

WORKING WOMEN CHALLENGES IN BALANCING PROFESSIONAL LIFE WITH FAMILY RESPONSIBILITY - AREA OF STUDY IN LUCKNOW

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ABSTRACT

In fact, in ancient times and particularly in the Indian mythological instances, woman has been conceived as purely a Goddess who possesses all the godly virtues and who administers her compassion, affection, and wisdom for the welfare of others. It is only in the history of India that women have been perceived as resembling a Goddess. 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 vicious chain of hardships, impediments and many more additional problems has become very customary for the Indian ladies. Women in India have had a very difficult time surviving due to a variety of obstacles, exploitation, and prejudice, but they have persisted in their efforts and are continually working to make their presence known in the predominantly male Indian society.

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.

OBJECTIVE OF THE STUDY

1. To find out the problems faced by Working Women.
2. To provide Suggestions to overcome the problem. .

FINDING

As per the interview taken of more than 50 Working Women I have concluded the following Findings., Women have always been considered best suitable for few particular tasks which only they can perform at best such as taking care of the family, childbirth and child bearing,

giving the whole of their time and attention to the family members and the children. Since Indian society follows the Patriarchal system, it strictly confirms the dominance of the Male, in the families, only the male is considered to be the prime doer & the breadwinner of the family.

This system considers women as secondary party who perform the secondary functions of the family and the society. In fact in India, girls are being brought up in a very traditional way in which they are particularly trained by their mothers and other elder female members to become a devotee of her family and kids after her marriage. In many rural areas and Indian village, girls are strictly taught about their duties of sacrifice and commitment towards their family. They are not encouraged to acquire education rather home chores should be their top priorities. But we have just discussed that Indian women are persistently making efforts to improve their long created traditional picture and trying to advance their status in the society, hence they are enhancing their awareness and education and empowering themselves by becoming working women in their lives. And especially with the increased inflation rates in India it has become really difficult to earn the livelihood and to bear the family expenditures by depending all alone upon the income of one person hence the women of the family also show their kind concern to help their husbands in raising the family income.

Women living in the Urban areas are getting a bit freedom from their families they also get prestigious jobs as a result of their education and awareness whereas the women living in the rural areas are still limited to their daily household works and usually work as inept laborers. But precisely the life of a working woman is not cheesy, since she already has been facing many personal and social problems, becoming a working woman adds to her already existing challenges in her life. Both married and unmarried women have their own levels of problems which they have to face when they move out of their homes to work. There are numerous of problems Indian working women have to deal with and moreover there is a tremendous pressure for creating a balance between the family and the work. Difficulties in the workplace, remuneration issues, security problems, gender biases, assaults and exploitations are among the major issues/challenges which the Indian working women have to struggle with.

We shall now ponder upon the major Challenges that the Indian Working Women do face in their day to day life which certainly make their jobs/works more arduous for them.

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. In fact, even if the woman is working, with many of the families her all salaries are given to her husband, father-in-law or elder member of the family and in a way her independence is basically on the superficial level. Indian working women have to face a lot of discrimination in their workplace which are usually gender biased. Males are always given preferences and priorities in comparison to female colleagues. Following are the few prime stages where Indian working women have to face the gender biases:

- **Recruitment** Even when women are highly competent, there has already been a stratification of 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 easily recruited from Indian women and considered to be among the most suitable jobs for Indian women, whereas jobs like manager, engineer, geologist, paramilitary, administrator, and other dignified positions are typically recruited from males with comparable qualifications.

- **Salary issues:** 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 preconceived assumption that women are less capable of working hard than their male counterparts. Women typically earn less money than males when working in Indian factories and other labour-intensive environments.
- **Promotion concerns:** since in India, there has been a deep influence of male dominance Indian work since there has been a strong male dominance effect in India 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.

BALANCING PROFESSIONAL LIFE WITH PERSONAL LIFE

Maintaining a balance between work and family is actually a very difficult task for Indian working women. Family members have a 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 aspirations are typically viewed as secondary and occasionally unessential by the family members. The majority of households 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 family members who "Expect" them to be ideal and all-arounders 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.

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. Women are frequently seen as weak and defenceless in the corporate world, leading male co-workers and superiors to believe that they can use their female co-workers and subordinates in many further types of like taunting, teasing, abusing and assault is also practiced against working women at their workplaces.

SUGGESTION

In the Indian setting, being a working woman is not at all simple. The social and psychological ethos of the people and the society has many real-world effects on women. If they honestly do not want to crush their hopes and desires to attain independence and success in their lives, they must strike a balance between their families and careers. Women become

restless in 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.

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 need to change the mindsets and convictions of the family, co-workers, and the general public.

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