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An Assessment Of The Working Environment In Kerala's Public And Private IT Sector

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Abstract
This study examines the working environment of the Information Technology (IT) sector in Kerala by comparing public and private organizations. The IT industry has become a key driver of economic growth, employment generation, and digital transformation in the state. The study aims to identify the differences in employee demographics, work culture, job security, salary structure, career advancement opportunities, work-life balance, job satisfaction, and workplace challenges. This study give a comparative analysis of working enviroment and also socio-economic background of IT professionals in both public and private sectors.
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I. Introduction

Kerala has always been at the vanguard in the field of Information Technology and its growth potential of this sector is enormous. A large number of educated youth in Kerala are working in IT sector.Thiruvananthapuram is situated in the southern most part of Kerala. It is the largest city famous for its Information Technology, Tourism, Agriculture and Education. It is the most populous city with the population of 957,730 with 1088 females for every 1000 males. It is the major academic hub of Kerala with literacy rate 92.66 % .It is an academic and research centre within the country with an array of premier institutions. The establishment of the Techno Park in Thiruvananthapuram has further escalated the growth of the IT industry. It is one of the India's first Technology parks and it is the largest IT parks in Asia in terms of built up area. It is home to 355 IT companies. It employs more than 47,100 IT professionals. Thiruvananthapuram, which contributes nearly 80 percent software exports from the state, is considered to be the Silicon Valley of Kerala. The city has huge prospects for the growth of IT sector as it has recently been declared as a future 'smart city' by Government of India. In this context, the researcher has selected Thiruvananthapuram as the area of the study.

Statement Of The Problem

In the sector of Information Technology, long working hours, the deadlines for the projects, lack of adequate enjoyment facilities and overtime work cause dissatisfaction in employees. This results in work-life imbalance, health problems and disturbances in family life. Even though, employment in IT sector is more prestigious, remunerative, skill based and supported by ultra modern infrastructure facilities, the decency in the quality of working conditions is a questionable one. Therefore, the problem selected for the study is to examine the vulnerability of working conditions in IT sector as reflected in the non execution of decent work indicators in professionals of both public and private IT sectors.

Objectives

- To examine the socio- economic background of professionals in Thiruvananthapuram
- To analyse the satisfaction level of professionals in both public and private sector hospitals in Thiruvananthapuram.

Review of Literature related to IT sector

There are a number of studies related to IT sector and it may be interesting to have a bird's eye view of them.

Agarwal (2000) explored the human issues and challenges in Indian software industry. He also suggested the measures to overcome some of the human challenges and the findings have implications for societies that are aspiring to become software service suppliers to USA and other developed countries. This study also dealt with some common characteristics of software professionals and the key responsibilities of

project leaders in software organizations. Software professionals spend more time on work related activities that disturbs the balance between work and family life and software professionals tend to experience burnout.

Gayathri & Vijayabasker (2003) stated that the information & communication technology is one of the fastest growing sectors in India. Its ubiquity and potential to bring about fundamental changes in the realms of production and consumption changed the entire scenario. This study discussed the emerging pattern and the growth of ICT in India, its impact on the society, suggest appropriate measures for its growth and also explain the prospectus of ICTs in accelerating development, good governance and poverty alleviation. The authors also analyzed that the most of the women have concentrated in lower skilled jobs and perform tasks such as data capture, verification etc.

Basant and Rani (2004) explained the significant growth of the Indian Information Technology (IT) sector in terms of employment and revenue and expected to provide quality employment to a large number of workers. A widespread participation of workers with different skill or education profiles, gender, regions etc. would facilitate deepening of the labour market and eventually reduce costs. This paper provided understanding of the evolution of IT labour market in India and suggested to explore the processes that deepen the IT labour market in India.

Upadhya &. Vasavi (2006) offered the key findings of a sociological study that was carried out over a period of more than two years, in Bangalore and in three countries in Europe. The main objective of this research project was to document the social and cultural transformations that have been set in motion by the rapid growth of the IT and ITES industries in India, and through this to shed some light on wider processes of globalization. The study also discussed the new forms of employment and the new cultures and lifestyles that have emerged in this industry.

Arora & Bagde (2006) focused on the role of human capital in the regional location of the software industry. They studied the effect of the engineering college capacity for undergraduate engineering studies in different Indian states on the regional growth of the software exports industry between 1990 and 2003. They found out that the significant effect of human capital on the growth of software exports.

Agrawal & Agrawal (2006) designed to develop a deeper understanding of leadership challenges and causal factors for those challenges in context of Indian software industry. Indian software industry has had a phenomenal growth for the last fifteen years and is expected to sustain its growth momentum at least in the near future. The abundant supply of low cost manpower has been one of the major factors contributing to the growth of Indian software industry and authors also discussed certain problems in IT sector like high attrition and disturbed work-life balance etc. This paper suggested certain recommendations to overcome these problems to sustain the growth of Indian software industry.

Mansell and Quah (2007) focused on the economic and policy dimensions of the convergence of telephony, television, computing, and the Internet and also assessed the changing roles of national and international regulation and evaluates how deeply the new economy entails far-reaching paradigmatic change. In this study, the authors used the phase change of paradigm to describe the changes associated with information and communication technologies (ICTs) and examined the origins and definition of the paradigm concept, the formation and collapse of the Internet Bubble and the reality and myths about the consequences of rapid ICT innovation.

Houseman (2007) suggested the effects of outsourcing and off shoring on productivity measures in United States. Although this article threw light on the productivity measurement in Unites States manufacturing, the issues raised also apply to productivity measurement for the aggregate economy of the United States and are broadly applicable to other industrialized economics. This study critically examined the linkages below with outsourcing off shoring and productivity, focusing on measurement issues in Unites States manufacturing.

Sondhi et al., (2008) assessed the relationship of some organizational variables with work exhaustion and to assess the impact of exhaustion on turnover intensions. In this research, an attempt had been made to analyze the antecedents and consequences of this phenomenon and to examine whether the phenomenon is occupation driven or an occupational hazard across professions. A sample group of respondents from teaching professions in schools and another from the BPO sector were studied to assess the level of work exhaustion experienced by them.

Rajendra Kumar (2009) attempted to develop a coherent analytical framework in order to document and evaluate the reasons behind three successful cases in which high-tech industries were promoted for development and economic growth. His analysis revealed that states with relatively better initial conditions, such as availability of skilled labour and good infrastructure, performed better in subsequently developing this industry. The conclusions and findings of the study were a significant contribution towards understanding the different strategies and options available to develop regions in supporting the growth of this type of industry and making them competitive globally.

Alejandro et al., (2010) examined the contribution of services to the Indian economy and described India's participation in international trade in services, reviewed the liberalization of India's service sector and explored the potential effects of future liberalization. An original analysis suggested that India's imports of services could increase by as much as 47 percent if India were to relax most of its restrictions on foreign participation in the sector. This study illustrated six Indian service industries: information technology and business process outsourcing (IT-BPO), telecommunications, energy, air transport, education, and financial services. A concluding section suggested areas in which future research is especially vital.

Hamel (2012) discussed the impacts of ICTs on the human development dimensions of health, education and income. It sought to establish whether or not ICTs ought to be included in the development strategies of poor countries despite their high costs and the challenges of measuring with precision the specific contributions that these technologies had on human development. The important realization the use of ICTs can make the most use of the tools and techniques in order to reap the potential benefits for human development. This paper concluded with the assertion that ICTs could enhance human development when applied with foresight and implementation of proper policies will promote the use and benefits of ICTs for the poor.

Abhinav (2013) examined the India's IT industry and also studied the impact of IT on the Indian Economy. This study explained growth, contributions of IT sector in different fields, its impact on the Indian economy and Government incentives to promote this sector. The author also explained its merits as the IT sector has served as a fertile ground for the growth of a new entrepreneurial class with innovative corporate practices and has been instrumental in reversing the brain drain, raising India's brand equity and attracting foreign direct investment (FDI) leading to other associated benefits.

Naik and Unni (2013) dealt with the issue of employment vulnerability in the urban labour market in India. This paper conceptualized vulnerability on the basis of size of employment at the firm, place of work, type of work contract and eligibility for social security benefits and for leave benefits. This study revealed that the overall share of vulnerable workers had marginally risen and workers were vulnerable not only in the urban informal sector but also in the formal sector. Vulnerability was high for workers in the informal sector; workers with part-time jobs and with temporary jobs and workers undertook casual work.

The studies mentioned above gives a general overview of IT sector and they give the different facets of the phenomenal growth of this sector. It is expected to sustain its growth momentum at least in the near future. Abundant supply of low cost manpower has been one of the major factors contributing to the growth of Indian software industry. Despite the job prestige, many studies bring out the fact that the employees have been found to experience various kinds of stress, related to their work and work place.

Research Gap

IT sector, through its employment, contributes substantially to women empowerment. Studies show that women get an equal opportunity in IT sector. But after a few years, women professionals take a career break, certain studies reveals the reasons why they take career break. Although the industry is relatively young, gender segregation in software work has already been firmly established. Women are concentrated in jobs that are considered to be less skilled than those of men. These papers attempts to analyze the issues of opportunities and constraints the women employees face in the Information Technology sector in India. The declining participation of women in the IT education and industry continues to be a complex issue and there is now a considerable body of research literature. The researcher tries to fill the gap .

II. Data Source And Method

The collection of data from IT professionals was a difficult task. The researcher has decided to collect data from IT professionals working both in public and private forms to understand whether significant differences exist in the quality of work depending upon the nature of ownership. Collecting information from employees in the private sector was particularly difficult. The researcher approached many private firms to collect information. As the present study is based on the working environment of IT professionals , management of all private firms refused to grant permission to meet their employees and conduct interview. The researcher found it difficult to collect data from IT professionals working in public sector also because most of the institutions were reluctant to permit questions regarding Decent Work indicators as they thought that it may affect their reputation. Therefore, the researcher is left with no other option than the snow ball sampling. Snowball sampling is a non-probability sampling method in which when we get one respondent, the respondent gives information about other respondents and it progresses as a chain. The process was done until interview was conducted among 150 employees from public sector and 150 employees from private sector was completed. As snowball sampling is a non probability sampling method, it is very difficult to determine the sample size. Therefore, the study is based on data collected from 300 IT professionals in Thiruvananthapuram district. Majority of the respondents belonging to the public sector are working in institutions like Keltron,

CDIT, Kerala State IT Mission, Information Kerala Mission and respondents belonging to private sector are working in various IT firms in and around Techno Park, Thiruvananthapuram

III. Results And Discussion

Social and Economic Background of the IT Professionals in Kerala

Socio-economic features, along with the working and living environment, are the crucial contributory factors of physical and mental health of individuals. It throws light on parental education, parental occupation, family income and employees' background etc. This helps the researcher to analyze how much the professionals get support from family and how much they struggled to come into this position.

Gender- wise Classification of the IT Employees

Gender composition of the population is one of the primary demographic characteristics of human population. The population of Kerala is 3.34 crores, of which 1.60 crores were males and 1.74 crores females. The sex ratio for Kerala is 1084 females per 1000 Males and in Thiruvananthapuram district, it is 1088.The study shows that the male employees dominate in this sector, which is quite different from the gender composition of Kerala.

Table 1
Gender- wise Classification of the IT Professionals

Gender	Public	Private	Total
Male	68 (45.30)	97 (64.70)	165 (55.00)
Female	82 (54.70)	53 (35.30)	135 (45.00)
Total	**150**	**150**	**300**

Source: Sample Survey
Note: Figures in brackets show percentages

Table 1 shows that out of the 300 professionals surveyed for the study, men outnumber women. Men form 55 percent of the sample whereas women form 45 per cent of the sample. But, there are differences between the gender composition in public and private firms. In public firms, women are greater than men and vice versa in private firms.

Age wise Classification of Professionals

Age has supreme importance in identifying an individual's ability to perform various tasks of life.The age of the IT professionals is important as it reflects the capacity to work. A peculiar feature of IT industry has been employment of a labour force from relatively younger age group.

Table 2
Age wise Classification of Professionals

Age Group	Public	Private	Total
20-30	59 (39.33)	126 (84.00)	185 (61.67)
30-40	74 (49.33)	22 (14.67)	96 (32.00)
40-50	11 (7.34)	2 (1.33)	13 (4.33)
Above 50	6 (4.00)	0 (0.00)	6 (2.00)
Total	**150** **(100)**	**150** **(100)**	**300** **(100)**

Source: Sample Survey
Note: Figures in brackets show percentages

Table 2 shows the age- wise classification of professionals and it reveals that most of the professionals are in the age group of 20 to 30 years old. In public IT firms, the highest percentages of professionals are from the age group of 30 to 40 years but in private sector, majority of the sample (84percent) is in the age group of 20-30 years. This means that private sector needs young and fresh professionals than public sector. In public sector, there is age bar for working but in private even though there is no age limit, most of the respondents belong to the age group of 20-40. The study reveals that the IT sector is limited to young people.

Marital Status of IT Professionals

Marital status refers to whether an employee is single, married, divorced, widowed or separated. In IT sector, the professionals belong to the younger age groups and a large number of them are single.

Table 3
Distribution of the sample by Marital status

Marital Status	Public	Private	Total
Single	41 (27.33)	107 (71.34)	148 (49.34)
Married	100 (66.67)	41 (27.33)	141 (47.00)
Widow(er)	4 (2.67)	0 (0)	4 (1.33)
Divorced	1 (0.66)	0 (0)	1 (0.33)
Separated	4 (2.67)	2 (1.33)	6 (2.00)
Total	**150** **(100)**	**150** **(100)**	**300** **(100)**

Source: Sample Survey
Note: Figures in brackets show percentages

Table 3 reveals the number and proportion of employees on the basis of their marital status. Almost 50 percent of the sample respondents are single and 47 percent of IT professionals are married. It can be seen that in public sector, married people are more compared to those who are single. The public sector has 66.67 percent of the married professionals whereas the proportion of single employees is just 27.33 percent. In private, reverse is the case. Single professionals are greater (71.34 percent) compared to married ones (27.33 percent).

Religion wise Distribution of IT Professionals

The religious backgrounds of the IT professionals are shown in Table 4

Table 4
Religion wise Distribution of IT Professionals

Religious group	Nature of Firm		Total
	Public	Private	
Hindu	111 (74.00)	97 (64.67)	208 (69.34)
Christian	22 (14.67)	30 (20.00)	52 (17.33)
Muslim	17 (11.33)	22 (14.67)	39 (13.00)
Others (specify)	0 (0)	1 (0.66)	1 (0.33)
Total	**150** **(100)**	**150** **(100)**	**300** **(100)**

Source: Sample Survey
Note: Figures in brackets show percentages

As Table 4 shows, almost 70 percent of the professionals are Hindus. While Christians form 17.33 percent and Muslims form 13 percent of the sample. Representation of Christians and Muslims is higher in Private sector than in Private sector.

Social Class Categorization

In the primitive Indian society, occupation and income were caste based. Majority of people in the lower social strata still continue as poor and under privileged. The SCs, STs and other Backward Communities (OBCs) are the socially and economically marginalized groups of Indian population suffering from the worst form of social exclusion.

Table 5
Caste wise classification of sample

Social Group	Nature of Company		Total
	Public	Private	
General	65 (43.34)	70 (46.67)	135 (45)

OBC	68 (45.33)	69 (46)	137 (45.67)
SC/ST	17 (11.33)	11 (7.33)	28 (9.33)
Total	**150** **(100)**	**150** **(100)**	**300** **(100)**

Source: Sample Survey
Note: Figures in brackets shows percentages

Based on Table 5, in terms of social groups, Other Backward Castes (OBC) are greater in number, though General category employees are close by. While OBC consists of 45.67 percent of the sample, the General Category accounts for 45 percentage- just a difference of 0.67 per cent. Scheduled Caste (SC) and Scheduled Tribe (ST) combined forms 9.33 percent of the sample. It may be seen that in private companies, both OBC and General are almost same in number. In both types of companies, SC/ST group comes at the bottom. Compared to Public sector, the share of SC/ST in Private sector is 7.33 percent which is not too low compared to Kerala statistics.

Employees by Place of Residence

Place of residence where an individual resides is an important indicator of a social position of a person. Rural-urban background of an employee is very important for the study. Generally in IT sector, most of the professionals are from urban background.

Table 6
Number and Proportion of Employees by Place of Residence

Nature of Company	**Residence**		**Total**
	Rural	**Urban**	
Public	87 (58)	63 (42)	**150** **(100)**
Private	78 (52)	72 (48)	**150** **(100)**
Total	165 (55)	135 (45)	**300** **(100)**

Source: Sample Survey
Note: Figures in brackets shows percentages

As per the Table 6, people who are from rural areas are greater than in the urban areas. Almost 55 per cent of the total respondents are from rural areas. This is true for both public and private companies. IT sector is considered to be urban biased, but this study shows that both in public and private sectors, more employees are from rural areas and this trend shows that there is no digital divide in the state and both rural and urban develop at the same time.

The Nature of School Education

There are higher number of schools in aided sector (55 percent) than the Government sector (36 percent) and only 9 percent in Unaided sector in Kerala (Economic Review, 2016). Now there is a change in the attitude of the people in Kerala, most of the people prefer aided or unaided schools. With the development of IT sector in Kerala, there is a structural change in the attitude of the people and most professionals are from aided/ unaided schools.

Table 7
Number and Proportion of Employees by the nature of school education

Nature of School Education	**Nature of Ownership**		**Total**
	Public	**Private**	
Government	77 (51.33)	38 (25.33)	115 (38.33)
Aided	70 (46.67)	108 (72)	178 (59.33)
Unaided	3 (2)	4 (2.67)	7 (2.34)
Total	**150** **(100)**	**150** **(100)**	**300** **(100)**

Source: Sample Survey, 2016
Note: Figures in brackets shows percentages

It can be seen that in the public sector, people who are educated in Government schools account for the significant majority. But in the case of private sector, people who are educated in Aided schools claim a majority. In the public sector, 51.33 percent of the employees are educated in Government schools, 46.67 percent are from aided schools, and just 2 per cent from private schools. As in the case of private sector, 72 percent of employees are from the aided sector, 25.33 per cent from the government sector, and 2.67 per cent from the unaided. It is clear from the Table 4.10 that in both categories, the proportion of unaided school educated people is very minimal.

Mode of Appointment

Mode of appointment can be divided as Permanent and Contract.

Table 8
Number and Proportion of Employees by the nature of appointment

Mode of Appointment	Nature of Firm		Total
	Public	Private	
Permanent	36 (24.00)	46 (30.67)	82 (27.33)
Contract	114 (76.00)	104 (69.33)	218 (72.67)
Total	**150 (100)**	**150 (100)**	**300 (100)**

Source: Sample Survey
Note: Figures in brackets show percentages

Table 8 shows another peculiar feature of IT sector employment in India. It may be seen that in both public and private firms majority are employed on contract basis. The proportion of employees on contract basis is higher in public sector firms as compared to the private sector firms.76 percent is the value for public whereas the corresponding value for private is 69.33 percent. On the overall, contractual professionals account for 72.67 percent of the sample.

Experience of IT Professionals

Work experience is an important factor in determining the employability of people. As the IT industry is a newly emerging industry, it has a comparatively younger workforce than other industries. As the respondents belong to younger age, their experience is comparatively low. Work experience profile of professionals from the collected data is presented in Table 6

Table 9
Experience of the IT Professionals

Experience (Years)	Public	Private	Total
Less than 1 year	16.43	32.66	24.54
1-5 Years	42.14	52.67	47.41
6 – 10 years	26.43	12.67	19.55
11-15 years	13.57	0.67	7.12
16 & above	1.43	1.33	1.38
Total	**100**	**100**	**100**

Source: Sample Survey

Table 9 reveals that the most of the IT professionals (47.41 percent) are of 1-5 years of experience (42.14 percentage in private sector and 52.67 percent in private sector). In private sector, 85.34 percent of professionals have less than 5 years of experience, whereas 14.26 percent of professionals have more than 6 years of experience in that particular sector. But in public sector 41.43 percent of professionals have more than 6 years of work experience.

Monthly Income of the Professionals

Data collected from a sample of 300 IT professionals showed that most of the sample respondents received income less than 20,000. In Public sector, nearly 87% of persons received the income below Rs.40,000 per month and in Private sector, it is 84%. Evidence from the sample respondents suggest that, in terms of the first component (income of employees) of adequate earning and productive work, employment in IT exhibiting deficit in Decent Work. Other components are related to whether individuals have a chance for self-development in work and get income through training and up gradation of technical skills.

Table 10
Monthly Income of the Professionals

Income Level	Public	Cumulative frequency	Private	Cumulative frequency	Total
Less than 20000	85 (56.66)	85 (56.66)	60 (40.00)	60 (40.00)	145 (48.33)
20001-40000	46 (30.67)	131 (87.33)	66 (44.00)	126 (84.00)	257 (85.67)
40001-60000	12 (8.00)	143 (95.33)	16 (11.00)	142 (95.00)	285 (95.00)
60001-80000	4 (2.67)	147 (98.00)	1 (0.67)	143 (95.67)	290 (96.67)
80001-100000	2 (1.33)	149 (99.33)	4 (2.50)	147 (98.17)	296 (98.67)
Above 100000	1 (0.67)	150 (100)	3 (1.83)	150 (100)	300 (100)

Source: Sample Survey
Note: Figures in brackets show percentages

Effect of Longer Working hours

The average hours spent by IT employees may vary in both sectors. In private IT sector employees work longer hours than in Public. In private, employees spent average 9.12 hours per day while in public, it was comparatively lower i.e., 7.71 hours. Average hours of work per day for the sample of 300 IT professionals is 8.41 hrs which exceeds the working norm of 8 hours. Employment in IT sector is in the form of project completion which is time bound and since majority of the market is US based, the nature of work requires different time zones and to make both the parties constantly in touch with each other, 'flexi time work ' was introduced in IT sector. Often project deadlines cause work pressures and professionals overstay in office to complete the work. Thus long working hours, overstays, weekend works, work on religious or public holidays are common in this sector. Reasons for overstay can be due to voluntary reasons or involuntary reasons. Personal interest, ambition, or dedications are the voluntary reasons for longer working hours. Involuntary reasons are deadline pressures, extra income or directions from team leaders etc.

Even though, the reasons for overtime work are more or less same for public and private employees, its effect varies remarkably between these two groups of work force. The effects of overwork in IT sector are shown in Table 10.

Table 11
Effects of Overstay (percentage)

Effects of Overstay	Nature of Ownership		
	Public	Private	Over all
Deterioration in physical and mental health	52.56	56.18	54.37
Disturbance in work-life balance	26.46	27.06	26.76
Reduced productivity	14.86	8.08	11.47
Excessive work pressures	6.12	8.68	7.4
Total	**100**	**100**	**100**

Source: Sample Survey

It is clear from Table 11 that deterioration in physical and mental health is the major effect of overstay in office. Almost 55 percent of employees suffer from this problem. This is high in private sector (56.18%) than the corresponding value in public sector (52.56%). Apart from the deterioration in physical and mental health, disturbance in work life balance is another major issue in IT sector. The harmful effects of overtime work are more evident in the case of private employees as compared to public employees.

Work Life Balance

Work-life balance has become a serious issue. There is a drastic change in the nature of work and work environment and this makes an imbalance in work-life. This leads to dissatisfaction and disappointment among employees and it will negatively affect their mental and physical well-being and also career development. Since the employees have to work for long hours at workplace, they get only less time to spend in family. Due to these imbalances, most of highly qualified women quit from job after starting a family.

Details of Work-life Balance

Work-life balance denotes the maintenance of perfect balance between individual life and professional life that may lead to job satisfaction and excellence in job.

Table12
Work life balance (Percentage)

Work Life Balance	Public			Private			Over all
Longer working hours and flexi time work	Male	Female	Total	Male	Female	Total	
	26.61	32.09	58.70	41.01	22.41	63.41	90.41
Health problems due to nature of work	42.44	51.18	93.62	39.07	21.35	60.42	123.83
Absence of workers Union	15.33	18.48	33.81	58.35	31.88	90.23	78.93
Night Shifts	8.16	9.84	18.00	24.77	13.53	38.30	37.15
Lack of socializing with relatives, friends etc.	19.97	24.09	44.06	55.95	30.57	86.52	87,32
Lack of recreations	17.94	21.63	39.57	56.93	31.11	88.04	63.81

Source: Sample Survey

Table 12 shows the work life balance of IT professionals. It is important to note that more than 60 percent of IT professionals reported that they have health problems due to the nature of work and they also have long working hours and flexi time work. Also they are of the opinion that lack of socialization and recreation, absence of trade union also affect their work-life balance. 93.62 percent of persons have some health problems due to the nature of work in public sector whereas the corresponding figure in private sector is 60.42 percent. This is due to the reason that majority of professionals in public sector are in the age group of above 30 years.

IV. Conclusion

Different types of health problems, slow carrier progress, inadequate earnings, no overtime remuneration are the basic problems faced by the most of the workers in public sector. But in private sector, the problems can be categorized as long working hours, inadequate earnings, monotonous work, tight deadline, job stress, too much work pressure, work life imbalance, job insecurity and health problems . It can be found in the light of this study that all the problems listed above are due to the lack of decency in IT sector. Since IT industry is an emerging promising industry, many youngsters are attracted to this sector. Hence, it is mandatory to provide good working conditions for the promising youth to save them from over exploitation and insecurity. It is also the responsibility of the State to ensure the basic rights for our young generation. This necessitates the urgent implementation of these indicators in this sector. In this context, this study is proven itself as an immensely significant one. Even though, many employees are working on contract basis, public IT sector is comparatively better than private IT sector in the analysis based on Decent Work.

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