



PROBLEMS AND CHALLENGES OF EDUCATED WORKING WOMEN IN INDIA

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ABSTRACT

Educated working women are facing lots of problems and challenges in India. The objectives of this paper to know the key socio-economic factor contributing to women's status, safety and security. This paper also study women's involvement in various activities/ organizations. The paper is related to how they can contribute the improvement of family, community and society. The study was confined to the educated working women in white collared jobs in the city of Yamunanagar, India. The study was based on primary data collected from Yamunanagar city to find out the possible solutions for educated working women which could help them to overcome the Problems and challenges and generalize it in Indian Scenario. The results of the study showed that they are facing a lot of problems and Problems and challenges. At the end the paper presented some solution to overcome the educated working women from their Problems and challenges.

KEYWORDS : Problems, Challenges, Educated working women

INTRODUCTION:

In Indian society women have been as vital in the history making as men have been. They are actively participating in social, economic or political progress of the country.

Indian women have started working outside their homes but still they are facing lots of problems and challenges. Women have the responsibilities to effectively manage their multiple roles in home as well as in working place. Men generally do not offer any support in the households work. This makes the life of educated working women extremely hectic. While a majority of the women still face inequity and gender bias, in the last few decades. Women have been subjected to exploitation and torture, physically, sexually and mentally in our society. There are innumerable challenge and problems faced by them both at home and workplace. 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 workforce. Educated working women are essential for the development of the society, so empowerment of women is important to the process of upliftment of economic, social, political status of women. The study tried to know the work life balance, working stress, harassment, unfair treatment, tolerance of abuse, violence, discrimination, mental pressure, glass ceiling and safety problems.

OBJECTIVES OF THE STUDY

The research paper attempts to the following objectives:

1. To gain knowledge about the Problems and challenges faced by educated working women
2. To find out possible solutions that could help them to overcome the problems and challenges that they faced in their life.

Review of Literature

Sophia J. Ali (2011) "investigated the Problems and challenges facing women in career development. She found that most of the women employees were dissatisfied with career development programmers and women were discriminated against in career development opportunities.

Gunavathy and Suganya (2007) in their study among married women employees of BPO companies traced the causes, consequences of work-life imbalance and interventions for worklife balance. More than two-third of the respondents stated the experienced work-life imbalance primarily on account of work interference with personal life. The causes for work-life imbalance were classified as organizational and personal factors.

D. Jamali, et al. (2006), "made a study to explore the salience of glass ceiling type barriers in the Lebanese banking sector, based on the perceptions of a sample of Lebanese top and middle level women managers. The questionnaire was administered to a sample of 61 top and middle level women managers, drawn from the context of 12 different banks in the Lebanese context. They found that the common precepts of the glass ceiling theory were not supported in the context of Lebanese banks with overall positive inferences and perceptions

reported by Lebanese women managers in relation to their work environment and daily work experiences.

Kumari Varsha (2014), "Problems and challenges faced by urban Educated working women in India" based on 75 urban Educated working women in Rourkela city well explained the problems. This study explained the particular problem of urban area in the workplace. The study explained the Health problem, discrimination, harassment and disrespect.

There is gap between literatures available and the problem. To fulfill this gap this paper tried to clear the Problems and challenges and solution of educated working women in India.

Research Methodology:

The study is exploratory in nature and seeks to identify the problems and Problems and challenges faced by women in different professional sectors like public sector enterprises, banks, schools and colleges, hospitals, commercial organizations etc. Primary data was collected from 300 educated working women of the organized sector from Yamunanagar City using a mixed-methods approach that included face to face interviews, Focus Group Discussions (FGDs) and questionnaire. Both qualitative and quantitative aspects have been taken into consideration for the study.

The items in the questionnaire included educated working women issues. They were asked about their demographic background including age, education level, marital status, occupation, years of experience, nature of organization etc.

Problems and challenges of educated working women

1. **Work Life Balance:** Majority of the educated working women (95%) experience job spill over into the home as they have to put in longer hours. It is understandable that demands arising from work and family roles differ in various settings. What is considered as a demanding factor in one setting might not be seen as an issue of concern, or demanding, in another setting. Women are not able to question or challenge gender role assumptions, even when they are highly educated. Moreover, women utilise their education, keeping their family's interests in mind. In order to ensure that work-family balance and to challenge gender relations, the prevailing social system which relegates women to that of inferior group both at home and at work should be changed.
2. **Working stress:** To manage the increasing demands on their personal and professional lives, Educated working women are doing their best, yet they are feeling more stressed than ever—and more than their male counterparts. In survey of employees in the Yamunanagar found that 89% of women experience work stress. Women ages 40 to 50 faced the worst stressed at work. When employees are stressed, they're less focused and motivated, and this often translates into a big hit to organisation's productivity.
3. **Harassment:** Mental and physical harassment at a workplace is considered violation of women's right to equality, life and liberty. It creates an insecure and hostile work environment, which discourage women's participation in work, thereby adversely

affecting their social and economic empowerment and the goal of inclusive growth.

4. **Unfair treatment:** The unfair treatment involved not receiving credit for one's work, not having concerns addressed or taken seriously, co-workers saying derogatory comments to or in front of the worker and being overlooked for a promotion. Most of the educated working women who reported unfair treatment did so by bringing it to the attention of their immediate boss and some reported it to Human Resources while some reported it to someone in senior management. The majority of workers who reported the incident said they didn't think their claim was taken seriously. (60%) Only few of female workers took legal action.
5. **Tolerance of abuse:** Majority of the educated working women said they are facing the backbiting and double meaning word in the working place (85%).
6. **Violence:** Violence against women in the workplace, whether sexual, physical, mental, psychological or economic, is a widespread phenomenon that affects millions of Educated working women, and impacts on certain groups of vulnerable Educated working women disproportionately. Some Educated working women faced this problem (5%) and some said to avoid this they left the previous job (10%). Domestic violence also affects the productivity in work (30%).
7. **Discrimination:** Gender discrimination can occur at any time and in any place, but has far-reaching effects on employees in the workplace. Women employees who have experienced the effects of gender discrimination may have the right to file a claim. Majority of the women said regarding Gender Discrimination (95%) but they denied complaining.
8. **Mental pressure:** Educated working women suffer considerably higher levels of **work-related stress**, anxiety and depression than men, with workplace sexism and familial responsibilities providing additional career pressures. It is worst in case of marriage, pregnancy, child care and for single mother (90%).
9. **Glass ceiling:** Educated working women also face the glass ceiling in the workplace, they said due to their dress and use of cosmetics they are also at the peak point of other man working in the same organization. (65%) Educated working women also face the glass ceiling problem for inferior or superior lifestyle.
10. **Safety problems:** This is very crucial problem to all Educated working women. The organization is not fulfilling the norms of women safety (30%). They considered the insufficient availability of security guard, separate washroom, separate meeting place and breastfeeding place. They also consider that they work after sunset and face transport problem to go back their home (40%).

Solutions

1. Educated working women should be prepared and learn to make the most of their time and energy. The more they know themselves and their priorities the more balanced their life would be.
2. Offering flexible working schedules and work-from-home opportunities can reduce the working stress.
3. Women Empowerment and Strict operation of law is necessary to remove the harassment for educated working women.
4. Organisations should have an internal code to ensure security of women employees and take measures to ensure that they discharge their job in a secure atmosphere.
5. Governments should make it mandatory for companies to install Global Positioning System (GPS) in vehicles carrying women, in all industries which engage women in night shifts.
6. Providing self-defence training to women; installing safety devices and CCTVs at the work place; undertaking police verification of cab drivers, security guards etc.
7. Child care facilities and Child care leave for educated working women should be provided by every organisation.
8. Flexible timing and Possibility to work from home are required for educated working women.

CONCLUSION:

In a patriarchal society like India a particular boundary exists only for women, and if they try to cross that boundary then people start maligning them. The general perception is that if some women are doing things differently, beyond people's limited imagination, and out of sync with traditional thinking, like going out for jobs, wearing different type of fashionable clothes, talking freely with male members etc., immediately they are branded as loose women. India probably has still a long way to go to make our workplaces free from any prejudices, abuses and harassments. Even then we can still try at solving some of the related issues and problems with some possible solutions that have

been mentioned above so that women become stronger and are able to handle any adverse situations. Then educated working women contribute in proper manner to development of India without any Problems and challenges.

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