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AN EMPIRICAL STUDY ON TECHNOLOGICAL COMPANIES WITH GENDER WAGE GAP WITH REFERENCE TO CHENNAI

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ABSTRACT

The IT companies concerning the gender wage gap reflect progress from a historically male-dominated industry to increased awareness and initiatives for diversity and inclusion. Despite persistent challenges like biases in hiring and promotions, companies are adopting measures such as pay equity audits and flexible work arrangements. Government initiatives in India, such as the Working Women Hostel and National Crèche Scheme, aim at women's development and empowerment. Factors affecting the gender wage gap include occupational segregation, bias in hiring, and lack of transparency. Current trends indicate a need for improvement in the work environment, with an unadjusted gender pay gap in the IT sector. In both the United States and India, efforts are underway to address these disparities through legislation, corporate initiatives, and ongoing reforms. Objective is to suggest and showcase the reasons and causes of the gender wage gap. A total of 200 samples have been collected out of which all samples have been collected through convenient sampling methods. The sample frame taken here in and around Chennai, Tamil Nadu. The independent and dependent variables are analysed. The statistical tools used here are chi-square and graphical representation. Findings show a need for improvement in the work environment, with an unadjusted gender pay gap in the IT sector. Consider exploring the future research on the gender wage gap in IT should explore the long-term impact of flexible work technological advancements, and global perspectives, among other areas, to inform strategies for achieving greater equality.

Keywords: Remote work, Mentorship programs, Job disparities, Intersectionality and Retention

Introduction:

The IT companies with respect to the gender wage gap has seen progress from a male-dominated industry with limited female representation to increased awareness and initiatives for diversity and inclusion. Despite efforts in recent decades, gender wage gaps persist, and women remain underrepresented in certain roles. Ongoing challenges include biases in hiring and promotions, but companies are increasingly adopting measures such as pay equity audits and flexible work arrangements to address these issues. Achieving true gender equality in the IT industry requires sustained efforts in changing

organisational cultures and policies. various programmes/Schemes that are intended towards women development and empowerment are Working Women Hostel (WWH) ensures the safety and security for working women, The National Crèche Scheme ensures that women take up gainful employment through providing a safe, secure and stimulating environment to the children, Pradhan Mantri Matru Vandna Yojna aims to provide maternity benefit to pregnant and lactating mothers, Deen Dayal Upadhyay National Urban Livelihoods Mission (DAY-NULM) focuses on creating opportunities for women in skill development, leading to market-based employment and Sukanya Samridhi

Yojna(SSY) – Under this scheme girls have been economically empowered by opening their bank accounts.

Factors Affecting such as the Occupational Segregation, Representation in Leadership Positions, Bias in Hiring and Promotion, Negotiation and Assertiveness, Work-Life Balance and Career Interruptions, Lack of Transparency in Pay Practices, Unconscious Bias, Inequitable Performance Evaluations, Educational and Career Choices and Corporate Culture and Policies. Companies and policymakers must work collaboratively to create environments that support equal opportunities and fair compensation for all employees, regardless of gender.

In India, women faced a decline in non-inclusive behaviours in the workplace, with a fall of almost 10 percentage points to 48%, according to a report by Deloitte. Women face higher pay gaps as they climb up the corporate ladder. At a startup in Bangalore did not interview girls because they said they only required male candidates," said Tanishka Pahilajani, Senior Consultant at Ernst and Young. Women are taking the stride every day in their careers. However, there is a huge scope for improvement in the work environment for them. There is an unadjusted gender pay gap in the IT sector in 2023, according to Aon's latest estimates, as reported by the Economic Times. There is a gender pay gap of 28 per cent to 30 per cent as women climb up the corporate ladder, while for junior management, it is 8-10 per cent, the report added.

In the United States, women earn around 82-85 cents for every dollar earned by men, with pronounced disparities for women of colour. Occupational segregation persists, impacting women's representation in high-paying STEM fields and leadership positions. Federal laws like the Equal Pay Act aim to address gender wage gaps, and corporate initiatives on diversity and inclusion are prevalent. In India, a significant gender wage gap exists, influenced by occupational choices,

cultural norms, and low representation of women in leadership roles, with recent labour reforms attempting to address these disparities.

Objectives:

- To examine their personal experience in the gender wage gap in IT Companies.
- To suggest and showcase the reasons and causes of the gender wage gap.
- To find the correlation between gender and can discriminating the workers based on their gender for wages in IT Companies is acceptable

Review of Literature:

Rekha, K Maran (2012) The author convey his research over the topic "ADVERTISEMENT PRESSURE AND ITS IMPACT ON BODY DISSATISFACTION AND BODY IMAGE PERCEPTION OF WOMEN IN INDIA" and stated that the empirical results distinctly explain the relationship between the advertisement pressure and its impact on body dissatisfaction and body image perception to the detriment of women. Thus the culture of thinness in advertisements may lead to body dissatisfaction of women and which may further manifest to eating disorders which is a concerning issue for India. **KS Sathyanarayana, DK Maran (2011)** The author conveyed his research over the topic "Job Stress of Employees - International Journal of Management (IJM)" and stated that Employees are the backbone of any organisation. They are the most precious and important asset among all the assets of any organisation. Job satisfaction is a part of employee life satisfaction. So, when the human resource is satisfied in terms of their jobs, then only productivity level goes up. The study of job satisfaction is of great significance for any organisation, for several reasons. There are many factors influencing job satisfaction. This paper especially analyses the most influencing factors of job satisfaction in automobile industries. **TK MilyVelayudhan, K Maran (2009)**, The author conveyed his research over the topic

"A Study On Performance Appraisal Of Information Technology Professionals" and stated that this study is conducted among 88 employees from Broadline Computer Systems Pvt. Ltd. Descriptive statistical tools in SPSS were applied. Pearson correlations were used in the study. This study has been done to analyse the concept of performance appraisal, its objectives and process to carry out the performance appraisal. The study will be helpful for the HR people to have a better understanding of the concept and the effective method to conduct it. **PP Nandakumar, KM Kaliamoorthy (2009)**, The author conveyed his research over the topic "An empirical investigation of wage discrimination among construction workers in India" and stated that The present study focuses on the issue of wage differentiation in the similar construction work on working site in Chennai Metropolitan of India. It explores gender wage gaps among construction workers in India, along the entire wage distribution to see "what happens where". The Data required for the study have been collected from both the primary and secondary sources. This paper analyses the issue of gender parity in wages by focusing on the evolution of male-female wage gaps for an emerging economy, India, and decomposes the gaps to understand the patterns of gender-based labour market discrimination. **V Suresh, K Prabhakar, K Santhanalakshmi, K Maran (2016)**, The author conveyed his research over the topic "Applying technology acceptance (TAM) model to determine the factors of acceptance in out-patient information system in private hospital sectors in Chennai city" and stated that the The overall research model suggests that all mentioned variables either directly or indirectly affect the level of information by social media from they got to use an out-patient's acceptance of technology in private hospital sectors. Based on data collected from 200 out-patients in private hospitals in Chennai city, Exploratory factor analysis was used to identify the factors that influenced the acceptance of technology in

out-patients of private hospital sectors. **V Suresh, M Chitra, K Maran (2016)**, The author conveyed his research over the topic "A Study on Factors Determining Social Media on Cosmetic Product" and stated that Social networking sites are used as a colossal tool for all social media and computer-mediated communication. The objective of this paper is to discuss the factors that determine social media on cosmetic products in India. The Indian cosmetic Industry has witnessed rapid growth through social media over the last couple of decades. With a wide range of cosmetic products in India social media has tremendous growth. Cosmetic products manufacturers in India mostly cater to the great demand for branded cosmetics products in low or medium-price categories. **V Suresh, K Maran (2018)**, The author conveyed his research over the topic "A study on impact of affiliate marketing in e-business for consumers' perspective" and stated that this article finds out the inner workings of affiliate marketing. Affiliate marketing is mainly used as a mainstream marketing strategy for e-commerce businesses in the future. The results of the overall rating of product price, quality & time of trend to buy and promote the product in an easy way to reach customers in the online itself. **KK Maran, J Badrinarayanan, P Kumar (2017)**, The author conveyed his research over the topic "Purchase Intentions of Branded Apparels Through Conventional and Online Shopping Modes - A Close Inquest into the Youth of Andhra Pradesh, India" and stated that the key findings show that the shopping intentions as well as preferences of branded garments/apparels of the youth in Andhra Pradesh being intact, only 37 per cent have shown inclination towards online shopping. In order to make good of the market potential available some viable, workable and implementable suggestions are offered to e-retailers and consumers. **S Sankar, K Maran (2013)**, The author conveyed his research over the topic "Market Trading in India - Customer Perception" and stated that this research is regarding the secondary market

trading in India and its main objective is to understand customers' perception towards stock trading. In the last decade, India's GDP has increased from 414 billion dollars in 2001 to 1.3 trillion dollars in 2012. This growth in size of the economy has been complemented by an 8 fold increase in the market capitalization of the Indian companies' bilingual contexts beyond the implementation of official language and education policies. **K Maran, V Chandra Shekar (2015)**, The author conveys his research over the topic "A Study On Factors Influencing Employee Job Satisfaction In Automobile Industries In Kanchipuram District" and states that Employees are the backbone of any organisation. They are the most precious and important asset among all the assets of any organisation. Job satisfaction is a part of employee life satisfaction. So, when the human resource is satisfied in terms of their jobs, then only productivity level goes up. The study of job satisfaction is of great significance for any organisation, for several reasons. There are many factors influencing job satisfaction. This paper especially analyses the most influencing factors of job satisfaction in automobile industries. **K Maran, S Usha (2014)**, The author conveys his research over the topic "Work Life Balance of Women Employees Satisfaction–A Study With Reference to IT Sector in India" and states that further, more workplace support, personal, family support, procedure and policies, and child care are the factors of work life balance. The authors used a convenience sampling method and collected 540 respondents from five IT companies in Chennai city. Finally the authors conclude in the present scenario most of the software employees are under the categories of women, in the recent survey insist about quality of work life balance of women employees in software industry is steadily shows the decreasing trend from 85% to 52% in the last ten years and more over 80% of women employees in software industry having more health issues and also not in the position to balancing their family as well as highly pressure working environment in IT

industry. **MV Selvakumar, K Maran (2019)**, The author conveyed his research over the topic "ROLE OF E-LEARNING PRACTICES FOR TEACHING FACULTY ON ENHANCING INSTITUTIONAL CLIMATE AT SELF-FINANCE ENGINEERING COLLEGES AT CHENNAI CITY" and stated that the main objective of this research is to explore the role of e-learning practices for teaching faculty on enhancing institutional climate at Self-finance engineering colleges at Chennai city. The survey was conducted among 150 teaching faculty working in various self-finance engineering colleges located in and around Chennai city. This research followed descriptive research design. **Venkatesh.P (2013)** The author conveys his research over the topic "Viral Marketing of Digital Products Using Social Media" and stated that the research adopts a survey approach where self-administered questionnaires were issued to gather data from the employee to measure their opinions of the company process. In this study, Descriptive research is used to depict the participants in an accurate way. The data is collected through primary data. In primary data, a questionnaire has been structured. The statistical tool used here is Chi-square, U-test method. Thus, the study attempted to learn the marketing strategies of the company. **Venkatesh.P (2019)** The author conveys his research over the topic "A Study On Job Satisfaction Of Employees With Reference To Titanium Equipment And Anode Manufacturing Company Ltd." and states that The study was conducted by means of questionnaire method with Non-Probability Convenience Sampling with 105 respondents as sample, from the sample population of 150 employees. The results reveals that there is no relationship with regards to the educational qualification and income of the respondents and it was also found that majority of the respondents are satisfied with regards to salary provided, encouragement from the superiors and conflict management etc., **Venkatesh.P (2020)**, The author conveyed his research over the topic "A Study And Analysis On Impact Of Brand Equity With Reference To Air India" and

stated that the objective of the study is the technical analysis on selected stocks of steel sector and interprets on whether to buy or sell them by using techniques. The study is purely based on secondary sources which includes the historical data available from the website. For the purpose of analysis, techniques like Candlestick Charts, Simple moving average, ROC and RSI are used for the analysis to know if the stock is technically strong. **Chaudhary, Ruchika and Sher Verick, (2014)**. The author conveyed his research over the topic "Female Labour Force Participation in India and Beyond" and stated that the participation of women in the labour market varies greatly across countries, reflecting differences in economic development, education levels, fertility rates, access to childcare and other supportive services and, ultimately, social norms. For this reason, participation rates vary considerably across the world with some of the lowest rates witnessed in South Asia. **Deaton, Angus; Dreze, Jean (2002)**, The author conveyed his research over the topic "Poverty and Inequality in India: A Re-Examination" and stated that As per the provision under section 10(i) of the Constitution of the Indian Sociological Society all life members are entitled to receive a free copy of the Sociological Bulletin at their registered address. Sociological Bulletin carries reports on research conducted both in India and abroad by professional Sociologists and Anthropologists. Over the last five decades, the journal has been advancing the frontiers of knowledge about Indian society and its social institutions and culture, its structure and dynamics of change. It has been contributing to our understanding of other societies as well. **Dr.P.Venkatesh (2021)**. The author conveyed his research over the topic "A Study on School Children's Perception Towards Frequency Of Visits And Selection Of Junk Food Retail Chain Store. Natural Volatiles & Essential Oils," and stated that their impact on family purchases is mainly due to the choice of toys and cereals. School-going children have a substantial impact on the choice and

disbursement of their parents'. In this study, we presume that population size is finite and unknown; the formula was applied to know the sample size, and found the sample size is 500. To investigate the data collected on factors impacting advertisement and its influence on school going student's buying behaviour of junk foods in Chennai city. **Dr.P.Venkatesh (2021)**. The author conveyed his research over the topic "A Study On Technical Analysis Of The Commodity Market With Special Reference To Gold And Silver. Natural Volatiles & Essential Oils" that In the study analytical research is used for analysis and data collection source is secondary. The type of research design is quantitative and stratified sampling technique is used for analysis. For the analysis Stockstics model is used for the decision making among the investors and traders in commodity market and Bollinger band model is used to predict the future share price of the selected commodity and trend analysis gives a predictable price for the upcoming future so the selection of time and avenue for the traders to invest in commodity market. **Dr.P.Venkatesh (2021)**. The author conveyed his research over the topic "A Study on Technical Analysis Using Candlestick Pattern of Selected Large Cap Stocks Listed in National Stock Exchange (NSE), India with Reference to Steel Sector" and stated that The objective of the study is the technical analysis on selected stocks of steel sector and interprets on whether to buy or sell them by using techniques. The study is purely based on secondary sources which includes the historical data available from the website. For the purpose of analysis, techniques like Candlestick Charts, Simple moving average, ROC and RSI are used for the analysis to know if the stock is technically strong

Methodology:

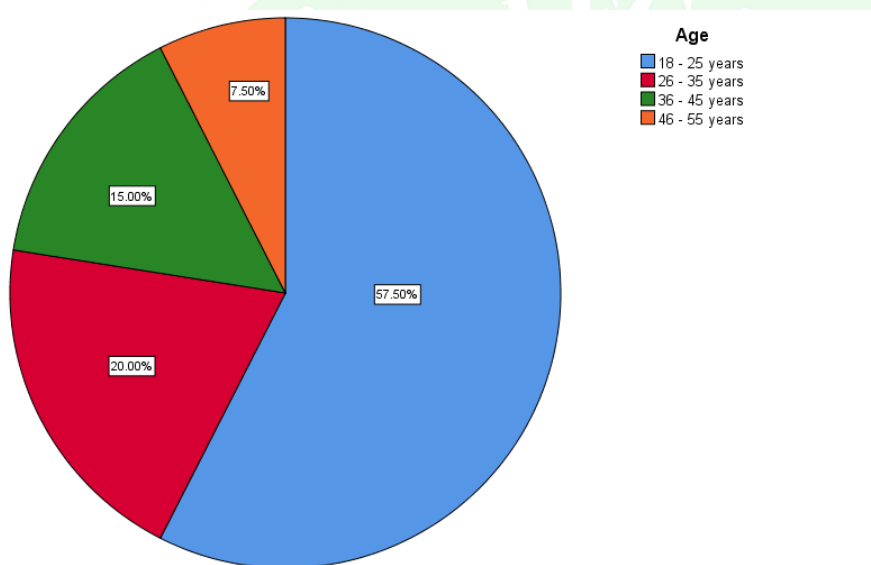
The research method followed here is empirical research. A total of 200 samples have been collected out of which all samples have been collected through convenient sampling methods. The sample frame taken here in and around Chennai, Tamil Nadu. The independent

variables are gender, age, educational qualification, locality, and occupation. The dependent variables are personal experience in gender wage gap in IT Company, the agreeability of the reasons for the gender wage gap in the IT industry by (discrimination, negotiation, lacks in on-field skill training, occupational segregation, job security), measures that can be taken to abolish

discrimination in wages based on gender in IT sector, can discriminating the workers based on their gender for wages in IT companies is acceptable and the satisfaction level with the initiatives taken by the government to bridge the gender wage gap in IT Companies. The statistical tools used here are chi-square and graphical representation.

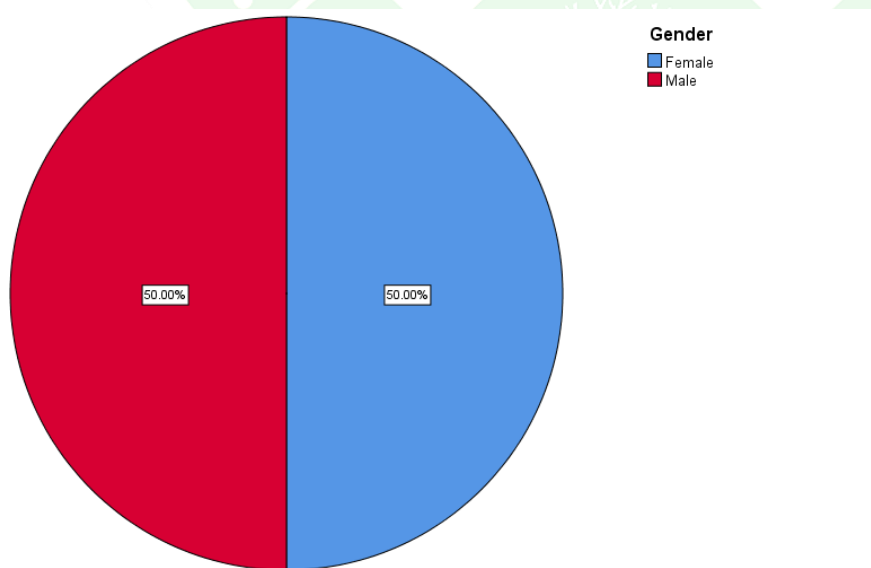
Analysis:

Figure 1.



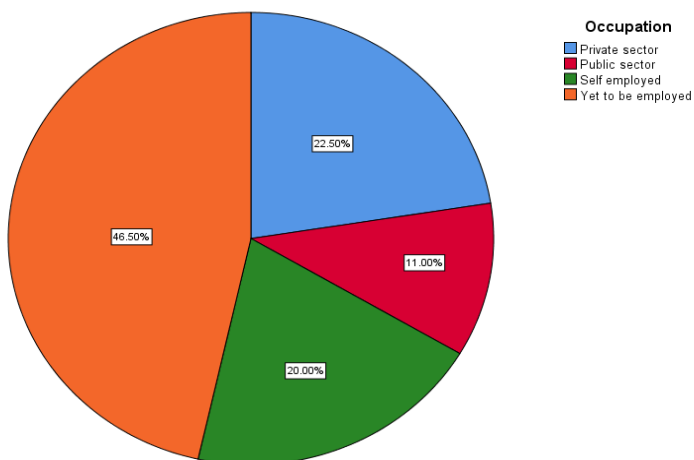
Legend: Figure 1. Shows the age distribution of the respondents.

Figure 2.



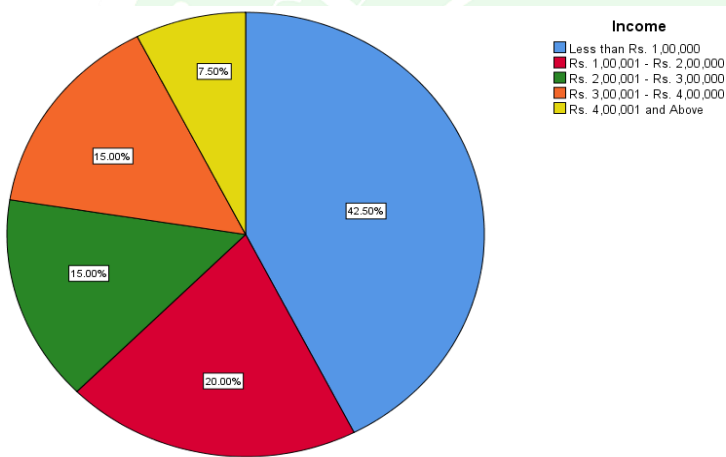
Legend: Figure 2. Shows the gender distribution of the respondents.

Figure 3.



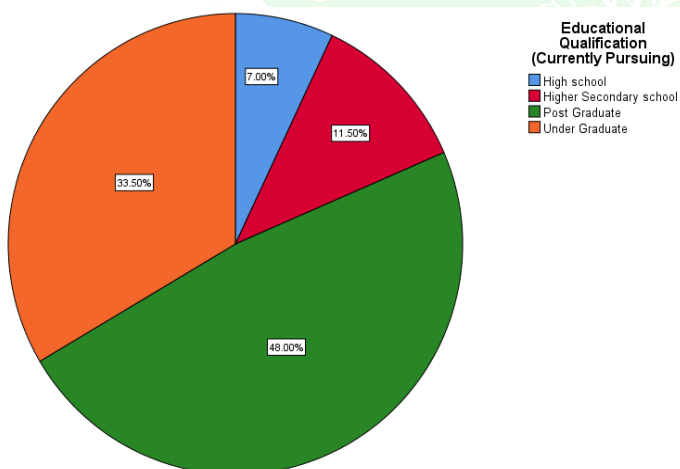
Legend: Figure 3. Shows the occupation of the respondents.

Figure 4.



Legend: Figure 4. Shows the locality distribution of the respondents.

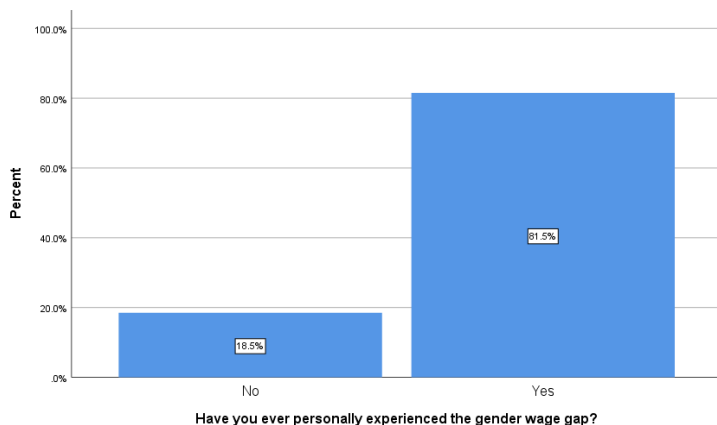
Figure 5.



Legend: Figure 5. Shows the educational qualification distribution of the respondents.

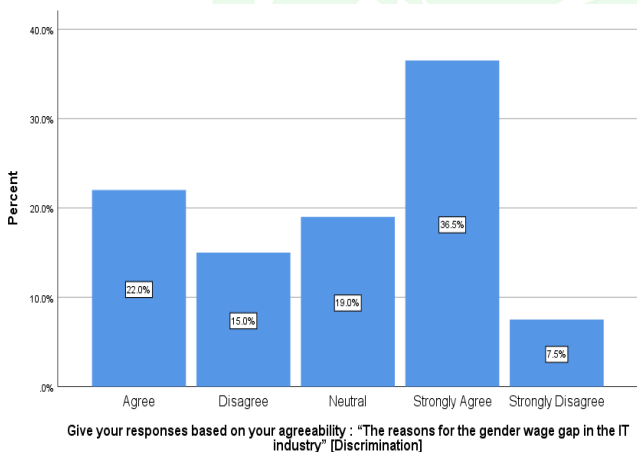


Figure 6.



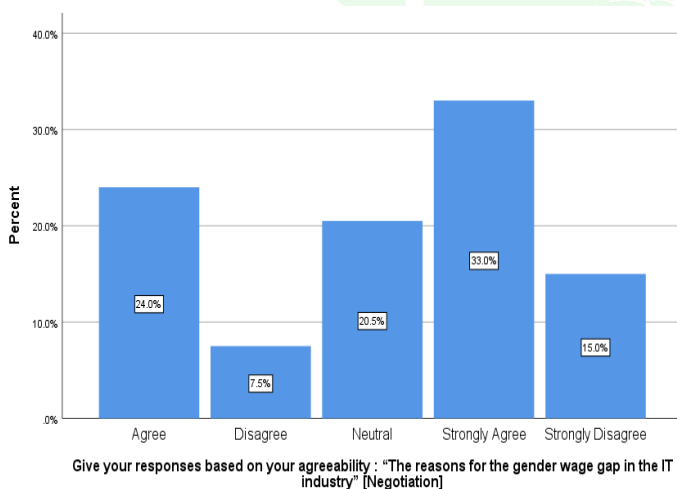
Legend: Figure 6. Shows the personal experience in the gender wage gap IT Company.

Figure 7.



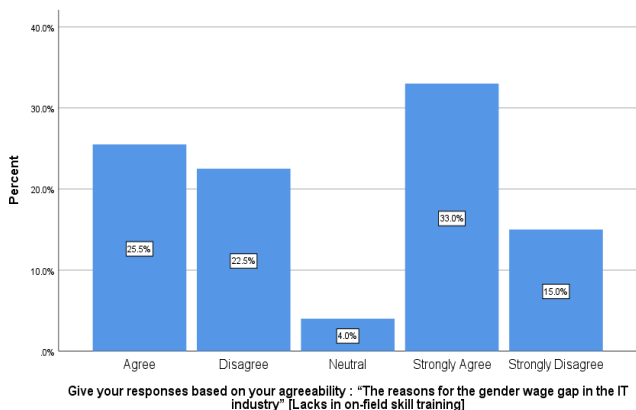
Legend: Figure 7. Shows the agreeability of the reason for the gender wage gap in the IT industry by discrimination.

Figure 8.



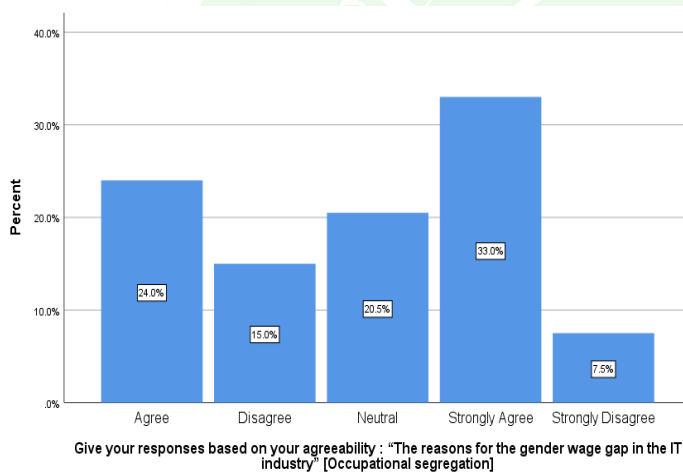
Legend: Figure 8. Shows the agreeability of the reason for the gender wage gap in the IT industry by negotiation.

Figure 9.



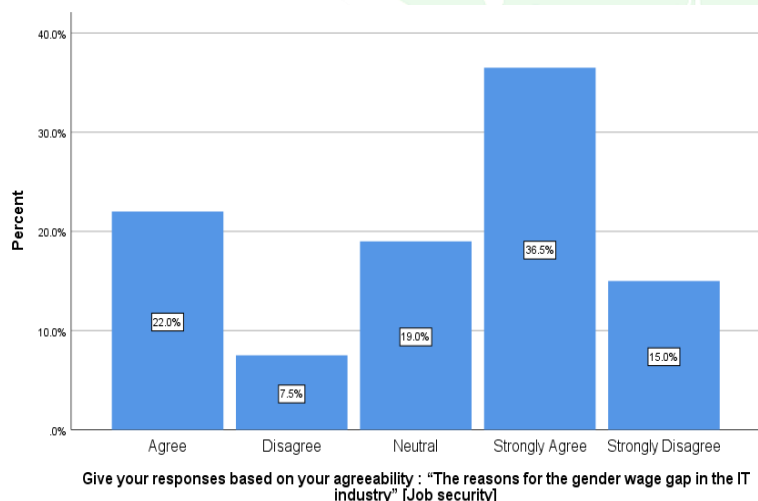
Legend: Figure 9. Shows the agreeability of the reason for the gender wage gap in the IT industry by lacks in on-field skill training.

Figure 10.



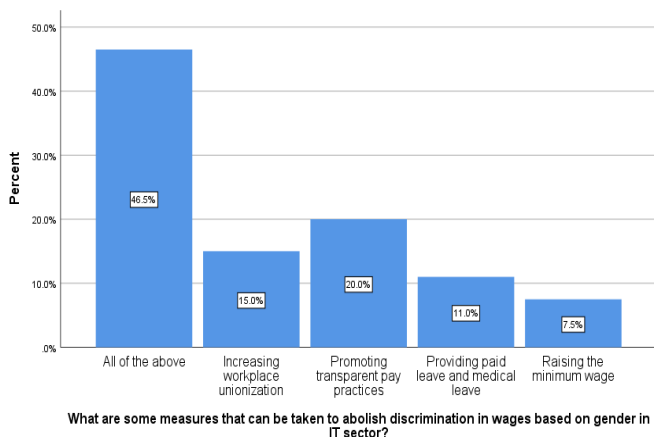
Legend: Figure 10. Shows the agreeability of the reason for the gender wage gap in the IT industry by occupational segregation.

Figure 11.



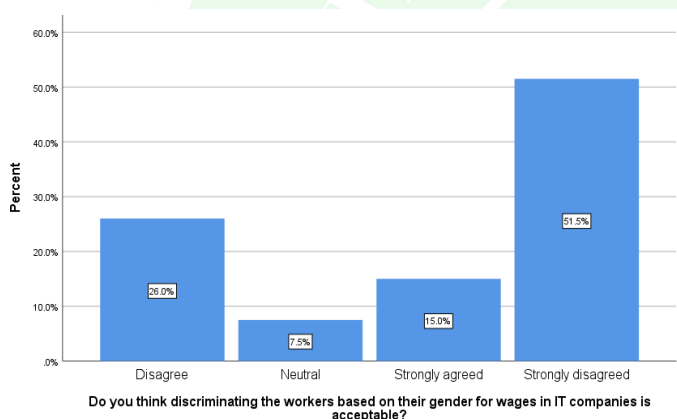
Legend: Figure 11. Shows the agreeability of the reason for the gender wage gap in the IT industry by job security.

Figure 12.



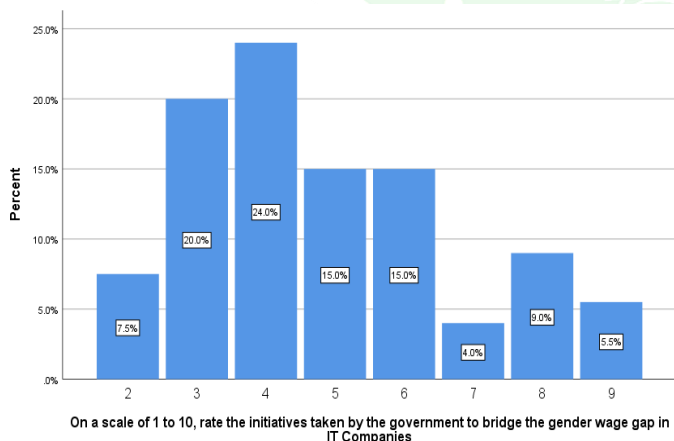
Legend: Figure 12. Shows the responses on measures that can be taken to abolish discrimination in wages based on gender in the IT sector.

Figure 13.



Legend: Figure 13. Shows the agreeability of discriminating the workers based on their gender for wages in IT Companies is acceptable.

Figure 14.



Legend: Figure 14. Shows the satisfaction level with the initiatives taken by the government to bridge the gender wage gap in IT Companies.

Hypothesis:

HA: There is an association between gender and discriminating the workers based on their gender for wages in IT Companies is acceptable.

HO: There is no association between gender and discriminating the workers based on their gender for wages in IT Companies is acceptable.

Table 1.

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender * Can discriminating the workers based on their gender for wages in IT companies is acceptable	200	100.0%	0	0.0%	200	100.0%

Gender * Do you think discriminating the workers based on their gender for wages in IT companies is acceptable? Crosstabulation

Count

		Do you think discriminating the workers based on their gender for wages in IT companies is acceptable?				Total
		Disagree	Neutral	Strongly agreed	Strongly disagreed	
Gender	Female	30	0	30	40	100
	Male	22	15	0	63	100
Total		52	15	30	103	200

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	51.367 ^a	3	.000
Likelihood Ratio	68.798	3	.000
N of Valid Cases	200		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 7.50.

Legend: Table 1. Represents the cross-tabulation between age and the kind of support or resources which would be most beneficial.

Results:

From **Figure 1.** It is revealed that 57.50% of the respondents are between the age group 18-25; 20% are between the age group 26-35; 15% are between the age group 36-45; 7.50% are between the age group 46-55 and the remaining 12.95% are between the age group 56 and above. From **Figure 2.** It shows that 50% of the respondents are female; 50% of male. From **Figure 3.** It is revealed that 22.50% of the respondents of occupations were in the private sector; 11% of occupations were in the public

sector; 20% of occupations were self employed and the remaining 46.50% of occupations were yet to be employed. From **Figure 4.** It is revealed that 42.50% of the respondents are of less than 1,00,000 INR as income; 20% of the respondents are of 1,00,001 INR – 2,00,000 INR as income; 15% of the respondents are of 2,00,001 INR – 3,00,000 INR as income; 15% of the respondents are of 3,00,001 INR – 4,00,000 INR as income and 7.50% of the respondents are of more than 4,00,001 INR. From **Figure 5.** It is revealed that 7% of the respondents had education qualifications in

high school; 11.50% of education qualifications in higher secondary school; 48% of education qualifications in postgraduate and the remaining 33.50% of education qualifications in undergraduate. From **Figure 6**. It clearly shows the personal experience in the gender wage gap IT Company and that 81.5% of the respondents are “yes” and 18.5% of “no”. From **Figure 7**. It clearly shows the agreeability of the reason for the gender wage gap in the IT industry by discrimination and the maximum of 22% have agreed to the statement; the maximum of 15% have disagreed with the statement; the maximum of 19% have neutral the statement; the maximum of 36.5% have strongly agreed to the statement and the maximum of 7.5% have strongly disagreed with the statement. From **Figure 8**. It clearly shows the agreeability of the reason for the gender wage gap in the IT industry by negotiation and the maximum of 24% have agreed to the statement; the maximum of 7.5% have disagreed with the statement; the maximum of 20.5% have neutral the statement; the maximum of 33% have strongly agreed to the statement and the maximum of 15% have strongly disagreed the statement. From **Figure 9**. It clearly shows the agreeability of the reason for the gender wage gap in the IT industry by lacks in on-field skill training and the maximum of 25.5% have agreed to the statement; the maximum of 22.5% have disagreed with the statement; the maximum of 4% have neutral the statement; the maximum of 33% have strongly agreed to the statement and the maximum of 15% have strongly disagreed to the statement. From **Figure 10**. It clearly shows the agreeability of the reason for the gender wage gap in the IT industry by occupational segregation and the maximum of 24% have agreed to the statement; the maximum of 15% have disagreed with the statement; the maximum of 20.5% have neutral the statement; the maximum of 33% have strongly agreed to the statement and the maximum of 7.5% have strongly disagreed to the statement. From **Figure 11**. It clearly shows the agreeability of the reason for the gender

wage gap in the IT industry by job security and the maximum of 22% have agreed to the statement; the maximum of 7.5% have disagreed with the statement; the maximum of 19% have neutral the statement; the maximum of 36.5% have strongly agreed to the statement and the maximum of 15% have strongly disagreed to the statement. From **Figure 12**. It clearly shows the responses on measures that can be taken to abolish discrimination in wages based on gender in IT sector and 15% have stated “increasing workplace unionisation”; 20% have stated “promoting transparent pay practices”; 11% have stated “providing paid leave and medical leave”; 7.5% have stated “raising the minimum wage” and 46.5% have stated “all of the above”. From **Figure 13**. It clearly shows the agreeability on can discriminating the workers based on their gender for wages in IT Companies is acceptable and the maximum of 0% have agreed to the statement; the maximum of 26% have disagreed with the statement; the maximum of 7.5% have neutral the statement; the maximum of 15% have strongly agreed to the statement and the maximum of 51.5% have strongly disagreed to the statement. From **Figure 14**. It clearly shows that respondents the satisfaction level with the initiatives taken by the government to bridge the gender wage gap in IT Companies and 0% have stated 1; 7.5% have stated 2; 20% have stated 3; 24% have stated 4; 15% have stated 5; 15% have stated 6; 4% have stated 7; 9% have stated 8; 5.5% have stated 9 and 0% have stated 10. From **Table 1**. It represents the chi-square and resulted in $P = 7.50$. Since $P < 5.0$, the Alternative hypothesis is accepted which indicates that there is significant association between gender and discriminating the workers based on their gender for wages in IT Companies is acceptable.

Discussion:

From **Figure 6**. It clearly shows the personal experience in the gender wage gap IT Company and that 81.5% of the respondents are “yes”. From **Figure 7**. It clearly shows the

agreeability of the reason for the gender wage gap in the IT industry by discrimination and the maximum of 36.5% have strongly agreed to the statement. From **Figure 8**. It clearly shows the agreeability of the reason for the gender wage gap in the IT industry by negotiation and the maximum of 33% have strongly agreed to the statement. From **Figure 9**. It clearly shows the agreeability of the reason for the gender wage gap in the IT industry by lacks in on-field skill training and the maximum of 33% have strongly agreed to the statement. From **Figure 10**. It clearly shows the agreeability of the reason for the gender wage gap in the IT industry by occupational segregation and the maximum of 33% have strongly agreed to the statement. From **Figure 11**. It clearly shows the agreeability of the reason for the gender wage gap in the IT industry by job security and the maximum of 36.5% have strongly agreed to the statement. From **Figure 12**. It clearly shows the responses on measures that can be taken to abolish discrimination in wages based on gender in the IT sector and 46.5% have stated “all of the above [raising the minimum wage, increasing workplace unionisation, promoting transparent pay practices & providing paid leave and medical leave]”. From **Figure 13**. It clearly shows the agreeability of discriminating the workers based on their gender for wages in IT Companies is acceptable and the maximum of 51.5% have strongly disagreed to the statement. From **Figure 14**. It clearly shows respondents the satisfaction level with the initiatives taken by the government to bridge the gender wage gap in IT Companies and 24% have stated 4. From **Table 1**. It represents the chi-square and resulted in $P = 7.50$. Since $P < 5.0$, the Alternative hypothesis is accepted which indicates that there is significant association between gender and discriminating the workers based on their gender for wages in IT Companies is acceptable.

Limitations:

The limitation of this research is the lack of respondents and availability of the particular locality's respondents for the research problem.

Respondents of different age groups attended and were less compared to the whole nation perspective and the limited access to data, time constraints, and conflicts arising from cultural bias and other personal issues. This can also be the manner in which we have collected the data or the ways in which we have measured variables has limited your ability to conduct a thorough analysis of the results.

Suggestion:

The IT companies concerning the gender wage gap reflect progress from a historically male-dominated industry to increased awareness and initiatives for diversity and inclusion. Despite persistent challenges like biases in hiring and promotions, companies are adopting measures such as pay equity audits and flexible work arrangements. Consider exploring the future research on the gender wage gap in IT should explore the long-term effects of flexible work arrangements, intersectionality, and mentorship programs, considering the influence of technological advancements, global perspectives, organisational culture, government policies, and technological solutions to mitigate bias, with a focus on worker satisfaction, retention, and the impact of paternity leave policies on gender dynamics.

Conclusion:

The IT companies concerning the gender wage gap reflect progress from a historically male-dominated industry to increased awareness and initiatives for diversity and inclusion. Despite persistent challenges like biases in hiring and promotions, companies are adopting measures such as pay equity audits and flexible work arrangements. Government initiatives in India, such as the Working Women Hostel and National Crèche Scheme, aim at women's development and empowerment. Factors affecting the gender wage gap include occupational segregation, bias in hiring, and lack of transparency. Current trends indicate a need for improvement in the work environment, with an unadjusted gender pay gap in the IT

sector. In both the United States and India, efforts are underway to address these disparities through legislation, corporate initiatives, and ongoing reforms. Objective is to suggest and showcase the reasons and causes of the gender wage gap. Findings show a need for improvement in the work environment, with an unadjusted gender pay gap in the IT sector. Consider exploring the future research on the gender wage gap in IT should explore the long-term impact of flexible work arrangements, intersectionality, mentorship programs, technological advancements, and global perspectives, among other areas, to inform strategies for achieving greater equality.

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