

## **WORKPLACE GENDER DYNAMICS: PROBLEMS FACED BY WOMEN IN KARNATAKA**

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### **ABSTRACT**

*Karnataka, a diverse state with various religions, customs, and cultures, recognizes the significant role of women in its development. For the social, economic, and political progress of any state, the active participation of both men and women is essential. However, it is concerning that women in Karnataka often face barriers to advancing their careers. Family responsibilities often confine women to the role of homemakers, limiting their career opportunities. Despite this, more women in Karnataka are becoming aware of their potential and seeking careers outside the home. Even when qualified women are available, preference is often given to men with the same qualifications. Working women encounter numerous challenges and issues in their workplaces, such as unequal pay for equal work, sexual harassment, inadequate sanitation facilities, unsafe roads and transportation, denial of promotions, and difficulty maintaining a work-life balance.*

*This study aims to identify the challenges faced by women in various sectors and explore potential solutions to address these issues. By empowering women to recognize their value and skills, the study hopes to equip them to confront these challenges effectively. Traditionally, the public sphere has been perceived as a male domain, with few women daring to navigate the complexities of the workplace. This paper critically examines the various issues faced by women in the workplace, drawing on secondary sources to review existing national legal frameworks that protect working women. It also highlights the efforts of the Karnataka state in enforcing the provisions of the Indian Constitution to create equal and safe workplaces for women. The paper concludes with recommendations that, if implemented, could significantly empower women and boost their confidence to succeed professionally.*

**KEYWORDS:** *Working Women, Discrimination, Challenges, International Law, Indian Constitution, Women Empowerment*

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### **Article History**

**Received: 04 Jun 2019 | Revised: 10 Jun 2019 | Accepted: 12 Jul 2019**

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