



**Research Paper**

## **The Women Position and Work Force in Industry in the Land Of India**

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*Received 05 Feb, 2021; Revised: 16 Feb, 2021; Accepted 18 Feb, 2021 © The author(s) 2021.  
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### **I. INTRODUCTION:**

While the questions of gender inequality continue to be an enigmatic puzzle waiting for a solution even in the 21<sup>st</sup> 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.

### **SOFTWARE INDUSTRY IN THE CITY OF HYDERABAD:**

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 20<sup>th</sup> 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 5<sup>th</sup> 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.

#### **A BRIEF HISTORY OF WOMAN AND HER TRANSFORMATION:**

In the space of time, woman's life in the face of the earth has undergone the most significant changes and transformation; because the 21<sup>st</sup> century called modern woman is no longer restrained as well as confined at all to the four corner of the house. The women both in rural and urban India in almost have utterly thrown down the obstacles and have broken the barrier every field likely sports, forces, technology as well as space science. In the present universe every fifth woman is an entrepreneur.

However, this is only one side of the image. The present even scenario, women do not have any right to raise their voice in the proper manner in their own lives and they have left the decisions (several decades and even ages) to their male-dominated families. Their desires and aspirations were not regarded as well as considered essential enough to be encouraged within and without homes. Moreover, they had been subject to the men in all manners and aspects in their lives; and were confined to the four walls in their responsibilities as daughter, as wife and also as mother and also mother of mothers.

But, especially according to the Indian context, woman is centre of the circle who is origin of family life as well as society. In Indian culture since time past, 'Nari Shati' is a concept existed in Indian tradition and culture. She has been performed and worshipped in diverse forms from the time past until this time in different names in every corner of India from one edge to other edges. Moreover, as the epitome of power (Shakti) who is able to finish as well as accomplish that man cannot. And in the same way, woman within her is the power to nurture, form and create and finally transform. In the present also women are realizing their capacity as well as worth in every path of life and denouncing justice, judgment and gender equality both the places where she abide in the workplace as well as at home.

On account of this, in the present days, the Indian Government also has shown and played the most effective and significant role in drawing of this worthy transition. And, for the government of India, empowering women in all manners through the process of her journey to motherhood is the most significant agenda at present and in the time of life until they are reached certain and standard stages. Therefore, number of initiatives have been taken place to make them mighty and powerful. Among all these things, right from the beginning and recognizing the need to preserve and to protect the girl child in the womb of her mother in their work place.

#### **WOMEN WORK FORCE:**

**Amartya Sen:** *"Empowerment can accelerate development. From, whichever direction the issue is looked into, it provides justification for giving economic empowerment to women".*

The women in India they are than any other sections more suppressed, marginalized as well as utterly oppressed without having possession of wealth, and any income. The former president explained clearly in his speech on the occasion of International women's Day, saying that "Government is concerned with equal manner at the raising rate of violent crimes against women in the globe denoting towards especially in the land of India. It is inexcusable that women in India do not feel as secure and safe as they should. A greater emphasis on early sensitization of children and youth in schools and institutions of higher learning would help inculcate due respect for the female gender. This should be taken up through appropriate measures in our rural and urban populations and through well-convicted and coherent Government programs". Furthermore, he concentrated as well as focused on the full government commitment to fully ensure the participation of women in development and in the same manner in democracy.

Moreover, the Prime minister of India on the same occasion and the very time also with great spirit and enthusiastic appreciated, dedication as well as commitment of *Nari Shakti* (the power of women). According to his statement said, saying that the progress of civilization is "incomplete without the empowerment of women and the issue is no longer women development but "women-led development."

And, Supreme court , the Apex said, saying that in a verdict “it is now realized that the real empowerment would be achieved by women, which would lead to their well-being facilitating enjoyment of rights guaranteed to them, only if there is an economic empowerment of women as well. And, public employment would naturally lead to empowerment of women, which is the need of the hour.” According these statements, empowerment women can make a strong contribution to the economic well-being of the family as well as communities in all manners. Therefore contributing to the Sustainable Development Goals are the most significant effort in the face of the earth.

The rural women in India to the most significant and to a much and more larger extent than men in the agrarian sector. There was a women contribution in farming with nearly 60 per cent of India’s population to around 70-80 per cent of tiller of the ground or of farming activities. But, they are neither socially nor legally recognized as farmers in the field of agricultural sector. Rural women that comprise 66 per cent of total labour in livestock related activities as well as in farm production have got a little bit of role in selection of either livestock or their crop and in the same manner in marketing.

In the era of globalization, the market economy fashion or trend have broaden in the further position of gap between technological as well as educational benefits that are the significant available for rural women in the land of India.

#### **GAP BETWEEN RURAL AND URBAN WOMEN:**

According to 2011, there is a vast gap between rural women and urban women. As compared to the work participation rate of only 15.4 per cent in urban areas according to Census, the rate of female workers concerning work in rural areas was the most significant higher that stood at 30 per cent. And, most of the rural women are mingled in the unorganized sector, microenterprises, agrarian & related and allied activities. There was an observation that these kind of activities are low income and drudgery based. Moreover, as compared to urban women in the land of India, the Digital technologies have in the deep or beneath of the earth this gap because of the poor digital literacy among rural women.

#### **RURAL WOMEN IN ECONOMIC ACTIVITY:**

The Indian workforce, according to the Census 2001, is nearly 40 Crores (400 million) strong that comprises 39.1 per cent of the total population of the land of India. According to this report, there was a constitute and comprise 312 million major workers and 88 million marginal workers in the total workforce. In terms of the total workforce, out of the total 402 million workers, 275 million are males as well as 127 million females in the land of India.

According to the study report, the major workers are constituted 77.8 per cent of the entire workers, while the remnants are the marginal. The male and female workers ration was 76.6 per cent and 23.3 per cent respectively. When we have observed this study, towards female workers, the majority of female workers are from rural areas. Significantly as well as Interestingly, out of marginal workers females outnumber the males. Accordingly in three of

the four categories, for ensample, agrarian workers, cultivators, female marginal workers as well as household industries outnumber male workers.

In terms of proportion, in the event of Census calculations, 31.6 per cent of the workers are female as well as 68.4 per cent workers are males. This meant that 25.6 per cent of the total females as well as 51.7 per cent of the total male are workers. Thus this report says, the number of female workers is approximately less than half the number of male workers. When we observe this report, the majority of female workers in the urban areas are entrusted or engaged in the field of Households as well as other work. And, in the same manner, this illustrates that of male workers that might be due to their being employed majorly in the field of activities like agrarian labor and in the same manner cultivation.

#### **Number of Workers: (000s)**

**Table 1**

	Category			Persons	Males	Females
Total Population				1,028,610	532,157	496,453
Total workers				402,235	275,015	127,220
Main workers				313,005	240,148	72,857
Marginal workers				89,230	34,867	54,363
Non-workers				626,376	257,142	369,234

Cultivation				127,313	85,417	41,896
Agrarian laborers				106,957	57,329	49,446
Household Industry workers				16,957	8744	8,213
Other workers				151,190	123,525	27,665

Source: PCA, India, Census of India, 2001

### GENDER SEGMENT:

Women contribute to nearly 70-80 per cent of farming activities, even in the 21<sup>st</sup> century there is a lot of disparity and discrimination as well as gender segment ; for there is no recognition in agriculture as indentified farmer. And, women are seen as major as well as principal support to men in agricultural; but there is no ownership at all and neither control over the wealth and possession. Still there has been a general decline in the proportion of men and in the same manner in agrarian sector in rural areas in the land of India

Table 2, Percentage of India's Population, according to 2011 Census

		Percentage of India's Population	
1	Hindu	79.8	
2	Muslim	14.2	
3	Christian	2.3	
4	Sikh	1.7	
5	Others	2	

### STEREOTYPING OF GENDER WAGE GAPS:

During a space of great and high economic growth, adult women's major role in the land of India is as homemaker with less numbers in gainful employment that has been further falling. To full citizenship according to (Kessler-Harris, 2003), segregation of women's labour force as well as gender remuneration or wage gaps in the land of India or no access to productive resources raises economic disparity and inequality. India could draw or add USD 700 billion by the time of 2025 in supporting as well as improving women's participation by 10 per cent age points. Incorporating initiatives by the stakeholders and in the same manner government, focusing on women's access to the labour market which is also low disparity and discriminatory, this not in India reiterates the facts which is stylized of female employment.

### FACTS FOR INDIA TOWARDS FEMALE WORK FORCE:

In the land of India, the less female labour force participation rate (FLFPR) is already deteriorating as well as declining as compared to other region which is in the globe. The prime status of male unemployment rate has remained nearly 2-3 per cent (3-4 per cent) in rural (urban while female present regular status of unemployment rate are approximately 3-4 per cent in rural and difference between 7-9 per cent in urban. When we observe the FLFPR, the wage gap in male-female rates less as well as stagnant urban rates and declining rural rates, loss of women in all sectors and regions from labour market are the main features. Ludhiana has the most significant participation rate with 83 per cent but a mere 12 per cent FLFPR. Moreover, Delhi has gained 17 per cent FLFPR with 24 per cent in other metros while.

### POLITICAL REPRESENTATION PAVES THE PATH:

**Dr. BR Ambedkar says:** "I measure the progress of a community by the degree of the progress which woman have achieved." Thus the female employment is achieved and promoted by the female political participation due to access to public goods like primary health centers and banks and paved roads. And moreover, for the female constituents, the most significant receptiveness of female leaders paves or leads to much and more accommodating work atmosphere and environment to be successful in the face of the earth especially in the land of India. Because, most women are in the centre of norms, traditions and cultures that penetrates to the roots from the very beginning of the society.

**Table 3, Distribution of main worked by different industrial categories, INDIA, 2001.**

	Industrial Category	Main workers (000s)	Percentage (0%)
Total Main workers		312,972	100.0
Agrarian and allied workers		176,979	56.6
Mining & quarrying		1,908	0.6
Manufacturing		41,848	13.4
Electricity, Gas and Water supply		1,546	0.5
Construction		11,583	3.7
Wholesale, retail trade & repair and Hotel restaurants		29333	9.4
Transport, storage and communication		12535	4.0
Financial intermediation, Real estate and business activities		6109	2.0
Other services		31131	10.0

**Table4, , according to the NSSO report shows that the women above the age of 15 years that had any skill/experience to undertake the desires work was the highest for the work 'dairy'.**

	Type of work acceptable	Rural	Urban
1	Dairy	735	645
2	Poultry	529	557
3	Other animal husbandry	655	711
4	Food processing	543	514
5	Spinning	546	612
6	Manufacturing in wood and cane product	483	239
7	Tailoring	465	574
8	Leather goods manufacturing	400	433
9	Others	358	449
10	All	536	544

## II. CONCLUSION:

Dr. BR Ambedkar says: "I measure the progress of a community by the degree of the progress which woman have achieved."

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 21<sup>st</sup> 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."

Even most women are in the centre of norms because of traditions and culture. However, the present technology, culture and atmosphere have laid the path for women to be successful in all manners.

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