

## **TRENDS AND PROBLEMS OF WORKING WOMENS IN ORGANIZED SECTOR IN INDIA**

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### **ABSTRACT:-**

India is a traditional country and Role of the women in India mostly is household and limited to domestic issues. Now a day's women are working in various sectors but working women's are facing so many problems. The present study undertakes to know the problems of Indian working women. Now a day in India the role of women in our society has been tremendously changed. Women can be seen on higher post in various sectors. Women are making a tremendous contribution in each sector. Then also, the women are the center and foundation of the social and cultural life of the family. In family not only men are considered as bread earner. In today's scenario economical support is given by Indian women to their family member. The present study is undertaken to identify challenges & problems faced by women workers and the trends of women employment in India.

### **1. INTRODUCTION:-**

Indian society is male dominating society. In olden days man was considered as breadwinner and women was consider as home maker but today everything was changed both men and women have equal responsibility in work and family. In India man do not share household daily work. It is a woman who do the household work like cooking, cleaning the house, wash the cloths, get ready to children for school and college etc. so the major burden is on the women. Along with this some women's are working outside the home to rude the economic burden on family. While working outside the home women's are facing so many problems this problems is social problem, workplace problem and family problems etc. The present research is undertaken know the major problems faced by working women in India and the trends of women employment in India.

### **2. REVIEW OF LITERATURE-**

1. Azadeh Barati, Rooh Ollah Arab, Seyed Saadat Masoumi- has studied on Challenges and Problems Faced by Women Workers in India. The main objective of their study is to identify the factors preventing women employees from aspiring for higher post and Challenges & problems faced by women workers and to clear main problems of working women. They observed that mental harassment, Sexual harassment, Discrimination at Workplace, Workplace Adjustment, Job insecurity these are the major problems faced by the working women's in India.

They conclude that Traditionally people think that men should only work and gain money and women should work as house hold, but The financial demands on the Indian families are increasing that's why women also should company in gaining income for families. Therefore a fundamental change is required in attitudes of employees, family members and public.

2. Dr. Kamini B. Dashora (2013) has studied on Problems Faced by Working Women in India. He stated that Sexual harassment has now become a major social problem with the widespread entry of women in to the labor force. He also observed that mental harassment is also major problem faced by the working women's. Discrimination at Workplace, Safety of Working Women While Traveling is also the major problem faced by working women. He concludes that A fundamental change is required in the attitudes of the employers, policy makers, family members and other relatives and the public at large.
3. Manju (2017) has studied on Women in unorganized sector - Problems & issues in India. The main objective of the study is to analyze the problem faced by women workers in unorganized sector and to define the different categories of women workers in India. He observes categories women workers as Rag pickers, Domestic workers, Coolies, Vendors, Beauticians, Construction labourers, Garment workers etc. he state that Lack of education, Insufficient skill & knowledge, Exploitation of the female labour, Insecure job, Non sympathy attitude of employer, Extreme work pressure, Irregular wages payment, Wage discrimination, Seasonal employment, Physical problems etc are the problems of women worker in unorganized sector.

### **3. STATEMENT OF PROBLEM:-**

Indian society is male dominating society. In olden days man was considered as breadwinner and women was consider as home maker but today everything was changed both men and women have equal responsibility in work and family. In India man do not share household daily work. It is a woman who do the household work like cooking, cleaning the house, wash the cloths, get ready to children for school and college etc. so the major burden is on the women. Along with this some women's are working outside the home to rude the economic burden on family. But the women's are facing so many problems while working in organized sector. Considering overall situation of women worker in India the researcher has come towards following investigative questions-

1. What problems are faced by women workers in organized sector?
2. What is the trend of women employment in India?

**4. OBJECTIVES OF THE STUDY:-**

1. To know the problems faced by working women's of organized sector in India.
2. To know the trends of women employment in India.

**5. METHODOLOGY: -**

**Data collection:** - For the present study researcher has used secondary source of data. It includes books, journals, magazines, internet websites, research papers and NSSO report etc.

**Parameters:** - 1. Trends in women employment 2. Problems faced by working women

**6. TRENDS IN WOMEN EMPLOYMENT:-**

**Table No. 1**  
**WOMEN EMPLOYMENT IN ORGANIZED SECTOR**  
**(Figures in Thousands)**

Year	Public sector			Private sector			total		
	women	total	% of women	women	total	% of women	women	total	% of women
1995	2600.4	19466.3	13.4	1627.5	8058.5	20.2	4227.9	27524.7	15.4
2000	2857.0	19313.7	14.8	2065.8	8646.0	23.9	4922.8	27959.7	17.6
2005	2921.0	18006.6	16.2	2095.3	8452.3	24.8	5016.2	26458.6	19.0
2010	3196.0	17862.0	17.9	2662.5	10846.0	24.5	5858.6	28708.0	20.4
2011	3171.0	17548.0	18.1	2783.0	11452.0	24.3	5954.0	28999.0	20.5

(Source: various rounds of NSSO data)

From the above table it was observed that in the year 1995 13.4% women are employed in public sector, 20.2% are employed in private sector and total 15.4% women are employed. In the year 2000, 14.8% women are employed in public sector, 23.9% are employed in private sector and total 17.6% women are employed. In the year 2005, 16.2% women are employed in public sector, 24.8% employed in private sector and total 19.0% women are employed. In the year 2010, 17.9 % women are employed in public sector, 24.5% women are employed in private sector and total 20.4% women are employed. In the 2011, 18.1% women employed in public sector, 24.3% employed in private sector and total 20.5% women are employed. So, from the above table it was found that women employment in India increasing year by year but it is not rapidly increasing because working women are facing so many problems which is discussed as bellows.

**7. PROBLEMS FACED BY THE WORKING WOMEN:-**

**1. Acceptance as Working Professionals:-**Most Indian men are not accepting women as work professional. Women's are also capable of working with them, shoulder to shoulder, in any field or professional sphere. They still visualize women as household.

**2. Respect at workplace:** - Indian working women do not get the respect from their male colleagues in the workplace. Boss and supervisors are not

giving the respects to the working women that is also one the problem faced by the working women.

**3. Narrow approach towards women:-** while promoting women and giving additional responsibility women are ignored or look towards women as household. They are expected to return home at a certain time, cook, clean and take care of family affairs.

**4. Business tour not Acceptable:-**One of the problems faced by married working women is that they cannot travel or go on tours without having to answer uncomfortable questions by most of their friends and family. So they cannot be promoted on the higher post. This is also one of the problem faced by the married working women in India.

**5. Wage discrimination:-** wage discrimination or unequal pay is also one of the problem faced by the working women. Now a day's also some company's not giving equal wage to men and women workers. Most wage discrimination is found in unorganized sector especially in agricultural labour.

**6. not giving professional education to women:-** in India women/ girl is consider the others asset or property after the marriage she go the others home so the parents are not ready to give girl the professional education and they don't want to make more expenses on girls education.

**7. Discrimination at Workplace:** - Indian women still face blatant discrimination at their workplaces. A major problem faced by the working women is sexual harassment at the work place. Further, women employees working in night shift are more vulnerable to such incidents. For example- Nurses.

**8. Domestic Violence:-** is also one of the problems faced by working women in india. Wamen face the violence by husband, father, brother, and uncles in their homes. They are not ready to send women outside the home for work.

**9. Lack of Family Support:** - Lack of proper family support is another issue that working women suffers. Family doesn't support women to leave the household work and go to office. They also resist for women working till late in office this affects on the performance of the women and this also affects their promotion.

**10. Insufficient Maternity Leaves:** - as per maternity benefit act 1961 women are entitled to receive payment of maternity benefit at the rate of average daily wages for a total period of 12 weeks. But in actual practice employers give insufficient maternity leave. This not only affects the performance of women employees at work, but is also detrimental to their personal lives.

**11. Other problems:-** night shift, working conditions, working hours, non availability of crèches facility, mental harassment, workplace adjustment etc. also the problems faced by working women's.

## 8. FINDINGS, SUGGESTIONS AND CONCLUSION:-

India is a traditional country and Role of the women in India mostly is household and limited to domestic issues. But now a day's women are working in various sectors. Role of women in our society has been tremendously changed. Women can be seen on higher post in various sectors. Women are making a tremendous contribution in each sector. Then also, the women are the center and foundation of the social and cultural life of the family. In family not only men are considered as bread earner. In today's scenario economical support is given by Indian women to their family member. While working outside the home women's are facing so many problems this problems is social problem, workplace problem and family problems etc.

From the study it was found that trends of women employment was increased but it was not a rapid change. In the year 1995 total women employment was 15.5% and in the year 2011 it was increased up to 20.5%. So this trend is not satisfactory because the working women are facing so many problems like Acceptance as Working Professionals, Respect at workplace, Narrow approach towards women, Business tour not Acceptable, Wage discrimination, not giving professional education to women, Lack of Family Support, Insufficient Maternity Leaves and other problems are also faced by the working women. So for increasing employment of women it was necessary to take awareness programme in society towards women education and employment. It was also necessary to change attitudes of society towards women. Government should also take the awareness programme and make strong laws towards women harassment. Traditionally people think that men should only work and gain money and women should work as house hold, but due to the inflation it is not possible only to the men to shoulder the financial demand of family that's why women also work and economical support is given by Indian women to their family member. Therefore a fundamental change is required in attitudes of employees, government, society family members and public towards the working women. It was also necessary to make strict laws for women harassment at work place.

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