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## **CHALLENGES FACED BY WORKING WOMEN IN INDIA**

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### **ABSTRACT**

*In a general public all kinds of people are considered as different sides of a coin. Without one the presence of other is inconceivable. In present day ladies have emerged to introduce themselves at standard with men considered as ladies strengthening. In any case, they are separated and peered downward on coming about difficulties looked in all circles of life, for example, at home, work place, wage dissemination, transporter building and so on This distinction is only because of pessimistic mentality of individuals. The said circumstance can be handled assuming individuals from the family, individuals living in the public eye and organizers who work for the advancement of the general public meet up to acknowledge that lady likewise assumes an indispensable part being developed of a country.*

*India is a conventional nation and there is variety in religions, culture and customs. Job of the ladies in India for the most part is family and restricted to homegrown issues. Now and again ladies can track down work as medical attendants, specialists, instructors the mindful and supporting areas. However, regardless of whether capable ladies architects or supervisors or geologists are accessible, inclination will be given to a male of equivalent capability. The current review explored to distinguish the variables keeping ladies representatives from yearning for higher post and difficulties and issues looked by ladies laborers. Further the review attempt to clarify the genuine state of Indian working ladies and furthermore try to get fundamental issues free from working ladies.*

**KEY WORDS:** challenges, ladies, laborers and business.

### **INTRODUCTION**

In the contemporary world, ladies are never again fall behind as far as vocation. They are keeping themselves side by side with their other gender. Anyway on the off chance that a lady is working woman( going outside for bringing in cash) she expected to do perform multiple tasks, for example, deal with family,



do family centers and so forth Working ladies alludes to those in paid business, for example, legal advisors, medical caretakers, specialists, educators, secretaries, every day wage workers and so on There is no calling today where ladies are not utilized. Notwithstanding, the facts really confirm that functioning ladies need to deal with issues by excellence of their sex. For quite a long time, ladies have been exposed to double-dealing and torment genuinely, physically and intellectually. There are multitudinous difficulties and issues looked by them

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both at home as well as work place some of them are clarified underneath.

It is just throughout the entire existence of India where the ladies have been seen as the likeness of a Goddess indeed in the old times and explicitly in the Indian legendary occurrences, lady has been considered as absolutely a Goddess who has every one of the faithful temperances and who directs her empathy, warmth and intelligence for the government assistance of others. Throughout the time this ethos has been adjusted and changed and also has been weakened under the huge impacts of Male strength, Patriarchal arrangement of the general public and quickly expanding modernization in the country as well as the world around. In any case, here we are altogether engaged upon the setting of Indian Women. The circumstances and circumstances of Indian ladies have been deteriorated rather improving. A horrendous chain of battles, obstacles and a lot more different issues has become extremely conventional for the Indian ladies. In spite of the fact that it has been a lot of extreme for the ladies in India, to get by in the wake of confronting many obstacles, abuse segregation still they are being diligent in their endeavors and continually attempting to make their reality observable in the male overwhelmed Indian culture.

In India, today ladies are taught, they are as of now popular just like the best homemakers yet they are presently spreading their wings and their points of view out of the four dividers of the house. They are additionally seeking to become free, they are likewise getting laid out like some other male business person and expert. Today Indian ladies are likewise monitoring their Rights and Privileges, they are additionally raising their voices for their Right to work, Right to support and besides for their Right to Equality. They likewise look for equity and fair choices, they additionally wish to feel the delight of Freedom and Independence and there they start to put forth attempts to understand every one of their goals.

Ladies of today are certain, they need to become independent and they likewise need to add to their families and kids not just as far as physical and mental terms yet additionally as far as monetary help. Albeit the general situation of Indian ladies isn't really laudable in light of the fact that there is as yet a significant level of ladies who are unskilled, ignorant about their freedoms and obligations, the people who are living in rustic regions and those whose social cooperation is absolutely nothing, that doubtlessly needs a ton of mediations and enhancements from our Governance, Society and obviously the Indian ladies themselves.

Ladies have been viewed as best appropriate all of the time for not many specific undertakings which no one but they can perform, best case scenario, for example, dealing with the family, labor and kid bearing, offering the entire of their time and consideration to the relatives and the kids. Since Indian culture follows the Patriarchal framework, it rigorously affirms the strength of the Males in the families, just the male is viewed as the superb practitioner and the provider of the family. This framework considers ladies as auxiliary party who fill the optional roles of the family and the general public. Truth be told in India, young ladies are being raised in an extremely customary manner by which they are especially prepared by their moms and other senior female individuals to turn into a fan of her family and children after her marriage. In numerous provincial regions and Indian town, young ladies are totally educated with regards to their obligations of penance and responsibility towards their family. They are not urged to get training rather home errands ought to be their first concerns. Yet, we have recently talked about that Indian ladies are relentlessly putting forth attempts to work on their long made conventional picture and attempting to propel their status in the general public, henceforth they are upgrading their mindfulness and instruction and engaging themselves by becoming working ladies in their lives. What's more particularly with the expanded expansion rates in India it has become truly challenging to procure the occupation and to bear the family uses by depending in isolation upon the pay of one individual subsequently the ladies of the family likewise show their thoughtful worry to help their spouses in raising the family pay. Ladies residing in the Urban regions are getting a piece independence from their families they additionally land renowned positions because of their schooling and mindfulness though the ladies residing in the provincial regions are as yet restricted to their every day family works and generally function as maladroitness workers. Be that as it may, exactly the existence of a functioning lady isn't messy, since she as of now has been confronting numerous individual and social disturbances and issues, turning into a functioning lady adds to her generally existing difficulties in her day to day existence. Both wedded and unmarried ladies have their own degrees of

issues which they need to confront when they move out of their homes to work. There are various of issues Indian working ladies need to manage and in addition there is a huge strain for making a harmony between the family and the work. Troubles in the working environment, compensation issues, security issues, orientation inclinations, attacks and abuses are among the significant issues/challenges which the Indian working ladies need to battle with.

Working ladies i.e., the individuals who are in paid business, deal with issues at the working environment just by ideals of their being ladies. Social disposition to the job of ladies falls much behind the law. The mentality which thinks ladies qualified for specific positions and not others, causes bias in the people who select workers. In this manner ladies find work effectively as attendants, specialists, educators, secretaries or on the mechanical production system. In any event, when very capable ladies are free, inclination is given to a male up-and-comer of equivalent capabilities. An orientation predisposition makes a deterrent at the enrollment stage itself. With regards to compensation, however the law broadcasts fairness, it isn't rehearsed all of the time. The inbuilt conviction that ladies are unequipped for dealing with exhausting position and are less proficient than men impacts the installment of inconsistent pay rates and wages for a similar work. Yet, in many families her compensation is given over to the dad, spouse or parents in law. So the fundamental thought process in looking for work to acquire financial autonomy is invalidated in many ladies' case. Issues of orientation predisposition plague ladies in the modern area when mechanical progression brings about conservation of workers. Ladies laborers in India are confronted with part a bigger number of difficulties than their partners in different nations. Other than of such countless endeavors from previous years, female part of society is denied in contrasted with male segment. They are not given main goal in friendly and financial choices in her own family. As indicated by United Nations Development Programmer (UNDP) report, ladies are engaged with accomplishing 67% work of world; still they are socially and financially denied. They are getting just 10% of the all inclusive pay and have 1% part in worldwide resources. This separation likewise endures in their work place in chaotic area. In casual area, ladies laborers don't get same wages for same nature of work for same hours done by men. They are taken advantage of at working environment. They are a few demonstrations for example The Unorganized Workers Social Security Act, 2008, Domestic Workers Welfare and Social Security Act, 2010 and so on however because of their ill-advised execution, ladies laborers are compelled to work and live in hopeless circumstances in sloppy area. In India for the most part it is ladies who need to do family as cook, clean the house, do the dishes, wash garments, care of kids and men don't share on a large portion of the family works. Men accomplish that work that will be managed external the house. Presently a day there is expanding need for getting some pay for the family then ladies need to work more diligently. Ladies laborers need to deal with Persecution's at their work place, now and then over look things to guarantee that their occupation isn't imperiled in at any rate. Numerous Indian families are as yet living as joint families alongside the guardians and parents in law. This adds to their pressure further in light of the fact that they need to satisfy all the relatives of her significant other. Stand by listening to their protests that they make against her and turn hard of hearing ears towards them, etc. By and large, larger part of ladies in India look towards or live with the expectation that things will change.

#### **DIFFICULTIES TO SAFETY AND DIGNITY.**

Ordinarily, the customary outlook in the Indian culture makes it hard for a functioning lady to offset her homegrown climate with the expert life. In certain families, it may not be adequate to work after six o'clock. In the event that any ladies work past office hour the general public will place a question mark on her respect and moral. Besides now and then they wonder whether or not to work late night because of uncertain social climate. Additionally in the vast majority of the cases the location of a male position to a male representative varies from a female representative which decreases the poise of a ladies specialist (for women 'Tum' and for gentlemen 'Aap')

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**ADJUSTING BETWEEN HOME AND WORK:**

In the present current period ladies is attempting to offer monetary help to her male partner. Notwithstanding her sure commitment to the family her picture of lady being a home-creator isn't abundantly different. Regardless of whether she works, she is relied upon to prepare food, deal with kids and any remaining family obligations. This bustling timetable denies her of harmony, rest, rest, autonomous reasoning and extravagance life. It so happens now and then the kids are dismissed for which she the main individual accused. She is viewed as a little back-wheel of a weighty vehicle for which her job and commitment is generally over looked.

Orientation inclinations start to happen at a beginning phase for the Indian ladies. Most importantly in the male overwhelmed Indian culture it is a lot of intense to acknowledge the way that even the ladies are additionally fit for working side by side with the men. Indian culture has made assumptions that help male predominance in every one of the major and significant assignments though the ladies are viewed as delicate and frail and just fit for bearing lesser work tension at the work environment. In India the potential and capacities of ladies have forever been misjudged in respect of their enrollments, compensation issues and advancement issues. Truth be told, regardless of whether the lady is working, with a significant number of the families her all compensations are given to her better half, father-in-law or senior individual from the family and in a manner her freedom is fundamentally on the shallow level. Indian working ladies need to confront a ton of separation in their working environment which are generally orientation one-sided. Guys are constantly given inclinations and needs in contrast with female associates. Following are the couple of prime stages where Indian working ladies need to confront the orientation inclinations:

Regardless of whether the ladies are profoundly qualified there has as of now been done a delineation of work that keeps the females distant of specific positions which require extraordinary knowledge/hard actual work/readiness. Calling of instructors, medical caretakers, gynecologists (specialists), secretaries, work area chiefs or advisors are effortlessly enrolled to Indian ladies and taken as among the most reasonable positions for Indian ladies though occupations like of a director, engineer, geologists, Paramilitary, chairmen and other stately positions are basically enlisted to guys of comparable capabilities.

The Equal Remuneration Act 1976, proclaims fairness in compensations however it has rarely been practiced indeed Indian working ladies are normally come up short on. The assumption that the ladies are less equipped for really buckling down in contrast with their male partners, has profoundly affected the pay rates or wages given to the ladies in India. Normally the ones who work in Indian processing plants and work situated spots, are for the most part paid lesser in contrast with their male partners.

Since in India, there has been a profound impact of male strength Indian working ladies need to go through a ton of battle to envision their development and advancement. The male associates are enjoyed a ton of governmental issues and controls at the working environment against their ladies partners. The fundamental philosophy of Indian culture treats men being better than ladies and with regards to step on the stepping stool of progress and development there are now various of individuals who are prepared to pull back the ladies partners at a similar working spot. Raising a lot of voice in such a climate could drag the lady into significantly more difficulty subsequently they typically really like to keep themselves safe and keep stuck to their static assignments and show lesser interest to get advanced in their vocations.

It is actually a very big challenge for the Indian working women to maintain a balance between their work and family. There are so many expectations of the family members and particularly from the kids. Since in India, women are primarily supposed to look after their families and kids, hence their career and professional aspirations are generally perceived as secondary and sometimes unessential by the family members. In majority of the families there is a lack of emotional and moral support given to the women. And there are also many official expectations that the women have to fulfill otherwise it is very easy to terminate and hire any new woman personnel. In Indian families, women are already burdened with social and psychological ideologies of family members which 'Expect' them to be all rounder and perfect in all tasks and activities. And moreover it is a long age concept of the Indian society that the prime responsibility of a woman is to take care of her family and to become a perfect mother and a wife.

Over the time Indian working women have felt that it is not only unsafe while travelling and moving out of their homes for their works but it is also unsecure to work at their own workplaces. There are many cases where women subordinates were asked for sexual favors from their male superiors in the return of the promotion and growth granted to them. The male superiors show that they have done some mercy or extra favour that should be repaid with much of a regard from the woman. In the corporate sector, women are usually treated as weak and vulnerable and hence the male colleagues and superiors think that they can take any kind of advantage of their female colleagues & subordinates. Many other kinds of attitudes like taunting, teasing, abusing and assault is also practiced against working women at their workplaces.

#### **UNEQUAL OPPORTUNITIES IN JOB:**

One of the most unfortunate challenges for women that they are subject to continue at work as such despite having required qualifications, skills, talent, hard work and performance and she is overlooked as well as low rated in comparison to her male colleagues. This is one reason, why many women have to settle down at less challenging jobs than their capabilities/talent, or get stuck at one point of career with no opportunities for further growth.

#### **NO OWNERSHIP ON HER OWN EARNING.**

In most of the cases though women has independent earning but she has no control over it. In most of the families, especially middle class, upper middle class and lower middle class, it seems that the income of the woman either goes in the hands of her father or husband, rather than in her own hands.

#### **SEXUAL HARASSMENT:**

A major problem faced by the working women is sexual harassment at the work place. Every day when a working women steps out, she is subjected to a lot of sexual abuses and harassment directly or indirectly during travelling, in office, in field, in canteen, in outdoor meetings etc. She is abused verbally, physically as well as symbolically by her colleagues, higher authority, subordinates etc. Women employees working in night shift are more vulnerable to such incidents. Very often the Nurses and women working in night shifts in corporate sectors face this problem. In spite of such unhealthy and insecure working environment she has to move on to support her family and make it economically sound.

Some women move on by ignoring the incidents, some by disgusting themselves for being women, some by suppressing their anger with tears, some by compromising with the situation etc. But very few revolt and raise their voice against such acts. It so happens this psychological pressure sometimes forces a woman resigning from her job.

#### **REVIEW OF LITERATURE**

Review of related literature is an important research effort as it provides comprehensive understanding of what is already known about the topic.

Jyoti, Kiran, (1994) in her book "Women Labourforce and National Product" emphasized on contribution of women employees in national development and growth. The book covers significant characteristics of women employees which make them more comfortable at job place. The author tries to point out the participation of women employees at different level. The book explained adverse effect of gender based discrimination on the overall performance of women employees. It also stated the various problems faced by women employees are more practical and reliable.

Narasaiah, Lakshmi, (1999) in her book "Small Scale Industry" has given detailed information about the procedure of small scale industrial unit. It has explained that small scale industries contribute significantly to the straightening of the industrial structure. It serves as seed beds of entrepreneurship. They serve the developing economy not only by their output of goods but also by functioning as a nursery of entrepreneurial and management talent. The book stated that the role of small scale industrial units is of decisive importance in any economy. According to Narasaiah Lakshmi such industries lead to the creation of

employment opportunities as a dispersed basis not only in large cities and towns but also in smaller towns and far flung regions. The book covers various suggestions to remove problems of unemployment from rural as well as urban areas.

Nath, Madhuri, (2003) in her book "Rural Women Workforce in India", highlighted the role of women in rural transformation of India. Mrs. Nath has fully justified the inevitability of the effective use of rural women workforce in dynamics of development of rural India. The book covers various problems faced by women employees which will help in making women movement in India more effective and will be proved helpful for women welfare in transitional society.

Das, Divya (2010) in her article work life balance of women professionals edited in Advance in management monthly journal illustrated the current workplace conditions and some of the reasons causing imbalances in work and life. The article covers life of working women and the hazards and problems they face at work and in family life. Factor analysis was performed on the survey and it was found that two factors namely psychological and cognitive factor and organizational climate factor are the causes of work life imbalances among women workers. The book covers a very intelligent conclusion which recommends that organizations may use the insights to mitigate voluntary turnover among women employees and increase the workforce diversity.

### OBJECTIVE OF THE STUDY

- To identify the problems faced by women workers in India.
- To clear main problems of working women.

### METHODOLOGY

The method used in this paper is descriptive-evaluative method. The study is mainly review based. It is purely supported by secondary source of data, i.e. books, journals, papers and articles and internet.

### SEXUAL HARASSMENT

Today, almost all working women are prone to sexual harassment irrespective of their status, personal characteristics and the types of their employment. They face sexual harassment on way on transports, at working places, educational institutions and hospitals, at home and even in police stations when they go to file complaints. It is shocking that the law protectors are violating and outraging modesty of women. Most of the women tend to be concentrated in the poor service jobs whereas men are in an immediate supervisory position, which gives them an opportunity to exploit their subordinate women.

### DISCRIMINATION AT WORKPLACE

However, Indian women still face blatant discrimination at their workplaces. They are often deprived of promotions and growth opportunities at work places but this doesn't apply to all working women. A majority of working women continue to be denied their right to equal pay, under the Equal Remuneration Act, 1976 and are underpaid in comparison to their male colleagues. This is usually the case in factories and labor-oriented industries.

### NO SAFETY OF WORKING WOMEN WHILE TRAVELING

Typically, the orthodox mindset in the Indian society makes it difficult for a working woman to balance her domestic environment with the professional life. In some families, it may not be acceptable to work after six o'clock. Those families that do accept these working hours may experience considerable anxiety every day about a woman's safety while traveling. So many issues affect a working woman because she is closely protected or watched by her family and the society.



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### **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.

### **INSUFFICIENT MATERNITY LEAVES**

Insufficient maternity leave is another major issue that is faced by a working mother. This not only affects the performance of women employees at work, but is also detrimental to their personal lives.

### **JOB INSECURITY**

Unrealistic expectations, especially in the time of corporate reorganizations, which sometimes puts unhealthy and unreasonable 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.

### **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.

### **OTHER REASONS**

It include Personal demographics like age, level of education, marital status, number of children, personal income and number of jobs currently had where you work for pay and Work situation characteristics like job tenure, size of employing organization, hours worked per week.

### **CONCLUSION**

Now a day's women workers are improved and promote in their workplace and in technological work. Trade Union should try to improve the conditions for woman's workers in many parts for example maternity leave is easily give to women and help the woman for achieve higher post actually 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. Traditionally people think that men should only work and gain money and women should work as house hold, but The financial demands on the Indian families. Fundamental change is required in attitudes of employees, family members and public.

Primarily the key to strengthening the social status of a working woman lies in her own hands. Women need to be more assertive and aware of their own rights at home as well as at work place. Unless woman decides to raise voice against her exploitation, whether at economic, social or sexual level, the goal of women's empowerment cannot be achieved. } Secondly, Implementation of the policy must be monitored closely, and the data of the women's participation in the organization must be reviewed regularly. This will ensure that the top management remains informed about any gender disparities within the organization, and measure can be taken accordingly to close such gaps.

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