



CHALLENGES FACED BY THE WOMEN IN THE WORKING PLACE IN INDIA

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ABSTRACT

The main objective of the study is to understand the problems and issues faced by women in workplace. The study was based on the primary data collected to find out the possible solutions for the women which could help them to overcome the problems that they face in the working place. The results of the study showed that different age group of women where they have different kind of challenges that they face in the workplace and also different categories as married, single, divorce, single parent, separated, have different issues for the women. Some probable solution for this kind of problems plaguing the women that could help them to overcome the problems that they face are proper safety and security measures by the parents organizations, sensitive and supporting partners at home, effective child care policies and appropriate grievance redressal mechanisms for women in place at the workplace.

1.INRODUCTION

In human development, women have occupied a vital in the history making as men have been. In fact higher status for the women employment and work performed by them in the society which is the significant indicator of a nation's overall progress. But women employees in general, are not taken very seriously by their superiors or society at large, having a career which also poses challenges for women due to their family responsibilities. It also includes the identification of the socio-economic attitudes which is contributing about the women status, safety and security and to study women's involvement in various organizations for improving of family, community and society. Whereas the Indian women had been home makers but in the recent decades, proper education and better awareness, in addition to the ever increasing cost of living has made them to go out and choose careers. Where there are some problems common, like mental and physical stress, lack of proper balance between employment and family care, stressful life and

discrimination etc. But some challenges are age or category specific, like prejudiced and stereotyped thinking, safety and security issues, ego hassles etc. Where there are some problems common, like mental and physical stress, lack of proper balance between employment and family care, stressful life and discrimination etc. But some challenges are age or category specific, like prejudiced and stereotyped thinking, safety and security issues, ego hassles etc. But according to the Indian society it is still believed that a man is the primary bread winner of his family. Although the Indian women started to work outside but still they have a long way to go both culturally, socially and economically, in order to bring the positive attitude in order to change the mindset of the people. Most of the Indian men are not ready to accept that women are not capable enough to work side by side with men in all the sectors, other than in few limited ones like teaching, nursing etc. And their capabilities are generally underestimated as a result of which Indian women have a tendency to opt for less demanding jobs even if they are highly qualified. Where they have the responsibility to effectively manage their multiple roles in domestic as well as professional lives, whereas men do not prefer any help in the households work. This makes the life of the women stressful in the workplace.

2.OBJECTIVES

1. To gain knowledge about the problems and challenges faced by the women in the workplace.
2. To study women's involvement in various activities for the upliftment of family and society that can lead to their overall development.

3.LIMITATIONS:

1. Restricted accessibility to primary source of data.
2. Lack of field study.

4.RESEARCH METHODOLOGY:

This research is based on the secondary data, which includes;

- ❖ Journals
- ❖ Articles
- ❖ Books

- ❖ Reports from national health assurance mission

Methods

1. Explorative method
2. Analytical method

5.REVIEW OF LITERATURE

The literature review shows that more focus on working women than on non working women and also seen than focused on the organized sector than on the unorganized sector.

1. **Somjee (1989)** she said that “in the history of women’s studies, which is not very long and variety of approaches made in order to understand women’s problem and also in order to find solution to them. And she widely shared emphasis on the need to make women equal through the economic and the legal route, who are having the sole responsibility for looking after their family.
2. **Mitra (1997)** he analyses the cause and comes to some important conclusions “Relationship between women and professions could be prevailed as one of women in full-fledged professions, medicine, law, academics, etc and another in the semi-professions – like nursing, teaching, clerks etc.”
3. **Okolo (1989)** his study found out that there is no gender difference in organizational hierarchies when a woman has already gained access to them. And also studied the lack of impact in women can occur because executive and managerial women have developed survival features becoming immune to the effects of men’s hierarchies.
4. **Wentling (2003)** her study is on working women in Delhi, she has shown that traditional authoritarian set up of Hindu social structures where it continues to be the same basically and hence women face problem of role conflict change in attitudes of men and women according to the situation can help to overcome their problems.
5. **D. Jamali, et al. (2006)**, made a study to explore the salience of glass ceiling type barriers in the Lebanese banking sector, based on the perceptions of a sample of Lebanese top and middle level women managers. They found that the common precepts of the glass ceiling theory were not supported in the context by overall positive interference and perceptions by women.

6. CHALLENGES AND PROBLEMS FACED BY WOMEN IN WORKPLACE

Women in India excel in all fields including rocket science and space exploration i.e. which is the difficult and most knowledgeable position. In the economic development of the particular nation women plays a vital role and where their contribution is nothing short than the male counterparts. But still they have several issues and problems. Sometimes they are not treated equally in the workplace where they are considered to be the inferior to the male employee. And the other major issue and problem that women face in their work place is sexual harassment, lack of proper family support, security, unequal pay, deficient maternity leave, etc. and many women fall as the victim for the sexual harassment at workplace. At some times which happens in very fewer cases employee try to take sexual favors from women employee in return of other benefits like hike in salary and promotions. It is classified into various categories like a demand or request for several favors, physical contact and advances, showing pornography and any other unwelcomed physical, verbal or non-verbal activities like obscene jokes, whistling, comments about physical appearances, threats and gender based derogatory remarks etc. Women worker also face different challenges in the workplace. They are usually given unfair advantages in the comparison to the working women, in this male dominating society, men are considered more hard working , intelligent and better employee than women. Basically women are given lesser opportunities for quality education which in turn results in the lack of knowledge regarding technological advancement in order to face those type of challenges successfully , women need self confidence and should keep herself up to date with the latest happening in the world of technology. The internet has now solved the problem of limited opportunities, as every internet savvy person can access to the world of knowledge and information. So women should keep surfing the internet to increase their knowledge. Good communication skill is also a necessity and it helps in building social network which in turn helps in appraising whenever the opportunities are available. Meeting deadlines is also important thing is to maintain balance in work and personal life. Also there is a need to educate men and tell them to respect others women like they respect women in their family. They should show flexibility in their attitude and should accept that women are also capable of and women can perform even better than men.

7. WOMEN'S INVOLVEMENT AND UPLIFTMENT IN THE SOCIETY

There is the need of conformation that gender equality can bring an economic change and make a self-reliant society. But the way the women's contributions in our society are neglected is deplorable. Many factors are proactive in this regard. Religious orthodoxy seems to top the list when we look at the problem more meticulously. A religious leader on being asked as to what was a woman's place in the modern era, replied that a woman's place was her home. So the result deduced is that the first resistance women faced today in religious orthodoxy. But we live in the male dominating society where the male does not allow his mother, sister, wife and daughter to go out to earn a living. We lack tolerance and trust. Government policies to empower women are scanty and somewhat non-serious. Legislation takes place, new laws and regulation are formulated every now and then, but when it comes to implementation of these laws, it is regrettably argued that no one seems serious about enabling women to legally share the burden which country's male population cannot bear alone. Every year women's day is celebrated with a view to strengthening them and bringing them at par with men. Women are an important element of our society. The modern society has started recognizing the individuals' identity of women. She is believed to have an aspiration, abilities and qualities as a man does have and it is also agreed that she should have a opportunities to develop her faculties and to express them according to her own choice. As a mother her role in the development of the emotional psychological aspect of the new born child has been also very significant. She was not only creator and maintainer of her child but an educator and disciplinarian as well. The woman is now an important instrument of social change. The extent of woman's participation in the corporate life is thus the measure of social changes in India. Women's interest participation in social life is increasing. This development is also the result of women's education and secularization of social values. Women are participating

FINDINGS

1. When comparing to the non-working women, working women feel they are facing more mental pressure and depression.
2. Not much aware about acts and policies which are favoring for women in the workplace and health issues are also an important problem for working women.

3. Then the main fact is they are forced to leave their small children at home because of their work which leads to lack of proper support system.
4. And in some case they face sexual harassment by the male colleagues which is being a reality and also mental harassment by female colleagues is also being reality and this happens only in fewer cases.
5. Both men and women draw conclusions about women's character and sometimes without any basis.

RECOMMENDATIONS

Even then women can still try to solve some of the related problems and related issues with the possible solution that are mentioned below so that the women may get stronger and are able to handle any kind of adverse situations

1. Providing self defence training to women and child care facilities and also child care leave for the working women need to be provided by every organization.
2. Government should make it mandatory for companies to install global positioning system (GPS) in vehicles which are carrying the women.
3. To women needs the partner can be more sensitive and counter tradition by helping their wives by taking care of their children's and also to perform the daily task.
4. In order to ensure security for the women employee in organizations should have a internal code and should take measures to ensure that they discharge their job in a secure atmosphere.
5. Flexible timing and possibility to work from home are required for working women.

CONCLUSION

This research paper concludes the challenges and problems faced by the working women. The professional women feel isolated and burdened by the simultaneous demands of their new aspiration on one side and traditional way of life on the other side. This also concludes that women are discriminated against in all walks of life and also they are subjugated, dominated and exploited both on work place and homes. And women are generally unable to give proper and quality time to households, kids and as well as for the whole family. Female are also highly judgmental about other female and try to put one at any given opportunity. And they face many

problems like leaving kids at home and going to office early in the morning and the child rearing problems are always faced by working women. People make particular perception or draw conclusion about characters of working women. And at last the social system cannot accept the new roles of women who end up feeling misunderstood and distressed.

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