

## Challenge's that working women face in today's society

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### Abstract

Today's women have to balance between their job and family life. The role of women in our country is tremendously changing as they are facing lot many challenges than men. Women are seen in almost most of the higher post. Though men are still considered as bread earner in the family, women are giving economical support to their family. Though women have achieved a large change still they have to face some barriers to prove themselves valuable in her profession as well as in the family. She is whole and solely responsible to balance her roles between family and profession. This makes her life stressful. Women have to plan their career effectively to maintain a balance between work and family. Today in some of the situation women are primary bread winners.

The objective of the study is to understand the problems faced by working women and to identify their socio-economic status and involvement in improving the family community and society. The study is confined to urban working women in Pune and Pimpri Chinchwad city.

### Introduction

Without the active participation of women in social, economic and political fields the progress of the country will be stagnant. But the reality is that women are not taken seriously in the patriarchal society where even today men are considered as primary bread winner of the family. Though the situation has changed to some extent where now women have started

taking up jobs outside their homes still they have to go a long way to bring positive changes in the minds of people culturally, socially and economically.

Though women are capable of doing any job still men do not consider them capable enough to work side by side with them. Their capabilities are underestimated due to which even though they have the ability they opt for less demanding jobs. They manage with their multiple roles without any help from men in domestic work which makes their life stressful.

Though women are facing discrimination and gender bias, in last few decades there is lot of improvement of women entering successfully in politics technology, business etc. They are seen working in any fields. Today we will not find any profession where women are not employed. For centuries women are exploited physically, sexually and mentally. India's patriarchal society takes women for granted as homemakers and sexual objects and is generally subjected to exploitation and torture.

### Significance of the study

Today women are balancing by playing a dual role in both domestic as well as professional life. But still the attitude towards women and their role in the family has not undergone much change. They are still considered as weak and inferior. It is possible to accept that s more and more women have entered the work force there is no longer a solid family support at home (Schwartz 1992) . Women have increased their

participation in paid employment considerably during the past 30 years, but men have not increased their participation in housework to the same extent ( Evertsson and Neremo 2004)

This study aims at finding the challenges in the work place. Men think that women are not enough capable of taking good decision due to which their participation in decision making is limited.

The efficiency of working women is always suspected. Sexual harassment is another serious problem faced by working women in all sectors.

#### **Objective of the study**

1. To know about the problems and challenges faced by working women.
2. To know the involvement of women in various activities for their over all development.
3. To find out solutions to overcome the problems faced by women at workplace

#### **Limitations of study**

1. The study is limited only to a small area.
2. The study is limited to only limited number of samples.

#### **Methodology**

Data is collected through face to face interview, questionnaire and secondary sources.

#### **Nature and scope of the study**

The study is to identify the problems and challenges faced by working women in various organizations. It also aims to find the support of the organization given to women so that they can give their best to the organization. The place covered for the study is the local areas of Pimpri Chinchwad.

#### **Literature review**

Mitra (1997) has in the study come up with conclusions that "Relationship between women and profession could be perceived as one of women in full fledged professions, medicine, law etc. and in semi professions like nursing, teaching etc.

Wentling (2003) in her study says that traditional set up of Hindu social structure continues due to which women face problems of role conflict.

Women in the workforce earning wages or a salary are part of a modern phenomenon one that developed at the same time as the growth of paid employment for men yet women have been challenged by inequality in the work force ( N Andal 2002).

A women is a social animal. To keep her in captivity without access to work or finance or interaction with the outside world is less than fair ( Eisenhower 2002).

According to Robin (2002) Sexism is the root oppression the one which until and unless we uproot it will continue to put forth the branches of racism, class, hatred, competition, ecological disaster and economic exploitation. If we want to have better future for the next generation, we have to build a society where women can breathe freely without any fear of operation, exploitation and discrimination.

Dr. Rinku Rani in her study has analyzed that married working women have to face lots of callings as compared to non-working married women. The attention of working women is diverted and due to this it causes marital maladjustment in their lives.

Zameer Ahmed Bhat has analyzed that women have proved that they are in no way inferior to men in all walks of life. But the patriarchal society in our country is not yet ready to accept it. Women are playing an important role in the

socio economic development of the country. But there is a long way to go for empowerment of women.

**Problems faced by working women**

Though women in India are allowed to work they face lots of problems like doing duty at night where they do not get proper support from their family. Married women are not allowed to go on business tour. In some organization women do not get maternity leave due to which she has to compromise with her job. Even if a woman is working at a higher post still she has to come home and do all the household activities. This all things create stress in the working women and affects to her health. They have sometime sacrifice things in their family life due to lack of leave. In case of pay gender discrimination is another problem which a working women has to face.

Though we have entered 21st century still there is a belief that women are not capable to work in some fields.

**Family work conflict**

For a working woman sometimes, certain situations arise in her life where she has to compromise between work and family. She is in a dilemma to set her priorities. She has to withdraw from her work due to family pressures. Sometimes women avoid taking promotions to avoid the extra stress of balancing between family and work. In some organisations they themselves avoid promotions of women thinking that there will be slack in their duties due to family issues.

**Results and discussions**

Table shows the answer of the respondents

1) How long did it take for you to get promotion as compared to male colleagues?	No. of respondents	Percentage
Equal time	23	76.66
Longer	05	16.66
Earlier	02	06.66

According to the above information gender bias related to promotion do not exist in

working atmosphere.

1. Is promotion done on merit or favouritism or any other ?	No. of respondents	Percentage
Favouritism	08	26.66
Merit	20	66.66
Any other	02	06.66

According to the above information 66% felt that their promotion was based on merit 26% felt that favouritism prevailed In work place

2. Is the time of work for you and your male colleagues the same or different ?	No. of respondents	Percentage
Same	19	63
Different	06	20
Can't say	05	16

63% of women agreed that the work time for both were the same but 20% agreed that the work time was not the same as it depended on the position and the work that the individual is doing.

3. What is the attitude of your boss towards females ?	No. of respondents	Percentage
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Cooperative	08	26
Neutral	18	60
Abusive	04	13

26% of the respondents said that their boss were cooperative while 60% were of the opinion that they were neutral and 13% said that they were abusive.

4. Are you facing problems related to your family and professional life ?

	No. of respondents	Percentage
Yes	12	40
No	18	60

60% responded that they did not face any problems with family and professional life and 40% were of the opinion that they find it difficult to manage with both the duties.

5. Do you feel that financial independence gives you more respect ?

	No. of respondents	Percentage
Yes	22	73
No	08	26

73% women responded that financial independence gave them respect in society while 26% did not agree to this.

With face to face interaction women revealed that working women suffer from lots of problems like health problems, work pressure, family pressure etc. They even revealed that

sometimes they feel like leaving their job, but when they realise that it is all part of life it makes them stronger. It was also revealed that female colleagues also gave mental stress like jealous behaviour, gossip etc. They even spread rumours about the characters of their colleagues. If a women gets higher post it is thought that she has got it through favouritism and they draw conclusions on her character rather than accepting her capability. Sexual harassment is faced by women not only in work place but also outside the work place.

### Conclusion and Recommendations

In a society like India boundary exists only for women and if they try to cross the boundary people start harassing them. India has still a long way to go to make our work places free from abuses and harassments. Husbands should help their wives by performing daily tasks and taking care of children. Organizations should have a healthy atmosphere and ensure proper security of women employees.

### References

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