

Ethical Issues faced by Women in IT and Education Industry in NCR Region

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Abstract

Time has gone when the women were just confined to the four walls of the house and their only work was to manage their home and family. Breaking the walls and changing the minds of people in the society, women have set their foot in every field & every Industry. But most of the Indians still think that somewhere the men are superior, more ambitious and as a result they're preferred over women. Not only this, majority of the people don't support women to be at a topmost position, discriminate them on the basis of gender, considers them as less career-oriented and as a result they face ethical dilemmas at work. This study is a contribution towards addressing and highlighting the Ethical issues faced by women in the IT & Education Industry in NCR region.

Key Words : *Ethics, Ethical Issues, Ethical dilemmas.*

1.Introduction

To Really Transform India, Focus on Women First (TOI, 2016).

In some recent past years, a lot has changed with respect to women and their status in India. Our country is giving them equal opportunities as men and welcoming them in every field & industry but somewhere it is still lacking when it comes to equality. Although our Government is taking up every possible effort to curb inequality but we can't deny the fact that today also, the men are preferred over women. We hardly see women holding top positions because in the perception of society men are more intellectual and competent. Besides this, Women faces multiple ethical issues at workplace, most of which are untold. Problems like sexual harassment, abuse, less recognition etc. are common in every industry and needs to be addressed.

The two major industries where the women works in are IT & Education Industry. The ethical issues faced by women in the above two industries are discussed in this study.

Ethics-A branch of philosophy dealing with what is morally right or wrong.

2. Review of Literature

Fisher and Lovell (2009), conducted a study on Business values and Ethics and examined that in the present scenario women have set foot in the market as much as men but they are under-represented in roles such as management and decision making. In Kenya, Women represent as low as 5% on an average of the membership of the governing bodies of listed companies.

Saima et. al. (2016), conducted a research on Ethical issues faced by Nurses during Nursing practice in District Layyah, Pakistan and examined that nurses were facing challenges like inequitable workload, less co-operation from peers etc. and they were even unable to practice their own ethical responsibilities because of above constraints.

Jaya et. al. conducted a research on Ethics and Values in dealing with Issues of Women at Workplace and found out that women were facing several issues such as disparity in pay structure, pregnancy related problems and sexual harassment to name a few and there's a need of well formulated Ethics and Values with respect to gender, work-personal life balance and their emotional well-being.

In an article by **The Atlantic** on The Top Five Issues for Working Women Around the World, it was found out that even in some of the richest and developed countries, Women are afraid to start a family as they feel it would have an effect on their career. Also, 53% of the Indian women reported sexual harassment.

Azadeh Barati et. al. conducted a study to know the Challenges and Problems faced by Women Workers in India. The study analyzed that the problems like mental harassment, sexual harassment, discrimination at workplace, no safety of Women while travelling etc. exists which causes occupational stress.

3. Statement of Problem

We desire to make a woman feel valuable and as much important as a man because she's the reason we exist.

According to the Traditional Practices and Perceptions we have, no matter what a woman does, Men are still considered as the Head of the family, seen as superior to women in the society and hence most of the women faces issues in their personal as well as professional lives.

Government policies needs to be reviewed in order to achieve equality otherwise the goal of overall development will always be a Dream.

4. Objectives of the Study

- To know the ethical issues faced by women in IT & Education Industry in NCR region.
- To ascertain the existence of gender discrimination at workplace.

5. Research Methodology

Research approach and Research Design-

This is a Descriptive Research and Qualitative techniques have been used to conduct the study.

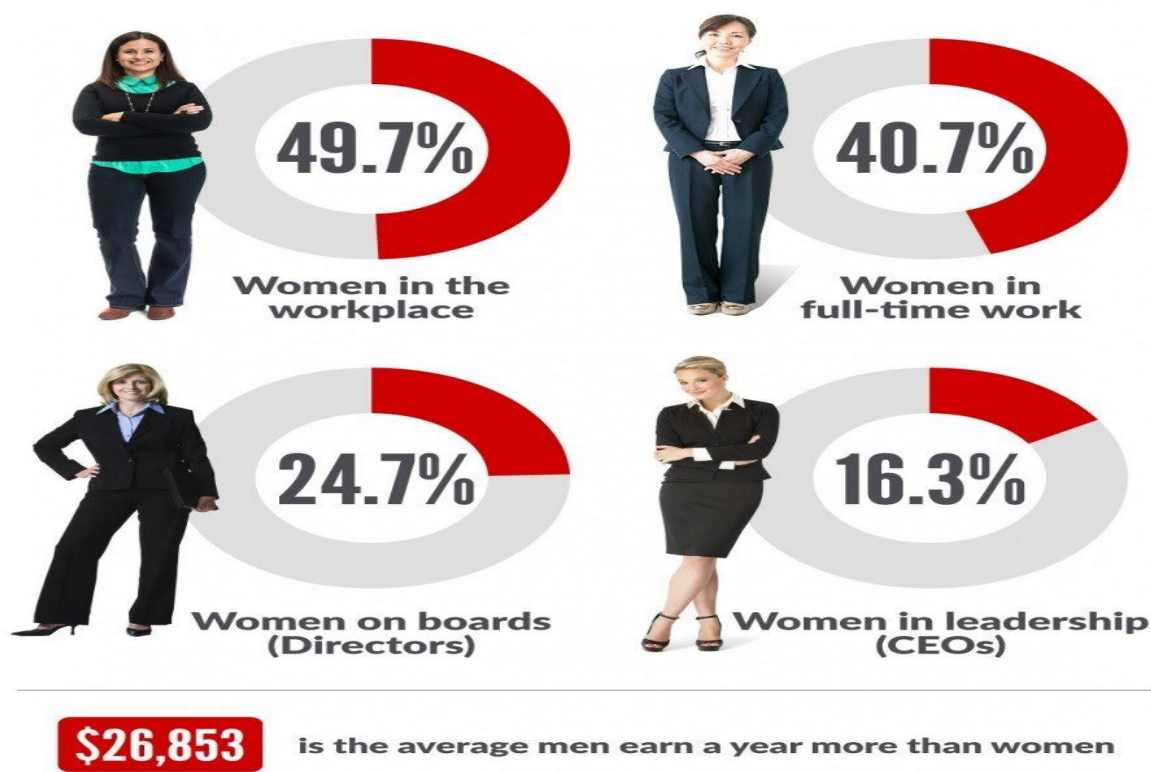
Population Universe and Sampling –

The Research was conducted in the NCR region of Uttar Pradesh, India. Convenience sampling has been done to choose the sample of 100 respondents (50 from each Industry) based on their willingness to participate.

Data Collection Method-

To conduct the study, both primary as well as secondary data collection methods were used. Personal Interviews were the main source of Data Collection.

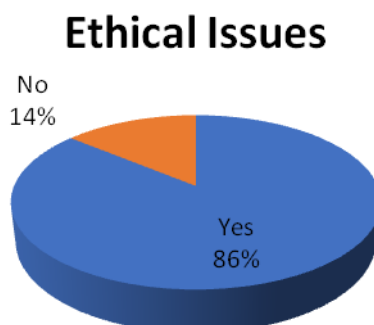
6. Data Analysis and Interpretation



According to the previous studies done in this field, from the above picture we can say that women have made their presence almost as equal to men in the market but what also we can say that is only 16.3% women are at higher positions. The reason behind this is that men are still considered as superior and more intellectual than women.

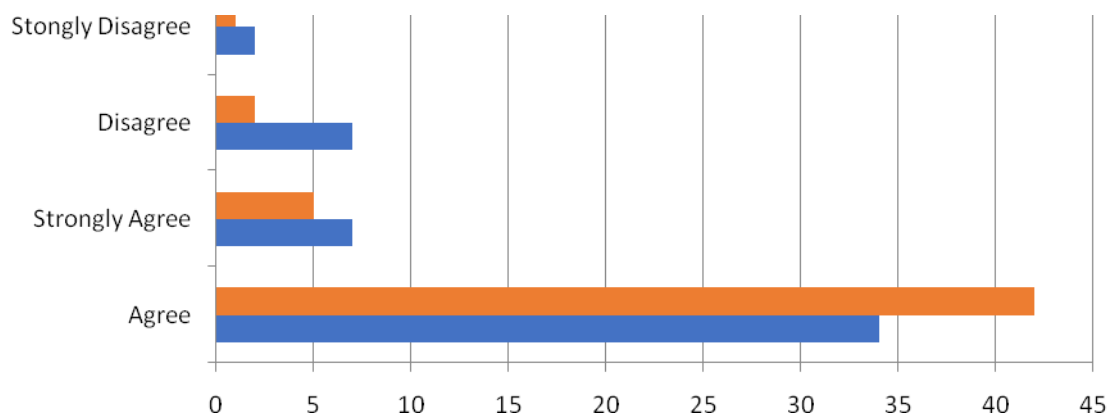
Now what we found while collecting the data -

1. Do you face any ethical issue at your workplace?



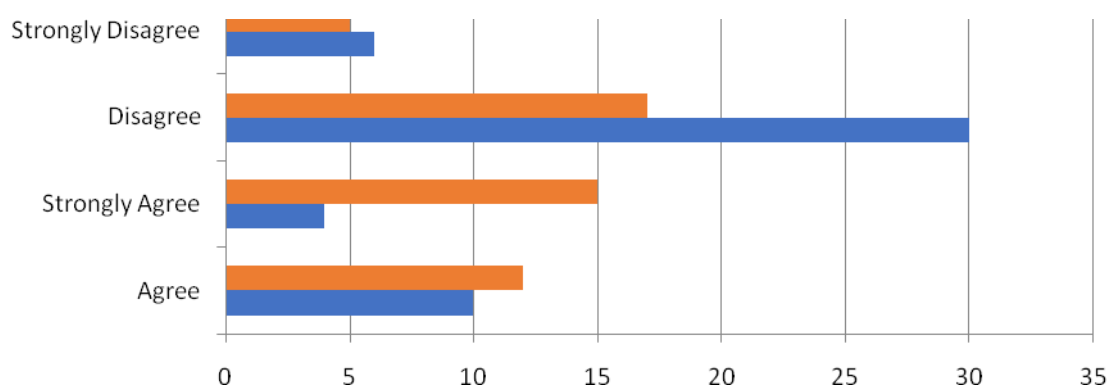
Combine data of both the industries is depicted in the above pie-chart.

2. Do you think women are equally capable and career-oriented as men?



Here Blue color represents the IT Industry and other one represents the Education Industry.

3. Do you feel women are actually treated as equally capable and career-oriented as men?



Here Blue color represents the IT Industry and other one represents the Education Industry.

4. Disparity in pay structure-

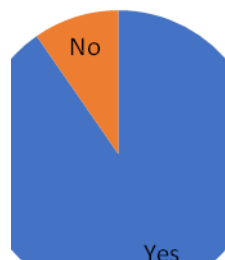
Education Industry



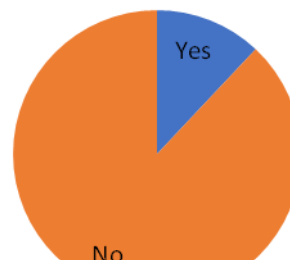
Out of 50 women in Education Industry, 42 thinks that disparity exists whereas in IT Industry there is no disparity.

5. Are you asked to stay back after your working hours?

IT Industry



Education Industry



20 women in IT Industry and 6 women in Education Industry reported that they're asked to stay back late sometimes.

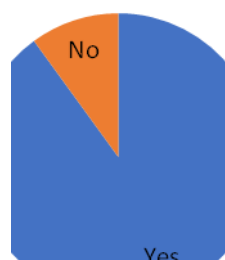
6. Have you yourself experienced or ever witnessed any kind of sexual or mental harassment at your workplace?



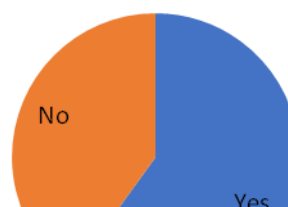
Combining the data of both the industries it was found out that 30 out of 100 women have at some point faced the above problem.

7. Do you feel women are discriminated against their gender in your industry?

IT Industry



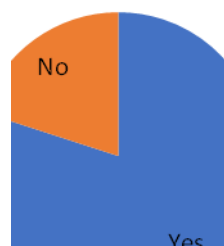
Education Industry



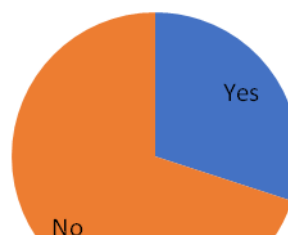
In IT Industry, 45 out of 50 women and in Education Industry 30 out of 50 women faces gender discrimination.

8. Is there any change in roles & responsibilities during the pre-maternity period in your work?

IT Industry



Education Industry



According to 40 women out of 50, the workload gets reduced in IT Industry whereas in Education Industry only 15 women agrees to that.

7. Findings

7.1 IT Industry

- Client site on site opportunities for women are less as compared to men.
- Men are considered more capable technically than women.
- Men are considered more career-oriented than women.
- Women are asked to stay back sometimes after the working hours.
- Although condition has been improved a lot but cases of sexual harassment still exists.

7.2 Education Industry

- Disparity in pay structure.
- Female candidates are asked to stay back late as they're earning the equal amount as males but nobody thinks that their security should be put first and foremost and she has other responsibilities too.
- In Awards & Ceremonies, majority of the names are of male candidates despite having equal Qualifications.
- There is no change in roles & responsibilities during the pre-maternity period.
- There is no consideration of the period when a woman goes through the menstruation process but yes, if it is given then the females shouldn't take undue leverage of it.

- The change is on papers but in reality nothing as such has changed, males are still considered as superiors, regardless of the family responsibilities a woman handles along with her work.
- Sexual and Mental harassment in terms of growth and promotion.
- Most of the authorities holding top positions are males even when the women are equally deserving.
- Discrimination on grounds of gender.
- Recognition in financial aspect is preferably given to male candidates as women are considered as the extra earning candidates. Males are considered more needy because according to our society they are running and taking care of the family.
- In promotions & policies, preference is given to males.
- Workload is transferred to females as they accept the work silently.

8. Conclusion

Women in IT Industry were found to be quite happy and comfortable and facing comparatively less issues at their workplace whereas Education Industry is still lagging behind. According to the women in IT Industry, their safety is the topmost concern of their employer and with time problems and conditions related to maternity period (leaves, workload etc.) are also getting better. As far as Education Industry is concerned, although the ratio of men to women is almost equal but it can be clearly seen that the ratio is not even near to one-third (approx. estimate) in relation to authorities holding top positions.

9. Limitations

- The study was restricted to a particular area (NCR), results of other areas may vary.
- Different people have different Perceptions and hence human behavior may lead to biasness.
- Population of the study is huge but the researcher has collected the data from 100 respondents only.
- The sampling technique which has been used here has its own limitations.

10. Future Scope of Study

- The study can be taken up in other Industries as well, employing women.
- Area of scope of study can be increased and it can be done in other parts of country as well.
- The same study can be conducted after some time to know whether conditions are changing with time and the problems are getting reduced or not.

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