

# Working Women and Strain of Dual Role

Gazala Bhoje

(Assistant Professor, Department of Sociology, K.M.E. Society's G.M. Momin Women's College, Rais High School Campus, Bhiwandi, Thane, India)

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## I. INTRODUCTION

Women's of the early centuries were mostly confined to kitchens and those who were employed worked in factories, farms or shop work. Very few women had access to higher education they were forced to be at the mercy of their father's or husband's attitudes towards women and work. The fast developing knowledge economy has given place for more number of women to be enlightened by higher education. Education has not only empowered them but also has given them robust careers. With brain power being the requisite skill in this knowledge era, rather than endurance or physical strength, the women workers seem to flood into every industry on par with men.

But this has indeed become a tough challenge for women as they have to perform a lot of duties in home and office as well. As working women get married, they have additional responsibilities and when they become mothers, they have to manage the primary care of children and extended family and are thus, under greater pressure to continue on a career path. Working mother of today fulfill family responsibilities and also try to remain fully involved in their career coping up with the competing demands of their multiple roles. The caring responsibilities that working mothers have lays a heavy stress on them when it is combined with their professional duties. The attempt of working women to integrate, organize and balance the various problems and activities in their different roles simultaneously puts them under tremendous pressure. As a result, the family becomes an organizational stakeholder and this powerful social trend marked the beginning of the work/ life balanced paradigm shift.

The role of working women has changed throughout the world due to economic conditions and social demand. This has resulted in a scenario in which working women have tremendous pressure to develop a career as robust as their male counterpart while sustaining active engagement in personal life. The ever-increasing work pressure is taking a toll on the working women leaving them with less time for themselves. The increasing responsibilities on the personal front with the technological blessing like advanced mobile phones, notepads, etc that keeps work life integrated with personal life also creates stress on personal and professional fronts in this knowledge age. This affects the person's physical, emotional and social well-being. Thus, achieving work life balance is a necessity for working women to have a good quality of life.<sup>1</sup>

This research attempts to explore the tough challenges faced by working women in maintaining a balance between their personal and professional life. The various factors affecting the work –life balance of working women have been examined in this study. Data were analyzed through the pie- chart and it was found that the problems faced by the working women of Bhiwandi in terms of work-life balance are quite high.

Thus, the aim of the current study is to provide an introduction to some of the key issues pertaining to women at work. A concise summary of some of the key matters related to women at work will be presented, with a concentrated focus on issues related to occupational segregation, and the gendered division of domestic duties at home.<sup>2</sup>

### Aim and Objectives

#### Aim

A study on problem faced by working women

#### Objectives

- 1) To find out the prevalence of work-life balance problem among the working women
- 2) To find out the extent to which various factors like hours worked, work involvement and family responsibilities affect the working women's life.
- 3) To find out the effect of work-life balance on the quality of life of working women.

#### Hypothesis

- Working women face problems in handling office and home together.
- Working women are satisfied by their earning.
- The work-life balance effect the quality of life of working women.

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<sup>1</sup> [www.unav.edu/...../31456-Delian-Ray](http://www.unav.edu/...../31456-Delian-Ray)

<sup>2</sup> [oshwiki.eu/wiki/women-at-work](http://oshwiki.eu/wiki/women-at-work)

### **Verification of Hypothesis**

- 90% of sample responded positively that they face problems in handling office and home together. Thus, the hypotheses have been verified.
- 100% of sample responded positively that they are satisfied by their earning. Thus, the second hypotheses have been verified.
- 90% of sample responded positively that work-life cannot be balanced in both the sector equally and these in turn affect their quality of life. Thus, the third hypotheses have been verified.

### **Area Profile**

Bhiwandi: Bhiwandi Nizampur city is a city located in western state of Maharashtra in India. Bhiwandi Nizampur city is located around 20.3 kilometers away from it's district headquarter thane. Bhiwandi Nizampur city population was about half a million in 2001. The bulk of the population from the workforce for a number of textile and other industry. The first textile loom was set up in 1927. Bhiwandi is Manchester of India. The city of Kolis was known by the name Kolwan. These Kolis was known by their occupation, custom and speak a different language dialect of Marathi. Bhiwandi is located in the UTC 5.30 time zone and it follows Indian Standard Time(IST) Bhiwandi people are using it's national currency which is Indian Rupee, Bhiwandi phone and mobiles can be accessed by adding the Indian country dialing code +91 from abroad. Bhiwandi city, the headquarters of Bhiwandi comes under the administration of Bhiwandi- Nizampur City Municipal Corporation. The exact location of Bhiwandi is 19.296664N-73.063121E.<sup>3</sup>

### **Sampling Technique**

The study was conducted among the working women of Bhiwandi. A sample of 50 working women was selected using a convenient sampling. They were from academic; some of them were HR manager and Physiotherapist as well.

## **II. RESEARCH METHODOLOGY**

### **Description of the Tool Used**

The questionnaire had 10 questions. The major tool was the checklist in the manual on work-life balance. It consists of close ended question i.e. mainly Yes/No type questions.

### **Data Collection**

The questionnaire was distributed among the working women from various sectors. A total of 50 questionnaires were distributed and the overall response rates are of 90 percent.

### **Scope**

The scope of the study was limited to working women of Bhiwandi only, women's from academic, health and various other institutes or sector regarding the challenges that they faced in balancing the professional life and personal life as well.

This research methodology covers the statement of the problems, objectives of the study, description of the tool used and tool used.

### **Tools of Data Collection**

The researcher had used quantitative methods as primary tools for data collection. The primary tools used for collecting data are as follow:

### **Questionnaire**

It is a list of questions that is to be asked to respondent and designed to extract specific information. It serves for basic purpose:

- 1) Collect the appropriate data.
- 2) Make data comparable and amenable to analysis.
- 3) Minimize the bias in formulating and varied.
- 4) Minimize the bias in formulating and asking questions.<sup>4</sup>

### **Interview**

It is a conversation in which a writer asks questions to one or more persons from whom material is to be sought.

The researcher has observed the endless variety of phenomena and collecting information about.

- 1) Work-life balance problem.
- 2) Problem at work place.
- 3) And various factor affecting quality of life of working women.

### **Research Background**

This study have been undertaken to find out the prevalence of work life among working women. The purpose is also to present and discuss specifically the problem faced by working women in the process of balancing their work and family life. Previously, the work force in India was mainly employed in non-

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<sup>3</sup> [www.bncmc.gov.in](http://www.bncmc.gov.in)

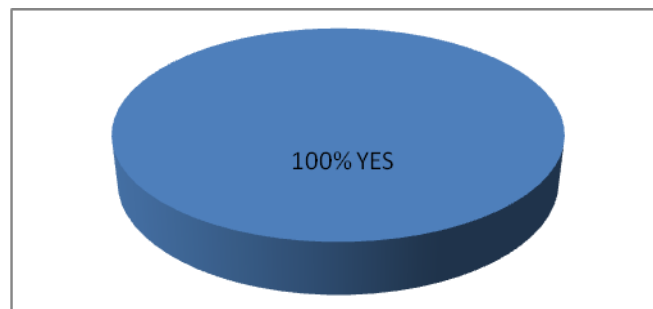
<sup>4</sup> [www.businessdictionary.com/definition/questionnaire](http://www.businessdictionary.com/definition/questionnaire)

managerial, subordinate or low-profile positions.<sup>5</sup> This is correlated with Bhiwandi scenario. Now, they occupy almost all categories of positions in the work place. These changes in work culture have added to women's duties and responsibilities to their family as well as to society. The conflict between work demands and personal and family needs seem to be the most probable reason for this scenario of work-life conflict. The researcher interviewed women in Bhiwandi and found considerable pressure, in the morning before going out to work and after work, to do all that is necessary for the family. This research is proposed to examine the effect of long working hours, caring responsibilities or other potential workplace or family determinants on the work life balance of working women. The purpose of study is to present and discuss the fact the work- life is out of balance and there is need of attention for most working women irrespective of the sector they belong to. Thus, this study has been essential for assessing the growing need for work-life balance programs for the working women in Bhiwandi.

### III. DATA ANALYSIS

1) **Are you interested in serving this occupation?**

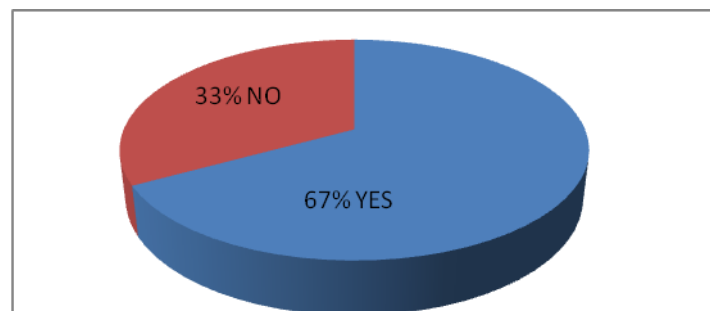
- YES: 100%



100% of sample responded "Yes" that they were interested in serving a particular occupation, because they feel self- employed by their jobs.

2) **Do men in your unit seem to be worried about how to conduct themselves around women?**

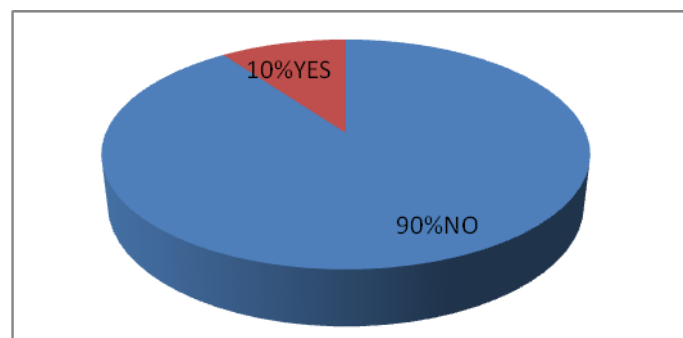
- Yes: 67%
- No: 33%



67% of sample responded "Yes" that men in their unit seem to be worried about how to conduct themselves around women, because they have supportive attitude towards women. Whereas 33% of sample responded "No", because they still consider women inferior to men.

3) **Do you have been treated differently by your co-worker of the unit because you are a women?**

- Yes: 10%
- No: 90%

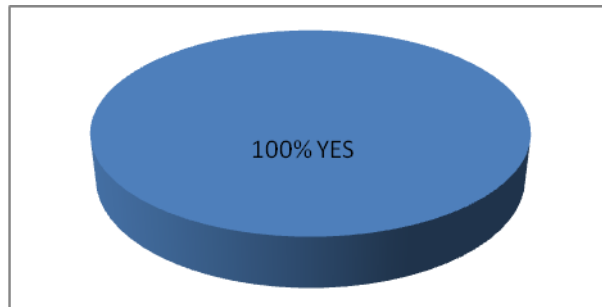


<sup>5</sup> [www.unav.edu/.../31456-Delian-Ray](http://www.unav.edu/.../31456-Delian-Ray)

90% of sample responded “No” that they have not been treated differently fly the co worker of the unit, because the co-worker especially men seem to be very co-operative and supportive towards women .Where as 10%responded “Yes”, that they have been ill-treated by their co-worker or boss.

**4) Do you think that husband should be a helpful company in housekeeping task?**

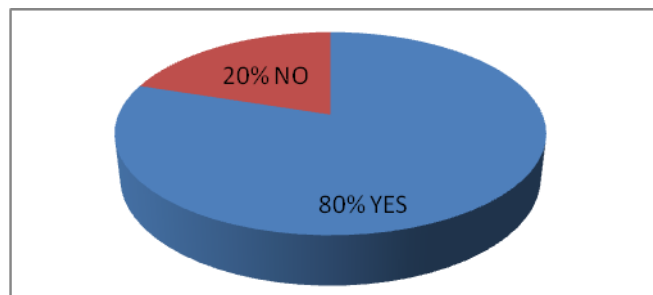
- Yes: 100%



100% of sample responded “Yes” that their husbands can be a helpful company in house-keeping task, like by taking care of children or any other sort of help which they needed at that time.

**5) Does your children help you in your work?**

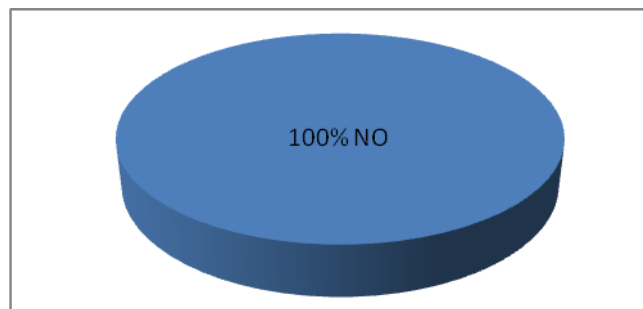
- Yes: 80%
- No: 20%



80% of sample responded “YES” that their children help them in their work at home. Whereas 20% responded “NO” that their children won’t help them in their work at instead they create more trouble for mothers.

**6) According to you family and workplace can be balanced in both the sector equally?**

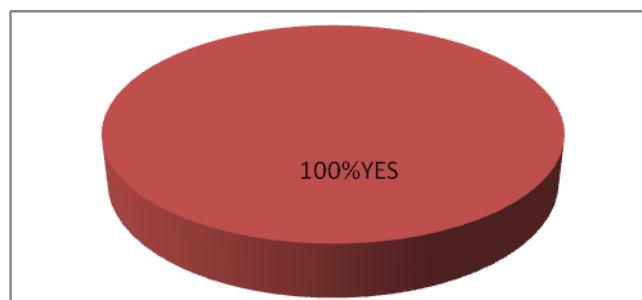
- No: 100%



100% of sample responded “No” that family and work place cannot be balanced in both the sector equally, because in balancing both they may face strain of dual role.

**7) Does earning money enhance working mother’s position at home and in society?**

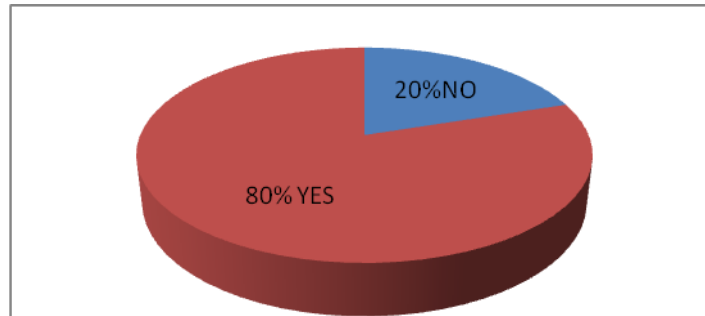
- YES: 100%



100% of sample responded “Yes” that earning money enhance working mother’s position at home and in society, because by earning money they became self-independent as well as they occupy high and dignified position or status in society.

**8) Do you want that your daughter would be also working women?**

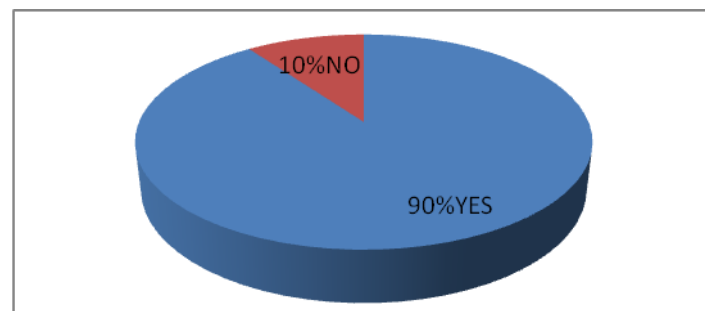
- Yes: 80%
- No: 20%



80% of sample responded “Yes” that they want their daughter to be a working women just like them; so that she also get self-employment and well- looked by others. Whereas 20% of them says “No” that they don’t want their children to be a working women, because they don’t want their child to underwent the difficulties which they have gone through.

**9) Do you feel satisfied by your earning?**

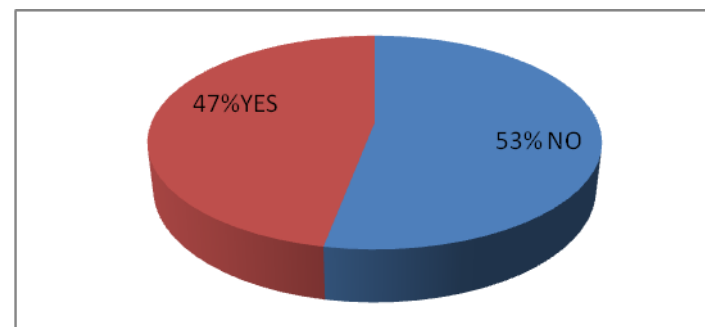
- Yes: 90%
- No: 10%



90% of sample responded “Yes” that they are satisfied by their earning, because earning have make them independent and high status in society. Whereas 10% of them responded “No”, because according to them due to earning they won’t able to concentrate on their child’s development.

**10) Have you ever missed a moment in your child’s life that you regret?**

- Yes: 47%
- No: 53%



80% of sample responded “Yes” that they have missed a moment in their child’s life which they regret the most is that when their child needs any emotional support they were not their at that moment. Whereas 20% of sample responded “No” that they have not missed any moment in their life which they regret.

**Evaluation**

The researcher has evaluated that most of the working women finding it difficult to balance their work and personal life irrespective of the sector they belong to, the number of children they have and their spouse’s profession. These women were finding more difficulties in balancing work and family. Even time to being relaxed is tough for working women of all sector pre-dominantly find it very hard to steal out time for their own hobbies or leisure activities and maintain friendships or extended relationships.

Thus, the finding has revealed the importance of work-life balance in order to have happiness and life satisfaction.<sup>6</sup>

#### **Suggestions**

- 1) In first women should be educated as education widens their horizons and broadens their out-look making them aware of their constitutional and legal rights, reproductive rights, and human rights both in their work and in the social sphere.
- 2) Vocational and Entrepreneurship Development programme should be organized to make women self-employed by increasing their efficiency and capabilities in decision making.
- 3) Proper crèches should be made available at or near by place of work for the proper care of children while she is away to work.
- 4) A keen interest and sincere attention of government is highly essential to improve the health and nutrition of this vulnerable section of the society. Protection should be given against sexual harassment. Women must not be discriminated.
- 5) Lastly, women's should realize that opportunities will not land in their laps. They will have to create them and if needed, fight for them. The women should fight back to restore their position in society.

#### **IV. CONCLUSION**

From this study, the researcher has concluded that dual career couples are widely prevalent in this modern era, therefore, there is need for a systematic research to be done in order to understand the nature of work –life conflict and further insight is required into ways by which the home-work interface can be more effectively managed. This research was able to measure employee's work-life balance and found weekly hours of work and stress associated with work were very important. Conflicts in work –life balance of working women affect their health who reports more stress, headaches, muscle tension etc. Juggling between the obligations towards the families and expectations of organization and constant struggle to maintain a balance between work and family can have serious on their well-being and overall quality of life. Health and wellness programs can, for sure help working women in balancing their personal and professional life. But they alone cannot be the answer to addressing the problems of imbalance. The problems and difficulties of women are multi-dimensional as evident from the literature reviewed; therefore, they require further solution to help working women in balancing their work and family life as well.

To sum up we can say that women comprise around half of the human population. But Indian society is still male- dominated and women are not treated as equal partner, either inside or outside the four walls of the house. In fact, they are treated as weak and dependent creatures. But now a day's situations are change, government takes various initiatives to promote women entrepreneurs.<sup>7</sup>

#### **V. REFERENCES**

- [1] [www.unav.edu/.../31456-Delian-Ray](http://www.unav.edu/.../31456-Delian-Ray)
- [2] [www.slideshare.net/womenentrepreneurs](http://www.slideshare.net/womenentrepreneurs)
- [3] [www.bncmc.gov.in](http://www.bncmc.gov.in)
- [4] [oshwiki.eu/wiki/women-at-work](http://oshwiki.eu/wiki/women-at-work)
- [5] [www.businessdictionary.com/definition/questionnaire](http://www.businessdictionary.com/definition/questionnaire)

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<sup>6</sup> Ibid

<sup>7</sup> [www.slideshare.net/womenentrepreneurs](http://www.slideshare.net/womenentrepreneurs)