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### THE CHANGING SOCIAL STATUS OF WORKING WOMEN IN THE MODERN ERA

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#### ABSTRACT

Sociologically the word gender refers to the socio-cultural definition of man and woman, the way societies distinguish men and women and assign them social roles. The distinction between sex and gender was introduced to deal with the general tendency to attribute women's subordination to their anatomy. For ages it was believed that the different characteristics, roles and status accorded to women and men in the society are determined by sex, that they are natural and therefore not changeable.

Gender inequality is therefore a form of inequality which is distinct from other forms of economic and social inequalities and stems from pre-existing gendered social norms and social perceptions. Gender inequity has adverse impact on development goals as reduces economic growth. It hampers the overall wellbeing because blocking women from participation in social, political and economic activities can adversely affect the whole society. Many developing countries including India have displayed gender inequality in education, employment and health. It is common to find girls and women suffering from high mortality rates and vast differences in education level.

#### INTRODUCTION

India has witnessed gender inequality from its early history due to its socio-economic and religious practices resulting in a wide disparity between the position of men and women in the society.

Today women have attained a remarkable position in probably all fields and they are in no way inferior to men. India has a remarkable history with women from being the Prime Minister to the Governor and then to the President. There are many able doctors, lawyers, and top bureaucrats. Even in business they are occupying high positions. Women are in police force, air force and even scaling the Mount Everest is not beyond their capacity. Thus as we have seen, various laws have been made by the legislature in the interests of women. The need of the hour is for the women to realize their rights and be vigilant. Women are the present and the future of India.

Corporate world is a form of corporate self - regulation integrated into a business mode. CSR policy functions as a built -in, self-regulating mechanism whereby business monitors and ensures its active compliance with the spirit of the law, ethical standards, and international rules. The goal of CSR is to embrace responsibility for the company's actions and encourage a positive

impact through its activities on the environment, consumers, employees, communities, shareholder and all other members of the public sphere.

Furthermore, CSR-focused businesses would proactively promote the public interest by encouraging community growth and development, and voluntarily eliminating practices that harm the public sphere, regardless of legality. CSR is the deliberate inclusion of public interest into corporate decision-making, that is the core business of the company or firm, and the honoring of a triple bottom line : people, planet, profit. According to the corporate social responsibility the corporate should not engage in any activity which affects the people seriously.

## **EXAMPLES OF CORPORATE SOCIAL RESPONSIBILITY IN INDIA**

### **Tata Group**

Tata Group in India has a range of CSR projects, most of which are community improvement programs. For example, it is a leading provider of maternal and child health services, family planning, and has provided 98 percent immunization in Jamshedpur. The company also endorses sports as a way of life. It has established a football academy, archery academy, and promotes sports among employees. It offers healthcare services all over the country with programs like rural health development.

### **Aptech**

Aptech a leading education player with a global presence that has played a broad and continued role in encouraging and nurturing education throughout the country since its inception. As a global player with complete solutions-providing capabilities, Aptech has a long history of participating in community activities. It has, in association with leading NGOs, provided computers at schools, education to the deprived, and training and awareness-camps.

### **Infosys**

Infosys is aggressively involved in a variety of community growth programs. In 1996, the company created the Infosys Foundation as a not-for-profit trust to which it contributes up to 1 percent of profits after tax every year. Moreover, the Education and Research Department at Infosys also works with employee volunteers on community development projects.

In the modern world of business, it can be easy to forget how important a good working environment is to the success of a company. However, as many different prominent studies have shown, worker productivity is significantly affected by the nature of a company's work environment. Interpersonal relations between employees, the size and location of the work environment, and many other factors can have an outsized impact on the morale and, as a result, the productivity of workers.

The narrowest gaps, the report found, were in Malaysia and Singapore, at 81 percent, and Mongolia and Thailand, at just under 80 percent. Globally, women's pay is 20 percent to 30 percent less than men's, on average.

As far as women in senior corporate positions, Japan came in worst in the region with just 5 percent of those positions held by women.

Thailand and the Philippines ranked highest in this regard, with women holding 39 percent of senior level positions, while India came in at 14 percent and China 25 percent, it said, citing a survey by human resources consultancy Grant Thornton International.

Many women work for the corporate world today. And the life style here is different. It generally involves, long working hours, smartphones and laptops, working on vacations, late nights, competition and stress, sedentary lifestyle and no exercise. How do you balance your health in such a hectic routine? Difficult. And hence lifestyle diseases come into picture—high blood pressure, diabetes, breathing difficulties, backaches, headaches, asthma-- the list is endless.

Today woman face lot of challenges in workplace despite the so called "equality". If one looks at the ratio of men and woman making it to the top it is really disturbing. Woman specially working mothers at times are denied position of higher responsibility because their employers think that she will not be able to live up the responsibility because she has a small kid. Bottom line is we have to pay the cost if we attempt to balance our work and family life. Yet another important challenge is the timing for corporate women. That too Indian Family system demands more time at home in order to nurture the family. In spite of having maids and cooks, the family/society expects the presence of women makes important. Working women especially from the corporate sector face the problems of Glass ceiling, sticky floor and many other challenges. To add to all this, the role at home and the conflicts that arise in balancing the dual role is something only a woman can explain. Besides this, malechauvinist attitude is a hurdle which women find in their professional life.

### **OBSERVATIONS, FINDINGS AND CONCLUSION**

The study consists of several chapters. Various observations were noticed while doing this study which has been inserted at appropriate place in the study. Also we have covered all findings of all chapters with the chapters themselves at the appropriate place. On the basis of the observations and findings following conclusions & recommendations can be summarized as follows:

While forcibly displaced men and boys also face protection problems, women and girls can be exposed to particular protection problems related to their gender, their cultural and socio-economic position, and their legal status, which mean they may be less likely than men and boys to be able to exercise their rights and therefore that specific action in favour of women and girls may be necessary to ensure they can enjoy protection and assistance on an equal basis with men and boys,

*Recalling* that the protection of women is primarily the responsibility of States, whose full and effective cooperation, action and political resolve are required to enable the Government to fulfil its mandated functions; and that all action on behalf of women must be guided by obligations

under relevant national and international law, including, as applicable, international refugee law, international human rights law and international humanitarian law,

*Recognizing* that, while women may be exposed to certain risks, such as trafficking, in any location, the different nature of camp and urban environments can expose women to different protection risks and that in camps, for example, their freedom of movement and capacity to earn a livelihood may be more restricted and they may be more exposed there to sexual and gender-based violence (SGBV),

Forced displacement can expose women to a range of factors which may put them at risk of further violations of their rights. These can be present in the wider protection environment and/or be the result of the individual's particular circumstances, as outlined below.

Identification and analysis of the presence and severity of these different factors help determine which women are at heightened risk and enable targeted responses to be devised and implemented. Identification can present particular challenges because women are often less visible in displaced populations than men, they may not be or feel able to report protection incidents, particularly if these occur in the private domain. It is therefore important to ensure an enabling environment which supports continuing identification and analysis of the situation.

Incorporate gender issues into early warning mechanisms, alerts and contingency plans, conduct a rapid situation analysis at the start of a new emergency and integrate gender-based risk analysis into inter-agency assessments;

Mobilize women, men, girls and boys of all ages and diverse backgrounds as equal partners together with all relevant actors in participatory assessments to ensure their protection concerns, priorities, capacities and proposed solutions are understood and form the basis of protection strategies and solutions;

Mainstream age, gender and diversity analysis into all programmes, policies and operations to ensure all can benefit equally from activities and inequality is not perpetuated;

Promote gender balance in staff recruitment and take active measures to increase the number of female professionals working in the field;

Identify and prevent sexual and gender-based violence SGBV and strengthen the capacity of national and local authorities to carry out their protection functions more effectively.

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