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Analytical Study On Issues And Challenges To Women's Career In India.

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Abstract: India is one of the most traditional nations in the world, with a wide variety of religions, cultures and customs. In India, women's play an important role in society by managing her career and household work. Were in India society women's have different participation in different fields like teachers, and other professions and moving forward in their career. the study of this report goes to explain the actual situation of working women her issues and challenges in India.

Keywords: Difficulties, issues, traditional, women's career, family.

INTRODUCTION:

Women have played an important role in designing the human history more than men were the higher status for women in terms of employment and work performed in the society in fact a vital of a country's overall prosperity. However, in the twenty-first century, women in India were still the primary creators of the house. Greater awareness, improved education and increased financial need and family. In same fashion to men, women choose in the world. Where previously, women in the were not allowed to work outside and also not allowed to vote in early days . when prestigious institution like Harvard and Cambridge didn't provide women with degrees or grant them equal status. Were women didn't get an opportunity to get educate till 1947. when their main role was to be home creator. Where in 74th republic day where India was feeling proud by celebrating the women empowerment where each state represented their tableaux theme which was dominated by "Nari Shakti" as a women empowerment. women empowerment is important because it can lead to range of positive vibes to over come including increased economic growth and development in gender discrimination or gender equality. Occupational stress is a major and important role of working women. Challenges and issues which is faced by women in Indian society were the inspiration which would be taken into action which are make many differences. where women in recent century where the women are widely taking part in different roles dominates which male dominated areas such military, politics and other top-level jobs in corporate fields. Where Jawaharlal Nehru as describe "There is no tool development more effective than the empowerment of women". Where women are taking part in politics. were the statement describing "you can tell the condition of nation by looking the status

of women". Working women are handling both career and family together where women are facing difficulties at workplace with in securities feelings.

Objective of study

1. To study laws related to protect rights of women in India.
2. To identify difficulties faced by working women in their workplace.
3. To identify a key socio economic pointer contributing to women's status, safety and security.
4. The main aim and objective of this study to find and analyze the issues and challenges of women career in India.

Research methodology

This study is an exploratory in the society which seeks to find and identify the problem, difficulties ,challenges, and issues related to women in different profession. For conducting this research, I have adopted analytical method on qualitative basis. Which is known as doctrinal method this method was adopted to examine various provision and enactments related to women. This material has been collected and consulted in form of secondary data for analysis, suggestion and concluding my research work.

Challenges faced by women at workplace

Where women as been faced many problems at work place. women career is major role at the work place to faced these challenges in the society.

Balancing personal and professional life:

This is major difficulties which is faced by women in Indian society. The women is striking to balance both work and family life is most difficult task and challenging problem of women. Another important challenge for working women is where women of big family have to maintain family members and profession together in the society. Where women have to over with needs of family and look after their children's is a important role in women life. Working women are been stressed in their day -day life to fulfilled the responsibilities between the work and family demands. This major stress which is faced by women in the society.

Gender bias:

Gender bias is playing a major role from earlier days to present days. In Indian society women is facing more difficulties in gender bias where women always have been underestimated in regard of their recruitments, salary etc. according to the survey, India has a 25.4% pay difference between men and women. Salary issues are the major problem where the equal remuneration act 1976, which profess the equality in the remuneration but still in society working women are usually paid lesser in comparison to male colleagues.

Mental and physical harassment:

The mental and physical harassment is a important challenge for women to build their career in the society . where the women are feeling unsecured in corporate sector, the women is feel that they should show improvement over their male colleagues. A part from corporate sector where women in the incorporate sector also facing same problem were women under incorporate are been treated as powerless and defenseless in the society. In the corporate sector women are usually treated as weak. where the male colleagues and superiors are taking advantage of female colleagues at the work place.

Sexual harassment:

Sexual harassment is a major problem which is faced by women in the society. The women's greatest challenge is to retain their holiness in their homes, educational institution and at work place. According to the sexual harassment of women at workplace where they should have (prevention, prohibition and redressal) Act of 2013. The sexual harassment results in violation of basic fundamental rights of women especially right to equal under article 21 and right to life under article 14 and 15 of the Indian constitution. Sexual harassment is a major problem which is faced by women in the society. Where organization foundation, establishment do not have any safety towards women in the workplace.

Lack of family support:

Family support is a major challenge for women to build a career in the society. Women are lacking behind because of loss of family support. Where the working women in the society are not getting any support from their family members to reach their goal in the profession. This is a main problem where women lack behind in work and profession in the society.

Issues of working women

Working women face a lack of family support. Housework is still considered entirely the role of women. They are against women working late in the office because it affects their performance and advancement.

Working women are unable to devote adequate time to their children's varied activities and school functions due to their conflicting roles.

If a working woman has to go on a business trip or attend a training program for her career advancement, she must first obtain permission from her spouse and family. They must also make suitable preparations for their children.

Working women face insecurities towards their work by doing overtime work where women are not informed to their family members during overtime work.

Unequal pay is a main issue for working women to fulfill the needs of the family.

These are the major issues of working women in the society that play an important role in women's career.

Conclusion

Women in India in urban as well as rural areas have an important role to play in the functioning of the household. The responsibilities of women in the family also play an important role. The household and family responsibilities are the major challenges that hinder their career development. The challenges that women face or experience include occupational stress, mental harassment, discrimination at the workplace. The educated women also have a responsibility over the family in the progress of employment.

Women are generally unable to give proper and quality time to households, kids, and family.

Working women generally face workplace sexual harassment, safety issues, etc.

Suggestions

In a particular society like India, a particular boundary exists only for women. Women are doing things differently in society beyond many people in the society like going out for jobs. Partners can be more sensitive to fulfill women's needs. Government needs to take more security measures in protecting women's safety by installing safety devices and CCTV at workplaces and public places. Where more public awareness programs should be for women's safety, etc.

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