**CHAPTER 1**

**INTRODUCTION**

In the contemporary world, women are no longer lag behind in terms of career. They are keeping themselves shoulder to shoulder with their opposite sex. However if a woman is working lady going outside for earning money) she expected to do multi task such as take care of family, do household chores etc. Working women refers to those in paid employment such as lawyers, nurses, doctors, teachers, secretaries, daily wage labour ersetc. There is no profession today where women are not employed. However, it is true that working women have to face problems by virtue of their sex. For centuries, women have been subjected to exploitation and torture physically, sexually and mentally. There are in numerable challenges and problems faced by them both at home as well as work place some of them are explained below.

Scenario of Working Women is the backbone of the society. She plays a vital role in the economic development of the country and her contribution is as equal as their male counterparts. Without active participation of women in various national, social, economic and political activities, the progress of the country will be stagnant. Traditionally. Indian women had been Home makers but in 21st Century, due to higher education, better awareness and increasing financial demands of family. Women also go out and choose careers. Although Indian women have started working outside their homes, but still there are several issues and challenges that working women face today. Sometimes they are not treated equally in their workplace. They do not get the same benefits as that of male employees too Gender bias,unequalpay,security,mental and physical harassment ,lack of proper family support. insufficient maternity leave are considered as major issues and challenges that working woman faces nowadays.

Moreover, Indian working women are facing lot more challenges than their counterparts in other parts of the world. In India, still men are considered as the primary winner and boss ofthefamily.Althoughworkingwomenhandletheirprofessionallifeinfacingcompetitionandchallenges at work place and personnel life in managing household work, handle children. family, cooking, social responsibilities are still considered as the duty of women only. They have to take up a full day job plus handle all household activities that they handled as homemaker. Due to such multitasking efforts of woman increased stress becomes by-product for her. Sometimes, the relationship with her Saul mate becomes unbalanced, if proper balancing actions to delivered in both personal and professional life.

If we consider women's role in corporate environment, then sometimes they have to bring their work at home also and it cuts few more hours of sleep. It is not just about the reduced sleep, but this type of lifestyle creates stressing working women and it directly affect she

family. Waking up early, ignoring her health issues and get all the stuffs ready for children and her husband is big practical challenge. So on an average, women have lost 2 hours of slepper dayandupto14hours sleepper day. Many Indian families are still living as joint families along with their in-laws and parents. This adds more stress to women because they have to handle them and please all the family members of her husband.

The belief of male superiority in the society creates several hurdles for women at theirworkplace.Womendiscoverthattheymustbemuchbetterthantheirmalecolleaguetoreachat the top. When she achieves that top position in the company, again it is much difficult for women to work with male employees. Also because of social and psychological tradition in the society, the women colleagues too don't lend support to their own woman boss. Working in such conditions inevitably put much greater strain on women than man. These types of problems make women less eager to progress in their career. It has been observed that the family responsibility expands the working women have to change their job, select part timejoborleavethejob.Thissituationcreatesunnecessarystressforlosing their job.

An industry is a group of companies that are related based on their primary business activities. In modern economies, there are dozens of industry classifications. Industry classifications are typically grouped in to larger categories called sectors.

Individual companies are generally classified into an industry based on their largest sources of revenue .For example, while an automobile manufacturermig thavea financing division that contributes 10% to the firm's overall revenues, the company would be classified in the auto maker industry by most classification system.

# Understanding an industry:

Similar businesses are grouped in to industries based on the primary product produced or sold..This effectively creates industry groups, which can then be used to isolate businesses from those who participate in different activities .Investors and economists of ten study industries to better understand the factors and limitations of corporate profit growth .Companies operating in the same industry can also be compared to each other to evaluate the relative attractiveness of a company within that industry

# Employment Trends for Women in India:

The increase in the number of women in the labor market signifies an important trend regarding women's employment. This has been occurring along side in creases in labour force and workforce, especially for urban women, although rural women workers predominate interms 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(GOI,2008,p.5).Amulti-pronged approach is emphasized to address

Issues concerning women workers, such as provision of basic entitlements and strengthening of In situational mechanisms.

# Working woman meaning:

A woman who works in exchange for payment, especially one that does manual labour. Noun. 3. A woman who is gainfully employed; often, specif., such a woman as distinct from a housewife.

# Definition:

Physical or psychological disorder associated with an occupational environment and manifested in symptoms such as extreme anxiety, or tension, or cramps, headaches, or digestion problems.

# Women and Industry:

The important role played by women in electronics, information technology and food processing and agro industry and textiles has been crucial to the development of these sectors. They would be given comprehensive support in terms of labour legislation, social security and other support services to participate in various industrial sectors. Women at present cannot work in night shift in factories even if they wish to. Suitable measures will be taken to enable women to work on the night shift in factories. This will be accompanied with support services for security ,transportation etc.

# Women in workplace:

Women in the workforce earning wages or a salary are part of a modern phenomenon, one that developed at the same time as the growth of paid employment for men; yet women have been challenged by inequality in the Workforce (N. Andale 2008). A woman is a social animal. To keep her in captivity, without access to work or finance or interaction with the outside world, is less than fair (Eisenhower, 2002). Economic, social and political empowerment of women isessential for the development of any society. Working women are essential for the development of the society, so empowerment of women is important to the process of upliftment of economic, social, political status of women. Traditionally women have been the under-privileged ones in the society, not enjoying the same rights or standards of living as the other half of the population. According to Robin (2002) "Sexism is the root oppression, the one which, until and unless we uproot it, will continue to put forth the branches of racism ,class, hatred ,ageism, competition ,ecological disaster and economic exploitation. No other human differentiations can be similarly powerful in reproducing oppressions, and so, women are there all left."

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 range of activities of work in addition to their routine an domestic work. Building a society where women can breathe Freely without fear ofoppression,exploitation, and discrimination is the need of the hour ,to ensure a better future for the next generation.

# The Present Status of Working Women In India

Globally, the COVID-19 pandemic disrupted women's participation in the workforce with women experiencing unprecedented job losses across the world due to the pandemic .Women are now spending15hours more in unpaid labour each week than men.

While the already existing trend of women with drawing themselves from the work force in India has intensified, recent job stagnation and high unemployment rates for women, exacerbated by the COVID-19 pandemic, also kept women out of the labour force.

In Indian , women's labour force participation rate is just20.3% asof2020, comparedto76.0%of men and rural women are leaving India' work force at a faster rate than urbanwomen.10

In 2020, women accounted for only 19.9% of the total labour force in India and 60% of women in India in the productive age bracket of 15 to 59 years were engaged in full-time housework.

In comparison ,the female labour force participation rate in Chinais about 59.84%in2020,meaning almost two thirds of the country's women are available to work. Were India to rebalance its workforce, the world's biggest democracy would be 27% richer, says the Economist.

However ,in the Hindu Business Line ,Aasha Kapur Mehtaargues that these official statistics are misleading because they create the perception that the female work participation rate in India is far lower than in most countries of the world.

**The fact is that Indian women participate in the workforce to a far greater extent than is measured by the data.** The low workforce participation rate among women in India is a result of not including unpaid work by Indian women.

Women's contribution to GDP is simply overlooked in farming ,manufacturing, construction and small-scale activities, she argues, because a lot of the work they do is un recognized ,invisible uncounted and either unremunerated d or poorly remunerated.

# Welfare measures provided by organisation women employees

Every worker needs a healthy and safe workplace to conduct an efficient work process .Among -workers, women need special treatment because of their physical build-up, home drudgery, pregnancy and sometimes due to their poor health. The Factories Act, 1948 regulates the welfare of the workers which includes some special provisions for the women discussed below

# Prohibition of work in hazardous conditions:

The women cannot clean, adjust or lubricate the machine when it is under work. They are stopped from adjusting, cleaning or lubricating if any other part of the machinery or adjacent machine that can expose the risk of injury. The question was raised whether any stationery part can be cleaned or adjusted when the whole machine is in motion .To answer this question the Court had passed the order of prohibition of cleaning and adjusting even the stationary part while the whole machine is in motion (English case Pearson V. Belgium Co.Ltd.). The women are restricted to participate in the manufacturing and operation process where there is a serious risk of poisoning, diseases or injury. A piece of news was highlighted of a 23-years-old woman, Hwang Yumi. She was employed at Samsung factory of Korea and was involved in the task of manufacturing semiconductor chips. She died due to the toxic substances andthesmellofchemicalsused.Allthewomenworkerscomplainedthatthesmell of fumes and chemicals remained in their body even after they return to their home. In2018,the Samsung Planthad finally taken precautions to avoid such cases.

# Restroom and drinking facility:

The industries which engage women employment should provide separate washing and bathing facilities for women workers. These facilities should be conveniently reachable and should be kept clean. The place should also have restroom where women can rest and eat during their short breaks. If the workers have a uniform while working than the employer should be provided with different changing rooms for men and women and also someplace for individual workers to keep their dirty/clean clothes when they are not in use. The workplace should also have a drinking facility,the women working in the constructions it face this problem especially during excess heat in summer. The employer should make sure that the water is not contaminated and readily accessible. The employee's dehydration can affect their health and decrease their productivity.

The news was reported in Economic Times while interviewing a woman working in a national newspaper company. She complained that there were no women washrooms at her workplace due to which they had to walk across the road on the opposite side to the Taj Hotel (Economic Times). Another example of Reserve Bank of India when Amrita Patel was nominated as a board committee member there was no women's washroom on the director's floor before she was nominated. After her election, she made sure that a separate women's washroom is built on that floor(Economic Times).

**Crèches:** The factories having more than 30 women employees should provide a separate room where the babies under the age of 6 can be kept while the mother is working. The room should be fully-furnished and clean. The small breaks in the middle of the work are given to the mother so that she can meet and feed her baby. A well-trained woman should be kept in-charge to take care of babies and in fants .Some provisions like free milk and

Refreshment for babies, the facility for bathing babies and washing their clothes are passed by the state government. The Bank of Baroda has launched crèche so that women do not face problems in finding a good care center for their child. This reduced the stress level of the working mothers and saved timein findingtherightcarecenter(EconomicTimes).

# Workinghours:

The working hours for men and women are the same. The employees cannot work more than48 hours a week. The Act says that no employees are permissible to work more than 5 hoursat a stretch without a break of half an hour. Each employee should get half an hour lunchbreak and 10-15 minutes small tea breaks. According to the BBC, the recent news wasreportedthatwomenarelesslikelytoenterthestockmarketduetotheirlongworkinghours.This sector has failed to attract women for employment. The city traders have complained toshorten their working hours so that they can manage work-life balance. They said that longworking hoursare badformentalhealthanditisnotfamily-friendly.

# Sexualharassment:

This provision was passed to protect women from sexual provocations at the workplace. Anyorganization employing more than 10 employees have to implement this law. The employerwho fails to acquiesce will be punished with a fine of Rs 50,000. The penalties range fromone to three years of jail and/or fine. The sexual harassment at the workplace does not onlyaffects the victim mentally and physically but also decrease its productivity. It also affects thereputation, sales and the profit of the company. The sexual harassment can be avoided bycreating awareness with the organization, implementing disciplinary rules, defense trainingand complaint mechanism. According to Comply Karo data, there were 823 cases of sexualharassment based on BSE100 companies in the Financial Year 2018-19. In the IT sectormajor complaints were reported of Wipro. In FY 2017-18 there were 101 complaints whichincreased to 142 in FY 2018-19. There was a reduction in the number of complaints in ICICIfrom99to59andInfosysfrom77to69(Economic Times).

# Thematernitybenefitact,1961:

The bill of amendment of Maternity Benefit Act, 1961 was approved in 2017 by theGovernment of India. Under this amendment it was approved that a working woman getsleave of twenty-six weeks during her pregnancy, previously it was twelve weeks only. In thecase of adoption, a mother will get twelve weeks of leave from the day she handled the baby.The twelve days leave is also entitled to the commissioned mother from the day the child ishanded over to her. These benefits are limited up to two children. After maternity leave, insomecases,she should be allowed towork fromhomebutitisbasedonthe mutualunderstanding of the employee and employer and the nature of work. The maternity benefitsand some other benefits up to some extent are covered under the Employees State InsuranceAct,1948.However,thisactisrestrictedtofactoriesand establishmentsotheMaternityBenefitActis mandatorilyenforcedinalltheorganizations irrespectiveofthewomenarenotcoveredorcoveredundertheEmployeesStateInsuranceAct1948.

# Sicknessanddisabilitybenefit:

Ifanemployeeistemporarilyor permanentlydisablewhileworkingthecompanyisliabletoreimburse the medical expenses incurred by the employee. The reimbursement is made incash.

# Equal pay:

Equalpayremainsamajorissueinthecorporates.Although,thewomenworkequallytothemen they receive less salary which creates a negative impact on their morality and retention.If the company has talented and high-performing women than the company should pay anequal wage at the par of men to keep them retained. The company should make sure that thedifferencesinpayshould bebased oneducation,skills,and experienceratherthangender.

The women India earns 19% less than her counterpart colleague according to Monster SalarySurveyIndex2019.Thisdifferenceis highlynoticedintheITsector, wherewomenarepaid26% less than men. According to the International LaborOrganization (ILO) women inIndiaarepaid 34%lessthan men.Itisbelieved that genderinequalitydueto culturalsanctionsandpatriarchalhierarchybelief.

# Workplacehygiene:

Maintaining hygiene at the workplace means to maintain cleanliness to keep employees fitand healthy. A healthy workplace increases the productivity of employees and reduces sickleaves. Every organization should have its hygiene policies which should be communicated toemployees and tell them to strictly follow it. As compared women face more hygieneproblems than men at the workplace. The bathroom and restroom are not cleaned daily. Theydo not get hand wash soaps, toilet paper and towels. The organization should have sanitarynapkin vending machines free of cost so that women do not panic if her menstrual cycle startsbefore the due date. If women get periods during her work they prefer taking half day leavebut now many organizations are keeping sanitary napkin vending machines in women'sbathroom so they can use it anytime. There should be a proper disposal facility for sanitarypads which help women employees to keep clean and hygienic workplace. The organizationshouldhavehandwashingandhandsanitizerfacilitytoreducethespreadofillness.Ifthereisacanteeninsidethe organization,then itshouldmakesure that theydonot usecontaminated foodandwater.Theykeep the kitchencleanandwashutensilspropel

# Work life balance of women:

Work life balance is about the people having a measure of control over both official andpersonal life by giving equal importance to work and family. It is achieved when anindividual'srighttocompletelifeinsideandoutsideofthework.Itistheprocessofbalancingboth official and personal life by making necessary adjustments to both with equalimportance.

Inthiscompetitiveworldtheworkingwomenhavegrabbedtheattentiononthembecauseworking woman in number has been increasing towards different category of professionalworkopportunities.Ineachprofessiontherewill bedifferentexpectationand theyhavetomanagethemwithoutcompromisingtheirpersonallifeexpectations.

In olden days women had major role in home as they have to take care of their children andold parents and relatives in case of joint family set up. The male's mindset that time was thatthe women had to take care of family and all the home needs, but nowadays the situation haschanged and women came out to go for the profession and has created a strong identity forthem.Theneedforwomentoworkhascomeoutduetovariousreasonslikefinancialsupporttothefamilyandeconomicalindependencetothem.Theexposuretowomenineducationand technology, increase of nuclear family set up and joint commitments of both husband andwife to

raisethestandardofliving.Inthismidst,womenfacinglotofstrugglesinbalancingtheirpersonallifeandworklife.

Many aspects like time management, work pressure, target, lack of coordination with co-workers, harassment, lack of family support etc. affect the work life balance of workingwomen. They are suffering a lot to break and overcome the work life challenges. Eventhough they have many work life problems, most of the women never give up and still theyare leadingtheirprofessionsuccessfully.

This paper aims to find out the work-life balance of working women in four differentparameters namely 1) Personal life expectations. 2) Personal life satisfaction 3) Workexpectations4)WorksatisfactionandWorkloadofwomenworkinginChennaicity.

# Womenemployeecontributingtonational income:

Itisestimatedthat women inIndiacontribute17%ofthenationalGDP,asagainst theglobalaverage of 40%. This illustrates a significant gap that is being underutilized in the recoveryefforts.datareleasedbytheWorld

Bank regarding female Labor Force Participation Rates (LFPR) for 2018-19. The data showthat the share of working-age women either being employed or available for work in India isas low as 21.8%, whereas the global average is 40%. India ranks 120 among 131 countries infemalelabor forceparticipationratesandratesofgender-basedviolenceremainunacceptably

high. It's hard to develop inclusively and sustainably when half of the population is not fullyparticipating in the economy. Women constitute nearly half of the Indian population, yetthese figures show that they remain a dependent demographic. We cannot think of theinclusive development of any economy if we unsee the contribution that can come from theother half of the society simply because of gender differences. At present, there are 432millionworking-age

participation rates and rates of gender-based violence remain unacceptably high. It's hard todevelop inclusively and sustainably when half of the population is not fully participating inthe economy. Women constitute nearly half of the Indian population, yet these figures showthattheyremainadependentdemographic.Wecannotthinkoftheinclusivedevelopmentofany economy if we unsee the contribution that can come from the other half of the societysimply because of gender differences. At present, there are 432 million working-age womeninIndia,ofwhich343millionarenotinpaidformalwork.

# Understandemployeesentiment:

Organizational decision-making is often driven by business needs. However, to create aworkplace in which employees can thrive, listening and acting on employee sentiment isvaluable. Several organizations benefited from acting on employee sentiments during thepandemic. Some methods to understand employee sentiment include monthly surveys, one-to-one sessions and webinars. However, this is not a one-and-done initiative. Keeping a checkon the emotional health of the team should be ongoing to become a workplace of choice. Thiswill build deeper connects and motivate employees to excel, especially in these dynamictimes.

# Adaptpolicieswithchangingtimes:

During the pandemic, several organizations adapted their policies to suit a work from homeenvironment. Similarly, adapting policies to promote work-life balance is key. These couldinclude flexibility in work shifts, rewarding quality of work instead of logged in time, and aleave policy that encourages employees to take time off. To help women return to theworkforce, organizations are taking proactive measures such as women-centric recruitmentdrives, offering skilling programmers for the right kickstart, and nurturing a fair workplace.Providingequalopportunities,rewardingexcellencebasedonperformanceandimplementinggender-agnostic salary structures are building blocks to a fair workplace. This will not onlyhelp womenexcelintheirworkbut alsoinspirea cultureofequalityandfairness.

# Provideassistancebeyondwork:

We have often seen women donning multiple hats at the workplace and beyond.Organizations can help them by providing relevant support and training beyond work. Thiscouldincludeareassuchascounsellingonfinances, andmentalandphysicalwellbeing. Forinstance, workshops on financial planning can help employees plan their finances, as theynavigatethenewnormal. Sessionsonfitnesssuchasyoga, nutrition, mentalwellbeing, and

disease prevention can help boost their morale. This, coupled with work-related training, canhelpmaintaintherightwork-lifebalanceandempowerwomento don multiplehats.

Inadditiontotheabovemeasures,ahealthygenderratiois importanttoensureequalrepresentationofwomenacrosslevels.

# Rightsof womenemployees:

* + Rightto equalremuneration forEqualwork.
  + Righttoequalemploymentforwomen.
  + Righttomedicalattentionandprimaryhealthcare.
  + Righttosafedrinkingwater.
  + Righttogoodworkingenvironment.
  + Rightagainsttortureandsexualharassment.
  + Righttoassociation.
  + Righttoparticipatetheculturallife.

# Problemsfacedby womenatworkplace

It is major issue that women face at their work place and many women fall victim of sexualharassment at workplace. At times employers try to take sexual fours from women employeeinreturnofotherbenefitsandpromotions.Itcanbeclassifiedintovariouscategories like.

* + Physicalcontactandadvances
  + ShowingPornography.
  + Ademand orrequest for sexualfavours.

Anyother unwelcomephysical,verbalornonverbalactivities.

Unequal pay: It is another issue that women fact to their workplace. Even though, womenprovetobemoreefficientthanmaleemployeesmostofthetime, theyarenotpaidequally.

# 1.Lack of family Support :

Lack of proper family support is another issue that working women suffers from at times thefamily doesn't support. Women to leave the household work and go to office. They also resistforwomenworkingtilllateinoffice. Whichalsohamperstheperformanceofthewomenandthisalsoaffectstheirpromotion.

# 2.Poor Security:

It is another major issue that women face in the workplaces. Women working in BPO sectormostlyfall victimofvariouscrimesatworkplaceandthisisdueto lackofsecurityprovidedtotheemployees.Therearemanycasesthathasbeenregistered wherewomenworking at

BPOsector havebecomevictimsofsexualabusesandrapeswhilegoingbackhomeandthisisduetolackofpropersecurity.

# 3.Insufficient maternity Leaves:

Insufficient maternity leave is another major issue that is faced by a working mother. This notonly affects the performance of women employees at work. But is also detrimental to theirpersonallives.

**4.Men versus women issues:**Men and women are always two sides of the same coin. Eachone of them has their unique charisma and each one thinks and handles situation differently.While a man many are practical woman could think farfetched. But it is still a shame thatirrespective of being equally talented there is always discrimination in the eyes of thebeholder.

**5.Gender Bias:**Gender bias is another challenge that many women experience at theirworkplace. Though we can say that corporate offices are bridging the gender gap slowly.Private institutions and government offices are still way far behind. Jobs that require frequenttravel, physical exertion etc., are still open for men only as they are considered more eligiblethan women. Many companies while hiring women employees ask them openly about theirmarriage and further family planning as they cannot afford the maternity leaves and otherflexibility perks. One must understand that women are blessed with the opportunity to bringanother soul into this world and this factor must not be a hindrance for their growth andprogress. It is a promising change to see that many social welfare organizations like the UNarerazing thisconcerngloballyandispledging toremove genderbiasinworkplace.

**6.Sexual Harassment:**One of the most shameful and heart wrenching challenge that awomen faces in working environment is the kinds of sexual abuse she is exposed to. Mostlywomen fall prey to cunning men who lure them on the pretext of love and sexually harassthem. Many men have the nation that working women are compromising in nature which isthe foundation for such vicious deeds. To curtail this challenge there are social welfareorganizations which are discussing womenempowerment on multiple forums and have raisedvoice against harassment of women at workplace. This technique has forced the law andorder to include several severe punishments against their ruthless men. Women who stand upfortheirselfrespectdonotfailtovoiceouttheirdifficultiesbutnaïveandfretfulwomenstillneed to be fed with courage and must be taught to fight back against these vengeful men andshow themtheirplace.

**7.Work life imbalance:**Another most noticeable challenge that women of today face atwork place is the work life balance Differentiating personal life and professional careerbecomes little hard for women in general. They tend to mix up work commitments withpersonalprioritiesandthat'swhenalltheissuestart. Familyfeels neglected, friendsfeellostandunfortunatelyshehastofacethewrathofher entiresupportsystemjustbecauseshehasforgotten to draw the line between work and life. This challenge is mostly self-imposed andtogetoutofthismess,the womanhastohelpherself.

**.Maternity leaves:**Growing from women to a mother brings about a lot of changes inanyone. She learns to nurture a small being insider her. Elders say that as a woman becomes amother,careandpatiencebecomeherinseparablevirtues.Butdoesanyoneperceivewhatall

changes and challenges she is about to face at work place before and offer the baby is bornhandling mood savings and morning sicknesses without showing a slightest discomfort,traveling to and fro with her baby belly, avoiding office parties and late night meetings as herhealth may take a toll, listening to her boss's taunts as she constantly applies check-up leaves.maternity leaves etc., are simply too hard for a pregnant women. Most of the firms havepolicieswherematernityleavesaregranted forthefirsttwobabies.Whichisappreciable?

But once the lady resumes office post her maternity break, she may be in for surprise as herrole would not more be the same. She may have to begin from beginning all over again. Tobridgethisgapandcasethechallenge,corporatefirmshavenowincludedflexibilitypoliciesforwomenwhoresume theircurrentpostmaternitybreaks.

**9.Lack of role models:**Womenhavetimeandagainprovedtheir capabilitiesinthework

front but still the top cream layer is mostly occupied by men. The challenge heris femaleleaders are many but role models are few. Hence when women try and lookfor leaders whomthey can emulate, they are left behind. While male leaders are many and they train theirsuccessor with full vigour a women leader learns everything the hard way. When womenlook up to men for guidance and mentorship they feel are disconnected and disoriented asthere isa greatdifferenceintheirobjectivityandstyle ofcommunication.

**10.Power play.** Forgenerations, womenhavesuccumbedtothepowerplaythatmenhave

played, with the dawn of the millennium, women are ready for a tough fight. Many womenleaders have stated vehemently that it took them lot of time and plenty of courage to survivethe power play politics and reach their current position in their work place. Driven byemotion and instinct for a women surviving office politics is one of the toughest challengesas it can hurt her inner soul and disturb her mental peace. Rather than falling pre of this falseego. Able leaders should encourage healthy comradeship among fellow employees be it manor women. Also practicing the art of trading criticism as a feedback mechanism is the bestwaytotacklethesechallenges ontheworkfront.

**11.Ego clashes:** Adam was the first human being in this world and then came men always tryto prove their superiority while at work. An alpha male will feel his ego is crushed. When hehas to report to a women manager. Howsoever the lady is kind to him, he will try to findfaults against her approach or made of work etc. Women who are at a higher rank face thesechallengeswhileinteractingwithherpeers,subordinatesandsuperiors

**12.Security:**Many organizations have employed special security services for helping theirwomenemployeestogetbackhomeatlatenights.Notjustworkingwomenbuteverygirlshould always be prepared to face the wrath of uncivilized men and hence must equipthemselves with defence mechanism and face their challenge with oozing self-confidence.Challengesareeverywherepushingoneselfoutoftheir comfortzoneandtryingsomethi

newandgoodisthechallengethatonecanimposeonhimself. Morechallengesonefaces inlife,hisachievementsandmemoriesincreasemanifolds.

**13.Discrimination at Workplace:**However, Indian women still face blatant discriminationat theirworkplaces.Amajorproblemfacedbytheworkingwomen issexual harassmentattheworkplace.Further,womenemployeesworkinginnightshiftaremorevulnerabletosuchincidents. Nurses, for example, face this problem nearly every day. There is nothing that isdone in hospitals to tackle and address the danger they face. Such blatant disregard of currentIndianlawsisonereasonwhysexual harassmentattheworkplacecontinuestoincrease.

**14.Challenges to safety & dignity:**Typically, the orthodox mind-set in the Indian societymakes it difficult for a working woman to balance her domestic environment with theprofessional life. In some families, it may not be acceptable to work after six o'clock. If anywomenworkbeyondofficehourthesocietywillputaquestionmark onher dignity&moral.Moreover sometimes they hesitate to work late night due to insecure social environment.Moreover in most of the cases the address of a male authority to a male employee differsfromafemale employeewhichlessens the dignityofa womenworker.

**15.Balancing between home and work:**In today's modern era women is working toprovide financial support to her male counterpart. In spite of her positive contribution to thefamilyherimageofwomanbeingahomemakerisnotmuchchanged. Evenifsheworks, sheisexpected to cookfood,takecareofkidsand allotherhousehold duties.Thisbusyscheduledeprivesher ofpeace,rest,sleep,independentthinking andluxurylife.Itsohappenssometimes the children are neglected for which she the only person blamed. She is seen as asmall back-wheel of a heavy vehicle for which her role and contribution is mostly overlooked.

**16.Male ego:**One of the toughest challenges for working women is to manage and copewiththeegoofhermalecounterpartaswife/colleague. Malesdosupportwomentogooutand work, but somewhere they find it difficult to accept the progress and achievement ofwomen whether she is his colleague or life partner. In many cases this attitude of malecounterpart createsdisturbancesin familylife which lessensherself-confidence.

**17.Unequal opportunities in Job:**One of the most unfortunate challenges for women thatthey are subject to continue at work as such despite having required qualifications, skills.talent, hardworkandperformanceandsheisoverlookedaswellas lowratedincomparisonto her male colleagues. This is one reason, why many women have to settle down at lesschallenging jobs than their capabilities/talent, or get stuck at one point of career with noopportunitiesforfurthergrowth.

**18.No ownership on her own earning:**Inmostofthecasesthoughwomenhas independentearning but she has no control over it. In most of the families, especially middle class,uppermiddleclassandlowermiddleclass, seemsthattheincomeofthewomaneithergoesinthe handsofherfatherorhusband,ratherthaninherownhands.

**19.Psychological Aspects of the Problem:**It has been observed from the analysis thatmajority of working women are suffering from stress caused by role conflict or multipleroles.Theyhavetoperformmultipleroleslike managingworkattheirworkplace,managefamily and children demands, fulfil social responsibilities etc. Working women face a bigdilemmainmanagingwork-familyconflicts.Workingwomenwithrigidschedulesreport

morefamilydifficultiesthanworkingwomenwithflexibleschedules. Thiscancausemanyhealthissuessuchasfrequentheadache,hypertension,obesityetc.

By analytical study, it is found that the stress level in working women increase in directproportionallytotheirage. This maybebecauseoftheadditionalresponsibilities imposedonelder women both in family as well as at workplace. Also the number of working hours.affectsthestresslevelofworkingwomen.

This may be due to the nature of work they undergo which leads to physical and mentaltiredness. The childcare arrangement is also another aspect of creating stress in workingwomen. Working mothers have to make proper arrangements for the care of their childrenandtheirdailyactivities whichagaincreatestressinthem

These all types of stress creating problems can be managed if the institution provides ahelping hand for working women in the form of superior's support. Department of Studiesand Research in Social Work TumkurUniversity.Tumkur19subordinate's support andpropernumberofpaidorunpaid leaves.Alsosomestressreliefstrategieslikespendingtimewith family, yoga and meditation, entertainment and music etc. can help working women toreduce theirstress level.