

Women Empowerment and Technology

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Abstract: -

This paper investigate the prospects generated by technological supportof networking processes in women's direction. It discusses the foremost challenges and a hindrance confronted by women and recommends ways that to handle those challenges and means that to revamp the things giving rise to women's direction. This paper deals on how to enable women to increase their resources and economic opportunities and strengthen their ability to compete among the economy. It speaks of the growing numbers of things that are innovated from public, personal and social sectors on manner to enhance the method. Technologies are developed so they profit women and alter them to be extra economically productive and contribute to their families, communities, etc. Modernization of the economy or advancement of the society could be a semi-myth for village ladies. The gender division of labour among the agricultural social unit has remained culturally stubborn. ladies as a category are oppressed and subdued by the political system of social organization. Economicprocess didn't improve true either. Rather technology and labour market imperfections have accentuated the concentration of the women in domestic works with non-market roles and activities, generating a replacement method of 'housewifisation', not 'feminization of jobs' within the rural sector. Between technology and activity pattern of women, the amount of feminine education, and identifies the factors that influence women employment. It assesses employment potentials and opportunities for the women in each farm and non-farm activities within the villages. It tries to reveal the real situation of the agricultural sector, and argues that rescuing gender from situation means that we tend to need poverty-independent gender analyses and policies. Education and technology ought to guarantee liberation and freedom of thought for all kinsfolk. The gender issue ought to be delinked each from myopic political economy and insensitive politics.

Introduction: -

Education about technology is vital to aid women's function as users and innovators of technologies as well as researchers, scientists and technologists. Their low participation is tricky not best from a rights factor of view, but also from an financial angle. In an

technology where economic boom is regularly linked to a country's potential for innovation, women's contributions end up especially essential. Women help diversify research and improvement teams, bringing different points of view that can gas creativity and bring about better nice outputs. Women have long been discriminated for technological schooling and

employment, and plenty has been executed to recognize the causes and pick out solutions. Initiatives were placed in vicinity on the international, regional, countrywide levels, and along with Governments, universities, the non-public zone have over time developed a wide variety of policies, programmer and projects. However, efforts have typically targeted greater on S&T education than on employment.

Information and Communication Technologies are the various set of technical tools and resources to make, disperse, store, brings value addition and manages information. The ICT sector consists of segments as numerous as telecommunications, tv and radio broadcasting, computer hardware, code and services, and electronic media, for example, information superhighway and electronic mail.

Objectives: -

Incorporating more women into technology sectors is likely to

- 1) increase productivity,
- 2) offers women a source of highqualityjobs,
- 3) may have benefits for female consumers of technology, whose needs are more likely to be taken into account.
- 4) engage women leaders in developing positive strategies within their institution to encourage female staff and students into the technology industry,
- 5) develop a clear view to work in the technology industry for the whole institution,
- 6) drive up the effective use of technologies in teaching and learning

The objective is to lookat the prospects generated by ICT supported networking processes for women's direction. It discusses the foremost challenges and a hindrance confronted by

ladies and recommends ways to handle those challenges and means to revamp the items giving rise to women's empowerment. How Technology will advance ladies economically to look at why technology is important to women's economic advancement and to clarify however technologies that have helped women developing, increasing the productivity making new entrepreneurial ventures or to assess new financial gain generating pursuits.

The aim is to change women to extend their resources and economic opportunities and strengthen their ability to vie within the economy It speaks of the growing numbers of things that are innovated from public, personal and social sectors in a mannerto improve the way technologies are developed so that they may help women to profit and change them to be additional economically productive and contribute to their families, communities, etc

Our use of structuration concept has found out other problems in studying female participation within the IT enterprise. To understand the manufacturing and duplicate of social structure requires a longitudinal study but the rapid price of change inside the enterprise including excessive body of workers turnover make this difficult. Without a longitudinal examine it is tough to pick out how man or woman agents reinforce, alter or transform institutionalised traditions inside the IT enterprise. The function of man or woman women in reinforcing, editing and remodelling the social systems is therefore difficult to perceive.

Research Methodology: -

This research is issues with the have a look at of lady's empowerment and ICT. This chapter gives the element of technique used to achieve objectives of the present study. The methodology for the baseline record become mainly desk-based studies. The focus was to explore women's engagement technology zone in all over the countries. The studies also reviewed an analysis of good practice nationally and internationally to benefit insights into initiatives and networks to encourage women and technology networks. Multiple sources were used as a way to discover if the findings obtained with all resources to make sure validity of the examine. The take a look at aimed toward documenting more than one realities from different perspectives. The use of different records collection techniques contributed in corroborating findings and resulted in growing a valid and reliable study. It additionally seeks to develop techniques to have interaction more women into generation. Recent figures show that handiest 5,604 female college students are presently enrolled in university computing courses, compared to 24,908 male students. In other words, for every one- female reading computing, there are simply over 5 men: the lowest percentage of woman computing college students in recent years. With so few ladies graduating with these important technical skills, the economic system is missing a variety of opportunities for growth, innovation and success. Whereas girl's representation in the staff has risen over the

years and now stands at 46% however girls make up underneath 30% of the ICT staff, comprising around 20% of computer graduates and underneath 10% of app developers. Diversity Data published on important international Technology agencies indicates that best around 1 in four era and leadership roles are undertaken by girls.

Percentage of Women and Men in Technology Jobs (world-wide) by company

Name of Company	No. of Employees	%Male	%Female
EBay	31,800	76%	24%
Apple	92,600	80%	20%
LinkedIn	6,442	83%	17%
Google	51,564	83%	17%
Microsoft	128,000	83%	17%
Facebook	8,348	85%	15%
Yahoo	12,200	85%	15%
Twitter	3,600	90%	10%

Percentage of Women and Men in Leadership Roles in Technology Companies (world-wide)by company

Name of Company	No. of Employees	%Male	%Female
EBay	31,800	72%	28%
Apple	92,600	72%	28%
LinkedIn	6,442	75%	25%
Google	51,564	79%	21%
Microsoft	128,000	77%	23%
Facebook	8,348	77%	23%
Yahoo	12,200	77%	23%
Twitter	3,600	79%	21%
Amazon	117,300	75%	25%
HP	302,000	80%	20%
INTEL	107,600	84%	16%

Review Literature: -

Women who have successfully proceeded to better managerial positions within the IT enterprise have tailor-made to something was needed to become a part of the organisation culture. The ladies who are on top of things positions experience they own characteristics normally considered masculine, which include being logical, task-oriented and assertive, and no longer perceiving themselves as victims. They talk approximately themselves as one-of-a-type from other girls they know, indicating that they're tough the dualism of gender. These

women keep in mind that they possess key skills for the next millennium. The intention is to construct management ability and deal with principal gaps within the workforce. The intention will be to construct the management pipeline inside the quarter and also broaden a model of distributed leadership to create whole systems change. It will also be searching for to broaden strategies to interact more girls into technology. With so few women graduating with these critical technical skills, the financial system is missing more than a few of opportunities for growth, innovation and success.

Problem's: -

Despite a noticeable, despite the fact that small, rise in girl participation in the traditionally male-dominated professions of science, engineering and medicine, there has now not been a corresponding trend in the statistics technology sector. The proportion of females inside the IT personnel became beginning to say no in most of the countries. Declining lady participation is therefore viewed as an economic problem, as well as an equity issue. The scarcity of women in IT has been vividly characterized as a 'shrinking pipeline' this word was said by Camp (1997). It intended that small quantity of ladies who persevered IT in colleges decline thru submit graduate research and educational appointments. The implications of is that the women locate themselves increasingly in the minority at examine and paintings and find few role girl models among senior expert and academic staff. Research has shown these are amongst the considerable factors which reduces female participation.

Barriers to getting women into technology: -

A predominant barrier changed taken into consideration to be lack of appropriate Careers Education which results from the shortage of statistics about the special process roles that exist with the tech enterprise and in other industry sectors. The institution felt that technology subject became nevertheless for "boys" and the enterprise was nevertheless very much visible as a male dominated. The working surroundings was also taken into consideration not to be conducive to attracting girls, it turned into not visible as a glamorous industry. Lack of early engagement in era is seen as a major barrier, with the aid of the time ladies reach further education they're disinterested in generation and they do no longer understand how era effects on their careers. It became felt that education approximately technology must start early, in nursery and number one schools.

Solution:-

Women engaged in technology could be a crucial issue to make sure they develop confidence in their talents. It's advised that this might be supported by developing books for primary age ladies that reinforce females in technology. It is conjointly advised that the first lecturers ought to facilitate in developing confidence and skills in technology. Primary colleges may well be inspired to run technology clubs, competitions and careers fairs to stimulate interests and supply ladies with a lot of exposure to feminine role models from trade. Embedding technology into all course of study areas and developing cross course of study operating as well as competitions and comes to make sure that ladies see the impact and use of technology on all careers. Improve the visibility of jobs and role models in technology through improved careers education, as well as jobs in technology and non-technology organisations. Parents and lecturers ought to be exposed to the vary of jobs, opportunities and advantages of operating in technology corporations as they're key influencers.

Conclusion :-

Overall, the participation of ladies in IT remains low and this is often a matter of concern each for equity and economic progress. This paper reviews a number of the discourse influences which will contribute to the declining participation. The declining interest in IT degrees, and also the undeniable fact that many folks enter the IT manpower via alternative qualifications indicate that ancient IT education isn't terribly prosperous in attracting either the amount or quality of scholars needed to fulfill manpower desires. This is often despite the very fact that IT salaries compare well with alternative skilled salaries and area unit superior to the most ancient feminine occupations. Associate usually the hostile setting at university, and within the geographic point reinforces this drawback. Our interpretation of the information indicates that the manner ladies take their work reinforces wide command impressions of the IT business, however, the utilization of Structuration theory helps to indicate however, this isn't invariably in line with the women's lived experiences. To grasp higher however ladies, facilitate set up the institutional realm of IT work, we tend to propose that additional qualitative studies {of ladies|of girls|of ladies} at add IT furthermore as women's talking concerning IT area unit required. It's steered that a correct application of Structuration theory would need a longitudinal study. Thanks to the dynamic nature of the IT business a longitudinal study may provide bigger insight into perceptions of ladies in IT

over time. A limitation of the analysis to this point is that it's relied on interviews and surveys with no knowledge drawn from observation. Current analysis plans embody the observation of ladies at add project management and code method assessment groups. Our current analysis objectives area unit to still study the development of feminine identities, and also the question of gender variations in IT work and to use the ideas of Structuration theory to {the knowledge|theinfo|the information} already collected from interviews and surveys of IT students and High school students and together new data from skilled ladies.

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