

A Study Of Women Employment Opportunities And Challenges For Women In India

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ABSTRACT: Women workers in India meet very difficult conditions for job and 50 per cent of the Indian women, directly and indirectly, contribute to the economy of the nation. Women in every sector face more challenges than their male colleagues. The challenges unique to women lack training and development, resistance to women's leadership, career development entailed education and family responsibility. But in modern India women encourage by their family and government through many schemes for their employees as well as for their safety. If we provide the employment to the women we encourage or grow the two families because women do multitasking jobs in their life. The objective of the study shows the growth trends in women employment in recent years and which the major issues they face during their jobs are. The study is descriptive in nature with secondary data through the census of India, NSSO reports, articles, newspaper, and economic survey. Nowadays we can see the women in the higher post in the education field, CEO, fighter- jet pilots, customer services, banking sector, IPS and IAS etc. because of these kinds of higher post women can empower their self. Women are the center and foundation of the social and cultural life of the family. According to the Hindustan Times article India's ranks 120th among 131 nations in women workforce. The government has come up with several sachems to enhance the role and contribution of women. Most of the Indian men are not ready to accept that women are capable enough to work side by side with men in all the sectors, other than in a few limited ones like teaching, nursing and in clerical sectors. Men generally do not offer any help in households work. This makes the life of working women extremely stressful.

Keywords: Women Employment, Growth, Challenges etc.

INTRODUCTION

The role played by women in employment or any form of work that they perform in a society is a major indicator of a country's development of general. The typical Indian family today is the dual earned family. Women are now employed in earlier male-dominated fields such as professional, law enforcement, firefighting, and top-level corporate positions. Employees face challenges in the execution of their duties but women employees are more affected than their male colleagues since some of the challenges they fall are gender specific. According to the UNDP report, women are involved in doing 67 per cent work of the world; still, they are socially and economically deprived. They are receiving only 10 per cent of the worldwide income and have 1 per cent part in global assets. Women get the jobs easily as nurses, doctors, teachers etc. but not in the higher post because of gender biases in the male dominating country. But in recent years female get jobs on their own ability and well education performance. But still, in most of the families, the salary is handed over to her father, husband, and in-laws because of gender discrimination in society.

OBJECTIVE:

- 1) Major issues of women employment.
- 2) Growth trends in women employment in recent years.

RESEARCH METHODOLOGY:

This paper will be based on descriptive mode. In which we will try to understand the women employment opportunities and challenges for women in India. The source of the data used in the paper is secondary. It will be collected from internet website, ref books, magazines, newspaper, pamphlets, research papers, articles etc.

WOMEN EMPLOYMENT OPPORTUNITIES:

Women employment has increases in labor force and workforce especially for urban women although rural women workers are dominating in the participation rates of working women.

The increasing share of women's participation in the labor force and its significant contribution to household income in G.D.P under the MGNREGA women percentage:

Year	Percentage
2015-16	55.26
2016-17	56.16
2017-18	53.46

Source: India in Figure 2018(mopsi.gov.in).

According to the data the ratio of employment of women is reducing but literacy rate is increasing:

Year	Male	Female	Total
1991	64.13	39.29	52.21
2001	75.26	53.67	64.83
2011	82.14	65.46	74.04

Source: census of India 1991, 2001, 2011.

In article 14 is equality for all person and article 16 equality of opportunity for all citizens relating to employment or appointment to any office under the state.

WORK PARTICIPATION RATES BY GENDER

Year	Total/Rural/Urban	Females	Males
1991	Total	22.3	51.6
	Rural	26.8	52.6
	Urban	9.2	48.9
2001	Total	25.7	51.9
	Rural	31.6	52.4
	Urban	11.6	50
2011	Total	42	32.2
	Rural	31	52.4
	Urban	11.6	50.9

Source: Census of India 1991, 2001, 2011.

In the above table the work participation rate of female is decreasing but the male and total participations rate is increasing. If the government takes implementation in schemes regarding

the female employment then the ratio of employment in India is increase. If we want to grow our economy we encourage the women for the employment. It shows the growth trends of female in the economy.

WORK PARTICIPATION RATE IN 2011

Total workers		
Person	Male	Female
39	51.7	25.6
Main workers		
Person	Male	Female
30.4	45.11	14.7
Marginal workers		
Person	Male	Female
8.7	6.6	11

Source: Census of India 2011.

In the above table we see the workers ratio of male and female and female workers are half of the male workers. In India this is the main problem that female worker participation is less because of the women cannot empower themselves.

Women and Education: Equal access to education for women and girls will be ensured. Special measures will be taken to eliminate discrimination, universalization of education, eradication of illiteracy, create gender sensitive educational system etc. Reduction of the gender gap in the secondary and higher education would be focus area. Sectoral time targets in the existing policies will be achieved with a special focus on girls and women specifically those women belonging to the weaker sections of the general public.

CHALLENGES FACED BY WORKING WOMEN:

- **Mental harassment:** It is an age-old gathering that women are less accomplished and ineffective in working as compared to men. The attitude which considers women unhealthy for certain jobs holds back women. In spitefulness of the constitutional provisions, gender bias creates an obstacle in their enrollment. In addition to this, the same attitude governs the injustice of unequal salaries for the same job.
- **Physical harassment:** Today, almost all working women are prone to sexual

harassment irrespective of their status, personal characteristics and the types of their employment. They face sexual harassment on way on transports, at workplaces, educational institutions, and hospitals, at home and even in police stations when they go to file complaints. It is shocking that the law protectors are violating and outraging the modesty of women.

- **Insufficient Maternity Leaves:** Insufficient maternity leave is a different major issue that is faced by a working mother. This not Only affects the performance of women employees at work but is also unfavorable to their personal lives.
- **Unequal pay:** In Indian society, the salary of a female in their workplace is low rather than male because of inequality between male and female employees. A majority of working women maintain to be denied their right to equal pay, under the Equal Remuneration Act, 1976 and are low paid in comparison to their male colleagues. The situation demands efficient measures to defend the working women in her official environment from the desire and insatiability of male bosses and colleagues. For challenging between work demands, personal and family needs seem to be the most probable reason for creating problems in work-life conflicts.
- **Leadership:** India is a dominating society the male workers did not accept the female member as there leader and they cannot follow the orders because of these reasons women cannot stand at the higherpost.
- **Lack of Family Support:** Lack of proper family support is another issue that working women face the problem. At times, the family doesn't sustain women to leave the household work and go to the office. They also refuse to accept women working till late in office which also hamper the performance of the women and this also affects their promotion.
- **Limited mobility:** Due to primary household responsibilities towards her family, her time gets divided among the two worlds. She has restricted timings for work due to which, she is not in a position to travel frequently and be away for longer periods. Thus, her mobility is restricted. This also has an implication on business.

- **Lack of confidence:** In India women always remain dependent on family for every decision and thereby become unable to bring self-confidence. Due to this reason, even at home, family members do not have a lot belief in women possessing the abilities of decision-making.
- **Health and Safety:** The health and safety concern of women is principal for the wellbeing of a country and is an important factor in gauge the empowerment of women in a country. However, there are startling concerns where maternal healthcare is concerned.
- **Household Inequality:** Household family members show gender bias in infinitesimally little but important manners all across the globe, more so, in India e.g. sharing the burden of housework, childcare and menial works by the so-called division of work.
- **Women and Economy:** The contribution of women to socio-economic development as producers and workers will be recognized in the formal and informal sectors including home including home based workers. Appropriate policies related to employment for women should be formulated. The working conditions of the women will be drawn up and necessary measures will be adopted to improve the economic status of the women. The conventional concepts of women's work will be analyzed wherever necessary, e.g. the census records and to reflect the contribution of women as workers and producers.

SUGGESTIONS:

- The primary and leading main concern should be given to the education of women, which is the grassroots difficulty. Hence, education for women has to be paid particular consideration.
- Attentiveness programmes require to be organized for creating knowledge among women particularly belonging to weaker sections about their rights.
- Women should be permitted to work and should be provided sufficient safety and maintain to work. They should be provided with suitable wages and work at par with men so that their

position can be prominent in society.

- Strict implementation of Programmes and Acts should be there to curb the mal-practices prevalent in society.

CONCLUSION:

India is known to be a male dominant country where women are facing considerable hurdles while working. Women workers face the sexual harassment government should put strict rules for these types of crimes. The demands in Indian families are increasing that's why women do work for the fulfillment of the demands. As we all know changes in the women rights are continuous increases by the government but the awareness of their rights lack in women's. Government and other agencies are taking various steps for the upliftment of women employment by making the women entrepreneur a part of the mainstream of the national economy. Therefore the skills enhancement through encouraging employment results in the economic development of women and country.

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