

# PROBLEMS FACED BY FEMALE IN WORK PLACE

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## Abstract

In India women are only considered as a daughter, housewife, homemaker, and to look after the family but with the time passes they changing their self from housewife to a successful entrepreneur and in a working woman. According to the National Family Health Survey (NFHS) conducted in 2015-16 shows that the proportion of working women has witnessed a sharp decline compared to a decade ago. This paper deal which the several type of problem faced n a work place like- discrimination, disrespect, family duties, male ego, inequality, harassment, etc.

Key words- working women, NFHS, sexual harassment, male ego, personal life, etc.

## Introduction

According to the National Family Health Survey (NFHS) conducted in 2015-16 shows that the proportion of working women has witnessed a sharp decline compared to a decade ago. In 2005-06, when the last NFHS survey was conducted, 43% of married women in the age group of 15-49 years had reported working in the past 12 months. This proportion has declined to 31% in the latest survey. 98% of married men in the same age bracket reported having worked in the last 12 months, the data shows.

That women are withdrawing from the labour market at a time when the economy is growing first became evident when the National Sample Survey Office (NSSO) released the data on India's quinquennial employment survey conducted in 2011-12. The numbers revealed a dramatic decline in women's labour force participation rates compared to 2004-05.

The NSSO and NFHS data are not strictly comparable because of methodological differences. Nonetheless, both the data sets point towards the same broad trend: a decline in the share of women in the labour force.

The under-representation of women in the workforce is both a social and economic loss. A McKinsey Global study in 2015 found that India could increase its GDP by 16-60% by 2025 by simply enabling women to participate in the economy at par with men.

The status of Indian women has undergone considerable change. Though Indian women are far more independent and aware of their legal rights, such as right to work, equal treatment, property and maintenance, a majority of women remain unaware of these rights. There are other factors that affect their quality of life such as age of marriage, extent of literacy, role in the family and so on. In many families,

women do not have a voice in anything while in several families; the women may have a dominating role. The result is that the empowerment of women in India is highly unbalanced and with huge gaps. Those who are economically independent and literate live the kind of life that other women tend to envy about. This disparity is also a cause for worry because balanced development is not taking place.

In India women are only considered as a daughter, housewife, homemaker, and to look after the family but with the time passes they changing their self from housewife to a successful entrepreneur and a working woman. Balancing between so many duties and obligations, a woman faces numerous challenges and problems every day, every time, and may be every second minute or second. All working woman has to face in her daily life, the challenges and the problems:

- **Discrimination at Work.** Discrimination starts at the every level of recruitment and interview, where recruiters/interviewers see women incompetent for challenging roles and ask questions like whether you would be able to continue after marriage?
- **Challenges to Safety, Life and Dignity.** Sexual harassment, theft, molestation, eve-teasing, etc. are some of the forms of challenges working women face to their safety, life and dignity.
- **Non-acceptance of Talent and disrespect-** A woman going out to work in many societies in seen very lowly and questioned about her character/moral. A working woman who is beautiful or well-maintained or presentable or is friendly with everyone and is progressing in her career instead of being complimented is disrespected and disgusted is questioned/remarked on her dignity and morals.
- **Family Duties-** In today's modern era, even after working in the corporate world and after taking up challenging roles of executives/directors/marketing professional/IT professionals, etc. the age old image of a woman of being a home-maker is not much changed. Even if she works, comes home tired/has to leave early for office; she is expected to cook food, take care of kids and all other household duties and the male counterparts may volunteer but they hold no responsibilities.
- **Juggling between work, home, relationships and personal life-** All the dilemma and stretch of balancing the job responsibilities, following her passion, going ahead with her aspirations and looking after her family-kids-husband; a woman handles and balances a big lot of stress, which deprives her of peace, rest, sleep, independent though and luxury to be herself.
- **Ego of male counterpart-** One of the most tough to handle challenges is to manage and cope with the ego of your male counterpart as wife/partner. Males do support women to go out and work, but somewhere they find it hard to accept the progress and achievement of women whether she is his colleague or life partner.
- **Inequality as in provision of opportunities in terms of job responsibilities, projects and organizational advancement-** One of the most unfortunate challenges for women that they are subject to undergo at work despite all their qualifications, skills, talent, hard work and performance; is to be overlooked and low rated in comparison to their male colleagues. This is one reason, why many women

have to settle down at less challenging jobs than their capabilities/talent, or get stuck at an irrelevant job/field or get stuck at one point of career with no opportunities for further growth, etc.

• **Low dignity and no ownership of her own earning-** Mostly women are not seen as independent earners, who command respect and dignity. Instead is seen as a small back-wheel of a heavy vehicle and thus, her role and contribution is mostly over looked. In most of the families, especially middle class, upper middle class and lower middle class; it's seen that the income of the woman either goes in the hands of her father or husband, rather than in her hands.

• **Sexual Harassment-** Every single day a woman when steps out, stays out whole day working while travelling, in office, in field, in canteen, in outdoor meetings...; directly/indirectly she is subjected to a lot of sexual abuses and harassment. It's not always with hands she is hurt, but she is attacked and hurt with eyes, with tongue, with gestures and of course unfortunately physically. A few women wave off, ignore and move on; some disgust them to the very soul, out there is no way out so with tears or suppressed anger they move on; while some root off their dignity and even existence. To some women have to compromise, to some escape routes, while some compel them to revolt or break down. And it's no less than a part of the working women, directly or indirectly, to a small and ignorant to large scale.

### **Safety of Working Women While Traveling**

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 traveling. So many issues affect a working woman because she is closely protected or watched by her family and the society.

According to survey conducted by ASSOCHAM, on 1000 women professionals, around 80 per cent of the households expect their daughters-in-law to prioritize household requirements over the official work.

Further, many of them are physically and psychologically abused, by their in-laws and husband but they do not complain or let others know about it, particularly if they have children.

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