



HEALTH STATUS OF WORKING WOMEN IN ORGANIZED SECTORS

Avika Singh^{1*}, Prayna Gurung², Bomseng Nyodu³, Catherine Singsit⁴, Aarti Sahani⁵

Abstract

This research paper examines the health status of working women in organized sector and also how much of discrimination and issues they face in their workplace and how they manage with their dual responsibilities as expected by the society. Women have always been victims of gender discrimination. Indeed, despite the various changes in the social and economy from primary sector to tertiary sector, there is no significant professional division in women's jobs.

Our analyses show work area and socio-economic factors results to health conditions rather than work participation.

^{1*}Affiliated to lovely professional university, jalandhar, punjab, email: avika.singh3oct@gmail.com

²Affiliated to lovely professional university, jalandhar, punjab, email: praynagurung47@gmail.com

³Affiliated to lovely professional university, jalandhar, punjab, email: bomsengn@gmail.com

⁴Affiliated to lovely professional university, jalandhar, punjab, email: catherinesingsitth19@gmail.com

⁵Affiliated to lovely professional university, jalandhar, punjab, email: itarainahas@gmail.com

***Corresponding Author:** Avika Singh

*Affiliated to lovely professional university, jalandhar, punjab, email: avika.singh3oct@gmail.com

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INTRODUCTION

The ascent throughout the course of recent many years of abnormal working game plans and conditions has as of late stood out on wellbeing status of working ladies be it in coordinated or disorderly area. Ladies' cooperation in the workforce is by and large connected with their strengthening through pay connected with their strengthening through pay age(Gallin 1989; Worldwide Establishment for Populace Sciences [IIPS] and ORC Full scale 2000; Johansson et al.2007). "Ladies' association in numerous jobs (work in addition to family obligation) may hurt their actual wellbeing."(Verbrugge 1983:16) Accordingly the prizes and the : stress-and - strain" model include the positive job of work and its negative overflow on wellbeing, individually(Gallin 1989; Waldron et al. 1998). We can see that in this day and age that Ladies' Functioning cAircumstances have additionally gone through huge changes with the downfall of blue collar positions, the development of administration arranged work and expanded computerization. While these progressions have made "customary" wellsprings of antagonistic physical and natural working circumstances less applicable to present day working practices, they seem to have expanded the extension for psychosocial work stressors and their subsequent impacts on wellbeing status (Cappelli et al. [10]). A huge part of working ladies come from the less fortunate segments of society , and their wellbeing mirrors their unfortunate day to day environments (WHO 1992). In this paper we mostly focused on the medical issue of ladies working in our neighborhood areas as we accept good cause comes from home. Keeping a sound climate for the specialists is a significant thought towards accomplishing better wellbeing not just for ladies yet additionally for men. The age gathering of ladies in our paper is between 27-57years. Given the noticed changes in the work market it is essential to assess whether and what legally binding and working circumstances mean for wellbeing and psy-chological prosperity.

This paper thinks about the impacts of authoritative and working circumstances on self-surveyed wellbeing (SAH) and mental prosperity.(Silvana Robone,2010).

WORKING WOMEN IN TODAY'S SOCIETY

The period where a girl change to being a women is womanhood phase and it generally starts from the age of 18.Women's role are always questioned since decades and is still continuing , women have gone through several difficulties since forever like demanding for their voting rights, asking for equal

rights in work place and many more. For married working women it becomes very difficult to maintain their dual responsibility, and there are cases where women leave their jobs after marriage. Mindset of people in today's society is still narrow, they think that men are the bread earners of the house and it is not nice if women support financially or earn more than men. The number of successful women is definitely rising in today's world ,and there is no profession in today's society where women are not recruited . We all know even after all this changes in today's world women's still have to face gender bias in many field . Women are always expected to come back home from work all tired and still look after the family and do household chores. I believe that women are no less than men in today's world be it in being a socialist in film city, from a sports person to the business world women are known in every field.

We have come a long way from women staying at home and looking after the children and doing household chores while men went out for work. There are still few women who are homemakers but also there are some women who choose to build their careers. There are always pros and cons of everything so women working in today's society also have some positive and negative impact. When women work ,they add more income to the families and support them financially, they get opportunity to explore their talents and add to nation's economic growth and here comes some negative impact of working women in society like there will be lack of time with their family, work related stress, gender bias in work place, conflict in interests as some working women are someone's wife and mother so their performance at work declines because they have to look after their children.

In India women still have traditional roles to fulfill and prefer a career to avoid domestic work. It is quiet obvious that with the majority of working women the family takes priority over the job. They prefer to stay in joint family where their children can be taken care of while they are at work. They reserve their weekend for heavy household works which will help them to cope them with rest of the week with relatively less tension. To be honest they hardly have time for their personal needs . Despite the freedom and confidence of their jobs and pay packets, working women still prefer to leave the financial decision- making and budgeting to their husbands. They are unwilling to compromise on their dual burdens and prefer jobs with flexible timing.

The world is changing rapidly so is the situation of working women in today's society, they are finding their voice, their talents and space in traditionally male dominated societies. Because of the work load in women tend to have health disorders such as anxiety, depression, heart diseases, obesity, insomnia, asthma, psychological issues, high blood pressure, thyroid, body ache and fatigue. A study on working women (Harvard) said a women with job stress has a 40% higher chance of getting a cardiovascular disease. Working women in Indian society not only in India but across the world face health issues like malnutrition, lack of maternal health, diseases like AIDS, breast cancer, most importantly domestic violence. Indian women are not comfortable to speak out about their health status because of the societal taboo and stigmas associated with them. Women's health issue not only impact their personal life but also their working life.

“The study indicates that besides health issues, there are multiple professional and societal stereotypes women are exposed to, which can lead to stigmatisation, affecting their professional performance”, (Thapar).

RESERCH METHODOLOGY APPROACHES ND PARTICIPANTS

To understand the concept of health status of the

working women in an organized sector, we took the help of the following process of learning and constructing the meaning of human experiences as it is lived by the participants and also the use of purposive sampling was done, and later theoretical sampling was also done which involves samples that were more appropriate to understand the theories that were found early stage. These both samples were used to interview the participants.

The participants were selected on the basis of following criteria ;

- Age
- Employment
- Ready to participate

Qualitative research can be defined as multi method in focus, involving an interpretive, naturalistic approach to its subject matter (Denzin and Lincoln, 1994). In this survey 19 participants were interviewed and the following table provides the information on demographics such as age, year of working life, number of children and job status.

In interview some questions were regarding social characteristics of participants were pre set. The data was collected between the time period of march and april 2023.

S.NO	AGE	YEAR OF WORKING LIFE	NO.OF CHILDREN	NUCLEAR/JOINT FAMILY	JOB STATUS
1	27	4	1	JOINT	PRIVATE SECTOR
2	30	6	2	NUCLEAR	PRIVATE SECTOR
3	37	11	3	JOINT	PRIVATE SECTOR
4	32	9	3	NUCLEAR	PRIVATE SECTOR
5	38	11	2	JOINT	GOVT.JOB
6	40	19	4	NUCLEAR	PRIVATE SECTOR
7	39	15	3	JOINT	PRIVATE SECTOR
8	23	1	0	JOINT	PRIVATE SECTOR
9	52	20	5	JOINT	PRIVATE SECTOR
10	45	15	3	JOINT	PRIVATE SECTOR
11	34	9	2	JOINT	PRIVATE SECTOR
12	29	6	2	NUCLEAR	PRIVATE SECTOR
13	51	17	6	JOINT	PRIVATE SECTOR
14	47	11	4	JOINT	PRIVATE SECTOR
15	48	10	3	JOINT	PRIVATE SECTOR
16	43	13	4	JOINT	PRIVATE SECTOR
17	55	21	3	NUCLEAR	PRIVATE SECTOR
18	57	24	2	NUCLEAR	PRIVATE SECTOR
19	44	14	3	NUCLEAR	GOVT. JOB

1. At what age did you start working?
2. Are you suffering from any illness or disease?
3. How much physical work is required in your job?
4. How many days do you work in a week?
5. Does your family support you?
6. Income under BPL OR APL?
7. Are you satisfied with the life you are living?

Participants were clearly informed about the purpose of this interview as the data to be collected was for the academic purpose. In interview women were numerically coded and names are not to be mentioned as per their wishes.

DATA ANALYSIS

Data was analysed on the basis of the job status of

women and year of working life and also if the income was above the poverty line or below the poverty line.

The income they are earning is that enough to run a house or is it affordable, are they actually satisfied with it.

We analyzed that out of 19 women 2 had government job and other 17 had job in private sector. Most of the women were a part of joint family and had to earn for the whole family as many of them were below poverty line.

We interviewed women from the age of 23 who were independent and last age among them was 52. Some women had an experience of 20 years and were still continuing to do work. The starting income of women were from eight thousand upto sixty thousand.

RESULT

Shockingly, a larger number of ladies than men are leaving the labor force, maybe because of these expanded jobs. The monetary aftermath, including loss of occupations and livelihoods, is supposed to drive a great many extra individuals into outrageous destitution - and ladies and young ladies stand to be the hardest hit. Challenges influencing the psychological well-being of working ladies: Data gathered by emotional well-being establishments figured out ladies in full-opportunity occupations are around two times as plausible to have psychological well-being issues as men with everyday positions. Working circumstances and climate can gigantically affect psychological well-being and, similarly, somebody's emotional wellness can essentially affect their capacity to perform well in their work. Ladies not just need to continue to demonstrate their value at work continually yet additionally shuffle around their own and public activities in order to not allow them to influence their expert life. (Yourstory Wednesday June 20, 2018, Jenisha Shah) Reema*, 33, is hitched and the Top of the English division and Scholarly Organizer for the Optional Part of a school. She feels like she is continually in a double perspective by attempting to adjust her work and individual life. She said her efficiency frequently experiences because of her uneasiness about getting her housework done, even with the end result of denying advancements to try not to travel and longer work hours. According to she, "A basic hour of perusing for entertainment feels like an outlandish wish." (Yourstory Wednesday June 20, 2018, Jenisha Shah) Balance between fun and serious activities: Working ladies tend to resemble a pendulum clock wavering

between work requests and home tasks.

Between these motions, there are social assumptions to coordinate to and the consistent nervousness of staying aware of requests of both the universes, realizing that the littlest blunder can cost her far beyond her male partner. Most ladies wind up shuffling liabilities at home and outside, adding to the responsibility and profound weight. Simultaneously, at home, a lady is supposed to keep satisfying her 'regular' obligations as a mother and spouse, and is given under additional investigation when she picks something to do outside the house. The blend of shuffling really focusing responsibilities on youngsters and family as well as accomplishing paidwork and confronting actual medical issues could expand the gamble of encountering mental misery. (Yourstory Wednesday June 20, 2018, Jenisha Shah) Efficiency: The present world grasps efficiency, in both expert and individual lives, is incorporating liabilities all through the different pieces of lives. The capacity to have the option to work outside the family implies that every single homegrown obligation, including family tasks and raising kids, are not seen as 'proficient' at numerous work environments. Work environments are frequently reluctant or unfit to give the adaptability ladies need, which likewise assumes a part in influencing their emotional wellness. (Yourstory Wednesday June 20, 2018, Jenisha Shah) Priya*, 34, is hitched with a one-year-old child and filling in as a Facilitator for a NGO. According to she, "Being a functioning lady feels like it's a two sided deal holding tight my head. To give in my best working, I can't zero in on my home tasks for some time. To be proficient and have the option to get innovative and useful with my profession, I frequently need to forfeit on my public activity, family time, or personal time. In the event that you have a kid, you feel like you are passing up a major opportunity, yet working makes my character and offer me a reprieve." (Yourstory Wednesday June 20, 2018, Jenisha Shah) Vocation over family: India has become more inviting to ladies at work. In any case, in the event that a functioning lady picks to zero in on her profession over having youngsters or having a family, she is disapproved of. In India, society is as yet battling the male controlled society, and men are still thought about the sole "provider of the family".

Consequently, working ladies frequently face the inquiry, "Do you truly need to?" This is additionally one reason for higher steady loss paces of ladies at work. (Yourstory Wednesday June 20, 2018, Jenisha Shah) Carving out the 'me-

opportunity': The culpability of working constantly - even after customary working hours - has turned into a standard. For ladies to have the option to carve out an opportunity to zero in on oneself has been testing. The muddled blend of overseeing family, work, and public activity actually intends that there is next to no personal time left. Added to that, the standard of long working (Yourstory Wednesday June 20, 2018, Jenisha Shah).