

# STATUS AND ROLE OF WORKING WOMEN IN SOCIETY

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## Abstract

Women are expected to fulfil significant responsibilities within the context of the society. The social, political, economic, cultural, and religious sectors are the ones that most prominently highlight the functions that women play in society. When it comes to these fields, it is necessary for them to possess effective talents and abilities, so that they are able to participate in an efficacious manner. It is essential for women to raise knowledge on the issues that influence their involvement, in addition to developing the skills and talents necessary for participation. The fact that they are in possession of information regarding these aspects also makes it possible for them to overcome obstacles that may appear over the course of performing their jobs. When women take on a variety of responsibilities, they have a responsibility to ensure that they are making a positive contribution to the health and happiness of their families and the communities in which they live. In other words, they have an obligation to ensure that the individuals will benefit from the contribution that they make. The significance of the roles that women play within society, the factors that influence the participation of women, the different types of roles that women play within society, and the roles that women play within employment settings are some of the primary areas that have been taken into consideration in this research paper.

**keywords:** *Working, Women, Society*

## INTRODUCTION

The individuals that make up the society are an essential component. When a person reaches the age of four, they begin to comprehend that there is a world beyond the confines of their house, and it is essential for them to acknowledge this reality. Because people believe that their families are the site from which they originate and from which they evolve into their adult selves, they give priority to the members of their own families. But aside from members of their families, people live inside the society; as a result, they each have a significant part to play in contributing to the society in which they participate. Women's contributions to society are acknowledged across many different domains, including the social, political, economic, religious, and cultural arenas. The primary ways in which women's contributions to society are acknowledged and valued are those that are beneficial to the overall health of the community. When they are employed in schools or higher educational institutions in teaching positions, for example, they are not only generating a source of income to sustain their livelihoods, but they are also working for the welfare of the society by imparting knowledge and generating awareness among the individuals. This is one example of how their contributions to promoting the well-being of the society can be made through their employment.

In addition to their monetary value, the contributions that women provide to society are also recognised on an honorary level. Women of all ages and from all walks of life are becoming involved in volunteer work to improve the health and happiness of other people. It is possible to show honour in a number of different ways. For example, you could give individuals who are struggling financially donations of food, clothing, and other

necessities of daily life. Another option is to teach children from underprivileged and socially and economically disadvantaged parts of the community. Women in India live in conditions of poverty, are illiterate, do not have access to proper health care facilities, are victims of violence and abuse, are discriminated against, neglected, and do not enjoy the same rights and opportunities as their male counterparts. In addition, they are more likely to be victims of domestic violence and sexual assault (Mbogori, 2014). When these conditions are present, some of the women who are employed as social workers take action to improve the residents' quality of life and the community as a whole.

## **THE STATUS OF INDIAN WORKING WOMEN**

Even in the twenty first century, women in the workforce in India continue to confront a number of difficult obstacles and hostility from society. They are unable to provide their best effort in school due to the burden of home obligations. The ladies are only allowed to work when it is absolutely necessary for them to do so, not on their own free will. Because her husband's income was insufficient to provide for their family, the woman was forced to seek employment of her own. They are then given the opportunity to work their way out of the financial crisis. They are occasionally subjected to physical or verbal abuse at the hands of their fathers, spouses, or in-laws. As a result of their larger contributions to the family income and the fact that they frequently come into conflict with male ego, working women in metropolitan regions are in a more precarious position than their rural counterparts. According to the results of the National Family Health Survey II (1998), working women in urban areas are more likely to be victims of domestic violence than their counterparts in rural areas.

This may be due to the fact that urban working women are more economically active and relatively better informed about their rights, both of which pose a threat to male dominance and may result in better reporting of instances of domestic violence, despite the fact that it is extremely difficult to determine which of these outcomes are responsible for the other. According to research published in 2000 by the International Clinical Epidemiologists Network, women who have higher levels of education and better jobs are more likely to experience violence. Power is the driving force behind violent behavior. As a result of the fact that our nation is a patriarchal culture, males play an autonomous role while women are reliant on them, and as a direct consequence, power is solely concentrated in the hands of men. The idea of patriarchy, which implies unequal authority as well, has been heavily criticized on the grounds that women occupy numerous positions across the axes of age, religion, socioeconomic status, and local culture. This is the argument that undergirds the great majority of the criticism. In other words, women are not always and/or only dominated by males; this clean formulation of men's dominion over women that patriarchy seems to propose may be intercepted at these various sites.

However, we argue that even as multiple axes enter to destabilize patriarchy as such, changing and newly created structures continue to carry patriarchal overtones, which, by and large, do follow the pattern of dominance and submission - a hallmark of patriarchy. This is despite the fact that patriarchy is being destabilized by multiple axes at the same time. Having said this, it is also important to highlight that patriarchal structures are not monolithic, and interactions with localized specificities shatter them in order to bring in contextualized subtleties. Having said this, it is also important to recognize that patriarchal structures are not monolithic. Women who have jobs face the double obstacle of balancing the demands of their families and careers. They are required to successfully execute both of their jobs simultaneously. After overcoming the challenges they had at home, they were unable to perform to the best of their abilities at work, which caused the company to suffer as a result. The stress that is created in the home has a significant impact on both an

individual's and an organization's performance. In the past, women were only responsible for carrying out their responsibilities within the home. However, as times have changed and women have become more integrated into the labor force of their country, they are now held accountable for carrying out their duties within the context of both the home and the workplace. They are overburdened with work, and if they give their maximum capacity in fulfilling their professional duties, they fail to perform their traditional roles. This causes them to feel guilty because they believe they are ignoring their primary responsibility. Managing work and life balance can be difficult. This shame eventually prevents either of them from executing either of their duties to their full potential. It is considered beneath the esteem of the husbands in our culture to assist their spouses in sharing the burden of running the household since they believe that this is the only role of the women.

When compared to other nations, wives are given the same status as domestic engineers, and there is no stigma attached to the fact that they assist their husbands or boyfriends with home chores. Studies on educated working women and role-conflict found that educated working women, even while holding very responsible posts, continue to be over conscious of their duties and obligations at home—duties towards their husband, children, and home. These studies also found that educated working women were more likely to report experiencing role-conflict than less educated working women. The inner struggle and tension was experienced especially if they were extremely anxious to perform both of their jobs very efficiently and were desirous of paying equal attention to both their career and their home lives. The nature of a woman's obligations both at home and in the workplace determined how she divided her time between the two settings.

According to studies that were carried out, women who choose to combine marriage and a profession are forced to deal with difficulties in dividing their time and resources appropriately between the two primary duties that they take on. Our culture is going through a period of transition. On the one hand, there is a demand for working women in households, and husbands believe that in order to match their status, they require an educated working wife. As a result, when they look for a bride, they only look for women who have a high level of education and are already involved in some kind of economic activity. On the other hand, husbands want their wives to be able to successfully complete their domestic responsibilities without sharing in those responsibilities. To quote Kapur (1970), "a great deal of confusion in social, moral norms, and cultural standards is to be expected in a society in transition in which tradition is undergoing continuous change but the modern has not been accepted fully." This statement is applicable to a society that is currently shifting from one stage of development to another. Even if the women are employed, financially independent, and generating an income that is comparable to that of their male colleagues, they have no legal claim to their own earnings. Before they get married, their dads make all of the important financial choices for them, but when they get married, their husbands do. As a result, women continue to live in poverty not only in rural regions but also in metropolitan ones. Because of the perception that women are unable to make rational financial judgments due to their emotional nature, major investments are often handled by their male counterparts. However, in practice, things are very different. If women are capable of making deft judgments within their own homes, there is no reason to believe that they are incapable of doing so outside of the home.

They have more common sense and are more effective managers. Although they are deemed to be bad decision makers and are not permitted to make financial decisions, they are responsible for managing both the home and the workplace, and despite the fact that they do it flawlessly, the responsibility falls squarely on their shoulders. Even in the sphere of work, women are up against a significant number of obstacles. The percentage of women who hold managerial positions is quite low. Women make up just around 10 percent of top

management roles in Fortune 500 businesses across the world (Chadha, 2002). Women are most commonly found working in human resources (HR), information technology (IT), and servicing activities. This is despite the fact that the liberalization of the Indian economy has resulted in a significant increase in employment opportunities for a large number of people, including women, who possess marketable skills and talent. Their participation in high-pressure production or marketing is far lower than that of males, and it is even lower at levels where strategic policy is influenced. In spite of the assertions that women in India have historically taken important roles in social organizations, politics, and administration, this is the case.

Women are not preferred to work in production or shop floor departments because it is thought that they are physically weak and are not suitable in these areas. Instead, female managers are observed to be working predominantly in human resources, public relations (PR), and administration at subordinate or junior levels, and they are frequently found in "soft" fields such as fashion, clothing, and beauty products. A significant number of women are also employed in the fields of journalism, electronic media, the information technology industry, and service-oriented businesses. Nevertheless, throughout the course of the past three decades, women have been entering a number of vocations and are diversifying into a variety of professions that were formerly the exclusive province of males. These include the financial sector, marketing and advertising, the public sector, law enforcement, and the military forces. Women have access to these opportunities, so they may pursue their goals of gaining money, expertise, and power. However, the societal beliefs that their male coworkers and superiors hold about the roles that women should play in society have had an effect on how women in management positions are viewed and treated. Women make up 45 percent of the workforce in high-tech fields in India, where women are playing a big part in the growth of the software sector and where they also make up that percentage. Whereas women are more prevalent in domestic low-end and IT-enabled service providers, male employees make up a disproportionately large percentage of those working in export software companies (Suriya and Craig, 2003). In spite of this, women in India are finding that entering the information technology industry and other service sectors that are connected to it is assisting them in breaking out of their traditional roles as housewives and developing careers in commercial enterprises.

#### **SOME OF THE KEY STRENGTHS IDENTIFIED IN WOMEN AS MANAGERS INCLUDE**

1. Greater sensitivity in relationships (being more understanding, compassionate, sympathetic and empathetic);
2. Ability to „network“ better amongst their colleagues;
3. Ability to better understand and perceive situations;
4. Stronger sense of dedication, commitment and loyalty to their organizations (women managers are perceived to be less likely to „job-hop“ than men);
5. Ability to perform multiple tasks; 6. Better management of crisis situations;
6. Greater readiness to share information and power (which highlights their interactive leadership style);
7. Ability to behave in a more gender-neutral manner; and
8. Ability to solicit input from others which leads to an atmosphere of greater degree of trust, self-worth and respect for ideas.

In the era of globalisation, the number of call centres in the country is expanding, and women are recruiting in this sector. Women's job progression often begins in call centres. It gives doors to other BPO industries (Clark & Sekher, 2007). In the early era of globalisation, manufacturing employment shifted from the industrialised economy to low-cost places in the developing world. These innovations have created a real-time global economy, enabled by ICT infrastructure and liberalisation policies undertaken by states and

international organisations (Castells, 2000). India is one of the most appealing places for Business Process Outsourcing (BPO) due to its growing ICT industry and vast, low-cost, English-speaking labour pool (Ramesh, 2004). Due to time zone differences, most Indian call centre work are done at night. Before call centres, nursing and the hotel business used night shifts, but most labour is done during the day. In call centres, daytime work is rare and begins in the evening. Women's workforce participation is rising from 25% in 2006 to 45% in 2010. (NASSCOM Foundation, 2008). Call centre ladies struggle to combine work and life. It makes family and social connections tough. Night work cuts workers isolated from family and domestic services (Poster, 2007). Risk becomes the organising factor for employment due to labour flexibility. Workers must upgrade/change their skills to stay employable. By emphasising autonomy, self-motivation, and success oriented, this work culture promotes individualization (Upadhyay & Vasavi, 2006). With more women working in contact centres, security is an issue. More call centres means more sexual harassment. Organizations without cabs cause these incidents. Women aren't safe in the organisation. Their employers and male coworkers physically and mentally attack them. Their superiors sexually exploit them for promotion. Our culture ignores such occurrences, which is tragic. If a woman criticises her employer, society will doubt her character or she'll lose her job. She doesn't complain out of embarrassment. Working women suffer mental and physical disorders from work/life balance. Depression is anticipated to be the second greatest contributor to disease burden by 2020, and with one in three women globally suffering from common mental illnesses like depression, women's mental health is a critical concern. Since Indian women endure prejudice at every stage of life, their mental health is a problem.

Social indifference is the fundamental reason for Indian women's current dilemma, despite the government's efforts to pass women-friendly laws like the Domestic Violence Act and the Women's Reservation Bill. Dealing with societal dichotomies while carving out a niche may be difficult. This can cause emotionally explosive circumstances and mental health issues in women. (Sarah Basu, *Mental Health Concerns for Indian Women*; Sage) Even in 21st-century India, physical abuse of women, especially by spouses, is accepted by society (Dutt and Noble, 1982; Kumar, Gupta, and Abraham, 2002; Rao, 1997), eroding women's self-esteem and inflicting psychological suffering. Insecurity, hopelessness, violence, low income, insufficient education, abuse, physical illness, anguish, addiction, stressful job circumstances, and human rights abuses enhance mental illness risk. Social disadvantages compound women's mental health issues. The Associated Chamber of Commerce and Industry conducted the study on International Women's Day, March 8, 2014. This regular "multi-tasking" is affecting their health, a report suggests. Most affected women are 32 to 58. 75% of 2,800 corporate women employees from 120 organisations across 11 industries experienced health issues. The poll examined all levels of hierarchy and identified the issue at all levels. Ahmadabad, Bangalore, Chennai, Hyderabad, Delhi, Jaipur, Kolkata, Lucknow, Mumbai, and Pune participated. 78% of the sample size had lifestyle, chronic, or acute illnesses, according to the research. Obesity, depression, chronic backache, diabetes, hypertension, high cholesterol, heart and renal problems. 42% of the sample had lifestyle disorders such backache, obesity, depression, diabetes, hypertension, high cholesterol, and heart problems. 22% reported chronic disorders, 14% acute.

### **Significance of Roles of Women within Society**

The relevance of the responsibilities that women play in society is taken into consideration most prominently in the job contexts in which they are active, as well as in other areas in which they are involved, such as social work and other related fields. It is common knowledge that significant shifts and developments in family dynamics have been taking place over the course of the previous several decades (Olah, Richter, & Kotowska,

2014). There has been a rise in the prevalence of nuclear families, in which mothers play the primary role in the childcare and education of their offspring. It is possible, but not certain, that they may engage in a variety of career options or launch their own company. The majority of a woman's responsibilities within the home are geared toward the instillation of cultural values, principles, and beliefs in her offspring, which the woman will typically continue to do for the rest of her life (Giuliano, 2014).

The roles that women play within the context of society are dedicated to fostering human growth and social justice, and they also have an impact on the changes that are generated by policy. In addition, the roles that women play have an influence on the evolution of society as a whole. Policy advocacy on women's problems in India is hampered by the country's very religious and politically conservative groups and institutions, which provide a unique combination of challenges. This makes the situation more difficult overall. While working toward the objective of gender equality in India, female social workers confront challenges posed by the existence of a range of gendered jobs in both the public and private sectors. These challenges are offered by the fact that there are gendered positions. Policy advocacy on women's concerns therefore entails the transformation of gendered social frameworks and the confrontation of a variety of individuals and institutions, all of which are regulated by the policies of the state. This is because women's concerns are regulated by the policies of the state (Dhaske, 2016). As a result, it is plausible to assert that whenever women participate in any duties towards the society, they need to ensure that they adhere to the regulations and promote the well-being of both the people and the community in a manner that is well-organized. This is the case whenever they perform any duties towards the society.

### **Types of Roles within the Society**

When they participate in a variety of roles that contribute to the advancement of society and foster goodwill among its members, women of all ages and from all walks of life experience a sense of satisfaction and fulfilment. The following is a list of the numerous sorts of roles that fall under women's purview and are carried out by them:

***Providing Coaching Classes*** – In most cases, women are the ones who teach kids who come from economically disadvantaged, socially excluded, or other disadvantaged groups in society. These pupils typically live in poorer areas. Children like this go from rural areas to urban ones in order to improve their chances of getting a decent education and advance their chances of making better living arrangements for themselves. These children are enrolled in public schools, which are run by the government and offer an education free of charge. The majority of the time, their fundamental literacy skills, which include reading, writing, and arithmetic, are not developed and should be worked on. In order to do this, it is necessary for them to receive coaching from knowledgeable experts. As a result, they participate in tutoring programmes that are held within the homes of various ladies and are supplied at no cost to the students. In most cases, the women who provide free lessons in coaching acquire an interest in, and excitement for, finding ways to keep themselves engaged while also working for the promotion of goodwill and improved methods of assistance. These ladies might have a background in teaching, but that's not a given.

***Providing Health Care Facilities*** – When it comes to women's contributions to society's overall health and happiness, most of the time, we look to their educational backgrounds and the fields in which they work to determine the nature of those efforts. When women work in the medical field or as health care experts, they put their knowledge, training, and experience to good use by providing medical services to others, most often those from disadvantaged segments of society. When it comes to the provision of health care facilities, women

may choose to set up health care centres or clinics within their own homes, or they may choose to make house calls to those who are ambulatory in order to provide medical attention. According to the findings of several studies, women frequently go to regions that have been ravaged by natural disasters or other types of tragedies that have a negative impact on the residents' health. In certain circumstances, women attend to the medical and health care requirements of persons during their trips to places of worship, such as temples or gurudwaras, which may take place once or twice every week. In these instances, the visits may be once a week.

*Counselling and Guidance* – Individuals of all ages, classifications, and backgrounds have a requirement for counselling and guidance services since these services are seen as an essential component that is needed by people. People have a requirement for counselling and guidance at every stage of their lives, beginning in early infancy and continuing into old life. These may be in relation to a variety of topics, such as academic counselling, counselling about careers, counselling in relation to psychological issues such as depression, trauma, stress, or anxiety, and counselling in relation to a variety of other topics. When women have adequate training in the many facets of counselling, they are then able to arrange and run counselling sessions for others. When they are acting in the capacity of professional counsellors, then they are permitted to request payment from the people they see. On the other hand, if they are in a position to help those who come from disadvantaged parts of society, they could even do the task for free. When it comes to counselling and advice, the primary goal of the counsellors is to assist their clients in resolving the issues and difficulties that they are currently facing in order to achieve the desired outcomes. For the purpose of achieving this objective, it is necessary for them to have an appropriate understanding of difficulties, particularly those pertaining to the area in which they have chosen to concentrate their efforts.

*Extra-curricular Activities* – People of all ages and from all walks of life typically develop an interest in various extracurricular activities at some point in their lives. The production of artworks, handicrafts, dancing, music, singing, sports, physical activities, preparation of particular culinary items, and so on are all examples of the many sorts of extracurricular activities that can be participated in. Women who are senior citizens or belong to middle age groups generally have an interest in doing something creative. This is also true for women who are younger than middle age. According to the findings of several studies, women participate in a wide variety of different kinds of extracurricular activities. Women not only teach academic subjects in the form of coaching sessions, but they also instruct students in creative activities. In these situations, they teach the pupils various skills, such as singing and playing musical instruments, as well as arts and crafts, singing, and other musical activities. On the other hand, when they have expertise in the production of culinary items, they not only sell them but also donate them to charitable organisations. Therefore, women are able to engage in labour that is both honorary and compensated through the participation in extra-curricular activities.

*Making Donations* – Giving to charitable causes is often seen as an important part of Indian culture. It is often considered to be the most practical approach to fostering the health and happiness of members of the community. It has been said that monetary contributions should be made by all persons, regardless of the categories they fall into or the backgrounds they come from. Even if a person's financial situation is precarious, they could still be able to provide a few dollars. On the other side, substantial gifts come from individuals who are very affluent. Donating a variety of products to charitable causes is considered to be an everyday action that women typically carry out on a consistent basis. When it comes to deciding what kinds of gifts people might make and the amount of money they might provide, the state of their finances is considered to be of the biggest importance. Donations can be made of many various things, including food, clothing, utensils, and other things that people use on a regular basis. When ladies have been satisfied with the services

provided by their domestic assistants for an extended length of time, they may even make significant gifts to such individuals, including jewellery, automobiles, various pieces of technology, mobile phones, and even housing. When children are given free coaching courses, then regular contributions are made to them. These donations might take the form of food products, school bags, stationery goods, clothes, and so on.

*Organization of Activities and Functions* – According to the findings of several pieces of research, women make a considerable contribution to society by coordinating a wide variety of social, cultural, and religious gatherings. They extend invites to members of their family, friends, and extended family, as well as members of the community, to attend these celebrations. In the event of special occasions or celebrations, these functions are often planned and prepared. For instance, in the context of religious gatherings, hymns are sung, a procession centred on the religious observance is organised, and subsequently meals are served. The celebration of a marriage or a birthday is an example of a social function, and cultural functions are held in conjunction with other events such as festivals and other gatherings. The personnel who participate in the organisation of these functions make use of their talents and capabilities. The availability of financial resources is considered to be of the utmost importance since individuals are expected to properly organise their budgets. One may provide happiness to the lives of other people by planning events and activities for them to participate in. The reason for this is because taking part in them causes one to experience feelings of joy and fulfilment. One cannot accomplish these tasks in solitude; rather, they require the help, thoughts, and recommendations of other people.

*Alleviation of Criminal and Violent Acts* – Indian women and girls face criminal and violent activities within and outside the house. Verbal abuse, physical abuse, sexual harassment, neglect, discrimination, and exploitation. Domestic assistants may endure similar actions from their spouses and in-laws, according to research. Poverty, financial troubles, and living circumstances are key contributors. They seek help from women and others, especially in whose houses they work. Women contribute to reducing criminal and violent activities by verbally interacting with males or other family members involved. Another method is to punish the offenders. When people do these offences, they face harsh discipline and sanctions.

*Alleviating Malnutrition* – Malnutrition is widespread. This issue affects people's health and increases mortality. Malnutrition is the inability to satisfy nutritional needs. Malnourished people don't eat enough for proper growth and development. When urban women see homeless people in poor conditions, they usually want to feed them. Together with family and friends, they provide meals to reduce malnutrition. Homeless and poor people receive meal packs or rice and dal.

*Taking Care of Elderly Individuals* – There are senior living communities around the country. Women sometimes visit nursing facilities to check on the elderly. They donate blankets, shawls, and bed coverings to old age facilities. They communicate with them to learn how they feel living there. In families, women care for the elderly. When men leave to work and children go to school, women must provide nutritional meals, medications, and physical activity for the elderly. When they have significant health problems and can't walk, they need suitable medical facilities, which may include full-time nurses.

*Providing Information and Generating Awareness* – When women earn masters or doctoral degrees, they usually want to promote society's well-being. Use their knowledge and abilities to promote society's well-being. Master's and doctorate degree holders are usually teachers or leaders in various organisations. When in these positions, they provide information and raise academic awareness, as well as organise students. Their purpose is to help people become self-sufficient, do their jobs well, and achieve their goals. Women in



leadership roles must guarantee that their pupils and subordinates perform professionally. Instill morals and ethics.

### **Job Duties**

Job duties are the responsibilities and responsibilities-related actions that persons are expected to carry out as part of their employment. When compared to those of some of the other positions, the quantity of responsibilities that come with some of the jobs is significantly lower. For example, when women are hired to work in educational institutions, their primary responsibilities revolve around transferring information and knowledge to pupils. This enables the students to improve both their level of comprehension and their chances of finding work in the future. On the other hand, in order for women to hold academic positions in colleges and universities, such as professorships, they are expected to have expertise in a particular field. They are obligated to attend the lectures in accordance with the timetable. They are obliged to participate in other activities like as research and writing in addition to the lectures that they attend. Both an educationist and a professor are expected to do a significant amount of research and writing as part of their work responsibilities. The most of the time, people are hard at work creating papers, articles, and sometimes even novels. They either deliver these papers at seminars and conferences or send them to journals for publication purposes in order to get them published. In other fields, such as banking, non-governmental organisations, industrial enterprises, and so on, job responsibilities vary from one industry to the next. It is essential for employees to have sufficient knowledge and information in order to successfully carry out the responsibilities associated with their jobs.

### **Working Environmental Conditions**

There are many factors of the working environment circumstances that need to be taken into consideration, and there are a lot of these aspects. These include the many amenities and facilities that are provided, such as toilets, clean drinking water, power, lighting, heating and cooling equipment that is adapted to the requirements of the environment, and so on. Another issue is that there has to be availability of the technology, machinery, and tools that would make it possible for the workforce to carry out the obligations of the job in a manner that is well-organized. When individuals seek employment prospects within businesses, it is desirable that they should have experience, which may be either short-term or long-term depending on the nature of the position they are applying for. When people have more experience, it means that they have gained a certain degree of information about how to carry out the responsibilities associated with their jobs. The primary responsibilities that fall on the shoulders of women workers in the workplace are to ensure that they carry out their work responsibilities in a methodical and orderly fashion. In certain circumstances, conflicts may arise between two or more persons while they are at work; hence, it is essential for the individuals to have effective awareness and make sure that contentious situations are settled in a peaceful manner. Individuals are required to keep positive terms and relationships with one another in order to be successful, and individuals are also required to work in coordination with one another.

### **Other Members of the Organization**

There is a tiering system in place inside the company. Every company has its own unique structure for the hierarchy. For instance, the position that has the highest level of authority in a university department is that of the department head, followed by associate professors and finally members of the administrative staff. Those persons who are in positions of authority have demonstrated their ability to lead. They have been given

the responsibility of directing, controlling, and coordinating the activities that take place inside the department. Their subordinates are obligated to obey their authority, and they are permitted to contribute their views and comments during meetings. However, their superiors expect them to obey their authority. Individuals are required to work together in coordination with one another in order to attain the goals and objectives that have been set. People are only required to participate in training and development programmes when they are working alongside one another at the same level and are considered colleagues. In these programmes, they are given all of the information on the organisation, its history, the products or services it sells, the people who work there, the departments they work in, their goals, and how they go about doing their job tasks. When individuals are faced with obstacles and difficulties in the execution of their job responsibilities, they typically seek assistance from their coworkers in order to resolve the issues. As a result, the primary responsibilities are on offering assistance and support as well as ensuring that positive terms and relationships are maintained with the other members of the organisation.

### **Managerial Functions**

All of the organisations consist of the administrative tasks of planning, organising, directing, staffing, coordinating, and regulating as an essential aspect of their structure. Within some establishments, women have been given the responsibility and permission to carry out these activities. Planning is a function that helps individuals bridge the gap between where they are now and where they need to go in the future. It is necessary to design the activities and functions that need to be conducted in order to accomplish this. When it comes to carrying out one's responsibilities at work, organisation is a function that requires one to organise the many responsibilities and activities that must be completed. The act of directing entails guiding and leading the folks in question along the appropriate path. When women are in positions of leadership or supervision, they have a responsibility to ensure that they provide proper direction to their subordinates about the fulfilment of their work responsibilities. The function of staffing is known as the recruitment of persons into the appropriate jobs, primarily in line with their skills and talents. Coordination is the process of ensuring that all of the tasks and activities are carried out in a well-organized way. This is the work that is referred to as "coordinating." It is essential to strike a healthy balance between the use of raw resources and the creation of finished items. It is necessary to coordinate the use of resources and the production procedures that need to be carried out in order for anything to be put into action. Controlling is the process of ensuring that the execution of work obligations, usage of resources, and financial matters, as well as the behavioural features and attitudes of the members of the organisation, are appropriately regulated. This task falls under the category of "controlling."

### **Decision Making**

Making choices is considered to be an essential component of living a full life. It is viewed as essential not only outside but also inside the companies. It is possible that one's ability to make decisions will be hindered when they are under pressure or when they have an excessive amount of work to do. In particular, women are finding themselves suffocated under the weight of an excessive amount of obligations, both at home and in the office. If they are put in a stressful situation in which they are compelled to make hasty judgments, then it is possible that they will not be able to make decisions that are in their best interests. As a result, before to settling on a choice, it is essential to carry out a thorough evaluation of the many options at one's disposal, after which one should choose wisely. When women in leadership roles are involved in the making of big choices that are going to have an impact upon all of the members of the organisation, then it is necessary for those women to schedule meetings and seek thoughts and recommendations from other people in the

company. In certain circumstances, decisions cannot be taken in a single meeting; hence, in these circumstances, it is necessary to organise many meetings in order to reach a fruitful conclusion. When individuals are recruited for various roles, it is necessary to take into account whether or not they have the necessary credentials, skills and talents, and experience. This is the case regardless of whether or not the position requires experience.

### **Team-work**

The concept of working together as a unit is highly valued across all types of enterprises. Even if a woman is in the position of principal of a nursery school, she is still unable to fulfil the responsibilities of her work in a vacuum. They are required to collaborate with other individuals, which may include teachers and staff members, in the execution of job duties, in the achievement of desired goals and objectives, in the organisation of competitions and events, and so on and so forth. This is a requirement for all aspects of the job. Individuals are able to increase their knowledge and capabilities via the accumulation of experience. Therefore, teachers who have worked in nursery schools or other educational institutions for a significant amount of time are in a position to provide useful thoughts and suggestions. Individuals are less likely to meet challenges and difficulties, particularly in the execution of their job obligations, when they are working together in a team, which is another crucial feature of teamwork. When it comes to the execution of projects or the composition of research papers, there are sometimes instances in which two or more people are engaged. Therefore, when individuals work together in a team, their labour is able to be split, and as a result, they are better equipped to carry out the responsibilities associated with their jobs. Working together on a project helps individuals create productive terms and connections with one another, and it also leads to a reduction in stress and strain, therefore it can be concluded that teamwork is beneficial in more ways than one.

### **Conclusion**

The position of working women in India has seen significant change over the course of its history. Her traditional responsibilities have not changed, but she has started working alongside men and women in the workforce of the country. In the past, women were only allowed to work in fields such as agriculture, education, and nursing; however, in the modern period, women are now representing fields such as finance, marketing, the armed forces, information technology, and communication services. There is no industry in which women from our nation have not established a presence; they have worked to the fullest of their abilities and demonstrated that they are capable of excelling in these professions. Within the context of society, women are responsible for performing duties that are essential. The socio-cultural variables, economic considerations, infrastructural factors, and capacity development elements are the ones that are impacting their engagement. Women play a variety of roles in society, including those that involve the provision of coaching classes, the provision of health care facilities, the provision of counselling and guidance, the organisation of extracurricular activities, the making of donations, the alleviation of criminal and violent acts, the alleviation of malnutrition, the provision of care for elderly individuals, and the provision of information and the generation of awareness.

### **SUGGESTION**

1. Although women are supposed to be the Ardhangani of their husbands, which literally translates to "half body," in practise they are seen as having a lower position than their husbands. The number of incidents of domestic violence would drop significantly if they treated their partners with equal

respect. Second, if a guy wants his wife to have a career outside the home, he should divide up the chores around the house with her and take on an equal amount of responsibility.

2. There is room for improvement in the role that organisations play in the fight against gender inequality in the workplace. When it comes to promoting employees or handing out rewards, they ought to treat women and men on an equal footing. Harassment, molestation, and eve teasing should all be illegal acts punishable by severe penalties if they take place in the workplace.
3. The government has taken a great number of precautions to ensure the protection of women; yet, the ramifications of the laws that have been passed are not fully understood. The government need to devise an appropriate procedure in order to check that the laws are being adhered to in the appropriate manner everywhere.
4. Finally, it is important for women to have control over their own lives. No one will be able to shield her from the dangers of the world around her unless she takes decisive action to reject harmful behaviours and attitudes. She has no choice but to speak out against the harmful practise that is widespread in the culture.

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