

A Study of Women Workers' Safety and Achievement at the Workplace with Particular Reference to Rampur Town (Ranchi District)

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Abstract - Women in the working who earn money or a salary are part of a modern phenomenon, one that occurred at the same time as the expansion of paid employment for males; yet, women continue to face challenges in the workforce due to inequality. The vast majority of businesses did not provide a secure environment in which women could carry out their jobs without incident. The firm ought to have effective procedures in place for managing its human resources. This is evident in the prejudice that exists between male and female workers in terms of pay scale, job security, higher designations, and other aspects of employment. Workplaces are not safe places for women. But as things are right now, every organisation has a responsibility to play a significant part in the advancement of women in the workforce within the firm. The ethical conduct of a company includes providing women with equal opportunities. All rights, including those that will protect women workers' interests in the workplace, will be extended to female employees. The purpose of this study is to provide information about the safety of female employees in the workplace as well as their performance. The basic data for this study came from surveys and interviews with residents of Rampur Town (Ranchi), which is located in the state of Jharkhand.

Keywords - Workforce , Human Resources, Female Employees, Job Security , Higher Designations

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1. INTRODUCTION

There has to be rules in place to ensure the health and safety of women workers because women's contributions to economic output are so clear from their high rates of labour force participation. There is a need for policy and advocacy action to preserve the health of women workers and provide them with good labour circumstances in light of the many studies that have been undertaken for women employees and their working conditions. The growing importance of this issue is a direct result of the increasing proportion of women in the workforce.

Working women who face constraints in the service sector need the close attention of scholars, business leaders, and policymakers. We don't lack laws or management procedures because of this. In reality, problems are complex and dynamic, so it's important to keep tabs on how they're being reframed. Good governance techniques that incorporate gender-sensitive practises help reduce the barriers women encounter in the workplace. Best practises in workplace culture could be displayed as a means to this end. Organizational culture best practises that

boost productivity and employee engagement also help establish a company's credibility.

All precautions must be taken in a timely manner to ensure the safety of working women. When there is a mismatch between the skills required to fulfil a task and the knowledge women bring to the job, they are forced to find alternative ways to execute their jobs.

Workplace constraints can be exacerbated when individuals believe they have insufficient assistance from superiors and colleagues and are unable to deal with the demands and stress of their jobs. Ineffective management methods also contribute to the limitations faced by workers. Factors like as employment uncertainty, lengthy working hours, constant change, and unreasonable deadlines might be major reasons behind restraints from the perspective of employees. Overweight, body pain, and psychosomatic repercussions, etc., can be traced back to value-based conflict, poor living conditions, hunger, and a lack of physical activity.

Women's perspectives have shifted for the better as a result of the good effects of industrialization and rising levels of education. The vast majority of

educated women do not perceive marriage as an obstacle to achieving economic independence and a successful profession after they have finished their formal education, despite the fact that they are well aware that they live in a male-dominated culture. Working women have, in general, progressed to a point where they are accorded more esteem and legitimacy.

To strike a balance between work and family responsibilities, upkeep of children, and financial support of husbands, most women choose less time-consuming careers like teaching. Because of this, reports that working women have been consistently shown to be content in their professional and domestic roles despite pressure from a variety of sources.

2. REVIEW OF RELATED LITERATURE

Construction work is a dangerous industry for women in many ways (Enhassi and Mohammaden, 2012). There is evidence that women in Europe, North America, and Africa are physiologically more vulnerable to job accidents and hazards than men (Blignaut et al, 2011; Li, 2012; Kita et al, 2015). Compared to men, female workers are more likely to be killed in traffic accidents or by a coworker on the job (Enhassi and Mohammaden, 2012). Workers in the construction industry in the United States had a significantly higher fatality rate than workers in other industries (Li, 2012; Walker, 2014; NYCOSH, 2014), with an average fatality rate of 65% between 2003 and 2010. There are certain dangers to workers' health that affect men and women differently (Messing et al, 2009; Rios et al, 2017).

There are clear gender variations in health and safety at work, according to statistics (Connell, 2012). Researchers have discovered that women face risks of accidents and injuries on the job that are unique to their gender (Connell, 2012). One of the reasons why men and women face differing health and safety risks on the job has been attributed to the horizontal and vertical segregation of working circumstances, particularly in male-dominated occupations (Rios et al, 2017; Botha and Cronje, 2015). Because of pay disparities in the workplace, female workers are more likely to sustain physical harm (du Plessis et al, 2013). Women in non-traditional fields, such as construction, are more likely to experience discrimination and harassment on the job (NYCOSH, 2012).

Musculoskeletal diseases, weariness, and stress are all more common in women than men (Messing et al., 2009; Izaskun., 2017).

European Agency for Safety and Health at Work data shows that women are more likely to report experiencing health issues due to their jobs than males. Women's health and safety in the workplace is further compromised by inadequate health and safety laws (Lu, 2011). Health and safety risks are especially high for women because of discrimination, poor working conditions, and a lack of advocacy for their

rights (Lu, 2011; Kita et al, 2015). Previous research in the field of occupational health and safety has looked into the correlation between biological diversity and variations in workplace injuries and accidents (Jensen et al., 2014; Botha and Cronje., 2015).

3. NEED OF THE STUDY

A modern law protecting women from sexual harassment in the workplace has been passed in India. However, legislation alone will not be enough to alter behaviours that stem from structural inequalities based on gender. The most extreme forms of this prejudice are harassment, molestation, abuse, and rape of a sexual nature. The prevalence of bias and unfair treatment is universal. Gender bias, sexual harassment, misogyny, and patriarchal chauvinism, as well as the widespread tendency to ignore these problems when they arise, have plagued society for millennia. Events that were brought to light were either downplayed, handled, or brushed aside altogether. The results of this research will shed light on the causes of women's dissatisfaction in the job and the effects this has on their productivity.

4. OBJECTIVES OF THE STUDY

- To understand the significance of the many forms of protection (physical, environmental, and organisational) that an organisation offers.
- To assess the degree of constraints influencing their status at workplaces.
- To have an understanding of the various preventative methods.

5. RESEARCH METHODOLOGY

The study's findings are based on questionnaire responses from fifty working women in Rampur, a town in the Ranchi District in the state of Jharkhand. The evaluated data serves as the foundation for the development of conclusions and recommendations.

Secondary sources, such as books, published papers, and the internet, are used to inform the development of some of the theory.

The data is analysed using a straightforward percentage-based approach, and conclusions are drawn.

There is evidence that women are seeking and accepting the assistance of males when it comes to managing their own finances.

Tools and Methods of Data Collection

The study has been conducted in analytical framework of explanatory methodology. The structured questionnaire was the principal instrument used for collection of primary data. It was designed

as a semi-structured tool with combination of closed and open-ended questions. The following tools and techniques were used .

1. Structured Questionnaire,
2. Interview,
3. Case study,
4. Focused group discussion, and
5. Observations.

Their investments are made without much thought to the future and are only meant to provide for their family's needs. Their needs go unaddressed. The ability to disburse the money is not theirs, even if the money earned from investments is theirs. Their ability to make a living is being seriously threatened. Therefore, they are under stress because of the dual demands of their work responsibilities and their personal obligations. Limitations women experience can be broken down into the following categories:

1. Conflicting or overlapping responsibilities cause this limitation. Women typically handle a variety of responsibilities, including those at work, at home, and in the community. Managing work and family responsibilities is a major challenge for service industry women who are in the workforce. Women who have to adhere to a strict work schedule are more likely to experience problems at home than those who can set their own hours. This issue arises because working women have a harder time finding adequate time to care for their families and their workplaces.

2. Women in the service industry face additional barriers due to a lack of maternity and paternity leave options. It has repercussions not only at work, but also in their personal life, especially when caring for their families is at stake.

3. One of the challenges that working women in the service sector experience is insufficient family assistance. Inevitably, sex spotting of working women occurs as they make their way from home to the workplace. They are also opposed to the negative effects of working late hours on their health and sanity.

4. The lack of adequate safety measures in places of work and the surrounding community puts enormous stress on women.

5. It's no secret that women face significant barriers to advancement in the workplace, and one of those is pay disparity. Women are compensated even if they perform a given task better than males. This causes them to feel down and uninspired, which in turn causes tension between them and their coworkers and family members, as well as a drop in productivity. It causes the widespread gender inequality that characterises most workplaces today.

6. Gender inequality in India has its origins in the culture of the family. It's not just strangers that judge working women harshly; family members can be just

as critical. They hear and learn that it is their duty to care for their families, including their in-laws, their children, and any other dependents. In some societies, women are compelled to observe the Islamic dress code known as Purdah (veil).

7. Women continue to face discrimination in today's culture due to the lack of equal access to technology. Going outside the home for work is still looked down upon as a sign of social inferiority. In traditionalist or even moderately modern households, it is taboo for women to have outside commitments.

8. As of now, India has not developed to the point where its communication and transportation nodes and matrices are highly sophisticated. Women still face significant challenges while attempting the commute from home to the office. The inability to strike a technological balance is a serious problem.

The following entities present limitations:

The Presumed limitations on one's Professional Development

- (a) Work goals and
- (b) Confidence in one's own abilities

Workplace Justice and equality related Constraints

- a. Procedural Justice
- b. Distributive Justice , and
- c. Gender and Transfer / Deployment

Organizational Constraints

- a. Career Barriers,
- b. Stressors,
- c. Dealing with bullies,
- d. Making concessions and giving up some of your own goals.

Workgroup Relationship - Related Limitations

- a. Peer support and adult role models,
- b. Collaboration with co-workers,
- c. The opinion of coworkers after a promotion.

There are many obstacles in the way of a successful career, including:

Why?

1. A failure to adequately train employees,
2. The leadership's complacency,
3. A deficiency in career counselling,
4. Devotion to one's family,
5. There is not enough child care
6. Lack of self-assurance,
7. Societal influences,
8. Discrimination based on gender, and
9. Lack of adaptability in the workplace

One of the primary limitations that has been identified is bullying behaviour problems that many women encounter in the job. What it entails is:

1. Hearing unflattering gossip about female employees,
2. Being threatened or treated abusively,
3. Being denied the opportunity to provide an explanation or argue one's position,
4. The assignment of difficult or too burdensome responsibilities
5. Experiencing social alienation or rejection at work,
6. Derogatory names based on one's race or ethnicity, and
7. Having to endure rude or unpleasant jokes, comments, etc.

6. DATA ANALYSIS

1. Education Qualification:-

Table 1: Educational Qualifications

Qualification	Respondent	Percentage
Schooling	8	16
Graduate	20	40
Post graduate	17	34
Any other	5	10
Total	50	100

According to the results of the study, the vast majority of working women hold bachelor's or higher degrees.

2. Feeling Secure in One's Physical Environment

The safety of women working for a company is the primary concern here. This measure ensures that women in the workplace are protected from harm while they are in the building or performing their duties.

Table 2: Satisfaction with Physical Safety

Satisfaction	Respondents	Percentage
Satisfied	39	78
Unsatisfied	11	22
Total	50	100

Table 2 reveals that 78 percent of respondents are satisfied with the physical safety or security offered, while 22 percent are not. This indicates that the vast majority of the company's female employees are happy with the level of safety and security they experience while at work.

3. Marital Status

An individual's marital status can be used as a proxy for other factors to receive and process information about employment restrictions. Women benefit from the social support system provided by marriage when they want to vent about feeling bored. Workplace restrictions for married women are less severe than those for divorced, widowed, and single women.

Table 3: Distribution of Respondents by Marital Status

Marital Status	Respondents	Percentage
Single	24	48
Married	15	30
Widow	8	16
Others	3	6
Total	50	100

4. Environmental Safety

Environmental security is an important adjunct to physical security and contributes to a feeling of calm and confidence in any building. This is crucial

because it ensures the most fundamental aspects of worker safety.

Table 4 : Environmental Safety

Satisfaction	Respondent	Percentage
Satisfied	16	32
Dissatisfied	34	68
Total	50	100

An analysis of the table 4 reveals that 68% of the respondents are dissatisfied with the environmental safety provided by their organization, and only 32 % of the respondents are satisfied with their environmental facilities.

5. Problems with Sexual Harassment in the Workplace

Because of the restrictions that women in the service industry confront in the job, sexual harassment is a serious problem. In order to prevent sexual harassment in the workplace, there are rules and regulations in place to safeguard women. However, the National Crime Record Bureau (NCRB, MHA) has recently reported an alarmingly high percentage of sexual harassment in India, despite the fact that relatively few respondents in the study have admitted to experiencing it. It's a huge obstacle for women in the workforce. It's a stain on human culture. We must use the harshest possible measures against the perpetrators.

Table 5: Sexual Harassment at Work places

Sexual Harassement	Respondents	Percentage
No	28	56
Rarely	13	26
Sometimes	8	16
Frequently	1	2
Total	50	100

In the study sample of 50, majority of respondents have negated sexual harassment at work places 56 % ,followed by 26%rarely, 16 %sometimesand2 %frequently.

6. Reason for Dissatis faction

Table 6: Reason for Dissatis faction

Reason	Respondents	Percentage
Transportation facilities in night shifts	07	14
Welfare facilities	06	12
Work life balance	07	14
All the above	30	60
Total	50	100

According to Table 6, most of them are unhappy because of issues such a lack of safe, gender-specific welfare facilities, inadequate transportation options for night shift workers, and an inability to strike a work-life balance. The conclusion drawn from this is that these factors contribute to environmental discontent.

7. Gender Discrimination:-

Many workplaces still have issues with discrimination against women workers, despite efforts to eradicate such practises.

Table 7: Gender Discrimination

Awareness	Respondent	Percentage
Aware	41	82
Unaware	9	18
Total	50	100

Table 7 shows that the vast majority of female workers (82%) are aware of gender discrimination and agree that women are not treated equally to men in the workplace.

8. Consideration of Safety Measures Before Joining Job:-

Table 8: Consideration of Safety Measures before Joining Job

Consideration	Respondents	Percentage
Yes	50	100
No	0	0
Total	50	100

Table 8 demonstrates that all respondents gave safety procedures serious thought before starting work. Therefore, before accepting a new position, female workers consider the company's safety policies. Further research confirms that implementing safety measures leads to improved morale and productivity.

9. Responsibility of Safety of Women Employees Lies with the Organization:-

Table 9: Responsibility of Safety of Women Employees Lies with the Organization

	Respondents	Percentage
Strongly agree	41	82
Agree	9	18
Strongly disagree	0	0
disagree	0	0
Total	50	100

Table 9 shows that 82% of the sample, or 41 out of 50 respondents, agrees that the company should be held responsible for the safety of its female employees. The remaining 18% agree, so it's clear that safety is everyone's business, inside and out, and that the organisation bears some of the responsibility.

10. Cooperation from Co-workers

The voluntary participation of coworkers is essential to create a women-friendly workplace. With the support of their coworkers, potential women will gain the self-assurance they need to stand up for themselves and make meaningful contributions to the organisations where they work. Women's standing and their sense of satisfaction from their work are bolstered by the degree to which their male coworkers are willing to collaborate with them to achieve common goals.

Table 10: Perception about Co-workers

Perception about Co-works	Respondents	Percentage
Trustworthy	8	16
Communicative	22	44
PartialTrustworthy	9	18
Not to trust	11	22
Total	50	100

7. FINDINGS

- The majority of respondents are college graduates or postgraduates who are especially concerned with safety issues.
- A lack of protection from harassment and employer concern are identified as root causes of fear for personal safety in the study.
- Women's safety is the company's duty.
- In the study, it has also been observed that there is unsatisfactory level of women participation in all most all the four investigated workplaces. To fix the issue up, the employer should be provided some incentives for keeping women as their major workforce. It may be operated through tax exemption to women concentrated organization or by way of giving subsidizes.
- Men and women in the workplace are not treated equally.
- The vast majority of respondents agreed that knowledge of safety procedures is a key element in inspiring and boosting productivity.

Female workers place a premium on a fulfilling work experience. Women's job discontent may stem from any number of factors. Men were shown to be more likely to receive favourable treatment than women were, while incompetent management and colleagues were also identified as contributing factors. Employers at the federal, state, and municipal levels must take action to stop and reverse the unfair treatment of women by their male colleagues. Male coworkers' statements indicated an insurmountable pressure on their female colleagues. A male-focused workplace awareness campaign could help fix this problem. Working women would likely feel more fulfilled if this happened.

8. SUGESSTION

- The company is obligated to ensure the safety of its female workers and must not treat them differently because of their gender.
- The company's approach to providing safety measures must be well-thought-out and consistently put into practise.
- Women in the workplace should be treated with respect and dignity, and given equal opportunities for leadership and advancement.
- Transport for employees is provided, and regular cab or transportation vehicle service is contracted with only reputable companies.

9. CONCLUSION

The purpose of the current research is to examine the significance of safety measures in enhancing the

productivity of women workers. Women's understanding of workplace safety and security has improved in recent years. The organisation must ensure the safety of its employees, customers, and the public by providing adequate protection from harm. All of the precautions taken make the workplace pleasant for the ladies who work there.

Employees, both men and women, are like two sides of the same coin. Although both men and women contribute to the growth of a company, the latter are typically given less credit than the former. The purpose of this study is to examine the current situation of female employees and raise awareness of the necessary safety measures.

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