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CHALLENGES FACED BY INDIAN WOMEN AT WORKPLACE

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ABSTRACT

India is a traditional country and there is diversity in religions, culture and customs. Role of the women in India mostly is household and limited to domestic issues. Problems and challenges facing women/minorities in executive positions remain a critical issue in today's corporate worlds. Thus women find



employment easily as nurses, doctors, teachers the caring and nurturing sectors, secretaries or other sectors. But even if well qualified women engineers or managers or geologists are available, preference will be given to a male of equal qualification. Once at the top male colleagues and subordinates often expect much greater expertise and efficiency

from a woman boss than from a male boss. These problems tend to make women less eager to progress in their careers. This article based on secondary data. In this article I have try to explain the real condition of Indian working women and also make an effort to clear main problems of working women. . She has to almost always shoulder the burden of household chores as well. A woman could still bear up with these problems if she had control over the money she earns. But in most families even now her salary is handed over to father, husband or in-laws. Further the study try to explain the real condition of Indian working women and also make an effort to clear main problems of women and suggest overcome for the same.

KEYWORDS: Women, Workplace, Sexual Harassment, India.

INTRODUCTION:

Women play a vital role in economic development of the country and their contribution is nothing short of their male counterparts. However there are still several issues and problems that women face today. Sometimes, they are not treated equally in their workplace and are considered as inferior to their male co-workers. The major issues and problems that women face in their work places includes unequal pay, security, sexual harassment, lack of proper family support, deficient maternity leave, etc.

In the history of human development, women have been as vital role in the history making as men have been. There are many reasons and problems that forced Indian's women to work. The financial demands on the Indian families are increasing day by day. The cost of living, expenses on education of

children, and cost of housing properties. As a result, women in India who were mostly known as homemakers are forced to go for jobs and take up even careers that were considered only suitable for men such as working in night shifts. Working women i.e., those who are in paid employment, face problems at the workplace just by virtue of their being women. Social attitude to the role of women lags much behind the law. So the basic motive for seeking employment in order to gain economic independence is nullified in many women's case. Women workers in India are faced with more challenges than their counterparts in the other countries. They are not given first priority in social and economic decisions in her own family. Many Indian families are still living as joint families along with the parents and in-laws. This adds to their stress further because they have to please all the family members of her husband. Listen to their complaints that they make against her and turn deaf ears towards them and so on. Overall, majority of women in India look towards or live in the hope that things will change. Some of us have given up that hope and learnt to accept that nothing can be done about it. India has a long way to go before our women will be able to live their lives to the full.

As in many other countries, working women of all segments of Indian society faces various forms of discrimination including sexual harassment. Many of the working women, who control their own income, do contribute towards the economic needs of family as and when required. They often participate in discussions at their work place and their views are given due weight age before any final decision. Working women do use and spend their income at their own sweet will but sometimes permission of the husband becomes necessary for the purpose. H. Many of them do not take decision even in case of important investments, like, life insurance, national saving schemes or other tax saving investments. After globalization women are able to get more jobs but the work they get is more casual in nature or is the one that men do not prefer to do or is left by them to move to higher or better jobs. Today we are seen that women take a steps in all field even they took victory although they faced very critical problems and challenges at their workplace and their surroundings.

OBJECTIVE OF THE STUDY

1. To identify the factors preventing women employees from aspiring for higher post and challenges & problems faced by women workers.
2. To know how they overcome their problems as working women and solve them.

Problem and Challenges faced by the women at workplace

Following are the sum of major problems and the challenges faced by the working women and their overcome to for solve the same

Sexual Harassment

Today, almost all working women are prone to sexual harassment irrespective of their status, personal characteristics and the types of their employment. Women face sexual harassment on way on transports, at working places, educational institutions, hospitals, etc.

From the data collected from various study shows that harassment in the workplace also emerges as one of the five top critical issues. Nearly one third of women interviewed admit to having experienced harassment, although more than 60% do not report it. Indian women are the most likely to speak up (53%), a clear change also 29% women have faced harassment at work. Various forms of sexual abuse are aimed at women that include:

- Verbal abuse, where male colleagues or superiors make "dirty jokes"
- Sexual favours expected from female employees
- Colleagues or bosses making sexual advances

At Public transport system is overcrowded and women become easy targets for physical harassment. It is a difficult situation for woman if the higher officer demands sexual favours. If refused the boss offer then he makes her life miserable. This psychological pressure can easily lead to a woman resigning from her job. In our society, most cases of sexual abuse go unreported because of the status, family reputation, and society pressure. There must be gender equality which includes protection from

harassment and right to work with dignity. Finally, service industries such as the hospitality industry, where employees must interact with various types of clients, are likely to reflect high reports of sexual harassment.

Effects of Sexual Harassment

- Emotional and psychological effect
- Humiliation and anger (in extreme cases, it has led to victims committing suicide).
- Creates employees with low levels of concentration and motivation, sometimes leading to increased accidents
- Women are discouraged from applying for certain jobs, and some cases they quit the job.

Being taken for granted

Most of the women spoke of their views not being taken seriously in meetings, and being given stereotypically female tasks, despite their qualifications. For instance, they said that they would often be allocated the role of recording minutes during meetings, making tea or ushering guests or visitors around the workplace. Overall, women's opinions were not being valued.

Difficulty balancing work and motherhood

According to survey report 47% women's faces challenges like balancing work life, flexible work hours, access to childcare, and insufficient maternity leave at workplace. Women noted that employers would often show no sympathy when their children were ill and they had to request leave time to attend to them. Besides children being ill, women faced difficulties in attending children's school functions and thus their relationships with their children were at times compromised.

Personality Development & Career Opportunity

Failure to balance work with family life impacts heavily on the personal development of women. Some women mentioned not having enough time to pursue additional degrees and qualifications as their free time was taken up by their family. (47%) of the women believe after marriage men have better access to professional development and career growth opportunities than they want to do it. But for the women it is difficult and toughest challenges.

Mental Harassment

In order to achieve success in corporate sector, women feel that they must do better than their male colleagues. This leads to higher expectations and efficiency by their bosses and subordinates. Working in such conditions inevitably puts strain on women to greater extent as compared to men, thus making them less eager in their career. Maternity leave is seldom give. Traditionally women are seen as the house-keepers and child bearers. A woman could still bear up with these problems if she controls over money that she earns but in most cases, their salary is handed over to father, husband or in laws. Therefore, main purpose for seeking employment to get independence is nullified in many cases.. . The attitude which considers women unfit for certain jobs holds back women.. In addition to this, the same attitude governs injustice of unequal salaries for the same job.

Discrimination at Workplace

However, Indian women still face discrimination at their workplaces. A major problem faced by the working women is sexual harassment at the work place. Further, women employees working in night shift are more vulnerable to such incidents. Nurses, for example, face this problem nearly every day. There is nothing that is done in hospitals to tackle and address the danger they face. Also, Indian women 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. They are often deprived of promotions and growth opportunities at work places but this doesn't apply to all working

Safety of Working Women While Travelling

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 travelling. So many issues affect a working woman because she is closely protected or watched by her family and the society.. Further, many of them are physically and psychologically abused, by their in-laws and husband but they do not complain or let others know about it, particularly if they have children.

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.

Poor Security

It is another major issue that women face in the workplaces. Women working in BPO sector, hospital ,corporate sector,anywheremostly fall victim of various crimes at workplace and this is due to lack of security provided to the employees. There are many cases that have been registered where women working at BPO sector have become victims of sexual abuses and harassment while going back home and this is due to for poor security.

Insufficient Maternity Leave

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.

Workplace Adjustment

It is another major problem faced by women's. Adjusting to the workplace culture, whether in a new company or not, can be intensely stressful.Adjustments to workplace cultures maylead 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.

Overcomes for the Above Problems

Sexual Harassment

If we want to see a society free of sexual harassment, there is need of changing the mindset of the society.Appropriate steps must be taken by employers or persons in charge of workplaces, public or private sector, to ensure safe working atmosphere for women. Appropriate work conditions must be provided, as well as make a strong punishment for an accused.

Being taken for granted

Generally menare very egoistic in nature they have to be change their perception towards women, also accept women's have equal rights .so respect women and their decision.

Difficulty balancing work and motherhood

These are the very basic problem or challenges faced by women Family member have to support women as well as employer have to understand the situation of womenand provide some facilities to the women for their child care.

Personality Development & career Opportunity

Traditionally people think that men should only work and gain money and women should work as house hold, became a house maker .so we have to change our mentality and thinking. Generally are too much busy in their work and family chores. So women have to take initiative for their career and development.

Discrimination at Workplace

Still in 21 century women face the discrimination problems. Although we seen that women are ahead in all sector and took victory .we have to change our mindset towards women. Because women's have same rights like a man.

Safety of Working Women While Travelling

Generally women face problem and challenges while travelling daily if she is working. once is men change their mindset and respect women. and women's carry instrument for their safety and govt makes a safe and protective facility and laws for women.

Lack of Family Support

Today's era is full of contribution by the women's. If other people relatives, family support to them then they will be fly in sky with freedom. If we will give support to them then defiantly Women's can be achieve their goal whatever they want

Poor Security

Before join any workplace women's have to check their securities. Carry some protective instruments that will help in uneasy situations although avoid the night shifts.

Insufficient Maternity Leave

Generally it is most challenging problems for working mother. Employer have to provide sufficient maternity leave because less or insufficient leave bad affect on women as well as their child. Government has to increase maternity leave.

Workplace Adjustment

This problem occurred when women's join a new working place so women's have to take initiative to understand their working procedure and easily mingle with their colloquies old employee have to be adjust new employee specially in female cases.

Other reasons

There are various problem are occurred that are faced by women at working place it can be overcome if women take steps towards crime and adjust and handle new situation or difficult cases.

CONCLUSION

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. A fundamental change is required in the attitudes of the employers, policy makers, family members and other relatives and the public at large. No one thinks of upgrading their skills. Maternity leave is seldom given. It is much easier to terminate the woman's employment and hire someone else. Public transport system is overcrowded and men take advantage of the circumstances to physically harass women. Colleagues offer unwanted attention which can still be shaken off but a woman is placed in a difficult situation if the higher officer demands sexual favours. There have been several cases of sexual harassment recently involving even the senior women officials. The psychological pressure of all this can easily lead to a woman quitting her job. Traditionally men are seen as the bread

winner and women as the house-keepers, child bearers. Policies and legal mechanisms alone cannot help in curbing the problems faced by women at work place. The issues and problems that women face in their workplaces should be put to an end and then only it can be said that men and women have equal status. Although there are various laws that are made for protection of women even in workplace but due to lack of proper implementation and interpretation of law, it has not been quite effective in protecting women from the crimes and inequality in the workplace. Organizations are going out of their way to ensure they provide safe work environment for their women employees, and are also putting up policies to ensure the women feel motivated to work.

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