WOMEN IN EDUCATIONAL WORKPLACES: A GIG ECONOMY STUDY

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Abstract: - This study investigates whether women's participation as a freelancer has increased in the education sector, as compared to other sectors in India. The study examines the barriers to work and the factors that influence women's participation, at a higher level. Women face several obstacles, including a lack of flexibility, unequal wages, a lack of skill, differences in education between men and women, and a lack of social security. Study explains the concept of freelancer and the options for Indian women in general, as well as in the field of education. A secondary data review and an offline survey are part of the study.

The findings of the study suggest that freelancing can influence women's engagement in education as well as the growth of the Indian gig economy. Obstacles such as a lack of understanding about a job and a lack of basic abilities are common. Conclusion of study shows potential of freelancing in India and activity moreover the study may be able to fill some of these gaps and propose answers for India's Gig economy.

Index Terms: - Freelancing, freelance teaching, educational workplace, workplace for women, workplace constraints.

Introduction

The teaching occupation has traditionally been seen as an open job, and it is widely assumed, that women can enter as a career trial leading to higher posts within this profession if not others. There is a demonstrable pattern of discernment against women in the education sector and there are indicators of a developing rather than reducing tendency in this direction. Women's employment in tutoring is comparatively not up to the mark to the academic status and resources allocated to its various fields. The proportion of women on staff decreases as one progresses from elementary level to secondary to post-secondary education. Furthermore, when one advances up the pyramid of posts and remuneration scales within each sector, the proportion of women employees decreases dramatically.

The statistics on female educational personnel and students are woefully insufficient in contrast to those that have given escalation to our understanding of social class shortcoming, yet they are sufficient to show discriminatory trends. Discrimination against men and the women instructors in elementary level, secondary, and post-secondary education. There is a clear tendency in the circulation of women employees in educational sector, with the lesser status and incomes devoted to the sectors, the larger number of women signified in them. There are certain changes, to be sure. In the post-school sectors, for example, there has been a minor increase in the share of female employees. In contrast, there has been a decrease in participation in colleges. These shifts do not overshadow the overall sense of significant variations in the circulation of men and women in higher education.

Many women-educated professionals in India are joining massive worldwide freelancing platforms, which is contributing to the gig economy in India. This study concentrates on women who work as freelancers in educational workplaces and talks about the obstacles women encounter in freelancing, as well as the prospects for women and the growing trend of gig structures in India. The unavailability of permanent jobs drives people to work as independent contractors, sometimes known as "gig worker," or "freelancers." Which, by its very nature, is adaptable. Women now have more options to work and earn as a result of the freelancing system. Women face several obstacles, but thanks to the freelancing or gig economy, women can work more flexibly. Tutoring is becoming more popular through online platforms. People can easily find skilled and experienced tutors as freelance teachers.

Problem Statement:

1. Gender gap widening at the top in education sector.
2. Reasons for the inactivity of women at a higher level of the education sector are constraints in the workplace for women.

Objectives of Study:

The study's broad objectives are to determine the socioeconomic profile of women, the extent to which their work is influenced by perceived workplace limitations. and their level of job satisfaction.

Literature Review

Working women have been proven to benefit from a variety of stress-reduction treatments, ranging from individual stress management approaches to higher-level interventions aimed at reducing occupational stressors. Working women are affected by occupational stress. There is a need to develop mechanisms to mitigate the detrimental impacts of occupational stress.'

According to the 2011 census, there are 943 females for every 1000 males. The unacceptable gender proportion refers to social-economic inequality based on gender, regardless of faith, caste, communal, or state. Women's empowerment, gender discernment, and violence against women have all been major areas of social research in recent years, after previously being a neglected topic. While recent societal changes are showing women to an unprotected socioeconomic, artistic, and political atmosphere, there is no matching protective social framework or social justice institutions in place to guarantee their rights. Many people are suspicious and fearful of women's potential to enjoy equal rights and play similar roles as men, yet such fears and concerns are unfounded in light of the broader options accessible to women. The range to which conventional roles are altered as an outcome of a woman's protracted daily departure from home has not been adequately researched, and there has been little research done in the Indian context. This type of research does not appear to have been done in Bihar or Uttar Pradesh.

According to a few studies undertaken in western countries, there is always some level of duress in the home, with the woman being the main victim. The employment of a woman has been found to enhance the husband's portion of the division of labour. The following are some of the most common issues that studies have identified: difficulty finding work, exercising job choice, issues with a wish to change jobs, job penchants, working hour, unreachability to medicinal facilities, social diffidence, anticipated leave conveniences, tiredness, and employers' impervious attitudes toward working women. Their daily work, relationships with their children, husband, and family, as well as their work-related family income, all contribute to their happiness. While the literature on the female labour force has historically concentrated on the micro-level, such as examining the divergent motivational, personality, or experience characteristics of the female and male labour force, the significance and effective contribution of the female labour force have not been properly interpreted. However, prescriptive thresholds are the focus of the research that follows. The studies were picked because of how well they focused on the topic and were relevant to it.

Talwar, Usha (1984) gives a complete account of employed women and replaces speculative evaluation with actual research data. She discovers that women who work in prestigious occupations earn more than those who work in less prestigious jobs. It was also reported that they worked mostly for financial motives, and more specifically, due to economic pressure. Kamladevi Chattopadhyay (1987) says the gains of development have benefited only a small percentage of Indian women, while the vast majority have been mostly ignored. The situation of the great unheard majority, who lack access to a broad opportunity and a voice, has declined. Social-economic and political rights have continued mostly only on paper for them. This scenario has a straight and major impact on total national growth, making it critical for women to act on their behalf. Somjee, G

(1989) has several significant criticisms. She has stated this. "Throughout the brief history of women's studies, a variety of techniques have been used to better understand women's concerns and create answers.

Okolo (1989) according to the report 'Another barrier is the paucity of executive female role models as a result of their rarity in high management roles,'. Sharma, Anita (1990) Women's socioeconomic liberation has been the most widely acknowledged source of change in independent India. Women's employment, on the other hand, has elicited a mixed response from both professionals and laypeople. It is well known that societal changes might elicit more negative than pleasant feelings. Even social scientists, for the most part, were pessimistic about women's employment. The current history of women's work, the construction of Indian culture, and the cultural scene are all key factors in explaining women's difficulties. Mitra, Jyothi (1997) explains the reasons and consequences of women's enablement. "Relationships between women and occupations could be regarded as one of the women in full-fledged occupations, such as medical, law, instructors, and alternative in semi-professions, such as nursing, teaching, clerks, and so on," she writes. Dube L. (2001) 'India's male-controlled society views women only as housewife and sexual matters, and they are frequently exposed to exploitation and torture,' according to the report. Such a structurally reductionist mindset would prevent women from exploring their options and discovering their potential.' Andal (2002) 'Women's economic security is frequently boosted and enhanced by women earning autonomous sources of income, which leads to better self-esteem, improved family conditions, and an overall degree of growth in their communities,' according to the study. The most major contribution to the gender variance in women's economic welfare, social upended, and enablement is the gender gap in property ownership and control.' Ahmad, Aminah (2007) centred on the "work-family conflict" that 239 married female production operators in households with two earners encountered, as well as the social assistance they received and coping mechanisms they employed to deal with the problem. Among women, work-family conflict was more prevalent than work-life balance conflict. The severity of work-family conflict was much higher in the earlier stages of the life cycle than in the later stages.

Afrin, Islam and Ahmed (2010) 'discovered implied limiting factors such financial acumen, talent, creative desire, self-interest, family involvement, and use of family resources. Women have objectives related to finding a new job, family members finding work, independence, business and family experience, economic necessity, self-confidence, technical expertise, money-making, finding a suitable job, and economic growth contribution. Legal Indian Admin (2010) 'Indian women still experience clear prejudice at work,' according to the report. Sexual harassment in the workplace is a big issue for working women. Women who work night shifts are particularly prone to this kind of event. Nurses, for example, deal with this issue daily. In hospitals, little is done to combat and address the dangers they face. Ali, Sophiya (2011) outlined the challenges women encounter in improving their careers. Most female employees are not happy with their professional development opportunities, and women are discriminated against when it comes to advancement possibilities.' Barati, A, et.al. (2014) Explain that "India is a traditional nation with a diverse range of religions, cultures, and customs." Women's roles in India are mostly domestic and restricted to those. In some circumstances, women can work in the nurturing and caring professions such as teaching, nursing, and medicine. Men with equal qualifications will be preferred even if there are accessible well-qualified female engineers, managers, or geologists. These are all signs indicating, even though women contribute significantly to the workforce, their participation rates are lower than men's. Financial constraints, according to a literature review, some of the main causes of constraints include rigid schedules, family pressures, vulnerability, social insecurity, a male-oriented, deeply ingrained social structure, fear of uprooting, limited and ineffective government support, ignorance of the provisions available to protect their rights, and so on.

Research Methodology

We classified six types of workplaces where women work in our study: government schools, government colleges, private schools, private college coaching, and computer institutes. Almost everyone who responded was a teacher or a member of the support staff. They worked in government institutes on a permanent or contract basis. Teachers working on a contract basis made up the majority of the respondents in private institutions.

The research was carried out in Bihar and Uttar Pradesh's Samastipur, Prayagraj, Varanasi, and Meerut districts. The school administration in both private and public schools did not generally let respondents to speak in detail for the survey. The team able to find a method to speak with them by scheduling a meeting with them well before their work hours begin. In schools, the administration warned employed against asking questions to get a positive response, particularly on concerns such as overtime, gender prejudices, sanitary arrangements, and

payment structures. They were found working as instructors and organizational support workers after passing +2 or graduating. Women instructors, for example, were ostensibly allocated to the role of teaching, but in practice, they worked as a clerk and administrative occupations during working hours. It is important to note that some female teachers who had soft and subservient relationships with their owners took benefit of their gender differences and did not pay to the workplace.

Workplace women appeared to be strong, determined, persistent, and tough, but they lacked aggressiveness. Most women in schools chose to work later in life after their children had grown up. This demonstrates that the human resource's potential was not fully realised throughout the eligible years. Working women have also been said to acquire esteem as a result of their professional success and capacity to supplement the family's income. Conformity pressures, on the other hand, continued. They had complicated interfacial problems with other women, especially female co-workers. Jealousy and insecurity often tainted empathy for those of their gender. Stress levels rose as a result of a lack of support structures for working women both at work and at home. Multiple balances and positions that appeared to be at odds continued.

Primary Data:

An offline survey, a focused group conversation, and a personal interview were used to gather primary research data. However, in the demonstration and investigation of the status and constraint index of women, the quantitative method has been the primary focus. To avoid misapprehensions and to generate credibility and assurance in the genuine situation, the interview, survey and focused group discussions were conducted in Hindi.

Secondary Data:

To arrive at useful conclusions, both quantitative and qualitative data collection methods were used. Secondary data was gathered from NSSO records, NCW records and reports, Census, Ministry of Labour and Employment, Government of India reports, Department of Women and Child Growth, Government of India reports, and pertinent texts on the topic. The literature review aided both the theoretic and experiential analysis of the data.

Survey:

The survey questionnaire was created using the information gathered on the basis of literature study as well as feedback from the advisers. The goal of this survey was to gather information on how the community, by gender, describes their work issues and how freelancing in the education sector is viewed in general. The questions in the poll were separated into demographics, labour, remote work, and other related topics. Closed-ended multiple choice and Likert scale questions were used to construct the questionnaire. It was conducted in both Hindi and English.

Group Discussion:

Five women who work as freelancers in the education industry participated in a focus group discussion. The participants were all between the ages of 18 and 25. They were all working as independent teachers. The debate takes about an hour and a half, and it was conducted under observation with the cooperation of the participants.

Personal Interview:

Because several freelancer professors were unable to participate in the focus group discussion and were unavailable during the institutes' offline survey, a personal interview was done. Some of them were recent freelancers who had recently become active.

Sample Design:

Working women engaged in the education sector in Bihar and Uttar Pradesh on a regular, contract, or Adhoc basis in govt. schools, private schools, govt. colleges, private colleges, coaching institutes, and computer institutes formed the study's universe. Purposive random selection was used to select 960 working women from four districts in Bihar and Uttar Pradesh, namely Samastipur, Prayagraj, Varanasi, and Meerut, to account for respondents' marginalisation and exclusion. Purposive random selection was used for the study, with a focus

on working women's marginalisation and vulnerability in four districts in Bihar and Uttar Pradesh: Samastipur, Prayagraj, Varanasi, and Meerut. 4 government schools, 4 private schools, 4 government colleges and 4 private colleges, 4 coaching institutes, and 4 computer institutes were chosen at random from each district. Ten-woman responders were chosen from each institute. Purposive random sampling was used to choose a total of 960 samples. Interviews, case studies, focused group discussions, and observation was employed to perform the empirical phase of the study in October 2022. All quantitative data obtained in the field was processed, evaluated, and transformed into percentages and tables during the completion of the field-based exercise

BIHAR & UTTAR PRADESH

SAMASTIPUR	PRAYAGRAJ	VARANASI	MEERUT
➢ 4 Govt. School (10*4=40)	➢ 4 Govt. School (10*4=40)	➢ 4 Govt. School (10*4=40)	➢ 4 Govt. School (10*4=40)
➢ 4 Pvt. School (10*4=40)	➢ 4 Pvt. School (10*4=40)	➢ 4 Pvt. School (10*4=40)	➢ 4 Pvt. School (10*4=40)
➢ 4 Govt. College (10*4=40)	➢ 4 Govt. College (10*4=40)	➢ 4 Govt. College (10*4=40)	➢ 4 Govt. College (10*4=40)
➢ 4 Pvt. College (10*4=40)	➢ 4 Pvt. College (10*4=40)	➢ 4 Pvt. College (10*4=40)	➢ 4 Pvt. College (10*4=40)
➢ 4 Coaching centre (10*4=40)	➢ 4 Coaching centre (10*4=40)	➢ 4 Coaching centre (10*4=40)	➢ 4 Coaching centre (10*4=40)
➢ 4 Computer institute (10*4=40)	➢ 4 Computer institute (10*4=40)	➢ 4 Computer institute (10*4=40)	➢ 4 Computer institute (10*4=40)
total 240 samples were randomly chosen from each of the 10 places	total 240 samples were randomly chosen from each of the 10 places	total 240 samples were randomly chosen from each of the 10 places	total 240 samples were randomly chosen from each of the 10 places

Findings And Analysis

The study derives certain findings based on information received from respondents in the education sector and findings produced through data analysis, which are as follows:

There were 960 people in the study sample. In contrast to temporary, adhoc, and contractual labour, the majority of responders work in a permanent capacity. According to the report, 74.5 percent of employed women in the service sector are childless.

The occurrence with which decisions were made in the organisations by including women's perspectives was intermittent is only 47 percent. The level of limitations that employed women face at education sector workplaces is 59.9 percent, and it is inversely proportionate to their status. The number of children, attendance at leisure events, earned revenue, say in spending, and other factors were used to assess women's position in the study.

Unmarried women make up the majority of workers in the education sector. Nearly half of employed women in the service sector have a graduate level degree, 40 percent have various degrees and qualifications, and ten per cent have a master's or doctoral degree. Women with vocational academic experiences are assigned to management and instruction positions, whilst women with less formal education are assigned to clerical and administrative support positions.

The general degree of constrains is 66.5% in government schools, 62.1 percent in government colleges, 56.8 percent in coaching centres, and 56.4 percent in private schools, 38.3 percent in computer institutes, and 33.6 percent in private universities. The assessment was created by measuring the components listed in the study's constraint section. The perceived constraints were observed in respondents' income levels and were proportional to organisational morale and co-workers' attitudes. The perceived women-friendly environment was used to determine the level of job satisfaction. The majority of working women are 'to some extent (49.1%), followed by 33.9 per cent who are 'to a considerable extent,' 12.2 per cent who are 'to a limited extent,' and 4.8 per cent who are 'not at all.

Despite the fact that they are working women in the majority of cases, women's opinions were not considered while making key financial decisions in the home. The lack of sanitation facilities at their workplace has been noted as a serious impediment in their operational scope. The expression on felt friendliness of structural layout for responders was found to be hazy. Respondents' salary was primarily used for family purposes (43 percent) Regardless of the type of structure or organisation, the occurrence and breadth of sexual harassment of women are widely recognised. Despite the fact that only 0.2 percent of women reported common sexual harassment in the study, 23 percent of women have not ruled out the potential of it occurring in their workplaces.

Employers, managers, supervisors, and co-workers have all been proven to be involved in or engaged in sexual annoyance of women at work. Co-workers, on the other hand, were recognised as the primary harassers. The majority of incidences of sexual harassment in the workplace go unreported and unnoticed. Threats from perpetrators, fraudulent promises of upgradation and better assignment, and fear of character charges are among the causes. In response to sexual annoyance, 42.7 percent of respondents orally conveyed their displeasure, 44.4 percent communicated their complaints to the organization's leadership, 8.5% reconciled from their positions, and at the absolute least 4.4 percent filed a legal complaint. It illustrates the hollowness of legal provisions to fight sexual harassment. The most promising methods are public awareness campaigns and subsequent assessments of such incidents.

The Supreme Court of India's recommendations for the prevention and control of sexual harassment at workplaces in the service industry were only vaguely known by a tiny fraction of respondents. This seems to be a big obstacle that women in the service industry face. Respondents were not satisfied with how complaints committees set up in accordance with Supreme Court directives or in other ways operated. Additionally, it has been found that the majority of women desire to continue working in order to pay for necessities and sustain their family. While some respondents to the study 57.3 percent indicated a lack of interest in keeping their employment, others expressed negative concerns.

In terms of promotion and career progression, skill improvement is critical. 57.5 percent of respondents have received skill development training, while 42.5 percent are seeking a chance to do so. Levels of job satisfaction can also be used to assess the degree of limitation women encounter. In this context, approximately 34 percent of respondents have expressed dissatisfaction with the treatment received by male counterparts, whilst approximately 66% are satisfied with their unbiased concerns.

Male attitudes of women in their current jobs were partially accepted by 49.4 percent of respondents, whereas the study found 50.6 percent approval. There is not much of a distinction between the two. It does not portray a welcoming image for responses. Some of the women who initially encountered resistance from their families claimed that their parents saw women working as a necessary evil forced upon them by the challenges of modern living. They did not like it since it was a full-time job for women to raise children, take care of the house, and take care of the family. In general, neighbours and family members were supportive of women working in jobs.

Parents viewed women's service as a necessary evil that was obligatory upon them by the challenges of modern life, according to some of the women who experienced initial family opposition. They also opposed it since women were supposed to raise children, do housekeeping, and care for a homebased and family, all of which required full-time employment. On the whole, relatives and neighbours had a feeling of gratitude for women's employment. Workplace women appeared to be strong, determined, patient, and tough, but they lacked aggressiveness. Most women in schools chose to work later in life after their children had grown up. This demonstrates that the human resource's potential was not fully realised throughout the eligible years.

The study closes with feasible policy measures that can be implemented to increase gender awareness among employers, male co-workers, and women in general.

Gender gap widening at the top

Contrary to popular belief, males outnumber women in the teaching profession. Even though women continue to prefer the profession, as evidenced by the fact that female candidates outnumber male applicants in both the TET and UGC-NET teacher eligibility tests for high school and college teachers, males are gaining more positions as teachers across all designations.

Higher Education Report 2017-18 claims that India has 2,05,339 more male teachers than female instructors. Males account for 57.99 per cent of India's total 12,84,755 teachers. The report of Union Ministry of Human Resource Development says that the gender gap widens as we travel higher up the corporate ladder. In the case of contract jobs, however, the gender discrepancy is minor. While males are more likely to hold advanced positions, such as professors and associate professors, the number of women teaching jobs is more than double that of men, as perHRD data.

The following factors contribute to the existence of a gender gap: -

1. **NET performance is poor**

The fact that women do worse on teacher eligibility examinations than males is one of the explanations why men acquire more perpetual jobs. The National Eligibility Test (NET) is required to be considered for a position as an assistant professor. Despite receiving more applications, women are far less likely than men to pass the NET. According to the National Testing Agency (NTA), which administers the NET, the number of feminine candidates was closely one lakh (93419) higher than the number of male applications in June 2019, yet 3,975 more males qualified for the professorship exam. Males made up 1,07,632 fewer candidates than females in the NTA's UGC NET December 2018 exam, although 637 more males passed.

"The age range of candidates eligible to apply for UGC NET falls under 25 to 32 years, and according to social norms, this is a marriageable age for women," said Kalpesh Banker, managing partner of Sunshine, an education recruitment agency that conducts numerous studies on gender inequality in hiring in educational institutions. Due to a lack of support and a good learning environment, women's performance suffers as a result of these social restraints.

To do well in tests, applicants require coaching, a whole ecosystem, including asset, and so on, he continued. Even now, parents would choose to invest in boys over girls. At times, women would favour closer-to-home coaching at the expense of schooling quality. These variables have an impact on their performance.

2. **Discrimination in promotion**

In Indian higher education institutes, men are given priority for higher jobs and promotions among those who qualify. In 2005, just 6.67 per cent of Indian educational institutions (54 out of 810) were led by women, Gender Inequality Index (GII) report by Edushine Advisory Group claims the fact. In 2018, the number fell to 6.25 per cent, with 63 institutes out of 1008 universities being led by women.

The teaching staffing firm is presently working on third study, which will look into why fewer women pursue higher-level academic roles. "While the inquiry into why there are fewer women in leadership positions is still ongoing, the idea of headship in India, even in educational institutes, remains masculine," Banker added. "Most cloistered institutes are also family-managed, with masculine heirs preferring to take over," he noted.

3. **Unnoticed hiring prejudices**

Previous UGC affiliate MM Ansari informed indianexpress.com that there are inherent prejudices in Indian educational institutes' recruiting processes. "In India, 30-40% of university seats are vacant, and unfluctuating those who are qualified are not appointed due to a lack of resources, resulting in ad hoc employment." "This technique of recruitment is being used by an increasing number of institutes," he stated. It should be emphasised that the number of males and females is equal at the ad-hoc level.

"Women have to appear queries like when are you getting wedded or preparation to have children" when selecting permanent professors, according to Ansari. Women with children are considered to dedicate less time to effort or to be unavailable at unusual hours when required. In comparison to men, a perpetual female teacher

would have additional perks, such as motherhood leave, which are considered by recruiters. Prejudices based on social structure play a crucial influence in hiring and promoting women, even if they are not explicitly acknowledged." Working and qualified women sometimes bypass promotions because of their spouse's transferrable job, marriage, and family commitments, according to MM Ansari.

Inactivity of woman at higher level of education sector

According to studies, a mix of social, cultural, and monetary restraints, such as domestic duties and a lack of education, are the primary reasons why women choose not to pursue higher education (Cojocaru, 2017). The next sections will go over these reasons in detail.

1. **Responsibility of the family**

In several studies undertaken by the World Bank, Riinvest, and D4D, women's inactivity has been attributed to a lack of time to work owing to family duties. Women's reasoning is said to be heavily influenced by culture and social conventions. Women's inactivity is primarily ascribed to family responsibilities, which include a child or elder care, as well as home chores. According to a World Bank study, only 6% of indolent males cited domestic care responsibilities as the key cause for their inoperativeness, related to more than 65 per cent of women (Cojocaru, 2017). In supplementary words, women are supposed to care for the home, children, and elderly, while men are expected to offer financial stability.

2. **Training and education**

Women's participation is affected by their level of education. Although research indicates that there is a proportionate relationship between women's level of education and their readiness to join, education is not generally considered to be the main barrier to women joining. 95% of women have finished higher secondary education in the "previous three years," according to a D4D survey of 1,070 participants ages 18 to 64 (D4D, 2017). On the other hand, the majority of those who have applied for jobs have a bachelor's or master's degree (D4D, 2017). This indicates a negative association between education and inactivity, showing that women are less likely to enter the education sector the less educated they are, and vice versa. In addition, women in the age cohort 25 to 34 who just earned a master's degree are more likely to refrain from entering the labour force because of obligations to take care of their families than women in the same age cohort who have at least a secondary education (Cojocaru, 2017). Inactivity is more related to a lack of career options for people who have completed upper secondary education or above.

Obstacles for women at workplaces

Women have a significant role in the economic growth of our society, contributing as much as or more than their masculine colleagues. Even yet, there are a number of issues and constraints that women face. In some companies, women are treated equally whereas in others, they are subordinate to their male co-workers. Due to the low value and underappreciation of women's work, they frequently do not receive the same benefits as their male counterparts. They develop a sense of inadequacy as a result. There is too much stress from this syndrome. When they deal with unequal pay structures, uncertainty, sexual harassment, insufficient family assistance, etc., it gets even worse.

The following are some of the barriers that women face:

1. Role conflict or numerous roles create a constraint. Women do a variety of tasks, including managing work at their workplace, managing their families at home, and fulfilling other societal commitments. Balancing work and family responsibilities was quite difficult for working women in the service sector. Women who work rigid schedules experience more home issues than women who work flexible schedules. Due to the time constraints working women face in juggling their responsibilities at home and at work, this problem exists.

2. Working women in the service sector face additional challenges such as insufficient maternity leaves. It has an impact not only on their professional performance but also on their personal lives, especially when it comes to family matters.

3. The issue that working women in the service sector encounter is ineffective family support. While leaving the house and going to work, women are inevitably scouted. They also dislike working long hours in the office, which has an impact on their physical and emotional well-being.

4. Women are subjected to enormous pressures as a result of insufficient security systems at work and in their surroundings.

5. Uneven compensation is another big hurdle that women confront as they advance in their careers. Women are underpaid even when they perform tasks more efficiently than males. This causes despair and demotivation, resulting in work-family conflict and a decline in their work performance. It leads to gender disparities in the workplace, which are common.

6. The foundation of gender discernment is embedded in the Indian legal system. Households. Individuals who are members of the same household, not just society, condemn women for going out to look for work. They are discoursed and skilled to take care of their families, in-laws, and children, among other things. Women in some communities are compelled to follow Purdah (veil).

7. Despite technical improvements, women have been shown prejudice against due to the inaccessibility of technology to them. The tradition of refusing permission to work outdoor the home is still seen as a sign of low social rank. External engagements are forbidden for women in conservative and even partially modernised households.

8. India has not yet moved to the point where nodes and the communication and transportation matrix are advanced. For women, getting from the house to work is still a difficult task. Backwardness in technology is a fundamental problem that prevents a balanced approach.

Unwelcome sexual advances, requests for sexual favours, and statements of double standards are likely causes of the limit's women confront in their daily lives. The Supreme Court of India has previously provided appropriate guidelines against sexual harassment as a distinct category of illegal activity. Employers must ensure that the working environment is safe and secure. Every organisation should have a policy in place to ensure that sexual harassment is treated with zero tolerance.

Working women's families should also assist in reducing mandatory expectations. They should share their load and provide them with the opportunity to enter the employment market. Child care, household chores, and senior care should be shared similarly by men and women. There should be a policy in place for the restructuring of home jobs that ensures equitable involvement of men and women. Bullying of women in the workplace should not be condoned. The employer must also ensure that such an occurrence does not occur. Bullying behaviour should be met with severe penalties even during host exchanges among female colleagues.

Despite their formal employment status, women are still highly vulnerable to a variety of risks, including labour rights violations, workplace and household violence and harassment, a wide range of dangers to one's general and reproductive health as well as those connected to working outside the official financial system. Women's participation in the service industry will increase in productivity if they and their families are healthier, and female employees will have greater economic stability and earning potential. Because the right to health has not yet been fully incorporated into business and human rights standards in the same way that "no harm" measures have, it is important to note that the majority of labour legislation concentrate on workplace health and safety rather than personal health issues. Menstrual hygiene management, anaemia, malnutrition, unplanned pregnancy, insufficient prenatal care, and other women's health difficulties are exceedingly widespread in practically all employment sectors.

As a result, it is mandatory for organisations to: -

1. Incorporate indicators including management strategies connected to women's health in the workplace as it exists evaluation standards.

2. Workplace assessments should consider sufficient information regarding workforce well-being as well as indicators of female workers' well-being.

Regular assessments can be improved by include data on women's health, and the additional indicators can shed more light on the health problems that female employees face. Employers and household members should both take responsibility for women's health. The identification of obstacles experienced by women in service segment employment may open up a new horizon of acquaintance in terms of the types of corrective procedures that may be implemented to address them all. Working women can be effectively helped by prompt corrective measures in the form of policy interventions, thereby recognising their influence to greater efficiency and inclusive growth of our nation.

The Road Ahead

After the United States, India is the world's second-largest market for independent professionals. India is considered as an "alternative labour prototypical" that includes gig workers and freelancers, demand will only increase. Despite this growth, women are less likely to pursue part-time jobs. This is mostly due to gender disparities in terms of renumeration, flexibility, and work grade, which also exists in the gig economy. This is reflected in FLPR, which has been declining for the past two decades. At least two studies have been conducted to explain the delay in women's labour changes. According to the survey, every third women were uninterested in entering the gig economy because of the lack of job safety and vagueness about their employment grade. Women are strongly represented in the rapidly increasing fields of healthcare and education, which might account for more than 25% of new work opportunities for them. We had worked with education freelancers and had already offered our recommendations based on our research. Now we will talk about some future work that will be related to our research.

1. Women's wages should be protected from household prospects so that they can use their newly obtained economic autonomy. We need to raise mindfulness in the workplace about this issue. Requirements could be made to ensure and protect women's ability to spend their savings. To do this, a programme to raise knowledge of their rights, with a focus on financial activities, must be established. It should be applied at the federal, state, and municipal stages.

2. Skill growth programmes for women, should be adapted to employment requirements and household restrictions. Internal promotions should have consistent skill improvement so that they can feel re-energized throughout their careers. Upgradation would assist them to attain a position where they could be revitalized if they were mainstreamed.

3. Importantly, the NCW should encourage research on a regular basis for women facing workplace constraints to be an essential research agenda.

4. Routine health screenings for freelancing women should be prioritised. They are unable to go for regular health examinations due to their tight time schedule. Women's sanitary napkins and commonly required specialised medicines should be made available at work. At least one psychological counsellor should be assigned to each department to provide treatment to working women suffering from psychological illnesses.

5. freelancing women's transportation has been identified as a stumbling block to their workplace. During their commutes from home to work, the safety mechanism was rarely discovered to be operational. They were also faced molestations during rush hour. During travelling, the safety mechanism should be raised to a satisfactory level.

6. It is necessary to provide enough sanitation facilities for women's particular restrooms at workplaces. During the research, toilets were discovered to be unsanitary and non-functional in the majority of establishments, particularly at private and government institutions.

7. At work and at home, we need to create an environment that is welcoming to women. Awareness programs/women-related topics should be disseminated through various social media platforms to ensure this. This concept should be included in all of the government's development programmes, both rural and urban.

8. It is critical to discover sex perverts among co-workers at educational workplace so that they can be directed to psychiatrists for effective therapy and counselling.

9. Gender Sensitization Committees Against Sexual Harassment (GSCASH) must be constituted in every workplace by enlisting the participation of a suitable number of men and women. Male co-workers should participate in specific gender sensitization programmes to avoid molestations.

Conclusion

The goal of this research paper was to look into the ability to freelance to improve women's participation in the education sector, assess the government's ability to inspire it, and look into the relationship between efficiency and skills. The qualitative and quantitative data show that one strategy to overcome the challenges experienced by women who freelance in the education sector is to take advantage of the opportunities that freelance work provides. In many aspects, the study is eye-opening. On the one hand, it de-mystified the causes of constraints, and on the other, it looked into the prospects of suggesting remedial steps to reduce the severity of constraints. Working women's restrictions can be reduced when the greater fulcrum of governance ensures their economic, social, and political existence, since there are several cross-cutting connections that intimately entangle and interconnect these components. This implies that the other dimension will suffer if efforts on the first are not done. As a result, all three dimensions must be addressed, as only then can the number of women who experience restrictions be permanently decreased. Therefore, the social, economic, and political facets of a woman's life must successfully converge for holistic empowerment of women to occur. In the survey, it was also shown that practically all of the four workplaces evaluated have an insufficient degree of female engagement. To address the problem, the company should be giving some enticements to keep women as the majority of their staff. It could be run by granting tax exemptions to women-focused organisations or by providing subsidies. The need for skill up-grading was also discovered in the research. Working women demand personalised training that are tailored to their specific needs and available time slots. The central government, state governments, local governments, and other organisations should consider expanding the number of women's vocational training institutes. Women who have secured a job owing to evident familial commitments should be able to retrain and upgrade their abilities in vocational training institutes so that their competency level can be supported.

Although The study's respondents did not adequately describe the problem of sexual harassment, therefore we still need to work on it to make it a "zero-tolerance level" issue. To address this problem, the federal, state, and local governments should develop a customised awareness-raising programme. To deal with such occurrences, punitive measures should be implemented.

Women were reported to be concerned about job fulfilment. There are a variety of factors that women believe are causing their job discontent. Biased treatment by male peers, inept supervisors, and other factors was found as instrumental reasons in the study. At the federal, state, and local levels, it is crucial that the employer limit and regulate male co-workers' impartial treatment of women. The loud comments made by the male co-workers revealed incomprehensible pressure on the working ladies. An extensive male-focused awareness programme at work could be able to fix this. This would increase the pleasure of working women in their jobs.

The results of detailed focus group discussion with employed women of education sector revealed a link between freelance activities and efficiency. Because of the flexibility that remotes work provides, freelancers report feeling more motivated and completing tasks in less time than those in typical jobs. The survey results, which showed that both women, including full-fledged working women, agreed that flexible working hours improve productivity, backed up this belief.

On the other hand, the focus group discussion reveals a general lack of awareness among residents, particularly women, regarding the effects of online labour. The significance of government involvement in this area is highlighted by the fact that the sole information sources are word-of-mouth and training. Lack of technical labour skills, which are necessary to complete the online work, is another key challenge that negatively affects the supply and growth of ICT companies. Given these challenges, focusing on information technology in the educational system is a good long-term objective, while conducting awareness campaigns is a suitable short-term goal.

Furthermore, the report strongly advocates for a shift in public perceptions of women's engagement. The fact is that women require good societal alignments in order to overcome conventional barriers and biases and contribute to our wise nation-building mission.

With other researchers at the helm, I am hopeful that freelancing research will continue to innovate with inquiries like these.

Limitations

1. The lack of academic and legitimate study on freelance employment, given that it is a relatively new sector in research, was one of the difficulties of leading research in this area.

2. In terms of primary research, men and women contribute differently, which could lead to skewed results.

3. As a result, at times, percentages were calculated from each freelancer category and then assessed.

4. Convenience sampling was utilised rather than big sampling.

5. We completed our research in a relatively short amount of time (42 days), yet our issue is incredibly essential.

6. There are 748 districts in India, but for our purposes, we chose only four, with each district having only 24 institutes.

7. We had placed a greater emphasis on secondary data.

Acknowledge

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