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## **Problems of working women of Purba Midnapur District in West Bengal**

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### **Abstract**

A woman plays so many roles such as daughter, sister, mother, wife, daughter-in-law and mother-in-law in our society. In her family she is busy in different household work like as to clean the house, to clean the utensils, to cook the food, to wash the clothes, to make ready the kids for school, to take care other family members etc. The last two decades have seen a sea change in the status of women. Women do not keep themselves within household work. They have entered in various field of activity. While keeping balance between household work and official duties, a woman faces numerous problems every time, every moment and every day. This paper mainly concentrates on problems of working women of Purba Medinipur district and way out to solve these problems.

**Keywords:** problems, working women, Purba Medinipur

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### **1. Introduction**

Indian constitution guarantees equal rights to men and women. No discrimination shall be made against any citizen on grounds of caste, class, religion, sex and colour. But most men dominate over women and enjoy more rights and privileges than women in our society. In ancient India highly educated women such as Lopa, Gargi, Maitreyee, Debjani, Sabitri, Apala, Viswabara and Lilabati got high honour and status in the society. In the mediaeval India learned women were Jahanara Begum, Gulbadan Begum, Chand bibi, Fatima, Hamida, Sofia, Zainab, Maryam and Moham Anaga. Education is vital for progress of a society or an individual. Education helps women to develop their skill, capabilities and self-confidence. According to J. L. Nehru "Education of boy is the education of one person but education of girl is the education of the entire family". In modern age many women have proved themselves as perfect and sincere through different activities. They have entered every field of activity. They are singer, dancer, writer, teacher, professor, army officer, pilot, doctor, scientist, geologist, bank officer, minister, chartered accountant, engineer, manager, police officer, insurance agent, film director, driver and administrator. Women are busy in various works like as carpet weaving, beedi making, vegetable, fish or food selling, corps harvesting and frock making. Again she engages in different domestic works in different time such as cleaning, cooking, washing, fetching water and other work. They are not treated equally in their family.

### **2. Objectives of the study**

1. To find out what type of problems faced by working women.
2. To find out some suggestions for solution the problem.

### **3. Literature review**

By literature review the research can avoid repetition of works. Reich and Nussbaum (1994) focused on job stress was major problem of 60% working women in the United States. Burke (2002) found that women feel frustrated, unhappy and

disappointed when work does not permit women to take care of their family members.

Stephen Palmer and Kristina Gyllensten (2005) observed that multiple roles, lack of career progress, discrimination and stereotyping are the factors that create stress among the women. They confirmed that women reported higher levels of stress compared to men.

Women make use of flexible work arrangement as a source because women tolerate greater responsibility for domestic duties than men (Davis et. al, 2007)

Sophia J. Ali (2011) shows that most of the women employees were dissatisfied with career development programmers and women were discriminated against in career development opportunities

V. Varatharaj; S, Vasantha (2012) found that the majority of the women employees feel comfortable in their work place irrespective of their negligible personal and work place irritants. Financial position, field of work and family structure help to keep family and work life balance.

Work life programmes such as counselling programme and other personal support programmes can help employees to manage and balance their work life and personal life effectively (Wang and Verma, 2012).

### **4. Study area**

Tamluk is a subdivision of the Purba Midnapur district in the state of West Bengal, India. It under Burdwan division. Tamluk sub division has an area of 1,084.30 km<sup>2</sup> (418.65 square miles), population in 2011 of 1,791,695(1700/km<sup>2</sup>) and density of population of 1,652 per km<sup>2</sup> 35.16% of the population of the district resides in this sub-division. Tamluk is located at 22.30°N 87.92°E. Headquarters of this sub-division is Tamluk. Tamluk police station serves this block. Famous Bargabhima temple is situated in this sub-division. The present study covers five higher secondary school such as Rajkumari Santanamoyee Girls' High School, Tamralipta Balika Vidyapith, Anantapur Bani Niketan

Girls' High School, Mirikpur Gunadhar Balika Vidyalaya and Kamarda Charu Bhagabati Balika Vidyamandir at Tamluk subdivision in the Purba Midnapur district.



Purba Midnapur

Map 1: West Bengal, source: www.wikipedia.org

## 5. Methodology

### 5.1 Sample size

In this study fifty working women were taken from five higher secondary schools. Ten working women were taken from each school. Quota sampling techniques have been applied for this study.

### 5.2 Collection of Data

The interview has been taken from the working women to collect information regarding different types of problem. A self-made questionnaire contained thirty multiple choice questions used for this study.

### 5.3 Delimitations of the study

1. It is limited to girls' higher secondary school only.
2. It is limited to two blocks such as Nandakumar and Naikuri only.
3. It is limited to five schools only.
4. It is limited to working women only.

## 6. Results and Discussion

### Problems of working women

#### a. Lack of family support

Working women don't get support from other members of the family. They have to wake up early at dawn so that they can perform all the household work before going their work place. They have to cook for the whole family. Besides this they have to do some other works according to their family requirement like

cleaning of utensils, washing clothes, rearing child, prepare child for school. After finishing all household works she goes to workplace. After returning home with a tired and stressed body she performs her all duties. No one come forward to help her and share her stress. In many cases, even her husband also shows less interest in her mental and physical health.

#### b. Lack of proper security

In many cases it has been observed that work place is far away from her house. And due to lack of hostel in the school they have to return home at night by train or bus. Rainy season, winter season are dangerous for them. Their daily journey is not safe at night.

#### c. Low dignity and no ownership of her own earning

Women are neglected in our patriarchal society. It is found that some women don't get full ownership over their earned money. Sometime they have no freedom to use their income according to their wish. In some families, husband or father in law snatches all the income of wife or daughter in law. And if a married woman wants to support her own family by her income, she is not allowed to do so.

#### d. Small child rearing problem

Child rearing is the process of promoting the physical, mental, social and intellectual development of a child from infancy to adulthood. The working women keep their child to the maid servant until they return home. In maximum cases father does not have responsibility to rear the child which create painful stress to working women. Father is busy in own official work.

#### e. Mental pressure and depression

Many time working woman stay alone with her child at working place. She performs marketing, banking, gas booking, and hospitalizing for ill children without household work that brings mental pressure. She feels very tired and suffers from depression in maximum time.

#### f. Health problem

After serving other family members a large number of working women eat at last in holidays or Sunday and increased workload due to domestic responsibility. Majority of women workers suffer high pressure, back pain, fatigue, headaches, circulatory and mental disorder. Lack of infrastructure facilities such as toilet and drinking water facilities at the workplace causes a lot of mental and physical discomfort which bring health problem.

#### g. Domestic violence

Domestic violence is another problem of working women. Domestic violence is universal phenomenon. It persists all over the world. Violence is defined by the WHO as intentional use of physical force or power, threatened or actual, against oneself, another person, against a group or community that either results in or has a high likelihood of resulting in injury, death, psychological harm, mal development or deprivation. Some of working women is faced violence at the hands of her husband, father-in-law, mother-in-law and elder sister-in-law in her family.

#### h. Workplace adjustment

Maximum students come to school from different caste, different class and different corner. Again some students come from illiterate family. So adjustment problem with student is very big problem. Working women are compelled to abide by various sides of workplace culture.

It supports the result found by Burke (2002) that in spite of their job the women are dissatisfied due to family pressure. The study

also shows that women tolerate greater responsibility for domestic duties than men as found by Davis *et al.* (2007)

### Some suggestions for solving problem

1. Time management.
2. Weekend chores.
3. Pre-planning.
4. Husband should treat as a co-partner.
5. Other members should co-operative.
6. Arrange proper cresses near work place.
7. Sincere attention and keen interest of Government.
8. Good understanding with family members and colleagues.

### 7. Conclusion

The woman was only homemaker in traditional concept but this idea has been changed in recent times. Women play a vital role in economic and social development. A healthy woman builds a healthy community. Women are the most important human resource and asset of our society. If we want to eradicate their problems then both men and women have to change their mind sets. Time management and pre-planning can also help the women to solve the problem. According to Swami Vivekananda, 'that country and that nation which do not respect women have never become great nor will ever be in future.' We need to help each other, join together in chorus to raise our issues, put them in a proposal to government for new legislations angled at improving working women's lives.

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