

**A Study of Women Welfare at Work Place****Anjana Rai****Faculty, UIM RDVV Jabalpur****Abstract:**

Women play a vital role in economic development of the country and their contribution is very important for the growth and development of the society in all sector. we know that there are several Problems Faced by the Women at Workplace like, Sexual Harassment, Unequal Pay, Lack of Family Support ,Insufficient Maternity leaves . Therefore government designed various policies to protect and promote women welfare at workplace. Working-hour restrictions and mandated maternity benefits help to safeguard women's family responsibilities and ensure their physical security, but these regulations can raise the cost to firms of hiring women. I found from my study that only few women's are fully satisfied with the work condition of the organization

**Key Word: welfare, sexual harassment, maternity leaves, unequal pay**

**I. Introduction:**

Over the last decades, workplace has become a much more diverse. Today women representing 24.4 per cent of the total workforce in India. Women welfare means provision of minimum level of well being and social support to all women who are working at organization. It is very important to designed various policies to protect and promote women welfare workers at workplace.

The suggested guidelines for the safety for women at the workplace are broadly

Categorized under four heads:

- Physical
  
- Educational
  
- Environmental
  
- Organizational

**PHYSICAL:**

It is concerned with safety of woman when they are on the job or working inside the Premises. It is related with the Identification documents (driving license, photo ID, address proof etc.) to be collected from drivers, security guards and other staff and CCTV cameras at entry/exit, common passages and all important places in organization.

**Educational**

It is concerned with to aware the women about the company policies on sexual

harassment .

**Environmental:**

It provide safe and secure work standard of the organization .it is mainly focuses on Clearly displayed emergency contact numbers, Well lit work areas, staircases and parking lots till the last woman employee leaves the site . Separate and secure toilets for Women, provision of transport facility for woman when they are working at night shift.

**Organizational**

It is concerned with employer to create a positive atmosphere and also encourage the women .They should be protected from any kind of harassment and also aware about the facility and rights of women which is provided by the organization.

**II Review of literature**

**Lisa D. Brush ; Lorraine Higgins** (2004) This research project sought to 1)Measure control, sabotage, and physical abuse welfare recipients experience at the hands of their intimate partners. 2) Track the timing and costs of abuse through the transition from welfare to work. And from this survey he found that physically battered women earn less than other welfare recipients Battering aggravates women's experiences of the hardships associated with poverty.

**Ariel Kalil** (1998)Mary E. Corcoran ,Sandra K. Danziger, Richard Tolman ,Kristin S. Seefeldt , Rosen and Yunju Nam Most discussions of welfare and work have focused on how demographic characteristics, schooling, training, and work experience limit welfare mothers' employment and wages, but they have largely ignored factors such as inappropriate workplace behaviors, expectations of discrimination and harassment, depression, alcoholism, and domestic violence, all of which may affect welfare mothers and make employment difficult. In this paper we summarize the current state of knowledge about barriers to the employment of welfare recipients and suggest several ways in which welfare-to-work programs might address these barriers.

**III. Objective of the study:**

1 To study the safety of women at work place.

2 To analyze the problem faced by the women at work place.

**IV Research Methodology:**

The data collected for the study includes both primary data and secondary data.

I personally meet 50 women's who are working at public sector .The parameter of my

Study are :

<u>Parameter</u>	<u>Percentage</u>
<u>Working Hours</u>	<u>10%</u>
<u>Work Load</u>	<u>10%</u>
<u>Night Shift</u>	<u>10%</u>
<u>Behavior of Staff Member</u>	<u>10%</u>
<u>Unequal Pay</u>	<u>10%</u>
<u>Sexual Harassment</u>	<u>10%</u>
<u>Security inside of premises</u>	<u>10%</u>
<u>Family Support</u>	<u>10%</u>
<u>Maternity leaves</u>	<u>10%</u>
<u>Facility of crèches</u>	<u>10%</u>

**V Limitation of study:**

1. Research Report is limited to the public sector only.
2. It is time taking process.

**VI Data Analysis :**

Level of satisfaction	Percentage
Fully Satisfied	Above 75%
Satisfied	50-75%
Moderate	30-50%
Unsatisfied	Below 30%

**VII Result and Interpretation:**

I analyze from the data that 10% women are fully satisfied ,44%are satisfied ,36%are moderately satisfied and only 10% are unsatisfied from the present welfare facilities provided at work place .

**VIII Conclusion:**

The aim of this research is to study the welfare of women at work place for this I directly meet no. of women who are working in government organization and found that only few women's are fully satisfied of the work condition in the organization. They require more staff support, family support and security at work place .So conclusion is that govt. should need to do more work in the sector of women welfare.

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