

Role of Information Technology in Women Empowerment

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Abstract - This article investigates the job of data Technology in ladies strengthening. India has become a predominant player in the data innovation industry universally. Before many years modern situation in India was overwhelmed by agribusiness and assembling area development. In any case, over the most recent 10 years particularly after 1995 data innovation industry has begun contributing fundamentally in financial development of India. Data Technology now is a strong industry worth \$60 billion. Data Technology industry is one of a kind with respect to investment of ladies in the labor force. Consistently new select in IT industry currently is a lady. E-administration drive of government has likewise opened a chance for ladies strengthening by expanding admittance to data for ladies. IT gives admittance to same data to ladies as it is accessible to men. This data stream is uncensored and with no contortions. The central parts in IT industry are presently offering a climate that will hold the gifted ladies labor force. To foster lady's agreeable workplace driving organizations are presently offering benefits like lactation habitats, additional maternity leave, telecommute strategies, creches, and choice to move to city of their decision if there should be an occurrence of move of the spouse. This paper brings into notice the role of Information Technology in women empowerment. Here various cases have been discussed to give a light on the changes IT has brought to the society. It also analyzes the opportunities and women entrepreneurship in IT.

Index Terms - Women empowerment, Technology, Entrepreneurship.

1.INTRODUCTION

The Indian IT industry is most certainly ahead on the issue of regarding variety and goes much past empty talk or posturing. Variety strategies center around conceding certain privileges as well as on making

emotionally supportive networks that lead to a level-battleground. The innovation business in India presently has a gender variety proportion of 33%, an aftereffect of critical industry intercessions throughout the long term, as indicated by industry body NASSCOM. Information Technology has become an intense power in changing social, monetary, and political life all around the world. To an ever-increasing extent, improvement specialists see the requirement for non-industrial nations to embrace data innovation both as an approach to stay away from additional financial and social underestimation just as to offer openings for both development and broadening of their economies

2.REVIEW OF LITERATURE

N.P.ABDULAZEEZ, S.M.JAWEDAKHPAR , in the study there are various attempts in literature to develop a understanding of women empowerment through breaking the process down into three components. Women empowerment needs to occur following dimensions: economics, socio-cultural, familial, interpersonal, legal, political & psychological. These dimensions are very broad in scope. In order to operationalize three dimensions, one should consider indicators at various levels of social aggregation. The main objective is women political participation, educational attainment & economic empowerment. This study is based on secondary data which includes journals, newspapers, magazines & information collected from the websites. Female work participation rate in all India level only 30% of women are defined as workers. Female literacy is the step towards formal education the proportion of women who are literate has increased by 15% over the

last decade from 39% in 1991 to 54% in 2001. There is enough evidence that women are paid less than men for the same work. In 2004-05 casual wages for women & men is Rs.55 & 35 in rural, Rs.75 & 44 in urban. Based on the research findings economic sufficiency is necessary, though it is not a sufficient condition – encouragement for taking waged employment would help or strengthen the role of women in decision making.

MARIAM ABBAS SOHARWARDI, in the study Women are important part of the society but their participation in decision making is very low. This is based on primary data which is collected by conducted the survey via google forms. Women are still suffering discrimination and violence in different regions of developing countries with different extent. Married women in the age of 15-49 yrs are used as targeted population for assessing women empowerment. Factor analysis was performed on 18 indicators coming from 5 dimensions of women empowerment. Importance of each dimension in assessing overall Women Empowerment is not the same but they give cumulative effect as Women Empowerment. Women education, Women body mass index & household wealth strongly effect the Women Empowerment in developing economies. Women empowerment was defined as “social inclusion”, freedom of persons & capabilities. Women Empowerment has been measured by self-determination, self-transformation, self-esteem & self-confidence. In addition, this study regions are used to determined Women empowerment & this become a new addition in literature.

ASMA OMRANAL KHAYYAL in the study Women Empowerment has been identified with many different perspectives, concepts, interventions & consequences .This study is based on secondary data which includes journals, newspaper, magazines & information collected from the website. The objective of this review was to examine the impact of the local environment on women’s individuals using evidence from rigorous quantitative & qualitative evaluations. Very limited literature is present related to women entrepreneurs in the UAE. It evaluated the scope quality and accuracy of the publications used in this paper as well as their validity and importance. The bulk of references were peer-reviewed articles. Most sources where from peer-reviewed journals. Broadly five conceptual dimensions of empowerment commonly found throughout the literature include

psychological, social, cultural & legal dimensions. Women’s advancement was measured& affected by an eight-factor model, economic needs, job efficiency etc Cultural values & contextual factors explain the low rates of women’s entrepreneurship in the UAE & growth of their businesses.

EKNATH MUNDHE, in the study Women’s Empowerment is the liberation of Women from the ill effects of Social, Economic, Political caste and gender discrimination. It means giving Women the freedom to make life choices. There are various aspects of Women Empowerment in the regard, such as Human Rights or Personal rights, legal Women Empowerment etc. The main objective is to know the concept of Women Empowerment & to study the violence against Women in India. This is based on Secondary data which is collected from various reports of National & International agencies. Violence against Women in India is physical or sexual Violence against Women, especially by men. One study found that 7997 out of 8000 abortions were performed on Female fetuses. Rape is one of the most common crimes in India. 70% of Women in India are victims of Domestic Violence, 72% of reported as Acid attacks in India involved in Women. The best way to empower Women is to include them in the mainstream of development.

BIPLAB TRIPATHY, SUBHECHYA RAHA, in the study Indian Women are struggling for equality and the acceptance in a society so Government of India has taken enough initiative to promote Women Empowerment by introducing different schemes and policies, which not only improves the Social status of female population but also the solution of different Social plights. This is based on Secondary data which is collected from various reports of National & International agencies. A vicious cycle has formed in the Society that restricts a Women’s independence. The average rate of reported rape cases in India is 6.3 per 100000 of the population. The reported cases have increased to 26% in 2013 & other atrocities on Women also increased to 26% in 2016. Domestic violence on Women is another Social drawback. The main objective is to ensures of providing incentives for improved health & nutrition. Thus the Government had tried the level best to fight away the Social issues related to Women

RAJESH TIWARI, BIMAL ANJUM, in the study India has become a dominant player in the Information Technology Industry globally. Industrial scenario in

India was dominated by agricultural and manufacturing sector growth. Information technology now is a robust industry worth \$60 billion. It is unique with regard to participation of Women in the workforce. This is based on primary data which is collected by conducted the survey via google forms. IT provides access to same information to Women as it is available to men. IT reduces the impact of barriers of time and distance in organizing and managing the service delivery of businesses. A large part of jobs outsourced are going to Women. The freedom of work from anywhere and anytime can become a catalyst for financial independence and empowerment of Women by enhancing their extra income. It discusses the strengths, opportunities of information technology and the role of Women Empowerment. Women have to maintain a balance between professional and personal life to capitalize an opportunity provided by Information and Communication technology.

3.OBJECTIVES

1. To investigate the impact of information technology on women empowerment.
2. To identify the challenges in the path of women empowerment.
3. To make valuable ideas in the light of the discoveries.

4.ROLE OF NGO'S

Women Empowerment has been the essential concentration for both government and most Ngo's. Deliberate activity advanced by NGOs occupied with improvement assume a critical part towards country improvement which is subject to the dynamic support of the volunteers through Non-Government Organizations (NGO). The idea of NGOs created in India solely after freedom. The NGOs have assumed a fundamental part towards the advancement of rustic India since 1970 s. Developmentalists, government and unfamiliar benefactors have frequently felt that NGOs that are limited scale, adaptable, inventive and participatory are more effective towards arriving at poor people and towards destitution easing. This thought has led to the fast development of the NGOs that are associated with starting and executing provincial advancement programs.

5.ROLE OF GOVERNMENT

The reformist contemporary society is significantly supported by the public authority. Both local and state legislatures of India, eagerly yearns for a general public which is forward-looking, biasfree and extremist reasoning. Each authority longs to have a reformist vision. A progressive venture is normal with an open-minded viewpoint. Accordingly various projects and plans are eaten by the public authority to placate the general public from the searing friction that draw back the advancement towards any startling social disaster. The public authority has perceived the issue identified with ladies and acquainted various plans with battle with the outrages against the ladies and inspire their soul more prominent freedom for commitment in nation's economy and advancement. Gyandoot is an e-government project began by the state legislature of MP (India) that won the esteemed Stockholm Challenge grant in 2000. The task gives an organization of PCs associating the rustic regions and satisfying the ordinary, data related necessities of the country individuals.

6.CHALLENGES FACED BY WOMEN IN IT FIELD

With not exactly 50% of software engineering understudies being ladies, numerous ladies that may have a premium in tech might not have the right instruction that businesses are searching for. Nonetheless, on the grounds that you didn't acquire schooling explicitly in tech, doesn't mean it's past the point where it is possible to bounce into the tech space. Indeed, many organizations have discovered that it's regularly simpler to prepare an expert to code than it is to prepare a software engineer on a particular industry. Lamentably, ladies frequently are not sure or belittle their abilities. Reports show that female software engineering concentrators with eight years of programming experience are as positive about their abilities as their male companions with zero to one year of programming experience. Some struggle putting stock in a certainty hole and that this is a straightforward instance of men misjudging their abilities and less with regards to ladies ailing in certainty. Strangely, it is a blend of both. It a few investigations, when people are given similar abilities test and asked to self-evaluate, ladies give themselves a normal score lower than their genuine score and men

give themselves a normal score higher than their real score.

7.FACTORS AFFECTING WOMEN EMPOWERMENT IN IT

The stage-model of hindrances looked by ladies that influence their entrance and execution in the field draws upon the profession advancement model fusing a progression of stages steady with those introduced by Ragins and Sundstrom (1989). Each stage or change addresses a bunch of chances and deterrents to achieving an amazing situation in associations and expands upon the past ones. Contrasts in ways to control for people reflect all around recorded contrasts in the variables influencing their advancement all through their professions (Ragins and Sundstrom,1989). This outcomes within the sight of less ladies as they move higher in the chain of importance. As a preventative note, it isn't the objective of this paper to infer that the IT field is more oppressive than some other field, yet basically to propose a testable model of boundaries which might exist in the field. The model analyzes impacts of boundaries for ladies on three separate ward factors – profession decision, vocation diligence and professional success in IT professions. These three ward factors address the three phases of an IT profession. We recommend that few underlying and social variables influence Women's' professions in IT (Figure1). It is recommended that every one of these hindrances can fill in as a wellspring of spillage ready to go and make a total commitment to the IT work deficiency. Notwithstanding a show of social and underlying variables, potential cooperation impacts of these elements at each stage are supportive of presented. It is proposed that it isn't sufficient to inspect these variables in disengagement from each other, as the IS writing on gender has done as such far. To foster a rich comprehension of IT vocations, it is pivotal that between activities among these variables be thought of.

7.1 SOCIAL FACTORS:

These are social and social inclinations that fuse both the interior view that ladies have of themselves (self-assumptions) and the outer perspective on ladies (generalizing, for instance) that is held by society overall. For instance, Sheinin (1989) and others (Barinaga,1992; Konrad and Cannings, 1997) have proposed that one factor that clarifies sexual

orientation differentials in compensation and advancements is the assortment of jobs that ladies expect – spouse, mother and guardian – during top times of their expert and scholarly vocations. These social factors regularly bring about self-choice into sex composed callings and positions inside callings (Ragins &Sundstrom, 1989).

7.2 STRUCTURAL FACTORS:

The thought that the design of foundations can attempt to restrict openings is definitely not another one (Kanter, 1977; Hen-nig and Jardin, 1981). Blum et al (1994) tracked down those primary variables represent practically 50% of the difference in the level of women supervisors in associations. Late patterns in IT towards globalization have likewise hampered Womens' odds of employing, maintenance and progression in places that require travel and extended periods of time. This is so on the grounds that ladies are seen to be family-arranged and reluctant to travel or burn the midnight oil (Blum and Smith,1988). Also, the IT calling expects workers to continually refresh their abilities, which might convert into extended periods of time. Absence of good examples and coaches and the current extent of ladies in the highest levels are instances of underlying elements.

8.CONCLUSION

There is developing acknowledgment of pretended by ICT industry in ladies strengthening. Industry standards are going through transformation to draw in and hold gifted women workers. The need to adjust work family balance is making an ability smash in the center also, top administration. These gifted ladies can use their experience and ability to turn into businesspeople. Ladies at the highest point of ICT industry are setting a good example for the youthful age. Ladies need to keep a harmony among expert and individual life to profit by the chances given by Information and Communication Technology. Relatives should uphold the ladies to use their ability and abilities to build up their exceptional personality and for the monetary government assistance of the family.

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