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# **SAGE UNIVERSITY, INDORE**

## **BUSSINESS LAWS:** **RESEARCH PAPER ON** **CHALLENGES FACED BY WOMEN IN THE CORPORATE** **SECTOR**

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## 1. Abstract

Even though there are now more women in the business sector, they still face a number of barriers that prevent them from advancing in their careers and improving their general well-being. This essay explores the main issues that women encounter in the workplace, such as gender discrimination, glass ceilings, sexual harassment, work-life balance, and underrepresentation in leadership roles. Using case studies and real data, the study aims to highlight systemic issues and provide solutions for achieving gender parity in the corporate sector.

## 2. Introduction

The past few decades have seen a notable growth in the number of women working in the corporate sector. However, despite the progress made in advancing gender equality programs and changing public perceptions, women still face major obstacles in their careers. Old cultural beliefs, deep-seated organizational biases, and institutional frameworks that do not encourage women's professional advancement are frequently the causes of these difficulties. The main challenges faced by women in corporate positions are examined in this research paper, along with strategies for creating a more welcoming and equal work environment.

## 3. Objectives of the Study

1. To determine the typical obstacles that women in corporate positions encounter
2. To investigate how women's professional lives are impacted by societal gender norms.
3. To evaluate how successfully company policies take into account the needs of female employees.
4. To offer workable ideas for enhancing gender parity in the workplace.

## 4. Research Methodology

The qualitative analysis of secondary sources served as the foundation for this study. The information was gathered from policy papers, industry studies, and scholarly journals published by international organizations like UN Women and The Commission on the Status of Women (CSW), and consulting firms like Deloitte. The study critically investigates the ways in which workplace, social, and cultural factors contribute to the ongoing difficulties that women encounter in the business sector.

## **5. Major Challenges Encountered by Women in Corporate Careers**

### ***5.1 Discrimination and Gender Stereotyping***

Women are frequently assessed in business settings according to antiquated preconceptions that cast doubt on their capacity for leadership or high-stakes decision-making. These prejudices force women to continually demonstrate their value and competence, frequently to a greater extent than their male coworkers.

### ***5.2 The Phenomenon of Glass Ceiling***

Many women are prevented from achieving senior jobs despite having comparable abilities and accomplishments because of the "glass ceiling." Even in companies that say they value gender diversity, this metaphor illustrates the real but unstated barriers to women's advancement.

### ***5.3 Challenges with Work-Life Balance***

Managing both career and family obligations is a common burden for working women. They find it difficult to work long hours, travel for work, or attend networking events because of this dual burden, all of which are essential for professional advancement.

### ***5.4 Safety Issues and Workplace Harassment***

Despite legislation such as the POSH Act, sexual harassment remains a significant issue in many workplaces. Women frequently choose not to report incidents out of fear of reprisals or career harm, which causes emotional distress and lowers job satisfaction.

### ***5.5 Pay Disparities by Gender***

The gender pay gap continues to be a problem. Women are sometimes paid less than men, even in situations when they participate in the same duties and responsibilities. The larger problem of women's labor and contributions being undervalued is reflected in this economic disparity.

### ***5.6 Insufficient Female Mentor and Role Models***

The dearth of women in leadership roles restricts the opportunity for young women professionals to get mentorship. Additionally, less opportunities for direction and support result from the lack of role models.



### 5.7 Discrimination as a Result of Family Responsibilities and Maternity

Unfair presumptions about women are common both during and after pregnancy. Their chances of being promoted or given difficult tasks may suffer if employers have concerns about their efficiency or long-term commitment.

## 6. Impacts of These Challenges

**The Cumulative Effect of These Challenges on Women Include:**

- Lower retention of women in the workforce.
- Underrepresentation in senior roles.
- Increased emotional stress.
- Reduced contribution to the economy.
- Organizations miss out on the innovation and leadership potential that diverse teams bring.

## 7. Governmental and Organizational Interventions

A number of laws and regulations have been put into place to safeguard and empower women in the workplace:

**\* Maternity Benefit Act (2017):**

Provides new mothers with work safety and paid leave.

**\* POSH Act (2013):**

Requires both preventative and remedial actions to stop harassment at work.

**\* Equal Remuneration Act (1976):**

Demands that men and women do equal work for equal compensation. Gender-inclusive policies such as diversity hiring, flexible work hours, and robust internal grievance procedures are being adopted by many forward-thinking businesses.

## 8. Recommendations and Solutions

- **Transparent Promotion Criteria:** Growth policies that are distinct and based on merit.
- **Adaptable Work Schedules:** Promoting remote or hybrid work styles.
- **Structured Mentorship Programs:** Establishing networks of senior female leaders who can offer support.
- **Equal Pay Reviews:** Regular audits are conducted to guarantee pay parity.

- Workplace wellness, counseling, and child care services are provided by onsite support systems.

## 9. Conclusion

Despite notable advancements in corporate participation, a number of obstacles still prevent women from reaching their full professional potential. Businesses, legislators, and the general public must work together to address these problems. In addition to being morally just, a workplace that promotes gender diversity increases innovation, employee happiness, and long-term company success. Therefore, gender equality should be embraced as a strategy as well as an objective.

## 10. References

- The Commission on the Status of Women (CSW)
- UN Women Publications
- Deloitte: Women @ Workplace Reports
- The Maternity Benefit Act, 2017
- The Factories Act, 1976
- POSH Act, 2013
- Equal Remuneration Act, 1976
- The Constitution of India

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