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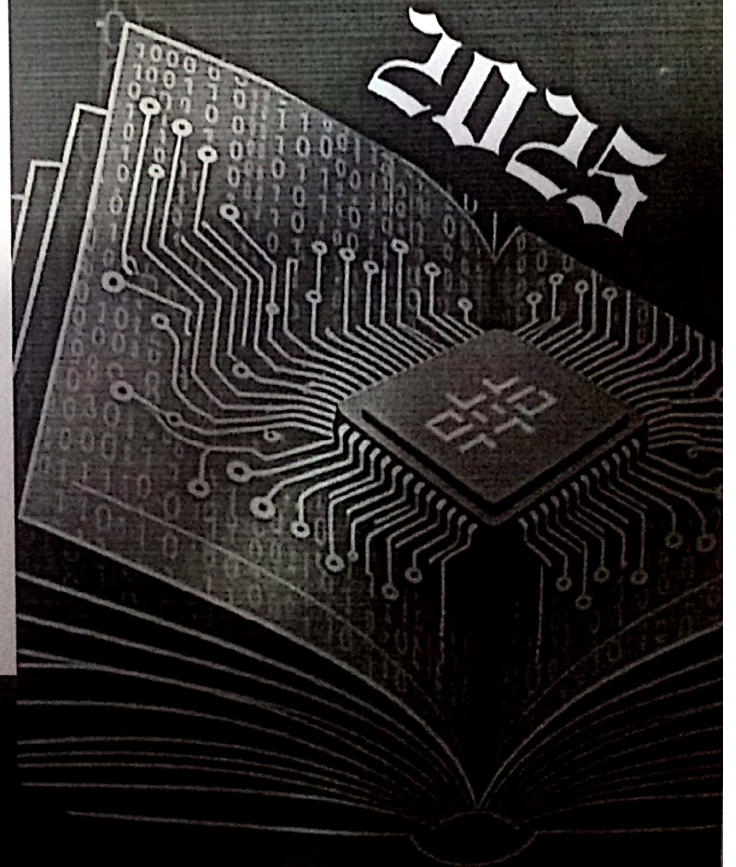
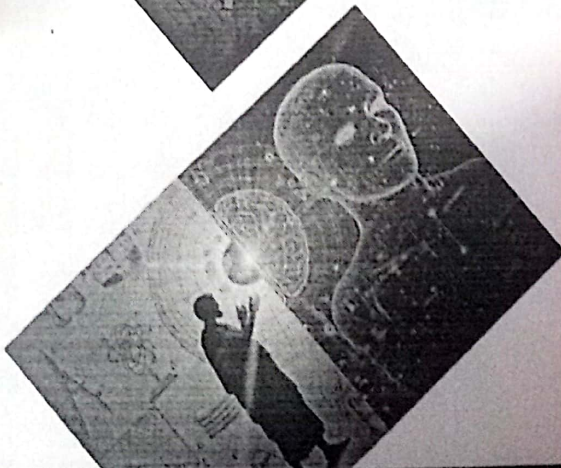
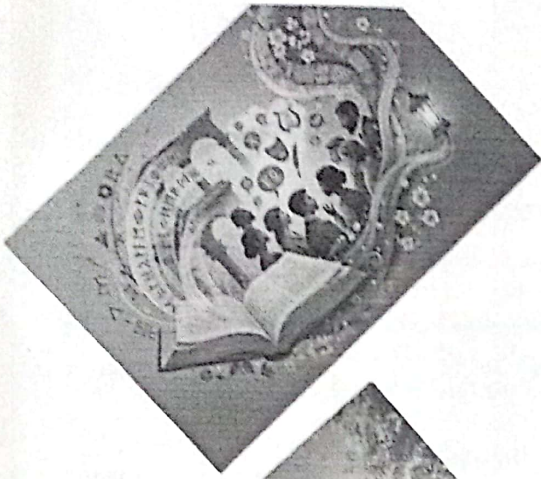
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A Study of Problems of Working Women in Kolhapur

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Abstract

Female labour force participation has increased significantly over the past few decades, especially in developing cities like Kolhapur. Despite these milestones, however, working women still face serious and continuous problems related to balancing professional obligations and personal life responsibilities. This paper examines some key issues facing working women in Kolhapur, including an imbalance between work and life, gender discrimination, harassment at the workplace, limited career advancement opportunities, domestic responsibilities, health-related problems, and lack of support mechanisms at the organizational level. Based on a descriptive research design using secondary data from government reports, scholarly literature, non-governmental organization publications, and workplace surveys, the analysis highlights cultural, technological, and professional demands as generating stressors that have deleterious consequences for women's overall well-being. The results emphasize the need for flexible work policies and supportive organizational climates with an intersectional approach considering class, culture, and socio-economic backgrounds. Improving support mechanisms and organizational practices would help enhance the quality of life of women and enable them to pursue or attain a well-rounded path of professional and personal growth.

Keywords: *Work-Life Balance, Working Women, Kolhapur; Gender Bias; Workplace Challenges; Employment; Mental Health; Domestic Responsibilities; Organizational Support; Intersectionality.*
