

A Systematic Review On Challenges Faced By Women In IT Industry

P. Nithya Shree¹, Dr. J. Chandrasekar²
^{1,2} Madras School of Social Work

Abstract- *This research critically examines the multifaceted challenges confronting women in the Information Technology (IT) sector, shedding light on the profound impact of these challenges on their professional lives. The study aims to raise awareness and facilitate a deeper understanding of the unique challenges faced by women in the IT workforce. Through timely intervention and targeted support, it endeavours to pave the way for the creation of more inclusive and supportive environments, fostering the growth and success of women professionals in the realm of IT.*

Keywords- Women in IT, Workplace Challenges, Work-Life Balance and Socio-cultural Barriers.

I. INTRODUCTION

The technology-driven landscape of the Information Technology (IT) sector has witnessed transformative growth in recent years, reshaping the professional landscape and fostering innovation. Amid this evolution, an exploration of the challenges encountered by women professionals within the IT industry becomes imperative. This study delves into diverse settings, examining the experiences of women in the IT sectors, shedding light on the broader socio-cultural barriers and workforce dynamics. Recognizing the significance of diversity in fostering positive team environments, the research highlights persistent underrepresentation and its potential impact on team dynamics. The study aims to contribute valuable insights into the multicultural challenges faced by women in the IT workforce. The exploration encompasses factors such as long working hours, stress, and socio-cultural obstacles that underscore the need for comprehensive strategies to enhance the working conditions for women in the IT sector.

II. LITERATURE REVIEW

The following are the literature review about the challenges of women in IT sector:

Bianca Trinkenreich, et al (2022), the focus of the study is to explore the challenges faced by women in the software industry and underscores the importance of diversity for

positive team dynamics. Despite recognizing these advantages, the persistent underrepresentation of women gives rise to socio-cultural obstacles and potential attrition. The study had taken place at Ericsson, a global ICT company which aims to understand the challenges and the retention strategies from the women's perspective. The researcher used exploratory design with a questionnaire answered by 94 respondents, offers valuable insights into multicultural challenges within a large IT company.

Dr Uzoechi Nwagbara (2020) study, a qualitative, interpretive approach is employed to scrutinise the nexus between an institution's organisational work-life balance (WLB) policies, practices, and the ensuing challenges confronting Nigerian workers. Drawing on the institution-based view, the research, consisting of 25 semi-structured interviews, discerns the intricate relationship between institutions, WLB policies/practices, and the heightened challenges experienced by female workers within Nigeria's distinctive context. The study, offering insights into WLB discourse in developing nations, underscores the influence of institutions on organisational practices.

Dr.A.Kumudha, et al (2012), this study explores challenges faced by women employees in the Information Technology industry in Coimbatore. Addressing physical discomfort, psychological issues, and mental tension, the research sets out to identify these problems and reasons for job attrition. The literature highlights the higher stress levels among women in IT, emphasising the need for ergonomics and health programs. Employing a descriptive research methodology with 120 women employees, the study combines primary data through questionnaires and secondary data from various sources, focusing on the unique context of Coimbatore.

Dr. R. Umamaheswari, et al (2023), the research explores the challenges faced by women in the Information Technology (IT) sector in Chennai, emphasising the impact of long working hours and stress prevalent in the industry. It sheds light on the broader context of women's roles in Indian society, highlighting the added responsibilities and stressors they face both at work and home. The study recognizes the changing gender dynamics in the IT sector but notes

disparities in access to high-end activities. With a sample of 100 women IT professionals in Chennai, the research adopts a descriptive design, utilising both primary and secondary data sources to address the pressing need for understanding work-life balance issues in this context among women employees in Indian information Technology (IT) companies, recognizing the societal shifts and challenges faced by working women.

S. Vijayakumar Bharathi, et al (2016), this research investigates work-life balance (WLB) The study delves into organisational schemes and women empowerment initiatives while highlighting the prevalent gender dynamics in the IT sector. With a sample of 186 women in Pune's IT companies,

the research adopts a non-probability sampling method, convenience sampling and employs structured questionnaires. The theoretical framework considers 42 factors categorised into professional challenges and enhancers, personal challenges and enhancers, and social media. It emphasises the strategic importance of WLB for organisations in attracting and retaining valued employees. The study concludes by providing insights into impactful factors influencing WLB and proposes a comprehensive understanding to help individuals navigate their roles in both professional and personal spheres.

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S. No	Author	Title	Sample Size	Methodology	Variables	Findings
1.	Bianca Trinkenreich, et al	An Empirical Investigation on the Challenges Faced by Women in the Software Industry: A Case Study	94	Exploratory research design with a questionnaire	Age, years of experience, marital status and challenges faced.	WLB post covid, sexism, lack of recognition, lack of peer parity, glass ceiling, prove it again are the common challenges that are predominantly faced by women and it is highlighted in the study
2.	Dr Uzoechi Nwagbara	Institutions and organisational work-life balance (WLB) policies and practices: Exploring the challenges faced by Nigerian female workers	25	Semi-structured interviews	Organisation WLB policies, female worker experience and challenges	The finding of the study reveals that the particular institutional framework obstacles that Nigerian women workers face. The unique institutions and social and culture factors makes the issues that follow, while common to female workers worldwide, more intense and difficult for them.
3.	Dr.A.Kumudha, et al	An Empirical Study on Problems Faced By Women Employees in Information Technology Industry with Special Reference to Coimbatore City	120	Descriptive research design with questionnaire	Physical and psychological problems, demographic factors and work-related factors	The finding of the study talks about the stress, physical and psychological problem faced by women such as headache, digestive disorders, anxiety, depression and so on and additionally employees want mandatory in-house medical check-ups.
4.	Dr. R. Umamaheswari et al	A study on problems related to work life balance among women employees in IT sector with reference to Chennai	100	Descriptive research design	Women in IT sector and challenges and WLB	The finding of the study reveals relationship between the women IT professionals working at late nights and suffering from stress and also hours of sleep they are getting contributes to the stress level
5.	S. Vijayakumar Bharathi et al	A Study on the Determinants of Work-Life Balance of Women Employees in Information Technology Companies in India	186	Non probability method, convenience sampling and employs structured questionnaires	Personal and professional challenges and WLB	The finding of the study talks about the role of the individual in the organisation plays a vital role when it comes to the work and life balance and professional and personal challenges of each individuals in the organisation.

III. FINDINGS

The studies explore the difficulties encountered by female professionals in the software and information technology (IT) sectors, highlighting the value of diversity in building productive team environments. The study covers a range of settings, including Nigeria, Coimbatore, Chennai, and Pune in India, as well as Ericsson, a multinational ICT corporation. The acknowledgement of difficulties like long work hours, stress, physical discomfort, psychological problems, mental tension, and larger socio-cultural barriers affecting women's experiences in the workplace.

The studies utilise various methodologies, including exploratory designs, qualitative approaches, and descriptive research methodologies with sample sizes ranging from 94 to 186 respondents. They employ tools like questionnaires to gain valuable insights into multicultural challenges, work-life balance (WLB) discourse, and the impact of societal shifts on women employees in the IT sector. The significance of organisational practices, health programs, and institutional frameworks emerges as crucial factors in addressing these challenges. The research findings support an in-depth understanding of the factors impacting work-life balance (WLB) and emphasise the significance of timely identification and intervention to improve the overall well-being of female workers in these sectors.

IV. CONCLUSION

The research helps to cover the different challenges faced by women in IT sector such as sexism, long working hours, socio-cultural barriers, etc. The research emphasizes the need for proactive strategies and supportive organisational practices and helps in fostering positive team dynamics. The studies also stress the importance of addressing the issues through tailored interventions, recognizing the impact on work-life balance, mental well-being, and overall job satisfaction.

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