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Problems Of Women Workers

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Abstract:- In ancient times women were not allowed to work outside the home. Their main job was to stay at home and do household chores and take care of the children. Women play an important role in society. Today, along with men, women are also walking shoulder to shoulder and performing well in their respective fields. Women are working in harmony with the work outside the home as well. But it is not as easy as we think. Women have to face different types of problems outside the home. Today women are given unequal pay for the same work because men are considered superior to women. This is an age-old tradition, due to which women are hindered in development.

Today women are considered very suitable in professions like nurses, teachers, and doctors. Along with this, they are also respected in these professions. In the present era, women are also working in the fields like bank workers, managers, engineers, etc. Yet when it comes to preference, women are not considered worthy. Their qualifications and experience are questioned and preference is given to males. Wherein, more work pressure is given on women workers, due to which they are physically and mentally harassed, due to and their curiosity also decreases.

Index Terms:- Experience, psychological traditions, inequality, maternity, harassment, untrained, entertainment, self-esteem, organisation

Introduction:- In Indian society, men are considered the head and only men go to work. At the same time, women stay at home and do all the household work. Today women are also migrating and working from one place to another for good employment, education and medical, etc. like men.

Women are often judged by people as unskilled, illiterate, socially backward and in work, while women also work as hard as men. Due to social systems and gender discrimination, they are harassed physically and mentally. This is the main problem due to which women limit themselves. Today women's labour is struggling with social and psychological traditions, but no solution or solution has been found for it.

India comes under the category of a developing country but even today women are discriminated against which is a matter of concern. Women are playing a dual role in the Indian economy. Yet they have to face problems in every field. The problem of women workers is as follows.

1. **Mental harassment:-** There is an age-old belief that women are not capable of doing the same work as men and are considered unfit for work or job. Despite the constitutional provisions, even today, due to gender discrimination, there is a barrier to the appointment. Apart from this, even if there is an appointment, unequal pay is given for equal work. And this injustice has to be faced by the women workers. The reality is that even after the completion of 75 years of independence, gender inequality has not been removed, due to which the ability and work of women are questioned. Whereas in the corporate sector, women have to struggle a lot and they have to perform well. is expected. Women have to face hard work and difficulties in every field due to which mental pain is reached. Even they are given less maternity leave. Traditionally, women are considered to be the keeper of the house and the caretaker of the children. Even if women are working, they do not get any kind of economic freedom. They have to give their salary to their father, husband, or in-laws. With her salary, she is not able to fulfil her desires and is dependent on others. Due to this women are subjected to mental harassment.
2. **Sexual harassment:-** In today's time, there are women workers in every workplace and due to sexual harassment, women get physically and mentally afflicted which becomes a strong problem and keep working in their work area with this fear, but Most of the victims of sexual harassment are working-class women. Due to illiteracy, they do not know their rights or even if they know, then they do not complain to anyone for fear of slander in society. And for fear of slander, things of sexual harassment do not come to the fore. Women workers face more sexual harassment at their workplace, educational institutions, hospitals, and places with less transportation. Our social system is in such a way that if a woman complains of sexual harassment, then the people around consider women to be the culprits rather than men.

3. Wage problem:- The biggest problem for women workers is wages because even after doing the same work, they are paid less than men. According to Article 39 (d) of the Indian Constitution, equal wages should be paid to men and women for equal work. But the truth is that practically women get less wages. It is often seen that women are hired on an hourly basis or as much work as wages. Women are hired by the industrialists for their selfishness because they know that they also work for women's wages. And taking advantage of their ignorance, more work can be done for fewer wages. This attitude by the industrialist has become a problem for the women workers.

The reasons for low wages for women can be as follows.-

(I) Decreased working power:- Women have less physical and mental work capacity, which effect is seen on production capacity. Because of this, they are paid less.

(II) Lack of organisation:- Lack of union is found in women or organisation is very less. In the absence of organisation, they are not able to keep their words properly. Due to this, the bargaining power is also found less in them.

(III) Lack of mobility:- It is generally seen that women do not like to work away from their homes or do not want to work in distant places as compared to men. Their wages are also low.

(IV) Lack of training:- There is a lack of education and training among women. Due to this they are forced to work even at low wage rates and are not paid the same wages as men.

(V) Low Wage Work: - Women desire to work even on low wages and also work on low wages because the material requirement of women is less, due to which they make their living even on low wages.

(VI) Temporary work:- Generally, the nature of women working in industry or small scale industry is temporary because women often leave work after marriage. Whereas this is not the case with men. Temporary labour always gets low wages.

(VII) Higher cost in the employment of women:- When the service employer recruits women, he always has to bear the burden of more expenditure because women become unwell soon and special expenses on women such as maternity leave benefits under the Work and Factory Act. Because of this, service providers give fewer wages to women.

4. Hard work:- In ancient times, women were considered a means of entertainment and entertainment for men, and women were employed in this work, but in modern times such work is taken from women in which they are unqualified and untrained. It is also a fact that women cannot do hard work as men. Therefore, we need to avoid such work which causes harm in public view.

5. Unfavourable environment:- In India, women are now being employed in every field and at the same time women are being employed. But in most offices, they have to work in a very unfavourable environment which has a bad effect on their body and health.

6 Family Responsibilities:- The main task of women is to fulfil the responsibilities of their family, in which children are brought up, taken care of, etc. The same female labour performs two types of work, one outside the house at her workplace and the other at home. In both these places, women workers work for about 15 hours every day, due to which their body becomes very tired, due to which affects their health and work efficiency. They do not get time for the same entertainment and rest. At the same time, the children and families of women labourers become very neglected, and such children become more anti-social. What is needed is that there should be a cache school to take care of the children of female workers.

7. The problem of motherhood:- During motherhood, women are unable to do hard work and during this period their health also declines, for which they need a lot of money for their treatment. But in India, women are not provided with adequate leave, medical facilities, and any kind of financial assistance during pregnancy, due to which they cause physical harm. Due to this their children also become weak and victims of many diseases.

8. Absenteeism and labour change:- The rate of absenteeism and labour change is low in women due to family responsibility, monthly problems, childbirth, illness, and disease. Even after marriage, women leave work or start working in other places, sometimes due to family disputes, etc., their absence at the workplace becomes more.

9. The problem of entertainment:- Women workers are often burdened with work at home and outside. Due to excessive work, she is unable to enjoy any kind of entertainment. The pressure of work and lack of entertainment, it has a bad effect on their health and temperament.

10. Problem of social security:- Generally women also work like men. And like male workers, women workers also have to face problems like accidents, diseases, old age, and payment, etc. In these problems, they need economic and social security.

Conclusion:- Women workers today have some other problems like the security of self-esteem, job problem, security problem, the problem of improvement in family functions and problems of adjustment at the workplace, etc. If women are given due respect and equal participation and equal pay in every field, then problems can be solved to a great extent. Today women are working in every field and they should get equal rights as men.

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