



## Issues, Challenges and Financial status of a working women in present scenario

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### Abstract:

This paper attempts to analyze financial status of Working Women and highlights the Issues and Challenges face by Working Women on their workplace. Today the empowerment of women has become one of the most important concerns of 21st century. But sometimes we heard that women empowerment is still an illusion of reality. Empowerment of women is essentially the process of upliftment of economic, social and political status of women. This research paper studied various aspects of working women. The study was conducted in Bhuj-kutch area and data collected by questionnaire and analyzed using simple percentage method. Responses shows that most of women can balance work and homelife. they get family support and positive responses from society also. But there is some problem accures in their side that they don't have time for own health and hobbies. Responses also shows that they earns so they feel independent but they don't take independent decision regarding investment and finance.

**Key Words:** Education, Health, Socio-Economic Status, Women Empowerment, Workplace situation.

### Introduction :

Women constitute almost 50% of the world's population but India has shown disproportionate sex ratio whereby female's population has been comparatively lower than males. As far as their social status is concerned, they are not treated as equal to men in all the places. In Developed countries, the women have got equal right and status with men in all walks of life. But gender disabilities and discriminations are found in India even today. sometimes she concerned as Goddess and at other times merely as slave.

Women empowerment is the process of treating the women with same status with that of men in all the fields of the society. Women Empowerment has become a movement now but in our country it only seems a distact dream. the basic problem a woman faces is that of education, safety and health. In developed countries the education and health of a woman is much higher comparatively with developing countries. Still

gender bias and beliefs are playing as chief obstacles for the growth of women empowerment worldwide. In India also, in spite of various laws that protect women's rights, the gender inequalities are one of the highest in the world.

In developing countries like India, earlier marriage was the only career for most women. Women were restricted to selected professions such as teaching, nursing and office work. Over the years, more and more women are going in for higher, technical and professional education. In former days, for women there were 3 Ks- Kitchen, Kids, Knitting, then came 3 Ps- Powder, Papad, Pickles. And now a day, in every field women are working.

### Objectives of the Study:

- To gain knowledge about the problems and challenges faced by working women.
- To study the financial status of working women.
- To study the investment pattern of a working women.
- To study the Government Schemes For Women Empowerment.
- To offer useful Suggestions in the light of Findings.

### Review of Literature:

Wentling (2003) showed that the twin roles of women cause tension and conflict due to her social structure which is still more dominant. In her study on working women in Delhi, she has shown that "traditional authoritarian set up of Hindu social structure continues to be the same basically and hence women face problem of role conflict change in attitudes of men and women according to the situation can help to overcome their problem."

Sophia J. Ali (2011) "investigated the challenges facing women in career development. She 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 strive 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 affirmative action to urgently address career development of women.”

H. Subrahmanyam (2011) compares women education in India at present and Past. Author highlighted that there has a good progress in overall enrolment of girl students in schools. The term empower means to give lawful power or authority to act. It is the process of acquiring some activities of women.

Duflo E. (2011) Women’s Empowerment and Economic Development, National Bureau of Economic Research Cambridge The study argues that the inter relationships of the Empowerment and Development are probably too weak to be self sustaining and that continuous policy commitment to equality for its own sake may be needed to bring about equality between men and women.

#### Research Methodology:

The study is conducted in Bhuj kutch area. A sample size include working women from various field. A sample size of 50 was selected using convenience sampling method. The responses from the respondents were collected and analyzed using the simple percentage method. Then various challenges and issues are discussed. Various government schemes are also mentioned.

#### Data Analysis:

##### Reason for doing job

Responses shows that 20% women working for their need of money. 44% women working for their happiness or desire. And 36% of women working for their desire to be economically independent.

##### Working in their interested field?

62% of women are doing job in their interested area and 38% are not doing willingly.

##### Work life and family responsibility

when we ask that do they fulfil their family responsibility with their job? and we got responses that 72% of women says that they can do their job efficiently because of their family support(26%), their ability(40%) and other factors(6%). 18% of women says that they cannot do their job efficiently because of inappropriate working hours and workload.

##### Male colleagues’ supportive behaviour

90% women says that in their job, male colleagues give support and behave very well with them. And 6% says that male colleagues never shows supporting behavior. Whereas 4% have no experience because they are working with female staff only.

##### Rewards with compared to man

Only 12% women believes that they get less rewards for their ability compared to male where 88% women believes that they get enough rewards.

##### Working capibility with compared to man

According to surrounded atmosphere 78% women believes that if they would be man, they can do job very well compared to as a woman.

##### Working hours and home activities and enjoyment time

72% women are satisfied with their working hours and 28% women are not satisfied.

Domestic activity( everyday)	Less than 2 hours	4	8%
	2 to 4 hours	13	26%
	4 to 6 hours	33	66%
Can you get time for your hobbies and entertainment?	Yes, ofcourse	24	48%
	sometimes	16	32%
	occasionally	7	14%
	Rarely	3	6%

Reponses shows that women have to work hard and manage time between worklife and domestic activity so they can get time for their hobby and entertainment.

##### Financial status:

		Frequenc y	Percenta ge
Income	5000-10000	34	68%
	10000-15000	10	20%
	15000-20000	4	8%
	Above 20000	2	4%
Savings from salary	Less than 50%	20	40%
	50% to 75%	12	24%
	More than 75%	18	36%
Investmen t (they can select more than one option)	Banks	50	100%
	Post	6	12%
	Share/ debenture/other securities	2	4%
	Mutual funds/ LIC/ other	22	44%
Who takes decision regarding investmen t?	(A) own decision	3	6%
	(B) Husband or other family member	11	22%
	(A) and (B)	36	72%

Above table shows that most of all women invest their savings in banks. And very few have idea about securities and so they don't take risk. 44% invest mutual fund, LIC and in other financial instrument with the help and guidance of their male family member. So, it shows that they aren't have enough financial awareness regarding various financial instruments.

### **Issues and Challenges and solutions of a working women:**

There are numerous difficulties and issues of ladies' rights in India. A ton of issues are pointless and very fundamental which has been looked the nation over, they are helper causes which we need to consider. And afterward Targeting these issues will specifically profit the strengthening of ladies in India.

#### **1. Education:**

In comparison to 82.14% of adult educated men, only 65.46% of adult literate women are there in India. Eradicating this gap and educating women about their genuine place on the planet is a stage that will to a great extent set this whole development moving down the slope to crash and break the mass of narrow mindedness, carelessness and misuse.

#### **2. Men versus Women Issues:**

Men and women are always two sides of the same coin. Each one of them thinks and handles situation differently. While a man may be practical woman could think farfetched. But it is still a shame that irrespective of being equally talented there is always discrimination in the eyes of the beholder.

In corporate environments, where people of both gender participate in all activities with equal enthusiasm such vague differentiation is the biggest challenge for a woman. One must understand that a working woman loves your concern but not your sympathy. She wishes to be recognized with her talent and not her gender.

#### **3. Gender Bias:**

Gender bias is another challenge that many women experience at their work place. Though we can say that corporate offices are bridging the gender gap slowly, private institutions and government offices are still way far behind.

Occupations that require visit travel, physical effort etc. are still open for men only as they are viewed as more qualified than women. many organizations while hiring women employees get some information about their marriage and further family planning as they can't bear the cost of the maternity leaves and other adaptability advantages.

#### **4. Sexual Harassment:**

A standout amongst the most disgraceful challenge that a women faces in workplace is the kind of sexual abuse she is expoed to. To abridge this challenge, there are social welfare associations which are examining women strengthening on different gatherings and have raised voice against harasment of women at work place. This method has constrained the peace to incorporate a few extreme disciplines against these merciless men. women who support their dignity don't neglect to voice out their challenges however innocent and naïve ladies still should be bolstered with bravery and must be fight.

#### **5. Work life imbalance:**

Another most noticeable challenge that women of today face at workplace is the work life imbalance.

Separating individual life and profession life becomes hard for women. Family feels ignored, companions feel lost and sadly she needs to confront the anger of her whole emotionally supportive network since she has forgotten to draw to a meaningful boundary amongst work and life. This challenge is mostly self-imposed and to get out of this mess, the woman has to help herself. She needs to set her priorities she needs to manage her time and effort then everything falls in place.

#### **6. Maternity leaves:**

Growing from a lady to a mother brings about a ton of changes in anybody. She figures out how to sustain a little being inside her. Elders say that as a lady turns into a mother, care and persistence turn into her indivisible virtues. But does anybody see what all progressions and difficulties she is going to look at work place when the child is conceived? Handling mood swings and morning sicknesses without showing a slightest discomfort, traveling to and fro with her baby belly, maintaining a strategic distance from office parties and late night gatherings as her wellbeing may incur significant damage, tuning in to her supervisor's insults as she always applies checkup leaves, maternity leaves and so forth are just too hard for a pregnant lady. Now a days, corporate firms have included adaptability approaches for ladies who resume their career post maternity breaks.

#### **7. Ego clashes:**

Men dependably attempt to demonstrate their superiority while at work. An alpha male will feel his ego is cruhed when he needs to answer to a female administrator. However the woman is kind to him, he will attempt to discover flaws against her approach or method of work and so on. Ladies who are at a higher rank face this challenge while interfacing with her companions, subordinates and superior.

### 8. Restroom gossips:

Office without gossip mongers is like cake without icing. Coffee breaks, lunch time, rest room gatherings are the setting and time when gossips are made and spread over. At the point when a woman reaches a respectable position in her work place there are always plenty of speculation about her journey to that position. Some remark on her capacity while some remark about her friendly nature. Such remarks sound excessively brutal and numerous a times powers the young lady to put down her papers.

But on a deeper thought this challenge can be easily handled if you can sit calm and think. All you will need to do is not to reciprocate any hard feelings. Women should know to face and win over this emotional challenge. In a world where good and bad co-exists, women must grow their emotional quotient and let their work speak for them instead of engaging in verbal battles.

### 9. Security:

The most threatening challenge for women at work place is their security. With more and more cases of physical assault and abuse being reported in dailies and news channels, women need to learn the art of self-defense for their security. Many organizations have employed special security services for helping their women employees to get back home at late nights. Challenges are everywhere. Pushing oneself out of their comfort zone and trying something new and good is the challenge that one can impose on himself. Instead of dreading the challenges if one learns to treat challenges as stepping stones of success they will hardly feel its magnitude. Women have to break the soft sweet image in order to succeed in their work endeavor.

### Government Schemes for Women Empowerment:

The prime goals of all the central and state government schemes for women is to provide them protection, better health facilities, enough education to make them employable and to make them financially strong.

➤ Some Central government schemes:

One Stop centre for women in distress (one stop sakhī center)

Mahila shakti Kendra (Mahila Shakti Kendra scheme)

Maternity benefit (Pradhan Mantri Matru Vandana Yojana)

Women's Helpline (Universalization of women Helpline Scheme)

Women's education – Mahila Samakhya Yojana)

➤ Some state government schemes (Gujarat)

Advocacy for women's health (Mamta Abhiyan)

Transport assistance to pregnant women (Chiranjeevi Yojana)

Mata Yasoda Gaurav Nidhi Insurance Schemes

Financial assistance to pregnant women (Kasturba Poshan Sahay Yojana)

Financial assistance for economic activities (Ghar Divda Schemes)

### Conclusion and Suggestions:

After studying various factor it seems that situation of working women is not satisfy with compare to developed countries. The need of the hour is to realization of empowerment of women and this initiative must be started from the women itself as well as more importantly policy initiative taken by the state and society.

1) The first and foremost priority should be given to the education of women, which is the grassroots problem. Hence, education for women has to be paid special attention. 2) Awareness programmes need to be organized for creating awareness about their rights. 3) Women should be allowed to work and should be provided enough safety and support to work. 4) Strict implementation of Programmes and Acts should be there to curb the mal-practices prevalent in the society.

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