



## A Review Paper on Problems faced by Female workers in Workplaces

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**Abstract:** In a society two genders are mainly considered first is men and second is women and these both are considered as two sides of a coin. It is impossible that one can easily existed without other. Number of changes come in female life from ancient to present. Yet, females are discriminated and looked down upon resulting challenges faced in all spheres of life such as at workplace, their home, wage distribution, Industrial work, carrier building everywhere. This is because the mind-set of the negative peoples. This situation we can tackled if family members, planners and people who are the part of the society do work for the development and empowerment.

**Key Words:** Female workers, Harassment, Gender, Inequality.

### 1. INTRODUCTION:

In this contemporary world, women's keeping themselves from shoulder to shoulder with their opposite gender. In present time, they are not behind in any field as compared to men. Women are multitasking they have many loads of works such as domestic work, take-care of family members, household chores etc. Today there is no field in which women are not employed they are involving everywhere as employer such as doctors, nurses, Assistant, Pilot, Professor, Administration work, Daily wage-labors etc. And it is universal truth that female faced lots of challenges and major problems by virtue of their sex. They are tortured by other sex such as physically, mentally, sexually. Females faced innumerable challenges during their job as well as home.

**Gender-Discrimination at work-** Female are discriminated in every step of their working place. It is observed from many researches that female is oftenly deprived from growth and promotion opportunities at their busy workplace. Sophia (2011) revealed in study that majority of female workers were not satisfied with career development programmes and they were discriminated against in career development opportunities. A Numbers of female workers are continuing to be denied about their equal right to pay. Dave (2012) made a study on female workers in organized sectors. The research focused on female construction workers, agrarian workers, or domestic workers. It was found in the study that workers faced lots of challenges like disparity in wages where female workers paid less. Working hours were not fixed and harassment at work place was common. Despite the Equal Remuneration act, 1976 they are underpaid compared to men. Many times, they are deprived from important opportunities of work and assignments by underestimates their cognitive level. Usually, these cases happen in industrial factories and Administrative works. Nawaz et al. (2013) conducted a study to find out the challenges of working women in formal sectors in Bahawalnagar. It was observed in study that police female workers were faced low social status or non-recognition of their jobs. It was also seen in study that nurses faced unscheduled working hours and low wages or school teachers wanted higher wages for their work.

**Challenges to Dignity and Safety-** Because of the Orthodox mindset of our Indian society it becomes more complicated for a female worker to balance her domestic life with the job or her professional works. Rani and Sinha (2016) documented in study that due to lack of society support, family support, harassment, psychological barriers, lack of knowledge, female workers faced lots of challenges during work. In some Female worker families it may not be allowed that female members do her office work or job after 6'0 clock. If it is happened by mistake or some reasons then society will put a question mark on females dignity.

**Balance between Home and Job-** In 21<sup>st</sup> century modern era females are not only do domestic works. They also contribute financial support to her life-partner. Due to the busy schedule of female's life such as cook food, take-care of child, washing the clothes and other domestic routine they are deprived from luxuries life, rest, entertainments.



Avis et.al (2014) revealed in study that working women faces lots of official as well as domestic problems. Females are cook, clean the house, take care of children and members of family while in outside they were also faced the major challenges such as transportation problems, sexual harassment during their mobility and at workplaces. Ramasethu (2015) highlighted in study that urban female workers faced lots of psychological and physical pressure, due to lack of suitable balance between family maintenance or employment, and also unfair management in the tensioned life and place of work. Despite it, women are also neglected and blamed in some families and also not live their respectful life.

**Inequality in Job Opportunities-** Despite the job qualification, skills, performance, laborious work, females are overlooked as well as low rated in compared to opposite sex. It is very unfortunate challenges for working women that they are ignored and underpaid due to their sex. This is main factor that why females are settled down at less challenging job than their skills/talents.

**No Right on Her Own Salary-** Now a days female are independent and they earning in good amount as well as financially supported her families but they have no control over it. Specially in middle class families, it seems that if women in a job, then in salary time her money will be go on fathers' hand if women are married then money goes on husbands

**Male Dominant Ego-** One of the most critical problem for female workers is to balance and cope up with the ego of her male partner. It is seen in some families that men are supporting to women for outside work but they can't accept the female's achievement and success. So, these types of cases, create problems and stress in life of families which decrease the self -confidence of females.

**Sexually tortured and Psychologically Harassment-** A major problem faced by females' workers is sexual harassment at the workplace. It is often seen that when female step out then she is subjected a lot of sexual abuse and tortured directly and indirectly way. Today, they are involved in every professional from agriculture labour to administration and they face challenges of these type of harassment such as in offices, travelling time, medical sectors, even police stations they faced verbally, physically as well as symbolically by her subordinates and other colleagues. Women are also attending their nightshift of work mainly nurses and this is very risky for them. In spite of such insecure working environment, they have to move on to support her family and make it economically sound. Some Women ignored these incidents, some by compromising with the incidents, some forgot through tears with anger. Despite many securities, there are few females in societies who raised their voice against this type of crimes. Sometimes psychological pressure or forces many working women resigning from of her job.

## 2. CONCLUSION:

Primarily the main key to empowering and increase the social status of female workers lies in her own hands. In present era, women need to be aware of their rights at the workplace as well as home. The goal of women empowerment cannot be achieved if women do not decide to raise their voice against exploitation at the economic, social or sexual level. The participation level of female ratio in the organization should be assessed and along with this, policy implementation must be monitored. Two institutions society and family can put their effort to raise the empowerment and status of female workers. India is male- dominated society, without any type of negative mindset they should be helped for female workers and motivated them for work.

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