

# Asian Resonance

## Problems and Constraints faced By Working Women In Kota City (Rajasthan)

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### Abstract

The main aim of the study is to focus on the problems and challenges faced by working women primarily in the urban public sector enterprises, mainly the white collared jobs in Kota city. For this purpose, a sample of 640 working women was taken from the 16 wards on the basis of the population size of the ward, area of the ward, and literacy level of the ward. Then, stratified sampling was done on the basis of age. The minimum qualification of the respondents was graduate and the working experience of the sample ranges between 1 and 15 years. The collected data shows the risks, problems and challenges faced by working women in the urbanized government entities mainly. The major and common problems faced by them are discriminatory gender policy, lack of training, pick and drop facility etc. Almost all organizations did not have any Day Care Centre for small children of working women in the respective organisation, timings are also inflexible, lack of official accommodation, lack of appreciation and canteen facility are the major concerns of working women.

**Keywords:** Words, Challenges, Population, Problems, Working, Women.

### Introduction

Women play an integral role in our Indian society. Be it family or workplace their contribution since ages has gone unnoticed. Now, in the post industrial revolution period the GDP value of women's participation in the economy is immense. Due to the educational awareness, women's literacy rate has risen and the working scenario is changing economic independence gives decisive powers to women. Relatively, the work culture and the societal culture both are changing. The problems and challenges of the new working class comprising women are emerging in the society with huge and long lasting effects on the family system of our society i.e. the roots of our society. The study is confined to the urban working women employed in public and private enterprises in white collar jobs in Kota city of the state of Rajasthan.

A city known for its educational and industrial stature in the country. The study mainly aims to study the ways to understand issues faced by urban working women in the study area. With the growing urbanization and educational awareness the working percentage of women is rising. And the resultant effects of this cultural change are huge. We, a part of the patriarchal society, have to defy this cultural change and accept this as a positive change. The study was conducted adopting primary methods like face to face interviews, focus group discussions and questionnaire technique including both close ended and open ended questions for effective elicitation of data from the respondents. The main aim of the study is to find out the solutions to the problems women face at their workplace. The study has referred to women of different age groups and different categories as single, married, divorcee etc. Some common problems are mental and physical stress, lack of proper balance between employment and family care. Women face prejudiced and stereotyped thinking, safety and security issues, ego hassles with colleagues during their service. Women have expressed their anguish about promotions, role inconsistency, sanitation and commutations. Women executives who work for long hours have to be away from their family on account of official meetings, inspection, assignments etc. This widens the gap in relations between the women and the family members. Thus, they suffered from inconvenience and discomfort in their professional journey. These issues influence their work efficiency of the subject thereby striking the quality of the work performance. At the same time, taking care of family, combining domestic work and office work, physical strain necessitating longer hours of stay in the office, difficulty of better judgment, quick decision making strain of frequent tours, fear of transfer, lack of role models of women executives due to their scarce presence in top managerial positions, traditional authoritarian set ups, discrimination against

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career development opportunities, difficulty to avail child care services, the stress levels of women increased due to the inadequate support systems for working women within the organization and at home also.

## Study Duration

A sample of 640 working women from urban white collared jobs from Kota city. And, it's study was conducted in the months of January and February 2021. Kota city is divided into two divisions i.e. Kota North and Kota South. Kota North has 70 wards and Kota South has 80 wards. Out of the total 150 wards. Thereafter, 16 wards i.e 8 from Kota North and 8 from Kota South were chosen on the basis of population size, area, literacy rate. Mainly the samples of working women employed in public sector and private enterprises were taken. Working in urban white collared jobs. Out of the 16 wards, each ward has to contribute 40 samples. And, every 10 samples are taken from 1) Government School 2) Government Office

3) Government Bank 4) Private School from each ward.

The variables taken were :-

- 1) Age of the Respondents;
- 2) Marital Status;
- 3) Educational Level;
- 4) Types of family;
- 5) Nature of job;
- 6) Women friendliness with workplaces;
- 7) Health status;
- 8) Working Hours;
- 9) Women safety cells at workplaces.

## Objective of the Study

The study attempts to address the following key research objectives :

1. To identify the problems and challenges faced by urban working women at their workplaces.
2. To assess the degree of constraints influencing their status at the workplace.
3. To study the contribution of working women in changing the social and economic stature of the society in the research area.
4. To assess the degree of job satisfaction.
5. To find out the role of education in creating awareness for women to explore career opportunities.
6. To identify the socio-economic profile of women in the study area.
7. To provide the possible solutions and ways to overcome the problems of working women.

## Review of Literature

Gave information on working women and substitutes actual research findings for speculative evaluation. She finds that the women engaged in prestigious jobs earned more than those who are engaged in non-prestigious jobs. It has been proved that they worked mainly for financial reasons. Women were often supporting dependents and in fact were frequently the main support system of their family. The role of women as "women, wife, mother" has been recognized. A fear has been expressed about the alleged abandonment of the traditional division of labour in the family where women are employed. It seems unlikely on the basis of information provided by the study. Cooking continued to be the prerogative of women.

According to Names and Wheelock (1998), the fear of police is more common in women than men, and they avoid going to the police station to register a complaint for any offending incident. A woman is always apprehensive of the likelihood of harassment from the police men. Police need to be sensitized on gender issues, and made human friendly in their responses to the public complaints.

According to Elvin-Nowak and Jhomsson (2001), a woman that worked was "exposed to the constant risk of her position as a mother and women being questioned particularly where she has chosen employment for her own well being rather than being forced to, by external circumstances."

Jamali, etal (2006) has studied to explore the barriers in the Lebanese Banking sector, based on the perceptions of a sample of Lebanese top and middle level women managers. The questionnaire was used to conduct a sample study of 61 top and middle level women managers, drawn from the context of 12 different

banks in the Lebanese context. They found that the common precepts of the glass ceiling theory were not supported in the context of Lebanese banks with overall positive inferences and perceptions reported by Lebanese women managers in relation to their work environment and daily work experiences. These findings were explained by the progressive evolution of the Lebanese banking sector over the past few decades.

Vasumathi, S. Prithi (2018) : had attempted to know the association of demographic profile and work life balance determinants and the factor responsible for stress and also to study work life balance attributes. The research was conducted in the tannery industry in TamilNadu. Multiple Regression was employed to know the influence of demographic variables on stress. The demographic profile included age, marital status, educational qualification, working experience, income, number of children and dependents and time required to reach the workplace. The demographic variables such as age, marital status, education, number of children do not predict occurrence of stress whereas experience and dual earner couple were found to be the variable predicting the occurrence of stress. Work life balance of married was found better than unmarried respondents.

Kaushal, Parmar (2019) : His study was based on the police personnel in Himachal Pradesh. He explored the relationship between demographic factors like age, gender and marital status of police personnel. The work life balance was assessed by using Hayman (2005) work life balance scale. He stated that a positive relationship existed between age and work interference with personal life and personal life interference with work whereas no relationship existed between age and work life enhancement. The overall work life balance of the police personnel is influenced by their age. There existed differences in opinion regarding work interference with personal life among males and females. It was reported that lower aged police personnel are able to maintain work life balance. The females face more interference of work in their life than males.

Pandu. A. (2020). In this study work life balance of married female employees of IT, school and self employed sectors with 220 samples in Chennai were taken. The study used ANOVA, Pearson Correlation and structural equation modeling for data analysis. The research discovered the connection between work and family conflict, job satisfaction, work load, family dependents, turnover intentions. The feelings about work were found to be the highest influencing factor on work life balance. If the employees have positive feelings for their work they achieve high work life balance, which in turn increases job satisfaction followed by reduction in the turnover rate of the employees.

Reshma R.S., Preetha R. (2020) : In this study, the work life balance of college teachers was analyzed by comparing annual and semester systems. The sample of the study was 150 teachers from Trivandrum district. The research employed ANOVA, and correlation analysis. There existed a positive relation between age and working hours in the annual system whereas no relationship was found in the semester system. The gender and work life balance of the teachers were positively related to each other in the annual and semester system. The working hours and pressure of work is high in the semester system resulting in poor work-life balance of the teachers in comparison to the annual system.

## Hypothesis

H<sub>1</sub> –Household Responsibility has a significant relationship with women’s work life conflict.

The H2-Workplace environment has a significant relationship with women’s work life conflict.

H<sub>3</sub> – Marital Status has a significant relationship with the work environment.

H<sub>4</sub> – Age has a significant relation with job satisfaction.

H<sub>5</sub> –Type of family has a significant relation with job satisfaction.

## Research Methodology Problem Statement

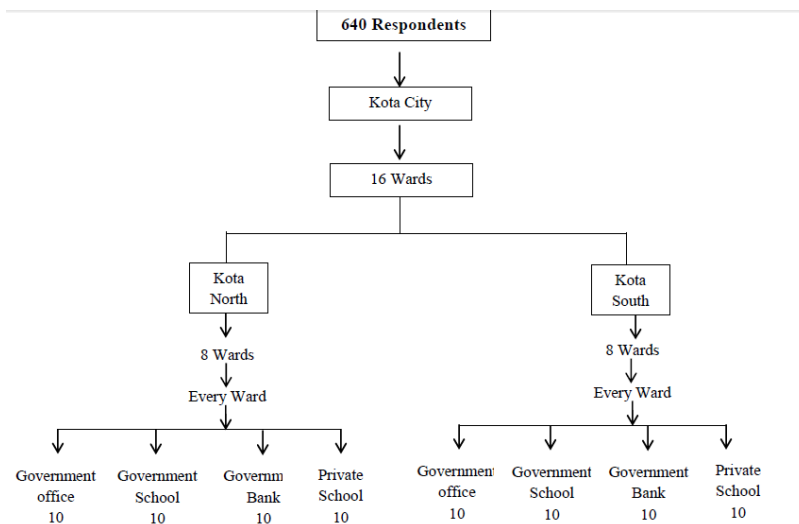
Since ancient times, the roles of men and women were defined in the society. Social expectations from men and women are different, but, this is the age of education and educational awareness has redefined the roles of men and women in society. Women have adopted the working mode with several roles to play simultaneously and manage the pressures from both work and family. Sometimes, the conflicts are intensive and women's response results in the reduction of

employment leading to restriction in career opportunities and advancement. The extent to which a woman takes on her career depends on her family needs, her priorities, support system from home, the age based needs of her children, and the support she gets from the organisation. She works in terms of flexibility in working hours, and assistance for child care.

**Research Methodology** For this study, a questionnaire survey with face to face interviews was conducted in the months of January and February 2021 from 16 wards of the Kota City out of the total 150 wards of Kota North and Kota South. Study was conducted and 8 wards were chosen from the respective wards from Kota North and Kota South on the basis of population size of ward, age and literacy rate of the ward. 40 respondents were chosen for survey in the following manner,  
Government office/Government School/Government Bank/Private school.

10                      10                      10                      10  
i.e 10 respondents from

**Method of Analysis** Collected data is summarized and analyzed using tables and conclusions are drawn on the basis of the collected data.



**Findings** Age is determined to be an important indicator to receive and reflect on the different problems and constraints respondents face during the job. The general conception is that women of younger age take up challenging and demanding work profiles. In the study conducted, the maximum number of respondents were from below 25 age group and as we move towards 26-36 the number of working women decreases.

**Table 1**

Age	Types of Organization				Total
	Govt. Office	Govt. School	Govt. Bank	Pvt. School	
Below 25	83	80	70	64	297
26-36	67	36	48	78	229
37-47	5	26	15	11	57
Above 48	5	18	27	7	57
Total	160	160	160	160	640

**Marital Status**

Marital Status is the most important and most decisive indicator in working women's life. Marriage provides security to the women in every sphere of life. Be it at the workplace or outside their homes. Single women, widowed and divorced women face much more constraints than married women. The findings show about half of the respondents were unmarried i.e. 335 respondents of the total 640 respondents. And in majority, the respondents were in the service sector.

**Table - 2**

Age	Types of Organization				
	Govt. Office	Govt. School	Govt. Bank	Pvt. School	Total
Single	95	83	67	90	335
Married	63	64	78	67	272
Widow	1	6	13	3	23
Others	1	7	2	0	10
Total	160	160	160	160	640

**Educational Status**

Education empowers women to move forward in life and makes one's own decisions. Education helps women protect their rights and interests against unjust social order, education induces individual thought processes amongst them. It has been studied and a laid fact that uneducated women come into submissive roles in their family. Educational background study helps us to find out the connection between education of women and their respective professional choices. The findings show that the majority of respondents in the service sector were mostly graduates and also with higher professional degrees.

**Family Type of Respondents**

It is a general response of women, family responsibilities count first for them. And, living in a patriarchal society, the working women in the society have to face many constraints which have a huge impact on their mental health and physical well being. Women have to prioritise their sleep, leisure, travelling time according to their types of families they have. Joint family systems have proven to be more adjustable at times when rearing of children is concerned; findings show that about 48% live in nuclear families and 45% live in joint families and 7% in other categories.

**Nature of Job**

Nature of job decides the level of constraints women face. Women have lower declination for masculine jobs, and are more likely towards general management jobs. Out of the study sample of 640, majority of women were found doing jobs in the permanent capacity followed by contractual and temporary sectors. In Banks, all respondents were in the permanent section, but in schools and colleges. Women employed were on a temporary basis also.

**Women's Friendliness of Workplaces**

Women friendly environment results in higher job satisfaction levels and higher productivity. Indicators like flexible timings, leave options, effectively contribute to a women friendly environment at workplaces. A fair treatment by the authority, equal opportunities, reward and policy related to sexual harassment make women friendly environment. Security issues, sanitation facilities, minimum gender bias in hiring, development, promotion and succession planning contribute in making women friendly in their workplace. About 40% of the respondents were found to be friendly to their workplace of the total 640.

**Health Status of Respondents**

Physical and mental health of a working professional is a major indicator of her contribution towards the institution or working area. In India, women have high mortality rates, particularly during childhood and in their reproductive years. Working women with fixed hours of working compromise in their meals and sleep and the abortion rates of working women are also higher amongst them.

## **Working Hours of Respondents**

Working hours of men and women are the same. There is no flexibility in office timings for the women workers, as observed during study. The hours spent to do household chores should also be considered. Working women are working strenuously both at office and at home with exemplary dedication and fulfillment. But, being a multi-tasker, women employees develop psychological distress and the levels of job satisfaction start to decline. Majority of the respondents were not comfortable with the non-flexible time schedules of their working area.

## **Women Safety Cell**

An Act called The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 On 22<sup>nd</sup> April, 2013 says that sexual harassment results in violation under article-14 and 15 of the constitution of India and Right to Life and line with dignity under article 21 of the constitution. Majority of the workers were not aware of any such cell or its activity.

## **Conclusion**

Women facing constraints and problems at workplaces can be dealt with by their fruitful presence at every front of the society. Every stage i.e political, economic and social corner should be filled with their voices. A majority cannot be denied a recognition, Empowering women their rights and knowledge of rights is a basic thing to be inculcated in every girl child to inherit this in her forwarding years. Amartya Sen highlights this by saying that women should not be seen as passive recipients of help, but rather promoters of social transformation. In this study, unmarried women are greater in number than married women and organizations overlooked the social responsibilities of women to be played by them in society. And, the issues like sexual harassment still a taboo issue to be tackled openly in the society or in the organization.

## **Suggestions for the future Study**

1. Women should be aware of the rules issued by Supreme Court of India regarding sexual harassment.
2. There should be proper functioning of the complaint committees in the organization.
3. There should be people transfer policies regarding women candidates as they have children with them who are complete dependents on them.
4. There should be Day Care Centres in organisations for working women and small children.
5. There should be flexibility in the time schedules of working women.
6. There should be gender sensitiveness for employers towards their employees.
7. There should be proper sanitation facilities for women to avoid infections.
8. Proper transport facilities can be provided for women working late hours.

So, we should understand that our society is changing. Women are no more dependent on men. Therefore our cultural background has to draw some change. The duties and the rights of men and women should be defined equal. They are the equal contributors to this universe. So, they should be treated as equals.

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