

Hindrances faced by Indian working women in balancing the home and the workplace.

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Abstract:

“Woman ” one word inculcates so many roles. A mother, a wife, a sister all the roles are highly demanding and restricted too. If you are a mother or wife then you need to work 24x 7 and moreover your work will be considered as a “thankless” job and if you want to make a living despite household chores then what about the notion of being a perfect housewife or mother? How can a mother leave her house for career? How can a wife become an employee? Who is going to do the monotonous work of the house? How can a woman give her priorities to her career? Women should mean to mind their , haven’t you heard that line “ Aadmi Khanna banaye to kala hai...Aurat banaye toh uska farz hai”. These lines clearly signify that women need to be more bold to make their own identity in the society. This Research Paper is revolving around how , what, when a woman should do for her own identity. It's all about obstacles or hurdles she had faced or still facing to cope with society, career and family. This topic is perfectly justified with the struggle a woman faced during balancing home families and work.

Keywords: obstacles, struggle, hurdles, career, status, balance.

Introduction:

Today we all are aware of the status of women in society. Situations can never be the same or never used to be the same. We couldn't blame history for deterioration of woman status because if you go through the history you will find that specially in the Upanishad age the women were blessed with all the rights and freedom, they used to get proper "Vedic knowledge, Atharva Veda and Danurvedhya. After the invasion of Arabs and Britishers the psychology had changed . The rules were adopted for the sake of safety not for deterioration of status . Unfortunately, we are unable to vanish the hindrances. With the passage of time, the status of women goes through tremendous changes and complexity also evolves. One thing that remains constant from the traditional to the modern era is the "struggle of woman". In the 21st century no doubt things have been improved, women are having their own identity in every field whether it is academics, politics, swimming, wrestling, acting ,Mt climbing, women are not less behind. The time is of " kuch karne ke liye kaayde ki nahi... irrade ki zaroorat hoti hai".Despite of all struggles and obstacles they stand out and make their identity. Judgements never come to end, society has misconception regarding the strength of women that they are emotional, less practical, fragile. Now wrestlers like Geeta Phougat and Bachendri Pal make them understand the meaning of true strength . Mary Kom broke the stereotype that athlete can't come back and become successful after having family, business women like Indira Nooyi and Kiran mazumdar vanish the misconception that pregnancy affect the work capacity of woman and entrepreneur like Kalpana Saroj proves that women are blessed with managerial skills. The power of women comes out as " kabhi kisi ko itna bhi mat darao ki dar hi khatam ho jaye. Struggles and obstacles increased with the stubbornness of having own identity but a woman is having strength to manage everything gracefully. In the morning she is an employee and after coming back she is a wife or mother as well.

Hindrances faced by Indian working women

Obstacles are the hindrances, difficulties, and struggles of women which she suffered while making her identity in the society. It is not at all easy for a woman to move out for work and after marriage it seems next to impossible. If she wants to work then what about the title of ideal wife or mother? If she is going to start work then who will look after the family and home. Does she get any support from her husband or family? It sounds like she is not supposed to have any status or identity apart from being a wife or mother. What about her ambition, passion and her status? This research paper is all about highlighting the struggles faced by women. How tough it is going to manage the work and home, journey or the sufferings she is going to face for her identity.

Review of literature

Grossman 1981 examined that to measure employee's work- life balance and found weekly hours of work and stress associated with work were very important determinants of employee's work-life balance . Questionnaire was distributed to married working women . Total 200 checklist instruments were distributed.

Ramu 1989 explored the study to understand the impact of family responsibilities on career decisions of women professionals and to find out of work life support they would require from

their employers to balance their work and life. The study was conducted with 121 women professionals working in government services , public and private sector.

R.kaur,N kaur, Hkaur 1997 revealed that women face more psycho- social problem now as result of her changing roles and bearing dual responsibilities one in family and other at a job various psycho-social problems like anxiety, frustrations, mental illness, distress, depression, stress anger and emotional distress are likely to beset here. This paper is a study of psycho-social problems of women teachers due to institutional area and age in the state of Punjab.

Preeti Singh and Anu Pandey 2005 studied mainly at exploratory level to determine the quality of women employed in call centres in India. It throws light on issues such as family, background, job level, attitude , education , motivation and commitment.

R Valk, V Srinivasan 2011 highlighted how work and family related factors influence the work -family balance of Indian women IT Professionals. The study is based on an exploratory qualitative study of 13 women IT Professionals in the software sector in Bangalore.

Sanghamitra Buddhapriya Viklpa 2009 studied that impact of family responsibilities on career decisions of women professionals. The study is conducted with 121 women professionals working in govt services, NGOs, public sectors. The perception of women professionals regarding the barriers against career advancement.

KVL Manasa , M Showry 2018 explored the relationship between work-life balance coping strategies or practices in the IT firms and worklife balance among the women employees working in the IT industry in Hyderabad.The study found that organizational practices have a significant influence on work –life balance.

Obstacles faced by Indian working women

● At Home

- 1.) Unshared Responsibility- is one of the major factors of burden. If the responsibility will not be shared then it will become burdensome for a woman to balance both the places. Shared work reduces the workplace pressure and lightens the stress also.
- 2.) Control over income- what will be the use of earning money if one has no liberty to use it as one wants to. Basically it will low the moral and felt like slave only.
- 3.) Husband's outlook- we all have heard that a woman is behind the success of a man but a man's support is exactly equally important for a woman also. It's all about the outlook of a husband whether he wants the success of his wife or just bound to her for home duties. Latest example form ki and ka movie
- 4.) Women and social interaction- social interaction is a must for the growth of women. By interacting socially they come to know about what is happening around. Latest example from English Vinglish movie
- 5.) Lack of recreation- recreation is needed for human biology and psychology specially for women who never go off duty. Leisure time gives freshness, peacefulness and new energy to get back to work but women have no time for recreation; they do think that it is not the essential one.

- **At Workplace**

- Odd working hours – become the obstacles for working women like they can't go for stay backs or night shifts. They need to manage thousands of things before going out for a job and after they come back so odd working hours are not for women. Not only about the work, it is a matter of safety as well because the environment doesn't allow it .
- Office travel within short notice- it is next to impossible for a “wife or mother” to travel within short notice. They need prior notice so they can arrange this according to their family and comfort.
- Non supportive attitude of superior- no one can grow in uncooperative environment, you need support of your colleges or superior for the guidance. If your superior is against you then how can you survive or give your full potential towards accomplishment of goal.
- Prevalent mindset about lower capability of women- women are emotionally weak, having less capability of doing work as men. Why do we forget about the great “ Jhansi Ki Rani” she had fought more powerful than any men then how can anyone question the capability of women?
- Lack of awareness- if a woman is not aware about her rights then how can she fight for them. A woman must be aware and know about her rights and laws only then she can survive in this male dominating society. For ex -if a woman is unaware about “Harassment Act then how can she fight back.
- Pregnancy- creates a stereotype that it reduces the capability of women. When a woman gets pregnant she loses her ability to work. Why do we not think about “ Indira Nooyi” when she had worked till delivery why this all shouldn't be considered.
- A case study on problems of working women in Haryana shows the evidence that how much obstacles faced by working women in aspects of Harassment experience places, Transport problems, Sexual experience.

- **Harassment experience during travelling**

| | |
|---------------|-----|
| During Travel | 23% |
| At workplace | 28% |
| Both | 20% |
| No answer | 28% |

In this table , we can analyze that women experience 23% Harassment during travelling, 28% at workplace, 20% can experience both.28% women are still not ready to give any answer during harassment faced during travelling and 20% women have faced harassment at both of the places.

- **Experience of Sexual Harassment at workplace**

| | |
|-----------|-----|
| Yes | 70% |
| No | 20% |
| No answer | 7% |

➤ In this table, we can analyses that 70% has faced sexual harassment , 20% haven't faced the trouble yet and 7% doesn't interested to make any comment. 70% is majority of women who has faced the Sexual harassment at their workplaces.

- **Transport problems faced by working women of Haryana**

| | |
|----------|-----|
| Yes | 68% |
| No | 25% |
| Sometime | 5% |

➤ In this table, we found that 68% women had faced transport issues and 25% had not faced yet , maybe they have their own convenience. 68% of women have admitted that they have faced the travelling problem and it is one of the major obstacles that working women have faced during travelling.

- According to study on challenges and problems faced by working women in Hisar.

| Socio-economic problems | Agree | Neutral | Disagree | Wt. Mean |
|--------------------------------|--------------|----------------|-----------------|-----------------|
| Lack of family support | 23 | 16 | 11 | 1.76 |
| Work life imbalance | 21 | 17 | 11 | 2.16 |
| Lack of socialization | 22 | 19 | 9 | 2.46 |
| Gender Discrimination | 31 | 11 | 8 | 1.86 |

In this table, we found that 11% working women don't get family support , 21 % faced work life imbalance, 9% felt less social and 31% faced gender discrimination. 31% women have admitted that they has faced the gender discrimination and many are still left who never vocalize their voice against discrimination. 23% have admitted that lack of family support hinders their performance, 22% agreed on lack of socialization and 21% have faced the work life imbalance.

○ Socio- cultural problems faced by working women

| Socio- cultural problems | Agree | Neutral | Disagree | Wt. Mean |
|----------------------------------|-------|---------|----------|----------|
| Unequal respect | 19 | 18 | 13 | 1.88 |
| Sexual harassment | 24 | 21 | 5 | 1.62 |
| Unhealthy comments by co-workers | 25 | 19 | 6 | 1.62 |
| Drug addiction | - | - | 50 | 1.0 |

This table showed various socio- cultural problems, 19 % agree that unequal respect faced at workplace, unhealthy comments from co-workers faced by 25% women, sexual harassment faced by 24% at workplace. 25% of women have agreed that unhealthy comments cause problems for them at the workplace. 24% have suffered the Sexual harassment .

➤ According to an article on Women at work: In Haryana factory, tradition and crime clash with aspiration.

- No major improvement in status of women in Haryana.
- The health status of women in Haryana is miserable. The state nutrition fact-sheet released by CM Manohar Lal Khattar on Dec17, 2017 states that

| Problems faced by women | Percentage |
|-------------------------|------------|
| Anemia | 71% |
| Domestic violence | 32% |
| Work participation rate | 28.8% |
| Land owned by men | 70% |
| Govt. jobs | 9% |
| Corporate sector job | 3% |

● Working experience of Working women of Haryana

| Year of experience | Percentage |
|--------------------|------------|
| 0-2 yrs | 33% |
| 3-5 yrs | 45% |
| More than 6yr | 27% |

This table has showed that only 27% working women are having experience of more than 6yrs, only 45% women are having experience of 3-5 yrs and only 33% are having experience of 0-2 yrs .

- **Problems faced by corporate working women.**

- One more article on fear of dark keeps women indoors in Gurgaon.

| Problems | Percentage |
|-----------------------------|------------|
| Dark stretches | 50% |
| Lack of adequate security | 64% |
| Unreliable public transport | 55% |
| Groping | 62% |
| Teasing | 55% |
| Sexual harassment | 56% |

Above table showed the problems faced by working women of Gurgaon whether it is teasing 50%, groping 62%, sexual harassment 56%, unreliable public transport 55% these all problems need to sort out for improving the value of life.

Lack of security is one of the biggest obstacles that women are facing, similarly with groping as well, for teasing and sexual harassment women have almost same responses

- **Findings:**
 - 1.) Travelling problems are faced by working women.
 - 2.) Sexual Harassment has faced by working women of Haryana during travelling.
 - 3.) Socio- cultural problems faced by working women at their workplaces.
 - 4.) Sexual Harassment has faced by working women at their workplaces.
 - 5.) Teasing is one of the major problem that make women employees so much uncomfortable while travelling or working with male coworkers.
 - 6.) There are still large percentage of working women who are not ready to give any kind of comment or suggestion for betterment that shows that they are not ready to put their thoughts or opinion in front of people.
- **Conclusion:** Working women have faced various obstacles during travelling, at the workplace, and socio-cultural problems. Every day a new challenge is faced by a woman whether it is at home or at the workplace, Moreover no excuses are allowed. Working women are juggling between their professional and personal life. Working women need family as well as organizational support for managing the balance of professional & personal life. Women are blessed with managerial skills, they can handle or manage lots of tasks together but an uncooperative environment from co workers and blames from family reduces their potential. These all obstacles need to be removed from both the places then only a woman can achieve the balance between the professional and personal life.

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