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Problem Faced By Working Women

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ABSTRACT

India is a traditional country and there is diversity in religions, culture and customs. Role of the women in India mostly is household and limited to domestic issues. In some cases women can find employment as nurses, doctors, teachers the caring and nurturing sectors. But even if well qualified women engineers or managers or geologists are available, preference will be given to a male of equal qualification. The present study investigated to identify the factors preventing women employees from aspiring for higher post and challenges & problems faced by women workers. Further the study try to explain the real condition of Indian working women and also make an effort to clear main problems of working women.

Key words-Working Women, Workplace, Discrimination, Harassment.

Introduction

Women are the forerunner of society and play an important role in society, in all fields of life, without their contribution no society can nurture properly. As stated by Muhammad Ali Jinnah in 1944 that "No nation can rise to the height of glory unless your women are side by side with you". The changing roles of women in India have led to their greater contribution in the employment sector and changes in many aspects of Indian life. The typical Indian family today is the dual-earner family. Women are now employed in previously male-dominated fields such as professional, law, sports, the military, law enforcement, fire fighting and top-level corporate positions. Indian Working women spend less time maintaining the home then they did in last decade. To balancing work-family of working women is very important. To balances work and family the women have to plan their career effectively. The good work plus family balance includes the priorities fixing by working women, awareness of current working position and environment, bring up-to-date latest technology, fix plan such a manner that enough time with family, improve the area when and where required and observing self-performance. Women aren't just spending money; they are earning it. Currently in a large number of households, the woman is the primary breadwinner.

In the history of human development, women have been as vital in the history making as men have been. In fact higher status for women vis-à-vis employment and work performed by them in a society is a significant indicator of a nation's overall progress. There are many reasons and problems that forced Indian's women to work. The financial demands on the Indian families are increasing day by day. Cost of living, expenses on education of children, and cost of housing properties in India raised and these reason force every family in India to look for ways and means of increasing the household income. As a result, women in India who were mostly known as homemakers are forced to go for jobs and take up even careers that were considered suitable for men such as working in night shifts.

Working women i.e., those who are in paid employment, face problems at the workplace just by virtue of their being women. Social attitude to the role of women lags much behind the law. The attitude which considers women fit for certain jobs and not others, causes prejudice in those who recruit employees. Thus women find employment easily as nurses, doctors, teachers, secretaries or on the assembly line. Even when well qualified women are available, preference is given to a male candidate of equal qualifications. A gender bias creates an obstacle at the recruitment stage itself. When it comes to remuneration, though the law proclaims equality, it is not always practiced. The inbuilt conviction that women are incapable of handling arduous jobs and are less efficient than men influences the payment of unequal salaries and wages for the same job. But in most families her salary is handed over to the father, husband or in-laws. So the basic motive for seeking employment in order to gain economic independence is nullified in many women's case. Problems of gender bias beset women in the industrial sector when technological advancement results in retrenchment of employees.

Women workers in India are faced with lot more challenges than their counterparts in the other countries. Besides of so many efforts from past years, female section of society is deprived in compared to male section. They are not given first priority in social and economic decisions in her own family. According to United Nations Development Programme (UNDP) report, women are involved in doing 67% work of world; still they are socially and economically deprived. They are receiving only 10% of the universal income and have 1% part in global assets. This discrimination also persists in their work place in unorganized sector. In informal sector, women workers don't

get same wages for same nature of work for same hours done by men. They are exploited at workplace.

They are some acts i.e. The Unorganized Workers Social Security Act, 2008, Domestic Workers Welfare and Social Security Act, 2010 etc. but due to their improper implementation, women workers are forced to work and live in miserable conditions in unorganized sector.

In India mostly it is women who have to do household as cook, clean the house, do the dishes, wash clothes, care of children and men do not share on most of the household works. Men do that work that is to be dealt outside the house. Now a day there is increasing need for getting some income for the family then women have to work harder. Women workers have to handle Persecution's at their work place, sometimes just over look things to ensure that their job is not jeopardized in anyway.

Many Indian families are still living as joint families along with the parents and in-laws. This adds to their stress further because they have to please all the family members of her husband. Listen to their complaints that they make against her and turn deaf ears towards them and so on. Overall, majority of women in India look towards or live in the hope that things will change.

Statement of the Problem

Indian women are allowed to work in today's life; but still they are facing lot more problem in social as well professional life to balance both as priority need. Indian Working are not supposed to do extra hours' duty or night shift work as lack of family support. In case of married working women are not allowed many times to go business tour as not permitted by family member. Also women are not getting enough maternity leave at workplace even if she wants paid leave then also it's not consider due to organizational constraint because of this she loses her job or do compromise more. If women are in higher position at workplace the she has many more responsibility then also they have to come at home right time, cook, clean, take care of their family member. It creates more stress & its effect to some health problem. Due to lack of leave, sometimes working women are not able to attend family function. Working women do not properly take care of family member. Working women having very young child, they are forced to leave child for work responsibility and she has to think about day care maid of her child who

might not be faithful enough. Although she has to hire maid for child care at home which whom they have to pay more. This creates more tension and stress to her & lack of concentration in their work. Gender discrimination is another problem faced by women in case of pay. In some companies women employees are paid less salary than men. This research is to find out more challenges faced by Indian working women. Still in 21st century there is a belief that women are not capable enough to work in some professional field like transportation, civil construction, electricity department, etc.

Discrimination at Workplace

Today there is no field where the women have not shown their worth. From holding highest public office in bureaucracy to holding highest political position, the women have shouldered all kinds of responsibilities with grand success. However, Indian working women still face barefaced discernment at their workplaces. A major problem faced by the working women are Gender Bias, mental or physical harassment, Unequal Pay, Leadership, etc. at the work place. Even if to choose in study women facing problems, other are suggested that some particular line is better for women and they are forced to do that. Some of the fields like civil, mechanical, electrical, transportation are restricted for women and even if she chooses that field, mostly they feel strange or get some unexpected experience. Because of this it may be possible that some particular area has more competition in getting job for women. A majority of working women continue to be denied their right to equal pay, under the Equal Remuneration Act, 1976 and are underpaid in comparison to their male colleagues [1]. The situation demands effective measures to protect the working women in her official environment from the lust and greed of male bosses and colleagues. For challenging between work demands, personal and family needs seem to be the most probable reason for creating problems in work-life conflicts.

Problems faced by working women in India:

Occupational problems as stress:

In women Occupational stress is stress involving work. Work and family are the two most important aspects in women's lives. Balancing work and family roles has become a key personal and family issue for many societies. There are many facets in working mother's lives that subject to stresses. They deal with home and family issues as well as job stress on a daily basis.

World Health Organization's (WHO) definition

Occupational or work-related stress "is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope."

Reasons of occupational stress

Imbalance between work and family leads to occupational stress. Imbalance between work and family life arises due to a number of factors. Various factors are following.

1. Mental harassment

It is an age old convention that women are less capable and inefficient in working as compared to men. The attitude which considers women unfit for certain jobs holds back women. In spite of the constitutional provisions, gender bias creates obstacles in their recruitment. In addition to this, the same attitude governs injustice of unequal salaries for the same job. The true equality has not been achieved even after 61 years of independence. Working in such conditions inevitably puts strain on women to greater extent as compared to men, thus making them less eager in their career.

2. Sexual harassment:

Today, almost all working women are prone to sexual harassment irrespective of their status, personal characteristics and the types of their employment. They face sexual harassment on way on transports, at working places, educational institutions and hospitals, at home and even in police stations when they go to file complaints. It is shocking that the law protectors are violating and outraging modesty of women. Most of the women tend to be concentrated in the poor service jobs whereas men are in an immediate supervisory position, which gives them an opportunity to exploit their subordinate women.

3. Discrimination at Workplace:

However, Indian women still face blatant discrimination at their workplaces. They are often deprived of promotions and growth opportunities at work places but this doesn't apply to all working women. A majority of working women continue to be denied their right to equal pay, under the Equal Remuneration Act, 1976 and are underpaid in comparison to their male colleagues. This is usually the case in factories and labor-oriented industries.

4. No Safety of Working Women While Travelling

Typically, the orthodox mindset in the Indian society makes it difficult for a working woman to balance her domestic environment with the professional life. In some families, it may not be acceptable to work after six o'clock. Those families that do accept these working hours may experience considerable anxiety every day about a woman's safety while travelling. So many issues affect a working woman because she is closely protected and watched by her family and the society.

5. Lack of Family Support

Lack of proper family support is another issue that working women suffer from. At times, the family doesn't support women to leave the household work and go to office. They also resist for women working till late in office which also hampers the performance of the women and this also affects their promotion.

6. Insufficient Maternity Leaves

Insufficient maternity leave is another major issue that is faced by a working mother. This not only affects the performance of women employees at work, but is also detrimental to their personal lives.

7. Job insecurity

Unrealistic expectations, especially in the time of corporate reorganizations, which sometimes puts unhealthy and unreasonable pressures on the employee, can be a tremendous source of stress and suffering. Increased workload, extremely long work hours and intense pressures to perform at peak levels all the time for the same pay, can actually leave an employee physically and emotionally drained. Excessive travel and too much time away from family also contribute to an employee's stressors.

8. Workplace Adjustment

Adjusting to the workplace culture, whether in a new company or not, can be intensely stressful. Making oneself adapt to the various aspects of workplace culture such as communication patterns of the boss as well as the co-workers can be a lesson of life. Maladjustments to workplace cultures may lead to subtle conflicts with colleagues or even with superiors. In many cases office politics or gossips can be major stress inducers.

9. Other reasons

It includes Personal demographics like age, level of education, marital status, number of children, personal income and number of jobs currently had when

you work for pay and Work situation characteristics like job tenure, size of employing organization, hours worked per week.

Family Related Problems

Anthropologists and sociologists hail that family is a universal social institution. In 1949, George Peter Murdock defined family as "a social group characterized by common residence, economic cooperation, and reproduction". Thus family constitute the most fundamental and basic unit where the seeds of love and care are sown and brought up. In every family mother's role is so significant and Engle (1983) pointed out that mothers can more efficiently allocate resources to children than the fathers, because they are more attached to their children. A similar idea related to child care and role of woman is given by Dwyer (1983). Disintegration of joint families and development of nuclear families often put heavy stress on the time allocation of working women. Working women with preschool children often pose a heavy strain on their time allocation and to solve this problem is to give more attention to parents and grandparents and thus it will lead to a shift in favour of joint families. Such a change in the outlook of the society will surely reduce the inmates in the old age home and they will enjoy the care and love of their children and grand children.

Full-time working mothers still do a second shift at home, and they have less free time than their husbands, but the disparity has begin to decline until recent decades, men and women adopted distinct economic roles. Blau and Ferber, 1986, (pp.14-66); Becker, 1991, (pp. 30-53) presented interesting expositions on how these roles evolved. Even after so much progress in the social life of women, the attitude that women are responsible for domestic duties and their main work should confined to the household now too remains in the minds of a few segments of the society. As the survey revealed that nearly one third of the interviewed working women face some problems basically in relation to family support to participate in income earning activities outside.

Objective For The Study

1. To identify the factors preventing women employees from aspiring for higher post and challenges & problems faced by women workers.
2. not means anti-men but still today's scenario all people mind-set is like men are the bread-winners and women are the house-keepers of the family. But it's time to change the attitude or thinking point of view of

World Wide Web. Her tasks and challenges have enlarged and To clear main problems of working women.

Materials and Methods

For this research in-depth literature review was made inputs were also taken from internet and viral media. A desk review was undertaken to know about their size and significance, wage, organisations and voice. Along with the demand side and supply side initiative like various ongoing programmes and scheme for the women worker by government department of the state.

Female workers who are married are selected for the study as respondents. Total 100 women workers were taken as sample.

The questionnaire that was prepared is a combination of structured and unstructured questions. To know the incidence for the respondent's life, their feelings and ideas emphasis has been given on unstructured interviews.

Findings and conclusion:

Pro-women are toughened multifold now when she is super multi-tasking; juggling between career, work-family life, travelling, kitchen, personal health, husband, society, passion, kids, desires, house, relationship, personal and social life. Balancing between so many duties and obligations Indian working woman faces various challenges and problems every day, every time, and may be every second minute or second. The problems and challenges faced by working women in their workplaces should be put to a side and it can be say that men and women have equal rights and status. Also there are various low in India for protecting women but due to lack of implementation and interpretation of law, she has to suffer from various crime and inequality in work-family. Upbringing of a person plays a very important role to shape his attitude towards woman. Every male child should be taught to respect females and treat them as equal. Indian men need to understand that women have dreams and aspirations just like them. To make their dreams come true, women should be treated equally with men.

Now a day's women workers are improved and promote in their workplace and in technological work. Trade Union should try to improve the conditions for woman's workers in many parts for example maternity leave is easily give to women and help the woman for achieve higher post actually women's

nature is promotion to gain high quality in every field but if the condition is not ready then the reduction of promotion and optimization in work will be occur and etc...

Women workers are often subject to sexual harassment then the Government should put strict rules for these types of crimes, also public transport system sometimes danger for woman and Government should put more Inspection. Traditionally people think that men should only work and gain money and women should work as house hold, but The financial demands on the Indian families are increasing that's why women also should company in gaining income for families. Therefore a fundamental change is required in attitudes of employees, family members and public.

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