

“CHALLENGES OF WORKING WOMEN”

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A mother, wife, daughter, sister are major roles assigned to a woman in our society. But with changing state of our country from underdeveloped to developing and increased economic growth the women's are now no more just limited to household activities. In modern India the concept of working women has emerged very fast. Now the women are doing twin job i.e. looking after their household activities and also working outside to prove themselves and also to support their families economically.

Women have after been seen as a revolutionary force and had high status in ancient India societies. But with the passage of time women's status saw many ups and down and discrimination against them also started. Activities assigned to them were more like help in household level, farming, spinning, wearing family care. In fact the woman was thought to be someone who has specified job or position. With the changing societal and demands and economic compulsions which forced women's to step out of the house to support various needs of their families. Gradually, a large group of educated women started emerging, who stepped out, entered the public sector and took upon burden of working in accordance with their own respective capabilities. This was certainly an important step in establishing their freedom, self respect and identity but it also multiplied their responsibilities, as they had to look after the families of their husband and bring up their children in addition to working efficiently at their respective jobs. This multiple responsibility not only causes them mental stress but also leaves an impression on their health. The family atmosphere it is no denying

the fact that or the proper look after of the child by its parents deeply influences the development of the Child's personality.

At the same time eternal truth that the mother is foremost teacher of the infant in its school life, can't be denied because the child opens its eyes for the first time in the lap of mother and takes the preliminary lessons of life from her. It is the mother who bestows the good or bad sacraments of life upon her child, while nurturing it.

It is not easy for a woman to play the twin roles effectively. It puts stress on their mental and physical health. Women work twice as much men do and brings sensitivity and emotions at the work place. Working women's are so much determined to prove themselves at home and at the work place that they after neglect their health. They are juggling day on day, the roles of mother and an employee after causing anxiety and stress some working women even face the problem of psychological disorder and depression. As compared to their male counterparts females report higher level of stress at work and family conflicts, gender barriers and obstacles in career development.

One important aspect of pressure on working mothers in their feeling of maternal guilt due to perceived neglect of their motherly roles. Women are after criticized for not giving enough time to childcare. Maternal responsibility and maternal guilt are two sides of coin and all working mother face this at one point of time while rearing their child.

This guilt feeling is further accelerated by the societal perception and comments like a good

mother should stay at home to take care of her child. All blame comes to a mother if the child does not behave properly. At the workplace working mothers are after discriminated, especially at lower levels of jobs due to perception/social theory that working mothers are less efficient and also more likely to leave their jobs to raise their children. Due to dual role of working mother, they experience relatively more stress and even sleep disturbances. This adversely affect their children as they not only feel themselves to be insecure in the absence of their mothers but also start thinking that their mother behave indifferently towards them, instead of considering that the pre-occupation of their mothers renders them helpless to pay proper heed in bringing them up. As a consequence such children become careless and rude their development is obstructed and their health is adversely affected. At times they also become introvert and timid they also become obstinate and irritable too. Feeling hurt by the transient neglect of their mothers such children build up affinity towards their fathers, which is an indicator of their abnormal and unbalanced development.

It is, however, worth considering that the over busy schedule of the working mothers does not always have a negative impact on the children. At times some positive and beneficial effects have also been observed, like the children developing the ability to decipher between right and wrong and becoming more sensible, vital and responsible prematurely. At the same time they also develop boldness to struggle with the adverse circumstances, on the own, with self-confidence.

The mutual relationships of parents greatly influence the future and development of their children. Timely support of husband and the family of working mother results in less role anxieties for women, and the children also feel secure. The working mothers feel satisfied when their paid employment fulfills not only their own ambitions but also the needs of family and as a result enjoy greater self confidence to better survive within the frame work of family and work environment. However negative relationship of the parents, adversely

affects both working mother and their Childs development. The children develop negative feelings, inferiority complex frustration, irritability, loneliness and digression. The fact, whether the mother is working or not hardly influences the circumstances. The impact of pre occupation of the mothers is distinctly visible sooner or later on the development of their children.

It cannot probably be denied that the pre-occupation of the mothers have negative and adverse effect on their children. Such children become relatively more offensive and selective as they generally have to keep company with unfamiliar people, outside their homes, often from a very tender age. Such children take undue advantage of pre-occupation of their mothers without the least hesitation some working women become so self centered towards their careers that they just do not get the time to pay proper need towards their children, although it does not imply that working mothers lack affection towards their off springs or are negligent towards their children. A feeling of guilt envelops such women who due to their official engagements, becomes helpless in paying attention to the proper look after of their children. This feeling of guilt gets expression in several different forms like self denigration, self languor and tension which get incorporated into the mutually contrasting elements of their agony and satisfaction. They take the guilt of their children becoming rude and obstinate upon themselves and pledge to give more time to look after their off spring but the reality turns out to be altogether different. On the one hand they feel satisfied by providing for the physical comforts and pleasures of their children while on the other their concern and anxiety, for the proper look after and nurture of their small children in particular, of which they have become victims, can't at all be termed unexpected, unnecessary, unnatural.

The bitter truth is that until the proper arrangement for the upbringing and welfare of their children is not taken care of, the mothers can't become staid towards their work in spite of their keenness to do so, at their hearts remain gripped

with concern and anxiety towards the welfare of their children far they nurture feelings of extreme affection towards them.

Some children spend much of their time with their grandparents when their working mothers leave for their respective offices and they come closer to their respective offices and they come closer to their old folks in this process such children, at times, get spoiled due to the excessive affection and love of their grandparents. The helpness of working mothers is that due to dearth of time they are unable to pay proper heed to the requirements of their children or to properly nurture them, in spite of their ardor to do so. They constantly remain angry and cross with their children. Children as a result get distanced from their mothers. The children in turn focus on negligence of their mothers and associate it with their lack of responsibility towards themselves and therefore, do not inculcate good feeling towards their mothers.

The children brought up, in joint families, develop the characteristics of assessing and approaching the more eligible person or resource to fulfill their demands and provide for their convenience, in the family and they become opportunists.

Children of nuclear families face the compulsion to be left in crèches after their mothers leave for their work place. While playing with other children of their over age there, they become mischievous and itinerant. They at the same time become offensive and develop the tendency to look after and care for the things which belong to them.

Children of working mothers develop the feelings of self confidence and the tendency to probe self dependence become integral part of their character. It is after seen that where the widowed, unsupported, single women fighting with adverse circumstances, earn money and discharges the role of the father together with that of the mother for her child the feeling of sensitivity and sympathy is generally generated in the heart of the off spring for its mother. Such children, upon observing the struggle their mothers undergo, to discharge their

responsibilities towards them, and being dependent both financially and emotionally on them, develop a feeling of great fullness and obligation towards their mother. At the same time they inculcate the tendency to share the liabilities of their mothers, on growing up, which develops them into serious, responsible and loyal children. Besides the financial support and security the mothers provides them, the multi dimensional and outstanding personality of the mother plays the major role in shaping the personality and character of her children. If the mother sacrifice her own pleasure and greed and is concerned for the future and welfare of her children her job becomes the means and the future of the child her goal, the child comes under control and starts pursuing its responsibilities towards its mother, as such children have observed and felt the sufferings of their mothers very closely and deeply. Due to this they inculcate in themselves, the notion that whatever they are it is just because of the kindness and co-operation of their mothers. This makes them grateful and indebted towards their mothers.

To sum up working women's well being is of importance, not simply because of women as individuals but also because of the related well being of the future generation women's indirect contribution to the society has after been ignored and it is lately that steps are being taken to address the issues related to working women. As women are imperative part of the society and working women can prove asset for the organisation, however services provided by them in daily life are not acknowledged adequately. Today's women perform multi task as they manage work along with their responsibilities towards home and children. Husband, family and above all our society needs to have better understanding and sensitivity towards working women and mother for the betterment of our future generation and working mothers.

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