



A study on challenged and problems faced by working women in Hisar

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ABSTRACT

A married woman has higher responsibility to take care of their children and the family and hence faced difficult situations sometimes. It is also because of the office rules that a woman employee has to leave job as some companies do not facilitate them with maternal and child care leaves. The present study was conducted in Hisar district from Haryana state in which respondents were selected randomly. In Hisar city ward 13 and ward 14 were randomly selected and from each selected wards 25 working women were selected through snowball technique. Thus, the total number of respondents were 50 working women with objectives to gain knowledge about the problems faced by urban working women in the workplace. The results showed that maximum (27.00%) of the respondents agreed that they were not getting enough time for yourself as compared to male member in family and they responsibilities at work place and social life affecting health and increase stress. More than twenty per cent (26.00%) of the respondents having the problem of unequal family support as compared to a male member in family followed by work late or at weekends to deal with paperwork with interruptions at home(12.00%). Maximum (39.00%) of the respondents having anxiety problem and 23.00 per cent having the irritability problem. Least (9.00%) of the respondents having the problem of inefficiency of work. Child care facilities and Child care leave for working women should be provided by every organization.

Keywords: Psychological & Behavioral Problems, Socio-economic problems

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INTRODUCTION

“Women are not only the backbone of nuclear and joint families but also the national economy”. In earlier days the contribution of a woman was restricted only to her home and family but now, crossing the thorny boundaries of the society, women have ventured into corporate. The growth of education and awareness has led women to work in industries and corporate. Further they also face issues like gender discrimination, harassment, stress and less support from the family. Women employees are sometimes benchmarked against the male counterparts, despite the fact that they undergo the same work to accomplish their objectives. A married woman has higher responsibility to take care of their children and the family and hence faced difficult situations sometimes. It is also because of the office rules that a woman employee has to leave job as some companies do not facilitate them with maternal and child care leaves. Working women in India are faced lots of challenges than their counterparts in the other parts of the world. In India men do not share on most of the household works, 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. Its all the responsibility of women to handle all the works 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.

REVIEW OF LITERATURE

Sophia J. Ali [4] 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 struggle 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 positive action to urgently address career development of women.

Zhu *et al.* [6] revealed that 38.0% women agree with discriminatory gender policy and 62.0% do not agree. Variant views were found about issues like female employees facing harassment at work place. This statement is supported by 26.0% female employees, while 74.0% working women are against the statement, pick and drop facility for female staff is opposed by 86.0%, and on the other hand 14.0% working women supported this statement.

Kumudha and Rani [2] stated that 56.0% of the respondents suffered from backache, followed by 55.0% respondents were among tiredness, 33.0% were suffering from throat infection, 31.0% respondents were attacked by frequent cold & headache. Majority (63.0%) of the respondents complaint about feel angry & irritable, followed by 60.0% of the respondents were suffering from high blood pressure., 60.0% were experiences eye problem, 50.0% respondents had digestive disorder and 43.0% respondents were sprains & strains experienced.

Delina and Raya [1] reported that the problems faced by the working women of Pondicherry in terms of work-life balance were quite high. Results also indicated that the work-life balance of individuals affect their quality of life. IT sector working professionals were found to have more difficulties in balancing work and family. Work-life balance of working women affects their health reporting more stress, headaches, muscle tension, weight gain and depressed than their male counterparts.

Kumari [3] stated that 80.0% women suffer from health complications, 20.0% women have not faced any kind of health complications like headache, depression, concentration problems etc and 84.0% women said that they had not faced any kind of sexual abuse at their workplace, but a good 16.0% women agreed to have faced sexual abuse at workplace.

Vyas *et al.* [5] stated that 91.67% to respondents said that they had not faced any king of sexual abuse at their workplace, but an 8.33% respondent agreed to have faced sexual abuse at workplace and 28.33% of respondents suffer from health complication, 68.33% of respondents have not faced any kind of health complication like headache, depression concentration problem etc.

Objective:

1. To gain knowledge about the problems faced by urban working women in the workplace.
2. To find out the challenges and risks faced by working women in different government organizations.

MATERIAL AND METHODS

The study was conducted in Hisar district from Haryana state in which respondents were selected randomly. Two wards were randomly selected from Hisar district headquarter. In Hisar city ward 13 and ward 14 were randomly selected and from each selected wards 25 working women were selected through snowball technique. Thus, the total number of respondents were 50 working women to conduct the study on challenged and problems faced by working women.

RESULTS

Table 1: Personal profile of the respondents

Sr. No	Variables	Category	Ward 13 (n=25)	Ward 14 (n=25)	Total (percent) (n=50)
Personal and demographic variables					
1.	Age(in years)	22-32	11	10	21(42.0)
		33-43	9	12	21(42.0)
		44-55	5	3	8(16.0)
2.	Marital status	Married	21	18	39(78.0)
		Widow	4	7	11(22.0)
3.	Family type	Joint	6	5	22(44.0)
		Nuclear	19	20	39(78.0)
4.	Family size	Up to-3 (small)	4	9	13(26.0)
		4-6 (medium)	15	11	26(52.0)
		7-9 (large)	6	5	11(22.0)
Socio-economic variable					
1.	Monthly family income (Rs.)	Up to Rs. 30000/-	5	3	8(16.0)
		Rs. 30001-Rs. 60000/-	14	17	31(62.0)
		Rs. 60001-Rs. 90000/-	6	5	11(22.0)

Table 1 showed the personal profile of the respondents. Results showed that in respect to age, equal number(42.00%) each of the respondents were belonged to the age group of 22-32 and 33-43. In respect to marital status, maximum (78.00%) of the respondents were married. Regarding family type, 78.00 per cent of the respondents were belonged to nuclear family and 52.00 per cent of the respondents having medium (4-6) family size. Maximum (62.00%) of the respondents having their monthly family income between Rs. 30001-Rs.60000 per month.

Table 2: Work Experience of the respondents

Sr. No	Work Experience of the Respondents	Frequency	Percentage
1.	Below 1 year	4	8
2.	1 to 2 year	12	24
3.	Above 2 years	34	68
	Total	50	100

Table 2 showed the work experience of the respondents. Majority(68.00%) of the respondents having the work experience of above 2 years followed by 1 to 2 year (24.00%). Least number of the respondents (8.00%) having the work experience of below 1 year.

Table 3: Personal problems faced by working women

Sr. No	Personal Problems	Agree	Neutral	Disagree	Wt. Mean Score
1.	Not getting enough time for yourself as compared to male member in family	27	15	8	2.38
2.	Job priority is less than a working male member in family	11	18	21	1.8
3.	Unequal family support as compared to a male member in family	26	17	7	2.38
4.	If you have to go for business tour/training for your career development will you easily get permission from your family compared to male member	9	12	29	1.6
5.	Work late or at weekends to deal with paperwork with interruptions at home	12	15	23	1.78
6.	Responsibilities at work place and social life affecting health and increase stress	27	14	9	2.36
7.	Getting any extra benefit as a woman at work place	11	17	22	1.78

Table 3 showed that maximum (27.00%) of the respondents agreed that they were not getting enough time for yourself as compared to male member in family and they responsibilities at work place and social life affecting health and increase stress. More than twenty per cent (26.00%) of the respondents having the problem of unequal family support as compared to a male member in family followed by work late or at weekends to deal with paperwork with interruptions at home(12.00%).

Table 4: Socio-economic problems of working women

Socio-economic Problems	Agree	Neutral	Disagree	Wt. Mean Score
Lack of family support	11	16	23	1.76
Work-Life Imbalance	21	17	11	2.16
Lack of socialization	9	19	22	1.74
Gender Discrimination	31	11	8	2.46
Financial problems	12	19	19	1.86

Table 4 showed that 31.00 per cent of the respondents agreed that they have Gender Discrimination problem related to socio economic followed by 21.00 per cent of the Work-Life Imbalance. Least (9.00%) number of the respondents having the problem related to lack of socialization.

Table 5: Socio- cultural problems of working women

Socio-Cultural Problems	Agree	Neutral	Disagree	Wt. Mean Score
Unequal respect	13	18	19	1.88
Sexual harassment	5	21	24	1.62
Unhealthy Comments by co-workers	6	19	25	1.62
Drug addiction	-	-	50	1.0

Table 5 showed that 13.00 per cent of the respondents agreed that unequal respect was the major socio cultural problem followed by unhealthy Comments by co-workers (6.00%).

Table 6: Physical Problems of working women

Physical Problems	Agree	Neutral	Disagree	Wt. Mean Score
Headaches	38	12	-	2.76
Stomach problems	33	11	6	2.54
Sleep disturbances	23	15	12	2.22
Fatigue	28	22	-	2.56
Muscle aches & pains	35	10	5	2.6
High Blood Pressure	12	17	21	1.82
Heart disease	6	19	25	1.62

Table 6 showed the physical problem of the respondents. More number of the respondents i.e., 38.00 per cent and 35.00 per cent were agreed that they were having problem of headache as well as muscle aches & pains respectively.

Table 7: Psychological & Behavioral Problems

Psychological & Behavioral Problems	Agree	Neutral	Disagree	Wt. Mean Score
Depression	-	6	44	1.12
Inefficiency in work	9	20	21	1.76
Suicidal behavior	-	-	50	1.0
Domestic violence	11	17	22	1.78
Anxiety	39	11	-	2.78
Irritability	23	19	8	2.3
Low morale	12	17	21	1.82
Alcohol & drug use	-	-	50	1.0
Feeling powerless	10	11	29	1.22

Table 7 showed the psychological and behavioral problems. Maximum (39.00%) of the respondents having anxiety problem and 23.00 per cent having the irritability problem. Least (9.00%) of the respondents having the problem of inefficiency of work.

CONCLUSION

Study shows that the respondents faced the maximum problem of gender discrimination related to socioeconomic, unequal respect problem related to socio cultural, headache problem related to physical, anxiety problem related to psychological and behavioural. They also not getting enough time for yourself as compared to male member in family. To solve these problems respondents should gave proper guidance and training to solve these problems. The woman is a creator and now she has adopted the role of earner for the family. The society and family support is must for boosting their spirits and equal treatment at work place is equally important for them to achieve success in their life.

RECOMMENDATION

1. Partners can be more sensitive to women's needs, and counter tradition by helping their wives perform daily tasks and take care of children.
2. Organizations should have an internal code to ensure security of women employees and take measures to ensure that they discharge their job in a secure atmosphere.
3. Governments should make it mandatory for companies to install Global Positioning System (GPS) in vehicles carrying women, in all industries which engage women in night shifts.
4. Providing self-defense training to women; installing safety devices and CCTVs at the work place; undertaking police verification of cab drivers, security guards etc.
5. Child care facilities and Child care leave for working women should be provided by every organization.
6. Flexible timing and Possibility to work from home are required for working women.

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