

Trends & Issues of the Working Women in India



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Abstract

The concept of woman in India is all contradictory to what is written in the ancient holy books that confer several high honours on her. The working woman who depends for the support on the male members of her community despite her hard work reveals this bitter truth. The Constitution of India guarantees right to equality to all the citizens of India, but the woman of India seems to be still too far away from it. There are several issues of the Indian woman that needs to be discussed for her betterment. No doubt, the government schemes are being helpful to her in education and employment, still she fails to get what she deserves. At every step, she falls a victim to the human rights violation which does not allow her to enjoy the bliss of human life. Whether at home or at private or public working place, she gives a miserable tale that says that the woman has a hard destiny, and that the government schemes fail to reach many of the women.

The research paper which forms a part of the thesis for Ph. D., is an empirical study conducted on 100 working women which include the women from the different sections of the society, and the ones working in both the public sector and the private sector in the Bharatpur district of Rajasthan. The paper was prepared using both the primary and the secondary data. The primary data were collected through the self prepared schedule, while the secondary data were collected through the traditional and modern sources, such as, books, newspapers, magazines, research journals, theses, dissertations and various internet sites. The paper, as the name and title suggests, encompasses the varied trends and most of the issues of the working women that need to be debated for the sake of linking them to the main stream of the nation.

Keywords: Trends, Issues, Working, Torture, Human Rights Violation, Molestation, Harassment, Hard Life, Exploitation.

Introduction

The Indian Woman at a Glance

The Indian woman can be described in words or in any language of the world. Her sense of sacrifice for her family, children and society makes her inexplicable. Right from the moment she starts understanding herself, she is taught to live for others making more and more sacrifice of her feelings and emotions. At the home of her parents, her chief concern is to please her parents and other family members, while at the home of her husband, her chief concern is to fulfill the obligations meant for a married woman.

Traditionally Assigned tasks

Managing home affairs, gratifying the physical and emotional needs of her husband, giving birth to children and bringing them up in a healthy environment, making their socialization, performing social obligations, adhering to the social norms and values etc. are some of the traditionally assigned tasks to the Indian woman. Her whole life passes in cleaning, wiping, washing and cooking.

New Challenges before the Modern Indian Woman

The new century has brought several new challenges to the Indian woman. In order to make her befitting to the modern contemporary scenario it is obligatory for her to cross the traditional limits, to win a new identity of being a working woman while performing all the previously assigned tasks. The new challenges include doing some job, being financially self depend, educating the children and earning sufficiently to afford the expenses to be made on their education and career building, providing financial support to her husband and family, and thus, strengthening the family.

Life of the Modern Woman at Home

The life of the modern woman is very complex. She is divided between home and office. As far as her life at home is concerned, hardly anything has changed. She still does all those things that she used to do in the past. Cleaning, wiping and washing are the unavoidable parts of her life. Even those who are at reputed posts in both the sectors and are able to employ maids and servants, directly or indirectly do these works along with performing all those liabilities that are associated with the bringing up of children.

Her Life at Work Place

The Indian woman's life at the work place too is complex that can be interpreted in the context of her relationship with her employer, colleagues, subordinates etc. Even if surrounded by several family tensions, she has to perform the office duties all smilingly. Without a trace of tension and fatigue, she continues to work like a working machine. Through her dedication she proves herself better than even her male colleagues.

Extended Field of Work

Doing job for the sake of financial stability at the risk of keeping away from her husband, children and family, working for hours with the strangers risking her health and dignity, adopting modern values risking her inclination to basic culture etc. are some of the important things to be mentioned about her. Home is no more the entire sphere of the modern woman. In addition to her family obligations, she does work under several capacities outside home.

Causes of the Indian Woman's Joining Private or Public Sector

Personal liberty, equality, self-dependence, self-respect, right use of education, winning some personal identity in the society, financial self dependence, inclination to the enjoyment of the world culture, joining the process of women empowerment, financial crisis in the family, security of the future, betterment of the economic status of the family, availing facilities etc. are some of the causes of the modern Indian woman's joining private or public sector.

Effects of Her Working on Her Personality, Family and Children

Her being a working woman has affected her personality, family and children both positively and negatively. Positively speaking, she is now more free than earlier, all independently to earn and to spend it as she wishes and with a respectable identity. Family becomes financially strong with the working women, and children find themselves capable of paying high fees in schools and colleges. Negatively speaking, the working women fail to give sufficient time required by the family and children which often results into tensions.

Trends and Issues of the Working Women in Bharatpur District of Rajasthan

The Bharatpur district of Rajasthan lies in the Braj area where there still exists a traditional society which expects all its members to adhere to the cultural modes of behavior, traditions and customs. As in the other parts of the country, in Bharatpur too, the women are improving their status with some

government or private job. It does not matter to what section of society the woman belongs, she has a passion for job. In such a situation she is more divided between home and office that the working women in the other parts of the country. It is indeed a matter of compliment that the working women of the Bharatpur district are accepting this new challenge quite successfully.

Objectives of the Study

1. To discuss the destiny of the Indian woman in general
2. To reflect the traditionally assigned tasks to the woman in the society
3. To explore the new challenges before the modern Indian woman
4. To reveal the life of the modern woman at home
5. To reveal the life of the modern woman at the work place
6. To point out the extended field of work of the woman
7. To find out the various causes of her doing job
8. To evaluate the various effects of her working on her personality, children, family
9. To discuss the trends and issues of the working women in Bharatpur district of Rajasthan in India
10. To give suggestions that can help the working women work smoothly while managing her home affairs

Review of Literature

S. K. Pallavi and G. C. Rajkumar (2011) in their research paper on Professional practice among woman dentist revealed that working hours of female dentists do not differ significantly from the working hours of their male counterparts, until they have children. They have a distinct drop as soon as they start a family. They are more likely to take career break. The childrearing and family responsibilities have a great impact on women's working life. Due to the societal orientation which regards women as primarily home makers, the responsibilities for family caretaking continues to fall disproportionately on women, and this fact could explain why women abandon their careers in the advanced stages.

Shawn F. Dorius and Glenn Firebaugh (2011) in their research article Trends in Global Gender Inequality (Forthcoming, *Social Forces*) reveal that gender inequality is declining in virtually all major domains, that the decline is occurring across diverse religious and cultural traditions, and that population growth is slowing the decline because populations are growing faster in countries where there is the greatest gender inequality.

Ruchika Chaudhary and Sher Verick (October 2014) in the study Female labour force participation in India and beyond report that the trends in the female labour force participation rate in South Asia reveal a number of puzzles. Most notable is the falling participation of women in the Indian labour force, especially in rural areas, which occurred despite strong economic growth and rising wages/incomes.

Varsha Kumari (2014) in the dissertation submitted for the degree of Master of Arts on Problems and Challenges Faced by Urban Working Women in India showed that different age group of working women have different kinds of problems and challenges and different categories as married, single, divorcee, single parent, separated, have different issues at stake in the workplace. Some problems are definitely common, like mental and physical stress, lack of proper balance between employment and family care, unfair treatment in the workplace, stressful life and work place discrimination etc. But some challenges are age or category specific, like prejudiced and stereotyped thinking, safety and security issues, ego hassles with colleagues, and problem of glass ceiling etc. Some probable solutions for problems plaguing urban working women that could help them to overcome the problems that they face in the workplace are proper safety and security measures by the parent organizations, sensitive and supporting partners at home, effective child care policies and appropriate grievance redressal mechanisms for women in place at the workplace.

Anand Sharma and Sanjoy Saha (2015) in their study Female Employment Trends in India: A Disaggregated Analysis write that the female workers have much lower participation rates than their male counterparts and hence comprise a marginalized section. The share of rural women in the workforce is much higher than those in urban. However, women in rural India are clearly in an inferior position in the labour market vis-à-vis their urban counterparts. This is evident from the fact the most of the rural women are casually employed and are engaged in low-paying agricultural work.

Madhumita Das (2016) in her Ph. D. thesis on Portrayal of Women in Indian Television Advertisements: An Exploratory Study revealed that women in advertisements are depicted mostly as independent decision makers and as both the user and authority of the advertised products. They mainly represent the products related to Cosmetics Apparel and Jewelry, Health and Hygiene, and Food and Beverages; they are mostly depicted inside the home and hardly make direct Eye contact with the viewers. The study also found a significant association of different roles portrayed by women in advertisements with their (women's) Status, Credibility (whether user or authority of the product in ads) and eye contact (whether the women in ads are making direct eye contact with the viewers or not) in the advertisements; and setting, voice over and product category of the advertisements.

Neha Tiwari (2017) in her study on Women Entrepreneurship in India: A Literature Review discuss boldly that Women entrepreneurship is instrumental for achieving economic and societal growth. Despite constituting around half of the total population of India, the economic participation of women is very limited. Women entrepreneurs of India are now emerging in non traditional sectors. Women entrepreneurs are a heterogeneous segment having diverse demographic, economic and educational background. It is imperative that the policies and

schemes cater to the unique needs of every segment. It is evident that there are numerous challenges faced by women in the course of their entrepreneurial career. There is a need of comprehensive action plan to counter these challenges.

Sujata Kumari, Vandana Kaushik & Neeta Lodha (2017) in their research article Problems Faced by Rural Women Entrepreneurs of Rajasthan find that lack of supportive network, financial and marketing problems were the major problem areas for rural women entrepreneurs and major demotivator for other women to initiate entrepreneurial activity.

Surbhi Ghai (2018) in her research article entitled The Anomaly of Women's Work and Education in India finds out that not only has there been a fall in the female labour force participation rates, but the size of the total female labour force has also shrunk in recent years. A large number of demand and supply side factors such as such as increasing enrolment of women in higher education, income effects of households, lack of job opportunities deemed suitable by women, crowding out effect due to higher educational outcomes, discriminatory wages, labour laws and mismeasurement of women's work have been examined as possible factors that might possibly explain the enigma of falling FLPR in India.

Tanja Hentschel, Madeline E. Heilman and Claudia V. Peus (30 January, 2019) in their study on The Multiple Dimensions of Gender Stereotypes: A Current Look at Men's and Women's Characterizations of Others and Themselves demonstrate the complexity of the agency and communality constructs and the potential benefits of thinking about them with greater specificity.

Hypothesis

1. Woman, known for submission and carrier of humanity, has an incredible potential
2. She is the creator of man, maker of home, carrier of humanity
3. The tale of the Indian woman is miserable which knows hardly any moment that allows her to live for herself
4. Happiness of family and children is her first priority
5. The scenario of the modern Indian woman is different from those of the women in the previous ages
6. Sense of self-dependence, self-respect and equality force her to cross the limits of home and to seek some job in accordance with her abilities
7. The modern Indian woman is aware of her identity, rights and duties
8. She is working both in the public and the private sector
9. She has several problems and challenges to sort out and meet out
10. She needs a favorable attitude and moral support of the society at large in order to exist herself in the society

Research Methodology

A part of the thesis to be submitted for Doctor of Philosophy, the study is an empirical one conducted on randomly selected 100 working women

of the Bharatpur district of Rajasthan representing different sections of the society as well as different fields of work. For the study, all the steps of social research suggested by several eminent social scientists were followed so that the scientific spirit of the work could be maintained. Especially designed to explore the various trends and issues of the working women, the paper encompasses some other aspects associated with the working women. The review and content analysis of some of the selected studies available on the various sites of internet made the authors familiar with the various aspects of the theme, while the data collected through the self prepared interview schedule helped them explore the targeted output and arrive at fruitful findings. The study is observation based which allowed the authors to make personal interaction with the units of information.

Findings, Conclusion & Suggestions

1. The general identity of the Indian woman is of being a housewife always involved in the management of home affairs, and busy with household work
2. The traditionally assigned tasks to the women in India include serving the family members, satisfying the physical and emotional needs of the husband, child-rearing, cleaning, washing, cooking
3. Making herself self depend in terms of money, educating the children, supporting her husband in his work and business, making money and supporting her family through her services in the public and the private sectors
4. Some of the problems being faced by the working women in India include the indifference of the male partners (79%), non-supportive attitude of the members in the husband's families (26%), domestic violence (11%), harassment at the work place by the owners and colleagues (29%), and molestation and vulgar comments during the travel to the work place (7%)
5. The modern working woman of India has a divided life (87%). She has to perform all the duties assigned to her traditionally as well as work hard regularly at office or at the place of work. This type of life allows her hardly to enjoy the hours of leisure.
6. At the work place, the working women work as hard as male employees, but often under rated because of the gender (66%). They work under several capacities and try their best to make the maximum use of their potential through the work they are assigned.
7. With the change in the approach of the society and launch of industries, the field of work for the women is extending constantly (91%). Now with the exception of few, all the fields of work are open to them where they are ready to work day and night with no barriers of time.
8. Financial self-dependence (98%), support to the family (56%), betterment of the children and

home (77%) are some of the causes of women's doing job.

9. Improvement in the social status (74%), financial strength of the family (61%), better education of the children (8%), improved management of home and family (45%), reduction in the domestic violence and quarrelling (71%) etc. are some of the positive effects and results of the women's working.
10. The current trends of women's working reveal that now every woman wants some job along with her family and children so that the family does not face any financial crisis (83%).

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