

# A Study on Working Women and Their Social Life

**Dr. Bristi Gourgopal Biswas**

Assistant Professor, (Department of Business Economics), VIVA College of Arts, Commerce, and Science, Virar (W)

## **ABSTRACT**

The contribution made by working women is often unrecognized by society and ignored. The contribution made by employed females is seen and treated differently throughout the world. It cannot be said that the circumstances can be the same for everyone, very often the employed woman is either respected or judged by society for working equally as men do, the majority of working women are seen as bold and independent and enjoy equal rights as men do on the other hand developing countries like India women face mixed reactions by the society. Very few are appreciated and respected by all. The study emphasizes working women by analyzing their living conditions and scrutinizing their everyday lives, the study will help understand the slackening and struggles they face while they are working at the workplace and at home while performing the household chores and simultaneously both places efficiently and without compromising at any of the places.

**KEYWORDS:** Working-women, Non-working, Education, Status.

## **INTRODUCTION**

Working women often face many allegations and remarks from society for leaving the house behind and going out and working like men. Women who are working are often questioned about how they can leave their family children at home and work peacefully outside and run off from their household responsibilities. Society judges working women in all possible ways whereas men are never asked such questions since they are considered to be one of the family members who have the sole responsibility of going out and earnings for the family's livelihood and not taking any responsibility within the house or to perform any of the household chores. If a child whose mother is working outside to support the family and if the child makes any kind of mistake be it in his studies or any changes in his behaviour observed the mother is to be blamed since she is not taking responsibility for the house and chooses to go out and work. Still, for the exact behaviour of the child, the father is never to be blamed this hypocrisy is broadly witnessed throughout. The struggle of working women is never-ending regarding the Judgement given by society. Society needs to understand that for every individual it is important to have their own identity be it men or women since females are considered the second most important gender and are hardly prioritized by society it is essential to acknowledge that for women it is equally important to be daughter, a sister, friend, mother, daughter in law or a wife hence be it working women or non-working women should equally respect them for the contribution they do towards their family by performing all the duties on behalf of the family by doing their daily domestic chores which are expected only female class in the house. The son, husband, father, uncle, or any other male member is not likely to do any of those tasks of

the household chores since the orthodox society has already assigned the role of each gender but not in all cases is such discrimination witnessed, in most of the modernized society where women be it working or non-working are appreciated are given the credits of the role they delivery without complaining or regretting not using that time for their goodness. Working women cognize that the expectations from her will never diminish by society or the family unless and until she has been given the privilege of setting themselves free from the household duties of the family and most importantly themselves. Women who are working try to balance family responsibilities and workplace roles simultaneously to avoid obligations at both places if the duties at home are not discharged efficiently there can be obligations to go out and work whereas any duty not performed efficiently by her at the workplace can raise questions on her potential to work as men. Remarks given for such working women are basically of many types they can be due to lack of family support, it can be due to gender bias, they can be given unequal pay for being a female leading to mental harassment and physical harassment also witnessed at the workplace which makes the working atmosphere unfavorable and it may lead to women may choose to stay back at home rather than dealing with such episodes.

### OBJECTIVES OF THE STUDY

The study is based on specific objectives where the struggles and slackening of working women will be analyzed and highlighted throughout the study.

1. To analyze whether employed women are more independent and self-reliant than non-working women.
2. To study if working women can perform domestic and office work simultaneously.

### REVIEW OF LITERATURE

**Shobha Sundaresan (2014)** Women having a healthy work-life balance is considered to have a smooth balance between their professional and personal lives the paper attributes the working experience of women which is considered more hurdles as compared to men face to maintain their work-life balance focusing on the spillover effect to maintain the work-life balance and the work pressure they face especially in a country like India which is considered as a multi-cultural lifestyle where in your stress and on avoidable pressure leads to difficulties to maintain the balance between the family and work life. The paper highlights the work-life balance of women where the demographic profile and the factors that affect the work-life balance of women are mentioned with other consequences leading to the poor work-life balance due to anxiety and stress mainly and many other factors which conclude the study.

**Shweta Belwal et, al (2014)** Study is based on working women in Oman, and the work-life balance they deal with, female in Oman are being educated in large numbers, and the male- society is changing their attitude towards females sharing the responsibilities of the household activities, the perception of work-life balance by the employer's perception is highlighted with jotting the various complaints that women face while balancing the work-life balance. The government also considered male participation in supporting their working wives and females at home hence the government has tried to generate job opportunities for the women in Oman by implementing various extended Wellness programs.

**Azadeh Barati et, al (2014)** In modern times women are recognized for their work and given credit at the workplace due to the upgradation of Technology help it is recommended that proper implementation of a trade union should be formed to make the working conditions women easier and vocalize them and it can also lead to promotion and gain a standard position at the workplace with the help of trade union several leaves such as maternity leave and other essential regulations can be implemented effectively where cases

of sexual harassment can also come to an end and strict actions need to be taken by the government to deal with such activities safe public transport station needs to be regulated and women need to be recognized for the role that she plays not only at the workplace but also at home.

**Jawad Syed et, al (2005)** The paper argue with the specification of the emotional experience of women who are working and our Islamic dilemmas are portrayed by addressing their emotional Expectations by the modernized culture in modern society the religious conflicts with the social and emotional tensions are portrait in context to the organization with the growing population and also suggest various emotional intersection that needs to be taken care of where incorporation of the modernized society concerning the emotional labour who are considered as religiously obligated and socially manipulated was the focus is primarily based on the work ethics and how gender identity becomes one of the major cause and a subject to fight for. The formal sector has observed that Islamic females are also participating in the employment sector not only at home but outside the workplace which symbolizes away of modesty and promotes the concept of equality without showing any kind of aggression or dominance in this society where several objectional contexts with the right to pull off but which were taken care through this empirical work of study the researchers have phone feminism which is a big form of empowerment in the society and is necessary to identify their individuality.

## **METHODOLOGY**

This study is based on the primary data collected by the investigator and the Respondents were working and nonworking females. For better results during the study, various Research articles and journals were referred.

## **PURPOSE OF THE STUDY**

The study's main purpose is to recognize if non-working women are as independent and self-reliant as working women are, and how working women can balance and perform domestic and office work simultaneously, without compromising their priorities.

## **RESULTS AND DISCUSSIONS**

The below Discussion is based on the investigation conducted during the research performed by Working women to identify how their social life is impacted due to various factors that enable them to manage their workplace and household chores. With the changing times, it is essential for every Indian family to normalize the working pattern of male and female where due to modernization it is evident that men and women share equal liberty and right in the society due to this changing perception of mines women have Straighten their position in the society leading to which day jugal and try to manage there working life and family life equally hence it was necessary to analyze the social condition of women and scrutinize there position in the family and their social status where women find themselves much more Independent and self-reliant when they are working and also believe that their social status in the society is almost same as men have but due to the orthodox practice of only women performing the household work challenges the task of women in the society which needs to be improvised and somehow women still feel that they are dominated by the male members of the family even after earning more or same as the other family member is earning and also feel over burden due to the responsibility of the household chores that they have to perform after performing the duty at the work.

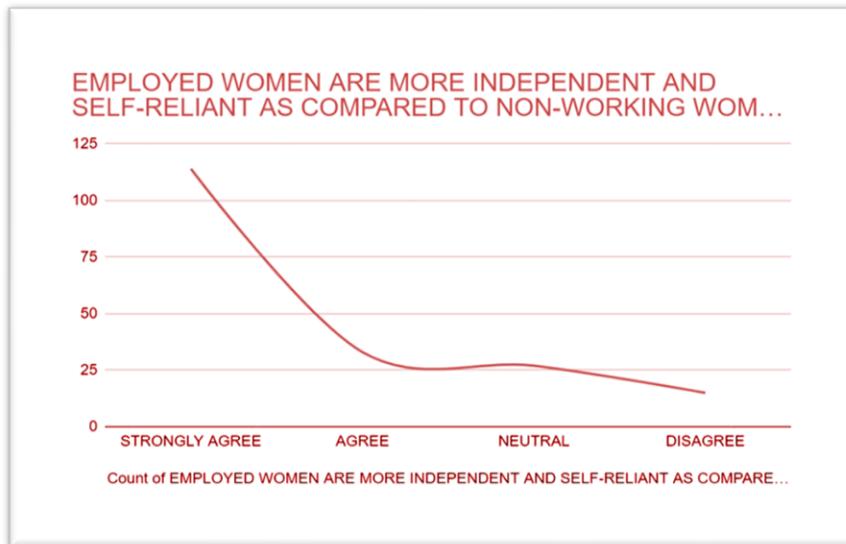


Figure 1.1

Figure 1.1 analyzes responses from both working and nonworking women, revealing a prevalent perception that working women exhibit greater independence and self-reliance compared to their nonworking counterparts. The consensus among respondents is that employed women tend to be more financially self-sufficient, avoiding reliance on external monetary support. This distinction is attributed to the fact that nonworking women typically depend on the family's primary earner for their financial needs. Beyond financial aspects, working women are viewed as socially independent, with the flexibility to pursue their desired activities without familial obligations. The majority of women express a preference for independence and self-reliance through employment rather than relying on other family members for financial support. This perspective reflects the economic empowerment of women and underscores the value of financial autonomy in shaping societal roles.

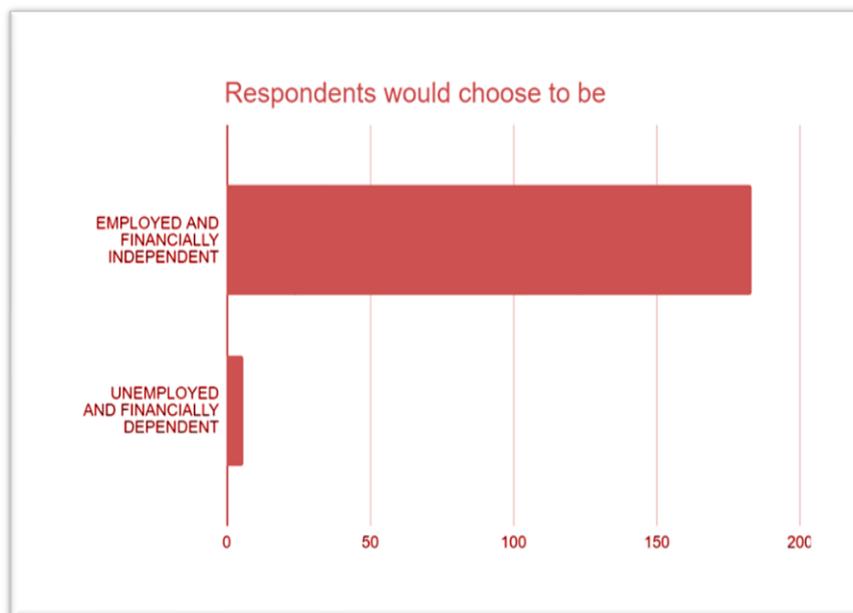


Figure 1.2

Figure 1.2 analyses the economic empowerment of women, emphasizing their active participation in

employment and financial contribution to the family. The choice given to respondents reflects a shift towards modernization, where women increasingly make independent decisions and demonstrate resilience against vulnerability. Financial independence is highlighted as a crucial aspect of women's empowerment, allowing them to be self-reliant. This shift challenges traditional gender roles and societal attitudes, leading to a transformation in the perception of women's roles within the family and society. Economic independence is seen as a significant form of women's empowerment, altering the dynamics of dependency and elevating women to a more influential position within the family.



**Figure1. 3**

Figure 1.3 explores the dynamics of gender roles within Indian families, particularly focusing on the perspective of working women. Despite the traditional notion that males are typically considered the heads of the family in India, employed women assert that their economic contributions grant them a significant position within the family structure. They emphasize the importance of their views in family decision-making, indicating a shift in gender dynamics. This changing position is seen as a notable achievement in addressing gender disparity. However, the figure also acknowledges that some working women still experience dominance by men within the family, accompanied by various restrictions that undermine their position. Some respondents opt not to disclose their family position, highlighting the nuanced and varied experiences of working women in India. The analysis suggests that the empowerment of women, facilitated by their employment, contributes to evolving societal norms and challenges traditional gender roles in a developing country like India. The complex interplay of economic empowerment and continued challenges underscores the ongoing transformation in the status and roles of women within the family and broader society.

## CONCLUSION

In conclusion, the research conducted among working women sheds light on the intricate interplay between their professional and personal lives, highlighting the evolving social dynamics within Indian families. The findings underscore the positive impact of women's employment on their independence and self-reliance, challenging traditional gender norms. The perception that employed women are financially

self-sufficient and socially independent reflects a notable shift in societal attitudes. However, the study also reveals persistent challenges, such as the burden of household responsibilities and lingering feelings of dominance by male family members. The call for normalizing equal participation in both work and household chores is crucial in addressing these challenges. The research emphasizes the need for societal improvisation, particularly in dismantling orthodox practices that place the sole responsibility of household work on women. While women express a strong preference for independence through employment, there is a recognition of the ongoing struggle to balance professional and domestic duties. The findings emphasize the importance of fostering a more inclusive and equitable environment that supports women in their pursuit of both career and personal fulfillment. As India undergoes socio-cultural transformations, it is imperative to continue advocating for gender equality and challenging traditional norms to create a more empowering and supportive societal framework for working women. In summary, the research underscores a consistent perception that working women exhibit greater independence and self-reliance compared to their nonworking counterparts. The consensus is that employed women are more financially self-sufficient, challenging the traditional dependency on the family's primary earner. Beyond financial aspects, working women are seen as socially independent, emphasizing the value of employment in shaping societal roles. The majority express a preference for independence through employment rather than relying on family members for financial support. This highlights the economic empowerment of women, transforming traditional gender roles and elevating their influence within the family and society. Despite achievements in addressing gender disparity, challenges persist, with some working women experiencing dominance and restrictions within the family. The ongoing societal transformation, fueled by the economic empowerment of women, necessitates a continued focus on dismantling traditional norms and fostering a more equitable environment for all women, working and nonworking alike.

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