



Working Women's Challenges in the Present Indian Context

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ABSTRACT

Employment is found to be a strong determinant empowerment status. Employment of women in non-agricultural sector has been increasing since last two decades. A majority of working women fall in the middle and lower socio-economic class and they work mainly for economic reasons. These women would have preferred to remain home and attend to household chores and their children. Any discussion of the problems associated with the women labour has many aspects, such as economic, political, psychological, sociological, legal etc. This paper deals with working women position, types of working women, opinion regarding, various challenges in family and work place sector in society...

KEYWORDS :

Introduction

In olden days man was considered as bread winner and women was consider as home maker but today everything was changed. Women in India now participate in all activities such as education, sports, politics media, art and culture. Service sectors science and technology etc... So, need for balancing work -family of working women is very important now. Men and women both have equal responsibilities in work and family major parts of Indian women are allowed to work; still they face some challenges in work place and family. Even women professional are in high position on their office. They have to return from office in correct time. Look clean and look after their family affairs. This makes them more stress and leads to some health problems.

Women's positions:

Indian culture attaches much importance to this section of the society; therefore India has symbolised as mother India. Keeping in view the exemplary qualities of women patience, endurance, love, and affection, sympathy and generosity. During the early Vedic period a women enjoyed a high status as she was considered a goddess and was adored. She shared equal rights and responsibilities with her husband in the family. The medieval period of Indian history which synchronised with Muslim rule brought further deterioration in her position. With the advent of British rule a new social era emerged. After independence all around efforts have been made to promote the welfare of women.

The constitutional of India guarantees to all Indian women equality (article14) no discrimination by the state (article15) equality of opportunity (article 16) equal pay for equal work (article 39(d) in addition it allows special provisions to be made by the state in favour of women and children (Article 15(3) Renounces practices derogatory to the dignity women Article 51(a) and also allows for provisions to be made by the state for securing just and humane conditions of work and for maternity relief (Article-42).

Women workers in unorganised sector

A majority of women work in unorganised sectors for low wages due to level of skills, illiteracy, ignorance and surplus labour and thus face high level exploitation. The unorganized sector is characterized by the presence of factors viz. long hours of work, wage discrimination of men and women, lack of job security, no minimum wages, lack of minimum facilities at work place, ill-treatment, heavy physical work and sexual exploitation etc. The labouring women generally work in unorganized sector. They are outside the reach of Protective Labour Laws and Trade Union Organizations. They are not offered fair wages and decent terms of work. There are hardly any opportunities to improve their income because in this sector, females work generally as labourers in unskilled occupations, do traditional work as domestic servants. The process of globalization, export oriented industrialization and relocation of industries from the developed to developing countries also lead to increase in women workers in unorganized sector. The nature of women's work ranges from wage employment or self-employment, family labour and piece rated work. The prevalence of women workers in urban unorganized sector is significant in num-

ber. They are engaged in activities like domestic work, construction work, small trades like brick making, coir and basket weaving, household industries etc. In rural unorganized sector women are engaged in agricultural activities, animal husbandry, dairy, fisheries etc

Challenges in unorganised sector:

- * Gender discrimination in the amount of wages.
- * Seasonal employment
- * No job security
- * Non sympathetic attitude of employee
- * Lack of benefits.

The Unorganized Workers Social Security Act, 2008 This act was passed in 2008 to provide for the social security and welfare of unorganized workers. According to this Act the Central Govt. shall formulate suitable welfare schemes for unorganized workers on matter relating to life and disability cover, health and maternity benefits, old age protection and the State Govt. may formulate schemes relating to provident fund., employment injury benefit, housing educational schemes for children, skill up gradation of workers, funeral assistance and old age homes for unorganized workers

Varied reasons could be assigned for the existing deplorable state of affairs of women in unorganized sector. It is mainly due to a segment working against JULY –SEPTEMBER 2012 17 women in labour market. Besides lack of organization in terms of forming trade unions among female workers, adverse impact of technological growth on women labour, absence of purposeful human resource development policy on improving women's employability through training, inadequate legislation and ineffective enforcement of safeguards to protect female workers, particularly in terms of their working conditions etc are few of the major causes leading to pitiable condition of women workers.

Women workers in organised sector:

Employment of women in organising public and private sector has been increasing since last two decades. As on the 31st March, 2005 a total number of 50.16 Lacks women employees were engaged in the organized sector, out of which 29.21 lacks (58per cent) in the public sector and 20.95 lacks (42per cent) in the Private Sector. Employment of women in public sector increased by 1.1 percent and by 2.5 percent in the private sector during 2004-2005. The zone wise analysis showed an increase of 8 percent in North-Eastern Zone, followed by Western Zone (5.3per cent), Eastern Zone (3per cent) and Central Zone (1.3per cent) and Northern Zone (1.2per cent). Only Southern Zone registered a marginal dip of 0.8 percent. One of the significant changes witnessed in the labour markets in India in the last decade has been the entry of women professionals in the rapidly growing in all sector. Organized sector workers are distinguished by regular salaried jobs with well-defined terms and conditions of employment, clear-cut rights and obligations and fairly comprehensive social security protection. But still she faces physical, sexual, emotional domestic violence...

Challenges in organised sector:

- * Gender discrimination
- * Work-family balance
- * Role conflict. Multi role responsibilities
- * Women think I'm women.

There are several challenges that are currently plaguing the issues of working women in India. A few of these challenges are presented below. While a lot of these are redundant and quite basic issues faced across the country, these are contributory causes to the overarching status of women in India. The women contribution to the economy by and large remains unrecognised yet their services are valuable. one of the key implications for organisations is the need for human resource departments to design and implement policies that enable women to balance their work and personal lives in a manner that is sculpted within the family lives of the women rather than as a stand-alone policy.

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