

Challenges and Problems Faced By Women Workers in Tamilnadu

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ABSTRACT

In ancient India the birth of a girl child was hailed as auspicious. The persons were used to say that a home without a daughter is like a body without a soul. A daughter born to the family was compared with the advent of Lakshmi, the goddess of wealth and Saraswati, the goddess of fine arts. Every ceremony required the presence of women and there is a firm belief that “no home is complete without woman”. The ancient Indian civilization is known to be advanced and prosperous among the nations of the world, as the women were given a respectable status and position in the society. They were in the forefront and actively participated in the social and economic life of the country. This was followed by the deterioration due to various known causes and consequently the Indian society has been changed to “male dominated” one. This patriarchal pattern had always denied women from autonomy and freedom. The indeclinable gender bias disfigured the face of humanity, this discrimination originates well before the birth of a girl and is sustained right through her womanhood.

India is a traditional country and there is diversity in religions, culture and customs. Role of the women in India mostly is household and limited to domestic issues. In some cases women can find employment as nurses, doctors, teachers the caring and nurturing sectors. But even if well qualified women engineers or managers or geologists are available, preference will be given to a male of equal qualification. The present study investigated to identify the factors preventing women employees from aspiring for higher post and challenges & problems faced

by women workers. Further the study try to explain the real condition of working women in Tamilnadu and also make an effort to clear main problems of working women.

Keywords:Challenges, Problems, Traditional, Women Workers.

INTRODUCTION

In the history of human development, women have been as vital in the history making as men have been. In fact higher status for women vis-à-vis employment and work performed by them in a society is a significant indicator of a nation's overall progress. There are many reasons and problems that forced Tamilnaduwomen to work. The financial demands on the families are increasing day by day. Cost of living, expenses on education of children, and cost of housing properties in Tamilnadu raised and these reason force every family in Tamilnadu to look for ways and means of increasing the household income. As a result, women in Tamilnadu who were mostly known as homemakers are forced to go for jobs and take up even careers that were considered only suitable for men such as working in night shifts.

Working women those who are in paid employment, face problems at the workplace just by virtue of their being women. Social attitude to the role of women lags much behind the law. The attitude which considers women fit for certain jobs and not others, causes prejudice in those who recruit employees. Thus women find employment easily as nurses, doctors, teachers, secretaries or on the assembly line. Even when well qualified women are available, preference is given to a male candidate of equal qualifications. A gender bias creates an obstacle at the recruitment stage itself. When it comes to remuneration, though the law proclaims equality, it is not always practiced. The inbuilt conviction that women are incapable of handling arduous jobs and are less efficient than men influences the payment of unequal salaries and wages for the same job. But in most families her salary is handed over to the father, husband or in-laws. So the basic motive for seeking employment in order to gain economic independence is nullified in many women's case. Problems of gender bias beset women in the industrial sector when technological advancement results in retrenchment of employees.

In Tamilnadu mostly it is women who have to do household as cook, clean the house, do the dishes, wash clothes, care of children and men do not share on most of the household works. Men do that work that is to be dealt outside the house. Now a day there is increasing need for getting some income for the family then women have to work harder. Women workers have to handle Persecution's at their work place, sometimes just over look things to ensure that their job is not jeopardized in anyway. Many Tamil families are still living as joint families along with the parents and in-laws. This adds to their stress further because they have to please all the family members of her husband. Listen to their complaints that they make against her and turn deaf ears towards them and so on. Overall, majority of women in Tamilnadu look towards or live in the hope that things will change.

Employment Trends for Women in Tamilnadu

The increase in the number of women in the labor market signifies an important trend regarding women's employment. This has been occurring alongside increases in labor force and workforce, especially for urban women, although rural women workers predominate in terms of participation rates and overall magnitude. The increasing share of women's participation in the labor force and its significant contribution to household income as well as GDP require some policy attention be paid to the gender dimensions of employment. The eleventh Five Year Plan document for the first time in the history of Indian planning recognizes women not only as equal citizens but as 'agents of sustained socio-economic growth and change' A multi-pronged approach is emphasized to address issues concerning women workers, such as provision of basic entitlements and strengthening of institutional mechanisms.

India's economy has undergone a substantial transformation since the country's independence in 1947. Agriculture now accounts for only one-third of the gross domestic product (GDP), down from 59 percent in 1950, and a wide range of modern industries and support services now exist. In spite of these changes, agriculture continues to dominate employment, employing two-thirds of all workers. India faced economic problems in the late 1980s and early 1990s that were exacerbated by the Persian Gulf Crisis. Starting in 1992, India began to

implement trade liberalization measures. The economy has grown-the GDP growth rate ranged between 5 and 7 percent annually over the period and considerable progress has been made in loosening government regulations, particularly restrictions on private businesses. Different sectors of economy have different experiences about the impact of the reforms. In a country like India, productive employment is central to poverty reduction strategy and to bring about economic equality in the society. But the results of unfettered operation of market forces are not always equitable, especially in India, where some groups are likely to be subjected to disadvantage as a result of globalization. Women constitute one such vulnerable group.

Most women in Tamilnadu work and contribute to the economy in one form or another, much of their work is not documented or accounted for in official statistics. Women plow fields and harvest crops while working on farms, women weave and make handicrafts while working in household industries, women sell food and gather wood while working in the informal sector. Additionally, women are traditionally responsible for the daily household chores, cooking, fetching water, and looking after children. Although the cultural restrictions women face are changing, women are still not as free as men to participate in the formal economy. In the past, cultural restrictions were the primary impediments to female employment now however; the shortage of jobs throughout the country contributes to low female employment as well. The Indian census divides workers into two categories: "main" and "marginal" workers. Main workers include people who worked for 6 months or more during the year, while marginal workers include those who worked for a shorter period. Many of these workers are agricultural laborers. Unpaid farm and family enterprise workers are supposed to be included in either the main worker or marginal worker category, as appropriate. Women account for a small proportion of the formal Indian labor force, even though the number of female main workers has grown faster in recent years than that of their male counterparts.

OBJECTIVE OF THE STUDY

1. To identify the factors preventing women employees from aspiring for higher

post and challenges & problems faced by women workers.

2. To clear main problems of working women.

PROBLEMS FACED BY WORKING WOMEN IN TAMILNADU:

Occupational problems as stress:

In women Occupational stress is stress involving work. Work and family are the two most important aspects in women's lives. Balancing work and family roles has become a key personal and family issue for many societies. There are many facets in working mother's lives that subject to stresses. They deal with home and family issues as well as job stress on a daily basis.

Reasons of occupational stress

Imbalance between work and family leads to occupational stress. Imbalance between work and family life arises due to a number of factors. Various factors are following.

1. Mental harassment

It is an age old convention that women are less capable and inefficient in working as compared to men. The attitude which considers women unfit for certain jobs holds back women. In spite of the constitutional provisions, gender bias creates obstacles in their recruitment. In addition to this, the same attitude governs injustice of unequal salaries for the same job. The true equality has not been achieved even after 61 years of independence. Working in such conditions inevitably puts strain on women to greater extent as compared to men, thus making them less eager in their career.

2. Sexual 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 working places, 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 modesty of women. Most of the women tend to be concentrated in the poor service jobs whereas men are in an immediate supervisory position, which gives them an opportunity to exploit their subordinate women.

3. Discrimination at Workplace

However, Indian women still face blatant discrimination at their workplaces. They are often deprived of promotions and growth opportunities at work places but this doesn't apply to all workingwomen. A majority of working women continue to be denied their right to equal pay, under the Equal Remuneration Act, 1976 and are underpaid in comparison to their male colleagues. This is usually the case in factories and labor-oriented industries.

4. No Safety of Working Women While Traveling

Typically, the orthodox mindset in the Tamilnadu society makes it difficult for a working woman to balance her domestic environment with the professional life. In some families, it may not be acceptable to work after six o'clock. Those families that do accept these working hours may experience considerable anxiety every day about a woman's safety while traveling. So many issues affect a working woman because she is closely protected or watched by her family and the society.

5. Lack of Family Support

Lack of proper family support is another issue that working women suffers from. At times, the family doesn't support women to leave the household work and go to office. They also resist for women working till late in office which also hampers the performance of the women and this also affects their promotion.

6. Insufficient Maternity Leaves

Insufficient maternity leave is another major issue that is faced by a working mother. This not only affects the performance of women employees at work, but is also detrimental to their personal lives.

7. Job insecurity

Unrealistic expectations, especially in the time of corporate reorganizations, which sometimes puts unhealthy and unreasonable pressures on the employee, can be a tremendous source of stress and suffering. Increased workload extremely long work hours and intense pressures to perform at peak levels all the time for the same pay, can actually leave an employee physically and emotionally drained. Excessive travel and too much time away from family also contribute to an employee's stressors.

8. Workplace Adjustment

Adjusting to the workplace culture, whether in a new company or not, can be intensely stressful. Making oneself adapt to the various aspects of workplace culture such as communication patterns of the boss as well as the co-workers, can be a lesson of life. Maladjustments to workplace cultures may lead to subtle conflicts with colleagues or even with superiors. In many cases office politics or gossips can be major stress inducers.

9. Other reasons

It includes Personal demographics like age, level of education, marital status, number of children, personal income and number of jobs currently had where you work for pay and Work situation characteristics like job tenure, size of employing organization, hours worked per week.

CONCLUSION

Now a day's women workers are improved and promoted in their workplace and in technological work. Trade Union should try to improve the conditions for women's workers in many parts for example maternity leave is easily given to women and help the woman to achieve higher posts. Actually women's nature is promotion to gain high quality in every field but if the condition is not ready then the reduction of promotion and optimization in work will occur and Women workers are often subject to sexual harassment then the Government should put strict rules for these types of crimes, also public transport system sometimes dangerous for women.

and Government should put more Inspection. Traditionally people think that men should only work and gain money and women should work as house hold, but the financial demands on the Tamil families are increasing that's why women also should company in gaining income for families. Therefore a fundamental change is required in attitudes of employees, family members and public.

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