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A STUDY ON WORKLIFE CHALLENGES OF WORKING WOMEN WITH REFERENCE TO SURAT AND VADODARA CITY

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Abstract

This research is conducted on women working in various sectors like health care, banking, IT and etc. in the city of Surat and Vadodara of Gujarat state. A questionnaire is being prepared and circulated to working women over various social media platforms like LinkedIn and 100 responses has been recorded to find out desired output and testify the hypothesis. In this research, work life balance of women and the challenges faced by them in their respective organizations is being analyze in detail and output is represented in table and graph.

Keywords: Working women, Work life balance, Work life challenges.

Introduction

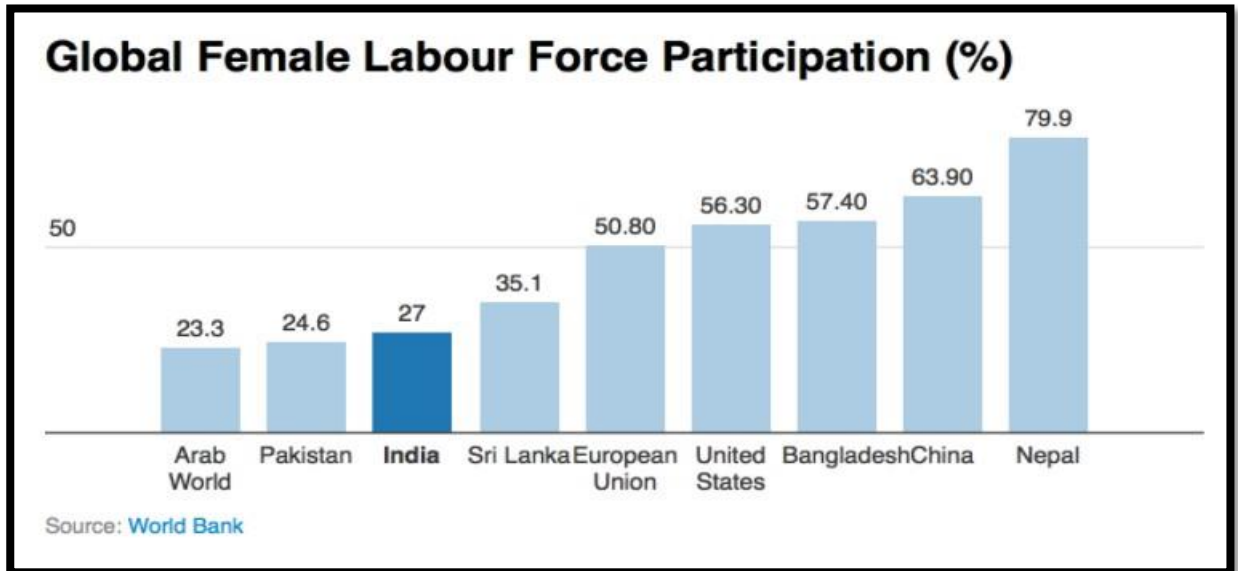
It is being observe around the world that it is always been a man who make things happen and go to work for money. Situation is changing rapidly from 20th century that women are also heading towards working outside and earning beings. This brings new work life culture at both organization and home.

This new change requires a study on women who are working. How their work life balance is generated and affected while working and future possibilities for them.

But before that we need to see how many women are working in Indian labor market and how many of them are working in particular field of work.

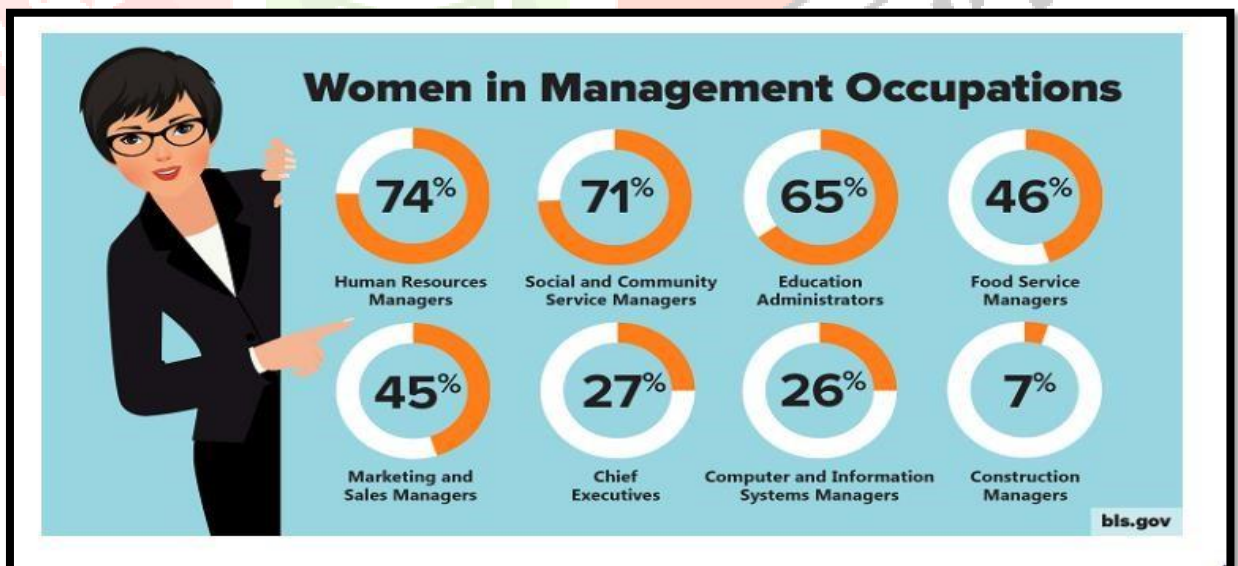
See graph 1 from world bank below.

It is very much clear that only 27% of the women are working across the country which is very low.



Surprisingly in countries like Bangladesh and Nepal, more women are working. It is such a shame that we have more number of young blood and a huge number of women are just ideal. If at least 60% of women starts working, our economy and will get a boost and become more powerful than any other country.

In another diagram below, see how many women are involved in various fields.



According to diagram, most women prefer a 9 to 5 job or morning job like primary school teacher or professor so that they can manage both work and home. Though some are very good at cooking. They select other occupations like human resources and interior designing. There is a lack in thinking about their skillset and passion, also low ambitions to make a career appropriate field. And it is bad that very few women are working at CEO and VP positions in this new era.

This analysis make us think that what are those issues prevents women from entering into labor market, stopping them from getting increments and make a barrier for reaching to higher positions.

Here are some major issues that leads to this studies and analyze the nature of work that woman is provided at work place and how woman handles her work and what kind of issues she face at work place, by her colleague and seniors. At workplace, women are facing various issues. They are as follow.

Occupational problems as stress:

Stress for work and pressure of meeting the results is new normal for women as man. Employers and managers are now not soft spoken to women at certain organizations and sometimes humiliate also for not meeting the targets. This generates stress and burden of work. Employers need to know that women are having second job as household duties and can not work after working hours like man.

Mental harassment:

According to the mentality that women are less effective and not suitable for some job creates biasness. The dominant nature of man creates gender discrimination and low salary slab for woman. This is a big obstacle for women to come out. After so many years, this problem is still remaining unsolved and reason for low enthusiasm for work.

Sexual harassment:

This is not new thing in India as well as the world that women asked for sexual satisfaction to get a job or increments. Things like couch casting is still there. It is not limited to the workplace but also at transportation, home, police station and what not. Isn't it awful that public toilets and gardens also used for such purpose.

Discrimination:

As discussed above, discrimination between a man and women is still there from years ago. Genders biasness and salary differentiation should be solve right away. Men also have to accept that women can do a job for CS and CA. Occupations like interior designing and air hostess are now outdated for women.

No safe travelling:

In India, travelling to workplace is not safe in almost every city for woman. Every other day there is news for robbery, rape and kidnapping of woman and girls from public places. This is huge issue on which government need to focus on.

No family support:

This is another big issue for low working women rate in India because families are not allowing women to work outside and coming late home. Women staying with husband alone makes her schedule difficult for household duties and childcare. This leads to low enthusiasm and interest in work and low promotions at work.

Job insecurity:

More than 8 hours of working period, staying away from family for long time, extreme travelling and low salary slab creates pressure in job as well as home. This either make her to leave the job or leave the better opportunity.

Job adjustments:

Adoption of culture, whether in new organization or new country is a life lesson. Making new friends, interaction with seniors and colleagues determines her. Gossiping, politics and bullying is major issues.

Other matters:

Indirectly or directly, things like education level, cast or religion, experience, marital problems and financial status, age and language affects women at job in a certain way.

Literature review

- Masako SETO et al, (2004) have analyzed the impacts of business-related components and Work Family Clash on depressive manifestations among working ladies living with youthful youngsters in a Japanese City.
- Niharika and Supriya (2010) have considered the work-based variables and family related components that are considered to add to work life equalization. Work based variables are flexi time, alternative to work low maintenance and flexibility to telecommute and the family related variables are tyke care office and adaptability to deal with crises at home.
- Shalini and Bhawna (2012) reported in their study, Nature of work life is being utilized by the associations as a key apparatus to pull in and hold the representatives and all the more essentially to help them to keep up work life parity with equivalent consideration on execution and duty at work.
- Vijaya Mani (2013) has uncovered the central point impacting the Work Life Parity of Ladies experts in India, for example, part clash, absence of acknowledgment, authoritative governmental issues, sex separation, elderly and youngster's consideration issues, nature of wellbeing, issues in time administration and absence of fitting social backing.
- K. Santhana Lakshmi et al, (Walk 2013) have inspected that the Instructive foundations should address the Work Life Offset related issues among their staff, particularly ladies also, take an all-encompassing way to deal with outline and actualize the approaches to bolster the instructing staff to deal with their WLB. KumariK.Thriveni et al, (2012) have considered and broke down the huge relationship between the demographic variables and WLB.
- Work Life Equalization implies the fitness to plan the hours of an individual expert also, individual life in order to lead a solid and serene life. It underscores the qualities, demeanours furthermore, convictions of ladies in regards to their age to work in sorting out and adjusting their work and individual life. (K. Santhana Lakshmi &S. SujathaGopinath, Walk 2013).

Research Methodology

The research design is a framework for planning your research and answering your research questions. The researcher chose a survey research design because it best served to answer the questions and the purposes of the study. The survey research is one in which a group of people or items is studied by collecting and Analysing data from only a few people or items considered to be representative of the entire group. In other words, only a part of the population is studied, and findings from this are expected to be generalized to the entire population defines the survey assessing public opinion or individual characteristics by the use of questionnaire and sampling methods.

The methods for collecting and analysing data: Determination the type of data collection

- Primary data

We will directly collect original data (e.g., through surveys and questionnaire) and then analyze it. This makes our research more original, but it requires more time and effort, and relies on participants being available and accessible.

To fulfil the criteria and satisfy the purpose of this study, the questionnaire is being prepared by us. The questionnaire is divided in two parts, which contains all the questions related the work life balance, and challenges at workplace. This questionnaire is circulated to working women through various platforms i.e LinkedIn, WhatsApp etc and the responses are recorded digitally. All the answers are represented in the form of graph or descriptive formate for conclusions. Major questions and their answers are described in findings.

- Secondary data

We will analyze data that someone else already collected (e.g., in national statistics, official records archives, publications, and previous studies). This saves time and can expand the scope of your research, but it means you don't have control over the content or reliability of the data.

- Qualitative data

Our objectives involve describing subjective experiences, interpreting meanings, and understanding concepts, you will need to do qualitative research. Qualitative research designs tend to be more flexible, allowing us to adjust our approach based on what we find throughout the research process.

- Quantitative data

Our objectives involve measuring variables, finding frequencies or correlations, and testing hypotheses, you will need to do quantitative research. Quantitative research designs tend to be more fixed, with variables and methods determined in advance of data collection.



Hypothesis

The following hypotheses were suggested based on the comprehensive literature review:

H1. House hold responsibility has a significant relationship with women's work life conflict.

H2. Work place environment has a significant relationship with women's work life conflict.

H3. Financial needs have a significant relationship with women's work life conflict.

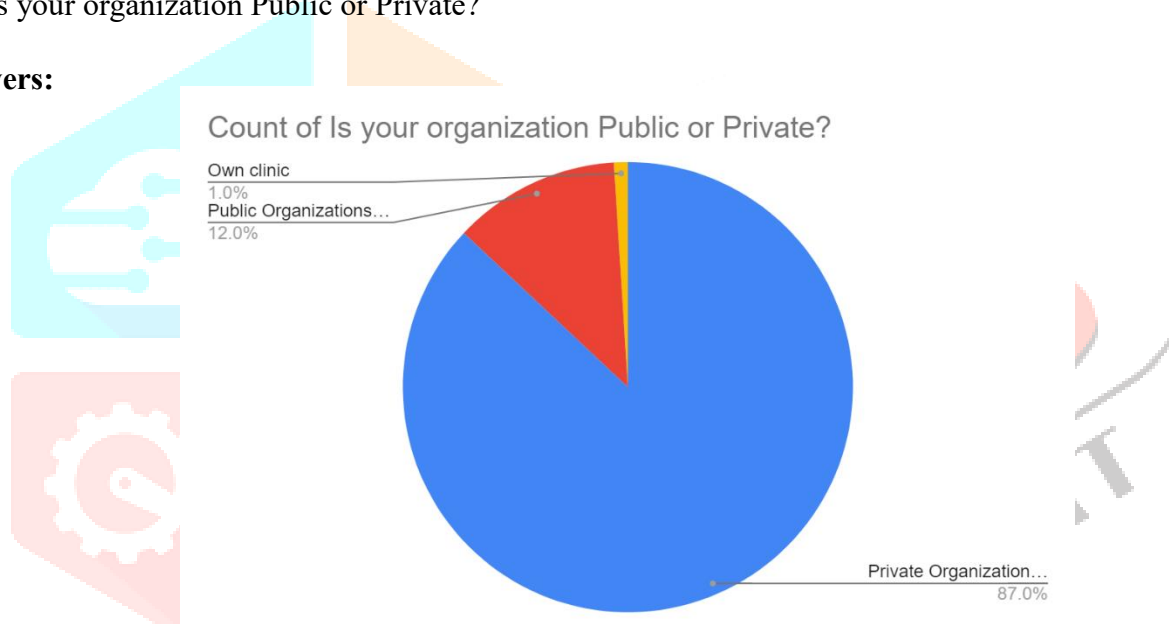
Objectives

1. To analyse the challenges and find out present practices followed by women employees for Work Life Balance for working women.
2. To identify the determinants of Work Life Balance of Women Employees.
3. To find the current policies by the organizations to facilitate Work Life Balance.
4. To identify the perception of women employees towards benefits and challenges towards WLB.
5. To explore the statutory measures towards Work Life Balance and recommend / suggest ways for improving Work Life Balance.

Analysis and Observation

Q1: Is your organization Public or Private?

Answers:

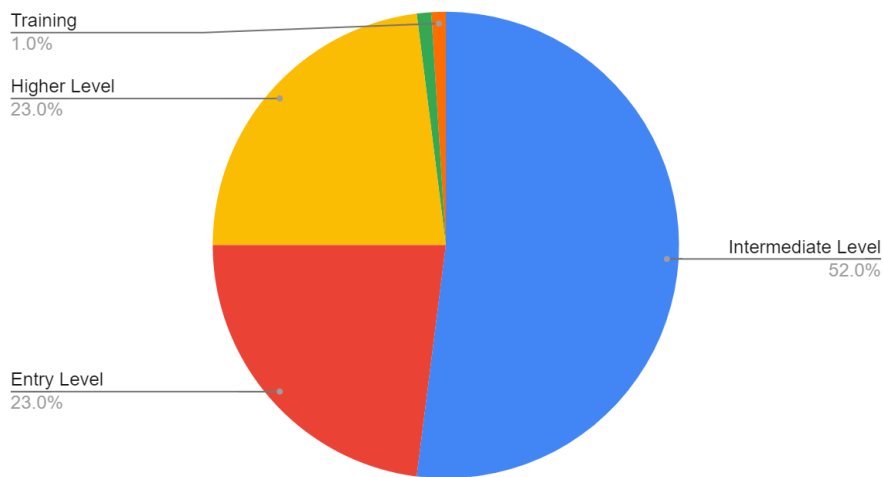


Total Reponses	Public organization	Private organization	Others
100	12	87	1

Q2: What is your level or position in your job?

Answer:

Count of What is your Level or Position in your job?



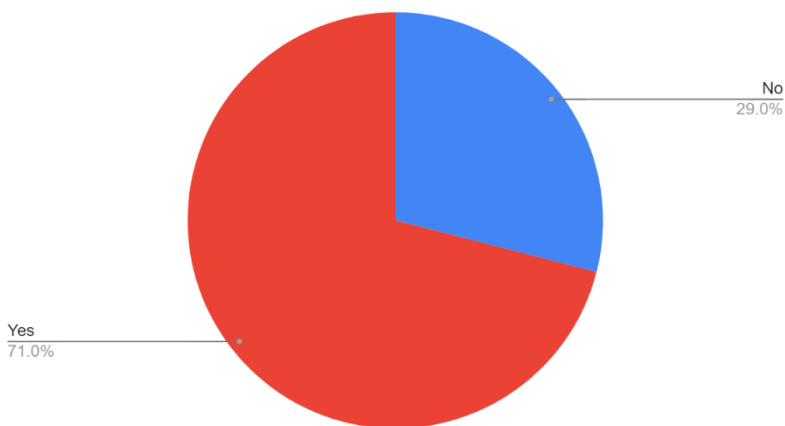
Total Reponses	Entry level	Intermediate level	Higher level	Others
100	23	52	23	1

Q3: Are you satisfied with your working hours?

Answers:

Total Reponses	Yes	No
100	71	29

Count of Are you satisfied with your working hours?



Q4: What arrangements do you use for childcare?

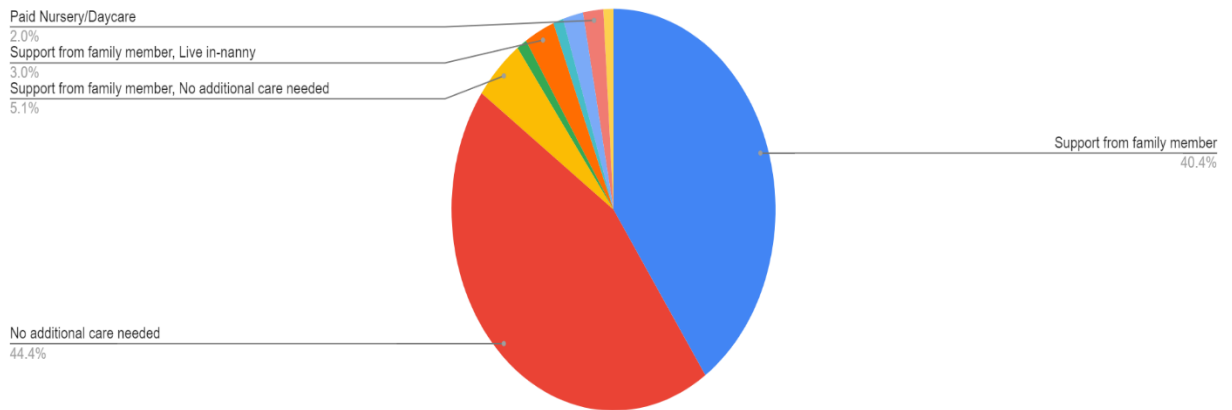
Answers:

Total Reponses	No care needed	Support from family	Others
100	45%	40%	15%

Q5: What

are the
current
fixable
working

Count of arrangements for childcare



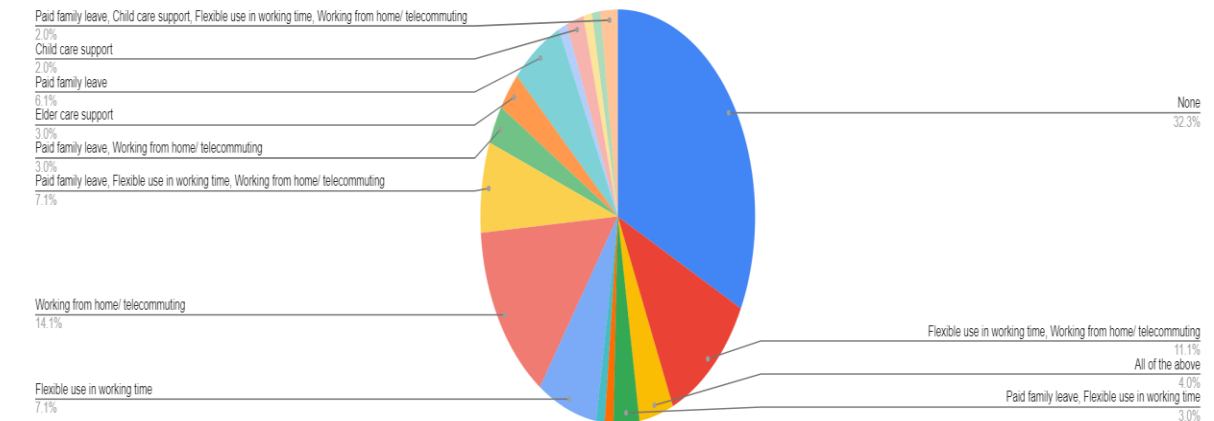
arrangements provided by your organization for working women?

Answers:

Q6: Do you get increments in your salary/wages every year?

Answers:

Count of what are the current fixable working arrangements provided by your organization for working women?

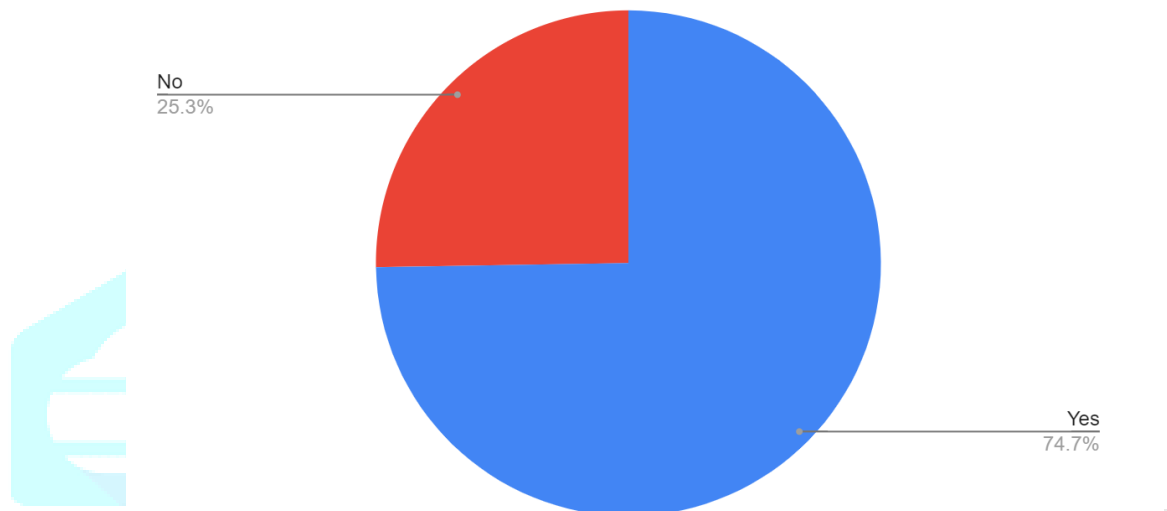


Total Reponses	No	Yes
100	25.3%	72.7%

Findings

According to responses, it is being observed that most of the women between the age group of 20 to 40, are working in private organization. Opportunities for public organization is still less. Most of the working women are satisfied with their working hours. For childcare, they either take help from family or no additional care is needed if the child is grown.

Count Do you get increments in your salary/wages every year?



Most of the women are working at intermediate level. Higher positions are still handled by male employees. And arrangements that organization provide is none near by 33%, which is bad. But some organizations provide vary good arrangements like child care support, paid family leave and work from home. Most of them are satisfied with their salaries and increments.

Most of the women are satisfied with their work life. Relations with colleagues, superiors and subordinates are good. No mental or physical harassment has been recorded. But there are certain things that needs to be improved. They are:

1. Flexible working hours if possible.
2. Travel facility and its allowance.
3. Opportunity for higher positions.
4. More leaves.
5. Financial and emotional support from organization.

Conclusion

From the responses provided by working women, we can say that the organizations are on right track to improve the life standards of women. From last 3 to 4 decades, awareness for working women and their ambitions has increased, which is good. But are some of the areas that needs improvements and more focus. Appropriate people should point out those issues and try to provide solutions with involvement of government.

At the last, we want to conclude that women should be more ambitious and career oriented. Her spouse or family should help her in household duties, so that we can bring unnoticed side of women that how powerful they are.

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