



Challenges of Modern Working Women

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Abstract:

Today, the world is moving very fast and changing everything in a quick manner. Globalization is the modern tool for all the changes that occur day-to-day in our lives. But these changes create problems for women, such as patriarchy, gender discrimination, unequal pay, physical and emotional harassment, and so on. Women are the unique energy in the universe which is responsible for the creation of human beings, but today they are the major victims of our modern world. Modern working women have several roles to play in their daily lives, such as daughter, mother, and wife. These are the natural roles, but the major roles are fighting with male supremacy in their daily lives, which is the most discriminatory role. Modern education teaches children how to make money and how to become great, but it never teaches the lessons that make real human beings, and this is the major drawback of globalization. All these problems, which create psychological effects on women, are responsible for making women inferior to men. The present study focuses on those challenges which create biases between men and women and also reflects the challenges faced by modern working women.

Key Words: Globalization, Family, Discrimination, Education, Harassment.

Introduction:

Women are the main pillars of society. If there were no women, there would be no society. Women face many discriminatory challenges in family, society, and the workplace too. These challenges are still growing day by day due to the negative impact of globalization.

The society in which we are living peacefully is made up of some blinding standards and sets of rules. These rules create discrimination between men and women. Patriarchy is an ancient standard that promotes male superiority in both the family and society. The big challenge for modern women is to fight against the masculinity that is the basis of all problems.

But modern education has made women to share their shoulders equally with men in almost all spheres, such as science, technology, education, defence, entrepreneurship, politics, and so on. All these improvements are just physical changes, but the mental or psychological challenges are still existed in a society that promotes male superiority.

Modern working women face lots of challenges in the workplace daily. But the sad thing is that well-educated men are the main culprits responsible for inflicting torture on women in terms of salary, leaves, working hours, and other mental and physical harassment.

The scientific advancement, new innovations, discoveries, and all these make human beings intellectually strong, but they lose human values at the same. Today, everyone is busy using technology, but nobody has time to talk with family and friends. Technical enhancement is also a major cause for making human beings into machine lovers instead of human beings.



(Poll: Which is the biggest challenge women face in today's workplace? 2018)

Challenges of Modern Working Women:

- **Gender partiality:**

According to the World Economic Forum's Global Gender Gap Report 2021, India has closed 62.5 percent of its gender gap till date. As COVID-19's impact continues to be felt, the global gender gap has increased by a generation, from 99.5 to 135.6 years. This is the most dangerous inequality that is still prevailing in modern society. Due to the

gender biases, female foeticide is the major impact. But the greatness of women is that, after facing all this discrimination, women are still the backbone of society. The grand myth is that women are physically weak as compared to men, but the fundamental fact is that women are themselves the unique strength of society. In one way or another, modern working women are facing challenges in their daily lives.

- **Unequal Pay**

As per the Monster Salary Index (MSI) report published in 2019, women earn 19 per cent less than men in India. Across all regions, women are paid less than men, with the gender pay gap estimated at 23 per cent globally. Women are capable of managing any responsibility as well as men, but they still get less pay as compared to men. This is also one of the major challenges modern working women are facing in the workplace. This wage bias has to be stopped, and equal pay for equal work should be provided irrespective of gender.

- **Maternity Discrimination:**

According to the Guardian report, over 50,000 women have lost their jobs due to maternity discrimination. During pregnancy, women need special care and rest as well, but modern working women get very little maternity leave. This restless work environment affects women's health and families too. Due to the busy schedule, working women cannot take care of their babies properly and it will cause family tensions. This is also a major drawback of the modern as well as scientific world.

- **Underrepresentation of women:**

Due to their brownie colour and lack of physical beauty, women will be treated as subordinate to white men. This underrepresentation is very bad at the manager level, where physical beauty matters more at the top positions.

According to the Women in the Workplace 2018 report, women of colour have the lowest representation, causing them to lag behind white men and Compared to the 62% of men in managerial positions, only 38% of women are promoted to be managers.

- **Emotional and Physical harassment:**

The Me-Too Movement Recently, it was in the news and it brought out the numerous cases of women's sexual harassment. The women are facing sexual and non-sexual abuse by men in their workplace and family as well.

According to the Women in the Workplace report, 35% of corporate women have experienced sexual harassment. Another study by the US Equal Employment Opportunity Commission (EEOC) estimates that 75% of women subjected to such worse situations will not report their harassment. and especially when the abuser is someone in a senior position. People often ask, "Why was the victim not reported?" The primary reason for this is the fear of being fired. The same research by the EEOC found that "75% of harassment victims experienced retaliation when they reported it."

Conclusion:

How to resolve these primitive challenges is the major issue at present in the modern world. First, we should treat women as equal to men, and this mentality should be nurtured from childhood itself. For this family is the only tool capable of producing true human beings, and the state is the other powerful instrument capable of enacting strict laws against women's harassment.

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