# Contents

1 Women, Work and Agency: An Introduction .......................... 1  
1.1 Introduction .............................................. 1  
1.2 Women in IT Sector ......................................... 3  
1.3 Empowerment and Agency .................................... 3  
  1.3.1 Towards an Understanding of Empowerment .......... 4  
  1.3.2 Macro Measures ....................................... 5  
  1.3.3 Sen’s Capability Approach ............................ 6  
  1.3.4 Micro-Based Measures ................................. 7  
  1.3.5 Agency ................................................ 8  
1.4 Employment, Capabilities and Empowerment ....................... 10  
1.5 Research Objective ........................................ 12  
1.6 Methodology .............................................. 13  
1.7 Chapter Scheme ........................................... 16  
References .................................................. 16  

2 Women, Work and Exploitation: A Binary Perspective ............... 21  
2.1 Introduction .............................................. 21  
2.2 Paid Work and Women’s Agency ................................ 22  
2.3 Women, Patriarchy and Export-Led Industrialisation ........... 23  
  2.3.1 Women and New International Division of Labour .... 25  
  2.3.2 ‘Nimble Fingers’ and Cheap Labour ................... 25  
  2.3.3 How Natural is this Differentiation? .................. 27  
  2.3.4 Mirage of Emancipation ............................... 28  
2.4 Women in Export-Based Industries: Selected Case Studies ...... 29  
  2.4.1 Maquiladoras in Mexico ............................... 29  
  2.4.2 Strawberry Farming in Mexico ......................... 31  
  2.4.3 Women Workers in India’s Informal Sector .......... 33  
2.5 Exploitation of Women in Affluent Households ................... 34  
  2.5.1 The Issue of Care Services ............................ 34  
  2.5.2 Gender and the Assignment of Care Services .......... 35  
  2.5.3 Changing Forms of the Family ......................... 37  
  2.5.4 The Mommy Track ..................................... 39
2.6 Women Workers in India’s IT Sector

2.6.1 Birth of a Hope

2.6.2 Working Women Within the Family

2.6.3 The Mommy Track as a Cul-de-sac

2.7 Summing Up

References

3 Women and Work: Towards an Alternative Approach

3.1 Introduction

3.2 Limitations of the Marxist Literature

3.2.1 Static Ahistorical Approach

3.2.2 Comparison with Developed Countries

3.2.3 Use of Ethnographic Approach

3.2.4 Unionisation and Other Forms of Labour Resistance

3.2.5 Heterogeneity Within Workforce

3.3 Why an Alternative Perspective?

3.4 The Emerging Feminist Literature

3.4.1 Bargaining with Patriarchy

3.4.2 Women, Migration and Work

3.4.3 Women in Transnational Families

3.4.4 Women in the Times of Conflict

3.5 An Alternative Perspective Towards Decision-Making

3.5.1 Theories of Social Constraints and Agency

3.5.2 Satisficing Approach

3.5.3 Satisficing Approach to Education, Work and Household

3.6 Summing Up

References

4 Nabudiganta: Women Workers in Kolkata’s IT Sector

4.1 Information Technology Industry in India

4.1.1 Role of Government Policy in Promoting IT Sector

4.1.2 Liberalisation and Growth of the IT Sector

4.2 Contribution of the IT Sector to the Indian Economy

4.3 A New Horizon?

4.4 Nabudiganta: IT Sector in Kolkata

4.5 Profile of Women Workers Surveyed in Kolkata’s IT Sector

4.6 Working in the IT Sector

4.6.1 Discrimination in Earnings

4.6.2 Career Development

4.6.3 Working Environment

4.6.4 Sexual Harassment

4.6.5 Health Problems
5 Agency and Satisficing in Kolkata’s IT Sector
  5.1 Satisficing in Kolkata’s IT Sector
      5.1.1 Historical Background
      5.1.2 Cultural Change and the Moulding of Expectations
      5.1.3 Social and Psychological Importance of Work
  5.2 Occupational Segregation
  5.3 Provisioning of Care Services
  5.4 Child Care and Pregnancy
  5.5 Satisficing Between Work and Household
  5.6 Profiles
      5.6.1 Ranjana
      5.6.2 Geeta
      5.6.3 Subhra
      5.6.4 Amrita
      5.6.5 Indrani
      5.6.6 Priyanka
  5.7 Summing Up
References

6 Work, Satisficing and Agency
  6.1 An Overview
  6.2 Constrained Agency
      6.2.1 Motives for Working
      6.2.2 Care Services and Work–Family Balance
      6.2.3 Child Care
  6.3 Comparing Results
  6.4 How Genuine is this Empowerment?
References

Appendix A
Appendix B: Media Reportings About IT Sector
Women in Kolkata's IT Sector
Satisficing Between Work and Household
Husain, Z.; Dutta, M.
2014, XV, 133 p. 14 illus., Softcover