

## Problems of Working Women

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The liberated woman has come to the face today. The term chiefly implies a woman who is independent economically. For other things a woman still needs her husband and family. She cannot be liberated in matters of marriages and family otherwise she will not be accepted by society. When we consider the problems of a working woman in our society, her domestic life comes to mind immediately. What is a modern working woman like?

A working woman of today may belong to the middle, lower or higher echelons of society. Working women of middle or lower class have the work for economic reasons while those belonging to the higher-class work to pass time. The woman who works for financial reasons has to face many problems. They have to work in an office or organization, full-time. Often, she is sniggered at; people make passes at her and criticize her work just because she is a woman. However hard working she might be in her work, there are people ready to find faults in her work in order to harass her if she does not submit to their lewd advances. And the poor woman cannot report against these people for fear of losing her job or her reputation in the eyes of colleagues, family or society. She, indeed, has to keep walking on a razor's edge all the time.

Her domestic life is also not smooth. She does not get any reprieve from household work because of her office job. She has to get up early in the morning to finish her household chores, get the children ready for school, prepare breakfast and lunch for her husband and school-going children, clean the house before she is ready to go to office. The western concept of the husband helping in household chores has not taken root in our country yet. When she comes back in the evening, she has to help her children with their studies, prepare evening meals and try to look pleasant in front of family members and guests. Nobody bothers to find out her requirement to be fulfilled. Nobody shows any consideration for the poor working woman. She is sandwiched between two worlds and reduced to a virtual robot, trying to perform her functions and duties to the best of her abilities. Woe betides her if she falters even once from the set path.

The concept of working woman, leading a blissful domestic life, has not yet been accepted by our society. It is time to give some attention to the poor, harassed working woman who also bears the burden of domesticity. It lies with her husband and her immediate family to help lighten her burden and assist her in leading a normal happy life.

## **Inequality between Men and Women in Workplace**

**Or**

## **Problems Faced by Women in Workplace**

In this century, a woman actively participates in workplace. Many women desire a career and a place in this world. They want to stand on their own two feet, to become self-independent individuals, independent and free from other individuals. One thing that is clear is that women in all careers are striving to gain equality in the work force today. Through their determination, women now have the ability to break out of the gender roles that were created for them by society. One of the issues that have affected women in the workplace is that of stereotyping of women. Throughout history women have taken the role of housewife, mother, and nurturer. Women are stereotyped to stay at home and take care of the house and children. It has been their job to cook the meals, do the laundry, and manage the children's school activities. Even today, motherhood is still considered to be the primary role for women. Women who do not take on this role are still thought of as selfish. Women that look to establish careers outside the home, for years, were thought of as being selfish and self-centered. Because women were viewed as homemakers, they were often given jobs that were meaningless, and they were not thought of as managers or professionals. Even today, women are not treated the same as men. One area that clearly shows this oppression is the area of equal pay for equal jobs. Another area in which women are at a disadvantage in the workplace is through discrimination. Discrimination can be an uncomfortable situation for the women involved. There are two types of discrimination, indirect and direct. Indirect discrimination might be a woman being overlooked for a promotion, or an employee displaying inappropriate sexual material in the workplace. Direct discrimination may include a woman being discharged from her employment because she is pregnant, or being excluded from after work group events. Another major area where women have been affected in the workplace is sexual harassment. Sexual harassment is closely linked to sex discrimination. Sexual discrimination forces women into lower paying jobs, and sexual harassment helps keep them there. One thing is clear, whether the problem is sexual harassment or sexual discrimination the problem continues to exist in the workplace, creating tension that makes their jobs more difficult. In the last decade, companies have turned their attention to some of these issues. There has been more training and education about women's issues. Even though there is more corporate training for these issues, this training may not work, but start educating people. Women need to overcome the image that they are sensitive people, which let their emotions control their mind. They need to, prove that they can think with their minds and not

their hearts when it comes to business. Most people want to correct the unequal treatment of women in the workplace. One method that can be used to support equality would be to introduce legislation to guarantee equal pay for equal work. The logistical problems associated with this solution would be great. How would people measure the value of one person's work another's? 'Who would decide this and how would it be implemented?

Our attitudes toward women in the workplace are slowly starting to change. More opportunities are appearing for women workers today than ever before. The unequal treatment of working women will take years to change, but change is occurring. This topic will remain until people treat and pay women equally, based upon their abilities. There have been many remedies introduced into the workplace that have tried to address the injustice toward women in the workplace.

Although there have been many improvements for women in the workplace but there are still many inequalities for women when compared to men. Remedies are needed to secure a fair and equal role in the workplace. This change can only fully occur when we change the attitudes of every individual toward women. When we accomplish that then we can finally achieve gender equality in the workplace.