



Socio- Economic Status of Female working Professionals: An Assessment

Mrs. Shiwani

School of Commerce and Management
Research Scholar, Sandeep University
Sijoul, Madhubani (Bihar)

Abstract:

The Socio-economic status of women workers is a critical aspect of gender equality and development. This abstract provides a comprehensive overview of the current state of women in the labor force, focusing on their empowerment and the challenges they face in various socio-economic contexts. Drawing upon an extensive of scholarly literature and data from reputable sources, this research examines the progress and setbacks experienced by women workers across different industries. It development into the economic opportunities available to women, their participation rates, and the gender wage gap. The Findings explores the empowering factors that have contributed to enhancing women's socio-economic status, including education, workforce policies, and initiatives promoting gender inclusivity. The status of women has been subjected to great many variations from largely unknown status in ancient times through the low point, of the medieval period to the raise of equal rights by many reformers. Thus, history of women has been even full. Throughout the last three hundred years, it was a vague belief that the responsibility of women is to construct and sustain the homely undertakings like task of fetching water. Cooking, rearing children etc. Meanwhile the women in the modern economy make a vital contribution to the Industrial output throughout the world. Over two hundred million women are employed across all industrial divisions, in which half of them are in growing countries. Their work in the industrial divisions not only withstands their families but also makes a major input to socio-Economic progress. The study of this paper focuses on the change of women in historical context in viewpoint to the improvement of socio and economic status of women. Additionally, it investigates the role of women in leadership positions, evaluating the impact of increased female representation on economic and social outcomes. Conversely, the abstract indentifies the hurdles faced by women in the workforce, such discriminatory practices, limited access to economic resources, and president stereotypes. Furthermore, it explores the intersectionality of socio-economic status, considering how race, ethnicity, and factors further compound the challenges faced by marginalized women workers. The abstract also highlights the role of government policies, corporate initiatives, and civil society organizations in addressing gender disparities and promoting women's economic empowerment at investigates the efficacy of various programs aimed at enhancing the socio-economic status of women, evaluating their impact on women's overall well-being and societal progress. Ultimately, this research abstract aims to shed light on the complexities of women's socio-economic status, emphasizing the need for concerted efforts to create an inclusive and genders work environment. By understanding the challenges faced by women workers and indentifying effective strategies for empowerment, stakeholders can develop targeted interventions to foster a more equitable society and drive sustainable economic development.

Keywords: Socio-Economic Status, Gender Disparities, Women Empowerment, Discriminatory Practices, Gender wage gap.

I. 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 vi-a-vis employment and work performed by them in a society is a significant indicator of nation's overall progress. Undoubtedly, without the active participation of women in national activities, the social, economic or political progress of a country will deteriorate and become stagnant. But ironically and tragically, women employee in general, are not taken very seriously by their superiors, colleagues, society at large. Having a career poses challenges for women due to their family responsibilities. Traditionally Indian women had been home makers but in the recent decades, proper education and better

awareness, in addition to the ever increasing cost of living has made them to go out and choose careers. In a patriarchal society like India it is still believed that a man is the primary bread winner of his family.

Although Indian women have started working outside their homes but still they have a long way to go both culturally, socially and economically, to bring in positive attitudinal changes in the mind-set of people.

It is generally perceived that gender bias against working women starts right from the stage of recruitment. 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. Their capabilities are generally underestimated as a result of which Indian women have a tendency to opt for less demanding jobs even if they are highly qualified.

Rationale and Significance of the Study:

Educated organised women are presumed to be more aware of the opportunities and challenges of the workplace or educated organised women can better understand their roles and limitations in the workplaces and are perceived to be bold enough to develop their own personalities, with or without encouragement from their families. An assessment of the problems and issues plaguing organised working women is therefore a necessity for better understanding of workplace dynamics related to women. During earlier days there were some man-made boundaries for women but now women play vital roles in different sectors. Women today are breaking that boundary and are playing the dual role of balancing domestic life as well as professional life, giving a boost to their societal status in the process. The major problems for working women arise out of the dual responsibilities of the working woman-domestic work as well as office. Though more and more women are coming out in search of paid employment and their families also need their income, the attitude towards women and their role in the family has not undergone much change. Women continue to be perceived as weak, inferior, and second-class citizens. Even today, looking after the family and children is generally perceived to be the primary responsibility of the man.

Participation of women in prominent decision-making positions is limited by severe cultural and social constraints because men think that women are not capable enough to take a good decision. Women face challenges all over the world and sometimes these challenges are context specific. The literature on the challenges and problems women face at the workplace is not only limited to women in the unorganized sectors, but also in formal organizations to as women continue trying to contribute to their quality of life and that of their families and thereby to the economies of various countries through work.

Unemployment and temporary work are more common among women than among men. Most women workers do not have any social security or access to health benefits. As a result, the work-related illnesses, like mental pressure and other health problems, remain hidden. As per available research, a large number of women workers complain of frequent headaches, back pain, circulatory disorders, fatigue, and emotional and mental disorders resulting from performing various activities as the workplace.

The present study therefore aims at finding out if women face challenges in the workplaces which pose problems for them, and what are those particular challenges that women face working in the various sectors and what credible solutions and coping mechanisms can be offered to help them lessen such problems, so that women can understand their own value and ability to face problems in different ways.

Objectives of the Study:

The study attempts to address the following key research objectives:

- To gain knowledge about the problems and challenges faced by organised working women in the workplace.
- To identify the key socio-economic pointers contributing to women's status, safety and security.
- To find out possible solutions that could help them to overcome the problems that they face in the workplace.

The study evinces the following research problems for the study at hand related to problems and challenges faced by working women in the workplaces:

- Balancing between paid employment and family care.
- work related stress problems faced by working women.
- Victims of physical harassment and unfair treatment in the workplace.
- Tolerance of abuse, violence, harassment and discriminations.
- Sexual harassment, mental pressure and safety problems.
- Prejudiced and stereotyped thinking faced by working women.

II. Review of literature:

Dr. Renu Parek, Nimmi Singh (2016), in his study titled "Work-Life Balance and Job Satisfaction among the Women Employees in Education sector", the main aim of this research was to administer an exploratory survey on work-life balance to teachers and analyze their relationship with job satisfaction. Specifically, we wanted to investigate whether teachers' Job has a detrimental (work-family conflict) or beneficial effect (work-family enrichment) on family life and vice versa (family-work, family-work enrichment). The study is a descriptive survey study. Primary data is collected through self-structure questionnaires Standard Deviation is applied in this paper to check the authenticity of data given by the respondents of both sectors. The final questionnaire Consists 19 questions/statements, each with four options. Finding of this study recognizing what is important and necessary and striving for what is valued will make a work-life balance feasible. Utilizing management skills enable you to have job satisfaction and balance between work and home life.

Loana lupa and Mayra Ruiz Castro (2021), in their study titled, "Work-life Balance in a Cycle, Not an Achievement". Working long hours can be harmful to employees and employers, many professionals struggle badly to overcome their assumptions and their bad habits which are deeply ingrained around work hours. This research includes 200 in depth interviews with 78 professionals from London offices of a global law firm and an accounting firm. The research found that changing work patterns or taking on new role that's designed to be less time consuming can both be effective strategies, as long as they're implemented in a sustainable manner. Such as, self-imposing boundaries, choosing not a work on certain days, weekends or during holidays, refusing to accomplish the duties given to you, for example, new projects, and travel requests. Asking your supervisor to give you more flexible working hours is likely to result in more lasting change.

Changing Scenario of Socio- Economic Status of working woman.

- **Gender gap:**

Globally, women's labor force participation has been adding over the times, still, there's still a significant gender gap in numerous countries, with women's participation rates frequently lower than men. In some regions, artistic and societal morals continue to hamper women's full participation in the pool. The gender pay envelope gap refers to the difference in earnings between men and women. Despite progress, this gap persists in numerous countries, indicating that women, on average, earn lower than their manly counterparts for original work. Women workers are frequently concentrated in certain sectors and diligence, leading to occupational isolation. This miracle can be attributed to colorful factors, including demarcation, societal prospects, and difference in educational and career openings.

- **Barriers in Economic Independence:**

Women continue to be underrepresented in leadership roles and top management positions in both public and private sectors. The "glass ceiling" effect limits their upward mobility and hinders efforts to achieve gender parity in decision-making positions. Women disproportionately shoulder the burden of unpaid care work, such as childcare, eldercare, and household chores. This limits their ability to participate fully in paid employment and impacts their economic independence. Discrimination against women in the workplace remains a persistence issue, affecting their career advancement, salary negotiations, and overall job satisfaction. Access to maternity leave, parental leave, and flexible work arrangements is crucial for supporting working women. However, in some regions, inadequate policies and societal attitudes can hinder women's ability to balance work and family responsibilities.

- **Women Entrepreneurs:**

Women Entrepreneurs face unique challenges, including limited contact to capital, networks, and business incomes. Encouraging entrepreneurship can contribute to women's economic empowerment and overall economic growth. Access to quality education and skills development in essential for improving women's socio-economic status. Investing in girl's education and closing gender gaps in STEM fields can contribute to greater workforce participation of economic growth. It is important to note that the socio-economic status of women workers varies significantly across countries and regions, influenced by cultural norms, legal framework, and economic conditions. Ongoing efforts are being made globally to address these challenges and promote gender equality in the workhouse. For the most up-to-date and specific data on this topic. I recommend referring to recent reports' reputable international organizations and government agencies.

- **Women's Equality and Empowerments:**

Women's equality and empowerment are vital components of sustainable development, encompassing various dimensions of inclusive progress. When women and girls are socially and economically empowered, they gain the capacity to pursue a healthy and fulfilling life. Within all societies, power distribution is often uneven, and empowerment plays a crucial role in leveling the playing field. By giving women agency and decision-making authority, they can prioritize their health and wellbeing, as well as that of their families. Moreover, economic, and social empowerment grants women the ability to actively participate in crucial life

choices, such as marriage decisions. It provides them with the means to influence and shape their own destinies, leading to better health outcomes and greater overall empowerment. An empowered woman can assert her voice in decision-making processes related to water, sanitation and hygiene (WASH) services. As women's needs and concerns differ from those men, their active involvement ensures that WASH services are tailored to address their unique requirements effectively. For instance, when women have a say in household expenditure on WASH, it leads to solutions that cater to their specific needs. Conversely, when women's and girls' rights to water and sanitation are recognized and upheld, their ability to achieve social and economic empowerment is enhanced. Access to clean water and proper sanitation creates opportunities for education, income generation, and participation in public life, further advancing their standing within society. Achieving women's equality and empowerment is not only a fundamental human right but also a key driver of inclusive and sustainable development. By recognizing and promoting the importance of women's active involvement in decision-making and access to critical resources like water and sanitation, we can foster positive change that benefits not only women but entire communities and societies. Embracing women's empowerment as core principle of sustainable development is essential for realizing a more just, equitable and prosperous world for all.

- **Growth of women:**

Development of women is a procedure that shows a state of evolution, maturity, completeness, improvement, and positive alteration pass over to a requirement higher level of quality of life, as we know that women have subordinate character towards relationship, they experience social structural inequalities and injustices in day today life throughout the years. Therefore, increase in the economic status women strengthens their capacities to overcome the barriers they experienced years together. Recent years have brought great many changes in the life of women all over the world, influencing their attitudes, values, Inspirations, way feelings and acting for the effective participation in walks of life. Now there are no such social, economic or any other barriers foiling women from arriving any field of economic undertaking. Hence, Women make a vital contribution to the industrial output throughout the world. Over two hundred million women are employed crossways all industrial divisions, in which half of them are in emerging countries. Their work in the industrial divisions not only endures their families but also makes a major contribution to socio-economic progress.

III. Conclusion:

In conclusion, the socio-economic status of women workers in a multifaceted topic that warrants serious and comprehensive analysis. Understanding the challenges, biases, and systemic barriers that hinder women's progress is crucial to fostering an environment where women can thrive professionally and presently. By acknowledging and dismantling these obstacles, we can create a society that empowers women to reach their full potential, benefiting not only women themselves but the global economy.

Work and personal life were once considered to be two separate priorities. With the Rapid changing life style and due to Globalisation and ever increasing work pressure, maintaining work life balance has attracted the attention of organisations and employees as well. The employees who devote a crucial period of time of their entire day at work.

The demand for maintaining a work life balance has risen unprecedentedly among the employees and the management has also acknowledged its importance in the current scenario.

Work life balance has attracted the attention of corporate world.

Work life balance refers to an effective management or striking a balance between the work which is remunerated and the personal or social responsibilities which an individual is expected to perform. Work life can influence organisational productivity and also the well being of the employees in different ways.

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