

Challenges Faced By Women Workers in India

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ABSTRACT

India is a traditional country and there is diversity in religions, culture and customs. Educated women are just on the threshold of transition from tradition to modernity. Role of the women in India mostly is household and limited to domestic issues. In some cases women can find employment as nurses, doctors, teachers the caring and nurturing sectors. But even if well qualified women engineers or managers or geologists are available, preference will be given to a male of equal qualification. India's goal of economic progress and development for all remains marred by a consistent rise in the level of gender inequality. This is evidenced by India's poor performance across various socio-economic indicators, reflecting a low female-male labour force participation rate, high maternal-mortality rate, low women's literacy levels etc. The present study investigated the challenges faced by women workers.

Keywords: challenges, women workers

INTRODUCTION

Women held high status and position in Ancient times. In later ages, her status deteriorated. Throughout the history women enjoyed from being equal partners of men only when they were as active as men in production and in providing the necessities of life, such as food and clothing. This was in technologically primitive and gathering societies where production was concentrated around home. When the production has changed shape by shifting from home to factories or offices, men have started working outside home while women have continued staying at home producing non-economic goods like childcare, cleaning and cooking. Since producing noneconomic goods had no value in capitalist economies, the relative status of women deteriorated by time. Evidently, a majority of the women still do not enjoy equal status. Women's position in the family very much depends upon the level of their education. Higher the level of her education, greater equality she enjoys in the family. Women's participation in the labour market is influenced by social norms governing gender roles and responsibilities as much as it is by economic and structural factors. In traditional societies where the man is accorded the role of providing for the family, women's relative absence in the labour market could well reflect both their and the household's preferences, which often has class connotations. A working woman could signal economic hardship issues for the household and thus, with improving household income, there is a tendency for women to move out of the labour market. The government's low social and economic investment in promoting the freedom of women in both individual and social capacity, and ensuring equitable development, remain the key factors responsible for a rising gender imbalance.

It is only in the history of India where the women have been perceived as the resemblance of a Goddess in fact in the ancient times and specifically in the Indian mythological instances, woman has been conceived as purely a Goddess who possesses all the godly virtues and who administers her compassion, affection and wisdom for the welfare of others. Over the time this ethos has been modified and changed and moreover has been diluted under the immense influences of Male dominance, Patriarchal system of the society and rapidly increasing modernization in the nation as well as the world around. Women are considered inferior, secondary individuals to men. So they are suppressed, oppressed, harassed, subjugated and deprived of even their basic rights till date. Atrocities and crimes are committed against them by their own family members Indian women are also being aware of their Rights and Privileges, they are also raising their voices for their Right to work, Right to maintenance and moreover for their Right to Equality. They also seek equality and fair decisions, they also wish to feel the joy of Freedom and Independence and there they begin to make efforts to realize all their aspirations. Women of today are confident, they want to become self-reliant and they also want to contribute to their families and children not only in terms of physical and mental terms but also in terms of financial support. There are numerous of problems Indian working women have to deal with and moreover there is a tremendous pressure for creating a balance between the family and the work. Difficulties in the workplace, remuneration issues, security problems, gender biases, assaults and exploitations are among the major issues/challenges which the Indian working women have to struggle with. Managing both the family and job responsibility on the part of the women today are quite tough and challenging. It is very difficult for them to carry dual responsibilities at home and the workplace. It creates psycho-socio problems both in the family and professional field; despite the fact that it provides economic security.

Problems faced by women workers are.

- 1) **Sexual Harassment:** It is a major issue that women face at their workplace and many women fall victim of sexual harassment at workplace. Many other kinds of attitudes like taunting, teasing, abusing and assault are also practiced against working women at their workplaces. At times employers try to take sexual favours from women employee in return of other benefits and promotions. Due to financial constraints and acute poverty, young girls are often lured away by middle men and brokers with a false promise of being offered alluring jobs. In the process they are after cheated with sexual harassment which ultimately ends up in dubious condition.
- 2) **Discrimination at Work:** Discrimination starts at the very level of recruitment and interview, where recruiters/interviewers see women incompetent for doing challenging roles

in the organisation. Even if the women are highly qualified there has already been done a stratification of work that keeps the females out of touch of certain jobs which require outstanding intelligence/ hard physical labour/ alertness. The male colleagues are indulged in a lot of politics and manipulations at the workplace against their women colleagues. Equal Remuneration Act 1976, professes equality in remunerations but it has seldom been exercised in fact Indian working women are usually underpaid. Usually the women, who work in Indian factories and labour oriented places, are generally paid lesser in comparison to their male colleagues.

- 3) **Lack of Family Support:** Lack of proper family support is another issue that working women suffers from. At times, the family doesn't support women to leave the household work and go to office. They also resist for women working till late in office which also hampers the performance of the women and this also affects their promotion. If women are in higher position at workplace the she has many more responsibility then also they have to come at home right time, cook, clean, take care of their family member. It creates more stress & its effect to some health problem. Due to lack of leave, sometimes working women are not able to attend family function. Working women do not properly take care of their family members. Family-Work Balance means the women has power to equilibrium the hours of personal and professional life. But sometimes some circumstances occur in such a way that conflict will be occurring either socially or professional side to balance Family-Work life. She is unable to set her priorities.
- 4) **Job insecurity:** Unrealistic expectations, especially in the time of corporate reorganizations, which sometimes puts unhealthy and unreasonable un reasonable pressures on the employee, can be a tremendous source of stress and suffering. Increased workload extremely long work hours and intense pressures to perform at peak levels all the time for the same pay, can actually leave an employee physically and emotionally drained. Excessive travel and too much time away from family also contribute to an employee's stressors.
- 5) **Workplace Adjustment:** Adjusting to the workplace culture, whether in a new company or not, can be intensely stressful. Making oneself adapt to the various aspects of workplace culture such as communication patterns of the boss as well as the co-workers, can be lesson of life. Maladjustments to workplace cultures may lead to subtle conflicts with colleagues or even with superiors. In many cases office politics or gossips can be major stress inducers.

Conclusion

The status of women in India has been subject to many great changes over the past few millennia. With a decline in their status from the ancient to medieval times, to the promotion of

equal rights by many reformers, their history has been eventful. In modern India, women have held high offices including that of the President, Prime Minister, Speaker of the Lok Sabha, Leader of the Opposition, Union Ministers, Chief Ministers and Governors. Women in the workforce earning wages or salary are part of a modern phenomenon, one that developed at the same time as the growth of paid employment for men, but women have been challenged by inequality in the workforce. Until modern times, legal and cultural practices examples needed, combined with the inertia of longstanding religious and educational conventions, restricted women's entry and participation in the workforce. Women's nature is promotion to gain high quality in every field but if the condition is not ready then the reduction of promotion and optimization in work will be occur and etc. Women workers are often subject to sexual harassment then the Government should put strict rules for these types of crimes , also public transport system sometimes danger for woman and Government should put more Inspection. The Laws should be practiced strictly which provide total security, equal remuneration and a safe working atmosphere for the working women. There is a deliberate need to reshuffle the mind-sets and beliefs of the family members, employers, colleagues and the public at large.

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Rawat