

Problems of Employed Women

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Abstract

Working women in India are faced with lot more challenges than their counterparts in the other parts of the world. It has been anticipated that to fulfil multiple roles simultaneously would result in increased stress and hence women are facing competition and challenges at workplace, home and society. Work has a somewhat different role in the life of women than of men, even if the basic self-realization and instrumental needs are more or less common to both genders. The basic difference lies in the place that a person's profession and work hold both in determining the social status of women in comparison with men, and in confrontation with women's other roles and aspiration, primarily in the family.

Keywords: Participation, Unequal Pay, Lack of Family Support. Poor Security. Insufficient Maternity Leaves.

1. Introduction

It is an open truth that working women have to face problems just by virtue of their being women. Working women here are referred to those who are in paid employment. Social attitude to the role of women lags much behind the law. This attitude which considers women fit for certain jobs and not others colors those who recruit employees. Thus women find employment easily as nurses, doctors, teachers the caring and nurturing sectors, secretaries or in assembling jobs-the routine submissive sectors. But even if well qualified women engineers or managers or geologists are available, preference will be given to a male of equal qualification. A gender bias creates an obstacle at the recruitment stage itself. When it comes to remuneration the law proclaims equality but it is seldom put into practice. The inbuilt conviction that women are capable of less work than men or less efficient than men govern this injustice of unequal salaries and wages for the same job. The age-old belief of male superiority over women creates several hurdles for women at their place of work. Women on the way up the corporate ladder discover that they must be much better than their male colleagues to reach the top. Once at the top male colleagues and subordinates often expect much greater expertise and efficiency from a woman boss than from a male boss. Conditioned by social and psychological tradition women colleagues too don't lend support to their own sex. Working in such conditions inevitably put much greater strain on women than what men experience. These problems tend to make women less eager to progress in their careers. Indeed, many of them choose fewer demanding jobs for which they may even be over-qualified. A woman's work is not merely confined to paid employment. She has to almost always shoulder the burden of household chores as well. A woman could still bear up with these problems if she had control over the money she earns. But in most families even now her salary is handed over to father, husband or in-laws. So, the basic motive for seeking employment of getting independence is nullified in many women's case.

2. Scope of The Paper

The research in this area extends the knowledge base that currently exists in this field. This topic has relative importance in research field as very little work is done on problems of employed women and no research study is carried out to examine the working problems of formally employed women. This research is extremely significant as women are as important in the society as men, so study like this highlights the problems of employed women in different sectors in the country and the world in general which in turn help to reduce those problems.

3. Objectives of The Paper

1. To know the women's participation in the workforce
2. To study the problems faced by women at workplace

4. Research Methodology:

Research Methodology plays an important role in collecting the data for a research study. The present paper covered problems of employed women The present study began with the literature search. The researcher was referred, national and international journals and books articles published in the fields such as women studies, problems of women, working women problems, women employment, women in unorganized sector, women domestic servants, etc.

5. Women's Participation in The Workforce

The view of a woman's role in the workforce has changed significantly throughout time. Historically, society believed a woman's place was in her home, caring for her husband and children, as opposed to the workplace. Valued feminine traits such as a meek nature and submissiveness were feared to be lost if women entered the workforce. The earliest cases of women working outside the home date back before the Industrial Revolution. Women commonly assisted their husbands with maintaining the family or acted as a business partner, although they often received no pay. If they were paid for their work, women earned less than their male counterparts Eventually, A barrier is any obstacle that prevents forward movement or any event or condition that makes career progress difficult indicated barriers partially explain the gap between the abilities of women and their achievements, or these barriers could explain the inhibitions of women's career aspirations. Barriers are significant factors in the career development process, and the onset of such barriers frequently begins when women are children. Barriers are reinforced throughout women's schooling, college, and work, and they become more complex over time on the type of specific barrier and the individual's personality. Women often perceive barriers and role conflicts as obstacles in their career development process. Common barriers faced by women included sex-typing of occupations and sex discrimination, both of which women felt they were unable to control. Inadequate occupational skills, poor academic achievement, and lack of transportation were also found to be major reasons women failed to succeed in the workforce. Childcare was another issue women saw as a potential barrier to career success despite these perceptions by women, findings from recent studies revealed that females showed an interest in a greater number of careers and exhibited more gender-role flexibility in their career aspirations than males.

6. Problems Faced by Women at Workplace

1. Unequal Pay

It is another issue that women face at their workplace. Even though, women prove to be more efficient than male employees most of the time, they are not paid equally.

2. Lack of Family Support

Lack of proper family support is another issue that working women suffers 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.

3. Poor Security

It is another major issue that women face in the workplaces. Women working in BPO sector mostly fall victim of various crimes at workplace and this is due to lack of security provided to the employees. There are many cases that has been registered where women working at BPO sector have become victims of sexual abuses and rapes while going back home and this is due to lack of proper security.

4. 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.

5. Sexual Harassment

It is a major issue that women face at their workplace and many women fall victim of sexual harassment at workplace. At times employers try to take sexual favors from women employee in return of other benefits and promotions. It can be classified into various categories like

- Physical contact and advances
- Showing pornography
- A demand or request for sexual favors
- Any other unwelcome physical, verbal or non-verbal activities (like whistling, obscene jokes, comments about physical appearances, threats, innuendos, gender based derogatory remarks etc.

6.Lack of Flexibility

The lack of flexibility in the workplace can lead to significant negative consequences for women. For example, women may face challenges in balancing their work and caregiving responsibilities, which can lead to burnout or reduced job satisfaction. Additionally, the lack of flexibility can limit career opportunities for women, particularly those who are unable to work full-time or on a traditional schedule.

7.Lack of Networking Opportunities

The lack of networking opportunities can also have a significant impact on women's career advancement. Without access to key decision-makers and mentors, women may miss out on important opportunities to develop new skills and take on new challenges. Possible solutions to promote networking opportunities

include creating formal mentorship and sponsorship programs, providing networking training and resources, and ensuring that women have access to informal networks within the workplace. Additionally, companies can promote networking by encouraging employee participation in professional organizations and industry events. By promoting networking opportunities, companies can help women build the connections they need to succeed and advance in their careers.

8.Lack of Access to Resources

Resources such as funding, training, and technology are essential for success at work. However, women often face a lack of access to these resources, which can impede their professional growth and advancement. In addition to managerial support, workplace culture can also play a role in resource access. For example, if a workplace culture is not inclusive and welcoming to women, they may feel discouraged from seeking out resources or may be excluded from informal networks that provide access to resources.

9.Period Shaming

Organizations can take various measures to address period shaming and create a more supportive environment for menstruating individuals. Firstly, they can provide education and awareness around menstruation to reduce stigma and promote open communication. This can include training employees on the biology of menstruation and providing information on menstrual products and resources.

Conclusion

The problems faced by women at work place - the overall attitude and acceptance level of the people of needs to change. Just letting women work outside home does not mean that society treats men and women equally. The issues and problems that women face in their workplaces should be put to an end and then only it can be said that men and women have equal status. Although there are various laws that are made for protection of women even in workplace but due to lack of proper implementation and interpretation of law, it has not been quite effective in protecting women from the crimes and inequality in the workplace. Organizations are going out of their way to ensure they provide safe work environment for their women employees, and are also putting up policies to ensure the women feel motivated to work and continue their career.

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