



Problems and issue faced by working women in Amreli city

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ABSTRACT

The financial demands on the Indian families are becoming rise day by day working women in India are faced with lot more challenges that their counterparts in the other part of the world. 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 house hold income. As a result, women in India who were mostly known as homemakers are forced to go for jobs and take up evencareers that were considered and suitable for men such as working in night shifts in call centers. Indian Society is extremely hierarchical with virtually every one ranked relative to after according to their caste class wealth and power. This ranking even exists in areas where it is not openly acknowledged, such as certain business settings. Though specific customs vary from religion to religion within the country there are different standards of behavior for men and women that carry over into the work environment. This paper examines the problems and issue faced by working women in Amrelicity. The research objective was to know the knowledge about the problem and challenge faced by urban working women in the workplace, farther the study also aims also at finding out the organizational support for women employers the present study surveyed only urban women employer. The study was conducted within Amrelicity. Data was collected from working women of the organized sector using mix methods approach that included face to face interview and by questionnaire. 60 samples were selected for present study from different areas of city. The result conducted that different women have different perception of their heads fears, frustration etc.

INTRODUCTION

The history of middle class women's participation in gainful occupational world of men is recent one, particularly in developing countries like India. Their role since the Vedic period has been waved as traditional and confined imides the four walls. They were not supposed it seek any gainful employment outside the family. This

hindered their economic development in their social position.

But after industrial revolution the social situation has changed throughout the word. Now family is no more the centre of production. Because of the rapid growth of industrialization and urbanization development in the field of transportation and communication and improvement in the realm of science and technology not

only new roles have emerged but also new social norms and values have emerged.

Job opportunities outside the family economic hardship and favorable social and cultural situation have encouraged women to seek employment outside the family throughout the world. Today, as the centre of production is located outside the house, socio-economic conditions demand participation of women along with men in the production processes. This has enhanced the status of women as the on side and country's prosperity on the other.

Women's outside work participation in India is quite low in comparison to that of other countries. While in advanced industrial countries, the female work participation rate ranges between 30 per cent to 45 per cent, even if we take in to account the strict definition of worker in the 1981 census the involvement is still not very striking. That is more surprising at first sight is the fact that 22.46 per cent of the female workers in urban areas are working in professional, technical, and related occupations while among the males only 7.63 per cent are working in these fields. The trend of female employment in both public and private sector enterprises is encouraging.

The women's participation rates in the different States reveal regional variations. The women work participation rate ranges from a mere 1.67 per cent in Punjab, to 25.24 per cent in Andhra Pradesh. In states like Punjab, Haryana, Gujarat, west Bengal, which have a higher per cent capita income than the all India level, the work participation ratio are consistently low. Except for Punjab, all states have wide rural urban difference with a greater proportion of women worker in rural areas.

Problems faced by working women in India :

Mental harassment:

It is 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. In order to achieve success in corporate sector, women feel that they must do better than their colleagues. This leads to higher expectations and

efficiency by their bosses and subordinates. Working in such conditions inevitably puts strain on women to greater extent as compared to men, thus making them less eager in their career.

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 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. Public transport system is overcrowded and women become easy targets for physical harassment.

Discrimination at workplace:

However, Indian women still face blatant discrimination at their work places. 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. Nurses, for example, face this problem nearly every day. There is nothing that is done in hospitals to tackle and address the danger they face. Such blatant disregard of current Indian laws is one reason why sexual harassment at the work place continues to increase.

MATERIAL AND METHODS

The present study surveyed only urban women employer. The study was conducted within Amreli city. Primary data was collected from the working women of the organized sector using mix methods approach that included face to face interviews and by questionnaire.

Data collection process:

Both qualitative and quantitative aspects have been taken into consideration for the study. The methodology followed was a questionnaire based survey among the urban working women of Amreli city. Data were collected using the personal contact approach. Questionnaires were distributed to a sample of 60 working women located in Amreli city of Saurashtra (Gujarat State).

The questionnaire consisted of 17 questions to meet the subjective of the study.

Somjee (1989) has some very strong critical comment. She has said that “in the history of women’s studies, which is not very long, a variety of approaches have been adopted in order to understand women’s problems and find solution to them. Such approaches range from how women are perceived in various cultures and historical setting given their biological functions and what nature ‘intended’ them to do, to their decline in power and status vis-à-vis men in the complex social evolution, to a widely shared emphasis on the need to make women equal through the economic on the need to make women equal through the economic and legal route which treats them as individuals rather than those having the sole responsibility for looking after the family,”

Mitra (1997) analyses the causes and comes of some important conclusions: “Relationship between women and professions could be perceive as one of women in full fledged professions, medicines, law, academics, etc and another in the semi professions like nursing, teaching clerks etc.”

Kamini (2013) studied that social attitude to the role of women lags much behind the law. This attitude with considers women fit for certain jobs and not others colours those who recruit employees. Thus women find employment easily as nurse, doctors, teachers the caring and nurturing sectors, secretaries or in assembling jobs the routine submissive sectors. But even if well qualified women engineers or managers or geologists are available, preference will be given to a male of equal qualification. A gender bias creates an obstacle at the recruitment stage itself. When it comes to remuneration the law proclaims equality but it is seldom pit into practice. The inbuilt conviction that women are capable to less work than men or less efficient than men governs this injustice of unequal salaries and wages for the same job. The age old belief of male superiority over women creates several hurdles for women at their place to work. Women on the way up the corporate ladder discover that they must be much better than their male colleagues to reach the top. Once at the top male colleagues and subordinates often expect much greater expertise and efficiency from a women boss than from a male boss. Conditioned by social and psychological tradition women colleagues too don’t lend support to their own sex. Working in such conditions inevitably put much greater strain on women than what men experience. These problems tend to make women less eager to progress in their careers.

The article based on secondary data. In this article I have try to explain the real condition of Indian working women and also make an effort to clear main problems of working women. A woman’s work is not merely confined to paid employment. She has to almost always shoulder the burden of household chores as well. A woman could still bear up with these problems if she had control over the money she earns. But in most families even now her salary is handed over to father, husband or in laws. So the basic motive for seeking employment of getting independence is nullified in many women’s case.

OBSERVATIONS AND ANALYSIS

This part of the paper deals with the analysis and interpretation of the primary data that has been collected through survey conducted among working women in Amreli city

Table 1 shows information regarding education of the respondents. Data indicated that 1.67 percentages of respondents were from S.S.S pass, 15 percentages of respondents were from H.S.C. pass 36.66 percentage of respondents were from graduate 45 percentage of respondents of above the post graduate respectively.

Sr. No.	Education of respondents	Frequency	Percentage
1.	S.S.C. Pass	1	1.67
2.	H.S.C. Pass	9	15
3.	Graduate	22	36.66
4.	Post Graduate	27	45
5.	Above	1	1.67
	Total	60	100

Table 2 shows information regarding age of the respondents. Data indicates that 38.33 percentage of respondents were form 18 to 27 years of age 31.67 percentage of respondents were form 28 to 37 years of age group 13.33 percentage of respondents were from 38 to 47 years of age 16.67 percentage respondents were form 48 to 57 years of age group.

Sr. No.	Age of the respondents	Frequency	Percentage
1.	18 to 27	23	38.33
2.	28 to 37	19	31.67
3.	38 to 47	8	13.33
4.	48 to 57	10	16.67
	Total	60	100

According to Table 3 information 66.67 per cent respondents agreed that their boss attitude towards them were neutral, 33.33 per cent respondents said that their boss was co-operative with them and none of respondent said their boss attitude towards them were abusive and this is good sign that situation is changed and male counterpart were respecting women.

Table 3 : Attitude of boss towards female colleagues as perceived by the women employees

Sr. No.	Age of the respondents	Frequency	Percentage
1.	18 to 27	23	38.33
2.	28 to 37	19	31.67
3.	38 to 47	8	13.33
4.	48 to 57	10	16.67
	Total	60	100

According to Table 4 information 91.67 percentage to respondents said that they had not faced any kind of sexual abuse at their workplace, but an 8.33 percentage respondent agreed to have faced sexual abuse at workplace .

Table 4 : Experience of sexual abuse of work place

	No. of respondent	Percentage
Yes	5	8.33
No	55	91.67
Total	60	100

According to Table 5 information 28.33 percentage of respondents suffer from health complication, 68.33 percentage of respondents have not faced any kind of health complication like headache, depression concentration problem etc.

Table 5 : Respondents suffering from health related issues due to problems in the work place

	No. of respondent	Percentage
Yes	17	28.33
No	41	68.33
Can't say	2	3.33
Total	60	100

According to Table 6 information there is an opinion among working women for seen is to fight it out if they face any harassment based on gender discrimination (Table 6).

According to Table 7 information majority of the women are of the opinion that they are not given any

Table 6 : Perception of women to behave when face with the situation of harassment based on gender discrimination in the work place

	No. of respondent	Percentage
Suffer in silence	2	3.33
Quit job	3	5.33
Fight against in justice	50	83.33
Can't say	5	8.33
Total	60	100

easier jobs as compared to their male colleagues. They work as hard as anyone.

Table 7 : Perception of women on being given easier at work as compared to male candidates

	No. of respondent	Percentage
Suffer in silence	7	11.67
Quit job	50	83.33
Can't say	3	5
Total	60	100

According to Table 8 information the most important most important problems faced by working women are due to depression and mental pressure that includes jealousy, gossip etc. And other work places like physical stress and insufficient salary as per qualification etc.

Table 8 : Respondent think that which problem is most important problem faced by working women in the workplace

	No. of respondent	Percentage
Depression	35	58.33
Mental pressure	24	40
Gender discrimination	-	-
Sexual harassment	1	1.67
Other	-	-
Total	60	100

According to Table 9 information 100 percentage of women respondent said that financial independence gives them more respect to the society during the survey, it was found that if you are women, being financially independent is very essential. If gives women a superior reputation and independence in the society.

Table 9 : Perception among women on financial independence giving more respect in the society

	No. of respondent	Percentage
Yes	60	100
No	-	-
Can't say	-	-
Total	60	100

Conclusion:

It was observed that different women have different perception of their head, fears, frustration etc. Some women have good job environment; some are highly depressed because of issues with their colleagues both male and female.

One type of stereotyped thinking that still persists in whether women, who are crossing the four walls of their homes for jobs, are capable enough to complete with others, and it the same time appropriate between family and professional life, so the question arises as to why only women have to balance both lives, and why women have all these burdens thrust on them.

Key findings of our study:

- Sexual abuse of work place is reality.
- Working women face problem because of their female colleagues (jealousy, rivalry, competition etc.)
- Financial independence gives women more respect in the society as perceived by the working women.
- Working women feel they are facing more mental pressure and depression than non-working women.
- Health issues are also an important problem for working women.
- Child rearing problem are always faced by

working women.

- Women are generally unable to give proper and quality time to households, kids and family.

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