

## Challenges And Problems Of A Working Woman

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*Abstract: In a society both men and women are considered as two sides of a coin. Without one the existence of other is impossible. In present day women have come out to present themselves at par with men considered as women empowerment. But they are discriminated and looked down upon resulting challenges faced in all spheres of life such as at home, work place, wage distribution, carrier building etc. This difference is nothing but due to negative mind set of the people. The said situation can be tackled if members of the family, people living in society and planners who work for the development of the society come together to accept that woman also plays a vital role in development of a country.*

In the contemporary world, women are no longer lag behind in terms of career. They are keeping themselves shoulder to shoulder with their opposite sex. However if a woman is working lady( going outside for earning money) she expected to do multi task such as take care of family, do household chores etc. Working women refers to those in paid employment such as lawyers, nurses, doctors, teachers, secretaries, daily wage laborers etc. There is no profession today where women are not employed. However, it is true that working women have to face problems by virtue of their sex. For centuries, women have been subjected to exploitation and torture physically, sexually and mentally. There are innumerable challenges and problems faced by them both at home as well as work place some of them are explained below.

**DISCRIMINATION AT WORK.** Women are discriminated at every stage of their working sphere. They are often deprived of promotions and growth opportunities at work places. 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 counterpart. This is usually the case in factories and labor-oriented industries etc. Most of the time they are deprived of important assignments by underestimating their intellectual level.

**CHALLENGES TO SAFETY & DIGNITY.** 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. If any women work beyond office hour

the society will put a question mark on her dignity & moral. Moreover sometimes they hesitate to work late night due to insecure social environment. Moreover in most of the cases the address of a male authority to a male employee differs from a female employee which lessens the dignity of a women worker (for ladies 'Tum' & for gents 'Aap')

**BALANCING BETWEEN HOME AND WORK:** In today's modern era women is working to provide financial support to her male counterpart. In spite of her positive contribution to the family her image of woman being a homemaker is not much changed. Even if she works, she is expected to cook food, take care of kids and all other household duties. This busy schedule deprives her of peace, rest, sleep, independent thinking and luxury life. It so happens sometimes the children are neglected for which she the only person blamed. She is seen as a small back-wheel of a heavy vehicle for which her role and contribution is mostly overlooked.

**MALE EGO:** One of the toughest challenges for working women is to manage and cope with the ego of her male counterpart as wife/colleague. Males do support women to go out and work, but somewhere they find it difficult to accept the progress and achievement of women whether she is his colleague or life partner. In many cases this attitude of male counterpart creates disturbances in family life which lessens her self-confidence.

**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.

## CONCLUSION

- ✓ 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.
- ✓ The society and the family are two crucial institutions that can put its effort to raise the status of the Working Women in India. The husband and other family members need to be supportive to the woman who works outside the home. They need to share the household responsibilities to give opportunity to utilize her skills beyond the home. India being a traditionally patriarchal and male-dominated society, without the positive and liberal mindset of the average Indian male to encourage the working women, a real elevation of the working women's status in the society is going to remain a distant dream.

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