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## **A STUDY ON THE PROBLEMS FACED BY WORKING WOMEN IN KOHIMA, NAGALAND**

**Loreni Yanthan<sup>1</sup>**

*Assistant Professor, St. Joseph's College (A), Jakhma, Kohima, Nagaland*

**Zevisanuo Khate<sup>2</sup>**

*Assistant Professor, Don Bosco College, Kohima, Nagaland*

### **ABSTRACT**

With the improvement in science and technology, women population are slowly coming to light in different roles. It is naturally duty of a woman to take care of the family and if a woman works, there arises problems in balancing their work and personal life. So there is a need for study on the challenges and problems faced by working women and how they solve the problems, psychological issues faced such as stress, anxiety, boredom are needed to be understood because it leads to various mental health problems. Physical health issues are also a major problem faced by working women such as unavailability of dispensaries, and difficulty in availing medical leave. With the development, working women problems are necessary to be looked upon and no forms of discrimination should be prevalent in the society for women to live in a better society.

**KEYWORDS:** Women workers, challenges, problems, psychological, personal and work life, health problems.

### **Highlights:**

1. Most of the working women are in the field of teaching, business, office staff or a cultivator.

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<sup>1</sup>Assistant Professor, Department of Economics, St. Josephs' College, Jakhama.

<sup>2</sup> Assistant Professor, Department of Commerce, Don Bosco College, Kohima.



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## INTRODUCTION

**“No nation can rise to the height of glory unless your women are side by side with you”**

**Ali Jinnah**

Women play an enormous significant role in the modern society in almost all the varied fields. They are by nature responsible in taking care of the family and are jointly responsible in managing monetary. As we go through into a new era, we must regularly strike a chord of ourselves that our ultimate goal of our development policies is to have a human security particularly with women. The digital world has paved a lot of ways to women in the business world. Therefore, it is a good opportunity to study working women in the world of business, academic and administration. Since employment is a source of economic autonomy, many women in spite of their household chores find irresistible joy to employ themselves in order to give oneself a sense of self confidence and self-worth. However, according to the Pan India Survey of Organization launched by Confederation of Indian Industries (CII) Indian Women Network (IWN) in association with Ernst and Young (EY) of the women stated that 42 percent faced managerial bias and 33 percent felt that there are different performance standards and expectations set from male and female employees working at the same level<sup>3</sup>. This shows that many working women in varied fields still face discrimination in different forms.

### **Work force participation rate of women in Kohima, Nagaland**

According to Census of India 2011 the workforce participation rate of women in Kohima is 36.2 percent. Most of the working women in Kohima are in the field of teaching, business, office staff or a cultivator. But still there are less rate of women employment. if more employment opportunities are being offered to women in Nagaland, they would come out of the traditional practices which have been a hold back and bring a tremendous change in the development policies. Women can play a big role in the family and in the work place, and it will surely have a positive

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<sup>3</sup> The Economic Times(2018), “Women faced bias at workplace in India: gender parity a problem at senior levels: Survey”. April 12, 2018. <https://economictimes.indiatimes.com/magazines/panache/women-face-bias-at-workplaces-in-india-gender-parity-a-problem-at-senior-levels-survey/articleshow/63732652.cms?from=mdr>

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impact in the working environment and also development, as rightly stated by **Pandit Jawaharlal Nehru**, he once said “when women moves forward; the family moves’ the village moves and the nation moves”.

## OBJECTIVES OF THE STUDY

1. To study the challenges faced by the working women and how they solve the problems.
2. To study the personal and social adjustment problems faced by the working women.
3. To explain the psychological consequences faced by the working women.
4. To study the health problems of the working women due to their work.

## RELEVANCE OF THE STUDY

A Naga woman has enjoyed a social position, with a fundamental role in a family as well as in community affairs. However, being a patriarchal society, men are more preferred and honoured. The tradition itself encourages a Naga woman to be obedient, humble and expects her to play a role of a mother and a wife. As a result even though there are many educated women in Nagaland we don't find much women participating in decision makings. But there are some percentage of women who are employed in different sectors of the economy, but there are several problems faced by them. There are four main problems that are faced by working women which are:

- a) Health problems.
- b) Family related problems.
- c) Psychological problems.
- d) Occupational problems.

The above problems are needed to be studied upon, because there are many issues faced by a woman which has not been brought to light.

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## METHODOLOGY

The study is purely based on primary data, where the researchers' collected data from 50 respondents, in Kohima District, Nagaland. Journals and articles have been used to accumulate the latest information about the topic under study in the research. The statistical tools that are applied for the study are chi-square, correlation and regression.

## REVIEW OF LITERATURE

The second part of this article reviews the available secondary sources of literature which is relevant to the chosen topic highlighted below.

**Azadeh Barati et.al** (2015)<sup>4</sup> mentioned the main problems of the working women such as mental harassment, sexual harassment, discrimination at workplace, no safety while travelling, and lack of family support, insufficient maternity leaves, job insecurity, and workplace adjustment. The researcher mentioned that traditionally men should only work and gain money and women should do only household work but the financial demands of the household are increasing so women should also accompany in gaining income for the family where a fundamental change is required.

**Priyanka Panchal et.al** (2016)<sup>5</sup> studied the problems of the working women in balancing their personal and professional life but due to multiple works, there arises conflict between the two, women workers faced the problem of balancing the priorities, the discrimination such as unequal pay, gender discrimination, and leadership issues faced in the workplace. The researchers also found that most people have the mindset of claiming men as the bread-winner of the family and women are the house keepers, where there is need to change this mindset.

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<sup>4</sup> Azadeh Barati, Rooh Ollah Arab & Seyed Saadat Masoumi (2015), "Challenges and Problems faced by women workers in India". Chronicle of the Neville Wadia Institute of Management Studies & Research, ISSN: 2230-9667.

<http://www.nevillewadia.com/images/Cronicle2015/Azadeh-Barati15.pdf>

<sup>5</sup> Priyanka Panchal, Sonal Belani & Mittal Darji (2016), "The challenges faced by Indian Working Women to balance professional and social life in 21<sup>st</sup> Century", Indian Journal of Technical Education, Special Issue for ICWSTCSC-2016.

[https://www.researchgate.net/publication/308747968\\_THE\\_CHALLENGES\\_FACED\\_BY\\_INDIAN\\_WORKING\\_WOMEN\\_TO\\_BALANCE\\_PROFESSIONAL\\_AND\\_SOCIAL\\_LIFE\\_IN\\_21\\_ST\\_CENTURY](https://www.researchgate.net/publication/308747968_THE_CHALLENGES_FACED_BY_INDIAN_WORKING_WOMEN_TO_BALANCE_PROFESSIONAL_AND_SOCIAL_LIFE_IN_21_ST_CENTURY)

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**Shambunath** (2017)<sup>6</sup> analyse the problems and challenges faced by urban working women in the workplace, the key socio-economic pointers contributing to women's status, safety and security and also women's involvement in various activities for upliftment of the family, community and society that lead to the overall development. The researcher found that women are discriminated, unable to balance work and personal life, child rearing problems and the social system cannot accept the new roles of women where they end up feeling misunderstood and distressed.

## ANALYSIS AND INTERPRETATION

Age is considered as an index of maturity, as it determines a certain degree of the behavioral pattern of people. So the respondent age composition is given.

**AGE OF THE RESPONDENT**

Age	Frequency	Percent
20-30	17	34.0
31-40	28	56.0
41-50	5	10.0
Total	50	100.0

Source: Calculated value

Majority of the respondents are 31-40 years of age which is 56 percent and the least is 41-50 years having 10 percent.

As we study the working women, it is necessary to study the occupation in which they work, where the researcher found that 50 percent of the respondents are teachers categorized as primary, secondary teachers and lecturers. 26 percent are government employee, 12 percent are business person, 8 percent are nurse and 4 percent are librarian.

## CHALLENGES FACED BY WORKING WOMEN AND HOW THEY SOLVE THE PROBLEMS.

Some of the challenges that are taken in the study are how do the women workers feel safe in the workplace, do they face any kind of discrimination and what type of discrimination and if

<sup>6</sup>Shambunath (2017), "Problems and Challenges faced by urban working women in India". International Journal of Creative Research Thoughts (IJCRT), Volume 5, Issue 3, September 2017, ISSN:2320-2882.

anyone has made them feel uncomfortable in an inappropriate way such as touching, teasing, insulting or untoward advances like staring.

#### **SAFETY IN WORKPLACE**

	Frequency	Percent
Yes	27	54.0
No	23	46.0
Total	50	100.0

Source: Calculated value

The table explains how the respondent feels when it comes to safety in the workplace, 54 percent of the respondent feel safe whereas 46 percent of the respondent does not feel safe in the workplace.

#### **TYPE OF DISCRIMINATION THE RESPONDENT FACED**

	Frequency	Percent
Racial Discrimination	2	4.0
Gender Discrimination	18	36.0
Discrimination by higher authority	10	20.0
No discrimination	20	40.0
Total	50	100.0

Source: Calculated value

As some women stated that they feel unsafe in the workplace, the researcher asked questions why they feel unsafe and the type of discrimination faced by the respondent. 60 percent of the respondent faced discrimination where majority of the discrimination is gender discrimination with 36 percent and 20 percent discrimination from the authority.

There were some responded who mentioned that they faced inappropriate behavior from their colleague so the researcher asked how the respondent deal with the issue and the response is given below.

### REACTION BY THE RESPONDENT

	Frequency	Percent
Report them to others	18	36.0
Avoid that person	25	50.0
Talk to him about the behaviour that made you uncomfortable	7	14.0
Total	50	100.0

Source: Calculated value

Majority of the respondent responded that they would avoid the person and few choose that they would talk to the person. When asked about whom do the respondent report to, when such incident happen, mostly responded that they informed their friends.

Chi-Square test was applied to test whether there is an association between the experience of work and discrimination in the workplace.

### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	36.111 <sup>a</sup>	3	.000
Likelihood Ratio	45.674	3	.000
Linear-by-Linear Association	26.133	1	.000
N of Valid Cases	50		

Source: Calculated value

The study shows that the calculated value 36.111 is more than the table value 11.345, we reject the null hypothesis and accept the alternate hypothesis and state that there is association between experience of work and discrimination in the workplace at 1% level of significance.

### THE PERSONAL AND SOCIAL ADJUSTMENT PROBLEMS FACED BY WORKING WOMEN

Time allocation is one major problem in personal and social adjustment, age and marital status also plays a role in the social life. Since most of the women takes care of the household activities and for those who have children, there arises problem on adjustment. So an analyze was made to test whether this problems are really correlate with each other. A correlation between marital status and personal and social life adjustment was made.

### Correlations

		MARITAL STATUS OF THE RESPONDENT	AVAILABILITY OF FREE AND LEISURE TIME FOR ONESELF	HOME AND PROFESSIONAL WORK ADJUSTMENT OF THE RESPONDENT
MARITAL STATUS OF THE RESPONDENT	Pearson Correlation	1	.896**	.772**
	Sig. (2-tailed)		.000	.000
	N	50	50	50
AVAILABILITY OF FREE AND LEISURE TIME FOR ONESELF	Pearson Correlation	.896**	1	.818**
	Sig. (2-tailed)	.000		.000
	N	50	50	50
HOME AND PROFESSIONAL WORK ADJUSTMENT OF THE RESPONDENT	Pearson Correlation	.772**	.818**	1
	Sig. (2-tailed)	.000	.000	
	N	50	50	50

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Source: Calculated value

There is a positive correlation between marital status and availability of free and leisure time for oneself where the Pearson correlation is 0.896 which is highly statistically significant at 1% level of significance and there is positive correlation between marital status and home and professional work adjustment of the respondent where the Pearson Correlation is 0.772 which is also highly statistically significant at 1% level of significance. Here the researcher shows that married women may have less time for oneself and also might find difficulty in adjusting home and professional work.

### THE PSYCHOLOGICAL CONSEQUENCES FACED BY THE WORKING WOMEN

Psychological problem mostly affects the working women, out of 50 respondent, 44 respondent stated that they faced physiological disturbance due to work.

#### FACED PSYCHOLOGICAL DISTURBANCE DUE TO WORK

	Frequency	Percent
Yes	44	88.0
No	6	12.0
Total	50	100.0

Source: Calculated value



### TYPE OF DISTURBANCE DUE TO WORK

	Frequency	Percent
Stress	29	58.0
Depression	8	16.0
Anxiety	2	4.0
Boredom	11	22.0
Total	50	100.0

Source: Calculated value

More than half of the respondents are stressed, 22 percent are facing boredom and others are depressed and anxious. As the work load and pressure increases, there will be several psychological problem which will arise.

### THE HEALTH PROBLEMS OF THE WORKING WOMEN DUE TO THEIR WORK

There are various health issues faced by the working women, so the researchers made a correlation to test whether the health issues caused by work are because of difficulty in getting medical leave, and health adjustment association with working hours.

#### Correlations

		PROBLEMS GETTING MEDICAL LEAVE	HEALTH ISSUES CAUSED BY WORK
PROBLEMS GETTING MEDICAL LEAVE	Pearson Correlation	1	.708**
	Sig. (2-tailed)		.000
	N	50	50
HEALTH ISSUES CAUSED BY WORK	Pearson Correlation	.708**	1
	Sig. (2-tailed)	.000	
	N	50	50

\*\*. Correlation is significant at the 0.01 level (2-tailed).

Source: Calculated value

There is a positive correlation between problems getting medical leave and health issues caused by work where the Pearson correlation is 0.708 which is statistically significant at 1% level of significance. The researchers states that as the difficulty of getting medical leave increases, the health problem also increases.

### Correlations

		WORKING HOURS IN A DAY	HEALTH ADJUSTMENT OF THE RESPONDENT
WORKING HOURS IN A DAY	Pearson Correlation	1	.650**
	Sig. (2-tailed)		.000
	N	50	50
HEALTH ADJUSTMENT OF THE RESPONDENT	Pearson Correlation	.650**	1
	Sig. (2-tailed)	.000	
	N	50	50

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Source: Calculated value

There is a positive correlation between working hours in a day and health adjustment where the Pearson correlation is 0.650 which is statistically significant at 1% level of significance.

The analyze shows that as the working hours in a day increases, there is less time for working women to take care of their health where health adjustment problem arises.

A linear regression was made to test the availability of dispensary in the workplace and health issues caused by work.

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.158	.153		14.099	.000
	AVAILABILITY OF DISPENSARY IN THE WORKPLACE	-.579	.091	-.678	-6.397	.000

a. Dependent Variable: HEALTH ISSUES CAUSED BY WORK

Source: Calculated value

The table shows the regression coefficients, the significance of all coefficients and intercept in the model. We find that the linear regression analysis estimates the linear regression function to be  $Y = 2.158 - .579X_1$  where we can state that 1 percent increase in the availability of dispensary in the workplace will lead to .579 decrease in the health issues caused by work.

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## SUGGESTIONS AND CONCLUSION

In the 21<sup>st</sup> century the working women rate has increased, therefore there is a need for trade Unions, Associations, politicians and others to take the issues and problems faced by working women in Nagaland. Gender equality is needed in the workplace and household works. When it comes to health issues, getting medical leave is a problem. So for a working woman whether it is in a private organizations or institutions or government jobs, six months maternity leave should be granted. All gender should respect and help each other. Every workplace should provide toilet facilities and dispensaries to cater the needs of the employees in particular to women employees. If these problems are taken care with great seriousness, the society and the workplace will be a better place, women too will feel safe and contented to work in a better environment.

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