



BEYOND GLASS CEILINGS: A HOLISTIC EXPLORATION OF CHALLENGES AND PROBLEMS ENCOUNTERED BY WORKING WOMEN IN INDIA

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Abstract:

Worry of women in every stage of existence is constantly difficult to categorize, as she is the most effective entity within the world that is facing this kind of converting phase in her life, from starting as a child, turning into a wife and sooner or later becoming a mom. Women want identical possibilities as men and to be the main project on the way to stable paintings and homes. Women employees encountered the difficulties and demanding situations of giving proper time for family commitment to dad and mom, partner, youngsters, home and buddies. The primary goal of the study is to indicate that twin positions demanding situations appreciably affect the work-existence balancing of operating women, and it also creates exceptional motives that turn into war in a piece surrounding and circle of relatives' lifestyles. Running women face numerous demanding situations in their expert and personal lives, frequently stemming from societal, organizational and character factors. The summary ambitions to offer a top-level view of the key demanding situations encountered by running women in various contexts. It's miles, a descriptive look at statistics drawn from numerous secondary assets. It also reveals the importance of women in the monetary development of a rustic.

Keywords: duties, discrimination, infant care, profession, circle of relatives

I. INTRODUCTION

Women are the backbone of society. She plays a vital role in the economic development of the country and her contribution is as equal as their male counterparts. Without the major contribution of women in various national, social, economic and political activities, the progress of the country will be stagnant. Working women in India are faced with a lot of challenges than their counterparts in other parts of the world. In India men do not share most of the everyday household chores, it is women who have to cook, clean the house, do the dishes, wash all clothes, get their children ready for school, care for elders and old age etc. Man just took care of a few chores that can be dealt with outside the house. So the major burdens of running the family are on the shoulders of women only. They have to take up a full-day job plus handle all household activities that they handled as homemakers. Due to such multiple roles played by women in the family, increased stress becomes a by-product for her. Sometimes the relationship with her soul mate becomes unbalanced, if the proper balancing act is not delivered in both personal

and professional life. If we consider women's role in the corporate environment, then sometimes they have to bring their work at home also and it cuts a few more hours of sleep. It is not just about reduced sleep, this type of lifestyle creates stress in working women and it directly affects their family. Waking up early, ignoring her health issues and getting all the stuff ready for her children and her husband is a big practical challenge. So on an average women have lost 2 hours of sleep per day and up to 14 hours per week. In India, many families are still living as joint families along with their in-laws and parents. This adds more stress to women because they have to handle them and please all the family members of their husbands.

The perception of male superiority inside society creates several hurdles for women in their place of work. Women find out that they ought to be an awful lot better than their male colleagues to reach the pinnacle. While she achieves that pinnacle position within the business enterprise again, it is a lot tougher for women to work with male employees. These sorts of problems discourage women who do not have an eager interest in progress in their profession. It's been observed that their family responsibility expands whilst working women must alternate their jobs, select an element of time activity or go away from the task. This situation created needless pressure for them to drop their job. Even if a woman is hired, She might not have managed the money she earns, even though their cash frequently plays a vital role in the protection of the family. Many women nevertheless sought their husband's permission once they desired to buy something for themselves. Being a working woman in the Indian context is no longer a clean-going mission. Women face many outcomes of the social and psychological ethos of society and humans. They should preserve a balance between their households and careers if they clearly do not need to slaughter their aspirations and goals to achieve independence and success in their lives. And in this hustle and bustle, women get stressed. Then attempt to increase the running electricity for which they may be constantly running which further makes them lacking in sleep. Gradually they feel annoyed and helpless due to the fact they see no one to assist and help them. They on occasion tend to sense remoteness, after which they invite many emotional and mental issues. Indian working women are usually noticed to suffer from two essential mental troubles viz. Insomnia and melancholy. They experience an incredible lack of personal space. Their complete instances stay no longer theirs in any respect. They feel unable to percentage their emotions with all and sundry due to the fact they recognize that nobody will apprehend them and if we are born as female, we have no preference however to stand such problems. Below this psychological strain at a factor of time they are left with handiest two alternatives; either to give up the task or accept the depression as part of their operating existence.

Balancing non-public and professional life is truly a very large assignment for Indian women. There are so many expectations of their family contributors, especially from children. Owing to the widespread belief in India that women should prioritize developing their families and raising their children over their careers, women's aspirations are frequently viewed as secondary and occasionally unnecessary by members of their own families. As a result, most families fail to provide their children with the necessary emotional and moral guidance they need. In Indian households, women are already stressed by the social and mental ideologies of a circle of relative participants who 'anticipate' them to be all-rounders and perfect in all tasks and activities. And furthermore, it's far from the extended age idea of Indian society that the prime obligation of a woman is to attend to her family and to emerge as a great mom and spouse.

The problem of women in every segment of lifestyles is generally tough to categorize as she is the main detail on the planet that is confronting a particularly converting stage in her lifestyles like delivery as a girl toddler, becoming partner and lastly turning into a mother. The great scientist Albert Einstein says " Life is like riding a bicycle. To keep our balance we must keep moving" The participation of women has also raised the challenges to stability between responsibilities of their profession and circle of relatives lifestyles as there's slightly a time where there isn't any struggle.

II. Objectives of study

- To look at the challenges faced through working women.
- To benefit knowledge approximately the demanding situations confronted by means of the running women inside the place of job and family.
- To study about the stumbling blocks confronted by way of the working women's involvement in diverse sports for the upliftment of their own family, that ends in financial improvement of a rustic.

III. Review of literature

3.1 Vedhika Dhawan (2021) This study states that there is a higher level of discrimination against women and a lack of opportunities provided to females than males in the workplace as females suffer beyond words such as discrimination, oppression, violence within the family, at the workplace and in the society. This study also illustrates that there is an issue with previous policies enacted specifically, Article 15 of the Indian constitution which states there shall be no discrimination on grounds of religion, race, caste, sex or place of birth although it lays down the principle of discrimination but there is no clarity in stating gender discrimination it fails to justify its purpose. There is a need and demand to enact a fully specific problem related to the purpose of gender discrimination in the workplace to be enacted. This study highlighted the innumerable misery of women.

3.2 Ramya Thiyagarajan (2018) This study found that Financial independence gives women more respect in society. For a woman, being economically independent is very essential. This study emphasizes the economic empowerment of women. It enhances one's reputation and begets more freedom and economic independence in society. Women feel self-empowered and better and it helps them in their economic and social status also. This study highlighted the different perceptions of women's needs, fears, obstructions etc. Some are happy with their jobs and some are frustrated because of harassment, both mentally and physically; some women have a good environment for working; some are highly depressed because of issues with their colleagues. One type of stereotyped thinking that persists is whether women, who are crossing the four walls of their homes for jobs, are capable enough to compete with evils in the male-dominated society.

3.3 Aarthi Varma (2018) The study concluded with the tips on balancing act in which focus is given to the three major components knowledge, skills and behavior. The three-factor model advocated the tips for work-life balance lies in maintaining a balance of three factors: Knowledge, Skills, and Behaviour in both family as well as life. The knowledge of self, others and tasks in family life enables the working woman to engage effectively in her multiple roles: mother, spouse, sister, daughter and so on. It also enables them to develop healthy relationships with others and provides clarity of tasks in their various roles. Knowing their organization, the working environment and the function that they have to do can establish the right balance for their career and personal life. Another that affects the work-life balance of working women is the skill to deal with both family and workplace. In daily life, she should be peace-keeping by sharing feelings and encouraging others to do the same. She also should network effectively. This study observed that generally in the workplace, women must have decision-making capabilities, and technical skills and ensure that they build effective communication with their team. Working women also have to manage their behavior by maintaining relationships with family members, and being socially active through their formal interaction. This behavior in the workplace also should be role-based and therefore professional and formal.

3.4 Dr. Velmurugan R and Dr. Chockalingam. SM (2019) The study says that the responsibilities of female employees are twofold more than male employees. This study described the reason for the work-life conflict of women employees of select IT companies in Bengaluru city. The results of the study disclose that lack of teamwork and support, rigid work schedule, lack of time to care for family members and social commitment, lack of equal opportunity, inadequate support from family, absence of flexible working hours, ineffective stress coping mechanisms and more workload are the reasons for work-life conflict.

3.5 Ankita Bhadury, prof. Ashim Kumar Mukharjee (2015) The Study suggested, women are considered as the Ardhgini of their husbands which means half-body, but in reality, they are treated as beneath their husbands in status. If a man treats their counterparts equally the cases of domestic violence would reduce. Secondly, if a man desires a working wife then he should share the household responsibility equally with their wife. Organizations can play a greater role in reducing gender inequality in the workplace and also they should treat women at par with men at the time of promotion or at the time of reward. There should be stringent laws inside the workplace against harassment, molestation and eve teasing. There are numerous steps by the government about the safety of women, but the implications of their laws are not made properly. A mechanism should be developed by the government to see whether the laws are properly implemented everywhere. Women should themselves be empowered. This study emphasized that unless the woman makes cast-iron decisions against the wrong things, no one can protect her from the evils of society. She has to raise her voice against the pernicious activity prevailing in the society.

IV. RESEARCH METHODOLOGY

The researcher used Secondary records to accumulate data related to demanding situations faced with the aid of working women. For this cause, the researcher applied research papers, posted in Journals, Magazines, Peer-reviewed journals and snapshots accumulated from journals.

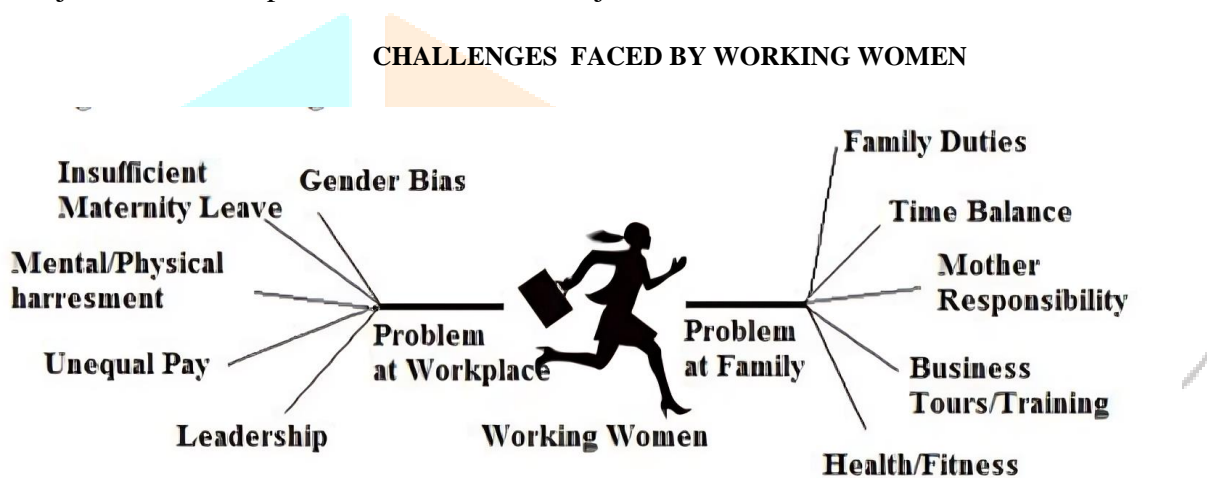


Figure 1-Challenges faced by Working Women
(Source : Aarthi Varma and Mulani Mahesh,2018)

V. CHALLENGES AT WORKPLACE

5.1 Societal Norms and gender biases

Social Norms and Gender Biases preserve to offer full-size boundaries for working women. Deep-rooted gender stereotypes and expectancies can result in unequal possibilities and professional improvement. Societal strain to comply with conventional gender roles, collectively with balancing professional endeavor and own family responsibilities, gives a further layer of complexity. Gender biases begin to take place at a completely early degree for working women. It is very tough to accept the reality that women also are capable of working shoulder-to-shoulder with guys. Indian Society helps male dominance in all principal, crucial and tough responsibilities even as women are taken into consideration to be prone and pleasant capable of bearing lesser paintings stress in the place of work. The capability and talents of Indian women have constantly been underestimated regarding their requirements, sales problems and promotions. In hundreds of families, no matter the truth that a woman is working, her all salaries are given to her husband, father-in-law or elder family member and in this way, her independence is on the superficial diploma. Regardless of the truth, women are going for work, even though she has to depend upon any character.

5.2 Mental Harassment

Intellectual harassment technique is the use of derogatory language, insults, call calling or belittling remarks directed at a female, its objective is to demean or undermine her warranty. Employers or colleagues can also use threats, bullying or intimidation techniques to create worry and exert control over a female can include veiled or specific threats of process loss, demotion, or distinct awful outcomes. Moreover, constantly criticizing a female's artwork, skills or talents, no matter her actual overall performance may be a form of intellectual harassment. These persistent terrible remarks can erode shallowness and self-guarantee. And also, intentionally excluding a woman from discussions, conferences, or social sports, or retaining her other than the institution, can cause emotions of loneliness, marginalization, and exclusion. The outcomes of intellectual harassment on working women may be profound, most importantly to improve strain, tension, or even despair. It could additionally negatively impact their manner performance, professional improvement, and fundamental well-being.

5.3 Physical Harassment

A primary trouble faced by the operating ladies is sexual harassment in the working region. Every day while a working woman steps out, she is subjected to a variety of sexual abuses and harassment at once or circuitously throughout traveling, in the workplace, in discipline, in the canteen, in outdoor meetings etc. She is abused verbally, and physically in addition to symbolically by using her colleagues, higher authority, subordinates and so on. Women personnel operating the night shift are more prone to such incidents. Very frequently the nurses and women running night shifts in company sectors face this trouble. Notwithstanding such bad and insecure working surroundings, she has to move on to aid her own family and make it economically sound. Some women move on by ignoring the incidents, a few by disgusting themselves for being women, a few by suppressing their anger with tears, some by compromising with the situation and many others. But very few rise up and increase their voice towards such acts. It so takes place their psychological strain occasionally forces a woman to resign from her activity. Despite the 2013 Sexual Harassment of Women at Paintings Area (Prevention, Prohibition and Redressal) Act in the region, a records evaluation compiled through complykaro.Com, an anti-sexual harassment advisory witnessed an upward push in place of work sexual harassment court cases through 27% in march 2022. The women within the administrative center file found that 35% of women in full-time company area jobs have skilled sexual harassment. Some others take a look at the same Employment opportunity fee estimates that 75% of women in such hostile conditions will now not document their harassment. And especially when the abuser is someone in a senior position. The number one purpose for this is the fear of being fired. The same research with the aid of EEOC located that " 75% of harassment sufferers experienced retaliation when they mentioned it".

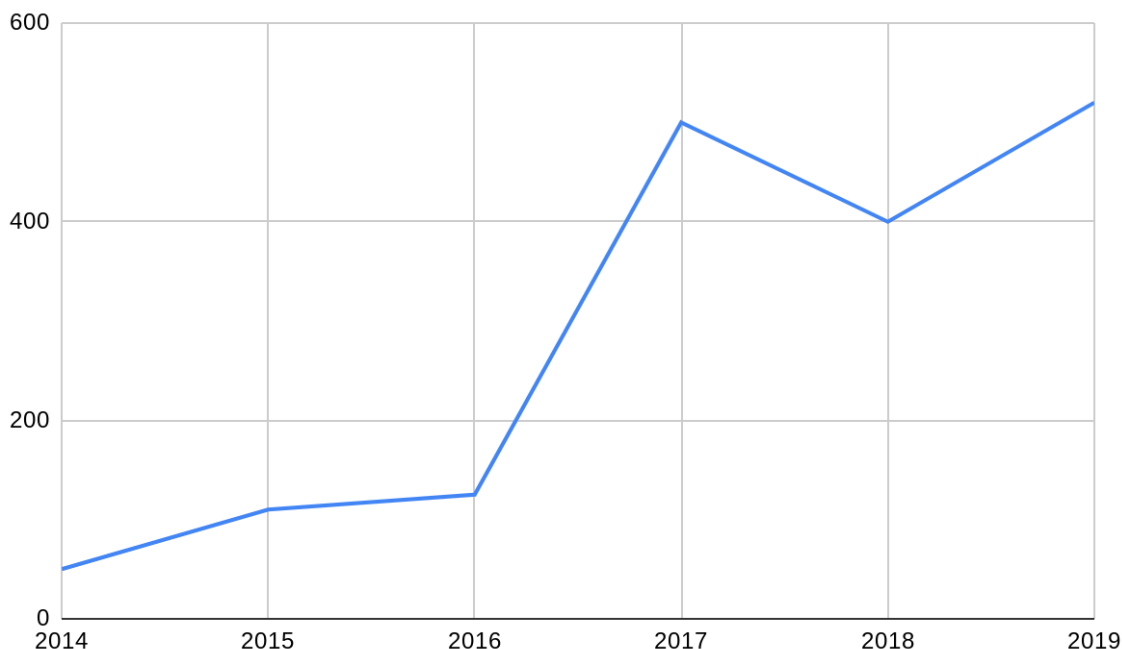


Figure:5.3

Note: Data are for cases of insult to modesty of women at the work or in office premises

Source: Secondary

5.4 Workplace Discrimination

In India there may be discrimination towards women and decreased possibilities are supplied to females than men inside the administrative center as women lie beneath numerous evils together with discrimination, oppression, and violence within their own family, at the place of business and in society. Ladies are discriminated against at each level in their running sphere. They're frequently deprived of advertising and boom opportunities at working locations. A majority of working women continued to be denied their right to the same pay, below the same Remuneration Act,1976 and are underpaid in comparison to their male counterparts. This is typically the case in factories, exertion-orientated industries and so on. Most of the time they are deprived of critical assignments by underestimating their intellectual stage.

5.5 Insufficient Sanitation centers

Working women go through due to a lack of sufficient sanitation facilities within the place of work. In keeping with Indian Census figures from 2011, there are 587 million ladies in India, accounting for 48 percent of the population. Despite this, only 29% of women over the age of fifteen take part in the hard work. At least part of the motive for this could be traced to women's lack of safety, which might be linked to their loss of admission to lavatories.

5.6 Loss of equal opportunities

In lots of businesses, men nevertheless are frightened about having a Female boss. Women are still underrepresented at every level, particularly in managerial and C-suite roles. Deloitte Worldwide's Women in Boardroom report of 2022 stated that a median of 19.77 of board seats are held with the aid of girls globally even as in India, the best 3.6% of ladies preserve the board's chair.

5.7 Gender pay gap

Women earn 77.9 cents for every greenback earned through guys. Research through pay scale says that in 2018. In India, the fight for the same wages continues. The labor Bureau in India has discovered that in rural areas in the agricultural zone, the hourly salary of guys is Rs. 264.05 and Rs. 205.32 for ladies. Inside the non-agricultural zone, the average day-by-day salary rate for men is Rs.271.17, while for women it's miles Rs.205.90. Civils every day referred that India has the best gender pay hole. The arena Inequality document of 2022 states that men earn 82% of the labor income at the same time as women earn 18% of it . This has been confirmed by using the World Economic Discussion Board's worldwide Gender Hole reviews of 2022, which placed India at 135 out of 146 international locations in phrases of gender disparity.

Source: Secondary
table:5.7 Daily wages of men and women

Sector	Daily wage of men (in Rupees)	Daily wage of women (in Rupees)
Agricultural Sector	Rs.264.05	Rs.205.32
Non-Agricultural Sector	Rs.271.17	Rs.205.90

Source: Secondary
table:5.7 Daily wages of men and women

table 5.7 shows the pay gap of the Agricultural and Non-Agricultural sector . In the Agricultural sector the daily wage of Men is Rs. 264.05 but the daily wage of Women is Rs. 205.32. This shows there is a wide range of pay gaps between men and women. In the Agricultural sector also the daily wage of Men earned is Rs. 271.17 and the daily wage of women is Rs. 205.90 for doing the same work as men.

VI. CHALLENGES AT FAMILY

6.1 Family Duties

Traditionally women are responsible for family activities, the primary obligations of women are the education of food. Now in the present day and advanced generation, most women pick out profession and family duties equally, then they face difficulties in handling dual roles and preparing all the food, specifically breakfast, lunch, dinner, and so on. For all family contributors as well as prepare food for visitors additionally. If the family contributors and husband assume tasty and healthful meals, then the spouse spends a massive time making ready food for all the circle of relatives contributors.

6.2 Mother Responsibility

Commonly, housework and infant care are still diagnosed as a woman's responsibility. Women take all of the obligations of worrying about and raising their children. Running women have more obligations to the circle of relatives, being concerned for children, and obligations related to the place of job. An operating mother has a huge load and responsibilities to care for a toddler and stabilize the work. In youth, each infant wishes special attendance from the mom, but a working mother doesn't have any other choice to take care of her baby at work. These kinds of elements grow in the absence and the running mother takes leave for a concerned infant. Toddler care is the biggest factor that impacts their work in addition to their family area. Working moms are confused about reaching the office on time as well as ending work within time, getting ready and dressing children for faculty; and sending kids to school on time. A kid's sickness is any other huge purpose to take away or absenteeism of mom. The stress level of caring for a child and balancing the work is high in working mothers and this stress reflects the negative impact on the relationship of husband and wife as well as other family members. (Poduval.J., Poduval.M.(2009)).

6.3 Sacrifice celebration

Working women experience that participation in any rite or function of family or pals wishes greater time for getting equipped and attaining the vacation spot. Working women can take part in all of the features of buddies and spouses and children due to numerous work-related issues particularly leaves, working load, high working obligations, and so forth. This sort of application and function created a disturbance in the time control of running women.

6.4 Time Balance

Indian working women ought to hold stability between their households and professions if they need to achieve independence and achievement in their lives. In this hassle, women get stressed. They are trying to boost their working electricity for their paintings which makes them lack sleep. They now and again experience distance and because of this, they must face many emotional and mental issues. Insomnia and despair are two fundamental mental troubles that running ladies normally are afflicted by. They experience a tremendous loss of employees. They don't have any time for themselves. They feel unable to percentage their emotions with all and sundry left with the most effective options: both to give up the process or to just accept the despair as part of their operating existence regardless of their full determination in the direction of their career, still their job priority is considered secondary inside the family and society. In state-of-the-art time additionally, it is predicted that women's number one obligation is best to address their circle of relatives and children. This creates de-motivation toward professional development.

VII. PARTICIPATION OF WOMEN IN ECONOMIC DEVELOPMENT

Over the past few decades, Women working in professions have labored assiduously, with their expertise, willpower and exuberance. They contribute massively towards India's monetary increase and prosperity. At present, there are 432 million women of working age in India, out of which 343 million are employed within the unorganized region. A report with the aid of Mckinsey Global Institute has envisioned that simply by imparting the same possibilities to women, India could add US\$ 770 billion to its GDP by 2025. But the prevailing contribution of women to the GDP remains at 18%. Even in rural India, women have been accomplishing new milestones normally. Notwithstanding social and familial exclusion, women have asserted their proper to financial independence, built corporations from scratch and stimulated the ones around them. Inside the Panchayat machine, 50% reservation is obtainable to women while many national programs, along with 'countrywide Rural Livelihood task', are imparting management opportunities to them at the grassroots stage. Government initiatives like the 'Swachh Bharat

assignment and Mahatma Gandhi Countrywide Rural Employment Guarantee Act have furnished women bodies of workers with supervisory task opportunities. Nowadays India is the 3rd largest surroundings in terms of Startups within the globe and additionally, the third biggest within the Unicorn network. But, the best 10% of them were led by women founders. The hour wants to mobilize extra guides-mutually and financially for women marketers and help them kick begin their adventure. Luckily, the previous couple of years have seen a paradigm shift within the whole manner of women turning into business leaders and founding businesses.

VIII. CONCLUSION

Typically the important thing to strengthen the social reputation of a running woman lies in her palms. Women need to be more assertive and privy to their rights at home as well as at the administrative center. Until women determine to raise their voices against her exploitation, whether or not economic, social or sexual, the purpose of women empowerment cannot be completed. Society and the circle of relatives are the two essential institutions that could position its attempt to elevate the reputation of the operating women in India. India being a traditionally patriarchal and male-dominated society, without a wonderful and liberal mindset of the average Indian male to encourage working women, a real elevation of working women inside the society goes to stay a distant dream. Fairness and Independence have to not only be constrained to papers but have to be introduced into the realistic elements of life. Working Women are sincerely living a tough existence wherein they encounter many hurdles and social and psychological strain from the human beings around them. women deserve admiration, help, compassion and empathy, from their own family and children. While she is devotedly doing the entirety for her circle of relatives then at least she should be rewarded with emotional and ethical guidance. All she desires is a little concern, recognition and affection. Also, there is a need to train men and inform them to respect different women like they respect women of their family. They must show flexibility in their mindset and must take delivery of things that women can carry out even better than them.

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