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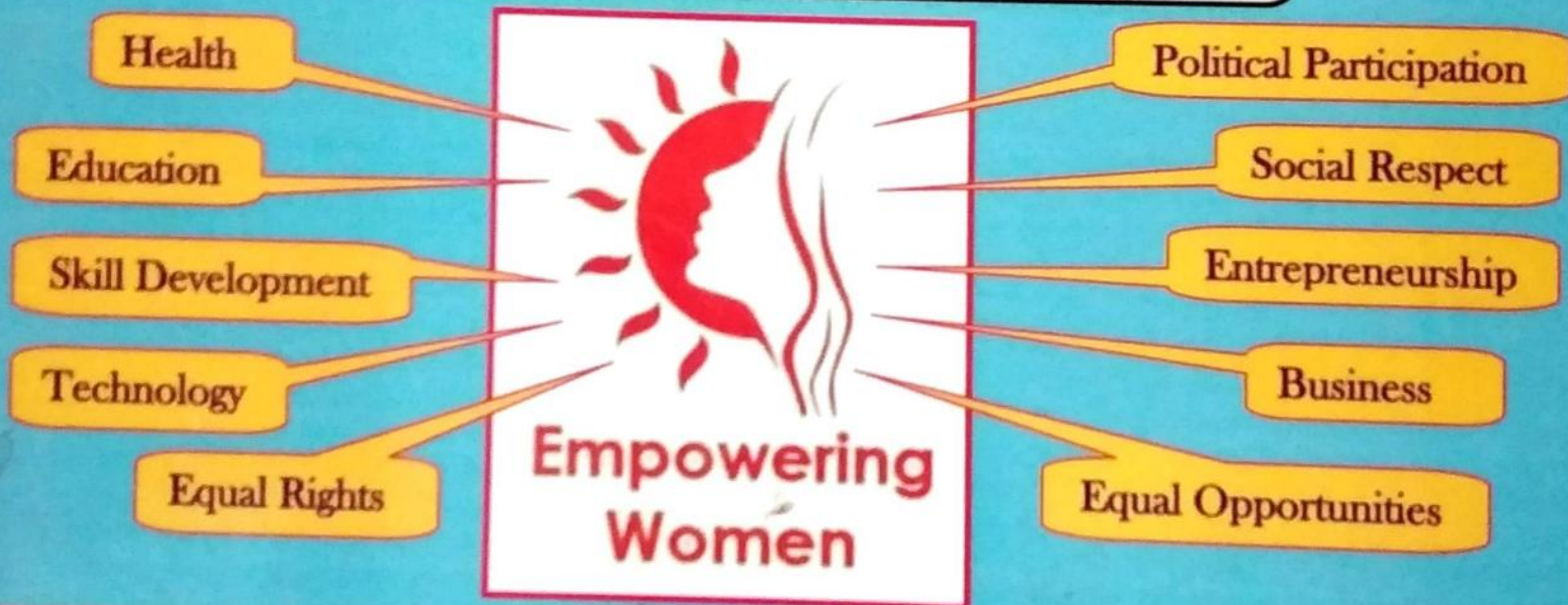
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Women Empowerment

Through Entrepreneurship & Skill Development



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INDEX

No.	Title of the Paper	Author's Name	Page No.
1	Women Empowerment : A Need of Society	Dr. Mohini Kumari	15
2	Women Empowerment through Skill Development & Vocational Education in India	Dr. Ganesh Kathar	16
3	Working Women and Their Issues	Dr Rancee Jadhav	21
4	Working Women and Their Problems	Dr. Pallavi Irlapalle	25
5	Women Entrepreneurs in India	Sopan Nimbore	27
6	A Study of Women Empowerment through Self Help Group	Dr. Mrs. Kanchan Sananse	30
7	Indian Women Entrepreneurs Faced by Problems in Micro, Small and Medium Enterprises	Miss. Manisha Wanjari	35
8	Women Entrepreneurs in India: An Economic Force	Dr. Mahamadali Shaikh	40
9	Role of NGOs and Most Successful Womens Entrepreneurs in Osmanabad District	Smt. G. S. Jagtap	45
10	Socio- Economic Background of Women Empowerment	Ashok Deokar	48
11	A Study on Women Empowerment through Self Help Groups in Maharashtra	Dr. Rajaram Pimpalpalle	51
12	Women Empowerment : Problems and Strategies	Dr. Syeda Najeem Asra Syed Hussain Shaheed	57
13	Government Schemes for Women Skill Development	Dr. Sandhya Beedkar	60
14	Women Empowerment and Indian Agricultural Sector	Dr. Suryakant Deshmukh	63
15	Decentralization of Power and Women Leadership: A Study of Marathwada Region in Maharashtra State	Dr. Sidharth Jadhav	67
16	Women Empowerment in Small Scale Industries : Challenges Ahead	Dr. J. A. Magar	72
17	Are Women Really Being Empowered?	Dr. Ajaz Shaikh	75
18	Dalit Women Facing Violence in India	Dr. Rajabhau Korde	77
19	Women Empowerment & Ways	T.T.Kolhe	82
20	Challenges and Opportunities of Rural Women entrepreneurship in India	Dr. Chetana Donglikar	85
21	Women : Skill Development and Entrepreneurship in India	Dr. R. R. Mutkule	90
22	Women Empowerment Schemes in India	Pradeep Ingole	93
23	Women Entrepreneurs in India	Prof. Ambadas Waghmare	97
24	Women Entrepreneurship in Micro, Small and Medium Scale Enterprises	Dr. B. N. Mutkule	102
25	Historical Approach to Women Empowerment	Smt. Archana Chavare	106
26	Sexual Harassment of Women at Workplace : An Overview	Smt. Jyoti Rakte	108
27	Rural Women Entrepreneurship Development	Smt. S. S. Sayyad	113
28	Women Empowerment in India : A Sociological Perspective	Prof. Bansi Walke	116
29	Working Women and Their Issues	Dr. Abhay Shinde	122
30	Contemporary Schemes and Arrangements of Ministry of Skill Development and Entrepreneurship for Women in India	Dr. B. K. Shep	124
31	Women Entrepreneurship Development in India	Dr. D. B. Borade	128



Working Women and Their Issues

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Abstract:

Gender Discrimination is the blur in Indian Society. Women continue to encounter challenges when it comes to advancing in the workplace and in many facets of society. A modern day women struggles to strikes a balance between working and family life. There are plenty of statistics tracking the percentage of women in the workforce their qualifications and their salaries but that data doesn't show as the whole picture. It doesn't

Capture how women feel, how they fare in the work place day- to -day the challenges they face women have been playing vital roles in households since ages. Now women are also recognized for their value in the workplace and are engaged in wide rang of activities of work in addition to their routine domestic work Building a Society where women can breath freely without fear of oppression and discrimination is the need of the hours to ensure a better future for the next generation .

Key words : Equality Gender Discrimination, Employment, sexual Harassment, Ego clashes.

Introduction:

Traditionally Indian women had been home makers but in the recent decades, proper education and better awareness in addition to be ever increasing cost of living has made them to go out and chose careers. In India men do not share on most of the household chores. so the major burden of running the family is on the shoulders of women. Now with their increasing need for getting some income for the family, they have to work all the more harder. They have to take up a 9 to 5 job plus handle all the household chores that they handled as a homemaker. Men's role has not changed much. Today only 25% of Indian women are employed. According to the world Bank's 2017 Indian Development Report. India ranked 120 among 131 countries on female workforce participation. Women workers in India are faced with lot more challenges than their counterparts in the other countries. Beside of so many efforts from past years female section of Society is deprived in compared to male section. They are not given first priority in social and economic decisions in her own family According to united Nations Development programme (UNDP) report women are involved in doing 67% work of world. still they are Socially and economically deprived. They are receiving only 10% of the universal income and have 1% part in global assets.

Objective of Research Article.

- 1) To, study the definition of working women.
- 2) To, study the status of working women in India.
- 3) To study the problems faced by working women in India.

Hypothesis

- 1) In India there are many problems faced by women in today's workplace and family.

Methodology:

The study is based on secondary data. Data collected from various book, journals newspaper and websites.



(2)

Definition of working women by the Free Dictionary.

- 1) Working women means . "A women who earns a salary, wages, or other income through regular employment us outside the home."
- 2) A women employed in manual or industrial labor. Such a women as distinct from a housewife.

Importance of women in the workforce.

Many people do not but by hiring a diverse team of qualified men and women, you can experience benefits such as increased employee engagement and creativity. Women can bring unique experience to the table use these experiences to boost productivity and motivation levels. As per research companies who have a higher number of women in their workforce have gained high financial profits and productivity as their output. When compared to the companies which have fewer women employees. Being in the 21st century where women have been equally capable and successful as men. According to the Bureau of Labors statistics, women share 46.8% of total labor force in the united state. If you workplace is dominated by one gender you are missing out on the opportunity to attract more talent. If women bevel your company does not place emphasis on diversity they will simply find employment somewhere else and if they passes skills and traits your company needs, you could end up missing out on a wealth of knowledge. If you want to attract the most skilled workers under age of 35 you should consider updating your policy on diversity and inclusion.

Issues women still face in the workplace.

A modern day women struggles to strike a balance between working and family life, often sacrificing the latter to succeed and gain status within a company and society. They are not only faced with the problems but also get paid significantly less than their male co workers too Here are the most common problems for women still lurking in today's workplace.

1) Sexual Harassment

Sexual Harassment remains a widespread problem and at least one quarter of women having reported some sort of harassment on the job. Sexual harassment in the form of physical and verbal on women is prevailing in the workplace because it was mainly controlled by men. The easiest way of attacking the opposite gender is through sexual abuse thing.

2) Climbing the career Ladder.

Carrere advancement is much trickier for young female professionals who need to work harder than their male peers in order to earn- recognition or praise . The reason is unknown but in most workplaces there's general feeling that men advance faster and women are deemed incompetent even when they haven't been given the opportunity to prove them selves.

3) Work Life Imbalance.

Another noticeable challenge that the working women of today faces is work life imbalance. Their personal life tends to suffer due to work commitments or vice versa family tends to feel neglected after endless nights of staying late at the office to complete and all important project. women still find themselves in the same dead-end-position years later because they have to leave work on the time to pick up their kids from their after school activates. This challenges mostly is self imposed and to get out of this mess, the women has to help herself . As achieving work life balance plays an important role in one's life. (3)

4) Unequal pay

Women around the world continue to face a wage gap. In fact women on average will need to work more than 70 additional days each year just to catch up to the earnings of men. Women and men



still are not earning equal pay for equal work. This is evidence showing that pay equality is not just the right thing to do-it's the smart thing to do .

5) Ego clashes

Women of power are usually faced with an egotistical man who-refuse to take orders from a women. This kind of inequality still exists in today's working world working women need to exercise this ability of hers to persuade and win the trust of here peers and this will definitely help her to be friend her colleague and turn the ego clash into nothing.

6) Safety of working women.

The most threatening challenge for women at the workplace is their security women travelling out their home city for work trips are considered vulnerable and an easy target to fulfill the lewd intentions of their chauvinist male colleagues many hotels refuse to allot a room to a single women because of their own safety concerns or if a women decides to stay alone she is viewed with suspicion.

7) Pregnancy Discrimination and maternity leaves.

Being working women can become extremely difficult when it comes to having a baby many women are afraid of starting a family knowing that their career will most likely be affected. Growing from a women to a mother brings about a lot of changes in anyone and she face challenges and changes at workplace before and after the baby is born.

Maternity leaves are granted for the first two babies which is appreciable. But once the lady resumes office post her Maternity break. She may be in for surprise as her role would no more be the same she have to begin from beginning all over again.

8) Power play

Many women leaders have stated vehemently, that it took them a lot of time and plenty of courage to survive the power play politics and reach their current position in their workplace Driven by emotion and Instinct for women surviving office politics is one of the toughest challenges as it can hurt her inner soul and disturb her mental peace.

9) Discrimination at workplace.

Indian women still blatant discrimination at their workplace Indian women are often deprived of promotions and growth opportunities at work places but this doesn't apply to all working women Men and women are always two sides of the same coin. Each one thinks and handles the situation differently while a man may be a practical women could think farfetched. But it is still a shame that respect for being equally talented there is always discrimination in the eyes of the beholder.

10) Gender Bias.

Gender Bias is another challenge that many women experience at their work place. Jobs that require frequent travel physical exertion etc are still open for men only as they are considered more eligible than women. Many companies while hiring women employees ask them openly about their marriage and further family as they cannot afford the maternity leaves other flexibility perks.(4)

11) Restroom gossips.

In office Tea breaks Lunchtime, restroom meeting are the venue and time when gossips are created and spread across. when a women reaches a respectable position in her work there is always plenty of speculation about her journey to that position same comment on her ability while same comment about her friendly attitude such comments sound too harsh.

12) Lack of role models.

The challenge here is female leaders are many but role models are few while male leaders are many and they train their successor with full vigor a women leader learns everything the hard way when



women look up to men for guidance and mentorship they feel they are disconnected and disoriented as there is a great difference in their objectivity and style of communication.

13) Dowry.

Parents have to give hefty amount in dowry the in laws of their girl are not concerned whether they can afford it or not If a girl brings large amount of dowry she is given respect and is treated well in her new home and if she does not bring dowry according to expectations of her in laws then she has to suffer harassment Due to this evil practice many newly wed women of India have to lose their lives.

Conclusion –

The services sector has increased the chances for women with its comfortable and excel even from a distant place. Hence If the focus is right this issue will hopefully, find its way towards a positive solution women who stand up their self respect do not fail to voice out their difficulties but naïve and fretful women still need to be fed with courage and must be taught to fight back against these vengeful men and show them their place.

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