***Research Article MES MAMPAD International Journal of Humanities and Social Science (MESIJHSS)* PROBLEMS FACED BY WORKING WOMEN IN THEIR WORKING PLACE:**

### AN OCCUPATION WISE ANALYSIS

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#### Abstract

*Generally women have to play various roles in our social life. But mostly they are considered as backward or depressed class of people. The attitude towards women is changing at present in our society. Most of them are now working in organised and unorganised sectors. At present they earn, and their decision powers increased also. But as a member from the depressed class they are facing lots of challenges in their working place and family life. This study focuses on issues related to occupational segregation, and the gendered division of domestic duties at home. So this study is proposed to be held in wandoor Gram Panchayat in Malappuram.*

*Key Words: Working women,harassment,working place*

### Introduction

A women who earns a salary, wages, or other income through regular employment, usually, outside the home is called working women. In other words, a woman employed in a manual or industrial labour is considered as working women. Women in workforce earning wages or salary as a part of the modern phenomenon, one that developed at the same time as the growth of paid employment for man, but women have been challenged by inequality in the workforce. Women’s lack of access to higher education had effectively excluded them from the practice of well paid and high status occupations.

Majority of female employees tend to pay less than their male counterparts. This is different from direct wage discrimination within occupations, as males in the female dominated professions will also make lower than average wages and the women in the male dominated occupations usually make higher than average wages. The occupational

dissimilarity index is a measure from Zero to Hundred; it measures the percent of labours that would need to be rearranged in to a job typically done by the opposite sex in order for the wage differential to disappear. Working women’s status is changed and they have a lot of problems also. As a working woman most of them are facing a conflict between family life and working life. Most of them need to do their domestic duties along with their paid jobs. Most of them are not ready to travel long distance for job due to family restrictions. Safety in working place is another problem. They face much harassment in their working place. Inequality in workplace is also shown in their wages too.

Mainly there are Five problems that the working women are faced:-

1. Work Life Balance
2. Gender Pay Gap
3. Harassment at Work Place
4. Unequal Career Opportunity
5. Impact of having Children in their Career.

### Work Life Balance

Working women wants to make solution for the conflict between working life and family life. Presently our society changes their concern to woman. They also supported to earn by women. But they expected to return home at a certain time, cook, clean and take care of family affairs. That means they are not accepted as working professionals in their family. Now times, they still visualize women as individuals who should be in charge of the kitchen and other domestic affairs.

### Gender Pay Gap

Gender pay gap means the difference between the wages paid to men and women. The gender pay wage gap is shrinking in India. Women earn 56% of what their male colleagues earn for performing the same work. The more educated a women is the wider the gender pay gap. The gender pay gap increases as women advance in their careers. The gender pay gap is an inequality faced by working women in their workplace.

### Harassment in Work Place

Woman faces mental or sexual harassment or gender bias in their workplace from the side of their boss or from their male counter parts. Gossips, non-acceptance of talent are the main types of harassments faced by woman. They are not capable to make a voice against this. The harassments will **n**ot reveal by them to their families. If there is such problem most of them are decided to resign the job. But some of them are make wise solutions to it.

### Equal Career Opportunities

There is difference between males and females in making their career progress. Even if both male and female have same educational qualification their career opportunities are different. Most of the time female counter part has a restriction of family. They cannot work in the late nights; they will not have permission for business tours or a long distance to travel. And another problem is that there is no much role model to working women. So they need always a support from their male counter parts.

### Impact of Having Children in their Careers

For a married woman, faces lots of troubles from their families. Having a child will not be permissible in some workplace. If she is pregnant there will be physical problems to her. Such problems can get solutions if their colleagues adjust to it. But some of them will ask to her why you come in this situation. If the baby born then she will need to gave special attention to the baby. This will be conflicted with her family duties and working life.

The problems discussed above are the main problems faced by working woman. In short, discrimination at work, challenges to safety, life and dignity, harassments, non- acceptance of talent, family duties are the problems faced by working women.

Working women in Indian(Source of data is missing) labour force have following trends:-

* + Overall the labour force participation rate for women is falling from 37% in 2004-05 to 29% in 2009-10.
  + In 2011-12, women comprised 24.8% of all rural workers, down from 31.8% in 1972-73.
  + In 2011-12, women comprised 14.7% of all urban workers, a small increase from 13.4% in 1972-73.
  + 13.4% of Indian working women have a regular salaried job as compared to 21.2% of working men [aged 15-59].

The study depends on primary and secondary data. This study is based on primary data which has been collected by personal interview from working women through 50 samples questionnaire. A sample of 50 working women has been selected on a random sampling basis.

The secondary data which has been collected from selected official journals, records, internet, books, etc.

Working women are those who are earn wage or salary through regular employment outside the home. Working women need to play two roles as a member of the family and as an employee.

Working women get sounder now-a- days. Economic power of them has increased. But even in these times the status of them are has remained unchanged in some perspectives. The imbalances between working life and family life, pay gap, harassments in work place, domestic duties etc are some of them.

These problems affected her working potential, and it will also make her relationships inactive. To get a happy and active life a working women need her family support immensely.

Only a micro level study can provide a concrete and clear cut picture of all these issues in rural areas. So this study is proposed to be held in wandoor Gram Panchayat in Malappuram district with the following specific objectives:-

* + To find various challenges faced by working women.
  + To analyse the role played by working women in social and family life.
  + To study the problems of working women in various occupation.

According to 2011 census there is 12115 total workers in Wandoor panchayath. Among them 9640 males and 2475 females are included. Wandoor has 31% (about 16 thousand) population engaged in either main or marginal workers.50% males and 13% female population are workers.

The analysis of working women problem shows that they want to perform dual role. This became a serious issue in their life. They are suffering from a lot of problems in working life and family life.

An important observation from the analysis of the data is the changing attitude of working women. This changing trend can be seen from the age wise distribution of samples. Most of the samples is included in the age of 25-35. And samples from above 45 are comparatively low. That means as years passing the number of women who enter into work force increased.

Educational qualifications of working women are satisfactory. Most of them have plus two level educations. But the number is comparatively lower in the case of higher education.

Another important finding of this study is that most of the women are working in unorganized sector. Private sector is give job to majority of the women. And most of these jobs are temporary. But they need to work more than six hour.

The study reveals that women prefer the jobs like teacher, nurse, sales girl etc.

The main attraction that they pointed out is those jobs are female dominated ones.

But except nurse, police etc women did not prefer night shift jobs. The reasons for this attitude are having child, family responsibility, there is no support from family, less time to spend with children etc. Those who work in night also considered the night duty as a problem which arises due to compulsion.

Another important finding of the study is that the primary reason for work force participation of women is economic fulfilment. They are argued that their remuneration is a support to family expenses. And all of them have economic power by this job.

The major issue they faced are harassments, time management problem, and wage difference. Harassment in work place are divided as mental harassment, gender bias, and sexual harassment. They are not ready to say about these problems. But most of them are agreed that there is mental harassment and gender bias exist in the work place. Harassments at work place faced by sampled working women is given in Table No.1

Table No.1Harassment faced by Working Women at Work Place

|  |  |  |
| --- | --- | --- |
| **Type of harassment** | **No. of persons** | **Percentage** |
| Mental harassment | 20 | 40 |
| Gender bias | 8 | 16 |
| Sexual harassment | 4 | 8 |
| Mental harassment plus gender bias | 7 | 14 |
| No such experience | 11 | 22 |
| **Total** | **50** | **100** |

Source: Sample Survey

39 out of total 50 samples are agreed that they are facing harassments at work place. 40% of them are facing mental harassment. 16%faced gender bias and 8% faced sexual harassment.14% says that they face both mental harassment and gender bias also.22% says that they have no such experience.

The working women have time management problem. They have no enough time to spend with their children. Workloads, harassments in work place and family duties are badly affect their working potential and health status. They are worked about 6-8 hour in work place and 5-8 hour in home also. Most of the women do their domestic duties such as washing, cooking, cleaning etc. This will make her tired. If she travels regularly for job purpose then the health condition also badly affected. The mode of travelling they

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15

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selected is bus or two wheeler. The main problem of working women is to adjustments in family life and working life. The time management problem is mainly three losses –they are miss of any career related functions, or family functions and time spend with children. The time management problem shown in the following table:-

Table: 2 Time management problem

|  |  |  |
| --- | --- | --- |
| **Time management problem** | **No. of samples** | **Percentage** |
| Present | 40 | 80 |
| Not present | 10 | 20 |
| **Total** | **50** | **100** |

Source : sample survey

80 percentage working women faces time management problem. But 20 percentage dose not affected by such problems.

Another area is gender pay gap. More than half of the samples show that there exists wage difference usually above 500. The duty or work load is heavy but the wage is less. The extent of wage difference is shown below:-

Table: 2 The extent of wage difference

|  |  |  |
| --- | --- | --- |
| **Level of wage difference** | **No. of samples** | **Percentage** |
| 100-300 | 3 | 12 |
| 300-500 | 13 | 48 |
| 500-1000 | 11 | 40 |
| **Total** | **27** | **100** |

Source: sample survey

50% of total population is suffering from health problems. They have frequent headache, back pain etc. But 22 out of 50 is done physical exercise .others are opinion that there is no time to spend for physical exercise. Those who done physical exercise, is to get relief or to reduce life style diseases. And no one has done it above 45 minutes. The main health problems are shown as below:-

Table:3 The main health problems

|  |  |  |
| --- | --- | --- |
| **Health problem** | **No. of samples** | **Percentage** |
| Stress | 10 | 20 |
| BP | 5 | 10 |
| Back pain | 4 | 8 |
| Headache | 6 | 12 |
| No such problem | 25 | 50 |
| **Total** | **50** | **100** |

Source:sample survey

50% have no permanent health problem. 20% have stress, 12% have headache, 10% have BP, and only 8%have back pain.

More than half of the population argued that there is no equal career opportunity to women. But they are argued that their family gave full support to them. The following table shows the career opportunity.

Table: 3 career opportunity

|  |  |  |
| --- | --- | --- |
| **Career opportunity** | **No. of persons** | **Percentage** |
| Equal | 13 | 26 |
| Not equal | 37 | 74 |
| **Total** | **50** | **100** |

Source: sample survey

74% says that there is no equal career opportunity and the remaining 26% says that there is equal career opportunity.

By analysing all these facts we can see that working women have a lot of problems. Even there exist a number of problems they are enjoyed their busy life and economic decision power.

### Suggesstions

* + Family can give immense support to the busy life of working women.
  + Employer should remember that she is not only his staff but also a mother or house wife
  + Government can take following steps to improve working women life

1. Give higher interest in all bank deposits to women
2. Give 30-50% discount in all rail/bus fares to them
3. Legislative strict laws against sexual harassment in offices
4. Legislate leeway for special leaves needed by working women
5. Set up special courts for handling complaints for working women against their employers
6. Legislative laws to curb inequality

The problems faced by each working women are common to all and they have unique comments on their family and social life. The problems can be solved through the immense support from family and society also.

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