

WORKING WOMEN, FAMILY, SOCIETY AND PROBLEMS

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ABSTRACT

India from time immemorial has respected and revered. Its women's as goddess and figure to be revered and emulated. The qualities attributed to women have been varied and many. As the years went by there have been many stories who fought with men shoulder to shoulder in battle and for our country's independence and even help to rule kingdom. Now India has changed considerably, more and more women are entering the workforce and are fighting for their legitimate positions in society as an equal.

A working women is now accepted and respected in urban India. Rural India always had women working in the field. Women are to be found everywhere, even in professions like the police, armed forces and as pilots, all profession which were seen as Male domains.

There are now equal and more women than man in the legal profession. Women's lack of access to higher education had effectively excluded them from the practice of well paid and high status occupations. Entry of women into the higher education profession like law and medicine was delayed in most countries due to women being denied entry to universities and qualifications for degree.

Women were largely limited to low-paid and poor status occupations for most of the 19th and 20th centuries, or earned less pay than men for doing the same work. However through the 20th century, the labour market shifted office work that does not require heavy labour expended, and women increasingly acquired the higher education that led to better-compensated, longer term careers rather than lower skilled, shorter term jobs. The increasing rate of women contributing in the work force has led to a more equal disbursements of hours worked across the region of the world.

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EFFECT ON THE UPPER AND THE MIDDLE CLASS

The addition of women into the workforce was one of the key factor that has increased social mobility over the last 50 year, although this has stalled in recent decades for both gender.

Female children of the middle and upper classes had increased access to higher education, and thanks to job equality, were able to attain higher paying and higher prestige jobs than ever before. Due to the dramatic increase in availability of birth control. These high status women were able to delay marriage and child bearing until they had completed their education and advanced their careers to their desired positions. Recognizes the visible nature of power structures that marginalize women at the workplace, the supreme court in the landmark case *Vaishakav* vs High court of Rajasthan (1997) identify sexual harassment as violate of the women's rights to equality in the workplace and enlarged the ambit of its definition.

EFFECT ON THE WORKING CLASS

Women in lower wages jobs are more likely to be subject to wage discrimination. They are more likely to bring home far less than their Male counterparts with equal job status, and get far less help with house work from their husband than the high earning

women. Women with low educational attainment entering the workforce in mass quantity lowered earning for some men, as the women brought about a lot more job competition. The lowered related earnings of the men and increased in birth control made marriage prospects harder for lower income women. For the first time in the history of this country there were distinctive socioeconomic stratification among women as there has been among men for centuries. This dependent the inequality between the upper/ middle and lower working classes. Prior to the feminist movement, the socioeconomic status of a family was based almost solely on the husband/ father's occupation.

Women who were now attaining high status job were attractive partners to men with high status job, so the high earners married the high earners and the low earners married to the low earners. In other words the rich got richer and the poor stayed the same, and have had increased difficulty competing in the economy.

19th century-

Women have worked at agricultural tasks since ancient times, and continue to do so around the world. The industrial revolution of the late 18th and

19th centuries changed the nature of work in Europe and other countries of the western world. Working for a wage. And eventually a salary, became part of urban life. Initially, women were to be found doing even the hardest physical labour, including working as “ hurriers” hauling heavy coals carts through mine shafts in Great Britain , a job that also employed many children.

During the 19th century, an increasing number of women in western countries took jobs in factories. Working class women were usually involved in some form of paid employment.

Pregnant women worked up until the day they gave birth and returned to work as soon as they were physically able. In 1891 , a law was passed requiring women to take four week away from factory work after giving birth, but many women could not afford this unpaid leave and the law was unenforceable.

21th CENTURY

In the beginning of the 20th century, women were regarded as society guardians of morality; they were seen as possessing a finer nature than men and were expected to act as such. Their role was not defined as workers or money makers. Women were expected to hold on their innocence until the right men came along so that they can start a family and inculcate that morality they were in charge of preserving .

WORKING WOMEN IN INDIA:-

Contrary to common perception, a large percentage of women in India are actively engaged in traditional and non traditional work . National data collection agencies accepted that statistics seriously, understate women’s contributions as workers. However, there are far fewer women than men in the paid workforce.

Women in labour force- 27.2%

Women in parliament- 14.5%

The status of women in India has been subject to many changes over the span of recorded Indian history.

During the British East India Company rule (1757-1857) and the British raj (1858- 1947) , measures aiming at amelioration were enacted, women’s rights under the constitution of India mainly include equality, dignity, and freedom from discrimination, additionally, India has various statutes governing the rights of women.

As 2018 , some women have served in various senior officials position in the Indian government, however many women in India continue to face significant difficulties. The rates of malnutrition are exceptionally high among adolescent girls and pregnant and lactating women in India, with repercussions for children health, violent against

women, especially sexual violence, has been on rise in India.

ROLE OF WOMEN IN FAMILY AND SOCIETY

Women are pioneers of nation. Women are the key to sustainable development and quality of life in the family. The varieties of role the women assume in the family are those of wife , leader , and administrator, manager of family income and last but not the least important of mother.

As a wife:-

Women is men’s helpmate, partners and comrade. She sacrifices her personal pleasure and ambition, sets standards of morality, Relieves stress and strain, tension of husband, maintains peace and order in the household. She is the source of inspiration to man for high endeavors and worth achievements in life. She is the person to whom he turns for love, sympathy, understanding, comfort and recognition. She is symbol of purity faithfulness and submission and devotion to her husband.

As an administrator and leader of the household :-

A well ordered disciplined household is essential to normal family life . She assigns duties among family members according to their interest and abilities and provides resources in term of equipment and materials to accomplish the job. She plays a key role in the preparation and serving of meals, selections and care of clothing, laundering, furnishing and maintaining of the house. As an administrator she organizes various social functions in the family for social development.

As a manager of family income:-

It is her responsibility to secure maximum return from every pye spent. She always prefers to prepare a surplus budget instead of a deficit budget. She is very calculating loss and gain while spending money. The women in the family also contribute to the family income through her own earnings within or outside the home.

AS a mother

The whole burden of child bearing and greater part of child rearing take are carried out by the women in the family. She is primarily responsible for children’s habits of self control, orderlines, theft and honesty. Her contacts with the child during the most formative period of his development sets up his behaviour patterns. She is the first teacher of child. She

transmits social heritage to the child. It's from mother that the child learns the law of race, the manner of men, moral code and idea, as a mother she is the family health officer. She is very much concerned about the physical wellbeing of every member of the family, the helpless infant, the sickly child, the adolescent youth sentenced of the home and family circle.

“ I am relieved if, rather than sex bias; the reason why more women are not breaking through the glass ceiling of academic medicine is because their children are hanging on the tails of their white coat. Most of us are happy to see have them there, and academic medicine offers a level of professional fulfillment, financial stability, and geographical flexibility that is well worth of juggle “

Laine(1998)

“ First, from the early 1950s, many employed, although not overturn, the dominant discourse of the ideal mother as exclusively bound to the home. The simple fact that so many women were drawn to work outside the home despite criticism demonstrated monetary and psychological importance of employment for women “

Wilson (2006)

Both quote above reflect the unique life situation of working women, who are now visible part of the workforce in almost all profession. Many working women start their families while they are working, and some other may find the need to return to work sooner than expected in postpartum periods. The working mother is an institution in her own rights, one who combines a successful career giving her financial independence, with an effective motherhood raising a child.

WORKING AND MOTHERHOOD

Once could define a working mother as a woman with the ability to combine a career with the added responsibility of raising a child. Within this broad term may be encompassed two different categories of working women. They stay at home mother who works from home and women who works away from home while managing to fulfil her maternal duties. A qualified woman may insist on working to maintain an effective career and be financially independent. The single working mother is a combination of these entities, working not only to run the family, but also maintaining her position as a financially independent head of the family.

MAIN PROBLEM FACED BY WORKING WOMEN:-

FOR the sake of simplicity and easy understanding the main problem are divided into two. All such problems have profound influence upon working women time allocation.

1. Health problems:-

World health organisation (WHO) 1946, defines “ health is a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity “ . It is true that the a healthy woman builds healthy community and health status of kerala women's is much better than the national average. Women's multiple role affects not only her own health and wellbeing but affects the overall health and wellbeing of family. The heavy stress and strain they face while combining outside work and domestic work, child care, care for elderly make her more tiresome and she gains less leisure.

2. Family related problems:-

Anthropologists and sociologists said that family is a universal social institution. In every family mother's role is so significant and Eagle (1993) . Pointed out that mother can more efficiently allocate resources to children than the father, because they are more attached to their children. Disintegration of joint family and development of nuclear families often put heavy stress on the time allocation of working women.

Full time working women still do a second shift at home, and they have less free time than their husband but the disparity has begin to decline until recently decades, men and women adopted distinct economic rule.

As the survey reveals that nearly one third of the interviewees working women face some problem basically in relation to family, support to participate in income earning activities outside .

Some problem aGender

1. Gender bias
2. unequal pay
3. Security
4. Mental and physical harassment
5. Lack of proper family support

6. Insufficient maternity

Maternity leave are considered as major issues and challenges that working women face nowadays.

CONCLUSION

As the world increasingly recognizes the contribution of women in all walks of life, a new international study from YouGov's omnibus, explores how women and men viewed household economic the division of domestic duties, and the future of women and men in the workforce.

Today's women aren't just balancing a lot they are planning big thing for future generations. They are more likely than man to say they would encourage girls to pursue traditionally Male dominated fields and to encourage boys to enter female dominated once.

In now days women's are work in every field like men . Women made a important role in every sector. They fight like men. Now days women education is high then

men .they work in every sector. And help other.

Many women have their positions in history. They develop everything. Women are spending more time work like men but there are many problems they face every day.

Women are doing work at home . After that they doing job . Their responsibility is so high then men...

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