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COMPREHENSIVE STUDY OF THE PROBLEMS FACED BY WOMEN IT EMPLOYEES DURING REMOTE WORK AND APPROACHES TO MANAGE AND REDUCE THESE CHALLENGES

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ABSTRACT
The shift to remote work has introduced complex challenges for women IT professionals, significantly blurring the boundaries between their professional and domestic responsibilities. While telecommuting offers flexibility, women frequently encounter heightened inter-role conflict, unequal caregiving burdens, and an "always-on" expectation that accelerates mental fatigue and burnout. Furthermore, remote environments often exacerbate systemic biases, leading to reduced leadership visibility, professional isolation, and stalled career advancement. To mitigate these issues, organizations must implement robust boundary-setting policies, foster inclusive digital cultures that emphasize output over continuous availability, and provide targeted virtual mentorship. Ultimately, promoting an equitable division of household duties alongside structural corporate support is essential to ensuring the well-being and sustained career progression of female remote workers.

KEYWORDS: *Remote Work, Women in IT, Work-Life Balance, Gender Bias, Occupational Burnout, Telecommuting Challenges, Career Progression, Boundary Management.*

INTRODUCTION

The rapid advancement of information technologies has transformed the nature of work across industries, particularly in the Information Technology (IT) sector. One of the most significant changes in recent years has been the widespread adoption of remote work, especially accelerated by the COVID-19 pandemic. Remote work offers flexibility, reduced commuting time, and increased autonomy, making it an attractive option for many employees. For women in the IT sector, it has opened new opportunities to participate in the workforce and balance professional and personal responsibilities.

However, despite its advantages, remote work has also introduced a unique set of challenges, particularly for women employees. Studies indicate that women in IT often face a combination of professional, social, and personal difficulties that are intensified in remote working environments. These challenges include maintaining work-life balance, limited career visibility, increased domestic responsibilities, lack of networking opportunities, and mental health concerns.

Key Problems Faced by Women IT Employees During Remote Work

- Blurred Boundaries & "Always-On" Syndrome: Remote work removes the physical separation between home and office, leading to extended working hours, difficulty disconnecting, and constant availability pressure, causing high burnout rates.
- The "Double Burden" (Domestic & Professional Load): Women in IT, particularly in regions like India, often shoulder a disproportionate share of domestic chores, elderly care, and childcare, while simultaneously maintaining full-time work roles, resulting in extreme stress and fatigue.
- "Out of Sight, Out of Mind" Bias (Visibility & Career Growth): The lack of physical presence can hinder career advancement, causing women to miss out on mentorship, networking opportunities, and spontaneous collaborations crucial for promotions.
- Increased Mental Health Issues: The combination of isolation, constant, non-stop workload, and lack of separation leads to feelings of loneliness, hypertension, depression, and severe work-life imbalance.
- Technological & Infrastructure Limitations: Inadequate home workspaces, poor internet connectivity, and lack of technical support (especially in Tier-2/3 cities) hinder productivity.
- Cybersecurity Risks & Harassment: Remote work creates new, less visible forms of harassment and privacy threats that are more difficult to report or prove.

STATEMENT OF THE PROBLEM

The shift to remote work, particularly after the COVID-19 pandemic, has significantly changed the IT industry. While it provides flexibility, women employees often face challenges such as work-life imbalance, increased household responsibilities, limited career visibility, and mental stress. Social and cultural expectations can further intensify these difficulties. Understanding these challenges is essential to support women professionals effectively. This study aims to

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identify key issues and suggest measures to improve their well-being, productivity, and career growth in remote work settings.

SCOPE OF THE STUDY

This study examines the challenges faced by women employees in the IT sector while working remotely. It focuses on issues such as work–life balance, caregiving responsibilities, stress, social isolation, communication barriers, and career growth. The study also evaluates the impact of remote work on productivity, job satisfaction, and overall well-being. Additionally, it analyzes the role of organizational support, digital infrastructure, and workplace policies. The findings aim to suggest effective strategies for creating a more supportive and inclusive remote work environment for women professionals.

OBJECTIVES OF THE STUDY

- To identify the major challenges experienced by women IT employees while working remotely.
- To examine the impact of remote work on work-life balance and mental health.
- To study the effect of remote work on productivity and job satisfaction.
- To analyze the role of organizational support in addressing these challenges.
- To identify coping mechanisms used by women employees.
- To suggest practical measures for organizations and employees to reduce the identified problems.

LIMITATIONS OF THE STUDY

- Due to constraints, studies often focus on a limited number of respondents, which may not represent the entire Consulting Services .
- The results are based on self-reported data from questionnaires, which may contain bias.
- The study may be conducted within a limited time frame, restricting in-depth analysis
- Remote work policies and practices are continuously evolving, so findings may become outdated over time

REVIEW OF LITERATURE

Schieman & Young, (2024) conducted to address the benefits and challenges of remote working at the employee and IT organization level in Egypt. It is found that in Egypt, females face problems in balancing the life between taking care of the child and the work, so, the best solution for this in IT organizations is suggested to be remote working. The results found are effective remote management will lead to remote job satisfaction, effective management increases the worker's self-efficacy, lower the cost of ICT will increase the remote work, greater the available connectivity of technology provided to remote worker will higher the employee's work productivity and increased remote and flexible working will decrease the stress especially for women.

(Creswell & Creswell, 2024) the challenges of working from home during the COVID-19 pandemic with IT working women's focus. According to, research designs and methodologies serve as roadmaps to actualizing defined objectives and research purposes. In this study, the researchers take on a deductive research method. The deductive approach promotes combining existing theories with inferences from the data to provide rich insights into the studied phenomenon. Hence, this method is adopted to draw inference on the challenges of remote working on IT female workers during the pandemic. The data collection technique adopted a qualitative method, with a focus on primary data through semi-structured interviews. Hence as a data collection technique, interviews were randomly conducted with female workers across different work fields from top professional positions to homemaking and caregiving professions.

Goudreau, (2025) Another challenge that comes with remote working for women (especially mothers or caregivers) is that it reduces the degree of effectiveness and communication as opposed to a face-to-face or physical office. It reduces rapport in the workplace and interpersonal connectivity. This cannot be offset by emails, zoom calls, or online meetings. At a point, Yahoo CEO Marriser Mayer canceled the work from home flexibility option for Yahoo workers because she perceived it reduced the level of communication and collaboration needed for a healthy and progressive work environment . This stands in contrast to working side-by-side. The new global reality of female workers through the pandemics generated a new wave of voices calling for the adoption of the principle of work from home among UAE citizens female workers. Thus, our second assumption supposes that Working from home has positive effects on Female IT workers.

Ernst and Young's (2025) However, report identified the challenges women face in the UAE workspace as visible barriers, hidden barriers, and external and societal pressures. Visible barriers here often refer to issues like presenters and how insensitive the IT workplace could be to women's various needs like nursing and caregiving. The hidden barriers mostly include the religious and cultural undertone that is rarely ever mentioned but depicted in every conversation. Overall, the literature suggests that women IT employees face multidimensional challenges during remote work, including work–life imbalance, psychological stress, isolation, and increased domestic responsibilities. Researchers consistently recommend organizational support measures such as flexible policies, mental health initiatives, improved communication systems, and gender-sensitive work practices to reduce these challenges and enhance productivity.

RESEARCH METHODOLOGY

It refers to the process used to collect information and data for the purpose of making business decision. The methodology may include publication research, interview, surveys and other research techniques, and could include both present and historical information.

RESEARCH DESIGN

To make the research systemized the researcher has to adopted certain method. The method adopted by the researcher for completing the project is called research methodology. Research is a process in which the researcher wishes to find out the end result for a given problem and thus the solution helps in future

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course action. The research has been defined as "A careful investigation or enquire especially through search for new facts in any branch of knowledge". To give more additional to the old research new ones are conducted.

HYPOTHESIS

CHI-SQUARE ANALYSIS

NULL HYPOTHESIS HO: There is no significance between the Experience of the respondents and Positive environment that supports women.

ALTERNATIVE HYPOTHESIS H1: There is significance between the Experience of the respondents and Positive environment that supports women.

CORRELATION

The table shows that the relationship between Educational Qualification of the respondents and Challenges in the workplace

SAMPLE METHOD: A sample is a subset from the total population. A sample is a subset from the total population. It refers to the techniques or the procedure to the research would adopt in selecting items for the sample (i.e) the size of the sample.

SAMPLING TECHNIQUES : Disproportionate stratified random sampling techniques have been used in sampling due to the following reasons. It provides information about parts of the all the area of Coimbatore.

SAMPLING SIZE: A sample size is guaranteed to its temperament of information assortment. Information assortment depends on the essential information is 120 respondents are taken as the example for this investigation.

DATA COLLECION: The following techniques were adopted for data collection.

Primary data: Primary data was collected through face to face interviews while filling up questionnaires (120 respondents).

Secondary data: Relevant information was gathered from magazines, newspapers and project reports that formed the secondary data.

STATISTICAL TOOLS: Simple Percentage Method, Chi-Square, Correlation, Anova

CHI-SQUARE ANALYSIS

NULL HYPOTHESIS HO: There is no significance between the Experience of the respondents and Positive environment that supports women.

ALTERNATIVE HYPOTHESIS H1: There is significance between the Experience of the respondents and Positive environment that supports women.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	25.843[a]	16	.056
Likelihood Ratio	26.407	16	.049
Linear-by-Linear Association	.226	1	.635
N of Valid Cases	120		

a. 19 cells (76.0%) have expected count less than 5. The minimum expected count is .33.

RESULT: Since the calculated values are greater the table value. So we reject the null hypothesis. There is no significance between the Experience of the respondents and Positive environment that supports women.

CORRELATION

The table shows that the relationship between Educational Qualification of the respondents and Challenges in the workplace

Correlations

		Educational Qualification	Challenges in the workplace
Educational Qualification	Pearson Correlation	1	-.037
	Sig. (2-tailed)		.689
	N	120	120
Challenges in the workplace	Pearson Correlation	-.037	1
	Sig. (2-tailed)	.689	
	N	120	120

RESULT: This is a positive correlation. There are relationships between Educational Qualification of the respondents and Challenges in the workplace

SUGGESTIONS

1. Remote work provides flexibility but creates challenges such as work–life imbalance, extended working hours, and burnout among women IT employees.
2. Increased caregiving and household responsibilities often affect productivity and contribute to higher stress levels.

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3. Many women experience reduced career visibility, limited networking opportunities, and slower professional growth in remote work settings.
4. Flexible work schedules, clear work boundaries, and supportive workplace policies can help address these challenges effectively.
5. Virtual mentoring, mental health support, and inclusive organizational practices are essential for creating a fair and supportive remote work environment.

CONCLUSION

The study concludes that women IT employees face significant challenges in remote work, including work–life imbalance, increased household responsibilities, stress, isolation, and communication barriers. These issues can affect their productivity, job satisfaction, and career growth. However, supportive organizational policies, flexible work arrangements, inclusive leadership, and mental health initiatives can help overcome these challenges. Effective time management and clear work boundaries also enable women to better manage remote work demands. Overall, a gender-sensitive and supportive work environment is essential for enhancing the well-being and success of women IT professionals.

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