



## **Problem Of Working Women**

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### **INTRODUCTION :-**

The crux of the problem of women's employment lies in the dilemma of her dual responsibilities in being a housewife, a mother as well as an employee and a producer of income for her family. Women are gradually realizing that they have personalities of their own as human beings. Their mission in life does not end with becoming good wives and wise mothers only, but also realizing that they are all equal members. Being a member of the family, each individual has a specific expectation from a woman. The in-laws have expectations from the daughters-in-law, the husband from the wives, and the children from their mother.

Working women's problems are aggravated by their multiple role expectations which we find in Indian society. Today women have to perform multiple roles as of wife, mother, homemaker, worker and a citizen. A woman taking up a job outside, home also has to look after domestic work along with her official work. This dual responsibility has multidimensional problems.

Working women have a much larger are of social interaction. They get opportunity to meet more varied kinds of people. They have their own circle of colleagues. It may be found that due to their professional interests working women are also more often the members of voluntary associations. Therefore it is presumed that the area of informal activity of working women may be larger than that of the non working women.

After many centuries, once again, women are becoming productive members of the society. In addition to her traditional roles as wife, mother, guardian of the household and keeper of cultural traditions, she is now becoming a professional career woman. Industrialization has created an entirely different situation for the woman as a homemaker and a jobholder. Given the condition the woman work in addition to their household responsibilities, their perception regarding this situation becomes a question of considerable importance.

### **2) OBJECTIVE OF THE STUDY :**

- 1) To study the problems of working women related to job.
- 2) To study the problems of working women related to Household work.
- 3) To study the differences in the overall problems of working women.
- 4) To study the coping up strategies used by working women to manage stress.
- 5) To obtain the suggestions to reduce the problems of working women.

### **Problems Related To Working Women :-**

Working women faced many problems to related job. The items on paid work related problems like. No transportation services; no rest room facility; No canteen facility available in the organization ; Do not get promotion in the job were the problems which the respondents faced more at their work place. The items on paid work related to problems like. Have a travel for work frequently; pay is not adequate to fulfill financial need; get tired to work.

### **Job Related Problems :-**

As a result women have now come to work in all kind of professions, manual as well as blue collar and white collar jobs with the expansion. Employed women are facing problems in



their job with regard to the changing nature of job, job adjustment, the way that work is organized including hours of work, job design, interpersonal factor, management style, working of condition's and organizational climate.

Women employees face to problems of transfer in job placement as per ordered by the job authority, which becomes critical situation for them, as they cannot get rid of family responsibilities. Thus, for the woman in our country especially married working women, it becomes very difficult for them to join the job elsewhere. Hence, the problem is not with the women as officer, but very attitude of men and some times of women themselves, which cannot be changed is the problem. Thus is addition the physical and psychological stress at job, together affect on health.

#### **Household Related Problems :-**

In Indian society it is only in the family that the role of woman gains prominence. Although a women has outside roles, yet it is her family and the home that hold her position as the focus of their activities. Since primary responsibilities of the women revolve with home and children. They require to the work at home in addition to their outdoor duties. This entails an them a much larger working day that they feel overworked and tired.

The items on household work related problems like unable to help husband for such activities; unable to fulfill hobbies like knitting, reading etc. due to lack of time; unable to give full attention to the need of my children; unable to attend relatives/guests at home. Unable to attend social functions. The items on household work related problems like facing opposition of family members for their job; do not get co-operation from husband. And unable to help children in doing their academic work were the problems which the respondents faced less in their household which the respondents faced less in their household work.

#### **Difference in the overall problems of working women :-**

Overall differences in the job related problems of working women can be show. There were many problems in related to their type of family Experience, Age and Distance from the workplace etc. The working women from nuclear family may have more worries regarding care of their children. The working women with many year experiences of work. They may have more energy to attend the dual roles. And if there is long distance between the working place and her residence. She spend more time in travelling. So one may not be able to serve the family members satisfactorily. Thus it may lead to tension and frustration for her as well as for family members. Thus she faced overall differences problems.

#### **Strategies for managing job stress :-**

While many methods of preventions job stress. Need to be developed and supported by the organization. The factors on coping up strategies like maintain good relationships with others. Try and enjoy moments of pleasure; organize the time to do things that are important to women. Take situations as an opportunity to learn; Try to control the situation around them. Practice meditation. Try to get out of the situation gracefully; Try to change situations; set oneself unrealistic goals; Deny that there is a problems; Take more fried and heavy food were the coping strategies disagreed by the respondents.

#### **Suggestions to reduce the problems :-**

- Separate toilet facility for women should be compulsory.
- The rule should be strangle implemented to stop women's harassment at workplace by the organization.
- Increasing positive attitude towards women.



- Give vocational allowances women for their medical expenses.
- Give vocational training to women to increase their efficiency.
- Maternity benefit scheme should be enhanced by Government.
- Woman should be trained to develop their capabilities of decision making.

In such a way of suggestion which the respondents reduce the problems.

#### Conclusion :-

The working women face various problems and difficulties in job and family relations. While performing the dual responsibilities of job and household work, the women are not able to fulfill all the expectations of the family. If she does not carry out her role efficiency as a wife and a mother, apart of being accused, she suffers from guilt conscious and finds herself torn between home and work. Thus, working woman are generally haunted by the feeling of guilt. As a result of such multiple role demands, she cannot possibly do justice to all their roles. The consequence of this is a cognitive state of 'role strain' which is the felt difficulty of fulfilling role obligations. Thus the attitude of the husband and family members needs to be changed towards the working women. Moreover, husband should come forward to share her burden thereby reducing the drudgery of the multiple roles of a working woman. Hence, family can create an environment of equal expectations by performing their supportive role in the changing life style of the working woman.

Apart from family, the psychological well being of women has considerable impact on her performance and productivity at her job. In the job, women need to be given adequate infrastructural facilities and opportunity for advancement her by interpersonal.

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