

Socioeconomic Analysis of Challenges Faced by Urban Working Women in Bangladesh: A Case Study of Rajshahi City Corporation Area

Monira Parvin Kona*
Tahmina Khatun**

Abstract

The number of working women is increasing day by day in Bangladesh, but simultaneously, different challenges are faced by women in their workplace, especially urban working women. The study's main objective is to discover the challenges urban working women face and determine the socio-economic factors that create challenges for working women. The study was confined to the urban working women in white collared jobs in Rajshahi, Bangladesh. A mixed-method approach and face-to-face interviews and questionnaire techniques, including both close-ended and open-ended questions, were chosen for effective elicitation of data from the respondents. The study was based on primary data collected from Rajshahi city. Different statistical tools and techniques like the chi square test, Phi and Cramers' V test were used to discuss the findings. The probit regression model has also been used to analyse the impact of socio-economic factors that create challenges for working women in their workplace. The study has shown that the respondent's age, occupation, duration of job, deviant workplace behavior, and child care facility are highly related to the challenges that a

* Lecturer (Economics), Department of Humanities, Rajshahi University of Engineering & Technology, Rajshahi. E-mail: mkonaeco@gmail.com

** Assistant Professor (Economics), Department of Humanities, Rajshahi University of Engineering & Technology, Rajshahi. E-mail: tahmina16swapna@gmail.com

woman has to face in their workplace. This study also suggests that cooperative behavior from family and authority can reduce the challenges faced by working women in their workplace.

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Keywords Women · Workplace Challenges · Mixed-Method · Probit Regression

Introduction

Women and work are the two most common words in the present society. Women in the workforce earning wages or salary are part of a modern phenomenon that developed simultaneously as the growth of paid employment for men, but women have been challenged by inequality in the workforce. The past two decades have seen a massive influx of women in the labour force, although there are significant variations from one region to another. Women continue to face numerous challenges in accessing the labour market. More often than not, they obtain jobs of a lesser quality than men's, they are discriminated against in the workplace, experience poor working conditions and job insecurity, and are vulnerable to abuse and exploitation. The challenging environment in which they work often results in less security in their post-professional life (Women and work, ILO, 2007). Moreover, there is no single solution to solve this situation entirely. Empowering women aims to inspire women with the courage to break free from the chains of limiting beliefs patterns and societal or religious conditioning that have traditionally kept women suppressed and unable to see their true beauty and power.

Bangladesh is a developing country where half of the total population is women whose socio-economic condition is deficient. Struggle for modernity, tradition, men-women equality, social dignity, security, and multilateral pressure, women's position in the family is very complex. Their economic activities are minimal due to inadequate opportunities and social constraints, including traditional practices discouraging women's employment outside the home. Many indoor and outdoor activities of women are not treated as work. The devaluation of women's labour in the labour market also hinders women's rights. However, in a market economy, the women of Bangladesh are constantly facing new challenges. Though women work in educational institutions, medical, factories, police, even in uneven areas, women are neglected, tortured, and persecuted even in uneven areas. In the society of gender disparity, it is difficult for women to stay parallel and enjoy the right of an equal participant. At present, women's empowerment has emerged as one of the significant development issues because this is the most effective tool for poverty reduction and sustainable development.

However, gender equality and the empowerment of women are now recognized in Bangladesh. According to the Bangladesh Bureau of Statistics, the population of women in Bangladesh has increased to 71933000 (in 2011) from 32400138 (in 1971), a dramatic increase in 40 years for the population. Also, in 2011 the number of females aged 15 and above in education was 72.65%, rising to 93.54% in 2016. The adult literacy rate for females (Higher education) has been increased by 69.9% (in 2016) from 46.74% (in 2011). Of the 106.1 million persons aged 15 years or older, 59.5 million (56.1 percent) were employed or engaged in economic activity; 17.8 million (33.2 percent) were females, and 79.4 percent were males. Again from 16.52 million employed populations in urban areas, 12.09 million were males, and 4.43 million were females.

Following the independence of Bangladesh in 1971, the country had four divisions: Chittagong Division, Dhaka Division, Khulna Division, and Division. Rajshahi Division is one of the eight first-level administrative divisions of Bangladesh. It has an area of 18,174.4 square kilometers (7,017.2 sq. mi)[2] and a population at the 2011 Census of 18,484,858.[3] Rajshahi Division consists of 8 districts, 70 Upazilas (the lower administrative tier) and 1,092 Unions (the lowest administrative tier). Rajshahi (nicknamed Silk City) is a metropolitan city in Bangladesh and a major urban, commercial and educational centre of North Bengal. The administrative district was established in 1772 and the municipal corporation in 1876. It was made a city corporation in 1991. It is the administrative seat of both the Rajshahi Division and the Rajshahi District. It is located on the north bank of the Padma River and near the Bangladesh-India border; the city has a population of over 763,952 residents. The city is surrounded by the satellite towns of Nowhata and Katakhal, which together build an urban agglomeration of about 1 million populations. The number of male population in Rajshahi district is 1,309,890 and female population is 1,285,307. The literacy rate in this district (7 years and above) is 53%, from which male is 55.8% and female is 50.1%. Again school attendance (5 to 24 years) rate is 58.9%, where the male is 61.8% and female is 55.9%. According to the census of 2011, the total number of employed persons in the Rajshahi district is 770,627, among which in agriculture 479,602; in industry 49,170 and service 241,855. In every sector, the number of males is greater than females. (Source: Bangladesh Bureau of Statistics (web)).

While a majority of the women still face discrimination and gender bias, in the last few decades, the number of women successful in politics, technology, and business is definitely on the rise. Society has started seeing women from a different perspective. They work as lawyers, nurses, doctors, social workers,

teachers, secretaries, managers, officers. There is no profession today where women are not employed. However, working women indeed have to face problems by their sex. For centuries women have been subjected to exploitation and torture, physically, sexually, and mentally. There are innumerable challenges and problems faced by them both at home and workplace.

Working women are essential for the development of society, so empowerment of women is essential to the process of upliftment of the economic, social, political status of women.

Literature Review

Shettar, M. R. (2015) analysed the issues and challenges of women empowerment in India based on secondary sources. The study reveals that women of India are relatively disempowered and enjoy a somewhat lower status than men despite many efforts undertaken by Government. That is, unequal gender norms by women are still prevailing in society. The study concludes by observing that access to Education, Employment, and Change in Social Structure are only the enabling factors to Women's Empowerment.

Safa, M. N. & Akter, T. (2015) took a survey of 100 female journalists, six in-depth interviews from media critics of Bangladesh, and used secondary data to find out the challenges that women journalists face in their professional environment. The study shows that 86% of respondents face challenges in the media houses, while 14 % of respondents mentioned that they did not face any challenges. Again 83% of female journalists face gender discrimination in their media houses, while 17 % of respondents mentioned that they have no experience with this. Participants urged the removal of gender imbalance in media and provided females with better wages and equal opportunities as enjoyed by men.

Sikdar, M. H., Sarkar, S. K., & Sadeka, S. (2014) depicted the socio-economic conditions of female garment workers from a survey of 80 female respondents from 10 garment factories of the Dhaka metropolitan area using simple statistical techniques. The authors marked some problems women employees face, like working without sitting, getting less wage, very rough and bad behavior to the workers, especially to the aged workers by supervisor and sometimes beaten up by line chief or supervisor. However, management claims that young workers are more productive than aged workers.

Zohurul, A., & Hasan, M. (2013), relying on both primary and secondary data from 150 respondents, carried out a study to find out the opportunities and challenges faced by the woman entrepreneurs of SMEs in Rajshahi. Their study shows that 34% of respondents lack practical experience and knowledge, 36 %

agreed that they need to go under religious misrepresentation, while 17.3% were neutral. 34.6% told family supports are not adequate, whereas 2.6% are satisfied. 37.3 % of women have capital deficiencies, while 5.3% have not. Again 41.3% of respondents have lack credit facilities, whereas 1.3% of respondents disagree. Their study gives some suggestions about removing barriers behind the development of women entrepreneurs SMEs in the Rajshahi area and fostering how they play a role through SMEs.

Kousalya, N., (2015) tried to deliver what incidents arise in the IT industry and how to face the situation by women employees from 200 samples in Chennai city. The primary data was collected using Likert's 5-point scale, and a random sampling method was also used. The study found that physical and psychological problems arising in the working hours and health problems like sleep difficulties and backaches are the significant difficulties they face. The researcher concluded with the implementation of health education, training of personnel to prevent and overcome the morbidity and psycho-socio problems.

Bavya, M.P., & Raghunandan M.V.(2018) conducted a study analysing the problems women face in the BPO sector and to understand the influence of education on women working in the BPO sector in Mysore city. They took 50 and used the reliability test, factor analysis, and one-way ANOVA test. The problems faced by the working women are hesitation, salary, insecurity, stress, gender discrimination, and family support. In these dimensions, "Hesitation" is the most critical problem faced by working women. Different education groups of working women did not have significant differences in the problems they were facing, indicating that working women had almost the same perception of the problems they were facing.

Salam, A. (2016) took 150 respondents, used quantitative and qualitative data collection methods, convenience-sampling technique, and online survey to study the challenges working women face in Al Ain city. The result showed that 30% of working women faced stereotypical challenges, and 25% faced challenges with childcare. They also faced challenges of balancing between work and home, sexual harassment, gender discrimination, and challenges related to transportation.

Chilipunde R. et al. (2013) focussed on the nature, organisational structure, and cultural barriers that affect Malawi women participation in the construction industry through quantitative research design where 50 respondents were both purposively and randomly sampled. Their study highlights five challenges that affect women's participation and progression in the industry: short maternity leave, balancing work and family problems, and sexual harassment. The

researchers recommended providing career guidance, undertaking awareness campaigns, monitoring workplaces, and reporting sexual harassment.

Rahman, S., Abd, et al. (2017) tried to study the challenges faced by working single mothers and the reasons for their non-participation in financial assistance programmes in Kuala Lumpur, Malaysia. Four working single mothers ranging in age from 40 to 67 were interviewed to gather in-depth information on the challenges and reasons, and they found financial constraints, time constraints, lack of knowledge and skills, social stigma, and lack of childcare facilities. Interventions are recommended for relevant authorities and agencies to increase the public's awareness and level of trust.

Tasnim, M. et al. (2017) conducted a study based on primary research where a sample of 40 female employees from different organizations was selected to find out the reasons creating work-life imbalance. According to their study, 38.5% of respondents often feel depressed, 37.5% of respondents experienced hypertension, 30% of respondents faced obesity problems, and 62.5% of women experienced frequent headaches due to excessive workload and long working hours. Women have suggested that management include work from home, flexible working hours, and providing a daycare facility.

Gowda, K., & Rao, P. (2018) looked at the role conflict situation of women based on an explorative study and random sampling method in the city of Bengaluru, India. They took an interview with 300 women. As per their study, women were found to have more significant problems in the workplace alone, which have more importance than child care and household responsibilities. Work-related problems are dominant in the context of gender discrimination in promotions, wages/salary, and work environment. Their paper calls for more comprehensive discussion across scholars to arrive at a global gender policy on new dimensions of Role conflict and gender.

Abid, A. et al. (2013) focused on the problems faced by working women in the Banking Sector of Bahawalpur. In their exploratory empirical research, data were collected by questionnaire from 300 respondents. The majority of the respondents agreed that married women face more problems than unmarried women in balancing their work and family life. Most of the respondents are satisfied with the salary structure, but they are not satisfied with the promotional system in the banking sector.

Educated urban women are presumed to be more aware of the opportunities and challenges of the workplace, or educated urban women can better understand their roles and limitations in the workplaces and are perceived to be bold enough to develop their personalities, with or without encouragement from their families.

An assessment of the problems and issues plaguing urban working women is therefore necessary for better understanding workplace dynamics related to women. There were some man-made boundaries for women during earlier days, but now women play vital roles in different sectors. Women today are breaking that boundary and are playing the dual role of balancing domestic life as well as professional life, giving a boost to their societal status in the process. The major problems for working women arise out of the dual responsibilities of the working woman - domestic work and office work. Though more and more women are coming out in search of paid employment and their families also need their income, the attitude towards women and their role in the family has not changed much. Women continue to be perceived as weak, inferior, and second-class citizens. Even today, looking after the family and children is generally perceived to be the man's primary responsibility.

From this point of view, the main objective of this study is

1. to find out the challenges of working women
2. to determine the socio-economic factors that create challenges for working women and
3. to find out the possible solution for reducing the challenges.

Data and Methodology

The study is exploratory and aims to identify the challenges faced by urban women in different professional sectors like public sector enterprises, banks, schools and colleges, hospitals, commercial organizations. The present study is mainly based on primary data with both quantitative and qualitative data support. Rajshahi City Corporation is selected as the study area for this research work. Data are collected randomly from 100 working women in Rajshahi City Corporation. The study surveyed only urban women employees in white collared jobs who have been in their jobs for at least six months. Purposive sampling is followed for this study. To analyse the challenges faced by urban women in different professionals, the sample is selected to cover all necessary data required for analysis. The survey was conducted from July to August 2018.

Research methodology refers to a systematic solution to the research problem considering the logic behind methods used by researchers in a study and why other methods are not used (Kothari, 2004).

One of the objectives of this paper is to use the survey data to look at socio-economic and demographic determinants that create challenges in their working place. Here to find out the impact of the cause and effect relationship between

different socio-economic variables and the challenges faced by working women, the following equation is formulated

$$P_i = f(X_i) \dots \dots (1)$$

P_i is challenges faced by urban working women, and X_i is a set of socio-economic, demographic, and farm factors that influence the challenges.

The U.S. Department of Labor, 2012 has defined the challenges of working women as Millions of women in the United States are more likely to live in poverty than men and still face significant barriers to economic security and stability, including occupational segregation; barriers to moving into higher-level positions; low wages and unequal pay; inadequate workplace flexibility; and pregnancy and sex discrimination. So, any woman who is facing one of the barriers is facing challenges in their workplace.

In this study, challenges faced by urban working women are a binary variable. Since the dependent variable is binary, a probit regression model is applied to estimate the impact of the socio-economic determinants. Probit model is also known as the normit model. Thus, it has two categories: challenges faced by urban working women = 1 and challenges not faced by urban working women = 0.

Here the probability of facing challenges of women in their working place can be expressed as

$$I_i = \beta_1 + \beta_2 X_i$$

Given the assumption of normality, the probability that I_i is less than or equal to I_i can be computed from the standardized normal CDF as

$$P_i = P(Y=1|X) = P(I_i \leq I_i) = P(Z_i \leq \beta_1 + \beta_2 X_i) = F(\beta_1 + \beta_2 X_i)$$

Where $P(Y=1|X)$ means the probability that an event occurs given the value(s) of the X , or explanatory, variable(s) and where Z_i is the standard normal variable, i.e., $Z \sim N(0, \sigma^2)$. F is the standard normal CDF, which written explicitly in the present context is:

$$\begin{aligned} F(I_i) &= \frac{1}{\sqrt{2\pi}} \int_{-\infty}^{I_i} e^{-\frac{z^2}{2}} dz \\ &= \frac{1}{\sqrt{2\pi}} \int_{-\infty}^{\beta_1 + \beta_2 X_i} e^{-\frac{z^2}{2}} dz \end{aligned}$$

Since P represents the probability that an event will occur, the probability of owning a house is measured by the area of the standard normal curve from $-\infty$ to

Ii. Now to obtain information on I_i , the utility index, as well as on β_1 and β_2 , we take the inverse of the equation to obtain:

$$\begin{aligned} I_i &= F^{-1}(I_i) = F^{-1}(P_i) \\ &= \beta_1 + \beta_2 X_i \end{aligned}$$

Where F^{-1} is the inverse of the normal CDF.

Results and Discussion

To investigate socio-economic determinants that create different types of difficulties for working women in urban areas, the methodology consisted of the following steps. We have collected both qualitative and quantitative data to find out the difficulties and show the impact of the socio-economic determinants on the difficulties. Primary data is collected with the support of a questionnaire. In the questionnaire, different questions were asked to the respondent, and the interviewer recorded the answers. We used this method because it is the most suitable method to get information by visiting respondents. In this case, we have done descriptive analysis to see the relationship between the variables and run the regression model to measure the impact of the variables.

Descriptive Analysis

To describe the challenges faced by the urban working women, the Department of Labor in the United States, 2012 stated that Women are still facing different types

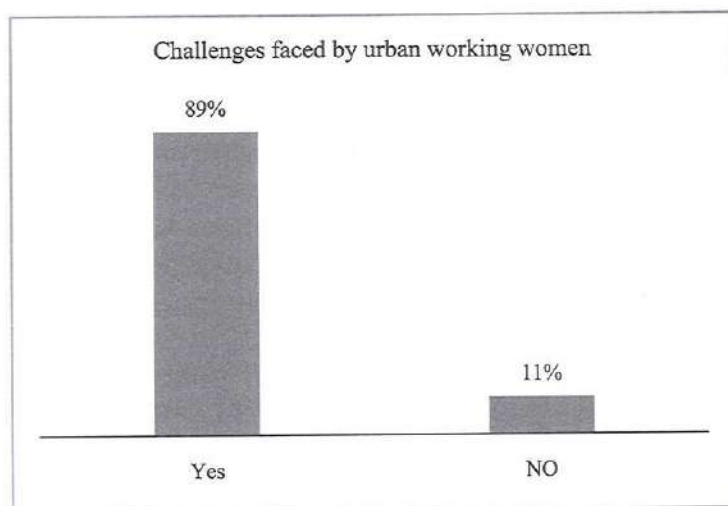


Figure 1: Challenges faced by urban working women

of barriers in their workplace, especially moving into higher-level positions; low wages and unequal pay; inadequate workplace flexibility; and pregnancy and sex discrimination. From this point of view, we have found that in Rajshahi city, 89% of women are facing different types of challenges and barriers in their workplace.

To explain the barriers and challenges, according to the Department of Labor in the United States, 2012, we have found that, among the 89% of women who are facing challenges, only 14% of total respondents mention that men are getting a faster promotion than female. As they are all white collared jobholders, their promotion rules are equal for all gender, and low wages and unequal pay are not applicable here.

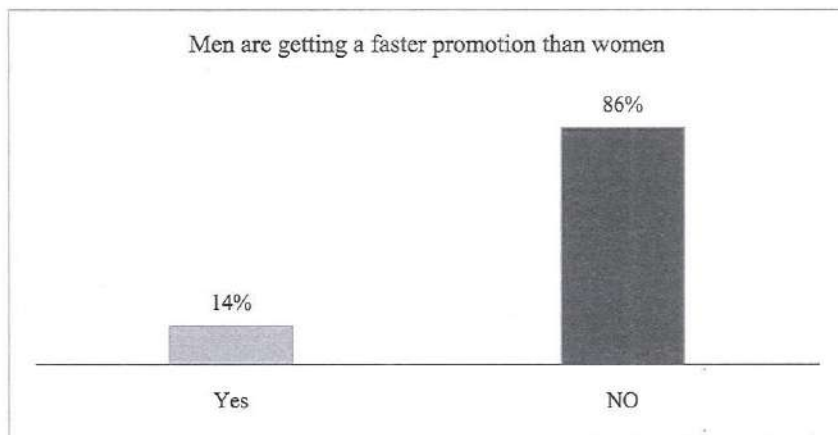


Figure 2: Men are getting a faster promotion than women

However, in the case of workplace flexibility, 66% of women said that they are suffering because of inadequate workplace flexibility. Moreover, because of this inadequate workplace flexibility, women face different kinds of difficulties at their workplace. Among them, 51% of women faced time management difficulties, 13% women faced the absence of emotional support difficulties, 11% women faced newly emerging family problem difficulties, 10% women faced physical stress and depression. Moreover, 5% of the total respondents are facing other kinds of difficulties.

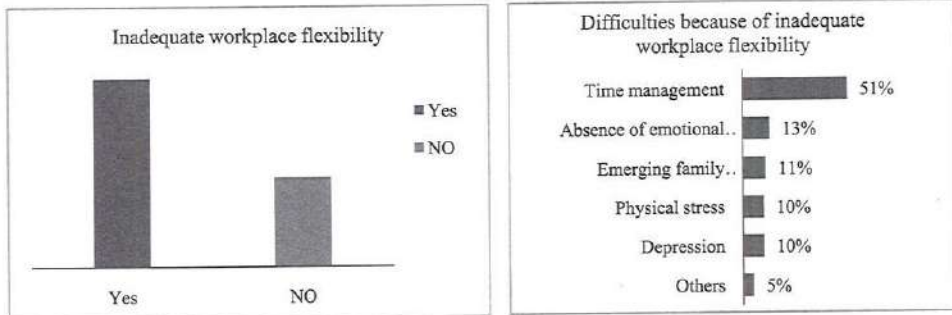


Figure 3: Inadequate workplace flexibility Figure 4: Difficulties because of inadequate workplace flexibility

In the case of pregnancy, 73% of women are facing various types of difficulties. In most cases, women are not getting enough support from their authorities. The facility for an emergency is not available in the workplace. Also, the post-delivery situation is not so good. The child care facility is also not available in the workplace, especially in Rajshahi city. According to the data, only 16% of total respondents enjoy this daycare facility, and 84% of our respondents are suffering, where 98% of women feel they need a daycare centre in their workplace.

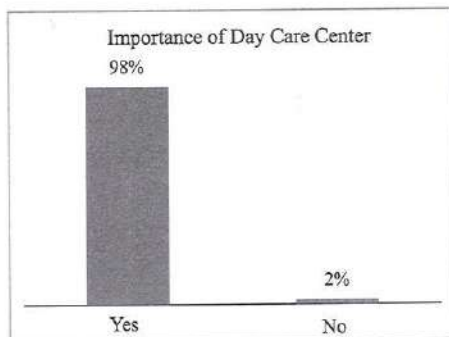


Figure 6: Importance of child care

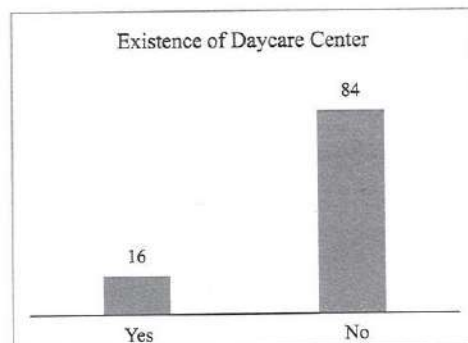


Figure 7: Existence of Daycare centre

The study shows that 33% of women think, availability of daycare facilities improves their working productivity, 26% think it offers their emotional security, 21% think it is convenient for their work and 11% of women think it creates good morals, and 9% worker express that daycare facility will help to retain and attract the employees.

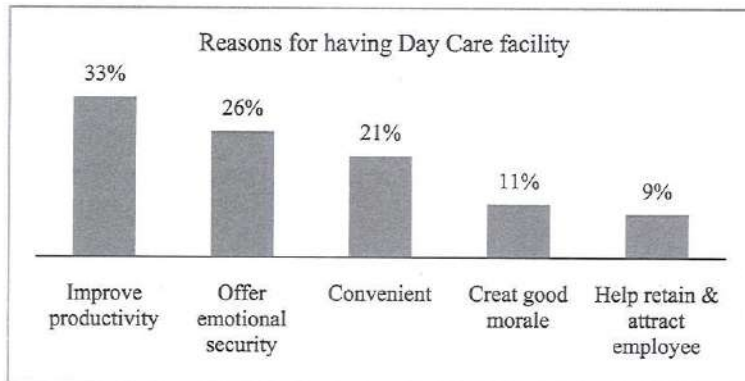


Figure 8: Reasons for having Day Care facility

Sex discrimination is a significant issue in our country. In the workplace, 72% of women face sex discrimination by their superior, peer, subordinate, and third party, which has specific effects. 93% of women said that this sex discrimination has a major effect on their life.

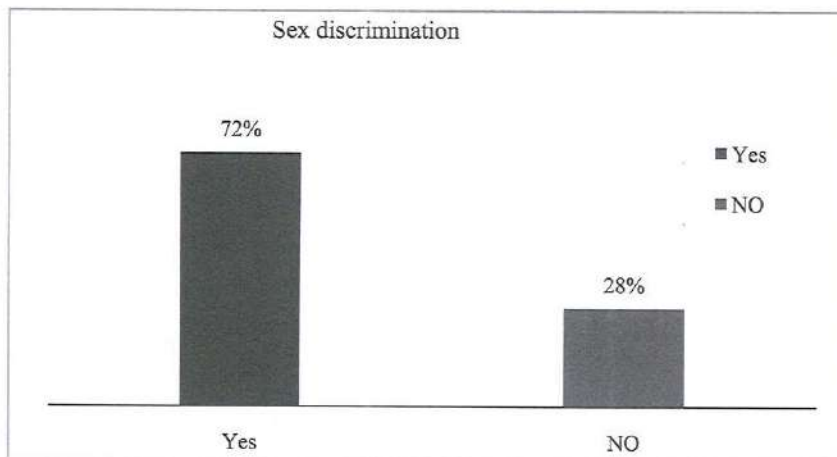


Figure 9: Sex discrimination

According to the study, half of the respondents are suffering from mental and physical stress. 29% of women are in depression because of sex discrimination in the workplace. 14% of working women are losing their confidence day by day. 5% of women cannot keep the proper balance between office and family, and 2% suffer from other problems.

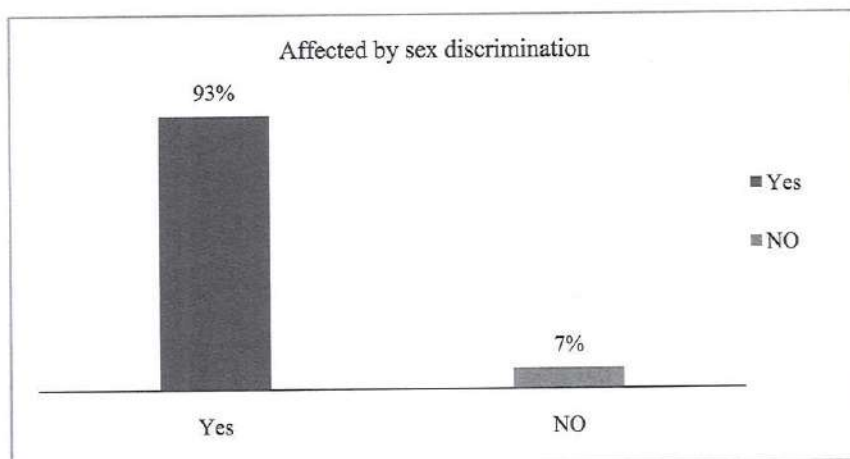


Figure 10: Affected by sex discrimination

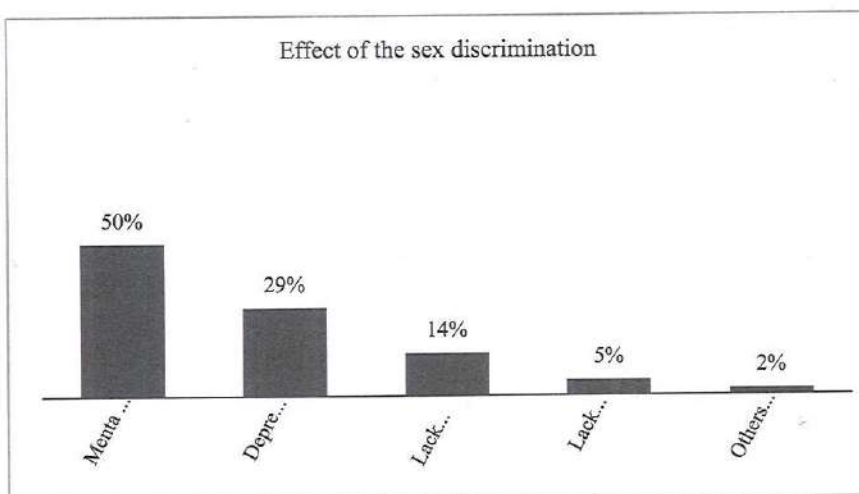


Figure 11: Effect of the sex discrimination

Also, to show the relationship between different variables and challenges faced by urban working women, we have done the Chi-Square test and Phi and Cramer's V test, and we have found the following data

The chi-squared test is used to determine whether there is a significant difference between the expected frequencies and the observed frequencies in one or more categories. Phi and Cramer's V are based on adjusting chi-square significance to factor out the sample size. These measures do not lend themselves to straightforward interpretation. Phi and Cramer's V vary between 0 and 1.

Table 1: Chi-Square test and Phi and Cramer's V test

Name of the variable	Chi-Square	Phi and Cramer's V test
Age of the respondent	35.162***	.593***
Occupation of the respondent	3.343***	.183***
Marital status of the respondent	.256	.053
Status of having kids	7.311***	.308***
Number of Children	1.576	.126
Family support	28.815	.537
Duration of job	3.806	.195
Deviant work place behavior	3.500***	-.188***
Child care facility	1.128	-.107
Facility of security	.117	-.034

Source: Authors calculation

From the table, we have found that the respondent's age, occupation, the status of having kids, and deviant workplace behavior have a relationship to the challenges that women have to face in their workplace. We have found this variable at a 10% level of significance through the chi-square test. From Phi and Cramer's V test, it is examined that age of the respondent and status of having kids has a robust relationship with the challenges. Similarly, the respondent's occupations and deviant workplace behavior strongly correlate with the challenges they have faced in the workplace.

Probit Regression

Probit regression also called a probit model, is used to model dichotomous or binary outcome variables. In the probit model, the inverse standard normal distribution of the probability is modelled as a linear combination of the predictors.

From table 02, we have found that the respondent's age, occupation, duration of job, deviant workplace behavior, and child care facility are related to the challenges that a woman has to face in their workplace.

Here, the respondent's age and occupation are positively related to the different challenges that women are facing in their workplace. The probability of facing challenges increases with the growing ages. That means aged women are facing more challenges because with the ages, their energy for work decreases. Also, adaption and adjustment with new technology and new colleagues become more complex. In the case of the occupation of the respondent, we divided the whole respondent into two categories. We take occupation as a dummy variable because 42% of our total respondents are teachers, and 58% are doctors, bankers, and human resources. As there are several educational institutions in Rajshahi

Table 2: Probit Regression

Variables	Coefficient	Std. Err.	z	P>z
Age of the respondent	.217013*	.0619992	3.50	0.000
Occupation of the respondent	1.477269 **	.5514803	2.68	0.007
Marital Status of the respondent	.5304734	.7875021	0.67	0.501
Status of having kids	-.0137119	.9226594	-0.01	0.988
Number of Children	.237735	.4285675	0.55	0.579
Family support	.2985009	.756842	0.39	0.693
Duration of job	-.2509507 *	.0591564	-4.24	0.000
Deviant work place behavior	-1.614115*	.4772344	-3.38	0.001
Child care facility	-.8383854***	.4620685	-1.81	0.070
Facility of security	.6492824	.5584757	1.16	0.245
_constant	-4.408632	1.540376	-2.86	0.004
Probit regression				
Number of observation = 100				
Wald chi2(10) = 33.76				
Prob> chi2 = 0.0002				
Log pseudo likelihood = -23.267068				
Pseudo R2 = 0.3285				

Source: Authors own calculation

whose fame spread beyond the country's boundaries and abroad. Rajshahi city is also known as Shikshanagari for these renowned educational institutions. Also, diversified job opportunities are not available in Rajshahi city. So, we take 1 for teacher and 0 for other occupations.

Moreover, surprisingly we have found that the probabilities of facing teachers' challenges are higher than in other occupations. As a teacher, women have to deal with lots of students that is not an easy task. Also, teaching and research have to give a lot of time in their study, which creates many difficulties in their lives.

Duration of job, deviant workplace behavior, and Child care facility are adverse to the challenges. Duration of job can reduce the probability of facing challenges in the workplace. As with the experiences, they learn how to deal in the workplace, which is beneficial to the women to reduce the challenges. Deviant workplace behavior also helps to reduce the probability of facing challenges of the women. If the women get a proper environment and cooperative colleagues, the probability of facing challenges will reduce sharply. Lastly, the daycare centre in the office can reduce the probability of facing challenges. Availability of childcare facilities can improve their working productivity, offer emotional security, be convenient for their work and create good morale.

Marital status, having kids, Number of children, family support, and facility of security have no relation with the challenges that a woman faces in their workplace.

To facilitate interpretation of the estimation results presented in Table 03, the marginal effects of each variable on the predicted probability of facing challenges of the women in their workplace, evaluated at the means of the explanatory variables, are reported in Table 03. The marginal effects report of the Probit regression provides the probability that women will face challenges in their workplace. Moreover, data also provides the probability estimation for the likelihood of facing challenges in the workplace for the women given the statistically significant variables: age of the respondent, occupation of the respondent, family support, duration of the job, deviant workplace behavior, and child care facility.

Table 3: Marginal Value of Socio-economic Factors on Challenges Faced by Urban Working Women

variable	dy/dx	Std. Err.	z	P>z
Age of the respondent	.0159925 ***	.00876	1.83	0.068
Occupation of the respondent	.1081985 ***	.04773	2.27	0.023
Marital Status of the respondent	.0570428	.107	0.53	0.594
Status of having kids	-.0010036	-	-	-
Number of Children	.0175196	.03317	0.53	0.597
Family support	.0283855 ***	.04497	-2.21	0.027
Duration of job	-.0184935 ***	.00921	-2.01	0.045
Deviant work place behavior	-.0995756 ***	.04497	-2.21	0.027
Child care facility	-.0617838 ***	.03725	-1.66	0.097
Facility of security	.0670101	.08381	0.80	0.424
Probit regression				
Number of observations = 100				
Wald chi2(10) = 33.76				
Prob> chi2 = 0.0002				
Log pseudo likelihood = -23.267068				
Pseudo R2 = 0.3285				

Source: Authors calculation

The marginal effect report of the Probit regression in Table 03 indicates that if the age of the women increases, the probability of being faced challenges will increase .0159925%. The marginal effect also shows that if the women choose teaching as their occupation, challenges will increase .1081985%. If a women get more family support, the challenges increase .0283855%. This interpretation is a little bit tricky. In some cases, it has been found that family members' workload for the working women is in the name of family support. Suppose the duration of the job increases, the probability of being faced challenges will reduce -.0184935%. Likewise, if the women get deviant workplace behavior, the probability of facing challenges will reduce -.0995756 %. Finally, if the authority provides a daycare centre to the women, the probability of facing challenges will reduce -.0617838%.

Conclusion

Working women are contributing a lot to the economic growth of Bangladesh and a large part of economic activities are undertaken by women. Moreover, overwhelmingly, these working women faced a lot of challenges at their workplace. This research is conducted to explore the challenges faced by working women in Rajshahi city. In this study, we have tried to show the preliminary scenery of the society and define the challenges and different socio-economic variables that directly and indirectly involve the challenges of working women.

Due to the reluctance of respondents, enough time, and a meager budget, we faced tremendous obstacles to conducting the result. Further study is required and recommended to explore the other findings regarding this topic. The data from the questionnaire, interview of the respondents, and our practical observation reflect that challenges faced by working women have become a severe phenomenon in Rajshahi city. To reduce these challenges, a cooperative society is needed where family members and working authorizes will try to provide a comfortable and secure working environment with flexibility. Moreover, the availability of daycare centers can reduce the challenges.

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