

Women; Balancing Employment, Housework and Personal Life

Dr. Santosh Singh, Associate Professor

Department of Sociology

D.A.K. College Moradabad UP India

Abstract

Family is a basic institution of any society. There are two types of family; Joint and nuclear. A husband, wife with children or without children is called family. So, woman is an important member in a family. In this paper, I am going to study how working women try to maintain balance between outside work., housework and her personal life requirements. It's very difficult for any woman to make a balance of her timings, work and stress in outside work, at home and her personal hobbies, needs etc. Here, an attempt is being made to study the burden, load, responsibilities a woman keep taking throughout her life. Rearing, bearing children is also tedious. Women are the inferior sex, as presumed by our society. She has always put-up strenuous labor. Only to prove to the world and family members, her capabilities. Man, never puts extra energy to prove his dominancy. Why?

Key Words: Family, women, balance, employment, housework, personal life.

Well, the answer is very simple. Men have had acquired a higher position in the society. We know, Indian society is a male dominated society, where men have upper hand in all spheres of life. It is necessary to study that woman are over-burdened, since long time. She wanted to join hands in expenditures of family. When she thought of working outside home, in order to earn, she expected to get support at least from her family members. But no, she did not get any help.

At home she had to look after children, caring, bearing, managing home, everything had to be done by the working women. She all the time trying to build her career in addition to her house work. Few aspects of working women are;

1. Working women challenges-

Earlier, women were traditional and were not so much education. So, that is why they were engaged in low jobs. Tension, stress, responsibilities were less. As time passed, she got high education which paved the way to high jobs. Problem started, when women got the high jobs in the society. Automatically high jobs brought with it more work responsibilities which women had to handle along with home responsibilities. Working women went further in life, to increase her so called status.

Contrarily getting nothing to help her share her responsibilities either at office nor at home front. Slowly by slowly, the double started affecting her health. Clark defines balance as 'satisfaction and good functioning at work and at home with a minimum of role conflict.

At office there are numerous variables which can bring work balance of an employee. Such as work demands, peer support, organizational culture, working environment, organizational friendly policies can determine any employees work balance in life to a great extent.

Now at home front Neighbours, friends. Relatives, family members can support and bring balance in life of a working women. Some stress management program can be initiated in the society. Turn by turn, working women should be asked by the organization to do the course. Even some relaxation, entertainment schedule can be done, during break, holidays etc.

Objectives

1. Women find difficulty to step out of her house.
2. Women was suppressed due to male dominancy.
3. She started to think of sharing in the financial expenditure of family.

4. Women after joining work force, had to bear lots of tensions, stress
5. She did not get family support or societal help.
6. She overburdened herself with double duties.
7. Working women worked outside to get satisfaction, appreciation from one and all.
8. Now the question arises, how to maintain a balance in both works outside and at home chores
9. Her personal interests, hobbies are all lost somewhere.
10. women always has had worked very hard to prove that she is good at all. It is very natural, if one becomes expert in one aspect, other aspects are ignored.

Method of study

In this paper, I am going to study through secondary available data. Books, Magazines, google search. My objectives are studied/verified by other studies. In various studies, it is proved that working women do suffer by doing dual work. It is high time to reform ourselves and allow women congenial atmosphere and help her to contribute to the economic sector of our country

Review of Literature

Dex and Bond 2003, stated, Indian women is undergoing fast changes in the role of traditional and modern culture. The women had to enter work so that she could Support family economically. She did this to lead a stress-free life.

Kapur 1979, in his study found dual roles of women. Women faced tension, conflicts due to double responsibilities.

Sherwani 1984, observed that Indian working women worked under limitations of hardship.

Anwar et al, 2013, said that imbalance occurs when a woman excels in one role and gives up the other roles which are equally important. This finding is too accurate.

Barnett, 1998, there are negative outcomes of balancing work and family.

Vinita 2004, study showed that women working in cities and towns were less and most of them were engaged in low jobs.

References

1. Chouhan, N and Gupta 2016, 'A study of work Life Balance of working women of Education Sector. 'Research Link-An international Journal-144, vol.15 no 1. pp32-34.

Suchitra and et al 2006 found that women working in constructions were unskilled and paid lesser wages in comparison to males.

Favero and Heath, 2012, said that today working women struggles to balance more complicated work and family issues than men.

Imran and et al 2011, is of the view that in his comparative study of men and women in labor market, He found that women looked for more interesting complex work.

Chawla and et al 2011, quoted that work and family roles are separate and yet dependent on one another. Balancing these roles has a greater impact on her physical and mental well-being.

Kosek and et al 1998. Found that doing multiple roles resulted in higher levels of stress and anxiety.

Carlson and et al 2000, found right level of balancing will have a proper positive effect on work, family, and over all life satisfactions.

Barling and et al 1998, found that women try to maintain a proper balance. Work and life roles do have impact on each other.

Conclusion

Women already have lot of work at home front. She thought of raising her status, so she put efforts to improve her position. In this way she has overburdened herself. Now there is no going back, but at least society should not ignore her. She occupies fifty percent of population. She should be provided support systems, so that she can smoothly and peacefully lead her life.

In some few studies, it is quoted that working women, if provided proper exercising, socializing, having a balanced diet could develop work balance. Women have got every right to live stress free life. All work cannot be put on the shoulders of one individual. Some sharing of responsibilities, by somebody has to be done. It is in the interest of our country that more women get into work force, which will result into the progress of our country. There should be harmony in women's life. Women should be respected in the society.

2. Delina, G and Raya Prabhakara, R 2013, A study on Work-Life Balance in Working Women, International Journal of Commerce, Business and Management, Vol-2, No 5, pp274-282
3. Favero, LW and Heath, RG 2012. 'Generational perspectives in the work place; interpreting the discourses that constitute women's struggle to balance work and life.' Journal of Business Communication, Sage, Vol,49, No, 4. pp 332-356.
4. Greenhaus, J.H. and et al 2003 'The relation between work-family balance and quality of life' 531. Journal of Vocational Behavior, Vol. 63, pp510.- 531.
5. Guest, D 2002 'Perspectives on the study of work-life balance.' Sage Publications, Vol.41, No. 2, pp255-279.
6. Lockwood, NR.2003. 'Work-life balance challenges and solutions', Society for Human Resource Management; Research quarterly; Vol. 2, No. 1 pp1-12.
7. Roberts, K2007, 'Work -life balance- the sources of the cotemporary problem and the probable outcomes, 'Employees Relations, Vol.29. No. 4, p.334-351.