

A Case Study on Problems of Working Women in Haryana

*Mandeep Kaur/**Dr. C. Venkateswaran

*Ph.D. Research Scholar, MMIM, Maharishi Markandeshwar Deemed to be University, Mullana, Ambala, Haryana.

**Associate Professor, MMIM, Maharishi Markandeshwar Deemed to be University, Mullana, Ambala, Haryana.

ABSTRACT

Study was conducted to understand the problems of working women in current scenario. Working women are suffering from lots of psychological problems due to their dual roles and responsibilities. In personal life women have to handle lots of family, child and household responsibilities. In home they have to perform various roles like child care, cooking, cleaning etc, while outside they are facing lots of problems like gender discrimination, unequal wages, sexuality assault, transportation problems. After that they are not financial secure because she has to hand over her salary to her family members, similarly due to job they are not able to attend social functions due to lack of leave from their organizations. This study was done with the help of 100 respondents, 40 respondents were from educational sectors, 40 were employees from different NGOs and 20 were sales representatives in various cellular companies of Haryana were selected for our study.

Keywords: Working women, problems, psychological

I. INTRODUCTION

In this Stone Age women are equally participating in each and every sector of employment Government of our country continuously providing support for women with the help of women empowerment. Different sector generate employment opportunities for woman candidates for encouraging women to join workforce. But a still woman in India is facing problems due to their dual role and responsibility. Improper work life balance make them weaker on job they have to spend more day time outside from their homes. During job time they are facing many problems related to their gender, wages, work condition and work timing. Women are still facing bad experience while working with their male counterpart, disadvantages of comparatively men of same position on same job. This factor leads to

demotivation in women employee. Due to financial crisis or basic desire of daily life forces a woman from middle or lower class to work in various public and private sector. Gender discrimination is very common in our society prejudice against women continues from her family and society. Present study was organized to investigate different problems of working women face in Haryana. Haryana is traditional mixed society of different social classes and opportunities for women to find employment are very less. Most of families are living in joint family. In India working women face most of problems that are not facing by working women in developed countries. In India mostly men don't share household chores. It is the prime duty of women to make food, look after children and family, and clean the house and other routine works. Therefore major burden come on shoulders of women.

II. Objective of Study

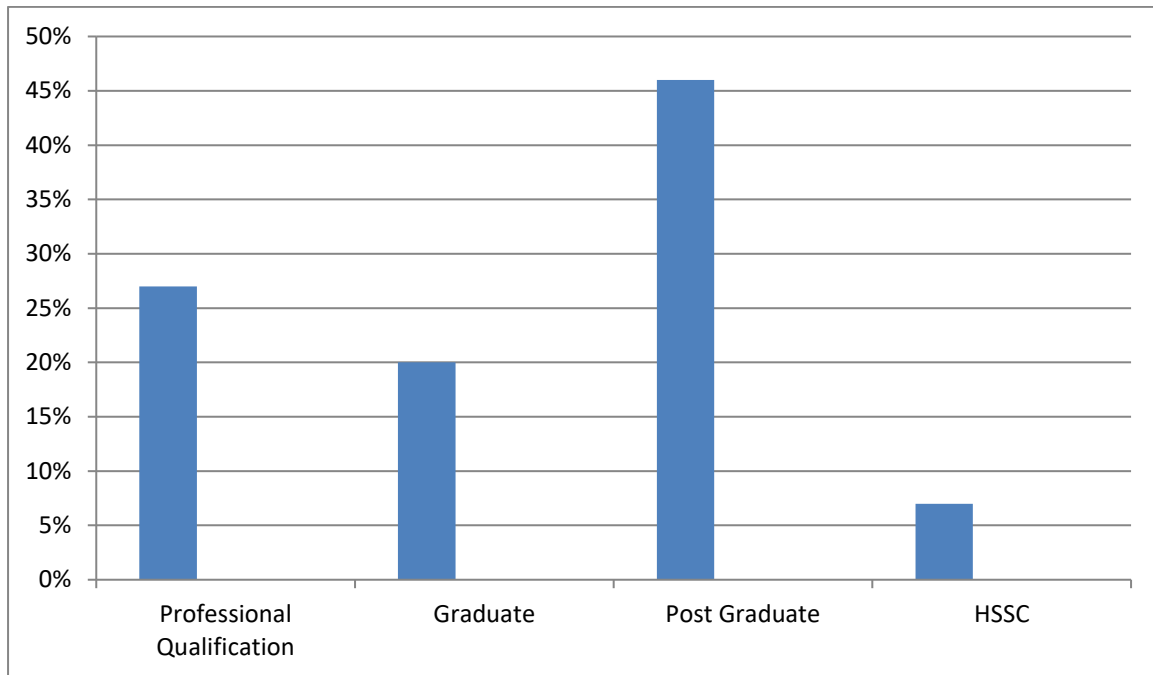
To study the problems face by working women either at home, outside or workplace.

III. RESEARCH METHODOLOGY

It was an exploratory research with quantitative analysis through questionnaire method. 100 respondents, 40 were from education department, 40 were employees of various NGOs and 20 were sale representatives in various cellular companies. These respondents were selected purposive sampling and age was 25 to 55 years.

IV. RESULTS & DISCUSSIONS

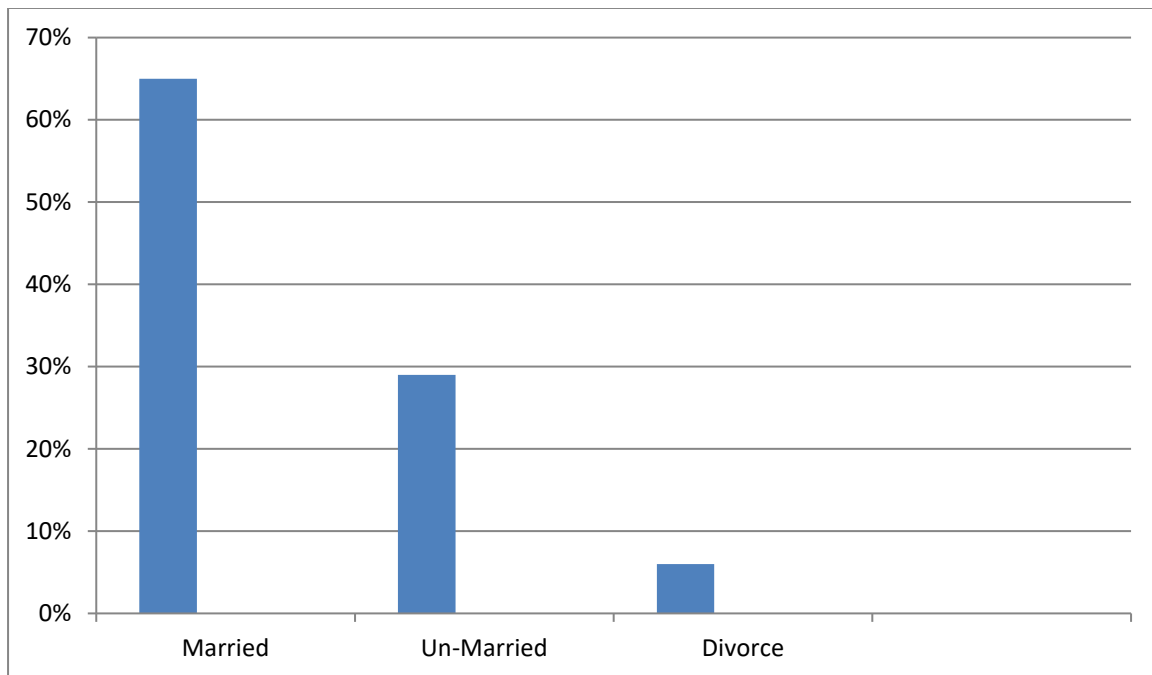
Educational Background



Graph I (Source: Primary)

Analyses: The graph I is showing the education level of respondents. It is indicating that 40 respondents were professional qualified as from educational sector. 70 respondents were post graduates, 30 were graduates and only 10 respondents were held HSSC certificates.

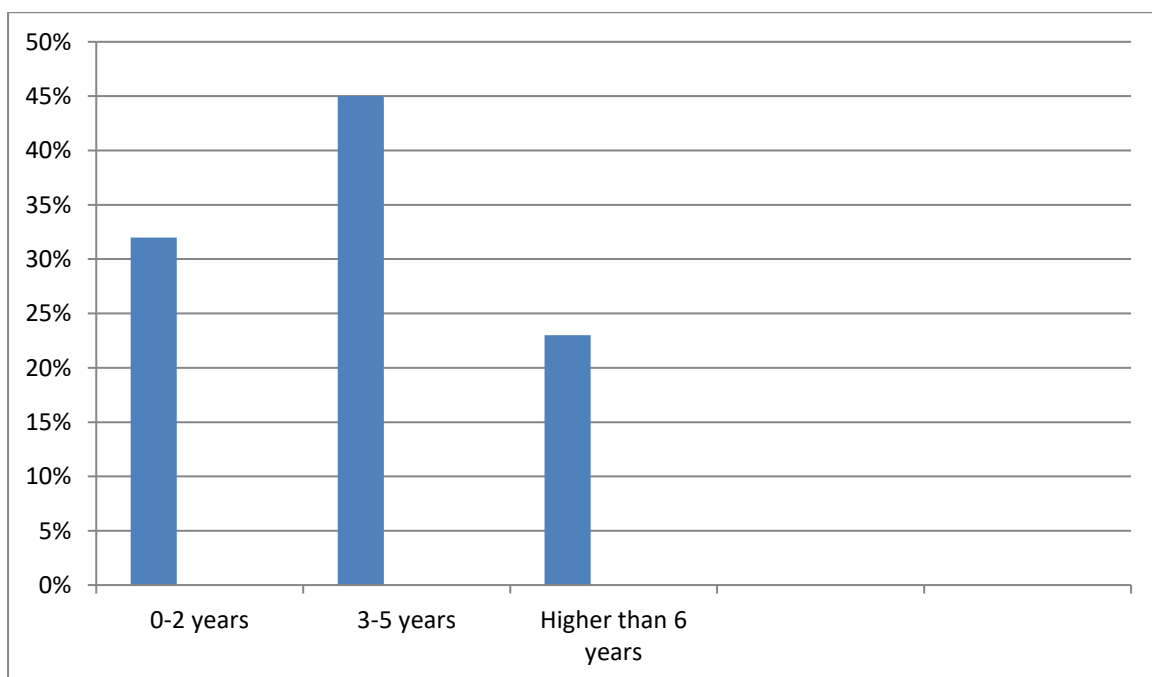
Marital Status



Graph II (Source: Primary)

Analyses: The graph II is showing that 77 respondents were married, 43 were unmarried and 10 were divorced or widow.

Working Experience



Graph III (Source: Primary)

Analyses: Graph III is highlighting that 32 respondents have 0-2 years working experience, 45 have 3-5 years and 23 respondents have more than 06 years working experience. The working employees of educational sector were noted to find out not a good relationship with job experience. For example women that are distress from lack of transport may be used to with issue after some time but women that started work newly may describe it in detail.

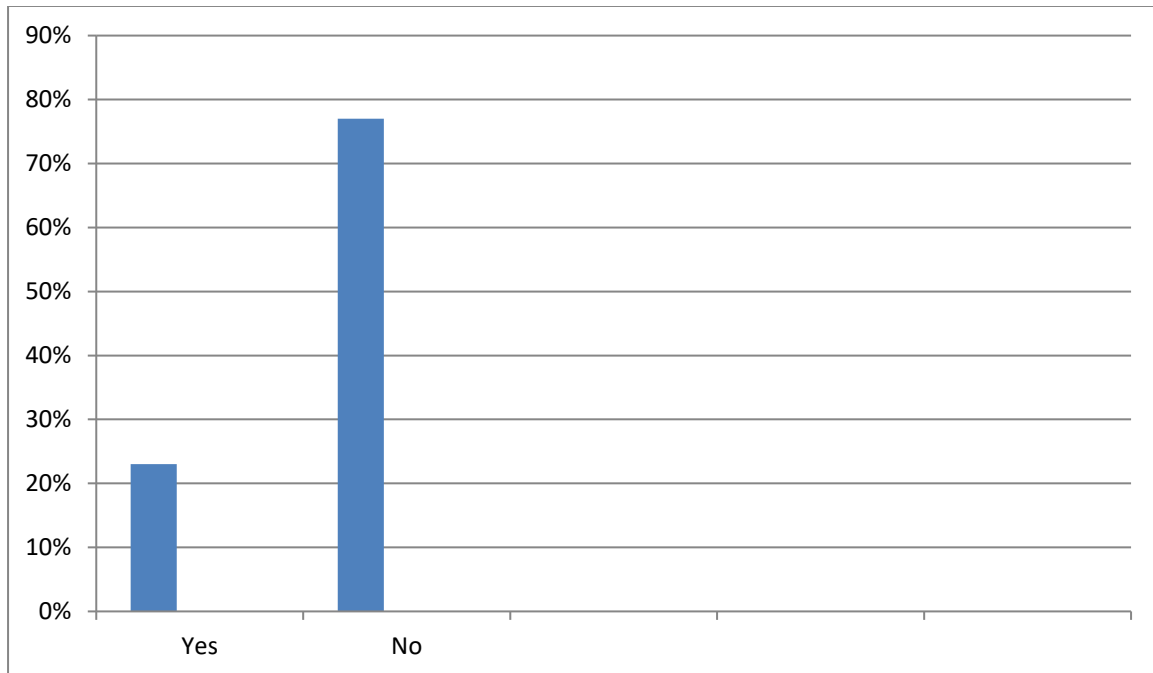
Time for home**Table 1. Adequate Time for Home**

Department	Frequency	Yes	No
Educational deptt.	40	25	15
NGOs	40	0	40
Sales Representative	20	0	20
Total	100	25	75

Source: Primary

Analyses: The table 1 is showing that out of 100 respondents only 25 respondents from educational department fell that they are not giving proper attention and time to their home/family which is required. It was observed 75 respondents have fixed duty schedules or have jobs near to homes had adequate time for their homes and families. This shows that work responsibilities making women unable to handle their family and child responsibilities.

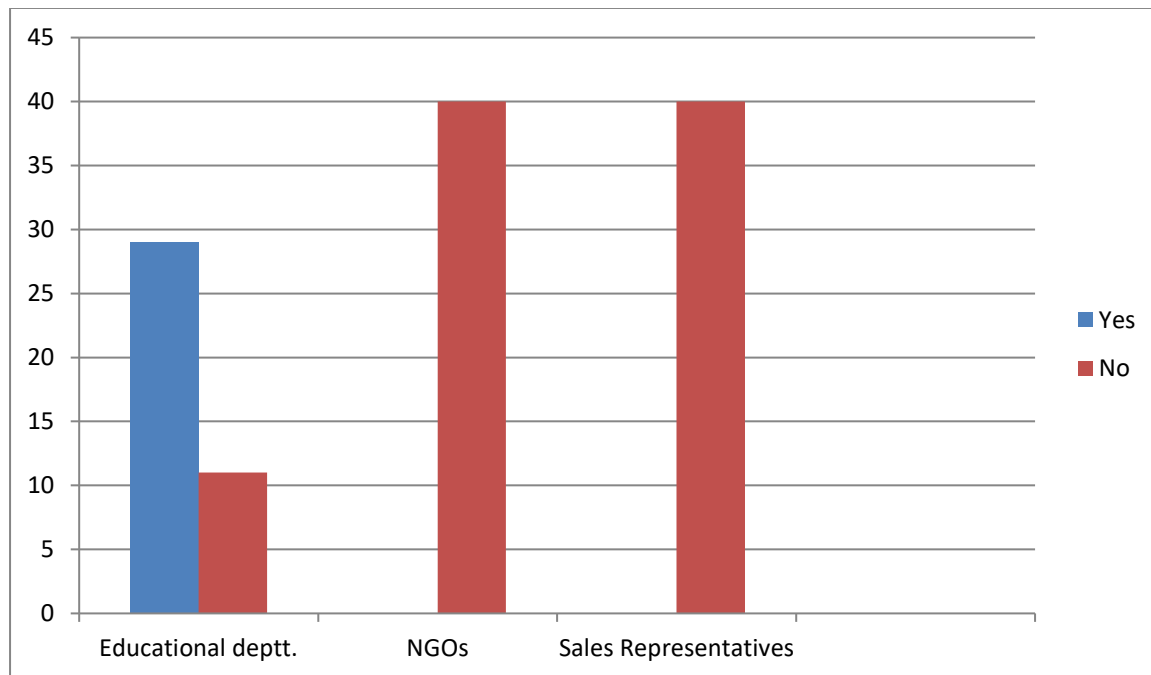
Participation in Social Gathering



Graph IV. (Source: Primary)

Analyses: Due to job working women 77 even cannot participate easily in social gathering or family functions. The respondents shared that due to family and job they have very less time for social gathering, lack of availability of transport in late hours and long working condition and working hours are the reasons therefore they are unable to join social gatherings.

Leave Facility



Graph V. (Source: Primary)

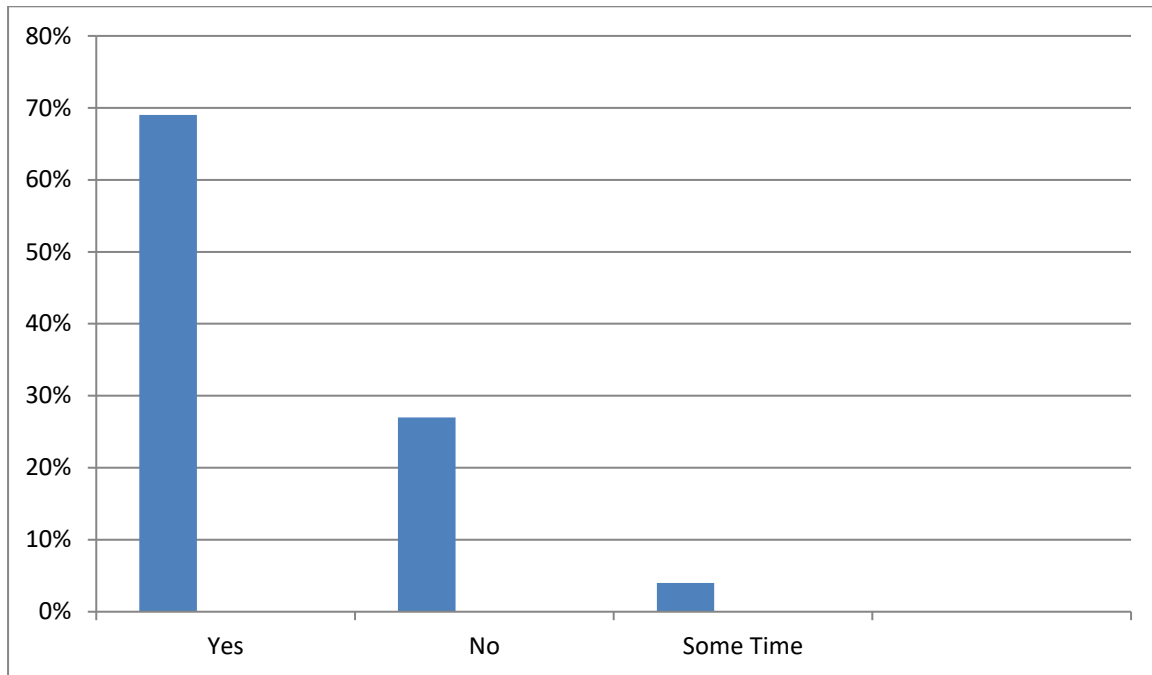
Analyses: The graph V is shows that only 29 respondents out of 100 can avail leave easily and on urgent basis. Due to lack of leaves women are unable to participate in their family or social gathering is difficulties to acquire leaves. Mostly family function, marriages and parties are took places in nights and working women cannot join due to long working hours.

Case Study 1

She was working in a cellular company as a sales representative. She has had two years degree of MBA and business administration. Her boss was male and head of branch. She was unmarried and wants to continue her job for that she took an admission in weekend course. After 04 months when course was near to completed she found that she has to attempt examinations for that which was scheduled in between her working days. She put a leave application to her boss. Her boss sent it to higher authorities. But application was refused by the higher authority and for leave they put some term and condition to non-deposit of her no objection certificate before starting the course. It was very critical situation for the employee. She discussed this matter with her colleague and on her advice she wrote mail higher authorities. After waiting of 6 days she did not receive respond. Even 01 day before she tried to contact with higher authority but she didn't get any positive response from them. Examination is important at that time so, she went to her course exam. Amazingly when she

joined her duty after three days she received reply from higher authority that her leave was not sanctioned. She should take NOC before admission in course and her 10 days salary was deducted from her account.

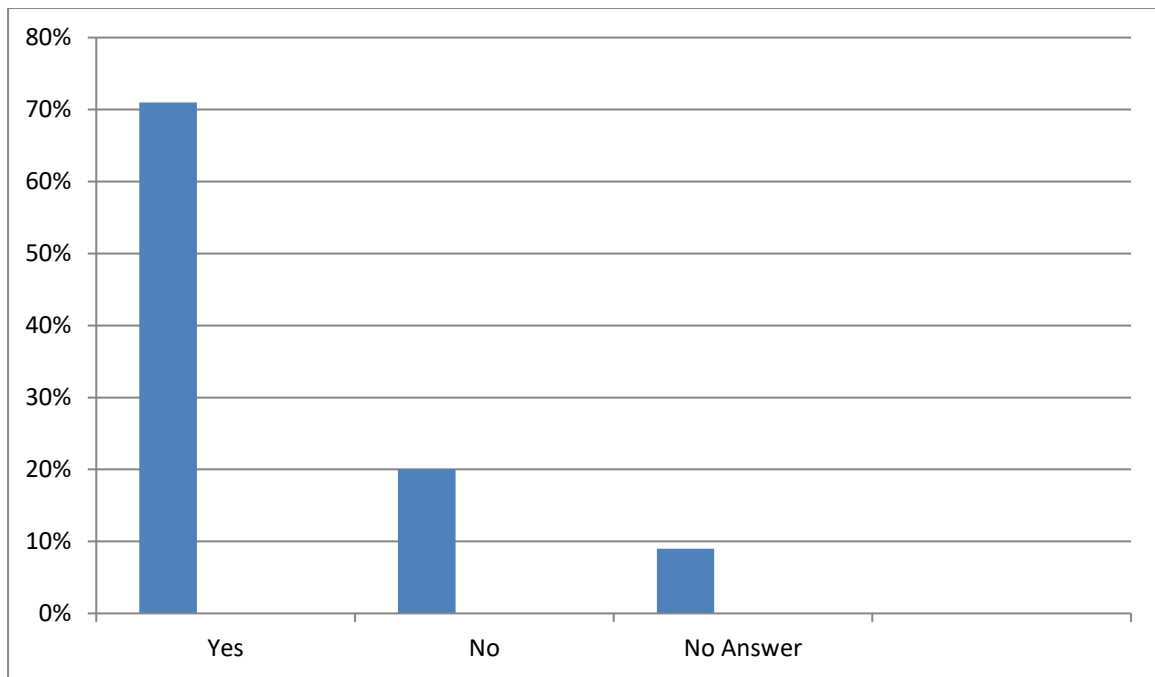
Transport Problems



Graph VI (Source: Primary)

Analyses: The graph VI is showing 69 respondents are facing problems related to transportation. 27 respondents don't face this problem. It was observed that most of NGOs employee don't face transportation problem because they were provided pick and drop facility. 07 respondents face some time transportation problem.

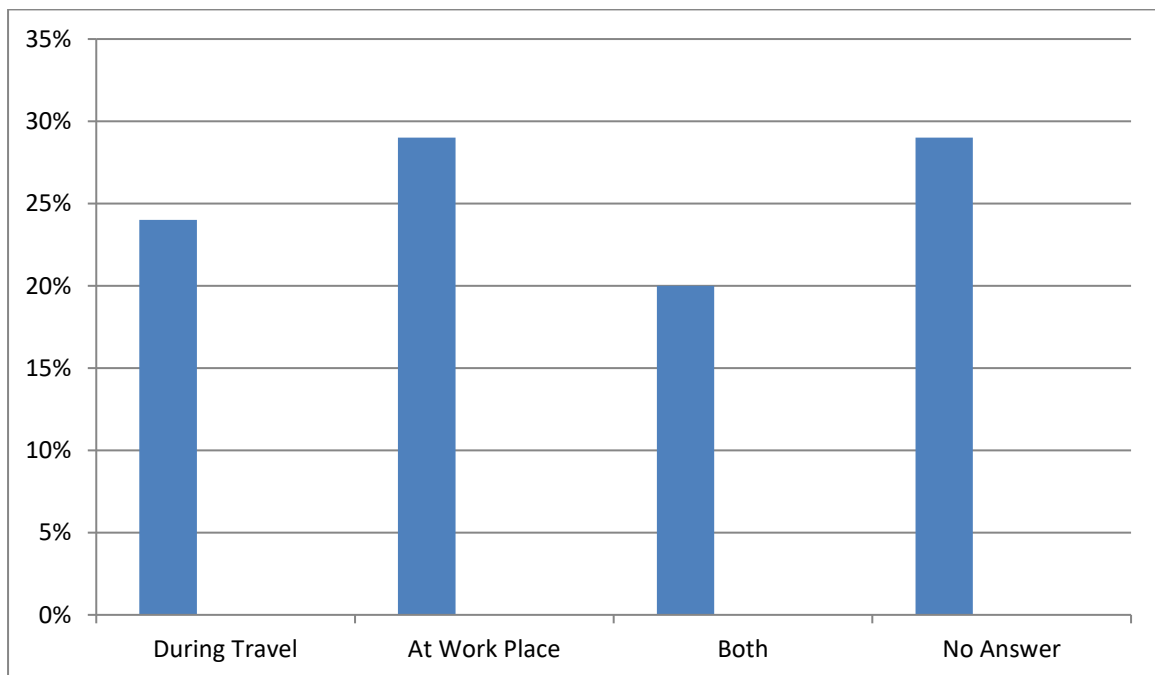
Experience of Sexual Harassment



Graph VI (Source: Primary)

Analyses: Graph is showing that 71 respondents have the worst experience of sexual harassment. 29 respondents shared that they never have this experience and 9 respondents did not mention their experience regarding sexual harassment.

Harassment Experience Place



Graph VII (Source: Primary)

Analyses: 24 respondents faced sexual harassment during travelling from their workplace to home or home to workplace. It was observed that all 24 respondents are from education department. Respondents from education department have minimum contact with men at work place therefore they have less chance to harass at work place. 40 respondents faced at work place. These respondents were from health department and from NGOs respondents faced at work place while 20 respondents faced at both places. These respondents were sales representative. On other hand 29 respondents were did not mention their experience regarding this.

Case Study 2

She is working for NGO. She mention that her male colleague are not behaving respectfully with her because they fell that she is not wearing traditional dress in office so, she will not get respect. Male colleagues think that women should wear traditional dresses otherwise they must be raped after some time only because of her dressing sense.

CONCLUSION

It is marked from the study that working women in Haryana are facing many problems. This study was explorative in nature to investigate the major problems of women employees of Haryana. Through the research it was clear that women employees are facing problems in their day to day tasks it is not easy for women to manage their work-life balance problems due to external issues are disturbing them which also a major factor of stress in their life. Although it was clear that sexual harassment is a ground reality in working women of Haryana. It is suggested that organization must contribute to introduce friendly policies

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