



FEMTECHWORLD

- A WEBSITE FOR WOMEN

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ABSTRACT: As we know that the participation of male in technical domain is highly increasing with women in stem industries often facing some issues like inequality. Unfortunately it is an age old problem , to overcome that problem we have created this kind of project . This project deals with one such website which will help women to increase their participation in this technical domain.

Gender differences in IT careers appear to be affecting the competitiveness of companies globally. It is posited that given the current labour shortage in the IT industry, it has become more important than ever to reduce sources of leakage in the IT career paths of women. A model of barriers faced by women in the field of information technology is presented. Three distinct career stages of career choices, persistence and advancement are analyzed. At each stage, the effects of social and structural factors which may act as barriers are identified and discussed. Social factors include social expectations, work-family conflict and informal networks, while the structural factors are occupational culture, lack of role models and mentors, demographic composition and institutional structures. A proposed research agenda is offered. It is suggested that these social and structural factors as well as their interactions will result in turnover of women in IT.

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INTRODUCTION:

“ Outstanding women can function as inspirational examples of success, illustrating the kinds of achievements that are possible for women around them. They demonstrate that it is possible to overcome traditional gender barriers, indicating to other women that high levels of success are indeed attainable.”

Women strengthens the nations economy as well as companies performance. A study from Catalyst suggest that companies with the most women in leadership positions perform 53% better . Thus to improve the nation’s financial strength we need more women in tech jobs. Women have the purchasing power, more women in Tech Will close the wage gap faster ,a proposal for the solution ,etc. Thus to make use of women talent we planned to create a website that helps women to stay motivated ,inspired and earn good reputation and income in tech world.

Unfortunately, the rate at which young women are dropping out of computer science and STEM-related areas of study is alarming. The tech world is still manly , and some of the reasons include the lack of female mentors and not having enough hands-on experience with STEM subjects. This website will be including inspirational section , mentorship programs , accessible study materials and earning section also including scholarships part for women. We intend to encourage those women specially in countries like India where women specially from villages , small towns find it difficult to go in this field . These site is v helpful for women who wish to earn working from

home.

Due to covid-19 everyone learns from online platforms, gain knowledge from online sites like everyone is connected to many online platforms .So, in this online era why women should deprived of all these opportunities? They have also right to learn from online platforms. Our website is an online platform for women where she can learn about technical domain, look for many job opportunities ,scholarships internships. Our website also contain a blog section where she can ask her doubts, queries, etc.

The aim behind to create this kind of website is to make the technical field more “Gender-Neutral”.

LITERATURE:

Gender disparities in IT careers appear to be harming global company competitiveness. Given the current labour scarcity in the IT industry, it is argued that reducing sources of leakage in women's IT career paths is more crucial than ever. Various studies and researches mentioned that women participation in tech world is very crucial.

In [1] According to European journal ,due to the rise of the Information Age, gender imbalance in computing has become a global concern. However, several issues have arisen as a result of the widening gender gap in the computing profession. This field has a growing gender divide, making it more man dominated. A lack of diversity has emerged as a result of a drop in women pursuing education in this sector. Gender equality arguments arose as a result of the demand for more diversity and an equal gender gap. This occurred when computing and technology became more important in today's environment. This discussion aided in the expansion of information technology advancements and the reduction of sexism's ramifications.

In[2], the paper reviewed the literature on the mentoring process in organizations and why mentoring can be critical to the career success of women managers and professionals. It examined some of the reasons why it is more difficult for women to find mentors than it is for men. Particular attention is paid to potential problems in cross-gender mentoring. A feminist perspective is then applied to the general notion of mentorships for women. The paper concludes with an examination of what organizations can do to further mentor relationships and an agenda for further research in this area.

In [3] , studies reinforce the importance of examining gender differences in the IS workforce and the impact of job performance evaluations and attributions on career advancement prospects. Thus, the purpose of the author is to address this gap in the IS literature. Specifically , the goals of the study are to explore: (1)the effect of gender on IS job

performance evaluations and attributions; (2)differences in the career advancement prospects of women and men in IS ; and (3) the impact of job performance attributions and evaluations .

In [4], the author’s main focus is on serious reflection on women dropout from IT field. Action needs to be taken to make things convenient for them to work . There is mounting evidence that many women opting for careers in computing either drop out of the academic pipeline or choose not to get advanced degrees and enter industry instead. Statistics, descriptions offered by women in academic and industrial computing, and the research findings reported later in this article indicate that much is amiss. If it is demonstrated that the problems are particular to the field, it is crucial to understand their origins. The field is young and flexible enough to modify itself.

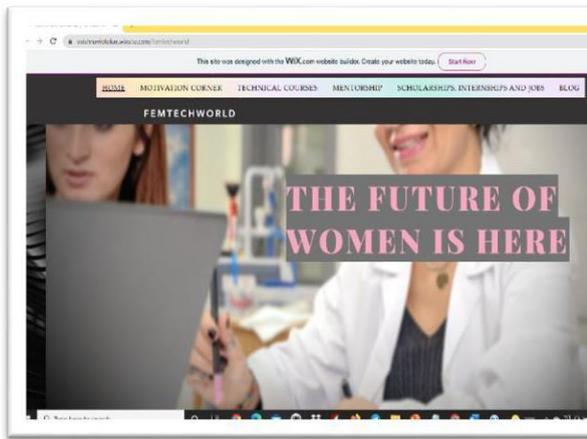
In [5], the author’s investigation examined the role played by gender and communication content in the leadership emergence process in small, task-oriented groups. Six hours of transcribed group interaction from a sample of the group deliberations of six mixed-sex groups engaged in a 4-month long decision-making project served as the database for the analysis. A simple regression analysis identified task-relevant communication as being the sole significant predictor of emerged leadership. Production of task-relevant communication explained more than 48% of the variance in emerged leadership. Subsequent analysis revealed that no significant gender differences existed in the production of task-relevant communication. Article just signifies the role of gender in communication and handling in workspace.

In[6], author’s study findings indicate that women and men differ in their perceptions but not use of E-mail. These findings suggest that researchers should include gender in IT diffusion models along with other cultural effects. Managers and co-workers, moreover, need to realize that the same mode of communication may be perceived differently by the sexes, suggesting that more favorable communications environments might be created, environments that take into account not only organizational contextual factors, but also the gender of users. The creation of these environments involves not only the actual deployment of communication media, but also organizational training on communications media.

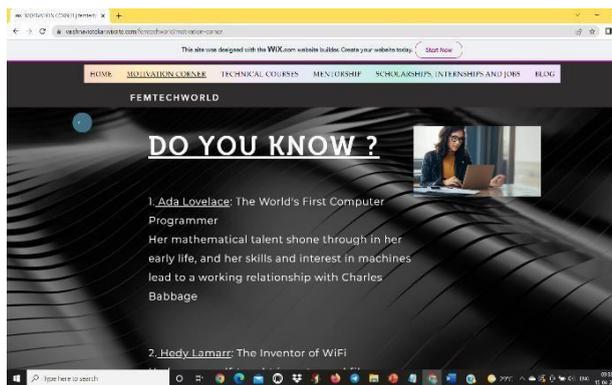
PROPOSED WORK:

Our website basically contains five pages:

- 1.Motivation Corner
- 2.Technical Courses
- 3.Mentorship
- 4.About internships, scholarships and jobs
- 5.Blogs



MODULE 1: MOTIVATION CORNER

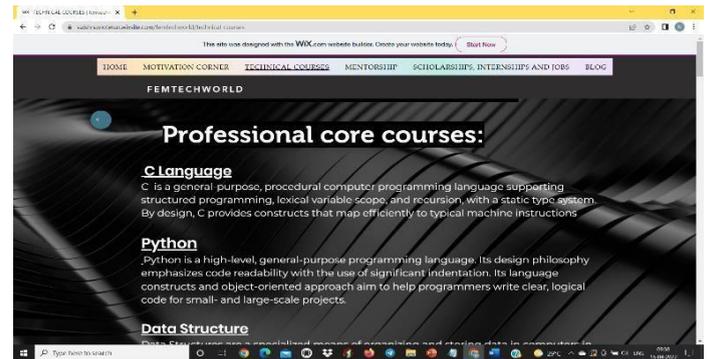


This page has been designed to motivate and inspire all girl students to learn and excel in technical domain. We have listed here some information about women who achieved in tech which will indeed act as a motivation and let the world known by their hardships and struggles during their success story.

MODULE 2: TECHNICAL COURSES

This page mainly contains two types of courses professional core courses and professional elective courses, Coding practicing platforms, Coding games, you-tube channels to learn coding.

a) Professional Core Courses:



Core Courses are mandatory courses that you must study to meet the requirements of your program. There will be some Professional core courses like C language, python, Data structure, computer networks, OOP, etc. just click on the name of course and you will get the best study material for learning these courses.

b) Professional Elective Courses:



Elective are courses that we can choose which allowing us to study topics that interest us. The Professional elective courses are Artificial Intelligence, Artificial neural network, Introduction to soft computing, Introduction to internet of things, etc.

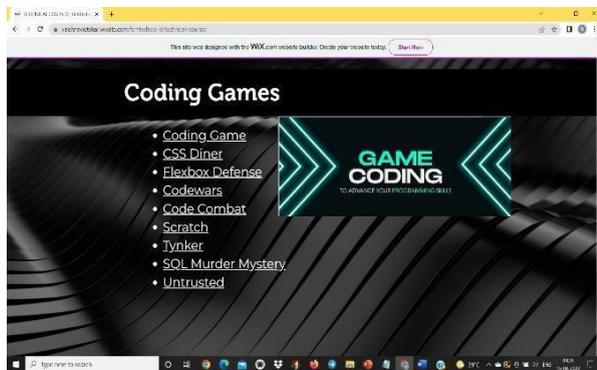
c) Coding practicing platform:



Most highly prized careers like full-stack developer, Java developer, data-scientist, and IT security specialist and all these required coding skills. But, if you don't have coding skills, where do you go to learn them?

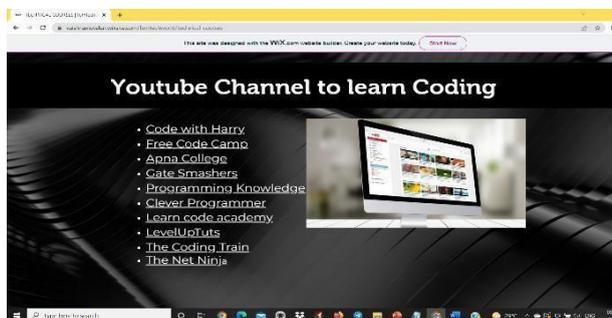
This section contains some coding platforms where you can learn and practice coding.

d) Coding Games:



This section contains some coding games where you can improve your coding skills with fun exercises.

e) You-tube Channels to learn coding:

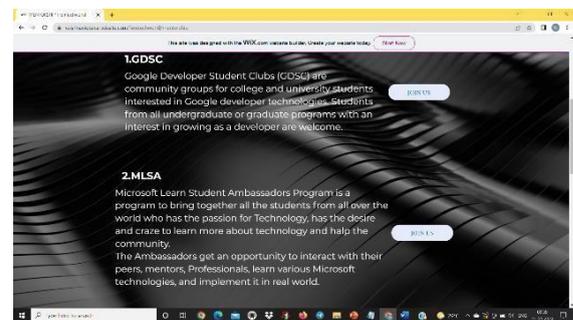


Coding is a growing career path

You don't need a degree to become a programmer — you can enroll in a bootcamp or teach yourself.

This section contains the best YouTube channels to learn coding for people who want to learn independently.

MODULE 3: MENTORSHIPS



The purpose of mentoring is to connect an individual who has a lot of knowledge and Experience with someone who hasn't gained the same knowledge or experience.

Mentoring keeps you up to date on what young talent in your field is learning and where the industry is going. Through mentoring, you gain experience in leadership and management. Mentoring allows you to get to know the junior staff who you might otherwise not have met.

Rather than learning through trial and error, a mentor is a person you can look to for direction and a role model to imitate.

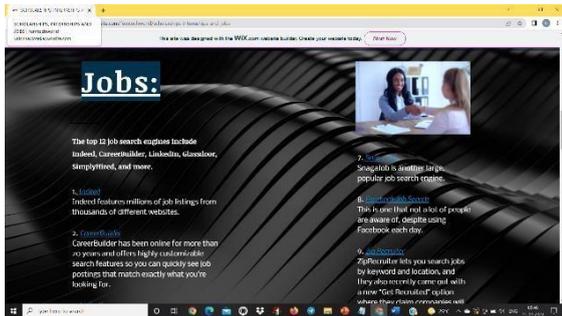
Women in leadership positions in your company can offer guidance to young females who are early in their career. Some people naturally find mentors in the workplace but not everyone is so fortunate. Creating a women's mentorship program provides every female employee the opportunity to offer or accept guidance.

MODULE 4: ABOUT INTERNSHIP, SCHOLARSHIPS AND JOBS



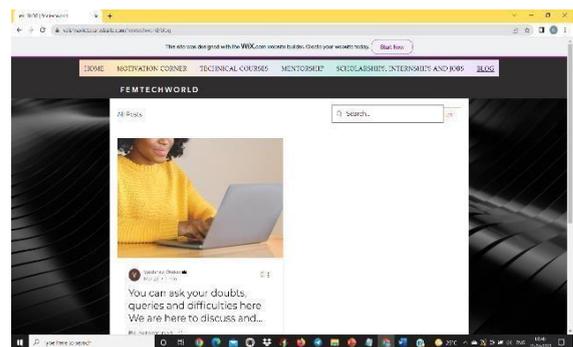
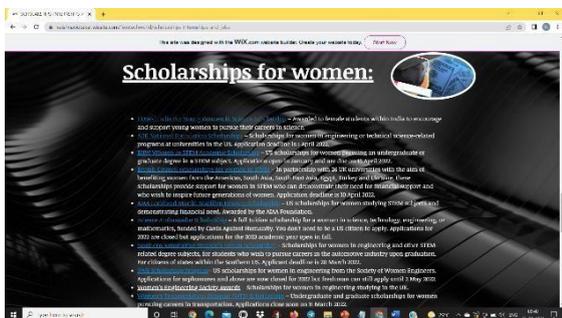
still wanting. All the job details and their links will be mentioned in the web page where one can surf and apply for job in their interested domain.

Specially for women, India as well as other private institutions provide various scholarships for women to pursue education in technical field. All the details and deadlines will be mentioned in the site along with the links to apply.



MODULE 5: BLOGS

This section is basically for one who have doubts or queries. we will try our best to your queries.



CONCLUSION:

Anyone from anywhere can access our website and get benefited by it. This website provide start to end solution for one's technical journey. One can start from scratch, refer this website and can be expert in technical domain. Surely this website help women to make their identity in technical domain.

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- [1] Ahuja, Manju (2002). "Women in the Information Technology" Profession: A Literature Review, Synthesis and Research Agenda. European Journal of Information Systems. 11. 20-34. 10.1057/palgrave/ejis/3000417.
- [2] Berry P (1983) Mentors for women managers: fast-track to corporate success. Supervisor Management 28, 36-40.
- [3] Bretts M (1993) She shall overcome. Computerworld 27,67-70.
- [4] Frenkel KA (1990) Women and computing. Communications of the ACM 33, 33-46.
- [5] Colley AM, Gale MT and Harris TA (1994) Effects of gender role identity and experience on computer attitude

In India, about 65-70% women who take a career break fail to return to work, and a large number of women who are well educated & have potential to become a valuable part of the workforce do not even get a chance to begin their career. "Internships for Women" brings amazing women employment opportunities, in the form of internship jobs for women, to help them restart their career. With flexible working options like work from home options & part-time options, women can now manage both - their career and household responsibilities. Further, if women want to go back to the workplace, they can opt for office-based internships and make a gradual switch to professional life. This site has all the best internship websites applicable for women in technical field.

One might think that there would be gender equality in technology by 2022. But no. The number of females studying or joining this field is

components. *Journal of Educational Computing Research* 10,129–137.

[6] Gefen D (2000) Gender differences in the perception and adoption of e-mail and computer-mediated communication media: a sociolinguistics approach. In *The encyclopedia Of Library and Information Science* (Kent A and Lancour L, Eds) M Dekker, New York.