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Problems and Prospectus of Women Participation in Govt. and Non-Govt. Sector- A Study of Shivamogga City”

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Abstract

This paper aimed to investigate the Problems and Prospectus of women participation in govt and non-govt sector. The study emphasized the challenges faced by women workers in the workplace. The study highlights that women in both government and non-government sectors face numerous challenges, including unequal employment and salary opportunities, insufficient maternity benefits, and a heightened risk of sexual harassment. Although there are laws in place to protect women's rights, challenges still exist regarding their enforcement and the cultural barriers that impede gender equality in the workplace. These issues have persisted over time, hindering progress in this field.

Keywords: Women, opportunities, challenges, participation and discrimination.

Introduction:

Women are vital to the development of the economy as mothers, domestic workers, home makers, community organizers, and sociocultural activists. Throughout history, women have encountered discrimination that limits their ability to participate in decision-making, sociocultural, and political activities. Despite the progress made in modern times, these challenges continue to persist. Women are not capable of carrying their roles in decision-making and political field and she is not handling other higher government positions. The government has introduced several programs designed to assist tribal and rural women. During five-year plans of the government provides more importance for women this helps that woman to compete men, especially the government has offered several schemes for women such as T'RYSEM" DW CRA for the success of the

women. Focus of these programmes is on education, social welfare and health.

Many issues and factors has compelled Indian women to enter the workforce. In particular, the financial pressures on Indian families are escalating daily. The rising cost of living, along with increasing expenses for children's education and housing, has led many families to seek additional sources of income. Consequently, women, once primarily viewed as homemakers, are now being driven to take on jobs traditionally associated with men, including night shifts.

Women in the workforce often encounter numerous challenges simply because of their gender. Public perceptions regarding women's roles tend to lag legal advancements, resulting in discrimination based on outdated beliefs about the types of tasks women are suited for. This bias can hinder their opportunities for recruitment and

advancement. However, women are capable of excelling in various professions, including nursing, medicine, teaching, and administrative roles. With the right support, they can successfully navigate and thrive in any field.

Despite the availability of well-qualified women, male candidates with equal qualifications are often given preference during the recruitment process due to gender bias. This bias creates obstacles for women seeking employment. Although the law mandates equal pay, it is not always upheld in practice. The important belief that women are less capable of performing demanding tasks and are generally less effective than men contribute to the wage disparity and differences in compensation for equivalent roles.

Women Employment in India

Since gaining independence in 1947, India's economy has experienced substantial transformations. Agriculture's contribution to the GDP has decreased from 59% in 1950 to just one-third today, as a variety of modern industries and services have emerged. Despite these changes, agriculture remains a dominant sector, employing two-thirds of the workforce. In the 1990s, India faced economic challenges, exacerbated by the Persian Gulf Crisis in the late 1980s and early 1990s.

In response, India began implementing trade liberalization measures in 1992, leading to improvements in the economy. During this period, the annual GDP growth rate enhanced from 5% to 7%, and significant advancements were made in reducing government regulations, particularly in the financial sector, while private businesses continued to face regulatory oversight.

Although women's labor and contributions have been valued throughout history, their

true worth has often gone unrecognized. India's diverse society makes it difficult to generalize across its various geographical, religious, social, and economic groups. However, certain common conditions affecting Indian women do influence their economic participation. Indian society is highly hierarchical, with individuals ranked according to their caste (or caste-like group), class, wealth, and power. This hierarchy persists even in settings where it may not be overtly acknowledged, such as in some business environments.

Globalization has sidelined women in economic activities, as men have generally received more opportunities for learning and training. Consequently, an increasing number of women are entering the informal sector or casual labor force. For instance, while advancements in rice technology have led to greater female labor participation, the resulting increased workload for women often manifests in unrecorded and frequently unpaid tasks associated with home production. Moreover, marginalized groups, especially women, frequently lack access to essential medical care. Consequently, many Indian women have a limited ability to participate in meaningful work, and the supposed "Ability" to choose among options is often nonexistent.

Objectives of the paper

1. To understand the opportunities of women participation in govt and non-govt sector.
2. To identify the challenges of women participation in govt and non-govt sector.

Methodology

The present research study will be based on primary data and secondary data. Primary data was collected using a structured

questionnaire administered to a selected sample of 50 women workers participating in both government and non-government sectors in Shivamogga city. Secondary data will be gathered from a variety of sources, including, research articles, periodicals newspapers books, national and international journals, and theses related to women's participation in the government sector, as well as the challenges and opportunities they face.

Discussion and Results

Women are facing more problems from the family and society. The problems will be explained in detail:

1. Women getting Violence: In traditional times, women have been increasingly affected by various forms of violence, significantly disrupting society. The rising incidence of crimes against women is alarming, as reported by the Crime Record Bureau of the Central Home Ministry. Women are kidnapped every 44 minutes and raped every 47 minutes, with an average of 17 dowry deaths occurring daily. They face violence both within the family—such as dowry-related harassment, marital rape, wife battering, sexual abuse, deprivation of adequate nutrition, and female genital mutilation—and outside the family, through incidents of kidnapping, rape, and murder.

2. Discrimination women with men: Women in the workplace often face discrimination when compared to men, as they are frequently viewed as a weaker segment of society and given less importance. Girls are particularly vulnerable to this discrimination. The patriarchal family structure in India contributes to power imbalances and disparities in work between men and women. Gender discrimination impacts women in various areas, including nutrition, education, healthcare, the declining

female population, employment opportunities, and participation in public life.

3. Lack of education: In traditional times, women encountered considerable obstacles, especially in education, where enrollment rates in India were notably low. They were often dissuaded from seeking higher education, including professional and technical training.

4. Unemployment problems: In the past, women were frequently denied job opportunities due to the perception that they were weaker than men. This resulted in the belief that women were incapable of managing financial risks and making significant decisions.

5. Bossism: In the workplace, women are often assigned more demanding tasks by their supervisors, sometimes intentionally. This happens despite their consistent demonstration of dedication, seriousness, and sincerity in their work.

6. Stressful life of Women: If a woman is uneducated, she may face abuse and conflict from men. Illiteracy increases her vulnerability to divorce and abandonment by her husband at any stage of life, leaving her to live in constant fear of separation. In some cases, the stressful conditions she faces may even lead her to consider ending her life.

Table-1 No. of women Participation in govt and non-govt sector

Sl. No	Women	No of Response	Percentage(%)
1	Govt	18	36
2	Non-Govt	32	64
	Total	50	100

It is analyzed that out (100%) of women only 36% are working in govt sector and remaining of the women workers (64%) are working in non-govt sector. It is recommended that the government sector

create more opportunities for women workers.

Table-2-Opportunities of women participation in government and non-government sector

Sl. No	Benefits	No of Responses	Percentage (%)
1	Maternity Benefit	46.57	93.14
2	Social security provisions	35.13	70.26
3	Safety provisions	38.25	76.5
4	Health provisions	42.36	84.72
5	Provisions relating to working hours	31.24	62.48
Total		50	100

Source: Field survey

This table Specifies that both the government and non-government sectors should offer more opportunities for women workers to encourage and support their comfortable participation in the workforce. Specifically, child care leave benefits are particularly valuable to women workers (93.14%), and social security provisions (70.26%) are essential for addressing medical emergencies, with the Employees' State Insurance (ESI) being beneficial in this regard. Additionally, a significant number of women employees (76.5%) are taking appropriate safety measures due to concerns about sexual harassment. Health provisions (84.72%) are essential for supporting women in the workplace. However, many female employees seem to be unaware of the programs and schemes offered by the government. Thus, enhancing awareness among women workers in both government and non-government sectors is crucial.

Table -3 Challenges of women workers in govt and non-govt sector

Sl. No	Challenges	No of Response	Percentage (%)
1	Inequitable employment	39	78
2	Gender discrimination	33.35	66.7
3	Inadequate Sanitation Facilities	42.5	85
4	Women at workplace facing Sexual Harassment	30.8	61.6
5	Gender pay gap	35.73	71.46
Total		50	100

Source: Field survey

From this table, it can be concluded that a majority of women workers face significant challenges, particularly regarding employment opportunities. Women are receiving fewer job opportunities compared to men in both the government and non-government sectors (78%). Additionally, women experience discrimination in decision-making related to financial matters, with 66.7% reporting this issue. A significant number of women workers lack adequate safety and bathroom facilities (85%), and there is a notable disparity in remuneration between men and women for the same work in these sectors (71.46%). Additionally, 61.6% of women experience sexual harassment in the workplace. Therefore, it is recommended that both government and non-government sectors establish comprehensive awareness programs to educate women workers about their rights and the facilities available to them.

Conclusion

In India, women play a crucial role in both family and professional settings. However, in the workplace, they face numerous barriers compared to their family roles, including, inadequate training, low literacy rates, a heavy burden of household responsibilities, and negative attitudes towards women in

public office, all of which hinder their ability to fulfill governance roles. Despite these challenges, women exhibit strong leadership qualities, and their effective participation is increasingly recognized on the development agenda of governments, bilateral and multilateral agencies, and non-governmental organizations, including women's rights groups. Past evidence from various programs and research highlights the vital role women play as key actors and decision-makers in the development process across a wide range of sectors.

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