

**PROBLEMS FACED BY WORKING WOMEN IN BALANCING
PERSONAL AND PROFESSIONAL LIFE IN LUCKNOW**

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KEYWORD

PROFESSIONAL
LIFE, INDIAN
HISTORY WOMEN,
WORKING WOMEN
PROBLEMS,
DISCRIMINATIONS
AT WORKPLACE,
PRIVILEGES AND
RIGHTS

ABSTRACT

Since from the ancient times particularly as per the Indian mythological report, in traditional conception womanhood is considered as of a pure Goddess, endowed with all the attributes of the gods, who bestows her wisdom, compassion, and love on others. In Indian history women's always have been perceived as resembling a Divinity.

This ethos has been altered and transformed over time, and it has also been more diluted due to the strong impacts of patriarchal culture, male supremacy, and the nation's and the world's quickening pace of modernity.

But, in this case, Indian Women are our only concern. Instead of growing better, Indian women's circumstances have gotten worse. A nasty restraint of hardships, impediments and so many similar supplementary problems has converted very customary for the women in India.

Ladies in India have had a very difficult time surviving due to a variety of obstacles, exploitation, and prejudice, but they have persisted in their struggles and are continually working to mark their presence known in the predominantly man leading society in India.

1. INTRODUCTION

Women in India nowadays are educated, are well-known for being the best housewives, and are now expanding their horizons outside of the four walls of the home. Like every other male professional or entrepreneur, they have aspirations to be independent and are establishing themselves. Indian women are becoming more conscious of their privileges and rights, and they are speaking out for their rights to equality as well as their rights to labour and maintenance. There they start to make attempts to achieve all of their goals, which include seeking justice, equality, and the delight of freedom and independence.

Today's women are self-assured, want to develop their independence, and want to support their families financially as well as physically and mentally. They also want to become self-sufficient. Even though there is still a significant percentage of illiterate women in India, women who are unaware of their rights and responsibilities, women who live in rural areas, and women whose social participation is completely non-existent, the situation for Indian women as a whole could use a lot of interventions and improvements from our government, society, and of course Indian women themselves.

2. OBJECTIVE OF THE STUDY

- To Identify Working Women problems.
- To provide Suggestions to overcome the problem.

3. FINDING

As per the interview taken of more than 50 Working Women I have concluded the following Findings:

3.1 GENDER BIASES/ DISCRIMINATIONS AT WORKPLACE

The Indian women experience gender biases from a very young age. First of all, it is quite difficult to comprehend that even women are capable of working side by side with the males in the heavily patriarchal Indian society. Indian society has fostered stereotypes that encourage male domination in all significant and large jobs, whereas women are seen as fragile and weak and only capable of handling lighter workloads at work. In India, women's potential and abilities have always been undervalued when it comes to hiring, pay, and advancement concerns. Actuality, even in cases where a woman works, her husband, father-in-law, or other family elders receive all of her earnings, thus in a sense, her freedom is merely surface-level. Indian working women frequently experience discrimination at work, which is typically based on gender. When it comes to priorities and preferences,

men are always given preference over female co-workers. The following are a few key situations when gender biases must be dealt with by Indian working women

Employment even when females are extremely competent, even now there has been stratification in the workforce that excludes women from certain occupations that demand exceptional intelligence, strenuous physical labour, or awareness.

Teachers, nurses, gynaecologists (doctors), secretaries, desk managers, and counsellors are among the professions that are simply recruited from Indian womanhood & considered to be among the most appropriate careers for Indian females, whereas professions like manager, engineer, geologist, paramilitary, administrator, and other distinguished positions are typically employed from men with comparable educations and experience.

- **Salary concerns:** As per the Equal Remuneration Act of 1976 guarantees equal pay, but it has rarely been put into practise; in fact, working women in India are frequently underpaid. The earnings or wages paid to women in India have been significantly impacted by the predetermined assumption that females are less proficient of functioning inflexible than their man colleagues. Women typically earn less money than males when working in Indian factories and other labour-intensive environments.
- **Promotion distresses:** As in India, there has been a deep influence of male dominance. Working women in India face many challenges before they can see their own personal progress and development. At work, the male co-workers frequently play political games and manipulate their female co-workers. The fundamental tenet of Indian society sees men as superior to women, and many individuals are already prepared to pull back their female co-workers from the same workplace when it comes to moving up the ladder of success and advancement.

In such a setting, raising one's voice excessively runs the risk of getting the women into even more difficulty, thus they typically opt to keep themselves safe by remaining glued to their devices static designations and show lesser interest to get promoted in their careers.

3.2 HARMONISING PROFESSIONAL LIFE WITH PRIVATE LIFE

Maintaining a balance between work and family is really an actual difficult task for Indian employed ladies. Family members have lot of expectations, especially of the children. While women in India are expected to take care of their families and

children first and foremost, their job and professional objectives are typically viewed as subordinate and occasionally unnecessary by the household participants. Its common in households that they do not provide the women with adequate moral and emotional support. Also, there are a lot of official requirements that must be met by the women; otherwise, it would be quite simple to fire them and bring in new female employees. Women in Indian homes already have to contend with the social and psychological ideas of household members who "Expect" them to be ideal and all-rounders in all their endeavours. Also, there is a long-standing belief in Indian society that a woman's primary duty is to care for her family and develop into the ideal wife and mother.

3.3 ISSUE OF ASSAULT & HARASSMENT

Over time, working women in India have come to believe that working at their own jobs is just as risky as travelling and leaving the comfort of their homes for work. Several times, female subordinates have been requested by their male bosses for sexual favours in exchange for advancement and growth. The male superiors demonstrate their extra kindness or favours, which the female should repay with great respect. In the corporate world, women are often perceived as weak and defenceless. As a result, male co-workers and superiors may feel that they can take advantage of their female co-worker's and subordinates in a variety of ways, including workplace harassment, abuse, and assault.

4. SUGGESTION

In the Indian setting, being a working woman is not at all simple. The social and psychological code of the people and the society has many real-world effects on women. Honestly if they do not want to crush their hopes and desires to accomplish independence and victory in their lives, they must strike a balance between their families and careers. Females become restless due to this hustle and bustle. People want to boost their working capacity because they are continuously working and this prevents them from getting enough sleep. They gradually come to feel dissatisfied and powerless since they cannot find someone to assist them. They occasionally have a tendency to feel alone, which causes them to invite numerous emotions and psychological problems. Two significant mental health issues that Indian working women frequently experience are insomnia and depression. They feel like they have no personal space at all. Their entire time is still not really their own. Since they are aware that no one will understand them, they feel helpless to express their emotions. As a result of this psychological strain, individuals

eventually have to choose between quitting their jobs and accepting depression as a normal part of their working lives.

5. CONCLUSION

The moment has come for the people's ethos, mentalities, and Indian society to change. The concepts of equality and independence ought to be applied to everyday life as well as just on paper. Indian working women have a very difficult life, full with obstacles and the social and psychological pressure of those around them. From her family and children, a woman completely deserves respect, support, sympathy, and empathy. She should at least receive moral and emotional support when she is selflessly providing for her family. She only needs a little consideration, respect, and love. The laws that guarantee complete security, fair pay, and a secure workplace for working women should be adhered to scrupulously. There is a purposeful requisite to change the mind-sets & convictions of the household members, co-workers & of general public.

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