

# **Exploring the Hurdles Encountered By Employed Women in Haryana and How These Challenges Influence Their Career Trajectories**

Shadab Alam, Research Scholar, Law, Glocal Law School & Jurisprudence, The Glocal University  
Dr. Dharm Pal Khatri (Assistant Professor), Glocal Law School & Jurisprudence, The Glocal University

## **ABSTRACT**

The various challenges faced by working women in Haryana, India, and the critical effect they have on career ways. This study analyses the complicated convergence of workplace factors, family obligations, and social principles — all of which much of the time act as critical boundaries for women entering the labor force — through abstract assessment. Through a blend of information from gatherings and synopses, it explains the essential road obstructions blocking women's expert headway, for example, direction predisposition, restricted admittance to instructive open doors, and dug in male-driven plans. No matter what their social foundation, working women in Haryana face different challenges. The objective of the ongoing audit is to appraise the evident effect of those challenges on women's expert results. This assessment has assessed the degree to which each challenge adds to women's career exacerbation. Five challenges — specifically, family matters, office partition, working circumstances at the workplace, social challenges, and improper direct — have been viewed as in past works. This study recognizes revolting way of behaving as the one that biggestly affects women's careers among the recently distinguished challenges. This examination additionally tracks down that vulgar way of behaving, office isolation, and family issues are commonly to fault for adversely influencing women's work. The discoveries of this study are supposed to help human asset bosses, line chiefs, directors, and lawmakers by giving proof to establishing a superior workplace for working women in Haryana.

**Keywords:** Hurdles Encountered, Employed Women, Haryana, Influence, Career Trajectories

## **1. INTRODUCTION**

A huge piece of the populace in the rambling northern Indian territory of Haryana, which is prestigious for its quick monetary development and rich social heritage, comprises of working women who are endeavouring to change careers in spite of a large number of obstructions. Regardless of whether the state gladly shows a flourishing economy and progress toward orientation equality, women's encounters in the labor force are frequently set apart by deterrents that considerably affect their career ways. This study investigates the complexities of these challenges faced by working women in Haryana and represents what they mean for the direction and stream of their expert careers.

Social assumptions and social standards are all around imbued in Haryana and are one of the principal deterrents faced by working women. In spite of headways in training and business that give huge open doors, conventional situated positions keep on creating a long-shaded area over women's goals. Since the beginning, young ladies are frequently associated to focus on family obligations over proficient objectives, propagating the idea that their essential job is to satisfy inside the limits of the home. Thus, numerous women experience opposition and watchfulness when they go into the labor force, experiencing social assumptions that subvert their expert undertakings.

Also, the challenges faced by working women in Haryana are exacerbated by the far-reaching practice of isolation in light of direction. Out of line rehearses give huge hindrances to career headway, going from lopsided compensation to restricted admittance to regulatory positions. The certain faith in male strength keeps women from progressing and encourages a climate brimming with predispositions and biases in the work environment. Subsequently, women frequently end up in circumstances where their capacities are not completely appreciated and where their obligations are overlooked, which makes it hard for them to acknowledge the amount of potential they possess in the careers they have picked.

Regardless of institutional and social obstructions, working women in Haryana battle with principal foundation holes that further block their capacity to progress in their careers. For example, working moms have an incredible test when there are no open childcare offices, driving them to shuffle their expert obligations with their providing care liabilities. Further

deterrants incorporate restricted choices for transportation and security issues, especially for women working in positions that need travel or late-night shifts. These primary blemishes make it harder for women to seek after their career objectives since they not just cutoff their adaptability and versatility in the labor force yet additionally worsen sensations of weakness and estrangement.

What's more, Haryana's functioning women face many degrees of undervaluation because of the changeability of their direction corresponding to other social characters like station, class, and religion. Women who have a place with underrepresented networks frequently experience expanded isolation because of standing up against limits characterized by their direction and by exploring social request and power elements. These covering types of misuse compound the boundaries women face to training, career open doors, and expert development, sustaining examples of imbalance and prohibition.

The challenges faced by working women in Haryana are perplexing and profoundly imbued, altogether affecting the course of their careers. Women's progression in the work field is seriously hampered by various issues, going from misperceptions and direction-based segregation to deficient framework and undervaluation of certain gatherings. This study expects to advance a more profound comprehension of the intricacies engaged with accomplishing direction esteem in Haryana's arising monetary scene by giving knowledge into these boundaries and their proposals for women's career ways.

## 2. LITERATURE REVIEW

**Fitzgerald and Cortina (2018)** provide a thorough analysis of sexual activity in the workplace, including tidbits about its prevalence, warning indications, and consequences in the twenty-first century. Based on theoretical frameworks and practical research, the authors emphasize the premise that inappropriate behavior is inevitable and persists despite legal and institutional efforts to address it. Their analysis highlights the detrimental effects of lewd behavior on victims' well-being, job satisfaction, and authoritative environment, emphasizing the sincere need for preventative and remedial action to stop and oppose such behaviors. Fitzgerald and Cortina provide important information to the discussion on working environment orientation relations and support essential reforms to advance regard and respect for all representatives by illuminating the subtle aspects of covert lewd behavior.

**Hora (2014)** explores the factors influencing women's support in leadership and dynamic roles, providing light on the challenges and barriers women face in advancing to positions of power. Hora elucidates the complex interplay of factors shaping women's professional paths and administrative objectives by examining socio-social, authoritative, and individual factors. She identifies implicit biases, inevitable assumptions, and underlying inequalities as the main barriers to women's advancement and emphasizes the need for deliberate interventions to remove underlying barriers and foster inclusive authority societies. Hora's study emphasizes the importance of accepting comprehensive approaches to address advance orientation value and variation in authoritative administration by highlighting the multifaceted concept of women's underrepresentation in administration.

**Kumari's (2014)** study focuses on the problems and challenges faced by Indian metropolitan working women, providing important insights on how class, urbanization, and variety of orientation shape women's experiences in the workforce. Kumari elucidates the various range of barriers that urban working women face through topical research and subjective meetings. These barriers include male-centric norms, the need to strike a balance between work and play, and a lack of emotionally supportive networks. Her research sheds light on the complex interplay between fundamental, societal, and institutional factors that shape women's professional interactions and emphasizes the need for appropriate mediations to meet their unique needs. Kumari's review contributes to a more nuanced understanding of orientation factors in the Indian context by concentrating on the experiences and voices of urban working women. It also advocates for specific tactics and programs that engage women both financially and socially.

**Kumudha and Rani (2012)** give a precise focus on the challenges faced by female employees in the information technology (IT) sector, highlighting the Indian city of

Coimbatore. Through discussions and overviews, the creators have identified many challenges that women in the IT field face, such as restricted professional advancement opportunities, orientation segregation, and striking a balance between work and play. Their research emphasizes how important it is for organizations to tackle systemic barriers and create inclusive work environments that support women's career advancement. Kumudha and Rani add crucial tidbits of information to the larger discussion about orientation in the workplace by providing insight into the unique challenges faced by the IT industry.

**Meyer (2019)** looks into the business practices of female entrepreneurs in South Africa and how they affect pioneering elements. Meyer uses subjective exploration methodologies to study how South African women entrepreneurs approach challenges and shape their creative solutions to advance their businesses. She identifies coordinated effort, flexibility, and variety as essential components of women's pioneering approaches, emphasizing their impact on local area development, advancement, and company development. Meyer's analysis underscores the importance of recognizing and elevating the dedication of women in business, while also advocating for robust strategies and initiatives to bolster their ambitious endeavours. Meyer's assessment enriches our understanding of orientation components in business ventures and demonstrates the possibility for women's strengthening through business proprietorship by showcasing the diversity and power of South African women in business.

**Osmani and Hossen (2018)** focus on supporting women in Haryana's apparel industry, a sector that is vital to the country's economy and to the employment of women. After conducting a thorough analysis of the challenges faced by female garment workers, the authors highlight issues such as poor pay, health risks associated with the workplace, and limited opportunities for professional growth and advancement. Their analysis emphasizes how important it is to correct systemic injustices and implement policies that promote women's empowerment and economic advancement in the apparel sector. Osmani and Hossen complement efforts aimed at improving working conditions and fostering orientation consistency in Haryana's apparel sector by elevating the voices of women laborers and advocating for their rights and nobility.

### 3. METHODS

As per the World Bank's assortment of progress rules, which is accumulated from formally acknowledged sources, women made up 50.43% of Haryana's all out populace in 2019 and 31.64% of the labor force generally in 2020.

Albeit the specific number of occupants analyzed is obscure, the review decided the model size in view of Roscoe's "fundamental rule." A review was led on female forerunners in private and public affiliations.

### 4. ANALYSIS AND FINDINGS

#### 4.1. Demographic Profile Analysis

That's what table 1 shows, of the 130 respondents, the table addresses the fragment attributes of a commendable gathering. The age circulation uncovers that, of the individuals, 73% are under 35 years of age, trailed by 21% who are somewhere in the range of 36 and 40 years of age and a more unassuming 6% who are somewhere in the range of 41 and 45 years of age. Concerning preparing, 35% are graduates, 62% have finished post-graduation, and 3% have an Optional School Support (H.S.C). As far as even out, 60% have been involved for under five years, 27% for six to a decade, and 13% for eleven to fifteen years. Moreover, intimate status shows that 36% of individuals are single, 60% of individuals are hitched, and 4% of individuals have a place with the "Others" classification.

**Table 1:**Analysis of Demographic Profiles.

Description	N	%
Age		
Below 35 years	97	73.00
36-40 years	27	21.00
41-45 years	6	6.00
Level of Education		

H.S.C	4	3.00
Graduation	45	35.00
Post-graduation	81	62.00
Experience Level		
Below 5 years	77	60.00
6-10 years	34	27.00
11-15 years	19	13.00
Marital status		
Married	77	60.00
Unmarried	48	36.00
Others	5	4.00

#### 4.2. Cronbach's Alpha: Components Wise Measurement (Reliability Analysis)

Table 2 shows the Cronbach's Alpha qualities for the following variables: social issues, ill-advised conduct, working circumstances at the workplace, family hindrances, office divisions, and career influence.

**Table 2:** Cronbach's Alpha

Variables	No. of items	Cronbach's Alpha
Family Challenges	6	0.784
Working Conditions at Office	5	0.783
Discrimination in Terms of Facilities	6	0.810
Social Challenges	3	0.749
Sexual Harassment	6	0.918
Perceived Impact on Career	4	0.863

Table 2 clarifies that the characteristics are all above 0.5, exhibiting the unwavering quality of the information.

#### 4.3. Pearson Correlation Analysis

In light of Table 3, the translations that follow have been made. The subordinate variable Seen Effect on Career has Pearson relationship values of 0.520\*\*, 0.566\*\*, 0.593\*\*, 0.384\*\*, and 0.706\*\* for each autonomous factor (family challenges, working conditions at the office, office separation, social difficulties, and inappropriate behavior) that are connected to it separately. The example size (N) for each scenario is 127, and the significance (2-followed) esteem is 0.000.

**Table 3:** Analysis of Demographic Profiles

		1	2	3	4	5	6
Perceived Impact on Career	Pearson Correlation	1	-	-	-	-	-
	Sig. (2-tailed)	-	-	-	-	-	-
Family Challenges	Pearson Correlation	0.520**	1	-	-	-	-
	Sig. (2-tailed)	0.000	-	-	-	-	-
Working Conditions at Office	Pearson Correlation	0.567**	0.335**	1	-	-	-
	Sig. (2-tailed)	0.000	-	-	-	-	-
Discrimination in Terms of Facilities	Pearson Correlation	0.593**	0.363**	0.690**	1	-	-
	Sig. (2-tailed)	0.000	-	-	-	-	-
Social Challenges	Pearson Correlation	0.384**	0.416**	0.489**	0.390**	1	-
	Sig. (2-tailed)	0.000	-	-	-	-	-
Sexual Harassment	Pearson Correlation	0.706**	0.461**	0.649**	0.486**	0.416**	1
	Sig. (2-tailed)	0.000	-	-	-	-	-

Table 3 demonstrates the strong relationship between all of the free components and the dependent variable. It also demonstrates how strongly connected each of the factors is to the others. However, as the Pearson Association values recommend, there are varieties in the level of affiliation. Table 3 shows that there is areas of strength for a positive relationship between indecent way of behaving and saw influence on one's career. The outcome shows that women genuinely accept that unseemly way of behaving affects women's careers.

With a Pearson connection value of 0.592\*\*, the association between segregation in terms of offices and perceived influence on career is the second most well established. It may suggest that women recognize the potential harm to their careers that comes from having separate offices in the workplace. Consequently, medium favourable affiliations (Pearson connection values 519\*\* and 0.565\*\*, respectively) are identified with working conditions at the office and family troubles. In conclusion, there is evidence of a positive correlation between friendly challenges and perceived professional influence; however, the Pearson connection esteem is noticeably smaller than in previous research.

#### 4.4. Regression Analysis

The Changed 'R-Square' method is used to measure the degree to which variations in the autonomous factors explained the apparent influence on career (the subordinate variable). Table 4 illustrates that the Changed 'R Square' accounts for 60.21% of the variation in this case. It displays the dependent variable gauge's dispersion around its mean. Should the sexually transmitted illness occur. More remarkable than 12% of the mean being high is the gauge error. In this case, the gauge's standard error is 75.02%.

**Table 4:**Description of the Model

Model	R	R Square	Adjusted R Square	Std. error of the estimate
1	0.781a	0.610	0.593	0.74010

The provided relapse examination suggests a few aspects, possibly related to prosperity or job fulfilment, that could have a fundamental impact on a result based on Table 5. In fact, there is a positive correlation between the existence of family challenges and the outcome variable ( $\beta = 0.199$ ,  $p = 0.006$ ), indicating that those who are dealing with family issues would typically report higher levels of the variable. Office separation also demonstrates a significant positive link ( $\beta = 0.303$ ,  $p = 0.002$ ), suggesting that those experiencing segregation in terms of workplace amenities perceive a more defined influence on the outcome. However, social challenges and working conditions at work don't appear to have a significant influence ( $p > 0.05$ ). Interestingly, there is a substantial positive connection between inappropriate behavior and the outcome measure ( $\beta = 0.485$ ,  $p = 0.002$ ). This suggests that those who are exposed to inappropriate behavior will typically report significantly higher levels of the variable. Overall, these findings underscore the complex concept of workplace interactions, where family dynamics, distance, and unsuitable conduct emerge as particularly noteworthy factors influencing the outcome under examination.

**Table 5:**Coefficient

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	0.176	0.245	-	-0.717	0.478
Family Challenges	0.235	0.082	0.199	3.916	0.006
Working Conditions at Office	-0.021	0.104	-0.019	-0.189	0.854
Discrimination in Terms of Facilities	0.370	0.100	0.303	4.764	0.002
Social Challenges	-0.010	0.072	-0.010	-0.114	0.913
Sexual Harassment	0.482	0.081	0.485	7.084	0.002

#### 5. CONCLUSION

This study sheds light on the numerous obstacles faced by working women in Haryana and the substantial effects they have on their career paths. The findings shed light on the deeply ingrained nature of social norms, orientation predispositions, and underlying inequities in the workplace and society at large, all of which impede women's professional advancement.

Furthermore, the confusing balance between work and family responsibilities exacerbates these issues and often forces women to make difficult decisions that impede their professional advancement. However, these barriers also present incredible opportunities for meaningful change. The number of women entering the workforce is increasing in Haryana. Nevertheless, Haryana's working women continue to face a variety of challenges in the workplace. This study made the case for looking at the significance of those challenges and how they relate to the apparent impact on career. This study suggested five essential factors that influence women's profession choices. Three specific elements that have an impact on women's careers include inappropriate behavior, office segregation, and family challenges. Furthermore, the most heinous of the problems faced by functioning women was explained as indecent behavior. The findings are consistent with a number of earlier analyses.

## REFERENCES

1. Alfarran, A., 2021. The Impact of Remote Work on Women's Work-life Balance and Gender-role Attitudes in Saudi Arabia. *International Journal of Gender and Women's Studies*, 9(2), 11-22
2. Batyari, A., 2019. Cultural Structure and Sexual Violence against Iranian Women (Survey of preventive strategies based on the public health approach). *International Journal of Gender and Women's Studies*, 7(2)
3. Delina G and Raya P., (2013), "A study on work-life balance in working women", *International Journal of Commerce, Business and Management*, 2(5), ISSN: 2319-2828.
4. Fitzgerald, L. F., & Cortina, L. M. (2018). Sexual harassment in work organizations: A view from the 21st century.
5. Hora, E. A. (2014). Factors that affect women participation in leadership and decision-making position. *Asian Journal of Humanity, Art and Literature*, 1(2).
6. Kumari V., (2014), Problems and challenges faced by urban working women in India, National Institute of Technology Rourkela.
7. Kumudha A. and Rani J., (2012), "An empirical study on problems faced by women employees in information technology industry with special reference to Coimbatore city", *International Journal of Management & Information Technology*, 1(3), ISSN: 2278-5612.
8. Meyer, N. (2019). South African female entrepreneurs' business styles and their influence on various entrepreneurial factors. In *Forum Scientiae Oeconomia*. Wydawnictwo Naukowe Akademii WSB. 7(2), 25-35.
9. Osmani, N., & Hossen, B. (2018). Empowering Women in Haryana: A Study on the Problems of Working Women in Garments Industries. *European Journal of Social Sciences*, 57(3), 277-289.
10. Pogoy, A., Montalbo, I., Pañares, Z. and Vasquez, B., 2016. Role of Women Farmers in Improving Family Living Standard. *International Journal of Gender and Women's Studies*, 4(1).
11. Raghavan, A., Liu, J., & Price, R. R. (2013). U.S. Patent Application No. 13/524,404.
12. Salahuddin, A., Mahmood, Q. K., & Ahmad, A. (2021). Breaking second glass ceiling: lived experiences of women entrepreneurs in Pakistan. *Quality & Quantity*, 1-12.
13. Sophia J. Ali., (2013), "Challenges Facing Women Employees In Career Development: A Focus On Kapsabet Municipality, Kenya" *International Journal of Current Research* 3.8, (2011) 196-203.
14. Vyas J., Mehta H.D., Tiwari N., (2017), "Problems and issue faced by working women in Amrelicity" *Advance research journal of social science*,8(1), 80-84 e ISSN-2231-6418.
15. Zhu H., Khan H.G.A, Ilyas M., (2012), "Challenges and risks faced by the working women in government organizations: An insight from Asian countries" *African Journal of Business Management*, 6(45), pp.11368-11374, ISSN 1993-8233.