

## CHALLENGES FACED BY WORKING WOMEN

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### ABSTRACT

*Our society was male dominated and was ruled mainly by ethics and morals. Women are trained to carry out the roles of birth, nurture, protection, gratification and giving comfort to children and men. They were not given any active participative rights or any privilege. At present, women can work independently and feed securely. They have been able to uplift themselves by shedding their domestic tag. They have eventually managed to shake the brawny walls of social economic exploitation. Working women in India are facing a lot of challenges. In India men do not share household chores, it is only the women who have to cook, clean the house, do the dishes, wash clothes, get their children ready for school etc. Therefore there is a need for a study about the challenges faced by the working women both in family and in their working environment. This paper aims to study the problems faced and the services received by the working women Thuckalay town in Kanyakumari District.*

**KEY WORDS:** *working women, challenges, stress.....*

### INTRODUCTION

According to the traditional role she is oriented towards rearing capable children, helping her husband to achieve the goals of the family and being useful to the community in which she lives. But talented and ambitious women in addition to these functions want to develop their special aptitudes. The emerging new-age women have the ability to equip herself with education seeking her own identity confidence and not compromising her respect at any cost. Today Indian society is accepting women as professionals, as earners in families and as independent individuals. Women have proved themselves through their talent and wise approaches that they are equal to men in many professions or even better suited than men. There is hardly an industry or sector where women are not found. She is no more the traditional, timid, domesticated woman. The modern women of today are learning to break away from the shackles of the past. The financial demands on the Indian families are becoming fiercer day by day. The skyrocketing cost of living, expenses on the education of children, increasing cost of housing properties force every family in India to look for ways and means of increasing the household income. As a result women in India who were mostly known as homemakers are forced to go for jobs and take up even careers that were considered only suitable for men such as working in night shifts in call centres or BPOs. Men just take care of a few chores that are to be dealt outside the house. So the major burden of running the family is on the shoulders of women. Women are balancing between home and workplace. The working women who are free to a greater extent from household work make better adjustments in the relationships.

### CHALLENGES FACED BY WORKING WOMEN IN PRESENT SCENARIO

It was alright for women to handle all the chores as long as they were homemakers. Now with their increasing need of income for their family they have to work harder. Women have started sleeping less than before because if only they wake up early they can cook for the family, get themselves ready for the job; get their children ready for school. So an average woman lost 2 hours of sleep per day and up to 14 hours sleep per week. If they happen to work in a highly pressurized environment, then they will bring home their work and that cuts a few more hours of sleep. It is not just about the reduced sleep, but such a lifestyle builds stress. This stress is passed on to the family and frustration level builds up in the family life. Many Indian Families are still living as joint families along with the parents and in-laws. This adds up to their stress further because they have to please all the family

## **OBJECTIVES**

1. To know the demographic profile of the respondents.
2. To study the attention paid towards women employees and their problems faced by the working women in their working environment.
3. To know the various services received by the women workers in their place of employment.
4. To study the priority given by the respondents between their work and family.
5. To study the rate of personal growth and development of working women.

## **METHODOLOGY**

The present study is empirical in nature, based on the primary and secondary data. Primary data were collected from 75 sample respondents with the help of Google forms. Secondary data was collected from the reports, journals, books, magazines and internet.

- **Primary Data**

The primary data required for the study which has been collected with the help of well- structured Google form and the data is collected from the respondents.

- **Secondary Data**

The secondary data collected from various websites were used. It is downloaded from the internet.

## **REVIEW OF LITERATURE**

Ronald J. Burke, Mustafa Koyuncu & Lisa Fiksenbaum (2020) examined the relationship of the perceived presence of organizational practices designed to support women's career advancement and their work attitudes and satisfaction and their psychological well-being. Data were collected from 286 women in managerial and professional jobs working in a large Turkish bank, a 72 percent response rate. Five organizational experiences were considered negative attitudes towards women, equal treatment, support, career barriers and male standards. Women reporting more supportive organizational experiences and practices were more engaged in their work, more job and career satisfied, and indicated greater levels of psychological well-being.

Sophia J. Ali (2021), investigated the 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. The study recommended that organizations should strive to ensure that career development programmers were set to enhance career development amongst women employees. Top management should also be committed to the career development of women, and organizations should also introduce affirmative action to urgently address career development of women.

Skinner and Peacock (2018), investigated the relationship between work overload, work schedule control, work hours and their fit with preferences and work-life conflict among full-time employees (N=887). It was found that the "strongest association with work-life conflict was demonstrated by work overload, followed by work schedule control, work hours and work hours fit. Time-based work life policies, procedures and interventions were found necessary, but not sufficient, for addressing work-life conflict. They called for effective management of work overload to support a healthy work-life relationship."

**ANALYSIS AND INTERPRETATION**  
**AGE WISE CLASSIFICATION OF RESPONDENTS**

S. N.	AGE	NO. OF RESPONDENTS	PERCENTAGE
1.	Up to 30	30	40
2.	31 – 40 years	35	47
3.	40 & above	10	13
	<b>TOTAL</b>	<b>75</b>	<b>100</b>

**Source: Primary Data**

It is interpreted that 40% of the respondents are up to the age of 30, 47% of the respondents are between the age of 31-40 and 13% of the respondents are above 40.

**TYPES OF FAMILY RESPONDENTS**

S. N.	TYPE OF FAMILY	NO. OF RESPONDENTS	PERCENTAGE
1.	Nuclear family	43	57
2.	Joint family	32	43
	<b>TOTAL</b>	<b>75</b>	<b>100</b>

**Source: Primary Data**

It is inferred that 57% of the respondents have a nuclear family and 43% of the respondents have a joint family system.

**BALANCING THE PRIORITY BETWEEN THE WORK AND FAMILY**

S. N.	PREFERENCE	NO. OF RESPONDENTS	PERCENTAGE
1.	Family	28	63
2.	Work	47	37
	<b>TOTAL</b>	<b>75</b>	<b>100</b>

**Source: Primary Data**

It is inferred that 67% of the respondents prefer family more than work and 37% of the respondents prefer work more than family.

**ATTENTION PAID TOWARDS WOMEN EMPLOYEES AND THEIR PROBLEMS**

S. N.	ATTENTION PAID	NO. OF PERCENTAGE	PERCENTAGE
1.	Highly Satisfied	8	11
2.	Satisfied	19	25
3.	Neutral	27	36
4.	Dissatisfied	12	16
5.	Highly Dissatisfied	9	12
	<b>TOTAL</b>	<b>75</b>	<b>100</b>

**Source: Primary Data**

It is studied that 36% of the respondents have been paid attention at neutral level and 11% of the respondents problems have been attended at a highly satisfied level.

**HELP RECEIVED FROM SUPERIOR**

S. N.	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Always	17	23
2	Often	8	11
3	Sometimes	30	40
4	Never/hardly ever	9	12
5	Seldom	11	14
	<b>TOTAL</b>	<b>75</b>	<b>100</b>

**Source: Primary Data**

It is identified that 40% of the respondents always get help from their superiors and 11% of the respondents get help from their superior often.

**PERSONAL GROWTH AND DEVELOPMENT**

S. N.	GROWTH DEVELOPMENT	NO. OF RESPONDENTS	PERCENTAGE
1.	Excellent	18	24
2.	Very good	28	37
3.	Fair	21	28
4.	Very poor	6	8
5.	Extremely poor	2	3
	<b>TOTAL</b>	<b>75</b>	<b>100</b>

**Source: Primary Data**

It is found that 37% of the respondents have good personal growth and development and 3% of the respondents have extremely poor personal growth and development.

**SERVICE RECEIVED FROM WORKPLACE**

S. N.	SERVICES	NO.OF RESPONDENTS	PERCENTAGE
1.	Health insurance	3	4
2.	Health check-up	5	7
3.	Medical allowance	10	13
4.	Child care	10	13
5.	Family care	5	7
6.	Welfare facilities	-	-
7.	Local transport	12	16
8.	Transport concession	12	16
9.	Local conveyance allowance	8	11
10.	Others	10	13
	<b>TOTAL</b>	<b>75</b>	<b>100</b>

**Source: Primary Data**

It is inferred that 16% of the respondents receive local transport and transport concession, and 4% of the respondents receive health insurance benefits.

**PROBLEMS FACED BY WOMEN EMPLOYEES**

S. N.	PROBLEMS	NO. OF RESPONDENTS	PERCENTAGE
1.	Inequality between male & female employees	20	27
2.	Low wages	20	27
3.	No promotion	11	14
4.	Local transport facility	10	13
5.	Lack of training facility	7	10
6.	Harassment by colleagues	4	5
7.	Harassment by superiors	3	4
	<b>TOTAL</b>	<b>75</b>	<b>100</b>

**Source: Primary Data**

It is identified that 27% of the respondents feel inequality between male and female employees and low wages have been disbursed to the women employees for doing the same nature of work and 4% of the respondents have been harassed by their superiors.

**POSITION OF WORKING MOTHER AT HOME AND IN SOCIETY**

S. N.	POSITION	NO. OF RESPONDENTS	PERCENTAGE
1.	Excellent	19	25
2.	Good	21	28
3.	Moderate	29	39
4.	Poor	3	4
5.	No opinion	3	4
	<b>TOTAL</b>	<b>75</b>	<b>100</b>

**Source: Primary Data**

It is found that 39% of the respondents have moderate positions at home and in society and 4% of the respondents are poor and they have no opinion regarding their position as a working mother at home and in the society.

**CONCLUSION**

Working women in India are facing a lot of challenges. The major burden of running the family is on the shoulders of women. In this study, the wife's role is most emphasized and pre-eminent in the area of study. Adaptive women prefer to combine employment and family work and these women are prepared to prioritize their jobs and balance with their family life. Not much attention is paid to the problems faced by the working women and less helping hands are offered from their superiors. Based on the result of this study, it is clear that more attention is needed for the working women for the improvement of personal growth and development.

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