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A Sociological Study of Women in AI Organizations

Kalavathi. P[1], Prof. Rajesh. R[2]

[1]Research Scholar, Department of Sociology Bangalore University, Jnana Bharathi Campus, Bengaluru, Karnataka
[2]Assistant Professor, Department of Sociology, Mount Carmel Deemed to Be University, Bengaluru, Karnataka

Abstract:

The term Artificial Intelligence is associated with digital platforms, IOT, machine learning, and deep learning. Many companies are mushrooming up across the globe by signing up new projects with giant software companies. There is much evidence where in AI companies and applications are blamed for being highly biased toward women. For example, on the Google search engine, the results shown for freedom fighters of India consist only of male names. Search engines provide information about what is put into it. Hence it is again the human error of being biased. Equal representation of women in these sectors will address gender bias. It is noticed that very often women are ethically conscious due to their social training. Women in the IT sectors where AI is applied have ventured out to contribute the best ideas to be incorporated into the projects. The proposed research paper will focus on the opportunities for women in AI, job roles for women in AI, the influence of patriarchy on contributions and gender bias of women by using AI tools, and the importance of women's job roles in AI projects and organizations.

Key Words: AI, Women, Gender Bias, Digital platforms, IOT, Machine Learning, and Deep Learning

1. Introduction

In the 21st century, women have recognized themselves with designations in the public domain. They have proved their abilities with good academic scores, career growth, and meeting the demands of workspaces and household chores. Workspaces and job roles commonly attract women and have made them extend their conventional roles of training, nursing, and caring. The feminization of work includes the rise in women's participation in the workforce and the adaptation of job roles to feminine qualities like collaboration, empathy, and multitasking. There is a profound increase in women's recruitment in health, education, retail, and various other sectors. According to WHO reports, sixty-seven percent of women work in global health, social care services, childcare, and elder care, and 25% hold senior roles (WHO, 2019). These jobs are not so attractive for men due to the contractual nature of employment, low pay scale, undervaluation of feminized roles, and low economic & professional mobility. Talcott Parsons viewed the two types of roles based on gender, the instrumental role of men and the expressive role of women, the latter helps to sustain industrial society. Feminist researchers have opposed this AGASSI, J. B. (1990). Higher-educated women devote more time to caregiving than their husbands, according to an Indian study by Tripathi and Zhai (2023), that shows a gender gap in unpaid care work. This finding emphasizes the

significance of employment positions in bridging this gap. Misra and Bhat (2024), in their paper have discussed the factors contributing to gender inequality in higher education, including artificial intelligence, geopolitical shifts, and neoliberal principles. They advocate for gender equality as a public value, addressing factors like hiring bias, migration and academic selectivity, and parenting-academic responsibilities.

2. Women in Education, Science and Technology

University education was a wild dream for women until the late eighteenth century. Mayer, C. (2006), quoted Kinder-Zuchto's opinion that during the enlightenment-era educational principles were improved for children's upbringing, the importance of raising daughters with the same care and attention as sons, as they are the future mothers. For the sustenance of a knowledge-based society, women were included in the education process. Hahn, Y.-J., & Jeon, M.-H. (2023) have expressed that, the establishment of girls' schools in Korea was justified by human rights perspectives, with editorials in the Independent and Hwangsŏng Sinmun highlighting the purpose of women's education for family well-being and national development. A country that prioritizes women's education becomes more prosperous, as seen in the U.S. and Europe. Women's education is equally important for husbands and children. Hence to get wider acceptance for inclusive education for women the promoters of girls' education had to justify its importance for the family as a whole and spouses in specific. In Karnataka during the twelfth century, Basaveshwara took the lead in including the then-women scholars from all social categories in the Anubhava Mantapa.

The workspaces in modern industrial society created a demand for skilled workers. Men and women trained in vocational, professional, and graduate courses had higher chances of getting recruited. For the first-generation women learners, decisions on education and work were made by men of the family. Family members are the key decision-makers for women in the continuation of education from elementary level to higher studies. The gender disparity on the educational front continues even to this day. Educational Policies, representation of women in policy-making bodies, inclusion of people from marginal sections in proportion to elites, and exclusive funding for women's education are key determinants to push up the female literacy rates and participation of women in the workforce.

The following table depicts the current status of literacy rates at the global level.

Table: 1

Source: UNESCO

Category	Key Statistics	Remarks
Adult Literacy	754 million adults lack basic literacy skills, two-thirds of whom are women.	Women face disproportionately low literacy rates globally.
Children Out of School	250 million children are out of school.	Indicates significant barriers to access to education.
Regional Disparities	Literacy rates for elderly women in sub-Saharan Africa are as low as 10%.	Extreme inequality in literacy rates among regions and genders.
	Male youth and adult literacy in Europe and North America is 99%.	Highlights a stark contrast in literacy achievements.

Language Barriers	Over 50% of the global population is bilingual, but 40% lack access to education in their native language.	Education systems often fail to cater to multilingual and indigenous communities.
Progress and Challenges	Progress in literacy has been slow and uneven globally.	Targeted interventions are required to address disparities and barriers to literacy and education.

Table. 2

Literacy rate in India (Geeks for Geeks, 2023)

Category	Statistic	Key Observations
Overall Male Literacy Rate	84.7%	Male literacy remains higher than female literacy, showing a gender gap in educational access and attainment.
Overall Female Literacy Rate	70.3%	Female literacy, though improving, lags behind male literacy, especially in rural areas.
Urban Literacy Rate	87.7%	Urban areas show higher literacy rates due to better access to education and resources.
Rural Literacy Rate	73.5%	The literacy rate in rural areas is significantly lower, reflecting disparities in educational infrastructure.

The literacy disparity between males (84.7%) and females (70.3%) demonstrates persisting gender inequity, necessitating focused educational initiatives to empower women. Education is the determining factor in obtaining jobs. The views of Gender disparities in risk-taking in job attributes have a direct impact on men's and women's occupational choices and, in turn, on gender-based wage disparities. Certain job characteristics, such as job security and other benefits, earnings hazards, workplace fatalities, performance reviews, and competitive pay, vary throughout jobs and even within the same occupation (Insights on Female Labour Force Participation in India, EPW 2024).

According to Iavorovich (2023), though there have been female scientists in many different places and ages, women were the exception until the end of the nineteenth century, when scientists were still primarily men. Due to the belief that they could not produce knowledge or that males were responsible for their labour, women were made invisible in the field (Palacios-Núñez & Arcila, 2022). Systems science presents both opportunities and problems, with gender equality, diversity, inclusion, and equity essential for producing representational, democratic, and critically informed knowledge (Hamdi, Mulder, and Abdelhak 2022). According to (Merayo & Ayuso, 2022), fewer female students are pursuing STEM areas, indicating gender disparities in STEM education. Boys like computer science and engineering, while girls favour health and education. While boys place a higher priority on making money, girls feel that they need certain skills to study STEM. Schools serving students with higher math SAT scores have made strides toward eliminating the gender gap, the gap is getting wider for students with lower scores. Although the number of women in PECS is rising, progress is still not uniform (Cimpian & King, 2024). The 2009 High School Longitudinal Study reveals gender disparities in STEM major selections among Asian American women, particularly Vietnamese/Thai and Filipino women, requiring targeted interventions for equitable

participation (Kang et al., 2024). The Spanish Association of Science and Technology Parks (APTE) is raising awareness about the low participation of girls in STEM and encouraging their involvement in scientific and technology careers. The project aims to change the habitual bias towards women in STEM fields (Santos et al., 2021).

Sons are frequently paired with women who have less education in India, whereas daughters are frequently paired with wealthy grooms. Even with lower levels of education, daughters and their husbands obtain more combined education than sons and wives, particularly in regions with lower rates of employment, income, and literacy (Mohammed & Katare, 2024). The biased observation in society is women are less technical and men are good at handling gadgets. Gender appropriation is the profound reason behind such assumptions. Young girls are not exposed to gadgets in their earlier years and thus it doesn't emerge as their personality trait. Men often replace women in important positions due to personal traits, but understanding the true mechanisms behind this discrepancy is more complex than focusing on personal traits (Van Dijk, 2005).

In the special issue Challenges and Opportunities: Asian Women in Science, Technology, Engineering, and Mathematics (Varma et al., 2022). According to Samrendra Kumar Women make up approximately 43% of all undergraduate STEM students in India. However, he also notes that just 3% of women pursue Ph.D.s in science and 6% of four PhDs in engineering and technology. They only make up 14% of all scientists, engineers, and technologists, compared to 28% worldwide. Dual role syndrome affects women in this industry while making decisions for their careers. Domestic duties have a significant impact on professional decisions. Women's career growth involves their determination to work, the work environment, value systems, and due recognition for their contributions to work. The study examines the impact of increased women in non-tenure-track academic roles on individuals and society, suggesting it could enhance women's contributions to STEM but also limit job search (Rennane et al., 2022).

3. Digital Revolution, Digitization and Digital Divide

The digital revolution and the following developments have included social and political elements in 21st-century research. The term "digital revolution" refers to the shift from mechanical and analog devices to digital technology, which began in the 1980s and continues to this day. In recent years, we have been able to integrate digital tools and web-based communication into our daily lives by using the internet, computers, VoIP services, mobile phones, and digital ecosystems more regularly. To properly implement the digital transition, support from the government, academic institutions, research institutes, and commercial sectors is required. The Verlagsgesellschaft and others (2021), have expressed that all of the important domains have been digitalized to offer effective services. For instance, schools, banks, healthcare facilities, defense, energy, and agriculture. Sectors and companies that clearly articulate their digital strategy tend to see a positive impact on their market valuation. Due to the increase in profits, and visibility of the business, there is a steadfast move towards investment in digital transformation from the leaders in their respective domains at the global level. The process of converting offline analog data into digital values, which makes it easier to move offline transactions online, is known as digitization. Digitalization is the complete conversion of a business's various business operations into digital formats (Omol, 2023). An attitude of cooperation and openness has created the old boundaries of wealth, status, class, power, and location due to technological interventions (Wessels 2016). The digital divide is a consequence of internet and broadband facilities being limited to elites and other dominant categories

including men. According to Ragnedda and Muschert (2013), people who are impacted by the digital gap frequently experience anxiety and uneasiness, which highlights the importance of taking into account the dynamics of inclusion and exclusion in global informational capitalism. Gender appropriation is commonly found in the society. This type of appropriation is quite common with the usage of technological gadgets and access to them starts with boys first and passes on to girls a little later. Technology disparities begin early in life, with men frequently acquiring technology before women, maybe because they are less accustomed to using it (Van Dijk, 2005). A woman who belongs to an ethnic minority; has a relatively low salary, and may live alone without a spouse or kids to share a computer or Internet connection would probably be on the "wrong" side of the divide (Ragnedda & Muschert, 2013). Workers face insecurity due to the digital divide, with a 22% gap between salaried and daily wage workers. India's gendered digital divide is the worst in the Asia-Pacific region, with a 40.44% gap between men and women (The People's Archive of Rural India, n.d.). Women are affected by the digital divide at national and global levels.

Digitization, automation, and artificial intelligence are key global enablers of the digital data economy, impacting over 3 billion people, even those with limited digital resources (Elliott, 2019). The Fourth Industrial Revolution predicts integrating digital technologies like sensors, IoT, robotics, AI, hardware, software, and big data to revolutionize various sectors, with economics as the central focus (Vlassis & European Commission, 2019). By improving the labor market, increasing flexibility, and producing better jobs, new ICTs are lowering unemployment and encouraging creative company ventures (Verlagsgesellschaft, Affairs, and Europe 2021). The degree of education has a major influence on how women use internet technology, with secondary education and with free online learning, women can further their education and benefit communities, families, and themselves (Antonio & Tuffley, 2014). With the increasing incorporation of IOT and AI-based technologies in all working domains there is a demand for computer literates in the job market. The gender gap in literacy rates, fewer women opting for STEM courses, and the digital divide have contributed to the underrepresentation of women in these sectors.

4. Human Intelligence, Machine Intelligence, and Artificial Intelligence

There are different types of human intelligence and Psychologists identify 12 types of intelligence, 1. Logical-Mathematical Intelligence, 2. Linguistic Intelligence 3. Spatial Intelligence, 4. Body Kinesthetic Intelligence, 5. Musical Intelligence, 6. Interpersonal Intelligence, 7. Intrapersonal Intelligence, 8. Naturalistic Intelligence, 9. Emotional Intelligence, 10. Existential Intelligence, 11. Creative Intelligence and 12. Collaborative Intelligence (Delgado, 2023). These types of intelligence determine the vibrant capacity of humans to function spontaneously and contribute to their everyday social interaction. Mechanization and automation are yet another cumulative contribution of numerous types of human intelligence. Computers that were initially used for communication and information management are omnipresent in all sectors including industry, education, and research. The computer is a high-capacity information processing device that is used to build and evaluate human behavior models (Tidskrift 2018).

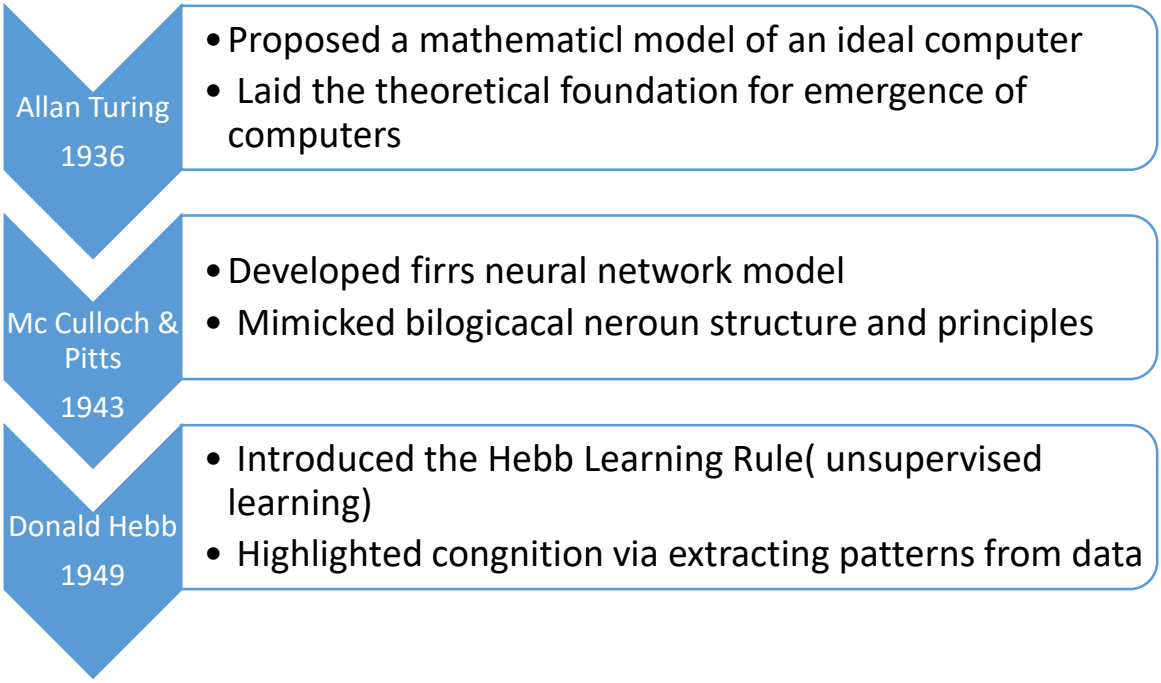
Machine intelligence is a branch of computer science based on algorithms. These algorithms are automated instructions and are the basis for computer programming. In the 1950s, Alan Turing put forth the idea that computers could be intelligent, which gave rise to the notion of the "thinking machine." Turing created and coded the Automatic Computer Engine (ACE) to advance his own "machine intelligence" research

following World War II (Dawson, 1985). According to computer scientists, the universal Turing machine is the greatest model for all built devices because all programming languages are disguised Turing machines, and program performance depends on it (Daylight, 2023). They are very much fundamentally used and developed by software engineers. Computer scientists extensively use logical-mathematical intelligence to develop algorithms. Hence machine intelligence is generated by machines and it is not natural intelligence that humans and animals possess. However, humans assume themselves superior to machines and other organisms since they are creative and each can offer a different set of solutions for a problem compared to machines.

The term machine intelligence is quiet evidently used and available in UK literature. In US the machine intelligence has transformed into Artificial Intelligence. John McCarthy used the term Artificial Intelligence in 1955. He described AI as "the science and engineering of making intelligent machines". It is interchangeably used with the terms "machine intelligence" and "intelligent machines". Though it is a branch of computer science it is interlinked with mathematics, sociology, neuron science, psychology, linguistics, and philosophy. The products of the AI field, AI knowledge, and practices are socially constructed and shaped by power relations between agents and groups of agents that exist and act in this field (Bourdieu, 1975). The term Artificial Intelligence is associated with digital platforms, IOT, machine learning, and deep learning. Digitization, automation, and artificial intelligence are key global enablers of the digital data economy, impacting over 3 billion people, even those with limited digital resources (Elliott, 2019). The speed of information sharing has increased with AI based tools and there is a great demand for data. Data is easily accessible and available as all the details and undertakings are getting documented in several online platforms.

Many companies are mushrooming up across the globe by signing up AI-based new projects with giant software companies.

Figure 1: Origin of AI



4.1 Gender Bias and AI

There is much evidence where in AI companies and applications are blamed for being highly biased toward women. For example, on the Google search engine, the results shown for freedom fighters of India consist only of male names. Search engines provide information about what is put into it. Hence it is again the human error of being biased. Equal representation of women in these sectors will address gender bias. Orlikowksi's (1992) work introduces the 'duality of technology', highlighting how technology is physically constructed by actors in a social context, and socially constructed through different meanings and features. It is noticed that very often women are ethically conscious due to their social training. A Google Translate API analysis shows that the tool does not replicate a real-world distribution of female workers and favours male defaults, especially in STEM sectors. The need for unbiased methods in statistical translation tools and machine bias are brought up in recent days (Prates et al., 2019). Advanced chatbots can understand keywords and phrases, but they cannot mimic "natural language" using machine learning and natural language processing algorithms (Madianou 2021). Due to this, there are gaps in translation-based AI applications which are also gender biased. Google Translate exhibits a significant male default bias, particularly in STEM fields, and fails to accurately represent the real-world distribution of female workers, as shown by Bureau of Labor Statistics (BLS) data (Prates et al., 2019).

Women in the IT sectors where AI is applied have ventured out to contribute the best ideas to be incorporated into the projects. Tannenbaum et al. (2019) suggest integrating sex and gender analysis into research design can lead to scientific discovery, improved experimental efficiency, and social equality. They propose a framework involving coordinated policies, sex and gender analysis methods, and greater rigor, reproducibility, inclusion, and transparency. To bridge the digital divide of the twenty-first century, everyone must have the tools and opportunities to create new services and applications, creative infrastructure, and enhanced communications that better serve their own and their communities' needs (Meinrath, Losey, and Lennett n.d.).

4. Methodology:

The case study method was used to collect information from the subjects. Interviews were conducted over the telephone, online mode, and by emailing the structured interview schedule. Out of five women chosen for the interviews four are working in AI companies, and one has written the first-ever book using AI tools on self-help.

Case: 1 21 years, Qualification B.A. Economics and Sociology

Case one works in a US-based online clothing and grocery store. It is a block-chain company that uses AI applications. The branch is situated in Bengaluru. She works in the complaint section and deals with clients only by responding to emails. According to her, there are twenty male AI coding engineers and she has not had any opportunity to know how they design AI applications. Communication is restricted to team leaders and managers. The client department is not allowed to participate in any major decision-making process and the conversations are limited to the department. According to Braverman (1974), research, employees do not benefit from a loss of control over the labelling process because managers and engineers provide them with more authority. However, as science gets more ingrained in the job process, workers can lose out on new skills.There is clear demarcation concerning work allocation and there is no scope for interdepartmental conversations. It is apparent that the information flow is restricted and closed. There is

a lack of transparency and trust amongst the heads about the workers. The study conducted by Mallick et al. (2023) investigates how positive emotions generated by AI affect human colleagues in human-AI teams. Emotions serve as status updates, giving teammates a greater understanding of the circumstance and each other's emotional situations will enhance overall work performance.

Case 2: Age- 30 years, Qualification: Ph.d. in Social Anthropology

She has interned and worked in an AI start-up organization. Currently, the majority of the start-up organizations in India are having tie-ups with MNCs situated abroad. She was recruited as a Research Associate at the R & D wing. The company comprised of around 10 people including her. She was made to attend the sessions to convince the clients as she was from a humanities background. She reported that the company is working on applying AI applications in health sectors. They would buy the data from the various sections of the health sector and analyze the data to bring in AI intervention using IOT and cloud technologies. She expressed that though the team leaders would openly welcome her opinions in the open forum and would listen nothing was implemented. A person from humanities is recruited to show that the company has a moral responsibility to consider ethics and social concerns. It is impossible to appropriately adapt the distinctive characteristics of the humanities for the information age without taking into account how they might be incorporated into other fields where information technology is essential (Liu, 2006).The investors and decision-makers do not look into this concern rather they design applications according to their convenience irrespective of receiving the clients' requirements. The coding engineers are unaware and not connected with clients. She also expressed there is a greater scope of data leakage and reaching dangerous hands. She also raised concerns about ethical standards followed in these organizations and they don’t maintain transparency.

Commercial AI startups operate predominantly under US-driven venture frameworks where profit optimization supersedes social utility. Non-technical perspectives, such as ethical risk assessments or social impact studies, are frequently sidelined or utilized primarily as ornamental R&D branding.

Ethical Dilemmas: Traditional Knowledge vs. Technical Exploitation

A major ethical friction surfaced surrounding proposals to integrate indigenous tribal medicine and classical health texts into commercial AI databases. Academic feedback during exploratory presentations voiced deep apprehension regarding intellectual property, data sovereignty, and community benefits. Scholars questioned whether extracting sacred or traditional knowledge for commercial AI engines would exploit indigenous communities without providing reciprocal protection or socio-economic benefits. Despite preliminary internal funding, commercial entities ultimately prioritized immediate market revenue over resolving complex bioethical and data ownership frameworks.

Technological Flaws: Hallucination, Cognitive Utility, & 'Instant Food' Paradigm

Crucially, the fieldwork challenges popular narratives claiming AI enhances human cognitive abilities. The respondent has characterized generative AI as 'instant food' a mechanism that produces visually appealing, precise, and rapid outputs without generating true intellectual depth, critical analysis, or creative innovation. Furthermore, technical evaluations highlighted pervasive product flaws:

- Model Hallucination: Generative engines routinely produce inconsistent or modified responses when presented with identical queries across multiple sessions, reflecting underlying algorithmic ambiguity.

- Prompt Dependency & Bias: AI outputs remain strictly constrained by pre-existing database training sets, reproducing entrenched societal, gender, and regional biases embedded in source data.
- User Isolation & Digital Division: Rather than democratizing knowledge or fostering community cohesion, AI tools accelerate social isolation, widen digital class divides, and deepen reliance on automated decision-making systems.

Field evidence demonstrates acute gender imbalance within technical AI teams. In a recruitment cohort of 26 to 30 individuals (later trimmed to 23–24 core team members post-internship), the respondent was the sole non-technical professional hired alongside software, data, and machine learning engineers. Out of the entire technical workforce of 23–24 people, only 4 were women (inclusive of the respondent). The engineering talent was primarily recruited through campus placements at elite institutes (such as IITs) or through specialized post-graduate technical institutes, drawing overwhelmingly from urban middle and upper-middle-class socio-economic strata.

From the above inputs shared by the respondent it is understood that data protection of patients, has to be prioritized rather than looking at profits

Case 3: 19 years Qualification: Pursuing B.A.

This student who always wanted to inspire others with her experience of overcoming failure through writing a book. During one of the vacations, she browsed the YouTube videos on how to go about writing a book in a short period. She came across the videos of YouTubers who were generating content with the help of ChatGpt and earned quite a bit effortlessly. She expresses that she too started learning to give prompts and had to refine content by doing grammar checks but was successful in writing the book and the book is available on Amazon. However she has mixed feelings about her contribution, she did it so that she can make some contribution through writing a book, but when it comes to authorship she still feels it is the work piece of ChatGpt.

CASE: 4 22 Years Qualification: B.Sc

Interning in an AI company qualified in the Science stream says that her company recruits only B.E graduates and there are more than 50 male software engineers in comparison to women workers which is 8. She has expressed that the major problem they face as coding engineers is errors caused by them but completely agrees on the fact that AI helps in visualizing the data and there is scope for data theft, and there is scope to discuss the concerns but ultimately the decision is taken by the male coding engineers.

CASE 5: 25 years Qualification: Information and Technology

She has been working as a coding engineer for the past three years and feels that AI improves browsing effectiveness. She expresses that the most challenging work is to code to ensure that the code aligns with project standards, is reliable, maintainable, and does not introduce security vulnerabilities. She also expressed a lack of creativity, ethical concerns, and security concerns in creating AI applications.

CASE 6: 45 Years Designation: Senior Advocate, owns a law firm

A legal professional who runs a legal help trust for marginal groups was interviewed to understand the implications of AI tools on case filing for clients. She expressed that significant reliance issues regarding

artificial intelligence, noting that AI tools frequently fabricate case law and she struggles with legal nuances. The advocate shares her experience experimenting with one of the Specialised Legal Tools an AI platform tailored for legal professionals. Its primary features include Document Summarisation & Case Research: Summarising complex uploaded documents in five sentences or extracting case law precedents (e.g. Supreme Court rulings on maintenance for women). Automated Drafting by generating legal petitions (such as divorce petitions) within seconds. It is helpful in court administration automatically generating High Court "list of dates" and translating documents from Kannada to English for judges. For Research and Proposal Writing the advocate admitted that she actively uses Perplexity AI for non-case drafting tasks, such as structuring a funding proposal for a fellowship supporting women lawyers in Karnataka district courts. For general writing & speeches she has used (ChatGPT) for quick tasks like welcome speeches or emails, though users note it frequently inserts incorrect names or designations that require manual correction. Emergency Chatbots and Automated chatbots are used by helpline organisations to provide immediate guidance (e.g. directing domestic abuse victims to call emergency police services like 112).

Concerns over Risks, Limitations, and Ethical Concerns

AI tools can generate completely fake case law, including fabricated judgments and reasoning non-existent cases are cite. AI drafts default to standardized regional formats (e.g. using Delhi court terminology like "OP number" instead of Karnataka's "MC" matrimonial case numbers).AI struggles with the unique facts, trauma, and emotional nuances of sensitive real-life litigation. The advocate noted having to explicitly prompt the tool to add a "human touch" regarding cruelty and trauma. Uploading client factsheets into commercial AI platforms creates severe data leak risks, potentially exposing sensitive personal details or legal strategy. India currently lacks a fully implemented data protection law under the IT framework, contrasting with Europe's proactive regulatory stance and the US's rapid commercialisation of AI tools. Trial advocates handling court cases remain highly cautious due to high stakes and unique case dynamics. Conversely, corporate law firm lawyers handling standard contracts (with repetitive conditions precedent and representations) rely much more heavily on AI. There is also a generational divide & trust issues senior and middle-career professionals (40+) tend to be cautious and skeptical. Younger generations and students often place unverified trust in technology and rely on it directly.

Hence, AI is occasionally utilised for drafting petitions, generating speeches, and researching maintenance laws, practitioners heavily criticise its lack of human touch and potential to compromise client privacy.

5. Conclusion

In this study, women from various educational backgrounds were interviewed. While four of them worked in the AI Companies, one was an end user. All of them have expressed their fears about creativity. The women professionals have also claimed that there is no limpidity in sharing the information. They have urged for building better and useful AI-based software applications for the end users keeping their requirements as a priority. Opening up the opportunities for women in the AI sector will help in building more inclusive applications. India has become the hub of AI startups. Morgan Stanley in a recent interview with Economic Times revealed that the company is going to leverage the services from Indian AI startups for their jump in growth of 10% soon. Hence there is more scope for women to be part of the AI journey in India and as well as at the global level having nearly 50% of them registered in STEM courses.

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Authors' Biography

Ms. Kalavathi.P, Sociology faculty with 20 years of extensive experience in teaching, research, and academic leadership. Dedicated to fostering an inclusive and dynamic learning environment that encourages critical thinking and intellectual growth. Proven ability to secure research funding, collaborate on interdisciplinary projects, and promote social justice through academic and community engagement. Currently working as Assistant Professor, Department of Sociology, Mount Carmel Deemed to be University, Bengaluru

Professor. Dr. Rajesh. R currently working at Department of Sociology Bangalore University, Bangalore. Has completed few research projects sponsored by reputed research funding agencies at National and State level. Is actively involved in teaching, research, guiding and mentoring students since twenty five and odd years.

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