

The Present Position of Women Rights in Industry

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Abstract---While the questions of gender inequality continue to be an enigmatic puzzle waiting for a solution even in the 21st century, it remains to be an important area of exploration in the fields of social sciences in general and feminist studies in particular. The present study attempts to address the issue as it encounters the modern technology which is believed to be gender neutral with an implicit emancipatory role to play in favour of women. The present study intends to address the issue from an emergent perspective of social exclusion which has its origin in Europe in 70s in the context of the globalized world scenario. India is one of the traditional societies contributing significantly to world population is gradually transforming herself into a modern society in several spheres, or she is in a transitory stage, where the issue of gender becomes an important area to be explored. In this context, India has emerged as one of the destinations of multi-national companies, for she provides best human resource having millions of technocrats, both men and women, who can provide service at cheaper rates. Indian women are no longer confined to home or traditional agriculture related works and other traditional occupations, but with the phenomenal increase of literacy rates over the years they have entered all fields such as education, medical and engineering and so on more or less in equal proportion with men. The achieved status along with the state's intervention measures of public policy alleviating the situation has changed the scenario unlike the past. The work participation of women in non-agriculture has also increased considerably in the recent past.

There have been a number of studies about the prescribed position of gender inequality with reference to traditional social structures and the changes therein; but there are not many about the same with reference to modern institutions particularly in economic institutions. In this background the present study about the position of gender inequality focusing on software industry becomes relevant. It is in this context it becomes important to explore status of Indian women in the software sector of the multinational companies established in India since late 1990s, particularly in Hyderabad which has become one of the hubs of software industries in the country. In this background the present study about the status of women software engineers focusing on software industry become relevant.

Key Words---Gender inequality, Transitory stage, Multi-national companies, Indian Emancipation, Literacy rate.

I. INTRODUCTION

While the questions of gender inequality continue to be an enigmatic puzzle waiting for a solution even in the 21st century, it remains to be an important area of exploration in the fields of social sciences in general and feminist studies in particular. The present study attempts to address the issue as it encounters the modern technology which is believed to be gender neutral with an implicit emancipatory role to play in favour of women. The present study intends to address the issue from an emergent perspective of social exclusion which has its origin in Europe in 70s in the context of the globalized world scenario. India is one of the traditional societies contributing significantly to world population is gradually transforming herself into a modern society in several spheres, or she is in a transitory stage, where the issue of gender becomes an important area to be explored. In this context, India has emerged as one of the destinations of multi-national companies, for she provides best human resource having millions of technocrats, both men and women, who can provide service at cheaper rates. Indian

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II. WOMEN'S POSITION IN SOFTWARE INDUSTRY:

In the year of 2012, an International consulting and management firm called Booz & Company released "The Third Billion", a global ranking of the level of economic empowerment attained by women in 128 countries. The indicators used included equal pay for equal work, non-discrimination policies, the male-to-female-male employee ration, and equality in terms of female managers and senior business leaders. This brief preliminary foray into the industry has revealed that although many of the companies promote gender equality in the workplace and women in senior positions of authority, the Indian software sphere to be almost entirely male-dominated.

Some companies are more female-friendlier than others. IBM recently won the Anita Borg Top Company for Technical Women for 2011. This award reflects representation, retention, and advancement; but most of the women have been harassed and trampled for many years in all manners under the soles of male employees and male-dominated companies. There are a lot disparity and discrimination as well as difference toward women employees in the face of the earth, and especially in India as well in the city of Hyderabad. As well, women's influence in the early years of the software industry, software engineering remains a male dominated field.

III. SOFTWARE INDUSTRY IN THE STATE OF TELANGANA:

Software engineering is a high-paying career with less gender disparity than that which exists in many industries, even female graduation rates declined in the late 20th century even as they went up in other science and technology fields. And, in the year of 2010 CNN listed software engineering as one of the ten top paying jobs for women-in fact, it was listed at 5th rank.

In this regard, the Urban and English educated have an edge over others, many lower middle class families coming from small towns of Telangana did find their lives significantly impacted by the employment in the software sector. The presence of world's major companies like Microsoft, Infosys, Google, Wipro, Face Book, IBM etc., provide the Hyderabad, Bangalore, Chennai as well as Delhi and Mumbai cities and in the same manner Indian other cities a firm launch pad for further momentum in this highly competitive sector.

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According to the Socio-Economic Outlook 2016, the Government of India, "ICT industry in the states consists of Business Processing Organizations (BPO) as well as Knowledge Processing Organizations (KPO), providing professional services across the globe. Like Hyderabad is already a magnet which attracts the best in the world. The new ICT policy intends to embellish it even further to make it stand out as the most preferred destination for the IT companies.

Because IT industry in India is such an important source of employment for young Indian professionals (the median age of IT BPO employees in India was about 24 in the year of 2011), and because an unprecedented amount of those young professionals are women made up 42% of India's college graduates in the year of 2010, and that figure was expected to continue to rise), IT companies have the potential to become leading examples of women-friendly employers.

The city of Hyderabad, in the process of time, has become a premier worldly destination for IT and ITeS industry of India, next only to Bengaluru which is one of the great hubs in the globe for decades. In the state of the Telangana IT industry has grown up by leaps and bounds in the recent years. Primarily in the state of Telangana, there are around 1,300 IT units having nearly 3.7 lakh professionals. Today, in the Indian workforce, fewer women are participating compared to one score ago according to the recent data from the Ministry of Labour and Employment. And, in the organized workforce, the proportion of women as a percentage of the total female population declined in the years of 2001 and 2011 after rising in the previous two decades. In the year of 2001, the work participation rate for women was 25.6 percent. This fell to 21.9 per cent in 2011-12, as per the 68th Round of the National Sample Survey. The worker participation rate for women had grown from 19.7 per cent in the year 1981 to 22.3 per cent in the year of 1991.

IV. GENDER GAP:

Table: World Economic Forum's Global Gender Gap Index 2019-20

Country		Gap Closed 2020 (%)	RANK (2020)
Iceland	0	87.7	1
Bangladesh	(-2)	72.6	50
Nepal	(-4)	68.0	101
Srilanka	(-2)	68.0	102
China	(-3)	67.6	106
India	(-4)	66.8	112
Mynamar	(-26)	66.5	114
Pakistan	(-4)	56.4	151
Yemen	(-3)	49.4	153

Note:

Economic woes: Barring the economic participation index, all sub-indices witnessed marginal improvement globally compared to 2018.

According to World Economic Forum's Global Gender Gap Index 2019-20 measuring in educational obtaining, political empowerment, health as well as survival and economic participation the most significant of gender based gap. According to this report, from 2018 India fell four places to gain the 112th rank . and in the same way, out of 153 countries, India's Excellency is dismissal in the performance of Health as well as survival parameter. According to the Global ranking, India got ranked 112th having addressed only 66.8 per cent of the gap. But, Iceland reached the top rankings in the gender parity gap with 87.7 per cent.

V. DISCRIMINATION IN MICROSOFT:

During an email conversation between two women, the log of harassment proceeded on the day of 20th in the month of March, sharing information of how to break through the firm's glass ceiling. From all over the software firm, when two shared stories of sexist behaviour that arose in a broader discussion that they shared with companions and finally got significant responses at the v very time.

And, on account of this, many of those that contributed said, saying that they had appealed and reported incidents of, that took place in the premises, harassment as well as disparity and discrimination to human resources. But, there was no action taken against them. And, the incidents that involve sexist behavior, illicit language, and in the same manner pleads to perform sexual acts.

Then the head of Microsoft HR Kathleen Hogan explained Quartz that she would "personally"

Significant probe as well as investigate all the claims being done and made through the process of email chain. Moreover, Ms Hogan said to the tecjh news site The Verge, saying that Microsoft would conduct sessions from the day of 22nd in the month of April to get feedback from women and work out what kind of action to be need.

And, Ms Hogan said, saying that "we are appalled and sad to hear about these experiences; and we must do better." And she jagain quoted that the "burden" of solving the harassment problem did not reside solely with women.

On harassment claims, the verge pointed to Microsoft's previously poor record. But, in the year of 2018 that opened, it added and linked to court records. More than 238 internal complaints had been filed at Microsoft from 2021 to 2016 about harassment as well as disparity and discrimination. There was a worthy of investigation about sex discrimination only one of the 118 pleadings and complaints.

Note: The list was begun of women frustrated that many claims of harassment had been dismissed by human resources.

VI. WOMEN RIGHTS:

Despite women have been treated secondary citizens and are utterly oppressed as well as trapled under the soles of traditions and customs, the Government of India has given rights to women to be successful in all manners in the face of the earth especially in the land of India as follows:

- Women have the right to equal pay: under the Equal Remuneration Act, according to provisions listed one cannot be discriminated on the basis of sex when it comes to salary point, wages or pay. When compared to men, working women have the right to draw an equal salary.
- Women have the right to dignity and decency: if a woman is accused in the event of any circumstances, she must be submitted and performed in the presence of another woman according to the medical examination procedure.
- Women have the right against workplace harassment: To file a complaint at her work-place against any kind of sexual harassment is her right according to the Sexual Harassment of Women at Workplace.
- Women have a right against domestic violence: According to the Indian Constitution, section 498 of the constitution observes and looks to preserve and protect a wife spouse, female live-in-partner or a woman abiding in the household like a sister or a mother from domestic violence (including sexual, emotional, verbal and in the

same manner economic) by the hands of a husband, male live-in partner or relatives. The accused severely must be punished as well as imprisoned in all manners for a term that may exceed to three years and shall also be liable to fine.

- Female sexual assault victims have the right to keep their identity anonymous: a woman who has been sexually assaulted, to ensure that her privacy is preserved, may record her statement alone before the district magistrate when the case is under trail, or in the presence of a female police officer.
- Women have the right to get free legal aid: Female rape victims have the right to get free legal aid or help. According to the Legal Services Authorities Act, from the Legal Services Authority that has to arrange a lawyer for her.
- Women have right not to be arrested at night: A woman cannot be arrested unless there is an exceptional case on the orders of a first class magistrate after sunset and in the same manner before sunrise. The law also, in addition, explains clearly that the police can interrogate a woman at her residence only in the sight of a woman constable and her family friends and family members.
- Women have the right to register virtual complaints:
 - a. The law gives women the provision for filling virtual complaints via her writing, e-mail complaint and sending it to a police station from a registered postal address.
 - b. Afterwards the SHO sends a police constable to her place to record her complaint.
 - c. A woman, this is in case, is not in a position to physically go to a police station and file a complaint.
- Woman have the right against indecent representation: In any manner, depiction of a woman's figure who is indecent, derogatory, corrupt, or is likely to deprave or injure the public morality or morals, is a punishable offence.
- Women have the right against being stalked: According to the IPC section 354D causes the way for legal action to be taken against an offender if he/she follows a woman, tries to contact her to foster personal interaction repeatedly despite having a clear indication of disinterest; or monitor the use by a woman of the internet, email or any other form of electronic communication.
- Woman have a right to Zero FIR: The Zero FIR can later be moved to the police station in whose jurisdiction the case falls under, and FIR that can be filed at any police station irrespective of the location where the incident occurred or a specific jurisdiction it comes under.

- This reigning was passed by the Supreme Court to save the victim's time and prevent an offender from getting away scot-free.

VII. WOMEN'S SOFT POSITION

Software engineering is the application of engineering to the development of software in a systematic manner. It is significant because it enables building and developing complex systems in a timely manner with high quality. It influences nearly every aspect of our lives and has become pervasive in our culture commerce and of every activity. Four to five decades ago no one could have predicted that software would become an indispensable technology for the future.

At present, software takes a dual and significant role in the global. It is a product and at the same time a vehicle for a delivering product. As a product, it delivers the computing potential that embodied by computer hardware or more broadly, by a network of computers that are accessible by local hardware. The software is an information transformer-producing, acquiring, displaying, managing, modifying or transmitting information that can be as simple as a single bit or as complex as multimedia presentation derived from data acquired from dozens of independent sources.

All men and women utilize the Software by using soft skills in a quick and transparent manner in the modern era, in all manners instead of physical labour. So, most of men and women desire to have such sort of jobs and are interested to enter into the companies of the software field.

So that, most of women have desired for many years and are interested to do their jobs skilfully with the support of senior staff and their parents that are in their bosom. A great variety of software companies have emerged in the software industry. Bill Gates, the co-founder of Microsoft was the richest person in the world in (2009) largely due to his ownership of a significant number of shares in Microsoft, the company responsible for Microsoft Windows and Microsoft Office software products - both market leaders in their respective product categories. Today, a huge software industry has become a dominant factor in the economics of the computerized world.

The software industry expanded in the early 1960s, almost immediately after computers were first sold in mass – produced quantities. Business officials, government sector and universities created a demand for software. Many of these programs are written with the full –time staff programmers in writing.

In this regard, there is an increase in employment share of this sector. And in the same manner, infrastructure, highly skilled and educated professionals has helped the state with a cost advantage to manage and maintain double digit

growth in the sector. The state of Telangana has focused for many years to increase the employability of students, whether they are male or female by imparting skills needed for the industry.

VIII. WOMEN HARASSMENT:



- **In the ancient time, woman was the ghar ka rani, the centre of the family; but, now one tenth of working have been in the furnace of afflictions and face sexual harassment at their workplace. And, most of women do not have any internal complaint committees.**
- **In many states, most of women are turned into domestic workers in the name of marriage especially in the states of Jharkhand, Haryana and Chhattisgarh.**
- According to UN, Violence against girls as well as women is a human rights violation; on account of this, women are affected by mental, physically as well as sexually and finally it leads to death. On account of this, women's general well-being and prevents women from completely engaging and participating in society even in the technological world.
- Violence against women and girls Finally it impacts on their families, community and the country called mother

land at large.

- In the face of the earth, terrorism, violent extremism, war as well as violent conflict have been devastating consequences for girls as well as women for many years; but there is no place for women to confederate for, in all manners because they are excluded from negations and peace confederates.

IX. CONCLUSION

Women were given secondary status in all spheres of life in the world. They are denied of all sorts of rights including right to life in certain traditional and social order. They are seen as burdens and liabilities than human beings. Many social reformers, humanitarians as well as Christian missionaries have been demanding for the elevation in the pathetic conditions of women for a long time. Moreover, there have been several feminist movements demanding for the equal gender status for the feminine gender. All these struggles have led to the incorporation of rights of women into the constitutions of different countries. But the fact of reality in that their rights have been confined to the constitutions only and this hardly found to be put in practice. Still there is a lot of disparity and difference towards girls and women even in the 21st century called technological world.

For example #Mee Too: "Ammu Joseph, a journalist based in the city of Bangalore in the year of 2000 shown in her writing 'Making News: Women in Journalism' that "Sexual harassment is the most significant and sensitive topic in the present global world that many women in the face of the earth, especially in the land of India are embarrassed to talk about or pronounce to dismiss as a relatively lower or minor irritant which they can handle."

However, Nirbhaya case that happened in the year of 2012 in New Delhi the capital city of India was outburst before the congregation of the earth, especially the state of Haryana in the year of 2013. After the long process, the case was finalized.

Even in the United States of America the great land over the face of the earth, the election, Donald Trump to the United States presidency who has lost his power recently was very wrath against women. When the questionnaire came before him at the time of Trump's inauguration of sexual harassment and in the same manner violence against women; but he refused and disregarded their plead which is put on his table."

But the emergence of software industry and its work setup seem to have been paving the way in a considerable degree for the improvement of gender status of women. The rules and regulations for equal gender status and their implementations seemed to be encouraging for the

advancement of women. Several observations found that women working in software industry are much more observations and independent compare to women working in other sectors. They established that the rules and regulations for gender equality work atmosphere and the postmodern outlook exist their quite supportive for the advancement of women.

Our little ones that are not yet in the flower of age and women have been in the engulfing fire and crushed in the palms of evildoers. Primarily the (our) rulers that reign over the lands have been focusing on diverse issues and affairs of the world; but not of the issues of sexual harassment and in the same manner the gender status of women. If the prime ministers and the presidents put their concentration once over these issues of harassment and gender status of women, the countries as well as the whole earth will surely be prosperous, multiplied and flourished in all manners in the time of life.

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