

**PROBLEMS AND CHALLENGES OF WORKING WOMEN IN URBAN  
LIFE: BANGLADESHI PERSPECTIVE**

**This Report Presented in Partial Fulfillment of the Requirement for the Degree of Masters  
in Development Studies.**

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**DECEMBER-2019**

## **APPROVAL**

This thesis titled” Problem and Challenges of Working Women in Urban Life: Bangladesh Perspective” Submitted by Listina Pinki Halder to the Department of Development Studies, Daffodil International University has been accepted as satisfactory for the partial fulfilment of the requirement for the degree of Masters in Development Studies and approval as to its style and content.

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I hereby declare that this project has been done by me under the supervision of Md. Fouad Hossain Sarker, Assistant Professor and Head of Department of Development Studies, Daffodil International University and Alvy Al Srijon Lecturer, Department of Development Studies, Daffodil International University. I also declare this thesis has been submitted elsewhere for award of any degree or diploma.

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02-01-2020

## **ACKNOWLEDGEMENT**

First, give thanks to God who gave me the capability and privilege to complete this thesis effectively. I am very grateful to our supervisor Md. Foud Hossain Sarker; Assistant Professor and Head, Department of Development Studies, Daffodil International University, Dhaka. His endless support, guidance patience towards me, continual encouragements and also constrictive criticism and advice helped me consistently to complete my thesis.

I would like to thank Alvi Al Srijhon, Lecturer in Development Studies who also guided me throughout the time and continuously encouraged me to complete my thesis paper. I would like to express my gratitude to Professor A.M.M. Hamidur Rahman, Dean, Faculty of Humanities and Social Science, who gave us the opportunity to do the thesis.

I am very much grateful to Dr M. Saiful Islam, Associate Professor, Department of Development Studies, Dhaka University. He just poured out his heart while he was teaching in different subjects. His experiences, knowledge and wisdom really helped me to understand the development in a different way.

Finally, I like to give thanks to my friends from the MDS program and also want to show my gratitude to our all Lecturers who have taught us the different subject in a different time.

## **DEDICATION**

It is an honor for me to dedicate this book to my husband Edward Evens Marak, for his immense supports and encouragements. I also want to dedicate my book to my friend Jerald Costa who always there in my difficult time and genuinely wanted to help me and guided me to reach the goal.

## **ABSTRACT**

This study examines the problem and challenges of working women in the urban city of Bangladesh. The number of working women increased and they also faced a lot of challenges simultaneously, especially the urban women. The main objective of the study was to identify the issues and problem faced by urban working women in Bangladesh. The goals also included recognizing the key socio-economic independence contributes to women status, wellbeing and security, and women contribution in different organization for improving family and society. Some problems are very common like emotional and at the same way physical problem. The study was conducted on the Dhaka Church of Christ (DCOC) society in Dhaka city. A mixed-method approach including face to face interviews, focus group discussion and a questionnaire was used to get information for the studies. The study was based on primary data gathered from DCOC Society to discover the potential answers for working women which could assist them with overcoming the issues that they face in the working environment. The result of the study showed that different kinds of women face different problem in their professional life. Some problem they face in their workplace is discrimination like the problem of the glass ceiling, they have to persevere to get any promotion. Their path is full of the obstacle. They have to fight to reach their goal. Balancing their professional and family life make them more stressful and exhausted.

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# CHAPTER ONE

## INTRODUCTION

Throughout the entire development of human, women have been as important in the history-making as men have been. Without a doubt, without the dynamic investment of women in national exercises, the social, financial or political advancement of a nation will crumble and will not progress. Be that as it may, unfortunately, women workers all in all, are not paid attention to very by their supervisor, partners, or society. Women faced problems and challenges to achieve the goal due to their family's responsibilities.

Generally, Bangladeshi women had been homemaker yet in the ongoing decades, proper education and lots of awareness program help them to choose their suitable career. In a male dominating culture like Bangladesh, it is still accepted that a man is the essential provider of his family that is they are the breadwinner for his family. Bangladeshi women have begun working outside their homes yet at the same time, they have far to go both culturally, socially and economically, to acquire constructive attitudinal changes in the outlook of individuals.

It is commonly seen that gender discrimination against working women starts from the very beginning stage of recruitment. The majority of the Bangladeshi men are not prepared to acknowledge that women are competent enough to work one next to the other with men in every sector. Their abilities are by and large thought little off because of which Bangladeshi women tend to select less demanding jobs regardless of whether they are profoundly qualified. Women have to do the household work as well as to manage their official work. The obligations to adequate Men, for the most part, don't offer any assistance in the family's work. This makes the life of working women incredibly unpleasant.

In the decade of the women's movement, the movement has been fighting to overcome obstacles and it has been successful there. Women can work in the profession of their choice on the basis of their skills and abilities and this is not opportunity rather they are working with eligibility criteria.

Women are being subjected to various forms of torture and deprivation in the workplace. This is because the workplace is not yet female-friendly. Women must understand their responsibilities and challenges. In addition to addressing the challenges, they must also understand the possibility of facing it and be brave enough to deal with it. Currently, the number of women in the field of education is satisfactory but not enough presence in the profession. In the mainstream of the development of Bangladesh, millions of women are playing a visible and invisible role.

This confidence of women is the most sensitive of the way of life of Bangladesh. In any case, pioneers use it as a weapon in the working environment. Without acknowledgement of better execution of women, their physical excellence is extraordinarily refreshing. It couldn't care less about its qualification; it leaves prompting women' capability in covering. Commonly, and conduct at the work environment goes past the standards of culture. For this situation, women are not seen as a partner rather they are just assessed as a woman. To guarantee sound workplace, oppression or injurious conduct (tormenting) is assuming the most negative job. Tormenting is an uneven or aggregate method for rehashing, mortifying, abusing, or trifling in some other path past work. It might be a direct result of a cranky or humiliating stance. Yet, this sort of conduct is profoundly outlandish and offending to the casualties of tormenting. Thus, they endured extreme mental pressure.

## 1.1 Background of the study

While a greater part of the Women still face gender discrimination, over the most recent couple of decades, the number of Women effective in governmental job, politics and other areas. Society has begun seeing women in an alternate point of view. They fill in as legal counsellors, medical attendants, specialists, social labourers, educators, secretaries, supervisors and officials and so on. There is no calling today where women are not utilized. The facts confirm that working women need to confront issues by ideals of their sex. For quite a long time Women have been exposed to abuse and torment, physically, explicitly and rationally. There are countless test and issues looked by them both at home and work environment. What we, by and large, observe today, notwithstanding different media and diary reports is that in the working environment ladies, for

the most part, face mental pressure, inappropriate behaviour, oppressive practices, wellbeing and security issues and so on (Martin, 1989).

Through women face a lot of discrimination & difficulties in their everyday life but still many of the women are successful in many areas like politics, business, the technology that indefinitely on the rise. Society has started changing its perspective mindset. Women are working as a lawyer, nurses, doctor, there is not any kind of job where women are not involved. But it's also be noted that working women are faces lot of problems & challenges. From the centuries of centuries, women are exploited by men. They are torture in physically, verbally and also mentally. Sometimes they also go through some sexual harassment. There are uncountable challenges & problems faced by society both in the workplace & also at home. Bangladeshi's patriarchal society treats women as home makes & sexual objects. They were subjected to abuse physically, mentally.

## **1.2 Statement of the Problem**

This self-esteem of women is the most delicate of the culture of Bangladesh. But opportunist uses it as a weapon in the workplace. Without appreciate of better performance, their outward appearance is mostly valued & overlook their eligibility. They don't see women as a colleague but they considered as a woman. The environment of the office sometimes is not safe for women. Women faced a lot of sexual harassment or abusive behaviour. People want to take advantage of women because men see women as a weak partner in their life. Women struggled to get a managerial job where men get easily. The path of women in full of the obstacle. There is an invisible glass shell between men & women. There is a gender gap in our society. As a result, women face mental stress in their official workplace.

## **1.3 Illustration of the Problem**

In today's modern society women in deprived in many areas. Sometimes they consider as a burden as a first child. Many families feel unnecessary in spending money for women to get educated. Some women are able to come out from all the boundaries and get the light of education & some remain in the dark. When women involved in work, they have to face a lot of conversation. Even when they want to apply for a job they were told to get a job in school, colleges, no other field in safe for them. Approximately half of the people in Bangladesh are women. If women are not taking part in development, it will be very difficult to get success. Development may fail. However,

gender equality & the women empowerment in now recognize in Bangladesh. But still, we need to aware people & continuous call society to change. Working women are essential for the development of society. From the aspect of making the lower ground of women's feet, little solid in their professional life I am motivated to conduct the research.

## **1.4 Scope of the Research**

Historically, women have endured persecution and domination by the patriarchal in Bangladesh and have confronted numerous issues and difficulties. Women were educated to acknowledge their situation through the socialization procedure and furthermore that all principles and guideline made uniquely for women they will undoubtedly pursue including their 'initiation rites.' They are instructed to be devoted spouses and sisters and furthermore to regard their older folks; habits are educated to them, similar to how to walk, talk, sit, and work at home and numerous others. They are neither considered as people with their very own character nor do they have any close to home life. They are informed that a man could wed more than one woman and they acknowledge it quietly, blaming their own fate. The substandard places of women in the conventional Bangladesh culture have been strengthened by various customary practices, for example, polygamy, early marriage, and absence of education and by long stretches of enslavement. A significant number of these practices are still discovered today in some places in our nation.

Participation of women in decision making that is basic leadership positions are limited by extreme social practices since men feel that women are not able enough to make a good decision. Women face difficulties everywhere throughout the world and now and again these difficulties are setting explicit. The writing on the difficulties and issues women face at the work environment isn't just restricted to women in the unrecognized area, but additionally informal associations too, as women keep attempting to add to their personal satisfaction and that of their families and in this manner to the economies of different nations through work.

## **1.5 Objective of the study**

The study attempts to address the following key research objectives:

1. To identify the challenges faced by urban working women in the workplace.
2. To identify the key socio-economic pointers contributing to women's status, safety and security.
3. To study women involvement in various activities/organizations for the upliftment of family, community and society that can lead to their overall development.
4. To find out possible solutions that could help them to overcome that problem that they face in the workplace.

## **1.6 Research Question**

The study will get the answer to the following research question in order to understand the problems and challenges faced by working women in the workplace:

1. What are the challenges faced by urban working women in the workplace?
2. Who are the key socio-economic actors contributing to women's status, safety and security?
3. What are the possible solutions that could help women to overcome the problems they face in the workplace?
4. How can women balance between professional life and family responsibilities?

## **1.7 Rationale & Significance of the study:**

Educated urban women are more aware of the opportunities and challenges of their workplace and they can better understand their role and limitations in their workplace. They are able to develop their professional life with or without their family's support. In the past, there were some boundaries or does or don't for women but now a day's women play a vital role in different sectors. Women are able to break through that boundaries & playing a dual role in balancing professional life as well as family life. The major challenges of urban women are maintaining the dual

responsibilities- domestic life as well as professional life. Though many women are coming out and applied for a paid job still they are treated as weak, inferior and second class citizens. Even today looking after the families & children is the primary responsibility of a woman.

### **1.8 Organization of the thesis**

The study is about the Problem and Challenges of working women in urban life in Bangladesh. The first chapter highlights the introduction and background of the thesis, the second chapter of the study is about the Literature Review, The third chapter is about the Methodology and what kind of method will be used, the research design, method of data collection instrument, and method of data analysis. Chapter four is about data analysis and presentation, chapter five of the study is about conclusion and recommendation.



## **Chapter Two**

### **Review of Literature**

#### **2.1 Concept of women in the workplace**

Women in the workplace earning wages are a very common phenomenon in the modern society, one that created simultaneously as the development of paid work for men, however, women have been challenged by inequality in the workforce. Until present day times, lawful and social practices joined with the idleness of longstanding strict and instructive shows, confined women' entrance and support in the workforce. Financial reliance upon men, and therefore the poor financial status of women, have had a similar effect, especially as occupations have gotten professionalized over the nineteenth and twentieth hundreds of years. Lack of higher education women had excluded from the higher position of job, especially the managerial job. Women are considered to do the job in the kinder garden school or low profile job. They are ended up getting less money than men for doing the same work.

The literature on women in Bangladesh became available since the 1980s. Prior to that, it was difficult to get information on women. Rounaq Jahan in her study “Women in Bangladesh” expressed the fact in this way: “Little published material is available on women. Statistical data are outdated, only preliminary figures are available from the 1974 census. As women are non-visible and unorganized, their problems are not articulated and hence, they fail to draw the attention of researchers (Jahan, 1975: 08).”

The circumstance has been evolving bit by bit. Women's association in the working environment has expanded during the mid-1980s (Mahtab, 2007). From that period, different examinations are being led on various parts of working women occupied with various callings. Least of them talk about women government employees and none of these investigations concentrated solely on field-level authorities. This area surveys some important writing on working women, their issues, with an exceptional spotlight on women government employees.

Islam, (1975) articulates that women have been allowed to leave their homes and look for business incompletely because of western impact and mostly because of monetary weight. Families

(exceptionally the father) with dynamic viewpoint and education permit and encouragement their female children to study. The study found that the greater part of the working women is structure the more elite classes of society, who are raised in a friendly environment of training and learning. They are not independent; rather they are the results of nature at home.

Most women consider earning money as an essential motive for work. The several women who basically want a higher societal position through the career. The primary difficulties that working women are facing are: balancing the timing between professional work and household work. The significant finding of that study was the working women don't sidestep their families responsibility; rather, they consolidate the customary family unit obligations with their out-of-home commitments.

A research conducted by Hoq and Bala, (1988), depended on the general data of women of Bangladesh civil service. Indeed, this is first research conducted on the women government workers of Bangladesh which gave nonexclusive kind of data about them. The investigation highlighted the financial foundation of the women officials, their age, family income and status, courses of action with respect to taking care of their kids during their absence, housing settlement, preparing, execution of women officials, and so on. Frames of mind of male associates and authority towards women authorities were likewise heightened in the investigation. Review of the quota system, women employment and independency effect on their social life and also the attitudes of relatives and friends toward them have been highlighted. The study additionally centred in the problem of government working women.

In the end, this study tried to draw a few suggestions which include extraordinary training for working women to make them compatible with their new position, transport facility, harmonious workplace, safe and secure work environment etc.

Islam, (1997) in her examination demonstrated that working women need to grasp various issues. The significant difficulties originate from their families. Women need to look for authorization from male individuals from their families for working outside. They don't have any decision about the activity. So also, in the working environment, they are treated as 'women' as though they don't

have the ability to carry out a responsibility like a man. Male partners don't participate; subordinates don't prefer to acknowledge them like a chief.

Women are treated as a powerless accomplice, unpracticed, incompetent, physically not fit, delicate and compliant. So they are not competent to take choices, make arrangements and visit field workplaces alone. Because of the restriction of the workplace condition, transport offices make their activity harder. An examination was embraced by Zafarullah, (2000) recognized that the uniqueness among male and female portrayal in open organization is wide. Both methodical and attitudinal requirements are looked by women in Bangladesh to enter and make a profession in the common help.

The administration system is to a great extent ruled by men and is guided by a male inclination. This prompts industrious victimization women in enlistment, position, headway, versatility and preparing. Incapable organization of the amount framework has been a significant issue in setting up a fair dissemination of women among urban and provincial positions. The greater part speaking to the provincial regions are forgotten about because of procedural blemishes.

Mahtab, (2007) identified that the different problems women faced in their various career . She wanted to convey that women are working for the most part at the base of the chain of importance. The study finds that gender discrimination and sexual harassment in the workplace are the two significant issues that each working women face in Bangladesh. Institutional culture is male-biased and it controls women to take part in the decision making process. Include, the lack of supportive women for women. And also there is no climate for women working together in the same mindset for the common interest. The study recognized another imperative looked by proficient women is the "maternal wall." Career openings become limited for them subsequent to having kids. Low paid working women suffer from health problem because of the stressful and unhealthy workplace. Employed women also suffer well-being issues. This is because of worry from over-burden, work-family-conflict, child-raising, and so on. Every one of these misfortunes leads women to bring down the degree of execution, poor fulfilment with employment and life, which at last influence their profession possibilities.

The literature also focusses on married working women than on single working women (Karl, 2009). It is shown that what are the challenges married women went through to balancing their professional and married life. What are the limitations they are going through everyday life? Eggins (1997) advocates for more facilities to women in the workplace, suggesting that "it is an important part of the developmental strategy as well as an act of social justice" The World Bank (1991) evaluate that one- third of labour force is done by women. Singhal (1995) found that "Participation of women in the workforce is essential for economic development and population planning."

Somjee (1989) had some critical explanations. She argued that "throughout the entire existence of women's studies, which isn't long, approaches have been embraced so as to comprehend women's problem and discover a solution for them. Such approaches extend from how women are seen in different societies and historical settings, due to the biological structure they decrease their power and status in the perplexing social development, to a broadly shared emphasis on the need to make women equivalent through the economy on the need to make women equal through the economically and legally, seeing them individuals rather than having the sole responsibility regarding caring for the family."

Mitra (1997) investigations the causes and reaches some significant resolutions: "Connection among women and professions could be seen as one of the women in undeniable professions like medicine, law, academics, etc and another in the semi-profession like nursing, teaching clerks and so on."

Okolo (1989) mulled over that another hindrance is not present of good examples of official women on account of their scarce presence in top authoritative/administrative positions. In like way, this study found that there is no sexual distinction in various levelled chains of significance when a woman has accessed them. "The nonattendance of impact in ladies can occur in light of the fact that official and authoritative women have made perseverance features getting safe with the effects of men's levels of leadership. A dynamic framework made by men solely may have an effect upon the arrangement of a regulatory board, and a while later its further effect isn't exceptionally strong."

Wentling (2003) found that the twin roles of women cause stress and struggle because of her social structure which is still practising in our society. In her examination on working women in Delhi, she has shown that "traditional authoritarian set up of social structure continues being the comparable basically and thusly women face the issue of employment difficulty change in attitudes of individuals as demonstrated by the situation can beat their concern."

Ahmad and Aminah (2007) inspected that women experienced more work in their family. Around 66% of the women demonstrated that they proposed to leave their profession after having another child, because of the increasing expense of child care service or who is going to take care of the baby. They got the least social help from their supervisors contrasted with different sources and tended to cope with the struggles they face with some alternative or they are told to quit the job.

Gunavathy and Suganya (2007) in their investigation among married women representatives of BPO organizations followed the causes, results of work-life irregularity and mediations for work-life balance. More than 66% of the respondents communicated the cultivated work-life lopsidedness with individual life. The reasons for work-life unevenness were delegated hierarchical and individual components. The authoritative elements included time, relationship and business related issue. The personal factor included the absence of family support and marital conflict. As indicated by the examination, "the three fundamental outcomes of work-life irregularity were pressure and burnout, sick wellbeing and poor work performance. The respondents also experienced blame of not having the time to spend with the family, tension about poor performance, uprooting of negative feelings on relatives and on associates."

Ming (2007) "examined the relationship of self-efficacy, work-family conflict, social support, gender role attitude, role model and career aspiration to top management among women in middle management at the manufacturing line. This study intended to determine the contribution of each factor to a career aspiration. Data were collected from 109 married women in middle management at eight private manufacturing companies located in Bangi and Nilai. This study found that self-efficacy, social support, gender role attitude and role model were significantly related to career aspiration ( $p < 0.05$ ). Specifically, self-efficacy and gender role attitude was the most significant antecedents of career aspiration among women in middle management in the manufacturing line."

Mathur-Helm (2006) identified the reality of the glass-ceiling phenomenon in the higher official job. The study found that the low numbers of women in their top management jobs. The paper portray for legitimate pioneers to recognize advancement limits existing in their affiliations, driving their women workforce towards an uncalled for confinement. The results indicated that the one-sided based hindrance considered a dream by various was certified and are continued by the legitimate culture, plans and frameworks other than women own special inadequacies. The assessment gathered that solitary the most decentralized affiliations, depicted by a culture that supports women top positions, will help in isolating the oppressive requirement, nearby women own special undertakings to create, make and draw in themselves through academic and profession improvement.

## **2.2 Justification of the research**

Given the information observed in the literature review of the study of “problem and challenges of working women in urban life .” is justified and deemed to be very relevant and necessary to help the governmental and non-governmental organization to aware of gender discrimination and put it into practice where it supposed to be and make the path easier for women to reach the goals and break the invisible glass ceiling.

## **Chapter Three: Methodology**

### **3.1 Introduction**

This chapter covers the methods and procedures that will be used to collect the data of this present study. This chapter contains research design, the population of the study, sample and sample procedure, methods of data collection instruments and methods of data analysis, reliability and validity of the instrument, data sources and finally limitations of the study.

### **3.2 Research design**

In this study, descriptive research design will use to address the problem and challenges of working women face in the urban area in Bangladesh. This research has used both primary and secondary information for analysis. Reviewed books, journal, articles newspaper were the major secondary data to the identified historical background and other related issues women faced. Interviews and personal communication will be conducted with the respondents to identified purposive sampling. Both qualitative and quantitative approaches will be implied to undertake this study. The quantitative research design will facilitate the numerical data in order to answer the question regarding the subject of the research, while qualitative analysis is the subject to the data captured through the qualitative instrument.

### **3.3 Population of the study**

The target population of the study will consider some of the working women in Dhaka city. The total population of this study is 150 women's from a different area of Dhaka city.

### 3.4 Sample size and area

The study will be used the represents the number of respondents selected from the target population to constitute as the sample will be applied.

<b>Target population</b>	<b>Total population</b>	<b>Sample</b>
Luxmibazar	50	25
Farmgate	50	25
Bashundhara	50	25

### 3.3 Sampling Procedure

According to Paul and Amin, sample is the process to choose the population as a sample in order to know the information. The researcher has to be very careful while selecting the respondents so that the information will be more appropriate and normal.

### 3.4 Methods of the data collection instruments

The instruments of this research used both the questionnaires and face to face interviews. the collected data will be converted into more meaningful words and information by statistical package for social science(SPSS)and Microsoft excel.



### **3.5 Reliability and Validity of the Research Instruments**

Reliability is all about test and retests the method. If the researcher will distribute the same questionnaires twice to the same number of people and the result come different then there is something wrong with this method of data collections.

The validity of the instrument assessed through expert judgement and the researcher will make sure the coefficient validity to be at least 75% the researcher will consult his supervisor for expert knowledge for the construction of the questionnaires.

### **3.6 Data Source**

The data were collected from both primary and secondary sources. Primary data were basically the respondents of the participants and it's from the result of the questionnaires. Secondary data will be collected from different sources like books, articles, website and journals.

### **3.7 Limitations of the study**

The researcher has faced some limitations which could affect the reliability of the study. It is not easy to get update data from various women because of confidential assurances. Another obstacle in the study is time. It is very difficult to collect the data from the respondents due to the distance and timing.

## Chapter Four

### Analysis and interpretation of data

#### 4.1 Introduction

To show the challenges of urban working women in Bangladesh, the researcher has collected both the qualitative data and quantitative data. Primary data is collected with the support of the questionnaire from Dhaka City. In the questionnaire, different questions were asked from the respondent and the answers were recorded by the interviewer. The researcher used this method because it is the most suitable method to get information by visiting respondents. In this method, the descriptive analysis approach is to see the relationship between the variables and it is the most suitable process to explain the analysis.

The questionnaire consisted of 10 closed-ended and open-ended questions to meet the objectives or goals of the study. The items in the questionnaire included urban working women issues related key parameters like sexual and mental harassment, promotion issues, family care issues, discrimination based on gender, workplace discrimination and prejudices, safety and security issues etc.

#### 4.1 Demographical profile of the respondents

In this chapter, the researcher will discuss the demographical profile of the respondents.

**Table 1:** Age group distribution

Age group	Percentage
21-30	36%
31-40	63%
41-50	11%

Table 1 describes the age group of the respondents. Here, in our total sample, the minimum age of our respondents is 24 years and the maximum is 49 years old. We have categorized them into 3 age group taking 10 years interval. We have found 36% of respondents in first group 21-30. The

highest number of respondents have found in second group 31-40 that is 63 %. The third and fourth group is 41-50 have 11% respondents.

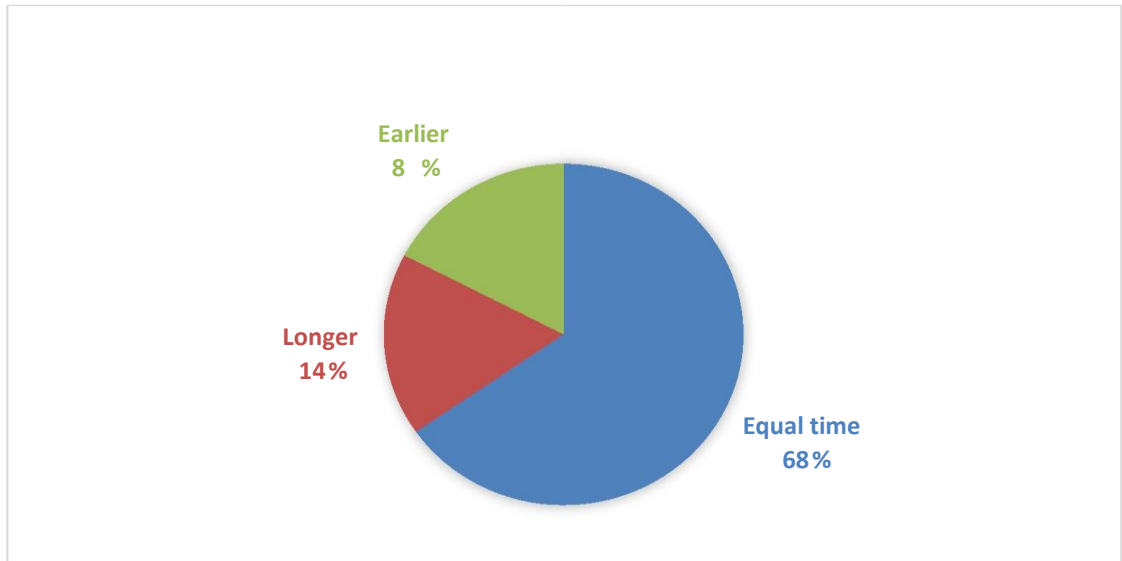


Figure 1 Distribution of time for women employees for getting the promotion

**Figure 1** shows the above data 68% of female workers were advanced simultaneously regardless of their gender, 8% women were advanced sooner than their male partners and 14% took longer than their male companions. The above data reflects that gender bias related to promotions do not prevail much in the working atmosphere.

**Table 2: Basis for getting a promotion on merit (in nos.)**

	No. of respondent	Percentage (%)
<b>Yes</b>	17	23
<b>No</b>	46	61
<b>Can't say</b>	12	16

**Table 2** shows the above data 60% felt that their advancement depended on merit and not based on partiality or some other foul proposition, 15% didn't know about their answers and 25% agreed that preference successes in work. It reflects that people are more concern about the gender issues and they are practicing everyday in their life.

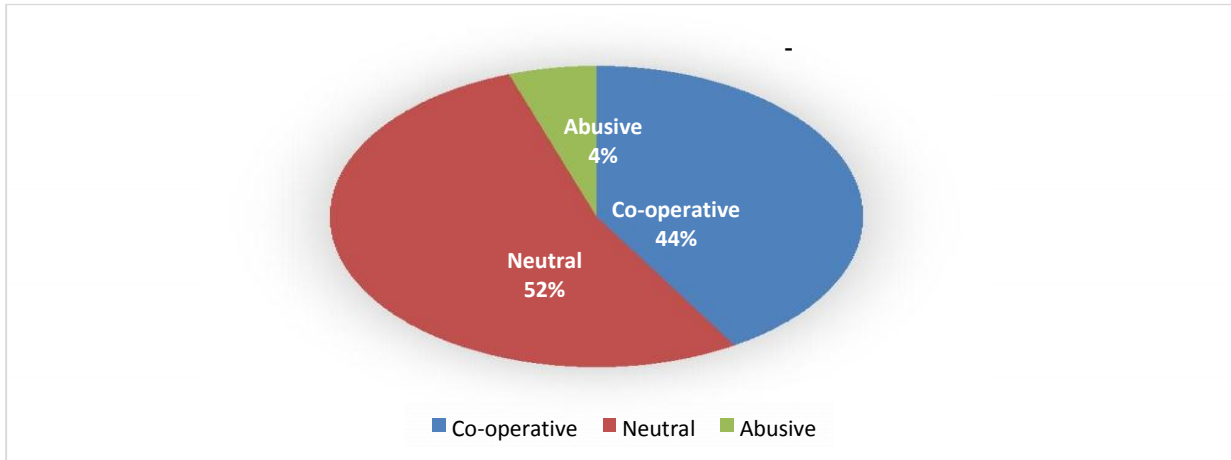


Figure 2: Distribution of attitude of boss towards female colleagues

**Figure 2** shows the above data 52% female concurred that their supervisor mentality towards them was nonpartisan, 44% women said that their manager was co-usable with them and 4% women said their supervisor frame of mind towards them was oppressive. It means workplace are more safe to women now a days .Eventhough some women faced still difficulties but it will go away one day and women will work freely.

**Table 3: Perception of the prevalence of sexual harassment**

Particulars	No. of respondent	Percentage (%)
Yes	40	47
No	35	53

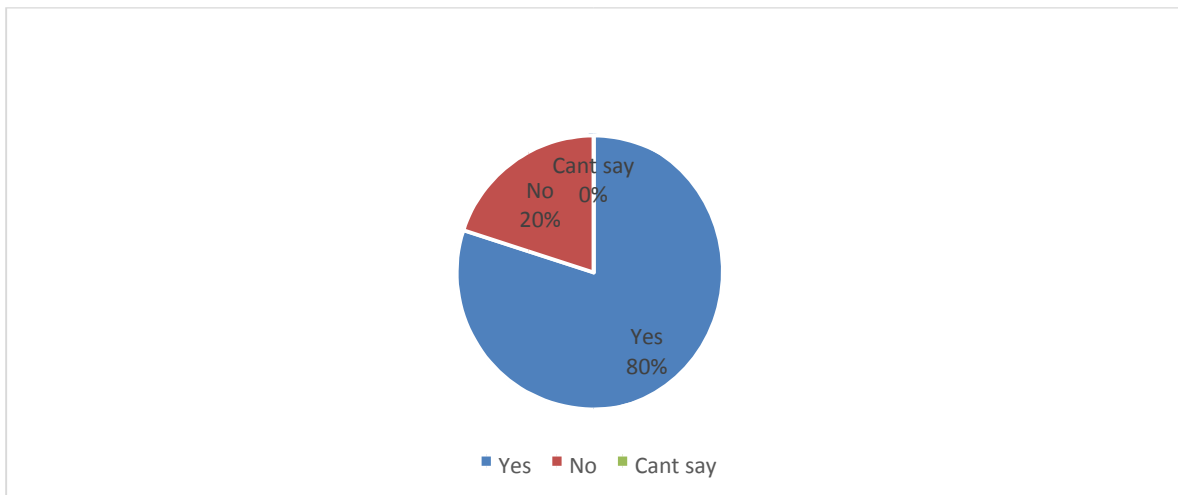
Table 3 shows the above data 53% of females agreed that occasionally they felt reluctant to work with male associates and 47% said that they were not happy with male colleagues. The explanation

behind such high level of women not feeling good working with their male associates could be their absence of self-assurance, or the inalienable doubt for men in our society strengthened during the time by negative encounters and general mindfulness.

**Table 4: Experience of sexual maltreatment at the work environment**

	No. of respondent	Percentage (%)
<b>Yes</b>	12	16
<b>No</b>	63	84

**Table 4** shows the above information 84% of women agreed that they are not confronting any sexual harassment in their working environment, while 16% women consented to have confronted sexual maltreatment at the work environment. It means women face less sexual harassment in their workplace. Many men are giving their helping hand to women and stand beside them so that women will feel secure and able to fight against any kind of harassment.



**Figure 3: Suffering emotional imbalance in the workplace**

Figure 3 shows the above data 80% of women experience the ill effects of emotional difficulties, 20% of women have not confronted any sort of well-being entanglements like cerebral pain, melancholy, fixation issues and so forth. It means women not only face physical problem but also face emotional problem. They have to go through all those problems and they have to complete their task within the time.

**Table 5: Women behaviour during the situation of harassment**

<b>Particulars</b>	<b>No. of respondent</b>	<b>Percentage (%)</b>
Suffer in silence	0	0
Quit job	39	52
Fight against injustice	33	44
Can't say	3	4

Table 5 shows the above information there is an equivalent opinion among working women for either quitting their jobs (52%) and fight against injustice (44%), if they face any harassment based on gender discrimination. It is found from this study that women are not like before. They learnt to fight back against injustice, not just sitting alone and crying like before.

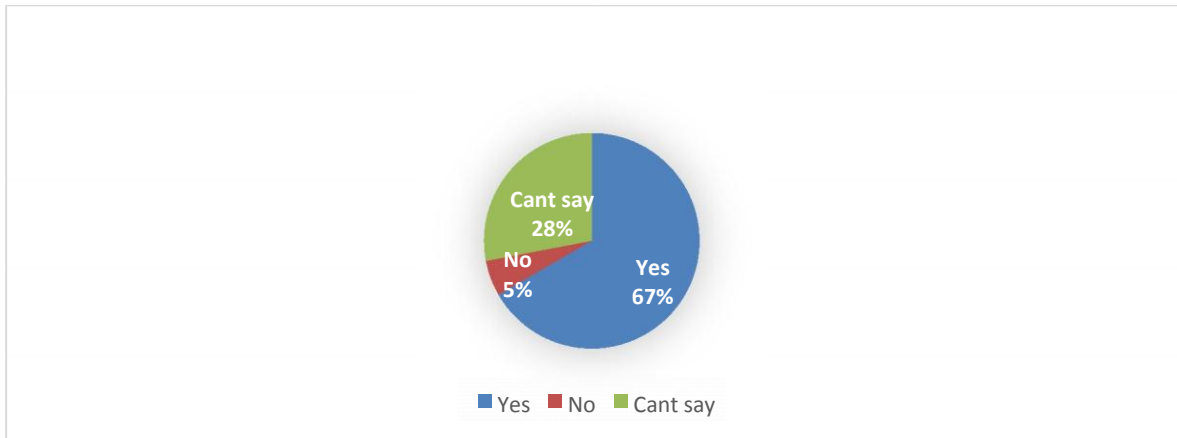


Figure 4 Perception of women on being given respect at their workplace

Figure 4 indicates that the perception of women on being given respect at their workplace. It is found from this study that 67% of women have a positive response regarding the getting respect from their workplace whereas 5% of them said 'No'. It is deplorable to say that 28% of the respondents answered with 'Can't say'. It means generally, women are getting respect from their office coworkers.

**Table 6 Perception of women facing problems**

Particulars	No. of respondent	Percentage (%)
Yes	33	44
No	42	56

Table 6 shows that 56% of women express that they were not faced with any issues or any troubles to keep up their family life and professional life whereas 44% women reacted that they think that its hard to oversee family life and professional life since they need to return home and need to do some family works and deal with their families

**Table 7 Women empowerment brings more respect in society**

<b>Particulars</b>	<b>No.of respondent</b>	<b>Percentage(%)</b>
<b>Yes</b>	61	80
<b>No</b>	116	20

Table 7 shows the above data 80% of the women reacted said that monetary autonomy gives them more regard in society, whereas just 20% of the women reacted didn't consent to this. During the overview, it was discovered that as a woman, being empowered women is exceptionally basic. It gives a woman a predominant reputation and freedom in society.

#### **4.2 Interpretation of Qualitative Data**

A large portion of the working women said that as working women you will experience the problems. Wellbeing related issues like physical and mental pressure, general shortcoming, the unreasonable outstanding task at hand in light of work pressure, family pressure and so on are on the whole genuine issues. Some of the time the pressure is significant to such an extent that they want to relinquish their professions however then they understand that these are every one of them a piece of life that they need to battle and suffer, which at last makes them more grounded. Sexual harassment may occur, men feel that women are not competent enough to work appropriately and incapable to take choice in a superior manner. If working women work and get a higher post then people usually think that the woman has got the higher post because of favouritism and draw conclusions on her character rather than accepting her capability of achieving this kind of a position.

Everyday women faced sexual harassment not only in the workplace but also outside of her job. They went through a lot of fear and insecurity problem from the stranger as well as from their own relatives. They don't feel safe to go outside at night like men and also don't feel secure to work till the late night because of our security problem. They have a fear of sexual abuse (touching, staring, lewd comments etc.). Commuting in public transports to their offices brings in these kinds of sexual abuses but they lack the financial resources to give themselves a better deal.



Financial security gives women more respect in the family as well as in society. For a woman, being financially independent is very essential. It enhances their reputation and creates more freedom and independence in society. They feel important in their family and able to take part in the decision making process. Women feel self-empowered and it increases their economic and social status also.

### **4.3 Own Observations**

It was observed that every woman have a different view in their needs, problem, insecurity and frustrations etc. some are pleased with their working environment, some are not happy with their professional life, some face difficulties to maintain professional life and family life. some are going through some mental stress and as well as emotional imbalanced, some are going through verbal abuse and at the same sexual harassment. Travel in public transport they don't feel secure at night. Even some ritual activity they have to follow what makes them inferior and some face discrimination everywhere. Some people are thinking though women are able to cross or breakthrough, they are able to maintain both family life and professional life. But the point is why women have to maintain both lives.

### **4.4 Key Findings**

1. Sexual Harassment by male coworker is a reality. Mental provocation by female associates is likewise a reality.
2. Working women face challenges as a result of their female partners (jealousy, envious attitude, rivalry and so forth.)
3. Colleagues, the two men/women reach determinations about women' character, in some cases with no premise.

4. Financial freedom gives women more respect in the public eye as apparent by the working women.
5. Working women feel they are confronting more mental stress and depression than non-working women.
6. Health issues are likewise a significant issue for working women.
7. Working women are driven away from their little child at home on account of their work.

## **Chapter five**

### **Conclusion and Recommendations**

#### **5.1 Introduction**

Working women's are contributing a lot in the economic growth of Bangladesh and a large part of economic activities are undertaken by women and overwhelmingly this working women faced a lot of challenges at their working place. This research is conducted to explore the challenges faced by working women at ICOC Society in Dhaka city. Women are basically harassed by peer/colleague and its rate is 44%. They are going through some mental stress. They have pointed out many facilities and securities to improve their work among them 98% respondent emphasis on child care facilities.

Because of hesitant of respondents, sufficient opportunity and light spending we faced incredible obstacles to get the result. Further investigation is required and prescribed to investigate different discoveries with respect to this point. The information from the survey, meeting of the respondents and our functional perception mirror that difficulties that looked by working women have a serious phenomenon in Dhaka city.

#### **5.2 Conclusions**

Women are discriminated against in all walks of life. They are subjugated, dominated and exploited both at workplaces and also at home. Most of the working women are generally unable to give proper and quality time to households, kids and family. They face sexual harassment, mental pressure, and safety issues in their workplace.

Women face problems leaving kids at home and going to the office early in the morning. People make a particular perception or draw a conclusion about the characters of working women. The social system cannot accept the new roles of women who end up feeling misunderstood and distressed.

Working women are contributing a lot in the monetary development in Bangladesh and however the large some portion of financial exercises are attempted by women and tragically this working woman confronted several problems and difficulties at their working place. This research is conducted to find out the problems and challenges faced by working women in urban life. In this investigation, we found that maximum women are facing difficulties among them some women have faced harassment, some of them face personal problems, few of them face power harassment. As per our respondents, women are facing difficulties since they are women. Women are fundamentally harassed by colleague/partner. They are influenced by mental pressure mostly. They have brought up many facilities and security to improve in their working environment among them most of the respondent emphasis on child care facilities.

### **5.3 Recommendation**

- ❖ Partners can be more helpful and sensitive to women's needs, and break all tradition by helping their wives doing all household works and take care of children.
- ❖ Organizations should have an internal code to ensure security and good working environment of women employees.
- ❖ Providing training to women; installing safety devices and CCTVs at the workplace;
- ❖ Every organization should provide child care facilities and child care leave for working women

In a patriarchal society like Bangladesh, an invisible boundary exists only for women, and if they try to cross that boundary then people start staring at them and question them. The general idea is that if some women are doing things differently out of her box, and out of people's imagination with traditional mindset, like going out for jobs, wearing different type of fashionable clothes, talking freely with male members or make friendship with the male etc., immediately they are branded as loose women. Bangladesh has still need to go long way to make our workplaces free from any biases, abuses and harassments. After that we can solve the problem what have

mentioned above so that women will be able to handle many difficult situations and become more stronger.

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## QUESTIONNAIRE

Dear respondents, I am a student of the MDS program at the Daffodil International University. To the fulfilment of my degree, I am collecting data on “Problems and Challenges of working women in urban life: Bangladeshi perspective.” I am kindly requesting you to answer and fill out these questions sincerely and accurately. The information will only be used for academic purpose and it will be treated with maximum confidentiality.

Thank you for your kind cooperation.

### Section one: Demographic Characteristic of the respondents

Please tick (√) in the following boxes carefully.

1.Age group 1) 21-30  2)31-40  3)41-50

2.Marital Status 1) Single  2)Married  3)Divorced

3.Level of Education 1)Diploma  2)Bachelor  3)Master

4.Job Title 1)Teacher  2)Administrative work  3)clerk  4)others

## Section Two

1. How long did it take time to get the promotion in your office at the same position as the male colleague?

1) Equal time  2) Longer  3) Earlier

2. Did you get your promotion on merit basis or you were offered a promotion based on favouritism or any other indecent proposal?

1) Yes  2) No

3. How is the attitude of your boss towards the female employees?

1) Co-operative  2) Natural  3) Abusive

4. Do you feel reluctant to work with male colleagues since they may explicitly annoy or think little of you based on sexual orientation?

1) Yes  2) No

5. Have you ever faced sexual abuse of any kind in your workplace?

1) Yes  2) No

6. Do you suffer from any emotional imbalance like mood swings, depression, concentration problems due to problems at the workplace?

1) Yes  2)No

7. What is your opinion when you faced the situation of harassment based on gender discrimination?

1)Suffer in silence  2)Quit job  3)Fight against injustice  4)Can't say

8. Do your seniors/colleagues/male members/other respect you?

1) Yes  2)No

9. Are you facing difficulties /problems to balance your family life and professional life?

1) Yes  2)No

10. Do you feel women empowerment gives you more respect in society?

1) Yes  2)No

