



Problems of Working Women

Kiran Smagh and Parneet Kaur

Abstract: 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. Indian women are not able to lead a free and independent life as their counterparts do in the west. The Constitution of India provide equal rights and opportunities to women but it does not mean that our women are completely free from problems they faced like injustice ,sexual Harassment , dual responsibilities of home and work, violence etc. The present study investigated to identify the problems faced by working women. Rather the study try to explain the real condition of Indian working women and also make an effort to clear main problems of working women.

Keywords: Working women, Sexual harassment ,Employment.

Introduction: Women play a variety of significant roles in our society, from birth till death. Women today are eager to take up professions and work .Thus, the enjoy equal respect and dignity in the family. A Woman could be a mother, a daughter or a wife. In our society males and females both of them have two different type of social roles .In our society boys behave like a man and girls behave like women. Now here both are treated alike or given similar status, responsibilities and positions (N.J Smelser).Sexual inequalities is the major problem faced

by women in every part of the society. Because of sexual inequalities women are not able to make use of their talent and other side all chances give to male who constitute the superior status group and make use best. (Randall Collins, 1971). Women have a dual personality and responsibility one sided she played the role of housewife and another sided she played the role of working women (Sangeeta Dutta). Sometime married women keep working because no job of her husband and that's why women have dual roles (Heckman, 1978). Women are give more preferences to work when they are single, no children and financial needs exists. Women are least like work when they have child under age 6, adequate income and husband disapproves of the wife's working (Miyahira, 1976). Now women equal status and women must be carefully guarded at all stages in their lives (Shastrakara Manu). Women are empowered through women emancipation movement, education, media, communication, political parties and general awakening (Doshi and Jain). Women play main role in our country. Those country and the nation who do not give respect women have never become great (Swamivivekananda). As we enter the 21st century, new types of gender injustice are occurring, sexual harassment at workplace become common and many new issues are occur in the country. Women face multiple responsibilities in the whole life. Employing organizations focus only to help women cope with role conflicts instead of motivate how to achieve in the occupation .(O'Leary(1974)).

Methodology: The present study investigated to identify the Problems faced by working women. 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. The Review of Literature was taken from different Journals of National levels and books. The data used in this paper was based on Secondary Sources.

Literature Review:

- **Preeti Singh and Annu Pandey(2005)** In this paper they showed that survey of 100 women employees in all centers and described the women situations and problems faced by them. They examine the situation of working women in night shifts and adverse effect of night shift work on the women health. The women faced also many adverse effect on family life because of this job but many part of country accept this non-traditional job ignore all adverse effects.
- **Raghunath (2012)** in his work titled as “Mental Health of Middle Aged Working Women” described the mental health situation of middle aged working women. In this study Raghunath take 60 sample size of women and showed that 92% of middle aged working women are facing mental health related problems. In the middle age many problems brings like fear, tension, loss of memory, anxiety etc. The changes like social, psychological & biological affect the dual roles of working women.
- **Wentling (2003)** showed that dual responsibilities of woman become burden to her and became reason of stress, tension and sometime conflict due to social structure which is still more dominant.
- **Dr. Rinku Rani (2013)** viewed that working women especially working married women face more problems in our daily life. Working married women play dual role in our life. They have no time for her children and her husband lack of time family become reason of her marital adjustment.
- **GobalaKrishna and Gandhi (2013)** in their study “Working women and their problems in daily life: A Sociological analysis” conducted a survey on working women of college of Tiruvannamalai district to find the major problems. Most of 72 percent of respondent is living in joint family and their economic

condition of family is not good that's why they go for work but nobody support her and working women always showing problems like anxiety, depression in their life.

- **Balaji,(2014)**says that both family and work have impact on the family domain, mostly we see negative impact on family and conflict occur in family work and job work because family and work both are demanding equal time and energy. As a result greater conflict occurs in family.
- **Dashora(2013)**in the study of 'problems faced by working women in India showed that different-different types of problem faced by working women in India .women face sexual harassment at the workplace and boss attribute to sexual favors are the major problem which lead to psychological major pressure to women and that's why sometime women is no able to continue her job.
- **Majumdar.M(2004)**women have different positions before marriage like she is daughter and sister of someone but after marriage she had become wife, mother and after marriage many more responsibilities come and working women problems start occurring more.

Problems faced by working women

Problems of responsibility of the family: Full time working women still do a second shift at home and they have less free time to take care of their children's they face some problems basically in relation to family support to participate in income earning activities outside.

Threat of Removal from Job: In the Indian content majority of women go for work not for fun but out of necessity. Some are compelled to work because of poor family conditions. Employers

who are aware of helplessness of these female employers exploit them in all the possible ways.

Women are working more work: Women normally work with Insufficient maternity leaves: Insufficient maternity leave is also main problem faced by working women. Thus is not only affects the performance of woman employees at work but also affected the women personal lives.

Women are given more work: Women normally work with devotion, seriousness & sincerity. This commitment to work is providing to a big disadvantage for them. Hence every time they are giving more work which is not duty rewarded.

Problems of living: Single working women also have to face the problems of living. If she get job in her own city then its fine unless she will have to go to other city to do job but problem of living comes in front of her .Yet girls hostels are there in larger cities but these hostels are not enough to accommodate all working women.

Women as victims of violence: Violence against women is not a new phenomenon in Indian crime against women rape, harassment; various types of violence including women face violence at workplace also.

Health problems: Studies have revealed that women themselves are neglecting their own health. Normally Indian Women consume less food & spend more energy on work. Working women have dual work & they have no time to take proper diet. They have to do official work, household work, taking care of children & will have to several needs of her husband. It starts to affect her health. Problems of mental tension, blood pressures etc are some of the problems which are faced by her.

Gender Discrimination in occupation: Gender disparity exists India .Being born as women in Indian society, one has to face gender discrimination at all levels. Women of color may experience discrimination at the workplace differently from a white female co-worker.

Conclusion: Working women have dual responsibilities. They have concentrating on the family and work and maintain balance between home and workplace. That's why there are many problems faced by working women. Women workers are often subject to sexual harassment than the government should put strict rules. If family member and society both co-operate with working women they also enjoy the life.

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