



PROBLEMS FACED BY WORKING WOMEN IN INDIA

Sandip Ananda Kamble

Research Scholar,

Department Of Sociology, Shivaji University Kolhapur.

Abstract

India has experienced rapid growth and development in the past years in many spheres. Gender equity is one of them. This is deplorable considering the important role played by women in the socio-economic growth of the country. From ancient to modern period, women's condition-socially, politically and economically- has not remained same and it kept changing with times. India's Constitution makers and our founding fathers were very determined to provide equal rights to both women and men. The Constitution of India is one of the finest equality documents in the world. It provides provisions to secure equality in general and gender equality in particular. Various articles in the Constitution safeguard women's rights by putting them at par with men socially, politically and economically. In India, women have faced a range of structural and social barriers in fully participating in the Indian economy, which not only hinders their individual agency but also limits India's ability to continue to modernize. This research paper study the problems of working women in India, Constitutional provisions and rights for working women.

Keywords: Working Women, Rights, Problems, Constitutional provisions.

Introduction

The role of women in the development of economy and society is not less important than men; they constitute almost 50% of the total population. Initially, female workers were offered only low profile jobs but now the women are considered capable of high profile jobs relating to engineering, computer,

management, administration, police etc. As a result, the demand for domestic servants for household jobs has increase tremendously. Domestic servants are engaged in a variety of works like washing utensils and clothes, fetching water, sweeping and cleaning house along with irregular marketing, grocery, shopping, ration drawing etc. In spite of their involvement in multifarious activities as domestic servants the wage they receive are the lowest and the problems they face in work place are many. Lack of decent wages and work conditions, no uniformity in receiving monetary and non monetary benefits are the common problems faced by the Domestic workers.

Objective of the Study

1. To study the problems of working women in India.
2. To study the Constitutional provisions for working women in India.
3. To study the right for working women in India.

Methodology

The study is descriptive in nature. The data for the research work will be collected from secondary sources. The secondary data will be collected through the journal, books, research papers and reports published by government of India.

Constitutional provisions

Women as an independent group constitute 48% of the country's total population as per the 2001 Census. The importance of women as a important human resource was recognised by the Constitution of India which not only accorded equality to women but also empowered the State to adopt measures of positive discrimination in their favour. A number of Articles of the Constitution specially reiterated the commitment of the constitution towards the socio economic development of women and upholding their political right and participation in decision making.

Article 14 - Men and women to have equal rights and opportunities in the political, economic and social spheres.

Article 15(1) - Prohibits discrimination against any citizen on the grounds of religion, race, caste, sex etc.

Article 15 (3) - Special provision enabling the State to make affirmative discriminations in favour of women.

Article 16 - Equality of opportunities in matter of public appointments for all citizens.

Article 39(a) - The State shall direct its policy towards securing all citizens men and women, equally, the right to means of livelihood.

Article 39(d) – Equal pay for equal work for both men and women.

Article 42 - The State to make provision for ensuring just and humane conditions of work and maternity relief.

Article 51 (A) (e) –To renounce the practices derogatory to the dignity of women.

Women's Work in India

India has 397 million workers. 123.9 million are women.106 million are in rural areas. 18 million are in urban areas. Only 7% of India's labour force is in the organized sector; 93% is in unorganized, informal sector. 96% of women workers are in unorganized sector.

Problems Faced By Working Women in India

1. Mental harassment

It is an age old convention that women are less capable and inefficient in working as compared to men. The attitude which considers women unfit for certain jobs holds back women. In spite of the constitutional provisions, gender bias creates obstacles in their recruitment. In addition to this, the same attitude governs injustice of unequal salaries for the same job. The true equality has not been achieved even after 61 years of independence. Working in such conditions inevitably puts strain on women to greater extent as compared to men, thus making them less eager in their career.

2. Sexual harassment:

Today, almost all working women are prone to sexual harassment irrespective of their status, personal characteristics and the types of their employment. They face sexual harassment on way on transports, at working places, educational institutions

and hospitals, at home and even in police stations when they go to file complaints. It is shocking that the law protectors are violating and outraging modesty of women. Most of the women tend to be concentrated in the poor service jobs whereas men are in an immediate supervisory position, which gives them an opportunity to exploit their subordinate women.

3. Discrimination at Workplace:

However, Indian women still face blatant discrimination at their workplaces. They are often deprived of promotions and growth opportunities at work places but this doesn't apply to all working women. A majority of working women continue to be denied their right to equal pay, under the Equal Remuneration Act, 1976 and are underpaid in comparison to their male colleagues. This is usually the case in factories and labor-oriented industries.

4. No Safety of Working Women While Traveling

Typically, the orthodox mindset in the Indian society makes it difficult for a working woman to balance her domestic environment with the professional life. In some families, it may not be acceptable to work after six o'clock. Those families that do accept these working hours may experience considerable anxiety every day about a woman's safety while traveling. So many issues affect a working woman because she is closely protected or watched by her family and the society.

5. Lack of Family Support

Lack of proper family support is another issue that working women suffers from. At times, the family doesn't support women to leave the household work and go to office. They also resist for women working till late in office which also hampers the performance of the women and this also affects their promotion.

6. Insufficient Maternity Leaves

Insufficient maternity leave is another major issue that is faced by a working mother. This not only affects the performance of women employees at work, but is also detrimental to their personal lives.

7. Job insecurity

Sandip Ananda Kamble

Unrealistic expectations, especially in the time of corporate reorganizations, which sometimes puts unhealthy and unreasonable pressures on the employee, can be a tremendous source of stress and suffering. Increased workload extremely long work hours and intense pressures to perform at peak levels all the time for the same pay, can actually leave an employee physically and emotionally drained. Excessive travel and too much time away from family also contribute to an employee's stressors.

8. Workplace Adjustment

Adjusting to the workplace culture, whether in a new company or not, can be intensely stressful. Making oneself adapt to the various aspects of workplace culture such as communication patterns of the boss as well as the co-workers, can be a lesson of life. Maladjustments to workplace cultures may lead to subtle conflicts with colleagues or even with superiors. In many cases office politics or gossips can be major stress inducers.

9. Other reasons

It includes Personal demographics like age, level of education, marital status, number of children, personal income and number of jobs currently had where you work for pay and Work situation characteristics like job tenure, size of employing organization, hours worked per week.

Rights of Women Employees

- 1) Right to equal remuneration for Equal work
- 2) Right to equal employment for women
- 3) Right to medical attention and primary health care
- 4) Right to safe drinking water
- 5) Right to good working environment
- 6) Right against torture and sexual harassment
- 7) Right to association
- 8) Right to participate the cultural life
- 9) Right to rest and leisure
- 10) Right to work and receive adequate wages
- 11) Right to be free from gender discrimination

- 12) Right against caste discrimination
- 13) Right to freedom of religion
- 14) Right to health
- 15) Right to freedom of opinion and expression

These rights are vested in women employees themselves and are not granted by any government in the world. Democracy, free and fair media and judiciary facilitate the implementation of these rights in the society and work place [5]. Lack of these basic rights in the work place leads to the women employees work as life/work without humanity Human rights and fundamental freedoms are the birthright of all the human beings; their protection and promotion is the first responsibility of the government [6]. Equal rights of men and women are mentioned in the preamble to the charter of the United Nations [9]. Most of the democratic countries were accepted and followed the preamble of the UN related to human rights especially for women.

Conclusion

Domestic work is a hope of employment for lots of poor women. This is one of the few sectors which have a female majority and one of the largest employment providers for women in India. Various factors are responsible for the pathetic conditions of women in unorganized sector such as gender discrimination, poverty, lack of basic knowledge, ignorance of government, inadequate laws which are failing to prevent them. Thus, the plight of domestic workers will change, when they will be united to fight for their rights.

References:

1. **Jaswinder (2021)** Contribution of Working Women in Indian Economy and Problems Faced By Them, international journal of multi disciplinary education research, VOLUME:10, ISSUE:8(3),
2. **Bharat Jyoti (2008)** Report on Socio-economic Status of The Women Domestic Workers, Ministry of Women & Child Development
3. **Dar Javaid Ahmad (2014)** "Socio-Economic Conditions of Female Domestic Workers in Punjab: A Case Study of Sangrur District" Research J. Humanities and Social Sciences 2014; 5(1)

4. **Tripathi, S.N. (1991)** Informal Women Labourers in India, Discovery Publishing House, New Delhi.
5. **Barbhuiya Firdous (2016)** Female Domestic Workers in India:: From Socio- Economic Perspective, New Man International Journal Of Multidisciplinary Studies, VOL. 3(1)
6. **Yogita Beri (2020)** A Study on Female Domestic Workers in India, **Journal of Interdisciplinary Cycle Research, Volume XII, Issue VI, June/2020**
7. **Ankita Bhadury and Ashim Kumar Mukherjee (2015)** The Status Of Indian Working Women In Present Era, International Journal of Science, Technology & Management Volume No 04, Special Issue No. 01, March 2015
8. **Report of the Working Group on Empowerment of Women for the XI Plan**, Ministry Of Women And Child Development Government Of India, 2006
9. **Rajesh Kumar Pramanik (2020)** Challenges Faced By Women Workers in India, International Journal of Educational Research, Volume 1, Issue 1,2020
10. **R.Vettriselvan and J.Rengamani (2019)** Issues and Challenges of Women Employees in Indian Technical Industries, International Journal of Engineering and Advanced Technology, Volume-8, Issue-2S2, January 2019