



## Working women in government and private organization and lack of basic facilities

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**Abstract :** India, the seventh largest nation in the world by size and the most populous, has made great strides over the last several decades, but the absence of basic amenities for working women in government and private organisations remains a serious challenge. In organisations with limited resources, the impact of inadequate working conditions on the employees is more apparent. These organisations have less amenities essential to a healthy workplace, such as lavatories, clean drinking water, and sanitation facilities. The impact of the absence of basic facilities for working women in government and private organisations are investigated in this study.

**Index Terms**—working women, basic facilities

### 1.INTRODUCTION

The Indian Constitution has given to women full legal equality with men. No bias exists between male and female employees. Both may enter whatever field they choose, and they'll be chosen solely based on their abilities. Therefore, Indian women have made their mark in fields as diverse as politics, administration, law, medicine, and diplomacy. They are carrying out their tasks with integrity and sincerity. Indian women have made strides and shown their value in almost every sphere of society.

Women in the ancient times were treated with great esteem and respect. Women rishis were highly respected in this era. Women were treated with respect and given important roles in decision-making and administration in royal families. They were educated in many spheres and were very influential in politics. However, the birth of a female child was not celebrated among economically disadvantaged groups. Women's status, however, continued to decline in subsequent times owing to Islamic influence. The Muslim era of history is not pleasant for women since it was at that time that they were denied full legal equality with males. They had no choice but to remain cooped up within their homes.

The status of women had changed once again because of Raja Ram Mohan Roy's fight against women's subjugation to males and the British impact on Indian culture and civilisation. However, it wasn't until Mahatma Gandhi rose his voice and women reclaimed their status as male and female equals.

Today, the financial pressures on Indian families have compelled Indian women to work. In India, the cost of living, the cost of raising children, and the price of real estate have all gone substantially, pushing every household to hunt for additional sources of income. Because of this, Indian women, who were traditionally seen as caretakers, are increasingly entering the workforce. The workplace is filled with several challenges and barriers that the working Indian woman confront every day. While the extent and severity of these difficulties vary, in the present work we have analysed the dearth of basic facilities for women working in various government and private organization.

### 2.Origin of research problem and research objective

While the Indian government has acknowledged the economic contribution of women, it has also launched a number of programmes and initiatives aimed at empowering women, like the Mahila E-haat, Beti Bachao, Beti Padhao, Working Women Hostels, Swadhar Greh, and Ujjawala Yojna, to mention a few. However, on a basic level, fundamental necessities, for the women working in various organizations, are still mostly unmet and neglected. This research primarily focuses on challenges faced by female workers working in various government and private institutions due to lack of basic amenities. The data about the overall conditions of working women in various government and private organization, has been collected and analysed.

### 3. Methodology used

Women working for government and private organisations in Lucknow and the surrounding regions, were the main subject of this study. Female employees at a variety of agencies, including teachers teaching in government colleges and Universities, departments of planning and development, family health association, -private offices etc. are taken into consideration.

#### 3.1 Sample size

It is well acknowledged that using a sample size that is too small may lead to equivocal findings and be unacceptable. Similar to this, research with an excessively high sample size would squander limited resources and be unacceptable. So, one of the most important steps in the design of a research study is to choose an acceptable sample size. A random sample of 52 people, who will represent various government and private organisations/departments, has been gathered for this research. The group that was chosen has academic backgrounds that go beyond undergraduate studies. The sample's age range is more than 18.

#### 3.2 Questionnaire

In order to get definitive findings from the study, a research questionnaire that included closed-ended and open-ended questions is essential. Twelve questions made up the questionnaire, which was focused on issues experienced by female workers in various organisations.

### 4. Results and discussion

The graphs and tables below show the outcomes of questions posed to female workers.

#### Separate and Clean Lavatories for women employees

A question was posed, "Is there a sufficient quantity of female restrooms in your organization?" If so, are they clean?

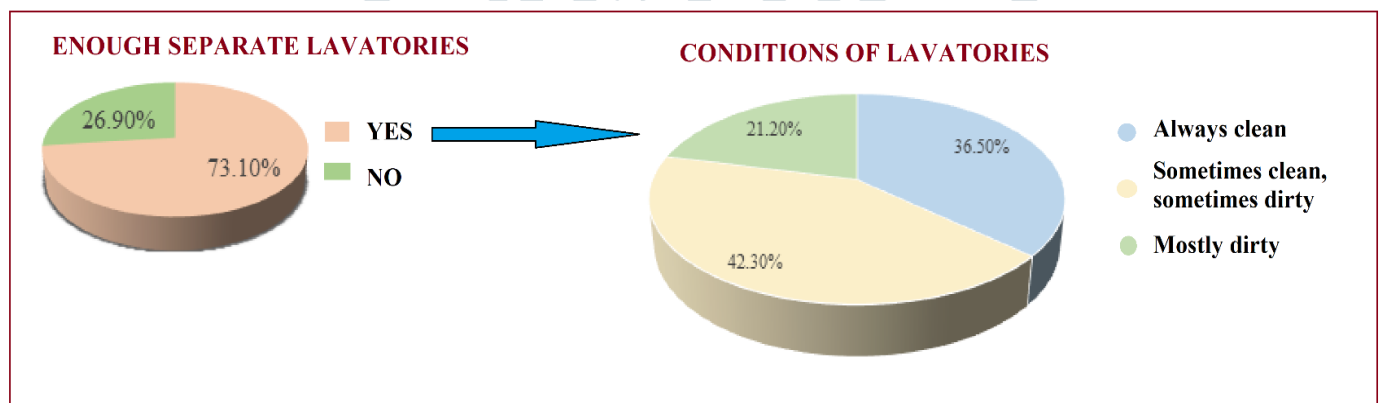


Figure 1: Response obtained for separate and clean lavatories for women employees

The response obtained is shown in Figure 1 which shows that approximately 73.10% of organization have enough washrooms designed especially for women employees but still 26.9 %of organizations don't have enough separate washrooms for their female employees. As the government has in recent years focused on separate washrooms for women in urban and rural areas, the lack of separate washrooms in some organisations is still alarming, and this problem has to be taken into consideration by the employers.

Though 73.9% of the organisations have enough separate wash rooms for women employees, but our research shows that only 36.5% of employees are satisfied with the cleanliness .In educational institutions, the situation is even worse. It is not only the responsibility of the government to maintain all the infrastructure. The provision of adequate and clean lavatory facilities for female employees is the responsibility of every employer. Without proper sanitation facilities, women may have to hold off on using the restroom until they get home, which can lead to urinary tract infections and other health problems.

#### Drinking water and canteen facility

Female workers are also concerned about the availability of safe drinking water and a comfortable break room/canteen. This prompted inquiries about the facilities in question.

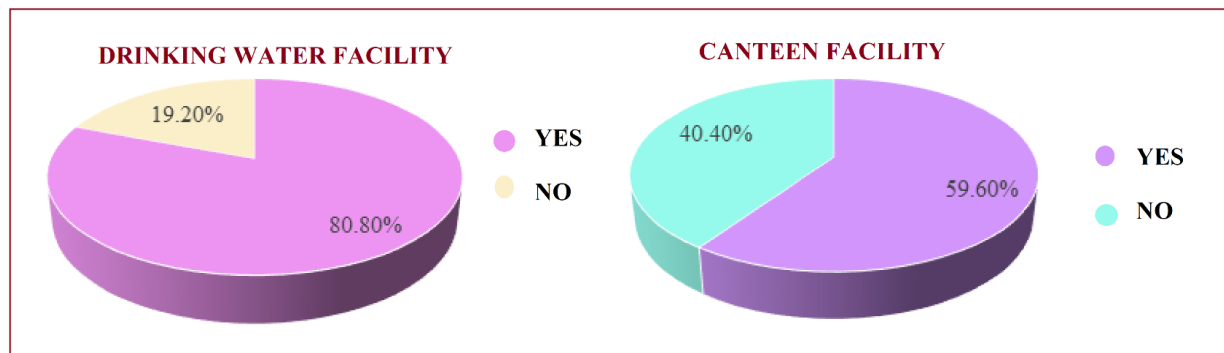
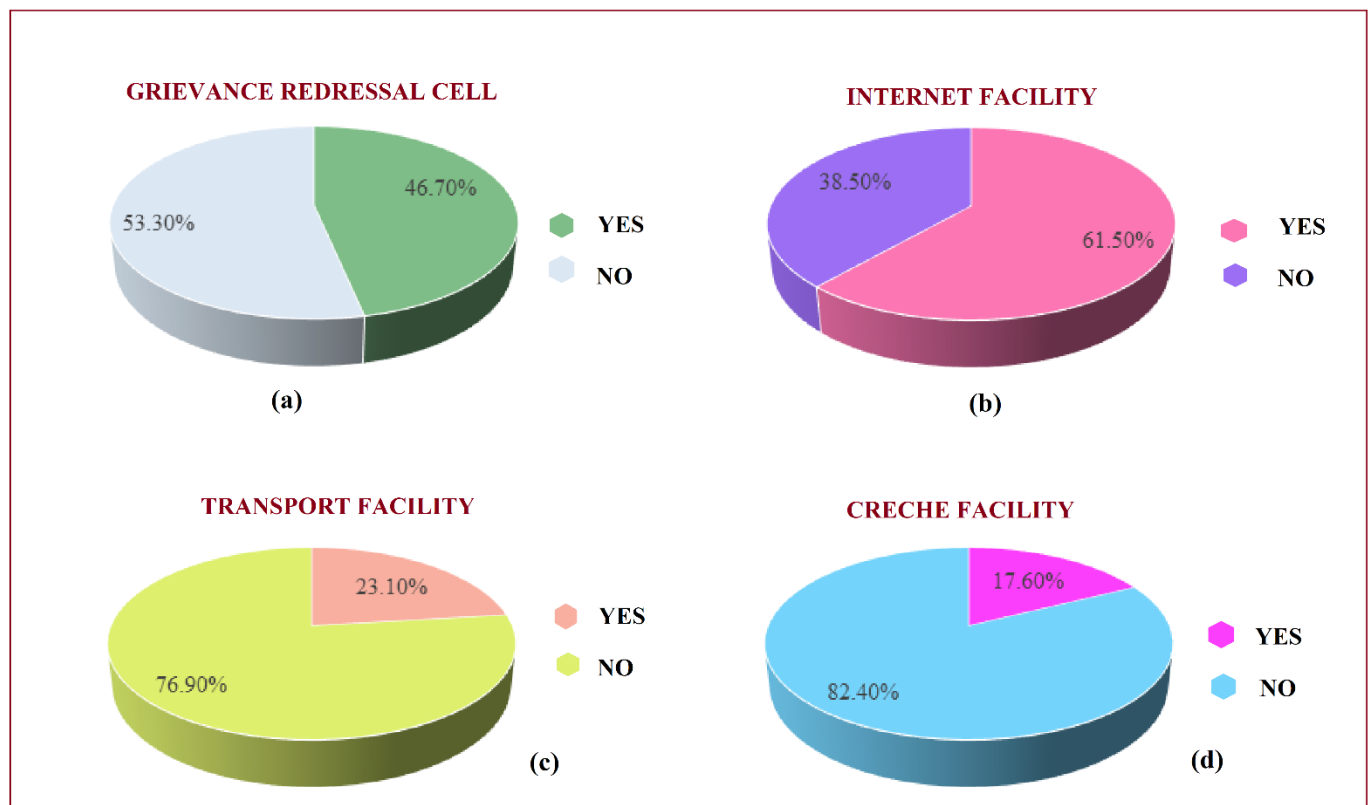


Figure 1: Response obtained for drinking water and canteen facility

Figure 2 illustrates that still 19% of organizations don't provide clean drinking water facility to their employees, while only 59.6% organization have canteen facilities. Clean drinking water is a necessity for sustaining life, so every employer should ensure that the organisation must provide these basic facilities.

### WOMEN'S GRIEVANCE REDRESSAL CELL (WGRC)

Having a WOMEN'S GRIEVANCE REDRESSAL CELL is an excellent way to encourage a supportive and safe workplace for female employees. The cell also provides resources to help female employees avoid discrimination and sexual harassment on the job.



The survey output regarding women's issues [Figure 4(a)] shows that only 47% of the organisations have women's grievance redressal cells. Women are realizing that even though their numbers are rising, their concerns are not being taken seriously. The government may have laid out its regulations for women's security, but many institutions still don't have a dedicated grievance redressal unit for female employees. Companies with 10 or more workers are required under the Sexual Harassment of Women in the Workplace (Prevention, Prohibition, and Redress) Act of 2013 to establish an internal complaint commission, however many have either ignored the requirement entirely or have only partly implemented it.

### Internet, Creche and transport facilities

The survey also included questions regarding internet facilities, childcare facilities, and transport facilities. Figures 4(b), 4(c), and 4(d) show the responses regarding the aforesaid facilities. Only 61% of government and private organisations provide free internet facilities to their employees, while only 18% provide day care facilities to working mothers, and only 23% of organisations provide transport facilities to their employees.

Though Government is focusing on digital leaning and focusing on technology based education but still many organizations do not provide free wi-fi facilities to its employees. As Covid Pandemic has changed the total work culture and now a days whole work is shifted from offline to hybrid mode, so free internet facility to employees should be mandatory. We all live in a social system, and when a woman is away from home, her main concern is her children. Without proper childcare facilities, it can be difficult for women to take care of their children while working, which can lead to increased stress and fatigue. Similarly, without safe and affordable transport to and from work, it is difficult for women to commute to work, especially to work late or work in shifts, which can limit the types of jobs available to them.

### Availability of sanitary napkin vending machine and separate waste disposal system

Discrete, vending devices stocked with sanitary napkins are known as 'sanitary napkin vending machines'. They are now common in many workplaces. They are placed strategically so that women and girls from all walks of life can easily get sanitary products when they need them. Primarily, this is to ensure that women have access to essential hygiene services.

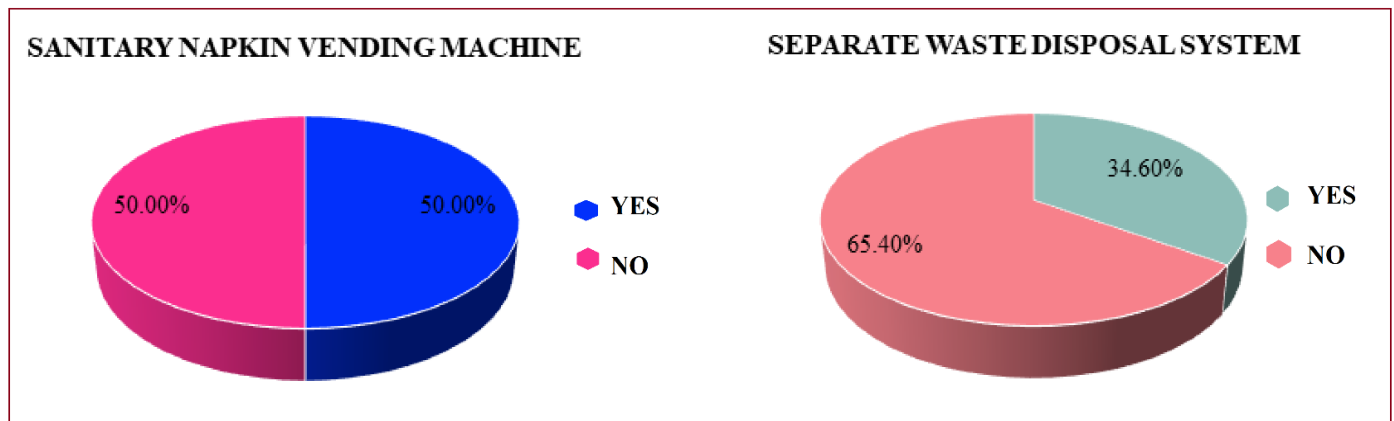


Figure 5: Response for availability of sanitary napkin vending machine and separate waste disposal system

According to Figure 5, just 50% of organisations have sanitary napkin vending machines, and only 35% have separate menstrual waste disposal systems. Even in today's highly favoured world of service, employers stubbornly refuse to recognise the infrastructure that might significantly improve the lives of women employees.

### Cooperation of Supporting staff

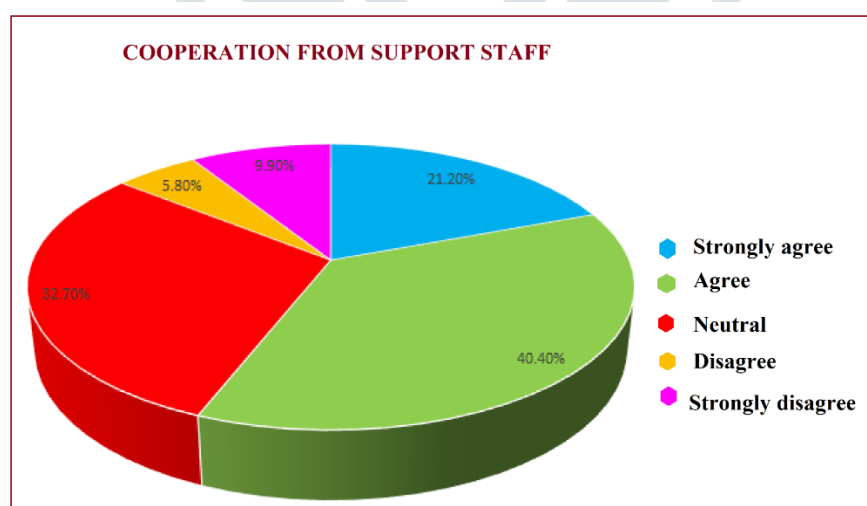


Figure 6: Demonstration of cooperation from support staff

From the above diagram it is clear that around 62% of women employees agree that the supportive staff in their organizations is co-operative, while only 15% says that they are not co-operative.

### Lack of basic facilities : Effect on mental, physical health and on productivity

A safe and healthy workplace is a must, as it reduces the chances of workplace stress and conflict, boosts employee morale and satisfaction, and improves the quality of their work. On the other hand, a lack of effective frameworks and support at work, particularly for individuals living with mental health disorders, may have a negative impact on a person's ability to enjoy their work and execute their job effectively.

Figure 7 shows that around 60% of the women employees agree that a lack of basic facilities affects their mental and physical health and productivity.

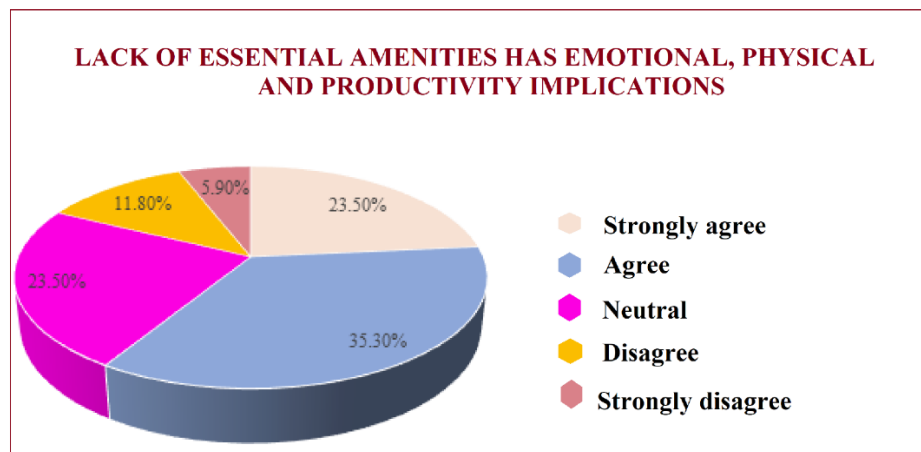


Figure 7 : Lack of basic facilities affects their mental and physical health and productivity

## Conclusions

The preceding analysis shows that despite government programmes and policies to empower women in the workplace, women in India still face several challenges that make it hard for them to work and succeed. A lack of basic facilities such as clean drinking water, canteens, safe transportation, proper sanitation facilities, and childcare facilities can make it challenging for women to work. If compelled to use common bathrooms, women may be harassed or discriminated against. Lack of childcare services makes it hard for mothers to work and care for their children, which may raise stress and exhaustion. This may impact women's health and capacity to work and support their children. A lack of essential amenities may harm women's health as they may develop tension, anxiety, and depression.

The lack of basic facilities can limit the types of jobs available to women, which can limit their opportunities for career advancement. This can limit their earning potential and their ability to advance in their careers. The lack of basic facilities can have a negative impact on the economy as a whole. Women make up a significant portion of the workforce in India, and their ability to work and contribute to the economy is critical to its success. Without proper facilities, women may not be able to work as effectively as they can, this could limit their ability to contribute to the economy.

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## Abstract

India the world's seventh largest country by area and largest by population has made significant progress in the last few decades, but the lack of basic facilities for working women in government and private organizations remains a significant challenge. The effect of inadequate working conditions in the workforce is particularly evident in organizations with limited resources. These organizations have fewer facilities such as wash rooms, clean drinking water, proper sanitation facilities



etc. that are conducive to a healthy work environment .In this paper, we have discussed the lack of basic facilities for working women in government and private organizations and its effects.

## **Introduction**

The Indian Constitution has given to women full legal equality with men. No bias exists between male and female employees. Both may enter whatever field they choose, and they'll be chosen solely based on their abilities. Therefore, Indian women have made their mark in fields as diverse as politics, administration, law, medicine, and diplomacy. They are carrying out their tasks with integrity and sincerity. Indian women have made strides and shown their value in almost every sphere of society.

Women in the ancient times were treated with great esteem and respect. Women rishis were highly respected in this era. Women were treated with respect and given important roles in decision-making and administration in royal families. They were educated in many spheres and were very influential in politics. However, the birth of a female child was not celebrated among economically disadvantaged groups. Women's status, however, continued to decline in subsequent times owing to Islamic influence. The Muslim era of history is not pleasant for women since it was at that time that they were denied full legal equality with males. They had no choice but to remain cooped up within their homes.

The status of women had changed once again because of Raja Ram Mohan Roy's fight against women's subjugation to males and the British impact on Indian culture and civilisation. However, it wasn't until Mahatma Gandhi rose his voice and women reclaimed their status as male and female equals.

Today, the financial pressures on Indian families have compelled Indian women to work. In India, the cost of living, the cost of raising children, and the price of real estate have all gone substantially, pushing every household to hunt for additional sources of income. As a result, women in India who were previously known for being homemakers are being driven to do employment. The workplace is filled with several challenges and barriers that the working Indian woman confront every day. While the extent and severity of these difficulties vary, in the present work we have analysed the dearth of basic facilities for women working in various government and private organization.

## **Origin of research problem and research objective**

While the Indian government has acknowledged the economic contribution of women, it has also launched a number of programmes and initiatives aimed at empowering women, like the Mahila E-haat, Beti Bachao, Beti Padhao, Working Women Hostels, Swadhar Greh, and Ujjawala Yojna, to mention a few. However, on a basic level, fundamental necessities, for the women working in various organizations, are still mostly unmet and neglected. This research primarily focuses on challenges faced by female workers working in various government and private institutions due to lack of basic amenities. The data about the overall conditions of working women in various government and private organization, has been collected and analysed.

## **Methodology used**

Women working for government and private organisations in Lucknow and the surrounding regions, were the main subject of this study. Female employees at a variety of agencies, including teachers teaching in government colleges and Universities, departments of planning and development, family health association, -private offices----etc. are taken into consideration.

## Sample size

It is well acknowledged that using a sample size that is too small may lead to equivocal findings and be unacceptable. Similar to this, research with an excessively high sample size would squander limited resources and be unacceptable.. So, one of the most important steps in the design of a research study is to choose an acceptable sample size. A random sample of 52 people, who will represent various government and private organisations/departments, has been gathered for this research. The group that was chosen has academic backgrounds that go beyond undergraduate studies. The sample's age range is more than 18.

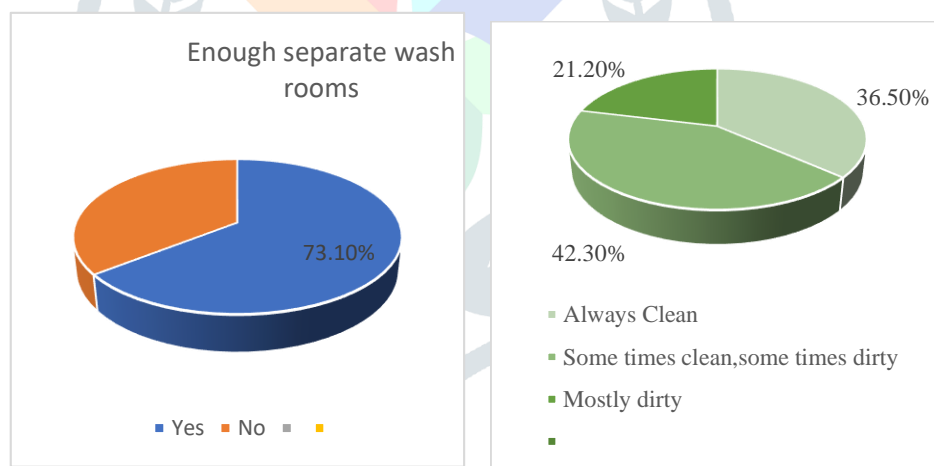
## Questionnaire

In order to get definitive findings from the study, a research questionnaire that included closed-ended and open-ended questions is essential. Twelve questions made up the questionnaire, which was focused on issues experienced by female workers in various organisations.

## Results and discussion

The following graphs and tables shows the results of questions asked from the female employees:

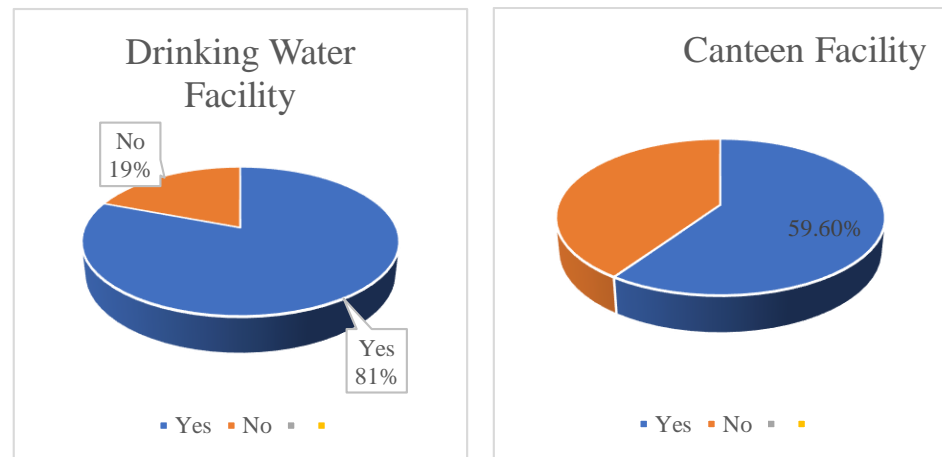
1) Does your organization have enough numbers of female wash rooms ? If yes, then are they clean?



Inference: Above graph shows that approximately 73.10% of organization have enough washrooms designed specially for women employees but still 26.9 % of organizations don't have enough separate washrooms for their female employees. As Government in recent past years focused on separate washrooms for women in urban and rural areas, still the lack of enough separate washrooms in some organizations is very alarming and this problems has to be taken into consideration by the employers.

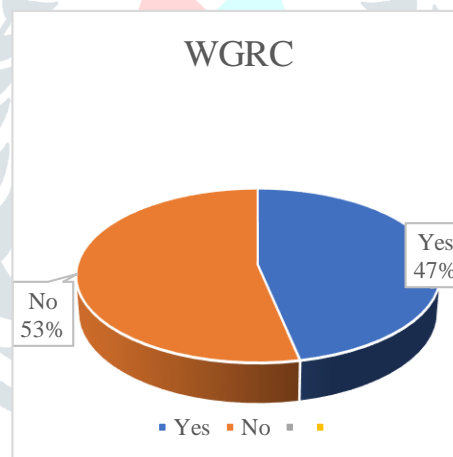
Though 73.9% of the organisations have enough separate wash rooms for women employees, but our research shows that only 36.5% of employees are satisfied with the cleanliness. In educational Institutions the situations are even worst. It is not only the responsibility of Government or Employers to maintain all the infrastructures. As a responsible citizen it is the duty of every employee to perform their duties in a responsible manner. Without proper sanitation facilities, women may have to hold off on using the restroom until they go to home, which can lead to urinary tract infections and other health problems.

3)Do your organisations have drinking water and canteen facility?



Above diagrams shows that still 19% of organizations don't provide clean drinking water facility to their employees, while only 59.6% organization have canteen facilities. Clean drinking water is the necessity for sustaining life, so every employee should ensure that the organization they work in should have these basic facilities.

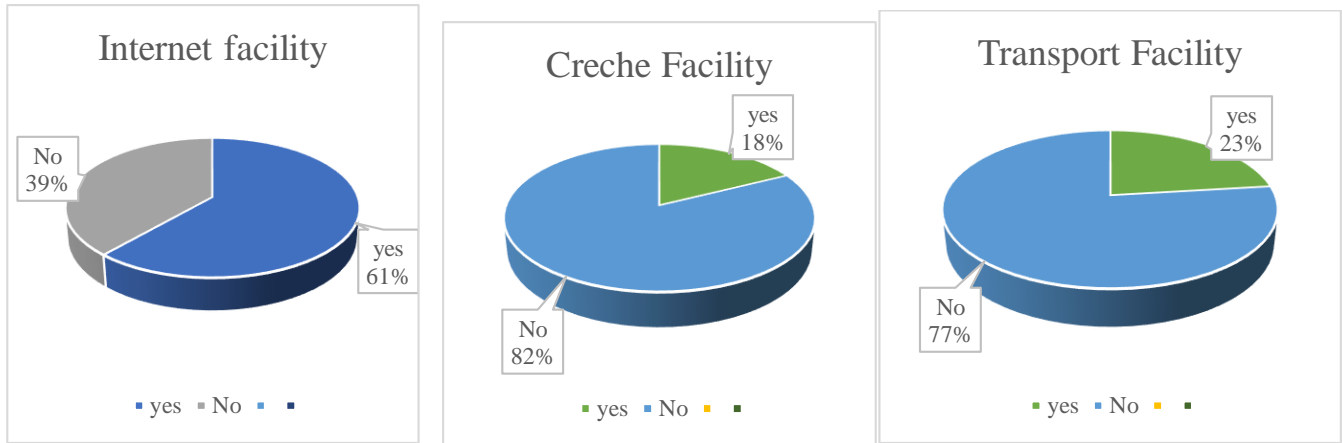
4)Do your organization has women grievance redressal cell (WGRC)?



Above diagram shows that only 47% of the organizations have women grievance redressal cells. Sexual harassment is a reality for Indian women. Every day the greatest challenge a woman faces is to retain their holiness. Despite the increase in numbers, women are finding that their complaints are not being addressed. Though Government has made clear policies about women safety and security, but still many organizations don't have women grievance redressal cell. According to the Sexual harassment of women at workplace (prevention, prohibition and redressal) act, 2013, every public or commercial organization with 10 or more employees must have an internal complaint commission (ICC), but still the employers are either uninformed of the law's provisions or have only partially implemented them.



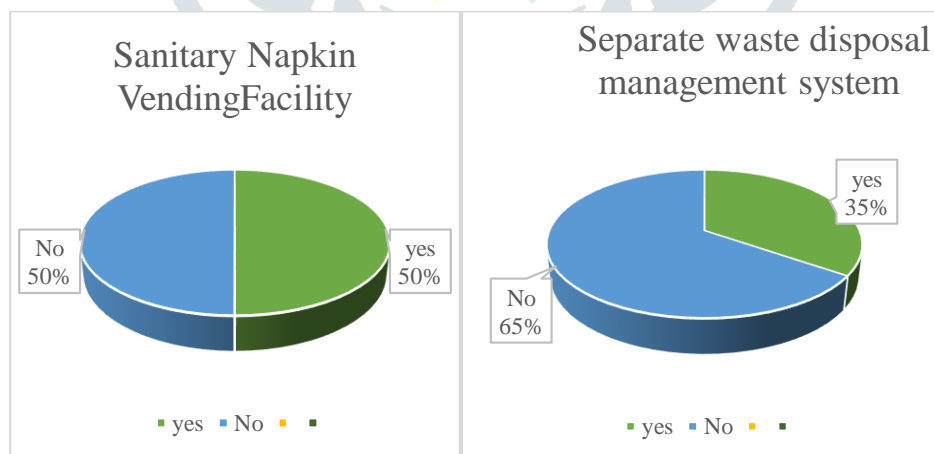
5) Do your organisation provide internet, Creche and transport facilities?



Above diagrams shows that only 61% of government and private organizations provide free internet facilities to their employees, while only 18% provide day care facilities to working mothers and only 23% of the organizations provide transport facilities to their employees.

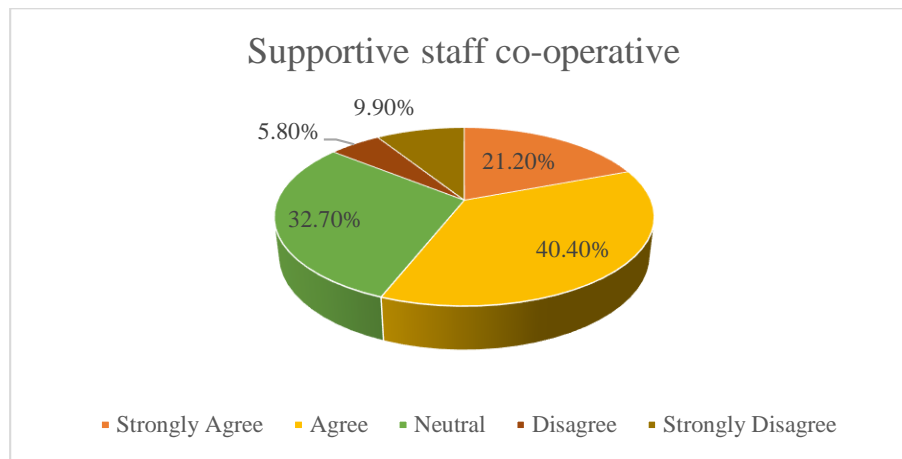
Though Government is focusing on digital learning and focusing on technology based education but still many organizations do not provide free wi-fi facilities to its employees. As Covid Pandemic changes the total work culture and now a days whole work is shifted from offline to hybrid mode, so free internet facility to employees should be mandatory. We all live in a social system, when a woman is out from her home, her main concern is her children. Without proper childcare facilities can make it difficult for women to take care of their children while working, which can lead to increased stress and fatigue. Similarly without safe and affordable transport to and from making it difficult for woman to commute to work, especially to work late or work in shifts which can limit the types of jobs available to them.

6) Do your organization have Sanitary Napkin vending machines and separate menstrual waste disposal system?



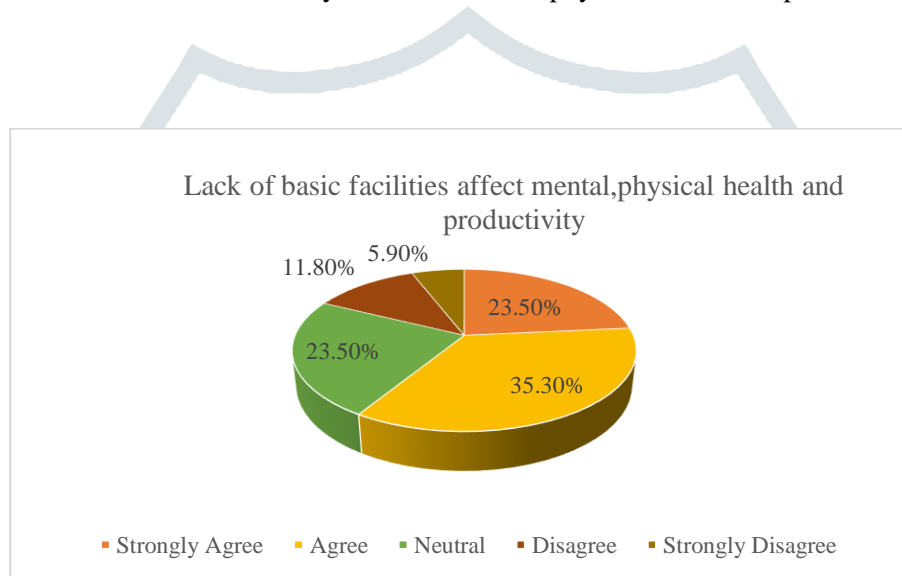
Above diagrams shows that only 50% have sanitary napkin vending machines, while only 35% of the organizations have separate menstrual waste disposal management system. Even in today's privileged world of the service, employers staunchly refuse to recognize the infrastructure that can make women employees' lives much better.

7) Supporting staff is co-operative?



From the above diagram it is clear that around 62% of women employees agree that the supportive staff in their organizations is co-operative, while only 15% says that they are not co-operative.

8) Do you agree that lack of basic facilities affect your mental health, physical health and productivity?



Above diagram shows that around 60% of the women employees agree that lack of basic facilities affect their mental health, physical health and productivity.

## Conclusion

From the above study, it is clear that despite various government schemes and policies aimed at empowering women in the workforce, women in India still face numerous obstacles that make it difficult for them to work and thrive in the workplace.

A lack of basic facilities such as clean drinking water, canteen, safe transportation, proper sanitation facilities and childcare facilities can make it challenging for women to work. It can also lead to discrimination against women in the workplace. Without proper sanitation facilities, women may face harassment or discrimination, especially if they are forced to use public restrooms or share restrooms with men. Furthermore, without proper childcare facilities, women may be seen as less committed to their jobs, which can limit their opportunities for career advancement. Women who work in male-dominated fields may also face discrimination, as they may be viewed as less competent or less knowledgeable than their male colleagues.

The lack of basic facilities can have negative impact on women's health and well-being. Without access to safe transportation and proper sanitation facilities, women may be more likely to experience physical and mental health problems, such as stress, anxiety, and depression. Additionally, the lack of childcare facilities can make it difficult for women to take care of their children while working, which can lead to increased stress and fatigue. This can have long-term effects on women's health and well-being, as well as their ability to work and provide for themselves and their families. The lack of basic facilities can lead to a gender pay gap, as women may not be able to work as many hours or take on as much responsibility as their male counterparts.

The lack of basic facilities can limit the types of jobs available to women, which can limit their opportunities for career advancement. This can limit their earning potential and their ability to advance in their careers..The lack of basic facilities can have a negative impact on the economy as a whole. Women make up a significant portion of the workforce in India, and their ability to work and contribute to the economy is critical to its success. Without proper facilities, women may not be able to work as much or as effectively as they would like, which can limit their ability to contribute to the economy. Additionally, the gender pay gap can limit women's ability to spend and invest, which can limit economic growth.

Organizations can reduce the adverse effects of working conditions on women by providing them with adequate facilities and making sure that they are properly equipped to handle the demands of their jobs.

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