

An International Multidisciplinary Double-Blind Peer-reviewed Research Journal

### **Innovative and Effective Role of Working Women in Government Universities of Haryana**

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**Abstract:** This study examines the Innovative and effective role position, status working environment of working women in government universities. In India women tolerate the gender-biased not only at homes and workplaces also. Mostly women adopt the teaching profession because of their convenience. Women chose the education sector as compared to the banking, nursing, and insurance sectors. India shows a happier baby boy born at home. In today's era, our society is a male-dominated society. A man takes effective and efficient decision making as compared to women. Men are more physically and mentally strong and other hand women are emotionally full and sensitive. In the modern era, women come out to break the hard custom boundaries and doing the jobs, not only make their careers also a monetary contribution to their families. Women are count as weaker sections in our society. According to our backward and narrow thinking women are dependent on men. But women are fully dedicated to making their path of success. Those women to do the work for financial purposes because their families suffering from a lack of money. Those women need to do the job because of financial condition is poor those women are unable to face gender inequality. In this research paper, the Innovative and effective role position, status working environment of working women in government universities.

**Keywords:** Women and work, Gender discrimination and Education sector

#### **Introduction:**

In universities many aspects experienced female faculty including the lack of job satisfaction, retention strategies, workplace environment, and promotion & scaling system etc. Women are suffering from gender inequality surprise thing are that women are aware of discrimination but due to some reasons they are not taking the action against the inequality present on the different workplaces including universities. Women are faced more discrimination on the societal level more, as compared to a household level. Women mostly faced the inequality in many shapes, for example, unhealthy jokes done by male staff, sexual harassment, workload, inconvenience during transport, etc. Female faculty perform their duties and responsibilities not only at home as usual on workplaces also.

Every day should be started from a new challenge and struggle in every woman's life. They get up early in the morning, making the food, cleaning the house, ready the children for school, pack the Tiffin's for children and husbands, and caring for their children, in-law parents, and family. Then they tried to reach the workplace on the time and start their work as usual. In between management give them any work, they completed with full dedication. Sometime women felt inequality during the job but not take the hard steps against it. But to save their job not loudly takes action against discrimination. After come back their jobs as a housewife or as a mother help the children in their homework, to do household work, respect their elders and relatives. As a result, women feel mentally and physically stressed around on her. In this paper, we found unmarried and married women both are faced inequality in the academic sector but unmarried women do not smartly handle the discrimination.

Mostly women due to the reason of discrimination quit their jobs, otherwise compromise the unhealthy situations. Sometimes strong women take the initiative against inequality and complaint about discrimination to high authority or management of university but they are not taking action against it. As a result, a woman is hopeless and continues their jobs in this pressure. We analyze mostly discrimination done by male colleagues and authorized a high ranked person in the universities. In today's life we read in the newspapers, articles, or journals women have faced too much discrimination, as result they suffering from mental stress, workload, unusual or unhealthy discriminatory practices, and safety and security issues, promotion and scaling systems etc.

#### **Statement of Problem:**

The aim of these studies to find the fact of gender inequality faced by female faculty members in the universities. Because today's female is playing a very innovative role, yet the gender faces inequality in this paper, we analyze which type of discrimination faced by women in the workplace. Today we discuss women empowerment, but women are free from gender-biased, unfair treatment on the workplace, safety, and harassment, discrimination and mental pressure suffered on the job.

**Objectives of Study:**

1. To identify problems and challenges faced by women in the workplace.
2. To study women successful to break the glass ceiling image.
3. To identify how to manage women their personal and professional life.

**Review of Literature:**

The literature review shows that women are affected by discrimination not only in the workplace or at home also (shall, 2011). In the history of women related studies, women are suffering from discrimination. Women don't take initiatives against inequality because of a lack of knowledge, lack of confidence, etc. Women too much work hard to manage their personal and professional life. In the education sector female faculty suffering too many issues in transport issues, unequal treatment, harassment, carriers barriers, and negative attitudes male staff towards women (Ronald 2010). Sophia j.Ali (2011) Female faculty too many obstacles, challenges, and problems faced during their career growth and Opportunities. Discrimination makes the obstacles for women only; as a result, women unsatisfied their jobs. Women did not give time to their children. The female respondents experienced discrimination in the workplace (Suganya, 2007).

Through the review of the literature we analyze women too much mental pressure to maintain their personal and professional life. Women facing work-life conflict to continue their jobs (Duff 2006). On the other hand, women play too much role in daily life, after complete their jobs, their performing household work at homes. But men manage only their jobs.

**Innovative and challenges role faced by female faculty in Universities:** Too many challenges and problems suffered by women in the workplace, below figure 1.1 shown that problems one by one.

1. Students come from different cultures
2. Procedure of appointment
3. Recruitment on contract basis
4. Training program during service
5. A role model for students
6. Campus Atmosphere
7. Cultural diversity:
8. Changing perspective about Educational sector
9. To maintain a retention policy

Figure 1.1:- Challenges faced by female faculty

**Students come from Different Cultures:** women faculty, who adopt the teaching profession, they are faced main problems during the class because every student has a differed culture and atmosphere so their behavior and communication skills and nature create a big problem for the lectures. Too many times spend to adjust the classes and handle or take the quires of a particular student about the subject. It's a big deal or challenge for the student.

**Procedure of Appointment:** Today the world is a competitive world. It's not easy to get the job because of too many candidates behind for the one job. During the recruitment and selection time unhealthy question put by the interviewer to the female candidate like the question about age, married or unmarried, etc. It's also a big problem faced by women in the workplace.

**Recruitment on Contract Basis:** Those women get jobs on a contractual basis. They also suffered from many obstacles like not greet, respect given by colleagues. They faced questions and quires by staff in daily life.

**Training program During Service:** Today an era is a changing era. Every movement has uncertain. What happens quickly around us? We have no idea about this. In daily life new technologies come in the market our education sector is not untouched from this. In the education sector technology is too advanced and fast. In the modern era, our class room is digital, on the place black or white board replace to a projector. How to handle the projector it's a big deal for teachers. To handle the projector, they have a need for training. To get the training need to adjust their classes. Sometime teachers not willingly support because they did not want to come to their comfort zone.

**Role model for Students :** Teachers are always role models or ideal for their students. But sometimes because of family or personal problems, due to workplace problems, Teachers not controlled their emotions.

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**Campus Atmosphere:** Some time your workplace environment not in favor of us. As a result we have no interest talk to their colleagues and we also not give the hundred percent own their work because of an unhealthy environment etc.

**Cultural Diversity:** Cultural diversity is a major problem. Cultural diversity belongs to both cases (student culture& teacher culture). Cultural issues create a barrier to job satisfaction.

**Changing Prospective about Educational Sector:** he education sector is playing a vital role in the economic growth of the country. But in the education sector daily cross the technology and development process. To teach the students through projectors, or make the presentations (ppt) and digital library to maintain perfectly. It's also a big challenge for us.

**To Maintain Retention Policy:** To gets the job it's a very difficult task in today's era. But to maintain or stable their jobs is rather than to get the job. Because to teach the students perfectly, give a hundred percent results is very big job in a competitive world.

**Status of Women in Society:** In Indian past history, women position was very pity. In the modern era, women free to do jobs and choice their careers but they are counts as weaker section as compare to man. During the last decades, in every field women get success and prove her presence. Women adopt the education sector according to their convenience. Today era women not only perfectly manage their family, as usual, their career also. In her life, women play many roles as like as a mother, wife, and professional women. How to manage the work-life and family life a woman knows about this. A female too many obstacles in their life but women are famous as good managers, so a good manager becomes good management.

#### **Impact of gender Discrimination on their Work Life and Family Life:**

Gender discrimination put a bad impact on working women's personal and professional life. Which types of impact on women's work life and family life show on figure 1.2.

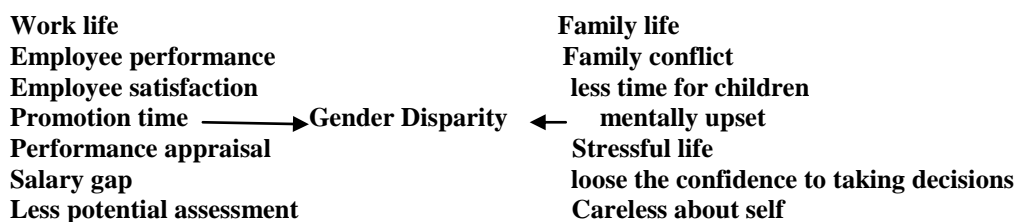


Figure 1.2 -: Impact of gender discrimination on their work life and family life-:

#### **Finding:**

Gender inequality is a bitter fact of today's time. We proudly announced we are living in the 21<sup>st</sup> century. We discuss in daily life about women empowerment. But it is half the reality of today's world. It is true women to work together with men and give hard competitions to man. But not get equal respect or right as like man. Now we have needed to take a great and hard action against the gender discrimination

#### **Conclusion:**

Women suffering from discrimination in the modern era. It's a harsh and bitter truth of today's world. Mostly women due to the reason of discrimination quit their jobs, otherwise compromise the unhealthy situations. Sometimes strong women take the initiative against inequality and complaint about discrimination to high authority or management of university but they are not taking action against it. As a result, a woman is hopeless and continues their jobs in this pressure. We analyze mostly discrimination done by male colleagues and authorized a high ranked person in the universities. In today's life, we read in the newspapers, articles, or journals women have faced too much discrimination, as a result, they suffering from mental stress, workload, unusual or unhealthy discriminatory practices, and safety and security issues, etc.

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