



Challenges of Working Women at Workplace

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Abstract:-

The present study therefore aims at finding out if women face challenges in the workplaces which pose problems for them, and what are those particular challenges that women face working in the various sectors and what credible solutions and coping mechanisms can be offered to help them lessen such problems, so that women can understand their own value and ability to face problems in different ways. The study also aims at finding the problems of different age group working women and different categories of women like single, married, separate/divorcee, widow etc. Understanding the problems in a clear way would assist us in finding adequate answers in reducing the problems.

Keywords: - Psychological challenges, Women and working place

Introduction:

Throughout the entire existence of human advancement, women have been as essential in the history making as men have been. Truth be told higher status for women opposite business and work performed by them in a general public is a critical indicator of a nation's general advancement. Without a doubt, without the dynamic participation of women in national exercises, the social, monetary or political advancement of a nation will deteriorate and get dormant. In any case, incidentally and deplorably, women workers all in all, are not paid attention to vary by their bosses, associates, or society at huge. Having a vocation presents challenges for women because of their family obligations. Customarily Indian women had been

home creators yet in the ongoing decades, appropriate education and better mindfulness, notwithstanding the regularly expanding average cost for basic items has made them to go out and pick vocations. In a patriarchal society like India it is still accepted that a man is the essential provider of his family. Albeit Indian women have begun working outside their homes yet at the same time they have far to go both socially, socially and financially, to get constructive attitudinal changes in the outlook of individuals.

It is commonly seen that sexual orientation predisposition against working women begins directly from the phase of enrolment. A large portion of the Indian men are not prepared to acknowledge that women are sufficiently fit to work next to each other with men in every one of the divisions, other than in a couple of constrained ones like instructing, nursing and in administrative areas. Their capacities are for the most part underestimated because of which Indian women tend to decide on less demanding employments regardless of whether they are profoundly qualified. Women have the obligations to adequately deal with their different jobs in household just as professional lives. Men for the most part don't offer any assistance in the family units work. This makes the life of working women very unpleasant.

Foundation Information:-

While a dominant part of the women still face discrimination and sex inclination, over the most recent couple of decades, the quantity of women effective in legislative issues, innovation and business and so on is certainly on the ascent. Society has begun seeing women in an alternate point of view. They fill in as attorneys, medical attendants, specialists, social laborers, educators, secretaries, chiefs and officers and so forth. There is no profession today where women are not utilized. In any case, the facts confirm that working women need to confront issues by ethicalness of their sex. For quite a long time women have been exposed to exploitation and torment, physically, explicitly and rationally. There are multitudinous test and issues looked by them both at home and workplace. What we by and large observe today, notwithstanding different media and diary reports is that in the workplace women for the most part face mental pressure, lewd behavior, discriminatory practices, and wellbeing and security issues and so forth (Martin, 1989). India's patriarchal society considers women just as homemakers and sexual articles and is by and large exposed to exploitation and torment (Dube, 2001).

Women in the Workplace:

Women in the workforce acquiring compensation or a pay are a piece of a cutting edge marvel, one that created simultaneously as the development of paid work for men; yet women have been tested by imbalance in the workforce (N. Andal 2002). A lady is a social creature. To keep her in imprisonment, without access to work or fund or collaboration with the outside world, is not exactly reasonable (Eisenhower, 2002). Economic, social and political strengthening of women is fundamental for the improvement of any general public. Working women are basic for the improvement of the general public, so strengthening of women is imperative to the procedure of upliftment of financial, social, political status of women. Generally women have been the under-special ones in the general public, detesting indistinguishable rights or standards of living from the other portion of the population. As indicated by Robin (2002) "Sexism is the root mistreatment, the one which, until and except if we evacuate it, will keep on advancing the parts of prejudice, class, hatred, ageism, rivalry, natural catastrophe and monetary exploitation. No other human differentiations can be comparably incredible in recreating mistreatments, and in this way, women are the genuine left."

Status of women can be extensively characterized as the level of financial fairness and opportunity delighted in by women. Financial, social and social components transaction for fortifying the sexual orientation contrasts in proprietorship, control and access to land through legacy, marriage or casual systems (Arun, 1994). Women's financial status in the family, relies upon three degrees of impact, viz., women's gained monetary and social power, the financial status of their families and the degree of help and openings in the network (Zhao, 1991). Women's monetary prosperity is generally upgraded by women procuring free wellsprings of pay that brings forth expanded confidence and improved states of their families and the general degree of advancement in their networks. The sexual orientation hole in the proprietorship and control of property is the most critical supporter of the sex hole in the monetary prosperity, economic wellbeing and strengthening of women (Andal, 2002)

Women have been assuming essential jobs in family units since ages. Presently women are additionally perceived for their incentive in the workplace and are occupied with wide scope of exercises of work notwithstanding their standard household work. Building a general public

where women can breathe unreservedly unafraid of mistreatment, exploitation, and discrimination is the need of great importance, to guarantee a superior future for the people to come. Okolo (1989) contemplated that another snag is the absence of good examples of official women because of their rare nearness in top administrative positions. Similarly, this examination discovered that there is no sexual orientation distinction in organizational progressive systems when a lady has accessed them. "The absence of effect in women can happen in light of the fact that official and administrative women have created endurance features getting safe with the impacts of men's chains of command. A pecking order created by men exclusively may have an impact upon the appointment of an administrative board, and then its further impact isn't extremely solid."

Ronald J. Burke, Mustafa Koyuncu and Lisa Fiksenbaum (2010) analyzed the relationship of the apparent nearness of organizational practices intended to help women's professional success and their work attitudes and satisfaction and their psychological prosperity. Data were gathered from 286 women in administrative and professional occupations working in an enormous Turkish bank, a 72 percent reaction rate. Five organizational encounters were considered: negative attitudes towards women, equivalent treatment, support, profession obstructions and male standards. Women revealing increasingly steady organizational encounters and practices were progressively occupied with their work, more employment and profession satisfied, and indicated greater degrees of psychological prosperity."

Wentling (2003) demonstrated that the twin jobs of women cause pressure and struggle because of her social structure which is still progressively prevailing. In her examination on working women in Delhi, she has demonstrated that "customary dictator set up of Hindu social structure keeps on being the equivalent essentially and consequently women face issue of job struggle change in attitudes of people as per the situation can defeat their problem. "Vokolo (1989) contemplated that another impediment is the absence of good examples of official women because of their rare nearness in top administrative positions. In like manner, this investigation discovered that there is no sexual orientation contrast in organizational chains of importance when a lady has accessed them. "The absence of effect in women can happen in light of the fact that official and administrative women have created endurance features getting insusceptible with the impacts of men's progressive systems."

A progression made by men exclusively may have an impact upon the appointment of an administrative board, and then its further impact isn't solid." Ronald J. Burke, Mustafa Koyuncu and Lisa Fiksenbaum (2010) analyzed the relationship of the apparent nearness of organizational practices intended to help women's professional success and their work attitudes and satisfaction and their psychological prosperity. Data were gathered from 286 women in administrative and professional employments working in a huge Turkish bank, a 72 percent reaction rate. Five organizational encounters were considered: negative attitudes towards women, equivalent treatment, support, profession obstructions and male standards. Women detailing increasingly strong organizational encounters and practices were progressively occupied with their work, more employment and vocation satisfied, and indicated greater degrees of psychological prosperity."

Significance of the Study:-

Educated urban women are presumed to be more aware of the opportunities and challenges of the workplace or educated urban women can better understand their roles and limitations in the workplaces and are perceived to be bold enough to develop their own personalities, with or without encouragement from their families. An assessment of the problems and issues plaguing urban working women is therefore a necessity for better understanding of workplace dynamics related to women.

Research Problems:-

The study evinces the following research problems for the study at hand related to problems and challenges faced by working women in the workplace:

1. Work related stress problems faced by working women.
2. Victims of physical harassment and unfair treatment in the workplace.
3. Tolerance of abuse, violence, harassment and discrimination.
4. Prejudiced and stereotyped thinking faced by working women.

Objectives of the Study:-The study attempts to address the following key research objectives:

1. To gain knowledge about the problems and challenges faced by urban working women in the workplace.
2. To identify the key socio-economic pointers contributing to women's status, safety and security.
3. Family, community and society that can lead to their overall development.

Nature and Scope of the Study

The study is exploratory in nature and seeks to identify the problems and challenges faced by urban women in different professional sectors like public sector enterprises, banks, schools and colleges, hospitals, commercial organizations etc. Further the study also aims also at finding out the organizational supports for women employees so that the women employees are able to give their best to their organization and are able to reach their full potential. The present study surveyed only urban women employees in white collared jobs who have been in their jobs for at least six months. The study was conducted within Aurangabad city. Aurangabad city is a steel plant city; multi-linguistic, multi-ethnic, multi-religious and multi-cultural. This diversity makes it more attractive for this research study. The places covered for the study were the local schools, colleges, banks, hospitals, Public Sector enterprises, Engineering services, Commercial organizations etc. Primary data was collected from 100 working women of the organized sector using a mixed-methods approach that included face to face interviews, Focus Group Discussions and questionnaire. Seventy-fives responses were found to be complete and valid. The data collection period ranged a one month period from December 2015 to January 2018. Methods triangulation was adapted for establishing the validity and reliability of the study: Data were collected using face to face interviews and through two focus group discussions. The questionnaire consisted of 16 close ended and four open ended: (a few items are given below) Are you facing problems related to family life and professional life? Have you ever faced sexual abuse of any kind in you workplace (yes or no)? Do you suffer from any health complications like mood swings, depression, concentration problems due to problems at workplace (yes, no or can't say)? Do you have any additional comments about your fears,

frustration, wants, needs, career, boss, team, workplace, workplace environment etc. please elaborate?

Data collection process:-

Both qualitative and quantitative aspects have been taken into consideration for the study. The methodology followed was a questionnaire-based survey among the urban working women of the selected localities, in addition to face to face interviews. The questionnaire consisted of 20 items on various aspects of the study in addition to the demographic details of the respondents. A pilot study among 30 of different working women of Aurangabad town was initially conducted to test the validity of the questionnaire. Subsequently certain items were dropped and certain others were modified for better elicitation of results. Data were collected using the personal contact approach. Questionnaires were distributed to a sample of 100 working women located in Aurangabad city, out of which 75 valid and complete responses were returned. Each of these 75 women was interacted with and interviewed face to face. Some related questions were asked of them and the comments noted down. In addition to face to face interviews, two focus group discussions were conducted with eight women in each group. These discussions also elicited information and data that have been discussed in the next chapter. Different methods were used for collecting data on the working women.

Interpretation of Qualitative Data:-

The greater part of the working women said that as working women you will experience the ill effects of issues. Wellbeing related issues like physical and mental pressure, general shortcoming, exorbitant remaining task at hand as a result of work pressure, family pressure and so forth are altogether genuine issues. Some of the time the pressure is significant to such an extent that they want to relinquish their professions however then they understand that these are every one of the a piece of life that they need to battle and suffer, which ultimately makes them more grounded. Sexual orientation discrimination additionally occurs, men feel that women are not able enough to work appropriately and incapable to take choice in a superior manner.

One all the more intriguing, however harsh truth that was uncovered was that female associates likewise give mental pressure, such as enjoying desirous conduct, pointless tattle and

competition. A few women additionally remarked on unfairness dispensed to them by their female partners where they spread negative bits of gossip about one's character and childhood. They neither tune in to, nor are they keen on tuning in to your side of the story, yet basically proceed with their remarks, and any issue with that is met with contentions and irrational conduct. They attempt to pester by creating disarray and misunderstanding with bosses and gripe about different females. Male individuals additionally attempt to separate sexual favors. On the off chance that one is a solitary/divorced person/separated from husband, at that point other male individuals attempt to draw near and in the event that they don't an ideal reaction, at that point they start talking spreading bits of gossip throwing defamations on the lady's character and family. They resort to verbally abusing and credit certain derogatory names that impact others in the workplace. Individuals become critical and gotten ignorant concerning one's great characteristics, rather feature just the awful ones. Male associates as well as female partners resort to this sort of mental torment and harassment.

In the event that working women work and get a higher post, at that point individuals typically feel that the lady has the higher post on account of preference and make inferences on her character rather than tolerating her capacity of accomplishing this sort of a position.

The greater part of the women admitted to sexual harassment occurring inside the workplace yet in a city like Aurangabad there is less likelihood of sexual harassment than in metro urban communities, since individuals are increasingly worried about the scandal it may create in a little place like Aurangabad, and likewise in light of the way that individuals know each other all the more intently, when contrasted with greater urban communities which gives a sort of namelessness. In Aurangabad they face progressively mental weight, wellbeing complications, sadness, and analysis from male and female associates. In any case, female partners are increasingly close to home in their analysis, they remark more on an associate's character, standard of living, family matters, in any event, dressing styles and so forth. Sexual harassment is looked by women in the workplace as well as outside the workplace. Women have their very own dread wellbeing and security from outsiders as well as from their own relatives or neighbors attempt to sexually pester and manhandle them. They have a dread of sexual maltreatment (contacting, gazing, scurrilous remarks and so forth.). Driving in broad daylight transports to their offices gets these sorts of sexual maltreatment yet they come up short on the budgetary

assets to give themselves a superior arrangement. Budgetary freedom gives women more regard in the general public. For a lady, being monetarily free is basic. It upgrades one's reputation and generates more opportunity and autonomy in the general public. Women feel self-enabled and better and it causes them in their monetary and economic wellbeing too.

Claim Observations and finding:-

It was seen that various women have diverse impression of their needs, fears, frustrations and so forth. Some are content with their occupations; some are frustrated in view of harassment, both mental and physical; a few women have a great job condition; some are profoundly discouraged on account of issues with their partners, both male and female. One fascinating certainty that was uncovered was that those women who are progressively excellent or have enough great character and can convey themselves positively; individuals in a flash make a specific inference about their character that is profoundly negative. They consider her in an incorrect manner and accept that those women having a benevolent sort of nature inside workplace male part by and large feel that sort of articles for them they can do anything with her.

Some male individuals who are exceptionally qualified and holding a high position, yet are profoundly frustrated due to work pressure or for some other individual explanations behind their own, occasionally they act appropriately with junior women representatives before others yet secretively badger these women for satisfying their own resentment and frustration. One sort of stereotyped reasoning that still endures is whether women, who are crossing the four dividers of their homes for employments, are sufficiently competent to contend with others, and simultaneously appropriately balance among family and professional life. So the inquiry emerges concerning why just women need to adjust the two lives, and why women have every one of these weights push on them.

Sexual harassment by male partners is a reality. Mental harassment by female associates is likewise a reality. 2. Working women face issues as a result of their female associates (envy, contention, rivalry and so forth.) 3. Associates, the two men/women reach inferences about women's character, now and again with no premise. 4. Monetary freedom gives women more regard in the general public as saw by the working women. 5. Working women feel they are

confronting more mental weight and sadness than non-working women. 6. Very little mindful about Acts and Policies favoring women in the workplace. 7. Medical problems are likewise a significant issue for working women. 8. Working women are driven away from their little kids at home on account of their work. Absence of legitimate emotionally supportive network. 9. Life as a solitary parent extremely trying for working women.

Conclusions:-

Conclusions related to the challenges and problems faced by working women drawn from the analysis of responses:

- Professional women feel isolated and burdened by the simultaneous demands of their new aspirations on one side and the traditional way of life on the other.
- Women are discriminated against in all walks of life.
- Women are subjugated, dominated and exploited both at work places and home.
- Women are generally unable to give proper and quality time to households, kids and family.
- Working women generally face workplace sexual harassment, mental pressure, and safety issues.
- Females are also highly judgmental about other female colleagues and try to put one at any given opportunity.
- Women face problems leaving kids at home and going to office early in the morning.
- Child rearing problems are always faced by working women.
- People make particular perception or draw conclusion about characters of working women.
- The social system cannot accept the new roles of women who end up feeling misunderstood and distressed.

Some Recommended Solutions

- Partners can be more sensitive to women's needs, and counter tradition by helping their wives perform daily tasks and take care of children.

- Organisations should have an internal code to ensure security of women employees and take measures to ensure that they discharge their job in a secure atmosphere.
- Governments should make it mandatory for companies to install Global Positioning System (GPS) in vehicles carrying women, in all industries which engage women in night shifts.
- Providing self-defence training to women; installing safety devices and CCTVs at the each work place; undertaking police verification of cab drivers, security guards etc.
- Child care facilities and Child care leave for working women should be provided by every organisation.
- Flexible timing and Possibility to work from home are required for working women.

Limitations of the Study

All scientific inquiries are subjected to few limitations, although these may differ with respect to the magnitude of limitations. The findings of the present study are subject to the following limitations:

1. The study area was confined to one small township. Thus the results of the study are applicable only to similar kind of situation analysis.
2. The study pertains to a certain time period. The result may not be valid for over a longer period of time due to fast changing socio-economic and socio-cultural setting in this study area.
3. Because of limitation of time and other resources involved in research, the present study was restricted to a limited number of samples.

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