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THE CHALLENGES FACED BY INDIAN WORKING WOMEN IN VARIOUS  
SECTOR

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**Abstract**

India is a vast country having different religions, culture and customs. Women play a significant role in the upliftment of a nation. It is a fact that both the men and women's active participation is needed in various national activities for the social, economic and political progress of a country. But it is very sad to know the fact that women are not appreciated to uplift their career. Due to their family responsibilities, they are restricted under the name of homemakers. Nowadays, Indian women become aware and started to go out and choose careers. But even if there are options for choosing well-qualified women, preference is given to the male of equal qualification. Women always face problems and challenges in their working environment. The present study aims to find the challenges faced by working women in various sectors. The study has tried to explore the probable solutions to solve their problems. The present study tries to make the women aware of their worth and skills so that they are capable to face the problems in different ways. The study is based on the primary data, collected from various organizations of Punjab which are situated in the backward areas so that the problems of the working women can be explored fully. Various banks, hospitals, private colleges and schools are surveyed. The results of the study showed that mental and physical stress, lack of proper balance between work and family, unfair treatment in the workplace, sexual harassment and workplace discrimination, etc are the challenges which the working women have to face in various sectors.

## 1. Introduction

In this competitive era, there is a need of high talent. Men and women, both should come forward to uplift the economy of India. The biases for the women in the workplace are very common. There is a quick need to eradicate it so that the working environment becomes productive. It's being our ancestors' time that the women are considered to do the household work only. In one of the surveys by aggam walia in sexism and patriarchy, society, women empowerment on 17 July 2019 highlighted that only 25% of women are employed in India. When we see the survey of the World Bank in the 2017 development report, it is mentioned that India ranked 120 among 131 countries on female participation in the organization. Now, again and again, the question arises that why are women not participating in the workforce? What are the challenges faced by working women in the job environment? What are the forces that restrict them from participating in the workforce? It is seen that the perception regarding women has been never changed. It is perceived that women have to do household tasks such as cooking, clean the house, washing and taking care of their kids. But, now due to the increase in the cost of living, the women have stepped outside their houses. The stress level of women is at a peak as they have to maintain a proper balance between their work and personal life. They have to adjust to the prejudices at the workplace as well as they have to please their family members to allow for the job. There are many acts to uplift the workers such as the unorganized worker's social security act 2008, the Domestic worker's welfare and social security act 2010, etc but these acts are not valuable as the working women have to always work in miserable conditions. To uplift women in the working environment requires the joint effort of the members involved in the workplace as well as the family members of the working women. There is a need for the society to come forward to give a chance to women to step out of their houses and to work hard for the advancement in their career.

## 2. Objectives of the Study

1. To identify problems faced by working women in their workplace.
2. To find out possible solutions that could help them to overcome the problems that they face in the workplace

## 3. Research Methodology

The study is exploratory in nature. Primary data has been collected from different professional sectors like private sector schools and colleges, hospitals, banks and various commercial organizations, etc. The study has been conducted in the Punjab area. Primary data is collected from 200 working women with the help of a questionnaire. The questionnaire consists of 12 questions to meet the objectives of the study. The items in the questionnaire include working women issues related to key parameters like sexual and mental harassment, promotion issues, family care issues, discrimination based on

gender, workplace discrimination and prejudices, safety and security issues, etc. A casual research design is used to collect the data to confirm the hypothesis framed and to identify the problems so that valuable recommendations can be suggested. SPSS is used for data preparation and analysis.

### 3.1 Hypothesis

1. H0: You faced Sexual abuse in your workplace?

H1: You did not face Sexual abuse in your workplace?

2. H0: Promotion is not based on your performance.

H1: Promotion is based on your performance.

3. H0: Organization does not simply conclude your character, reputation and attitude the way they like?

H1: Organization does simply conclude your character, reputation and attitude the way they like?

4. H0: Problems are not faced related to your family life.

H1: Problems are faced related to your family life.

5. H0: Problems are not related to your professional life.

H1: Problems are related to your professional life.

6. H0: There is not a problem in time management between your family and professional life.

H1: There is a problem in time management between your family and professional life.

7. H0: Seniors or colleagues male members do not respect you?

H1: Seniors or colleagues male members respect you?

8. H0: Children are not given priority in your workplace?

H1: Children are given priority in your workplace?

9. H0: The office authorities do not take quick action to sort out your complaints?

H1: The office authorities take quick action to sort out your complaints?

**10.** H0: Financial independence does not give you more respect in your family.

H1: Financial independence gives you more respect in your family

**11.** H0: Your mood does not often swings such as due to depression, increase in stress level, anxiety or concentration problem.

H1: Your mood often swings such as due to depression, increase in stress level, anxiety or concentration problem.

**12.** H0: you cannot give proper time to your family after working in the organization.

H1: you can give proper time to your family after working in the organization.

#### **4. Data Analysis**

Using the data in table 1 and the figures from 1 to 15, it is observed the following facts. The majority of the respondents lie in the age group of 26-40 having an experience of more than 5 years as can be seen in Figure 1 and Figure 2. Figure 3, clearly shows that majority of the respondents are in the private sectors. So the response is collected mainly from the female workers of the private sector. 44% of the respondents positively said that they are sexually abused in the organization, while 56% of the respondents do not face any such problem-this is illustrated in figure 4. 57% of the respondents feel that the promotion is not based on their performance while 43% of the respondents feel that promotion is based on their performance as illustrated in figure 5. From figure 6, it is clear that 63 % of respondents feel that organization does simply conclude their character, reputation and attitude the way they like, while 37% of respondents neglect this statement. Figure 7, clearly predicts that 53 % of respondents face many problems related to their family life, while 23 % of respondents face few problems related to their family life and 24 % of respondents face no problems related to their family life. From figure 8, it is clear that 53% of the respondents justified to the statement that many problems are related to their professional life, while 23% of the respondents justified that few problems are related to their professional life and 24% of the respondents faces no problem is related to their professional life. 68% of the respondents justify that there is a problem in time management between their family and professional life while 32 % of the respondents do not face problems in time management between their family and professional life as illustrated in figure 9. As clear from figure 10, 76 % of the respondents affirm that seniors or colleagues male members do not respect them while 24% of the respondents affirm that seniors or colleagues male members respect them equally. 72 % of the respondent confirms that children are not given priority in their workplace. 28 % of the respondents justify that children are given priority in their

workplace- in figure 11. 73% of the respondents justify to the statement that the official authorities do not take the quick action to start their complaints out of which 40% of the respondents justify that the official authorities take very slow action to start their complaints and 33% of the respondents said that office authorities show negligence to take action to start their complaints. But 26% of the respondents said that the official authorities take quick action to start their complaint as illustrated in figure 12. 58% of the respondents clarifies that financial independence gives more respect in their family, out of which 20% of the respondents observe huge respect while 38 % of the respondents observe a small change in the behavior of the family. 42% of the respondents observe no change towards them- figure13. From figure 14, 20% of the respondents confirm that their mood does not swing such as due to depression, increase in stress level, anxiety or concentration problem. 28%of the respondents confirm that their mood sometimes swings such as due to depression, an increase in stress level, anxiety or concentration problems. Whereas 52% of the respondents say that their mood does often swings such as due to depression, increase in stress level, anxiety or concentration problem. As illustrated in figure 15, 68% of the respondents agree that they cannot give proper time to their families after working in the organization. Whereas, 32% of the respondents disagree with the statement that they cannot give proper time to their family after working in the organization.

## 5. Conclusion

In the above study, the source of collecting the data was mainly interviews, direct observation and questionnaires. Female respondents were taken and age lie between 26-40 having an experience of more than 5 years and most of them are working in private organizations. Information, mainly collected from the interview revealed that women face many problems in an organization. From the interview technique, it is believed that married women face greater problems as compared to unmarried women. The married women face the problem is managing the time between the work and family. Then the further problem is to take care of their children where the problem gets more troublesome when the children are not given priority in the organization. As far as unmarried women are concerned, they are also facing many problems such as the authority does not consider their complaints seriously and the senior members do not give them respect. There are some common problems which are faced by both married and unmarried women such as the promotion is not based on their performance and the author does not consider the female workers seriously. But, overall we can say that the situation is not much worse in organizations. Women are coming forward and working hard to prove themselves. The narrow mentality of the family is getting changed. They are getting huge respect in their family as a working employee. Efforts of the working women are highly appreciable. There was a time when the women are not allowed to step out of their houses, so we must co-operate with every

woman to fulfill their dreams. The talent should not be undermined because of their gender. It is the responsibility of the society to give them the chance as well as the environment in which they can explore themselves.

## 6. Recommendations

There are many problems which working women have to face. There is a need to focus on some issues so that the job for women becomes more comfortable.

- Parents should co-operate with their daughters and motivate them to move forward.
- In the survey, it is found that the organization shows negligence towards their children. Special provisions should be framed for the care of the children.
- The foremost step should be taken by the society to make feel the working women more comfortable.
- Women are facing inequality in the organization. Their complaints should be heard properly. Time to time increment in salary should be done to motivate and uplift their courage to stay in the organization.
- In the survey, it is noticed that married women are facing more problems as compared to the unmarried ones. Special provisions should be framed for married women so that they can adjust properly between personal life as well as professional life.
- Efforts should be done to provide a familiar environment in the organization so that the stress level of women can be decreased.
- The organization should make efforts for the maintenance of equality among the working women and for the upliftment of society feedback.

## 7. Limitations

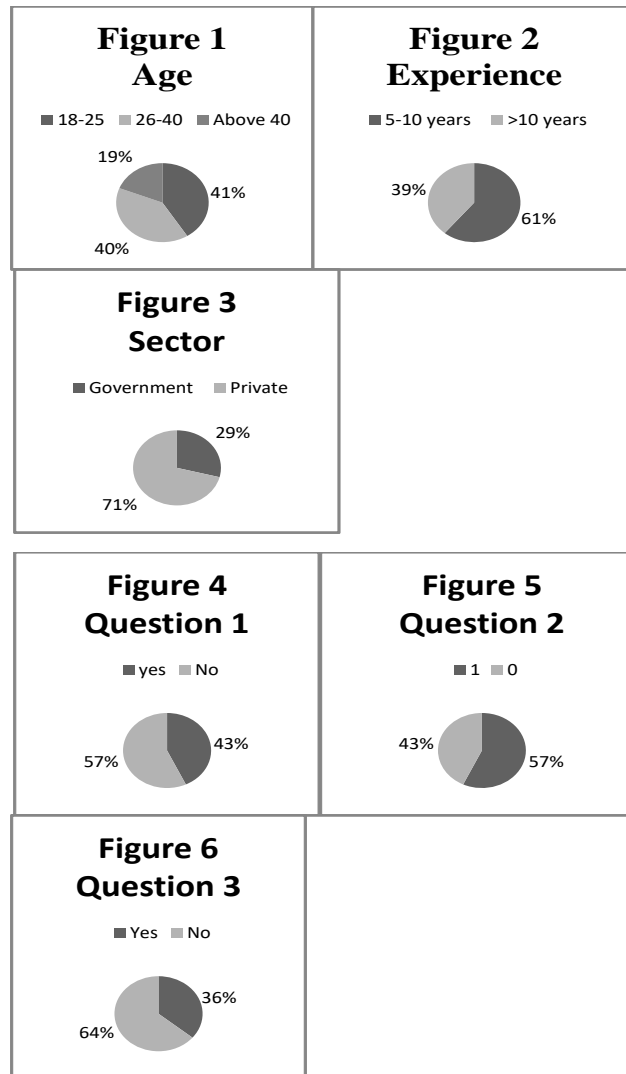
As the research proceeds, there are many problems faced to have the correct findings.

- Some of the respondents were not serious in responding. Best efforts are done to get the maximum information.
- Some of them were not interested to give their personal information.
- Some women hesitate to answer personal questions related to their family.
  
- Some of the female members feel nervous about disclosing the facts about the organization.
- Some of the answers may not be accurate as the members are reluctant to share it.

**Table no 1. Data Analysis**

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
	Valid 18-25	75	37.5	40.54	40.54
	26-40	75	37.5	40.54	81.08
	Above 40	35	17.5	18.92	100.0
	Total	185	92.5	100.0	
	Missing System	15	7.5		
	Total	200	100.0		
Experience	Valid 5-10 years	110	55	61.1	61.1
	>10 years	70	35	38.9	100.0
	Total	180	90	100.0	
	Missing System	20	10		
	Total	200	100.0		
Sector	Valid Government	57	28.5	28.5	28.5
	Private	143	71.5	71.5	100.0
	Total	200	100.0	100.0	
Sexual abuse in workplace?	Valid Yes	88	44	44	44
	No	112	56	56	100.0
	Total	200	100.0	100.0	
Promotion is based on their performance.	Valid True	114	57	57	57
	False	86	43	43	100.0
	Total	200	100.0	100.0	

**Table 2. Data Analysis (Based on Empirical Data Collected Through Research)**



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