

## **Challenges and Problems Faced By Women Workers in India**

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### **ABSTRACT**

India is an oldest country and there is a variety in religions, cultures and customs. Generally, Indian women's most vital role is protecting their children. In Indian context, women always best suitable for some specific tasks. In some cases women can find working as nurses, doctors, teachers and expansion sectors. Traditionally, Indian people think that men only have to go for work and gain money and women should work as household, but Indian people economic burdens are increasing, that's why women also go to work for earning income for their children. Therefore a fundamental change is required in attitudes of employees, relatives and public. Further the study try to explain the real condition of Indian performance female and too make a try to clear main inconvenience of working female.

**Keywords:** Women, Workers, Problems, Gender bias, Security

### **1. INTRODUCTION**

There are so many reasons Indian female have to go for work. The economic demands of the Indian families are rising day by day. Living expenses, expenses on educating their of children, and cost of housing properties in India raised and these causes every family in India to look to ways and means of increasing the household income. therefore, female in India most of the women are known as homemakers are forced to go for jobs and take up even careers that were considered only suitable for men such as working in night shifts. Women workers in India are faced with lot more challenges than their counterpart in the other countries. Moreover most hard work taken from past years, female section of society is deprived in compared to male section. They are not given equal rights in social and financial verdict in their family. According to United Nations Development Programme (UNDP) report, women are involved in doing 67 per cent work of world; still they are socially and economically deprived. They are receiving only 10 per cent of the worldwide income and have 1 per cent part in world income. This inequity also continues in their work place in unorganized sector. In unorganised sector, women workers don't obtain equal wages for equal nature of work for equal hours done by men. They are exploits at workplace. They have few legal acts i.e. Domestic Workers Welfare and Social Security Act, 2010, The Unorganized Workers Social Security Act, 2008, etc. but due to the unregulated performance, female worker are enforced to do work and live in miserable environment in unregulated sector.

Most of Indian women are doing household work only like cooking, cleaning the house, washing clothes, caring of children and elder people. Men do not share any domestic works. Men do the external work only. In recent days there is necessity for getting some more income for the family that's why female have to go for job. Female workers are treated Persecution's at their work place, sometimes just over look things to ensure that their job is not jeopardized in anyway. Most of the

Indian people are still living in combined families along with the parents and in-laws. This adds to their stress further because they have to please all family members for her husband. Listen to their complaints they make against me and turn deaf ears towards them and so on. Generally, most of women in India seem towards or expect life will change one day.

## **2. OBJECTIVES OF THE STUDY**

- To find out female worker's working conditions in India.
- To find out working women's problems in India

## **WORKING TRENDS FOR WOMEN IN INDIA**

Number of female worker is enhance in the work force. Signifies an essential trend concerning the women's employment. This has been happening alongside raise in labour force and work force, particularly in urban women, although rural women labourers predominate the conditions of contribution rates and general magnitude. The growing role of women in toil force and its key role in domestic earnings as well as GDP require some policy attention to be paid the gender features of work. The Eleventh Five Year Plan document in the first time of the history of Indian planning recognizes female not only a equal citizens other than as representatives of constant socio-economic growth and change' (GOI, 2008, p.5).

In spite of education level increases female work contribution was 28.5 per cent (82 per cent of men) in the year 2017. In the town areas 17.9 per cent total job in India normal wage and remunerated positions in 2011-2012, the gender gap for this job narrowed. In the 11.7 million urban working women in 2011-2012, almost 43 per cent were in regular wage salaried positions (up from 28.5 per cent in 1993-1994). Now a day's women go to non-traditional jobs, for example IT field, communications. Increasing women work force involvement to 10 per cent could add \$700 billion to India's GDP by 2025 (or 1.4 per cent increase). Reaching gender dimension would have a greater consequence in India than in any other country in globe. India's younger's population will increase 234 million workforce in 2027.

## **ISSUES AND CHALLENGES FOR WOMEN IN THE WORKPLACE**

### **1. MEN VERSUS WOMEN ISSUES**

Constantly men and women are both side of the one coin. Each one of them has their unique charm and each one believe and grips the situation differently. While a man may be a practical woman could think implausible. But it is still a disgrace that irrespective of being evenly talented there is always inequity in the eyes of the spectator. In corporate environments, where people of both genders participate in all activities with equal vigour and enthusiasm some unclear delineation is the major confront for female. We know that a working female kind your concern but not your empathy. She needs to be familiar with her ability and not her gender. As contemporaries men and women need to join their synergies and work in combination. Such a first step will definitely be the giant leap for mankind.

### **2. GENDER BIAS**

Most of the women are facing the main problem is gender bias in their work place. We can declare that industrial work places are flyover the gender gap slowly; private organizations and public organizations are still way distant following. Work that need short time journey, physically effort etc., still most of the people are thinking man only most qualified than female. Several companies are while hiring women workforce asks them frankly regarding their matrimony and additional planning regarding their expectations as they cannot grant the motherhood holidays and any other flexibility advantages. One must recognize that female are blessed with the chance to bring another spirit into this globe and this issue must not be an obstacle for their expansion and development. It is a assuring modifies to see that most of the social welfare associations like United Nations are lifting this communication worldwide and vow to eradicate the gender bias in their working place.

### **3. SEXUAL HARASSMENT**

An additional one of mainly dishonourable and heart-wrenching problem for female in working place is sexual abuse she is bare too. Most of women are fall prey to wily men who tempt them on ruse of love and sexually bother them. Most of men have the notion that working women are peace in character which is basis for such cruel activities. Restrict this problem, there are social welfare organizations which are considering women empowerment on several meeting and have increased voice against persecution of women in their working place. This method has forced law and order to include several severe punishments against these cruel men. Women who stand up for their self-respect do not fail to voice out their difficulties but immature and nervous women still require to be provide with bravery and must be trained to struggle back against these unforgiving men and show them their working place.

### **4. WORK-LIFE IMBALANCE**

Now a day's one more important task for women is work-life imbalance. Generally, women cannot differentiate family and work. They merge personal life with work life and in this problem every issues are begins. The personal emotions are ignored, besides feel neglected and regrettably, she has faced to rage of her whole support system just because she has forgotten the limit between profession and personal life. This confront is mainly self-imposed and to get out of this muddle, the women has to help out herself. She wants to set her main concern exact and plan her day well ahead. If she has to attend a family event and she is asked to attend a corporate dinner which is unplanned according to her, she needs to gather courage and politely refuse the latter as she has committed to her family. She desires to handle time and try to everything in working place.

### **5. MATERNITY LEAVES**

Growing from women to mother take about so many changes in life. She know about to care for a tiny being. Some persons say that as a female develop to a mother; care and tolerance become her indivisible qualities. But does someone observe what all change and challenges she is about to face in working place before and behind baby born. Handling mood swing and morning sicknesses without showing a slightest anxiety, peripatetic to and fro with her baby belly, avoiding office parties and late night meetings as her health may take a toll, listening to her boss's taunts as she constantly applies check-up leaves, maternity leaves etc. are simply too hard for a pregnant female. Several companies have plan where motherhood leaves are approved for the initial two children. This plan is appreciable one.

## **6. EGO CLASHES**

Adam was the earliest person in the world and then celebrated eve. Men try to establish their dominance in the work forever. Men are always thinking his self-worth is compressed when he has given a report to a female supervisor. However the women are so sensitive to male; men are always tried to find out blunder against her approach tactic or manner of effort etc. Which female are in a senior position confront this type of challenge while cooperate with their co-workers, assistant and higher officer. In these three categories, managing their co workers is the hard work to female as she wants to get unique talent.

## **7. SECURITY**

Security is the most important intimidating challenge for women at the workplace. Now a day's so many women are abusing and physically attacked we seeing in news channels and live. Women are compulsory trained any self- defence for our safety. Most of the companies are having particular safety services for serving their women workers who return to residence at night-time. Not just working women but every girl should always be prepared to face the wrath of uncivilized men and hence must equip themselves with defence mechanism and face their challenge with oozing self-confidence.

## **PROBLEMS OF WORKING WOMEN**

Some of the Indian men are still now to come to terms with the fact that women are also talented of working with them, carry to shoulder, in any field or professional sphere. They still visualize women as individuals who should be in charge of the kitchen and other domestic affairs. Work is either seen as a temporary evil for women whose husbands do not earn enough, or the domain of women who do not "know their place." As a result, Indian working women do not get the respect they require from their male colleagues in the workplace.

## **BALANCING WORK-FAMILY LIFE**

No matter how high their situation or rank is in the workplace, female in India are still vision as the family supervisor return home. They are like to back residence at a correct time, preparing food, cleaning and take care of family members. Actually, which men assist around their residence is often the butt of funny story by their male friends. This creates life extremely stressful for women who have little help around the house and have to do it all.

## **TRAVELLING FOR WORK IS NOT ACCEPTABLE**

Another one of the important struggle faced by wedded working female is that they could not journey or go away on sightsee with no having to respond painful problem by main of their contacts and relations. This is particularly exact for wedded female, who also have a blooming vocation. Their professional obligation often depends on the support and understanding of family member. A married man can go on long administrator tours outside his home city, without raise eyebrows and question from his family members and peers, but his equally-successful wife would

face disapproval. As a result, female often have to opt out of job than involve journey or settle for not being promote as a effect.

### **SAFETY OF WORKING WOMEN**

The “nosey problem factor” to the side, there is still the diligence for protection of working lady which one wants to journey on official work. Female voyage out of their house town for official excursion are measured defenceless and an easily intend to fulfil the vulgar target of their sexist male workers. Inspection into a restaurant single is the main difficult faced by working female, still if the journey is entirely official. Most of the restaurants do not give a room to a sole lady (bizarre alleged reason) since of their personal protection worry or if a lady makes a deicide to wait single, she is view with suspicion.

### **UNEQUAL PAY**

One of the most important themes of argument in the circumstance of inconvenience face by working lady (not only in our nation, but also in many nations) is that of equivalent salary. Officially, a lady is permitted to obtain the equivalent salary as their male workforce for the equivalent type of work done by the women workers. Though, gender bias is uncontrolled in most of the working places still do not hold to these strategy and women get low salary than their male workers.

### **EDUCATION**

Though it is slowly increasing, women’s learning level in our nation is lesser than the male learning level. Evaluate the boy, fewer number of girl learner are register in the school, and most part of the girls are drop out. National Sample Survey Data of 1997, only the states of Kerala and Mizoram have move towards global female literacy rates. Along with majority of the scholars, key factor behind improved financial and social position of female in Kerala main reason is literacy.

In Non-Formal Education programme (NFE), regarding 40 Per cent of institute in our state and 10 Per cent of institute in UTs are solely engaged for females. As of 2000, about 0.3 million NFE institute were cooking about 7.42 million offspring, out of which about 0.12 million were only for girls. In our urban nation, women are almost at equivalence compare male in learning. But, in our rural kingdom women persist to be fewer learned than boys.

In accordance with 1998 report by U.S. Department of Commerce, most important obstacles for female learning in India are insufficient educating amenities (for instance hygienic amenities), scarcity in ladies staffs and sex partiality in syllabus (mainstream of female features being characterize as pathetic and dependent).

### **DISCRIMINATION AT WORKPLACE**

Though, Indian female still face obvious gender partiality in their working places. Crucial trouble faced by the working female is sexual violence in working place. In addition, female workers working in night-time are most vulnerable to some occasions. For example, nurses facing this trouble almost day by day. There is nothing that is done in hospitals to tackle and address danger

they face. Some barefaced disrespect of present Indian legislation is one of the most important causes why sexual abuse at the working place continues to increase.

Moreover, Indian female are frequently underprivileged of encouragement and expansion opportunity at working places but this doesn't concern all working female. Most of working female carries to be without their right for same salary, under the Equal Remuneration Act, 1976 and are underpaid in comparison to their male colleagues. This is regularly the case in plants and labour-oriented industries.

## **CRIMES AGAINST WOMEN**

In India police files prove most incidents of offence against female. National Crime Records Bureau stated during 1998 that the increase rate of offence vice versa female would be higher than the people expansion rate by 2010. In the previous; several cases are not recorded with police force by reason of common dishonour attach to molestations and rape cases. Authorized data explain that there has been evident raise in number of statement offence against female.

## **DOMESTIC VIOLENCE**

In global, one out of each three female problem is cruelty at the hands of their spouse and family members in their homes. Relations cruelty can be expressed as when one adult in a relationship misuses power to control another through cruelty and other kind of abuse. The abuser tortures and controls the sufferer by calculated intimidation, threats and physical mistreatment. Though man, female and kids can be abused, in most cases the victims are women. In every country where trustworthy, macro studies have been conducted, results indicate that between 16 and 52 Per cent of female have been assaulted in their husbands/partners. These studies also indicate widespread abuse against female as an important cause of morbidity and mortality. Some abuse can also comprise rape and sexual abuse. Psychological situation of female in India: Problems and concerns 25violence includes verbal abuse, harassment, confinement and deficiency of physical, financial and personal resources. For some ladies emotional torture could be more painful than physical attacks because they effectively undermine women's security and self-possession. In India, abuse within the home is universal across traditions, belief, class and civilization. The abuse is generally condoned by social custom and considered a part and parcel of marital life. Statistics reveal a grim picture of domestic abuse in India. National Crimes Bureau, Ministry of Home Affairs, Government of India reports a dreadful report 71.5 Per cent raise in instances of torture and dowry deaths during the period from 1991 to 1995.

## **DOWRY**

One more problem in recent India is judges are teeming with cases associated to death caused by gift pestering by husband and in laws. In earliest period female be known 'Stridhan' when they dead from the home of their parents. This sum of money was given to women as a dowry which she can use on her and her children but her in-laws did not have any right on that money. This money was supposed to help the girl in time of need. Regularly this tradition became compulsory and took the form of dowry. Nowadays parents have to give hefty money in dowry, the in laws of their girl are not concerned whether they can afford it or not. If women take and come huge money for dowry she is given respect and is treat well in her new home and if she does not bring dowry

according to prospect of her in laws then she has to bear harassment. In this wickedness action lots of newlywed female of India have to lose their lives.

### 3. CONCLUSION

Therefore, whereas arguing the issues and challenges regarding the working female, the major prominence must be give the 'prospects for female', as it is of extreme significance. Approximating each person, a female has a 'usual want for the appearance of her sibling's attainments and skills'; even a small baby shows his natural guts through his actions and movements. So, if a woman learns something, she craves for expressing it in some way. It is quite encouraging that nowadays, women have much more opportunities and prospects for the assertion of their individuality and talents. The services sector has increased the chances for women with its comfortable environment, where they can actively participate and excel, even from a distant place. Hence, if the focus is right, this issue will, hopefully, find its way towards a positive solution.

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