

Challenges Faced by Working Women for Work Life Balance

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Abstract—*Work-life balance is the phrase used to depict practices in achieving a balance between the hassle of women's family and work life. The demands and pressures of effort make complex to stretch time for balancing work-life activities. The ever-increasing work pressure is taking a charge on the working women leaving them with less time for themselves. The rising responsibilities on the personal facade with the technical blessings like advanced mobile phones, notepads, etc. that keeps work life included with personal life also creates stress on personal and professional fronts in this knowledge age. This affects the person's substantial, emotional and social well-being. The diverse factors affecting the work-life balance of married working women have been examine in this study Women captivating up work life balance challenge have an impact on women's advancement. The Indian women had been homemakers but the ever increasing cost of living has made them to go out and decide on for Careers. Although Indian women are a part of the corporate world but these women are facing a number of challenges in their day to day life. Woman has a high designation in her office, she is expected take care of all the family dealings almost single handedly. She is solely responsible in balancing her responsibilities in her several roles in domestic as well as professional life. Thus, achieving work life balance is a requisite for working women to have a excellent quality of life. This paper is an attempt to explore the tough challenges faced by working women in maintaining a stability between their personal and professional life.*

Keywords: *Work-Life Balance (WLB), Work-Family Conflict (WFC), Family-Work Conflict(FWC), Quality of life, Working Women.*

1. INTRODUCTION

Work life balance Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle"(health, pleasure, leisure, family and spiritual development/meditation). The work-leisure dichotomy was invented in the mid1800s. Paul Krasner remarked that anthropologists use a definition of happiness that is to have as little separation as possible "between you work and your play". The expression "work-life balance" was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. In the United States, this phrase was first used in 1986.

Working women i.e., those who are in paid employment, face problems at the workplace just by virtue of their being women.

In fact higher eminence for women vis-à-vis service and work performed by them in a society is a significant gauge of a nation's overall progress. There are many reasons and problems that forced Indian's women to work. The financial strain on the Indian families are escalating day by day. Outlay of living, expenses on education of offspring, and cost of housing properties in India raised and these rationale force every family in India to look for ways and means of rising the family unit income. As a result, women in India who were mostly known as homemakers are forced to go for job and acquire up even careers that were measured only appropriate for men such as working in night shifts.

Working women i.e., those Social attitude to the role of women lags much behind the law. The Outlook which considers women fit for assured jobs and not others, causes discrimination in those who recruit employees. Thus women find employment easily as nurses, doctors, teachers, secretaries or on the gathering row. Even when well competent women are accessible, preference is given to a male candidate of equal testimonial. A gender bias creates an obstacle at the recruitment stage itself. When it comes to compensation, though the law state equal opportunity, it is not always practiced. The inbuilt conviction that women are incapable of treatment laborious work and are less proficient than men influences the payment of asymmetrical salaries and income for the same job. But in most families her salary is handed over to the father, husband or in-laws. So the basic motive for in search of employment in order to gain economic independence is nullified in many women's case. Problems of gender bias beset women in the industrial sector when technological advancement results in economizing of employees.

Women workers in India are faced with lot more challenges than their counterparts in the other countries. Besides of so many efforts from past years, female segment of society is destitute in compared to male segment. They are not given first precedence in social and economic decision in her own family. In India mostly it is women who have to do family circle as cook, clean the house, do the dishes, wash clothes, care of children and men do not share on most of the

household works. Men do that work that is to be deal out the residence. Now a day there is increasing need for attainment some income for the family then women have to work harder. Women workers have to handle Persecution's at their work situate, occasionally just over look things to make sure that their job is not endanger in anyway. Many Indian families are still living as joint families along with the parents and in-laws. This adds to their pressure added because they have to please all the family members of her husband. Listen to their complaints that they make against her and turn deaf ears towards them and so on. In general, majority of women in India glance towards or live in the expectation that things will change.

2. IMPORTANCE OF WORK-LIFE BALANCE FOR WOMEN

Studies have shown that the mainstream of women are working 40-45 hrs/week out of which nearly 53% of them great effort to attain work-life-balance. The reason behind this great effort is that they are being challenged by the burden of their organization versus the commitments of their home. They need to manage the daily desires of their family as one side and the multiple schedules, meetings, business requirements and other routine everyday jobs at time. Women at work need to be taken care by their employers. Employers to work out schemes that would not only attract and retain the employees for a longer period but also make them highly productive. Association have many such amenities like, Transport, Canteen, Day care centres, Postal/saving schemes, Flexi-working hours, part-time working.

3. LITERATURE REVIEW

The literature review shows that more focus is on working women than on working women (**Karl, 2009**). It is also seen that focus is more on organized sector rather than unorganized sector of working women (**Shalz, 2011**). **Eggins (1997)** advocates for more conveniences to women in the workplace, suggestive of that "it is an important part of developmental strategy as well as an act of social justice" The **World Bank (1991)** estimation that Indian Women make up one-third of the labor force. **Singhal (1995)** is of the opinion that, "Participation of women in workforce is essential for economic development and population planning." **Somjee (1989)** has some very strong vital commentary. She has said that "in the history of women's studies, which is not very long, a variety of approaches have been adopted in order to recognize women's trouble and find solutions to them. such approaches range from how women are perceived in various cultures and historical settings, given their biological functions and what nature 'intended' them to do, to their decline in power and status vis-à-vis men in the complex social evolution, to a widely shared prominence on the need to make women equivalent through the monetary on the need to make women identical through the economic and legal route which treats them as individuals rather than those having the sole

accountability for look after the family." **Mitra (1997)** analysis the causes and comes to some important conclusions: "Relationship between women and professions could be perceived as one of women in full-fledged professions, medicine, law, academics, etc and another in the semi-professions-like nursing, teaching, clerks etc." **Okolo (1989)** studied that another barrier is the lack of role models of supervisory women due to their scarce presence in top managerial positions. Likewise, this study found out that there 18 is no gender difference in directorial hierarchies when a woman has previously gain access to them. "To be short of collision in women can occur because executive and managerial women have developed endurance quality becoming impervious to the effects of men's hierarchies. A chain of command composed by men solely may have an effect upon the election of a managerial board, and then its further influence is not very strong." **Ronald J. Burke, Mustafa Koyuncu and Lisa Fiksenbaum (2010)** examine the correlation of the perceived presence of organizational practices designed to support women's career advancement and their work attitude and happiness and their psychosomatic well-being. Data were composed from 286 women in managerial and professional jobs working in a large Turkish bank, a 72 percent response rate. Five managerial experiences were considered: negative attitudes towards women, equal treatment, support, career barriers and male standards. Women reporting more helpful governmental experiences and practices were more engaged in their work, more job and career satisfied, and indicated greater levels of psychological well-being." **Wentling (2003)** showed that the identical roles of women cause stress and conflict due to her societal structure which is still more dominant. In her study on working women in Delhi, she has show that "traditional controlling set up of Hindu social structure continues to be the same basically and hence women face problem of role conflict change in attitudes of men and women according to the situation can help to overcome their problem." **Sophia J. Ali (2011)** "Investigate the challenges in front of women in career development. She found that most of the women employees were dissatisfied with career maturity programmers and women were discriminated against in career development opportunities. The learn suggested that organizations should strive to ensure that occupation growth programmers were set to enhance career development among women employees. Top management should also be committed to the career development of women, and organizations should also introduce confirmatory action to immediately address career development of women."

4. OBJECTIVE OF THE STUDY

1. To Find out the root of the problems faced by working women.
2. To Study the effect of work-life balance on the life of working women.

5. CHALLENGES FACED BY WORKING WOMEN IN INDIA

Taking birth as a woman in the Indian culture can be said as blight for the women. Women in India face lots of communal issues and exertion all through the life which are big struggle for them right from their beginning of life. Female infanticide is the most common practice of slaughter girl child in mother's womb in the Indian society. Women in India are measured as burden for their parents and husbands as they think that women are here only to consume capital whole life without earning a little bit. Another regular problem for women is sex favouritism which they face from their birth and continue till their death. Illiteracy, lack of proper education, responsible for household works, rape, sexual aggravation at workplace, etc are some big issues for the women in India.

5.1. Occupational problems as stress

In women Occupational stress is stress involving work. Work and family are the two most important aspects in women's lives. Balancing work and family roles has become a key personal and family issue for many society. There are many aspect in working mother's lives that matter to stresses. They deal with home and family issues as well as job stress on a daily basis.

Imbalance between work and family leads to occupational stress. Discrepancy between job and family life arises due to a number of factors. Various factors are following.

5.2. Mental harassment

It is an age old conference that women are less capable and ineffective in working as evaluate to men. The attitude which considers women unfit for certain jobs holds back women. In spite of the lawful provisions, gender bias creates obstacles in their recruitment. In addition to this, the same attitude governs injustice of imbalanced salaries for the same job. The true equality has not been achieved even after 61 years of independence. Working in such conditions unavoidably puts strain on women to greater point as compare to men, thus making them less enthusiastic in their career.

5.3. Sexual harassment:

Today, almost all working women are prone to sexual harassment irrespective of their status, personal features and the types of their employment. They face sexual harassment on way on transports, at working places, educational institutions and hospitals, at home and even in police stations when they go to file complaints. It is awful that the law protectors are violating and outraging modesty of women. Most of the women tend to be concentrated in the poor service jobs whereas men are in an instant supervisory position, which gives them an opportunity to exploit their subordinate women.

5.4. Discrimination at Workplace:

However, Indian women still face obvious discrimination at their workplaces. They are regularly depressed of promotions and growth opportunities at work places but this doesn't apply to all working women. A popular of working women continue to be deprived of their right to equal pay, under the Equal Remuneration Act, 1976 and are underpaid in comparison to their male contemporaries. This is usually the case in factories and labor-oriented industries.

5.5. No Safety of Working Women While Travelling

Typically, the orthodox mindset in the Indian society makes it difficult for a working woman to balance her domestic environment with the specialized life. In some family, it may not be adequate to work after six o'clock. Individuals families that do accept these working hours may experience considerable anxiety every day about a woman's protection while travelling. So many issues affect a working woman because she is closely protected or watched by her family and the society.

5.6. Lack of Family Support

Lack of proper family support is another issue that working women bear from. At times, the relations doesn't support women to leave the household work and go to office. They also oppose for women working till late in office which also obstruct the performance of the women and this also affects their promotion.

5.7. Insufficient Maternity Leaves

Insufficient maternity leave is another major issue that is faced by a working mother. This not only affects the routine of women employees at work, but is also detrimental to their personal lives.

5.8. Job insecurity

Unrealistic expectations, especially in the time of corporate reorganizations, which sometimes puts insanitary and difficult pressures on the employee, can be a remarkable source of hassle and torment. enlarged workload extremely long work hours and intense pressures toper form at zenith levels all the time for the same pay, can actually leave an employee physically and emotionally drained. extreme travel and too much time away from family also donate to an employee's stressors.

5.9. Workplace Adjustment

Adjusting to the workplace culture, whether in a new company or not, can be strongly worrying. Making oneself adapt to the various aspects of place of work culture such as communication outline of the boss as well as the co-workers, can be lesson of life. Maladjustments to place of work cultures may lead to delicate conflict with social group or even with superiors. In many cases office politics or gossips can be major stress inducers.

5.10. Other reasons

It include private demographics like age, level of education, matrimonial status, number of children, personal income and number of jobs currently had where you work for pay and Work position features like job occupancy, size of employing organization, hours worked for every week.

6. CONCLUSION

Now a day's women workers are improved and promote in their workplace and in technological work. Trade Union should try to improve the conditions for woman's workers in many parts for example maternity leave is easily give to women and help the woman for achieve higher post actually women's nature is promotion to gain high quality in every field but if the condition is not ready then the reduction of promotion and optimization in work will be occur and etc. Women workers are often subject to sexual harassment then the Government should put strict rules for these types of crimes , also public transport system sometimes danger for woman and Government should put more Inspection. Traditionally people think that men should only work and gain money and women should work as house hold, but The financial demands on the Indian families are increasing that's why women also should company in gaining income for families. Therefore a fundamental change is required in attitudes of employees, family members and public.

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