



Navigating the Intricate Balance between Professional Commitments and Social Obligations Poses Significant Challenges for Indian Women in the Modern Era

Shadab Alam, Law, Glocal Law School & Jurisprudence, The Glocal University
Dr. Dharm Pal Khatri (Assistant Professor), Glocal Law School & Jurisprudence, The Glocal University

ABSTRACT

The aim of this overview is to investigate the topic that has received little attention up to now: how Indian working women manage to juggle their personal and professional lives these days. Numerous factors, including family size, age of children, work hours, level of social support, and so on, have been found in studies to influence how to balance personal and professional lives. In modern India, women's roles in the general population have drastically changed. Women should be represented in higher positions in the training sector as chiefs, competitor pilots, head of client administration, heads of banking, HR, organization leaders, telecom, and so on. Women are devoting a great deal of time and energy to every field. At that moment, the women also serve as the focal point and foundation of the family's social existence. Within the household, men are viewed as breadwinners. Indian women currently provide their relatives with practical assistance. Even if the number of women being sought after is growing, there are still obstacles that they must eventually overcome in order to prove their value to their families and their calling. She can always be counted on to manage her responsibilities in both her personal and professional lives, including her various occupations. This is why it is so disturbing that there are working women. Here, we've included information about women-focused strategies in both personal and professional spheres.

Keywords: Navigating, Intricate Balance, Professional Commitments, Social Obligations Poses, Significant Challenges, Indian Women, Modern Era

1. INTRODUCTION

Indian women are increasingly standing up for themselves in a variety of professional settings in the present day, dismantling barriers and challenging conventional norms surrounding orientation. But as they move toward success in their careers, they find themselves caught in a web of societal stereotypes that are deeply ingrained in Indian culture. Indian women have always been conditioned to prioritize their responsibilities to their families and to work in jobs that conform to traditional roles, which can be difficult for them to balance with their aspirations for advancement in their careers. This tension between personal preferences and cultural norms establishes the groundwork for an incredibly challenging activity that molds their way of life.

The underlying idea behind this issue is that Indian women should pursue careers outside the home while still fulfilling their roles as homemakers and parental figures. It can be truly and genuinely taxing to balance the demands of a demanding vocation with the responsibilities of managing family matters and giving close attention to family members. In addition, the lack of adequate support systems, such as affordable child care options and flexible work schedules, makes it much harder for women to balance their social and professional responsibilities. As a result, many women struggle with feelings of guilt or inadequacy while they consider the conflicting demands made of them.

Additionally, subtle but inevitable forms of separation and orientation prejudice that Indian women commonly encounter at work might hinder their career advancement and make it more difficult for them to balance their social and professional responsibilities. Stereotypes regarding women's skills and professional responsibilities may result in uneven opportunities for advancement or exclusion from dynamic cycles. Furthermore, women who are attempting to establish a solid career foundation may face additional obstacles due to the prevailing societal norms surrounding marriage and parenting, since they may feel pressure to prioritize their personal lives above their careers. Despite these significant obstacles, many Indian women are nevertheless determined to forge their own paths and dispel traditional



stereotypes. They are inspiring groups of people to investigate the complex balancing act between social and professional obligations by utilizing their strength and creativity. Initiatives aimed at improving work-life balance, such as diversity and inclusion initiatives and mentorship programs that open doors, are helping to create a more stable environment that allows women to excel in their careers and fulfill their family responsibilities. Furthermore, shifting attitudes concerning oriented employment and growing awareness of the need to strike a balance between work and play are gradually redefining societal norms, paving the way for more significant and prominent openings for Indian women in the contemporary day.

Indian women's journey to discover the delicate equilibrium between their career aspirations and social responsibilities is fraught with difficulties, but distinguished by their adaptability and confidence. We can create a more inclusive culture in which women are encouraged to pursue their desires without sacrificing their responsibilities to their families and themselves by addressing underlying obstacles, challenging conventional expectations, and establishing stable environments.

WIKIPEDIA
The Free Encyclopedia

2. LITERATURE REVIEW

Dr. Neeru Garg's (2014) study delves at the subtle aspects of word-related stress that Indian working women endure. The analysis highlights the multifaceted character of stressors, such as employment conflicts, familial responsibilities, and segregated work environments. Garg illustrates the inevitable impact of weight on women's psychological and material well-being through meticulous analysis, along with its implications for productivity and hierarchical efficiency. The analysis emphasizes the need for tailored mediations and consistent tactics to lower stress levels and foster a supportive work environment for women.

Delina and Raya's (2013) The study delves at the complex relationship between work and personal life for women in the workforce, with a focus on achieving a harmonious work-life balance. The analysis makes clear the various factors influencing work-life balance, such as authoritative assistance, flexible work schedules, and personal survival strategies. The evaluation illustrates the significance of work-life balance in enhancing position fulfilment, lowering turnover goals, and promoting general prosperity among women representatives by employing both subjective and quantitative tactics. Furthermore, it emphasizes the role that societal norms and authoritative attitudes have in supporting or undermining efforts to achieve work-life balance.

Jenkins' (2014) Research on the intersection of orientation, mining, and improvement sheds light on the unique difficulties experienced by women in the predominately male mining sector. The evaluation illustrates the gendered idea of mining-related exercises and their implications for women's financial strengthening by drawing on women's activist points of view and advancement hypotheses. Jenkins advocates for an all-encompassing exploration strategy that recognizes women's dedication to the mining industry but also attends to their vulnerabilities and supports orientation-responsive techniques and mediations. In order to achieve orientation value, social equality, and sustainable progress within the extractive ventures, the assessment recommends that partners work together in collaborative efforts.

Keane's (2018) It provides a thorough analysis of the experiences of female miners in Zambia and their attempts to question the established orientation standards within the mining industry. By use of subjective evaluation procedures, such as meetings and member perspective, the review delves into the mechanisms employed by women diggers to examine unfair practices, champion their rights, and influence strategy modifications. Keane highlights the revolutionary potential of women's collective action in transforming institutional procedures and promoting gender parity in domains that are often dominated by men.

Lahiri-Dutt's (2012) The gendered elements of digging are examined in original work, which calls for a renewed feminist analysis that centers on the experiences of women affected by extractive activities. The review examines how orientation, class, and identity shape women's jobs and vulnerabilities in networks affected by mining, drawing on women's activist grants



and ethnographic fieldwork. Lahiri-Dutt is an advocate for a nuanced understanding of women's organization and resistance in the context of asset extraction, as well as the integration of women's activist perspectives into plans for support and strategy aimed at promoting social justice and sustainable change.

Mr. G. Shiva's (2013) research focuses on working women's complex balancing act between job and family responsibilities, with an emphasis on the Indian context. Through experimental analysis, the study acknowledges the difficulties women have in balancing their career aspirations with their responsibilities to their families and the expectations of society. Shiva emphasizes the need for consistent workplace strategies, such as flexible work schedules and childcare assistance, to lessen the stress that working women face and support their advancement in the workforce. The review contributes to a larger discussion on orientation value and work-life balance in the modern workforce by providing insight into these issues.

3. CHALLENGES FACED BY WOMEN IN THE MINING INDUSTRY

Notwithstanding the obvious benefits of increasing diversity in orientation within the mining industry, women encounter a number of obstacles that keep them from receiving full support. The primary boundaries likely include societal and cultural norms, security and well-being-related worries, limited access to education and career opportunities, and work-life balancing challenges.

3.1. Cultural and societal barriers

The mining industry is still often perceived as being dominated by men, especially in many parts of the world. As a result, societal and cultural norms might make it difficult for women to enter or advance in the workforce since they may expose them to discrimination, bias, or even provocation. These barriers can occasionally be made worse by local customs or strong beliefs that prohibit women from participating in certain types of work.

3.2. Occupational health and safety concerns

The mining business presents distinct health and safety hazards for women, such as exposure to hazardous materials, intense labor demands, and the possibility of facing orientation-based violence at work. Ensuring the prosperity and safety of female employees necessitates implementing orientation responsive work-related health and safety procedures and practices that specifically address these concerns.

3.3. Limited access to education and training opportunities

Workers in the mining business need a variety of specialized and delicate skills in order to succeed. However, women often require more access to education and training opportunities in order to develop these skills, particularly in developing countries where resources are few. This may result in a lack of suitable female applicants for jobs in the mining sector and worsen the industry's ongoing orientation disparity.

3.4. Work-life balance and family responsibilities

The mining sector often requires workers to put in longer hours and spend more time away from home, which can be particularly difficult for women who are crucial caregivers for their families. Women who want to engage or advance in the mining industry may find it difficult to balance their duties to their families with their jobs. Hence, in order to help female employees, manage these conflicting expectations, firms should adopt flexible work practices and emotionally supportive networks.

4. FAMILY-WORK CONFLICTS

Work-Family Balance suggests that women are capable of maintaining harmony over extended periods of both personal and professional life. To balance family and work life, a few circumstances can, nevertheless, occasionally lead to conflict on the social or professional fronts. She is unable to set limits. She then quits her job for obvious reasons, such as raising her children, dealing with her parents-in-law or guardians, and other familial demands. If the male is willing to shoulder part of her responsibilities, she would find success with ladies. They take care of partners, family, and friends; they raise children; they maintain families; they engage in deliberate associations; and they try to fulfil their urban responsibilities. It is



widely accepted that women choose to choose between their family and their career, which explains why there aren't enough of them in senior corporate roles. Some women avoid career growth in order to avoid the added stress of juggling work and family obligations. Some companies did not want to see women advance because they believed that women would prioritize their families above their careers and so lessen their commitments at work. In any event, as can be observed, these tests are truly out of date. The majority of the time, women who are adept at modifying their daily routine and work will reclassify the individual and principal roles that have been assigned to them by the company and society. Examples of this include situations in which mothers manage to combine the two roles by taking their children on business trips or occasionally bringing them to work, allowing the child to understand what their mother is doing when she is not with them. These women also seem to realize that they don't have to handle everything, including childcare, housekeeping, and a job, and as a result, they may decide to outsource some of the work—for example, hiring a cleaning service or a caregiver. In India, women face a great deal of stress when they have to perform household chores after work and throughout the initial part of the previous day. Whether a woman has a demanding task at work or not, she often handles all household chores almost entirely on her own. She is the only one who can change her responsibilities in both her professional and domestic roles at her different occupations. In order to make life better and more productive, the woman should also teach her children to share responsibilities.

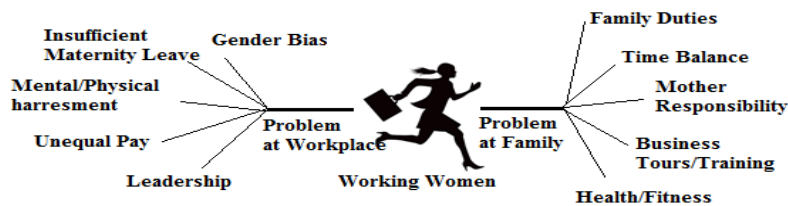


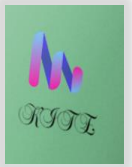
Figure 1:Challenges that Working Women Face

5. DISCRIMINATION AT WORKPLACE

These days, women have proven their worth in every sector. Women have accomplished great things while bearing a variety of responsibilities, from holding the most notable positions of authority in the government to being steadfast in the face of highly charged political situations. In any case, at their places of employment, Indian working women truly encounter barefaced wisdom. Orientation Predisposition, mental or physical provocation, inconsistent compensation, initiative, and other workplace issues are major problems for working women. Whether or not to focus on women resolving issues, some are forced to choose a particular path since it is suggested that it is better for women. Some industries, such as common, mechanical, electrical, and transportation, are restricted to women, and even if they choose to pursue them, they typically feel uncomfortable or encounter unexpected situations. As a result, it's possible that some areas have greater competition when it comes to women getting jobs. According to the Equivalent Remuneration Act of 1976, a larger percentage of working women continue to be denied their right to increased pay and fall short when compared to their male partners. The situation necessitates workable solutions to protect working women in her authoritative environment from the hunger and desire of male partners and managers. Individual and family needs seem to be the most logical explanation for creating conflicts when job and personal obligations collide.

6. RESEARCH METHODOLOGY

Utilizing a survey approach, research on the difficulty's women encounter in balancing their personal and professional lives was directed. Seven questions in the poll were designed to help understand various aspects of this problem. Every question addressed a specific issue related to differences in orientation at home and at work. After then, the responses were analyzed to provide tidbits of information on the prevailing situation.



The main inquiry examined whether women perceived a discrepancy between the amount of time allotted to themselves and that of their male relatives. It was found that a sizable portion of respondents thought they were not receiving enough alone time, which suggested that there was probably an imbalance in family dynamics.

The next investigation explored the perception of the requirement for an occupation inside the nuclear family. The findings indicated that a significant proportion of women believed their male relatives' requirements overshadowed their own at work, suggesting that professions should be acknowledged more based on their orientation.

The third question also examined the level of familial assistance that women received in comparison to their male counterparts. The results showed that a sizable portion of respondents believed they didn't receive comparable assistance, highlighting the differences in household roles and presumptions.

The fourth question focused on how easy it is to obtain permission for activities connected to one's career, like planning or business trips. The responses indicated that women had difficulties getting support for these projects in comparison to male family members, with potential barriers to career advancement.

The sixth question looked into whether women could manage paperwork at home without having to work late or on the weekends. The findings revealed an imbalance in domestic responsibilities, since a sizable portion of women felt pressure to act in this way.

The sixth investigation focused on how women's health and anxiety levels are affected by their jobs and social responsibilities. The majority of respondents reported negative effects, underscoring the toll that orientation-based presumptions may have on women's economic success.

Finally, the seventh question examined whether women's orientation gave them any special advantages at work. The mostly negative responses demonstrated a lack of orientation equality in terms of benefits at work and important opportunities.

The results of the study highlight the ongoing difficulties women encounter in achieving a work-life balance and receiving fair treatment at home and at work. The results emphasize the need for further efforts to overcome orientation disparities and promote equity in all spheres of society.

7. ANALYSIS & INTERPRETATION

Survey analysis is used to examine the challenges women encounter in balancing their personal and work lives. A fraction of the issues is noted, and a survey graph is presented based on those data.

1. Do you think you don't have as much alone time as the male family members in your household?
2. Do you think that a working male family member has a higher priority for your job than you do?
3. Do you receive the same level of support from your family as a male family member?
4. Compared to a male family member, will you find it easier to obtain permission from your family if you need to travel for business or training in order to advance your career?
5. Do you frequently stay up late or work on the weekends so you can finish paperwork at home without being disturbed?
6. Are your social and professional obligations putting you under more stress and damaging your health?
7. Do you receive any special benefits at work because you're a woman?

Table 1: Survey Results on Women's Difficulties in Balancing Work and Life

Women's Work-Life Balance Challenges		
Question-1	Yes	14
	No	20
Question-2	Yes	12
	No	23



Question-3	Yes	12
	No	23
Question-4	Yes	12
	No	23
Question-5	Yes	10
	No	24
Question-6	Yes	24
	No	10
Question-7	Yes	3
	No	32

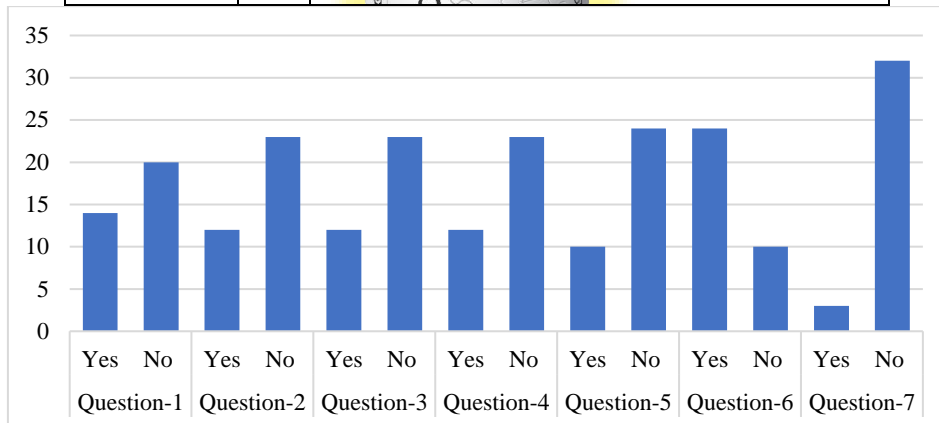


Figure 2: Survey Responses on Women's Work-Life Balance Challenges: A Graphical Representation.

After analyzing this study, we get at the current situation, where women in the 21st century must fight for their rights in comparison to males who are their partners.

8. CONCLUSION

The intricate relationship between social and professional responsibilities poses formidable obstacles for Indian women in the modern world. Achieving professional success while fulfilling traditional familial and cultural obligations necessitates thoughtful deliberation and often calls for penances. Despite efforts to standardize orientation, deeply ingrained societal norms and fundamental boundaries endure, supporting women's independence and providing a remarkable opportunity for progress. Indian working women always encounter new hurdles and issues, such as clockwork, while juggling their many responsibilities. These issues can arise moment by instant or second. It is appropriate to ignore the issues and difficulties that working women encounter at work and to assert that everyone has the same rights and status. Furthermore, India has several laws for protecting women; yet, due to a lack of implementation and interpretation of these laws, she must suffer the consequences of various transgressions and imbalances in work-family relationships. An individual's upbringing plays a significant role in determining his attitude toward women. Every male child should be taught to respect and value women equally. Indian males should realize that women share a lot of their aspirations and dreams. Women should be treated in the same way as men in order to fulfill their desires.

REFERENCES

1. Ahmad, N. and Lahiri-Dutt, K., 2016. 'Engendering mining communities: examining the missing gender concerns in coal mining displacement and rehabilitation in India.' Gender, Technology and Development, 20(3), pp. 377-398.
2. Buss, D., Rutherford, B., Stewart, J. and Ocasio, K., 2016. 'Gender and artisanal and small-scale mining in Central and East Africa: barriers and benefits.' International Development Research Centre, pp. 1-40.
3. Chatterjee, B., Dutta, S., and Banerjee, P., 2018. 'Empowerment of women through mining: a case study from the Jharia coalfields, India.' Resources Policy, 58, pp. 8-15.



4. Dr. Neeru Garg, "Occupational Stress and Challenges Faced by Working Women in India", PARIPEX - INDIAN JOURNAL OF RESEARCH, ISSN - 2250-1991 Volume: 3 | Issue: 7 | July 2014
5. G. Delina and Dr. R. Prabhakara Raya, "A study on Work-Life Balance in Working Women", IRACST – International Journal of Commerce, Business and Management (IJCBM), ISSN: 2319–2828, Vol. 2, No.5, October 2013
6. Jenkins, K., 2014. 'Women, mining, and development: an emerging research agenda.' The Extractive Industries and Society, 1(2), pp. 329-339.
7. Keane, S., 2018. 'Challenging the male-dominated mining industry: women miners and policy change in Zambia.' The Extractive Industries and Society, 5(4), pp. 513-519.
8. Lahiri-Dutt, K., 2012. 'Digging women: towards a new agenda for feminist critiques of mining.' Gender, Place & Culture, 19(2), pp. 193-212.
9. Mr G.Shiva, "A Study on Work Family Balance and Challenges Faced By Working Women", IOSR Journal of Business and Management (IOSR-JBM) e ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 14, Issue 5 (Nov, Dec. 2013) PP 01-04
10. Muhammad Atif NAWAZ, Noreen AFZAL and Kiran Shezadi, "Problems of Formally Employed Women: A Case Study of Bahawalnagar Pakistan", Asian Journal of Empirical Research, 3(10)2013: 1291-1299
11. Ojedokun, U.A. and Oluyemi, O.F., 2021. 'Women in mining: examining the role of women in the Nigerian mining sector.' The Extractive Industries and Society, 8(2), pp. 517-526.
12. P. Ashok Kumar and DR. K. Sundar, "Problems Faced by Women Executives Working in Public Sector Banks in Puducherry" International Journal of Marketing, Financial Services & Management Research, ISSN 2277 3622, Vol.1 Issue 7, July 2012
13. Palaniappan, G., and Ramanigopal, C.S., (2012). A study on problem and prospects of women entrepreneurs with special reference to erode district. International Journal of Physical and Social Sciences, Vol.2, No.3, pp. 219-220.
14. S. Tikoo and Meenu, "Work Place Environmental Parameters and Occupational Health Problems in Women Construction Workers in India" Global Journal of Management and Business Studies. ISSN 2248-9878 Volume 3 Number 10 (2013), pp. 1119-1128
15. Zameer Ahmad Bhat, "Gender Bias and Socio-Economic Problems of Women in India", Abhinav National Monthly Refereed Journal of Research in Arts & Education, Online ISSN-2277-1182, Volume 3, Issue 4 (April, 2014)

