

## **The Problems of Working Women In Today's Arena**

***Christy Jebamalai Latha.I***

*Revenue Record Assistant, Revenue Dept  
TirunelveliCollectorate 627009*

From the days of Adam to the days of atom women have an important role in the development of society. Women are the wealth of India and they have added laurels contributed in almost every field and made India proud all the time. They are in front, leading the country, making mile stones and source of inspiration for many. Being a democratic developing country, India had been a famous country for its unity in diversity and also for the respect they have for women. But Women are not equal to men and hence women backwardness is also very clear in the Indian society because of the social issues and constraints that women have to face in the country today. Though 'Equality' is been attained to a certain extent in this modern world, we should really think of the high tides that women would have faced in the past patriarchal society. Patriarchal societies compel women into little boxes and their opportunities are restricted.

Several hurdles and problems women had faced in the past enabled them to emerge as a 'free independent individual' and had also coerced them to fight in various times to come out from the strong traditional society. It had to be accepted from the words of Shakespeare that the world would be imperfect without the presence of the woman. The woman came out of man's rib, not from the feet to be trampled on, not from his head to be superior but from the side to be equal, under the arm to be protected, next to the heart to be loved.

One of the important factors that systematizes one-third of challenging life for individual is an occupation. In fact, employment has critical factor to be the cause in the level and type of a person's life, especially in modern society and it can produce various prospects for each person (Aziri, 2011; Wrzesniewski, Mccauley, Rozin, & Schwartz, 1997). An employment opportunity creates a happy atmosphere and it indeed changes the attitude of a

person. It is a comforting factor for deprived people. Women's economic status individually reflects on the society as well. Women finds difficult to find a decent job that suits their education, culture, social belief, community, and family (Heslin, 2005). Recent survey of 2019 shows there is a gradual increase in the number of working women in India. 39.3% of women are working in India. It is to be appreciated that women have made their door open in every field of work today. According to the census 2011 of India the literacy rate for women in our country is 65.46% Out of which 25.6 % are working women in India. The number of working women in India comprises only about half of the working male in our country. There is a rise of 13% of sexual assault of women in the year 2019. Apart from this there are major challenges that set as a great hindrance towards the progress of diversity which 42% women face unconditional gender bias where fewer women leadership are in practice. This questions about women empowerment of the 21<sup>st</sup> century.

The economic standard of a country will come up only if greater gender equality is followed and only if only women experience well paid and safe environment. A review of the empirical patterns and trends in women's work in past decades reveals that gender has persistently been a form of disadvantage. Female workforce in the modern world has made them to abandon agricultural practices and have moved into fields of manufacturing, dying and small scale business where the government funds schemes. It had to be admitted that many women have remained unemployed though they carry the same qualification and standards that of men. They also have stayed at lower ranks and and have been in lower occupational hierarchy though they deserve better than that of men. (UN Women 2015). Though equal pay has been achieved now there had to some changes where the gender inequality can be diminished. Women work for longer hours than men and it had to be questioned if women is empowered when they are made to face distress because they are confined to a job where they are able to fit themselves in female incentive jobs. To overcome

this they have to overcome the challenges that had been put across them. Though developed or developing countries women holds a unique positions but she had to face a lot of hurdles and several social impediments ( Barathi 2017).

Explanations include the greater difficulties women face in balancing their work and family responsibilities; cultural and practical restrictions on their time and mobility; discrimination in access to financial capital, social connections and other resources; and lack of education, all of which may translate into greater lack of experience and self-confidence (RobinoCarolinaand Raquel Tebaldi 2018). Women's opportunity to work emerges out of necessity and not out of options and choices as it is very difficult to substantiate the transition accumulation of the end spectrum which we find to speak about.

In the life of an Indian woman her life is revolved around her husband and her family. Though the man in the family is well educated and had claimed to possess the modern outlook, he had behaved to be still like a traditional husband, ancient traditional beliefs and it had reflected in his attitude towards his wife. He may be a staunch exponent of equality of women with that of men. At home he dominate his wife and he expect his wife to obey on any boundaries without questioning. He could not come to terms that his wife was considered to be his equal. According to him woman though she is independent he consider her as weak and docile and had been always dependent on the man. The problem becomes more vulnerable when the woman earn more than that of her husband and when she was smart and more capable than her husband. The inferiority of the husband is seen through the actions by exerting his superiority over his wife. This had led to more oppressive condition for a woman. Thus working women experience a severe problem when their salary is more than that of her husband. Hence the woman make sure that the feeling of the husband is not affected and she had to adopt the stereotyped notions of a woman by proving her man that

she is less smart and take care of the inferior feeling husband and hence she had to make sure of the low esteem self- image.

There had been five categories where women fall as a victim while working. The following are the problems defined that women are exposed to:

1. Mental Harrassment
2. Sexual Harrassment
3. Gender biased problems
4. Poor working conditions
5. Transporatation problems

### **Mental Harrassment**

Working women experience mental stress that had included the following problems faced by them. Women had been stressed mentally in their work place when their efficiency was questioned and whey fall a prey to the tactics of their fellow men subordinates. They even face marital problems on the account of working with their male co-workers. Jobs and promotions had not been an easy task for women don't get appreciation on what they do. The superiority of women cannot be accepted by men and hence their accession to success had been easily thwarted. To get rid of them they were given unattainable tasks and timelines where they were not able to manage both their work and family. Hence they are forced to get into mental stress and develop psychological problems.

### **Sexual Harrassment**

Women are exposed to sexual harassment in educational institutions, at home, at work, while travelling and many more to tell. It had to be shuddering that the law protectors had been violating and disgracing the modesty of women. Overcrowded public transport had got

women to be easily targeted for physical harassment. In domestic jobs or jobs at shops and factories most of the women experience an unaccountable sexual tortures when their immediate supervisory position is a man and it had given them an opportunity to exploit women who are their subordinates. At this situation the subordinate woman is forced for sexual favours by their higher officers. If they refused their life is made to hell and her career becomes miserable. This made her psychologically depressed and had forced her to quit her job. In our society, most circumstances the woman who had undergone sexual abuse made the cases go unreported because of the trauma and the dishonor of the cases attached to it.

Recently various guidelines and resolutions had been made to extend the definition of sexual exploitation. There had been gender equality which comprised protection from harassment and right to work with self-esteem. Sexual harassment of a woman at the place of her work was found to be incompatible with her self-respect and it needs to be eradicated. There was a need to take appropriate steps that had to be taken by employers in workplaces that is in public or private sector, and it had to be ensured that a safe working atmosphere is necessary for women. Appropriate work conditions had to be provided in terms of work, health and hygiene and it had to be ensured that there would no hostility towards woman. Laws should be implemented for providing safety towards woman.

### **Gender biased problems**

However, Indian women undergo palpable discrimination at their workplaces. Pay of scale is different for men and women. Promotions were not given equally and women experience a biased situation every time. Leadership opportunities are not given for women and in software field on site opportunities had been shelved into half when compared to that of a man. The constitution of India itself had given 33 percent of reservation. When the

constitution treats woman equally all the other fields would pave for woman for equal opportunity,

**Poor working conditions**

Women were preferred more in unorganized areas as woman were given low wages than men. There had been no safety measures and wage policies for women who had been working in the unorganized sectors, Theunorganized sectors include textiles industries, shops, and factories. The maternity leave had been only for 90 days without any wages. Even if they were injured at their workplace they were not given good medical care nor any financial help. Poor working conditions and lack of sanitary facility and unsecured work places during unregulated working hours. Hence there had been no good environment for working women in unorganized sectors.

**Transporatation problems**

The traditional mindset in the Indian society makes it tough for a working woman to poise her family life the professional life. In many Indian families, woman were not allowed go out after 6 p.m in the evening. Hence, they cannot work after 6 in the evening. These orthodox mindset is because of the fact that there is no safety for woman in the evening or at night. Transportation problems and many problems affect a working woman because the family is much worried of her protection. So when a woman is able to travel safe at midnight then there would be a chance to move forward through woman empowerment.

Technological advancement results in the reduction of women employees. Woman reluctantly try to update themselves and it forces the employers to recruit someone who is with the current trend.It becomes necessary for the woman fraternity to get herself equipped with the latest trend in technology.

It is important that Trade Union should be able to improve the working conditions for working women in many parts of the working areas. It had to be acknowledged that maternity leave should be given to woman with full pay. These conditions should not get easily affected in promotion and she should not be sent home without a job. If a working women workers were exposed to o sexual harassment then the Government should take necessary steps and enact strict rules and life threatening punishments should be enforced. If done women's condition at work and at road can be improved. Money is essential but woman's participation in families economically brings and shows the development of the nation.

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