

Health Issues and Challenges of Employed Scheduled Tribe Women

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Abstract:

The challenges faced by women at every stage of life are indescribable, as they are the only beings in the world going through such dramatic changes as being born as a girl, getting married, and eventually becoming mothers. The main issue facing women in the twenty-first century is finding a work-life balance. They desire equal possibilities with men. Workplace discrimination against women, emotional and physical abuse, and inadequate leave are among the major concerns faced by employed Scheduled Tribe women. Apart from these, women are responsible for nearly all household chores, social responsibilities, and roles as mothers, wives, and housewives. The main concern of the paper is to highlight the health-related issues and challenges than working employed scheduled tribe women in the modern era face. It also aims to present a psychological and physical health perspective on these issues, challenges, and society's role in helping working women balance their lives on the psychological, physical, social, and mental levels.

Keywords: Employment, Scheduled Tribe, Health Issues

Introduction:

The foundation of society is dependent on the female gender. She is just as important to the nation's economic growth as their male colleagues and makes a significant contribution to the overall development of the nation. The nation's progress will stagnate if women do not actively participate in a variety of national, social, economic, and political activities. Indian women have historically chosen to stay at home and raise their families, but in the twenty-first century, as awareness has grown and education levels have increased, women are also choosing to pursue employment. While working women in India have begun to work outside the home, there are still several problems and difficulties that they encounter in this day and age. At work, they don't always receive equal treatment. The advantages that are offered to male employees are also not extended to them. One of the biggest problems and obstacles that working women today confront is gender bias. Other problems include uneven pay, security, mental and physical harassment, inadequate family support, stress and anxiety, and insufficient maternity leave.

Women are frequently ignored, talked over, interrupted, and passed over for jobs, discredited, dismissed, stigmatized, and undermined. They are also frequently excluded from significant meetings and projects and given ambiguous or unhelpful feedback or explanations. However, the daily obstacles that women face that prevent them from advancing in their careers, drain their energy, and undermine their confidence are not as well discussed. For working women, stress, sleep deprivation, sedentary lifestyles,

heavy workloads, and unhealthy eating habits are major causes of sickness. Anxiety, depression, heart disease, obesity, insomnia, asthma, arthritis, psychological problems, high blood pressure, thyroid, body aches, and exhaustion are among the health disorders that they are more likely to experience. According to a Harvard study on working women, women who experience job stress are 40% more likely to develop cardiovascular disease. Many also claimed that their child, who was their main responsibility, was being ignored, which caused them to experience irritation, remorse, and melancholy.

Health Issues of Scheduled Tribe Employed Women:

- **Stress and Anxiety:**

The majority of working women experience constant fatigue and are overwhelmed because they work nonstop more or less than 8 hours of sleep a day is the norm for employed women, which increases their risk of developing diabetes, high blood pressure, heart disease, and stroke. Mental health is one of the most important health problems for women. Workplace pressure to achieve and other work-related pressures can lead to common disorders including stress, anxiety, and depression. Inadequate sleep and unhealthful eating practices can also be factors in depression.

- **Chronic Backache:**

The fact that working women are shattering the glass ceiling in the workplace cannot be disputed. But they also end up breaking their backs in the process. Body movement is restricted and multiple issues arise when people sit still in front of a screen for extended periods. They also don't have time to relax at home.

- **Thyroid:**

Because of the hormonal changes that occur in the body both before and after pregnancy, hypothyroidism is twice as common in women. It causes irregular menstruation, weight gain, and slowed metabolism. Both dehydration and irritable bowel syndrome (IBS), or chronic constipation, are rather frequent issues.

- **Breastfeeding, Discomfort (Mothers):**

Even when they are nursing, the majority of moms return to their jobs. A few mothers who work might decide to pump their milk and save it in a jar. But the strain of it all can wear down the body, causing ailments like mastitis, breast engorgement, or clogged milk ducts.

- **Weight Gain:**

Women who work and are employed struggle to find personal time and often have unhealthy eating habits that cause them to gain weight. Extended periods of inactivity brought on by sitting can cause fat to build, which can result in fatty liver, high blood pressure, and other health problems.

- **Nutritional Deficiency:**

Lack of time might lead to quick dinners that are high in calories but low in nutrients. It results in Iron, vitamin B12, and vitamin D deficiency.

- **Mental Health:**

Women in the workforce encounter "maternal bias," which is the perceived, whether intentional or inadvertent, notion that they cannot effectively perform both domestic and office tasks. More women than men report feeling tired and burned out, according to a McKinsey study. Likely to suffer from burnout or "Long-term Work-related stress that hasn't been effectively handled". Both physical and emotional symptoms, such as exhaustion, cynicism, lack of desire, headaches, tightness in the chest, nausea, stomach aches, and even more tears, might be signs of it.

Major Challenges Faced by the Working Employed Scheduled Tribe Women:

- **Gender Biases:**

For Indian women, prejudice against them based on their gender starts at a very early age. The idea that women may labor side by side with men is incredibly difficult to comprehend. While women are viewed as weak and only able to withstand mild labor pressure at the workplace, Indian society encourages male dominance in all significant, vital, and difficult tasks. In terms of hiring, pay, and promotion opportunities, Indian women's potential and abilities have long been undervalued. In many homes, a woman's independence is only apparent because, even if she works, her whole income is provided to her husband, father-in-law, or other senior family member. Women still need to rely on someone even when they work.

- **Balancing Personnel and Professional Life:**

Maintaining a work-family balance is a major difficulty for Indian working women. She is accountable for meeting everyone's expectations, especially those of the children in the family. Professional goals and careers are still viewed as secondary for women in India. The bulk of families do not provide their working women with the emotional or moral support they need. In addition, working women face numerous official expectations and deadlines that must be met to continue working. As a result of these dual roles and pressure to perform flawlessly at all times, working women experience extreme stress in their daily lives.

- **Mental and Physical Harassment:**

Women believe that they need to do better than their male co-workers to succeed in the corporate field. Their supervisor will become more efficient and have higher expectations as a result. Women who have this kind of ailment experience stress. Working women experience stress due to inadequate maternity leave since they must care for their infants in addition to meeting their workplace goals. Indian working women experience workplace insecurity as well. Women who are subservient to men frequently beg their male bosses for sexual favors in exchange for the advancement and development they receive. The men in positions of authority demonstrate that they have shown some clemency or gone above and beyond in ways that women ought to return the favor. Male co-workers and superiors believe they can take advantage of their female subordinates and colleagues in the corporate sector since women are typically viewed as fragile.

- **Negligible Personnel Space:**

For Indian working women to become independent and successful in their lives, they must strike a balance between their families and careers. Women become agitated under this hassle. They strive to put in more effort to work harder, which causes them to sleep less. They eventually come to feel as though they are alone and frustrated and that no one is there to support and assist them. They experience feelings of loneliness occasionally, which causes them to struggle with numerous kinds of emotional and psychological issues. Two of the most common mental health issues that Indian working women experience are insomnia and depression. They experience a severe shortage of staff space. They don't have personal time. They know that no one will be able to relate to them, so they feel unable to express their sentiments to anyone. They have little choice except to give up the job or accept their despair as a necessary part of their working life in the face of this psychological pressure.

- **Married Working Women:**

A substantial majority of married women are prohibited from working, and their increased responsibilities make it harder for them to balance work and home duties. Women who provide financial

support to the family or make more money than males are generally not appreciated because men are traditionally the breadwinners in the home. Wives in the workforce deal with issues at work too. Working late hours is not feasible for them. Mothers who work in most workplaces cannot leave their children in nurseries or daycares.

- **Negative Attitudes of Male Co-workers:**

Male coworkers might have quite demeaning and discriminatory attitudes at times. There is a perception that women are employed primarily to bring color to the workplace. Absenteeism, low employee turnover, and job discontent are caused by a lack of social support from coworkers and superiors in the workplace. The goal of higher authorities should be to create a welcoming and productive workplace.

Conclusion:

The issues and difficulties related to health that employed scheduled tribal women face were covered in the paper. Compared to other age groups, working women have particular health challenges. Working women often deal with concerns linked to mental health, reproductive health, hormonal fluctuations, and aging-associated illnesses. One poll found that 75% of working women had some sort of health issue. The document highlights and provides a detailed description of health, personal, and professional problems. Women face various scenarios and challenges in their quest to maintain a healthy balance between their personal and professional lives.

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