

Working Women and Workplace Issues

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Abstract: Women have established their astounding presence in almost every industry and in huge numbers. They are strong, smart, technically competent and emotionally brave in comparison to their male counterparts. As such they are rightly called as the new age corporate women, but despite achieving such huge glory, women still face many challenges in their work place. Gender biasness and sexual harassment are not the only issues; there are few more problems that are big barrier for women to grow high up in the corporate scene. Women have made huge progress in the workplace, but still get lower pay and far fewer top jobs than men many emerging markets women remain second-class citizens, lacking basic rights and suffering violence and many kinds of disadvantage. In the rich world most of the battles about legal and political rights have been won, and on the economic front too women have come a long way.

Keywords- women, workplace, challenges, gender-biasness, competent

Introduction

Women in the labor force receiving wages or a salary are element of a current scenario, one that urbanized at the same time as the expansion of remunerated service for men, but women have been confronted by disparity in the workforce. Economic dependencies upon men, and consequently the poor socio-economic status of women, have had the same impact, particularly as occupations have become professionalized over the 19th and 20th centuries. Women's lack of access to higher education had effectively excluded them from the practice of well-paid and high status occupations. Women were largely limited to low-paid and poor status occupations for most of the 19th and 20th centuries, or earned less pay than men for doing the same work.. Women are viewed as the primary caregiver to children still to this day so their pay is lowered when they have children because businesses do not expect them to stay long after the birth.

The increasing rates of women contributing in the work force has led to a more equal disbursement of hours worked across the regions of the world

Women in the Workplace Issues and Challenges:

The global report reveals that four in every 10 women see the gender pay gap as a key issue, with women in seven nations listing this discrepancy as their major concern.

- The Wage Gap- despite of all the efforts and efficient working the women are paid less as compared to men which acts as the major reason of discouragement and leads to lower down the efficiency of the working women.
- Discrimination at workplace-In some instances, a female is the victim of discrimination because of her clothing or physical appearance. An employer might hire an attractive woman over other qualified candidates simply because he believes she is likely to bring in more sales. In contrast, that same woman might not get hired because the employer is afraid of a sexual harassment law suit based on the number of males in the workplace.

- **Gender Bias:** discriminatory attitude towards men and women has existed for generations and affects the lives of both genders. Jobs that require frequent travel, physical exertion etc. are still open for men only as they are considered more eligible than women.
- **Harassment-**A major problem faced by the working women is sexual harassment at the work place. Further, women employees working in night shift are more vulnerable to such incidents. 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.
- **Work life imbalance:** Another most noticeable challenge that women of today face at work place is the work life imbalance. Differentiating personal life and professional career becomes little hard for women in general. They tend to mix up work commitments with personal priorities and that's when all the issue starts.
- **Ego clashes:** men are much more likely to feel bad about themselves if their female partner outperforms them on a task, and they're also more likely to cheat on a female partner who's making more money than them.
- **Discouragement -** women face extra obstacles when it comes to promoting their hard work and taking credit for a job well done (or at least less lazily done than everyone else). When a man and a lady work together on a project that requires stereotypically masculine qualities -- like leadership, decision-making, or farting -- observers of both genders tend to give the woman less credit.

Conclusion

Women still face blatant discrimination at their workplaces, despite achieving such huge laurels, women still face many obstacles in their work place. A major problem faced by the working women is the wage gap, the legal right of a woman pertaining to equal pay at the work place remains unaddressed most of the time because few women are confident enough to complain. Thus it is the employer's responsibility to maintain a safe and secure workplace without any gender discrimination and provide a healthy work environment for its workforce irrespective of the gender

