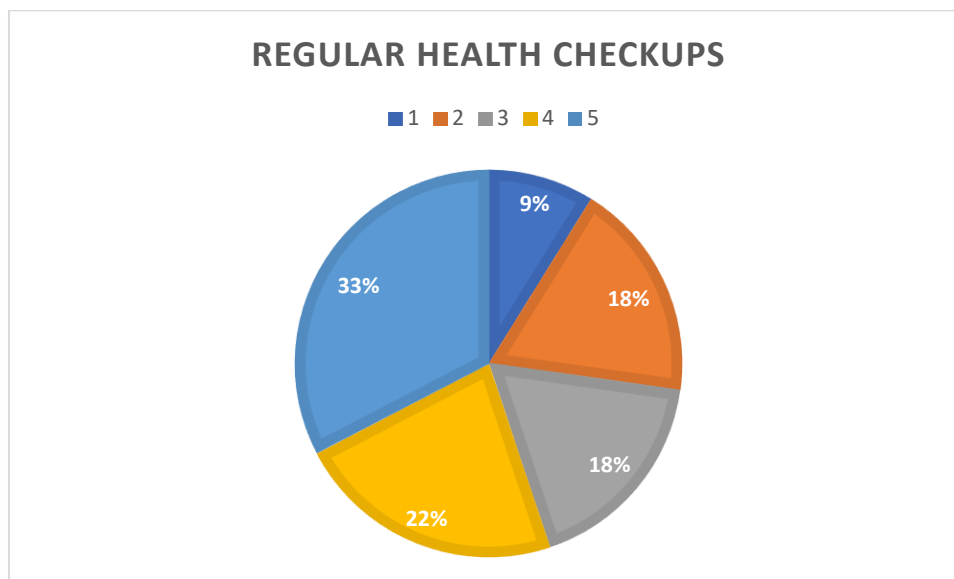


Chart showing regular health checkups

**INTERPRETATION:**

From the above table the respondents have ranked for 13%for strongly agree,27% agree,26% are neutral,33% disagree and 48% strongly disagree.

**INFERENCE:**

Majority (32.7%) strongly disagree with regular health checkups.

**ANOVA ANALYSIS:**

**Table showing association health issues and health practices of employees:**

Null Hypothesis (H<sub>0</sub>) – There is no association between health issues and health practices followed by women employee’s IT and IT enabled services.

Alternate Hypothesis (H<sub>1</sub>) – There is no association between health issues and health practices followed by women employee’s IT and IT enabled services.

ANOVA					
Are you facing any of the health issues mention below? [Gynecological issues]					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	67.497	4	16.874	7.759	.035
Within Groups	137.018	63	2.175		
Total	204.515	67			

**Interpretation:**

P value is 0.035. Since P value is lower than 0.05, we accept alternate hypothesis and reject null hypothesis. There is no association between health issues and health practices followed by women employee’s IT and IT enabled services.

**SUGGESTION:**

COVID-19 is hard on women because the U.S. economy is hard on women, and this virus excels at taking existing tensions and ratcheting them up. Millions of women were already supporting themselves and their families on meager wages before coronavirus-mitigation lockdowns sent unemployment rates skyrocketing and millions of jobs disappeared. And working mothers were already shouldering the majority of family caregiving responsibilities in the face of a childcare system that is wholly inadequate for a society in which most parents work outside the home. Of course, the disruptions to daycare centers, schools, and afterschool programs have been hard on working fathers, but evidence shows working mothers have taken on more of the resulting childcare responsibilities, and are more frequently reducing their hours or leaving their jobs entirely in response.

## CONCLUSION:

The researcher has reviewed many studies have focused on working women's stress and strains when it comes to the balance between paid work and family responsibilities. Women are working in all manufacturing and service sectors throughout the world. In many developed countries, women are facing different issues such as sexual, mental harassments in work place, safety issues in travelling in different modes of transport after office hours, flexible working time, child care facility, non-cooperation from family members, gender biasness in promotional policies and decision making. Beside these issues many working women are balancing dual role (work and family) effectively and solving day to day problems in both work and family life. All working women receives the support from family members, organization and government policies for their problems and take proper steps to rectify their different issues to balance their work and life, which will lead to run a peaceful life in work and family and paves way for hyper growth and development of the country.

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