

OCCUPATIONAL CHALLENGES FACED BY WOMEN IN PRIVATE SECTOR: A STUDY IN NAVI MUMBAI AREA.

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Abstract: It is an open truth that working women have to face problems just by virtue of their being a woman. Working women here are referred to those who are in paid employment. As we all are aware of that the only “change” is one constitute which is constant. Considering this fact we can see that the belief in women’s power is increasing day by day earlier women all over the world are challenged by a number of obstacles that restrict their ability to play significant roles in their communities and the broader society. One has to fulfill the demand at work followed by various demands at home. In today’s scenario the husband and wife both work towards creating a balance with their work life as well as at home with their children. Somewhere this situation is still there in India but even after facing all the challenges women are more ahead in successful manner. This research paper studies about what all challenges working women are facing in their day to day life. Do these challenges affect their career? Do they get any support from men either in office or at home?

Objectives of the study:

- To know various challenges faced by women in private sector
- To know how these challenges affects their career.
- To know working for women is by want or by force.
- To study according to respondent what is the attitude of male towards working women.

Introduction: The financial demands on the Indian families are becoming fiercer by day. The sky rocketing cost of living, increasing expenses on education of children, increasing cost of housing properties in India 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. They are left with no option but to fend for their families in all possible ways. From just a skilled homemaker, women today have acquired skills and capabilities of not just being a homemaker but being at par with their male counterparts. This is the new generation of women, who wants to pursue their dream career. More conflict arises with the working women. But it is still difficult for women as she has to play multiple roles of a cook, a family maid, a tutor, a nurse as well as cater to the demands of office work. This can leave a working woman stressed and anxious; more so if the family is not supportive.

In India men do not share on most of the household chores, it is women who have to cook, clean the house, do the dishes, wash clothes, get their children ready for school etc. Men just took care of few chores that are to be dealt outside the house. So the major burden of running the family is on the shoulders of women. It was alright for women to handle all the chores as long as they were homemakers. Now with their increasing need for getting some income for the family, they have to work all the more harder. They have to take up a 9 to 5 job plus handle all the household chores that they handled as a homemaker. Men’s role has not changed much. If they happened to work in a highly pressurized environment, then they will bring home their work and that cuts few more hours of sleep. It is not just about the

reduced sleep, but such a lifestyle builds stress. This leads to relationship problems. They have to handle harassment's at their work place, sometimes just over look things to ensure that their job is not jeopardized in anyway. Many Indian families are still living as joint families along with the parents and in-laws. This adds to their stress further because they have to please all the family members of her husband. Listen to their complaints that they make against her and turn deaf ears towards them and so on. Overall, majority of women in India look towards or live in the hope that things will change. Some of us have given up that hope and learnt to accept that nothing can be done about it. India has a long way to go before our women will be able to live their lives to the full. Research shows that empowering women fuels thriving economies, spurring productivity and growth.

Around the world, healthy, educated, employed, and empowered women break poverty cycles - not only for themselves, but for their families, communities, and countries too. There are several challenges that are currently plaguing the issues of women’s rights in India. A few of these challenges are presented below. Targeting these issues will directly benefit the empowerment of women in India.

Problems Faced by Women at Workplace

1. Working overtime
2. Poor security
3. Sexual harassment
4. Work life imbalance
5. Lack of family support
6. Difficulties in Adapting change
7. Competition
8. Gender discrimination etc.

Above are the major issue that women face at their workplace and many women fall victim of sexual harassment at workplace. List doesnot ends here there

are many more ahead but only the major is considered for my paper.

Consequences of Problems Faced by Women

Due to the various problems faced by women at workplace, an organization may have to face bad consequences of the same. Some of these are mentioned below:

- Increased absenteeism and dropout rates
- Reduced efficiency
- Additional costs of recruitment & training on resignation
- Damage to image in the market
- Lawsuits and high legal costs involving court fees, settlements, etc

Research Methodology: For the research, I have used primary & secondary data both; information is collected through structured questionnaire as a primary research. Information received from 200 women respondents who are working in private sector. Collected information is classified and presented using tables and diagrams.

Limitations: The study was conducted in a very small area of Raigad district with a sample size of only 200 respondents therefore findings are just suggestive.

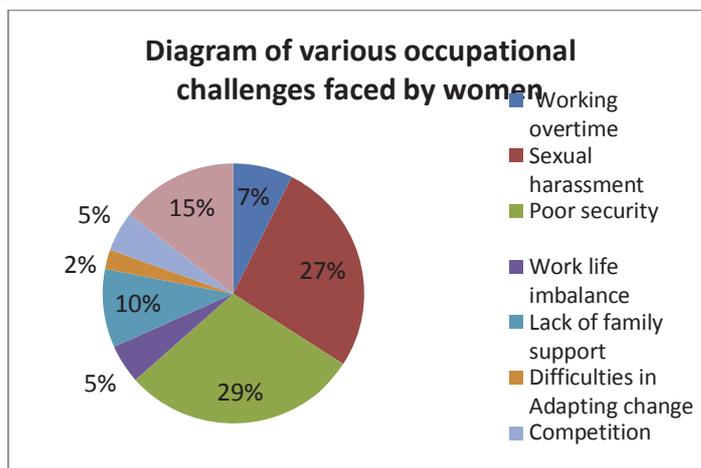
Analysis & Interpretation: Objective 1: To know various challenges faced by women in private sector.

Observations: According to my survey few major challenges/problems that women are facing in their day to day life is as follows:

1. Working overtime
2. Poor security
3. Sexual harassment
4. Work life imbalance
5. Lack of family support
6. Difficulties in Adapting change
7. Competition
8. Gender discrimination etc.

Above table indicates that the majority of respondent about 29% says poor security is a major challenge for them, 27% for sexual harassment & 15% facing gender biasness in organization.

Various challenges	No of respondent	Percent
Working overtime	15	7
Sexual harassment	55	27
Poor security	60	29
Work life imbalance	10	5
Lack of family support	20	10
Difficulties in Adapting change	5	2
Competition		
Gender discrimination	10	5
	30	15
Total	200	100



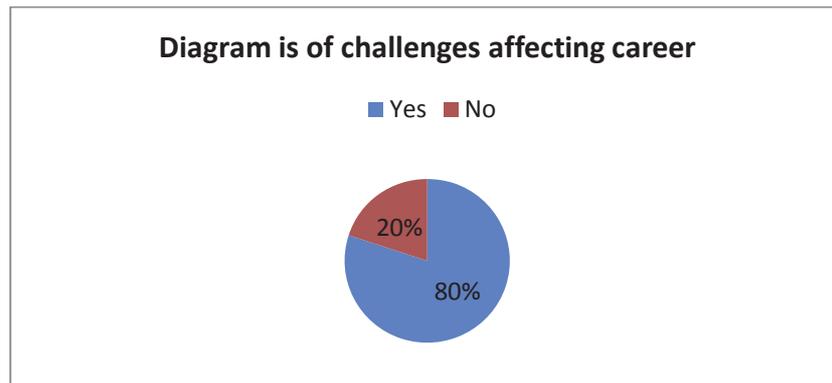
Objective 2: To study do these challenges affects their career.

Above table indicates that because of such challenges women were not able to fulfill their career dreams i.e 80 % of women accepted that all challenges affected their career few reasons are they get no time for their career development, lots of work pressure at home & from office, financial crisis made them to work at early stage. 20 % said no because few cases where they are well settled in their career, as after completion of their academic career they started earning.

Objective 3: To know working for women is by want or by force.

Observations:

Response	Respondent	Percent
Yes	160	80%
No	40	20%
Total	200	100



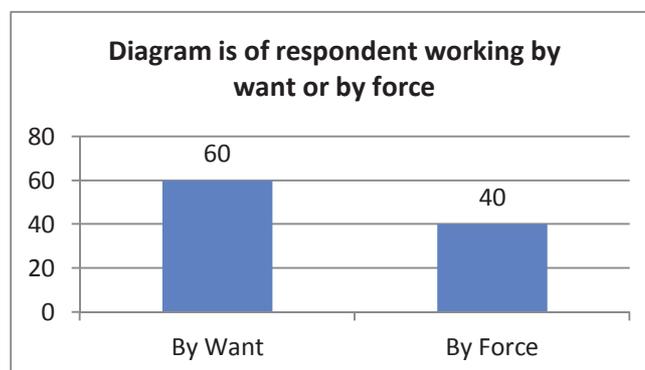
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office, financial crisis made them to work at early stage.20 % said no because few cases where they are well settled in their career, as after completion of their academic career they started earning.

Objective 3:To know working for women is by want or by force.

Observations:

Response	Respondent	Percent
By want	120	60%
By force	80	40%
Total	200	100



Above table indicates that the 60 % of women are working by want not by force. Women are more career oriented they want to be part of earning member at

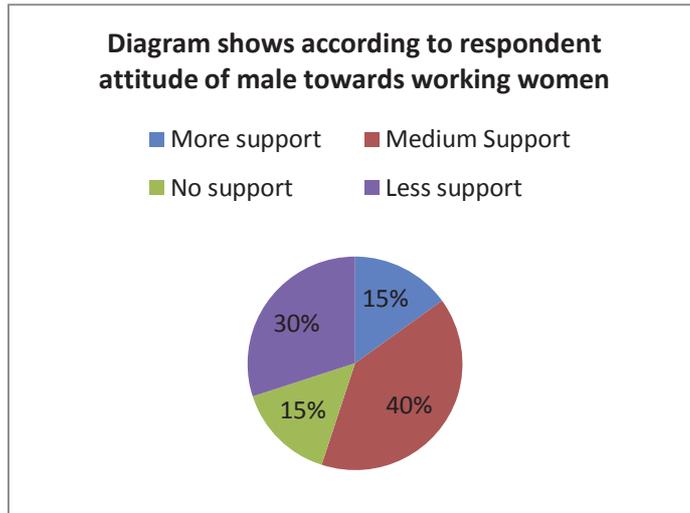
home, earn self-respect by proving themselves, making owns identity.40 % women are working by force mostly women in these category are married because of

financial crisis they are forced to work.

Objective 4: To study according to respondent what is the attitude of male towards working women.

Observation: In this I have scaled their attitude on the basis of support towards working women from male (Male are considered from office (Boss & Colleagues) & Home (husband & In laws))

Attitude	Respondent	Percent
More support	40	15
Medium support	80	40
No Support	30	15
Less Support	50	30
Total	200	100



Above table indicates that the according to respondent the attitude of males have not changed a lot still the expected support is not met as per survey 40% of women has got the support from male considering male working in office & in family & 30 % get less support from males.

Findings:

- Occupational challenges do not have any end as per the survey & its analysis security is the major challenge women are facing.
- Career as the important factor is universally accepted, as we can all now that if one woman educates it gets multiplied in same amount. Now- a day's women are more career oriented but because of such challenges they are unable to fulfill their career dreams majority of women i.e. 80 % of women accepted that their career are affected by facing such challenges, when they know that there is always scope of upgrading yourself while doing the job.
- There are few women who are working in pressure or by want according to the survey there are 60 % of women who are working by want i.e they themselves have chosen to work, they enjoy corporate life as we all know that the percent of ambitious & career oriented women are more in today's world. 40 % of women are working by force because of financial crises, or few women are not willing to stay at home because of daily issues.
- Attitude of males towards working women plays

important role, the positive attitude is always helpful for women to face challenges. Support was the parameter to be judged for attitude of respondent towards male. Survey says that they get medium support from males. This is a biggest point to weaken working women. At least husband or any male in family should be considerate enough towards her.

Conclusion & Suggestions: The overall attitude and acceptance level of the people needs to change. Just letting women work outside home does not mean that society treats men and women equally. The issues and problems that women face in their workplaces should be put to an end and then only it can be said that men and women have equal status. Although there are various laws that are made for protection of women even in workplace but due to lack of proper implementation and interpretation of law, it has not been quite effective in protecting women from the crimes and inequality in the workplace. Organizations are going out of their way to ensure they provide safe work environment for their women employees, and are also putting up policies to ensure the women feel motivated to work and continue their career, even after child birth.

Few suggestions are as follows:

- Can start flexibility related to working time hours.
- Safety & security is the major issue to avoid this they can stop late hours working, stick to the time hours,

- provide pick up & drop.
- Education campaign for women employees about their rights
 - Training for managers and others in workplaces including acceptable and professional workplace behavior, and diversity training
 - Forming a complaints committee, which will keep the privacy of the employee complaining and investigate the complain independently
 - Creating appropriate work conditions to ensure that there is no hostile environment towards women
 - Ensuring women do not work late hours, except in secure situations
- Ensuring participation of women at all level of management
 - Providing adequate maternity leaves
 - Providing day care facilities for working mothers
 - Retention of performance ratings - this means that organizations secure the performance ratings of women during maternity leave.
- As the above challenges are just related to occupation but apart from this they are also facing personal challenges we should think about this, the consideration should be given to them or at least people should understand the situation of working women.

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