

Work Culture Diversity and Maintaining Balance in Today's Era

A study on women employees

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Abstract:

This paper focuses on the problems and issues faced by working women who face a lot of problems while making a balance between their work life and personal life. It was conducted to understand the impact of corporate duties women perform and the techniques they apply to make a balance personal life and corporate life balance. Women in India are facing this problem and have found solutions such as prioritising tasks, setting boundaries and managing the time. Additionally, various laws for women have helped them to fight the corporate issues they face like inequality in pay and gender biasness and sexual harassment. Data collected from the secondary sources like journals, research articles, news articles and newspapers.

Keywords: Women, corporate life, personal life, sexual harassment, gender biasness, unfair, unequal pay scales.

Introduction: Working women had played a crucial role in building a powerful corporate base and they equally plays a significant role in building a family. We have seen a studied as well that from early ages Women and Men are divided into two categories where men have duty to earn livelihood and women are indulged in family building, but when we talk about the current world today. The obligations of job and family are a constant problem for working women today. With obligations at work, lengthy business trips and meetings, and fulfilling everyday demands for the family and house, their lives are a "juggling act" between work and home. The priorities of female employees have also altered because of the rapid cultural and economic development. Women workers have been seeking a healthier work-life balance and a higher quality of life. Women entrepreneurs face unique challenges, such as gender bias, lack of access to funding and resources, and difficulty balancing work and family responsibilities. Despite these challenges, many women have successfully navigated these obstacles to build thriving businesses and create jobs. Though it is difficult for the women to manage all the things together, and that is a reason that they have researched about the problem and find out some solutions for the same. For the same I have

studied and done some literature review as well which shows how the women had found out the solutions of the problems.

Literature Review:

Perspective of Women entrepreneurs by Sheila allen: Business world is associated with Mens usually, though with the development in business field, world has witnessed the participation of women in the business field. This paper helped me understanding the various aspects of participation of women entrepreneurs.

Women and Corporate Management by Ronald J. Burke: Paper evaluated that, the Special Issue on women in corporate management is introduced in this article. A glass ceiling prevents women from rising to senior management in medium- and large-sized organisations in all developing nations. After that, it analyses the eight texts in the collection, including themes related to women in management into the field of business ethics.

Corporate work life balance initiative: use and effectiveness by T. Alexandra: This paper helped me in understanding that, Due to their long work hours and extensive use of communications technology, which allow for the completion of tasks at any time and location, managers and professionals are particularly vulnerable to having trouble juggling work obligations with non-work commitments. Organisations currently provide a variety of programmes aimed at facilitating the integration of work and non-work domains in response to a workforce that is becoming more concerned with maintaining a work-life balance.

Work life balance among married women employees by N. Krishna Reddy: This paper helped in understanding that, Both work-family conflict (WFC) and family-work conflict (FWC) are more likely to have a negative impact on the family domain, which lowers life satisfaction and increases internal conflict within the family. Numerous factors have been found in studies to affect the WFC and FWC levels. The experiences of WFC and FWC are affected by factors like family size, kid age, work hours, and social support. Though conceptualised as WFC and FWC antecedents, these variables also have effects on working women's psychological distress and health, which should be taken into account.

The major problems and issues faced by women in workplaces are as follows:

1. **Discrimination due to pregnancy leaves:**

When it comes to starting a family, many working women are in a tough situation. When a woman is treated unfairly as a result of her pregnancy, childbirth, or a related medical condition, this is known as pregnancy discrimination. Additionally, it includes prejudice against expectant women and actions like social exclusion, stereotyping, invasive remarks, changing of chores, a lack of career advancement prospects, and wage decrease.

According to a Baylor University study, in some other situations, employers might not be willing to make appropriate concessions for their pregnant workers, which could have detrimental effects on both the expectant mothers and the baby's health.

Although there are rules in existence that forbid the wrongful termination of employment for pregnant employees, the most recent Women, Business, and the Law 2021 research discovered that 38 of 190 countries do not actually have laws that forbid the wrongful termination of pregnant employees.

Statistics reveal that over 50,000 claims of pregnancy discrimination have been submitted in the US over the past ten years, and the number is rapidly increasing despite the Pregnancy Discrimination Act (PDA). These alarming statistics serve as further evidence that employers still discriminate against expectant workers, as was also shown in The New York Times' in-depth exposé, which included real-life accounts of countless women who experienced such treatment.

2. **Sexual harassment:**

One of the major problems faced by the women in the workplace is the sexual harassment. Sexual harassment in the workplace is a serious issue that can have a detrimental effect on both the victims and the overall work environment. It can take many forms, including unwanted advances, comments or gestures of a sexual nature, inappropriate physical contact, or even the use of sexual or suggestive language.

Victims of sexual harassment may experience a range of negative emotions, including anxiety, depression, and low self-esteem. In addition, it can have a negative impact on their ability to work effectively and can even result in physical health issues. Moreover, it can lead to a toxic work environment that can negatively affect the performance and productivity of employees.

It is important for employers to take a strong stance against sexual harassment in the workplace. This can include implementing policies and procedures to prevent and address such behaviour, providing training to employees on what constitutes sexual harassment and how to report it, and taking swift action when an incident is reported. Employers also need to create a culture of respect and inclusivity that promotes healthy relationships among employees.

Overall, sexual harassment in the workplace is an unacceptable behaviour that should not be tolerated. Employers and employees alike have a responsibility to ensure that the workplace is safe and respectful for all, and to work together to create a culture where harassment is not tolerated, and victims are supported and empowered to speak out. Top of Form

Women who experience sexual harassment in the workplace may feel ashamed or embarrassed and may be reluctant to speak out. However, it is important for women to know that they have the right to work in an environment that is free from harassment and discrimination, and that they should not have to tolerate any form of inappropriate behaviour from their colleagues or superiors.

By working together to prevent and address sexual harassment in the workplace, we can create a more inclusive and respectful environment for everyone.

3. Conflicts between family and work:

Maintaining a balance between obligations at work and at home is what is meant by "work-life balance." Work and family have evolved into opposing domains that compete for resources and time, causing tension between them. The "cultural contradictions of motherhood"—where women are increasingly encouraged to pursue challenging careers and are also under increasing pressure to sacrifice themselves for their children by providing "intensive parenting," highly involved childrearing and development—intensify these conflicts. Finding appropriate, accessible child and elder care at an affordable price is another issue that employed women deal with.

Conflicts among workplace and conflicts in family are typically regarded as separate but connected structures. Up until this point, most of the research has focused on how employment affects or clashes with family. This sort of conflict illustrates the degree to which role duties from the work and family domains are conflicting from work-family and family-work perspectives. That is, "engagement in the family (work) role makes involvement in the work (family) role more difficult."

4. Societal expectations:

Historically, women have faced discriminatory treatment in the workplace. There were limitations on the types of jobs women could have, the level of pay they could receive, and the opportunities for advancement. Even though women have made significant strides in the workplace, societal expectations continue to influence their experiences.

Some common expectations include:

Balancing work and family: Women are often expected to balance work and family responsibilities, which can lead to a conflict between work and personal life. Many employers offer flexible work arrangements such as work from home, part-time jobs, etc. to address this challenge.

Leadership expectations: Women are often expected to display a nurturing and collaborative leadership style rather than an assertive and commanding one. However, this stereotype is changing as more women are taking up leadership roles in various industries.

Dress code expectations: Women are often held to higher dress code standards than men, which can be a form of subtle discrimination. However, in recent times, many organizations have revised their dress code policies to ensure gender-neutral and inclusive standards.

Pay and promotion expectations: Women are still paid less than their male counterparts, and promotions often go to men. There is a growing awareness of pay inequality and the need for equitable promotion opportunities.

Overall, societal expectations can be limiting for women employees. It is essential for organizations and individuals to be aware of these expectations and work towards creating a more inclusive and equitable workplace culture.

5. **Stereotype:**

Stereotypes regarding women are deeply ingrained in our society, and they can have a negative impact on how women are perceived, treated, and valued. One of the most common stereotypes about women is that they are weak and emotional, and therefore not suited for leadership roles or other positions of power. This stereotype is often perpetuated in media and advertising, where women are portrayed as overly emotional, fragile, and dependent on men.

Another common stereotype about women is that they are not as capable as men in certain fields, such as science, technology, engineering, and mathematics (STEM). This stereotype can discourage young women from pursuing careers in these fields and can also lead to discrimination and bias in hiring and promotion.

Women are also often stereotyped as being overly concerned with their appearance, and as being primarily valued for their physical attractiveness rather than their skills or accomplishments. This can lead to a culture of objectification and sexualization, where women are treated as objects rather than as full and complex human beings.

It is important to challenge and break down these harmful stereotypes in order to create a more just and equitable society, where women are valued for their full range of abilities and contributions. This can be done through education, media representation, and active efforts to promote gender equality and diversity in all areas of life.

6. **Unequal Pay:**

Unequal pay refers to the disparity in wages or salaries between men and women for the same or similar work. Despite advancements in women's rights, gender inequality in the workplace is still prevalent, and women are often paid less than their male counterparts. This is a significant issue that not only affects women's financial stability but also perpetuates gender inequality and discrimination. Factors such as

gender bias, occupational segregation, and lack of transparency in salary negotiations contribute to this problem. Governments and organizations need to take steps to address this issue and promote equal pay for all workers regardless of gender.

7. Lack of support:

Lack of support for women can manifest in different ways, such as gender-based discrimination, lack of equal opportunities, unequal pay, or limited access to resources, among others. The reasons for this lack of support can be cultural, social, or institutional, and may vary depending on the context. For instance, in some countries, women may face legal barriers that limit their rights and opportunities. In other cases, women may be subject to traditional gender roles that restrict their access to education, employment, and leadership positions.

Moreover, women who face intersectional identities, such as race, ethnicity, class, or disability, may experience even greater barriers and discrimination. Therefore, lack of support for women can have a compounding effect that reinforces structural inequalities.

It is crucial to address and rectify the lack of support for women to create a more equitable and just society. Policies that promote gender equality, affirmative action, and women's empowerment can help address the underlying issues and improve support for women. Additionally, creating awareness and advocating for gender equality can also contribute to fostering a more inclusive and supportive environment.

These were some major issues women faces in the workplace and in their personal life as well. To cope up with such problems and making balance between their work life and personal life, this research has found out some solutions which can help them in a healthy lifestyle. Balancing corporate and personal life can be a challenge for anyone, but women often face unique pressures and expectations in both spheres. Here are some strategies that women can use to find balance:

1. Prioritize:

Identify what matters most in your personal and professional life and prioritize those things. This will help you make choices about how you spend your time and energy. It would help women employees in finding the most important task they need to perform and what are the task which can be delayed or delegated. And this could be better done by doing segmentation of the overall work in there day to day life. All the works or task which are heterogeneous in nature could be categorized into one part and all the other heterogeneous task in other part. That would make the task and day to day life easy. Women would easy make balance between their work and personal life.

2. Set boundaries:

Establish clear boundaries between your work and personal life. For example, consider setting aside specific times for work and non-work activities, and avoid checking work emails or taking calls outside of

those times. This would not only set boundaries between your personal and professional life but also set a boundary for those who tries to do any kind of harassment towards women employees.

3. Delegate:

You cannot do everything by your own, and being a one-man army is a layman term these days. If possible, delegate some of your responsibilities at work and at home to others. This can help free up time and energy for other things. Women should make understand the people at workplace and in the family as well that every task cannot be by them and the same time, they cannot be able to available at all the places. In workplace too women need to take strong stand and make clear the points that they cannot be able to perform all the task at the same point and most of time they need to prioritized things.

4. Practice self-care:

Self-care is one of the main aspects which most of the women forgot to cater. Make sure to take care of your own physical and mental health. This can include things like exercise, meditation, and getting enough sleep. (Raj)

From various studies it is been found that a huge number of women in India don't practice self-love, they don't even know what self-love truly is, from very young age women have been taught that their lives should be dedicated to their families, children, and spouses. There life should be the symbol of dedication rather than their own life. But with the developing scenarios, self-care is seen as a healthy practice which should be followed by everyone. Self-care is should not be specific to any gender, everyone should practice selfcare and should make people aware about the same.

5. Communicate:

“Communication is the key” there are many women in India, who believes to be silent on whatever issues there are facing either in workplaces or in home. But in today's modern world women should be more vocal about the problems they are facing in both the places. Be open and honest with your employer, colleagues, and family members about your needs and priorities. This can help you establish mutually beneficial arrangements that allow you to balance your personal and professional life.

Remember that finding balance is a process, and it may require some trial and error to find what works best for you. Don't be afraid to adjust your approach as needed and be kind to yourself along the way.

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