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EFFECT OF WOMEN'S EMPLOYMENT ON FAMILY LIFE

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ABSTRACT

A study was undertaken to assess the effect of women's employment on family life. The data was collected through survey with the help of a questionnaire. Keeping the objectives in view, hundred employed women were selected from Budgam district. The study highlighted that women's employment has constructive role on their families but at the same time it also affects their social life and creates burden on them.

Keywords: women empowerment, employment, family life

1. INTRODUCTION

According to the traditional notion, women were expected to perform household duties and it is for men to take care of other outside work. It was unbearable for women to work outside home. The social position of women has undergone a series of changes during the present century. Firstly, a woman has got admission to a variety of hitherto masculine jobs. Secondly, there is an endeavor of a growing number of women to combine family and employment. The social changes all-together, amounts to a gradual recapture of positions which were lost when women were squeezed out of economic process by industrial revolution. The dawn of modern era, brought social, political and economic consciousness and acquainted the people with concept of human rights, equality, fraternity, justice and democracy (Nangai,2002).

The role of women modified after the second world war, as females started entering in the labor force as bread earners to support their families due to economic pressures and to improve the life style of their living which changed the traditional image of male being the sole responsible for earning the livelihood for all family members. With the enhancement of this new role as bread earners, the responsibility also increased for the women as now they have to look after their work life also along with the family which makes it difficult for them to manage both responsibilities simultaneously. Although the conventional model of male bread winner started to modify but still the distribution of duties between men and women remains unchanged. As now women are sharing the responsibilities of men by entering in the work force but on the other side the duties performed by females are not being shared which is creating a conflict between their family and career life. With the amount of responsibilities added to the role of women, it has given rise to multiple challenges that they are facing in their daily life. Performing various tasks and playing different roles which includes; mother, wife, caregiver (for parents and elderly) and employee simultaneously becomes very difficult for women to fulfill. It is a challenge for women to give proper time and attention to children especially who are very demanding and under age of 13, husbands and maintain healthy relationship with other members of the family (parents, elderly) and to their work life for career progression. A balance between all these responsibilities is directly linked with the career performance as well as physical and mental well being of women. Female workers also have to face lots of social pressures which do not allow women to have late sittings at the work place for official matters or to visit places related to work. These restrictions are mostly raised by the members of the family which include; husband, in-laws, brother and parents which create hurdles in their career progression. The challenge for women is the career development and promotion in their professional lives. Senior position requires long hour's commitment, work related seminars, conferences, workshops and tours which make it difficult for women to participate due to family responsibilities. Also the fact that creates hurdles in women's progression is pregnancy and childbirth; because they have to take maternity leaves which results in missing out opportunities for promotion. Due to the challenges faced by women in their work life, it becomes difficult for them to maintain a balance between

their work life and family life. Therefore it leads to number of negative consequences, not only on the part of the individuals but organizations also have to face certain setbacks (Essay 2013).

The working women have dual responsibilities, they have to manage both family as well as office work which affects their life and family as a whole. The present study is intended to bring into focus the struggle and stress of working women and its effects on family environment and health, with following objectives:

- A). To know the effects of employment of women on the family as a whole.
- B). To assess the effects of women employment on the empowerment and emancipation of women.

2. REVIEW

Nye (1959) found that where mother was employed marital adjustment scores more frequently showed unhappiness and dissatisfaction. Kapur (1970) in his study has reported that husband's resentfulness against wife's being in job and wife's intolerance towards it and in-laws are unkind and inconsiderate in case of employed wives. Gove and Geerken (1977) observed that over the past two decades, women have increasingly combined paid employment with family roles. There is some evidence that this change has resulted in their better mental health. Jenkins (1982) reported that multiple role strain should be greatest for mothers of young children, fulltime workers and married women whose husbands contribute relatively little to household labor and childcare. Heavy job demands constitute another type of overload that may have harmful effects on health. The consequences of overload may include fatigue, increased risk for coronary heart disease and possibly a greater vulnerability to other physical and mental health risks associated with employment. Berkman *et al.* (1984) in their study found that the social support may be one important mediator, connecting paid employment to improved health for some women. Employment offers women an opportunity to increase the size of their social networks, which may, in turn, result in better health. Longitudinal studies have shown that social isolation and a lack of support predict early mortality depression and other indexes of physical and psychological dysfunction. Blumberg *et al.* (1988) reports that when women work, they gain greater power in decision-making regarding the use of household resources. Lennon & Rosenfield (1992) observed that the exposure to job stressors along with family demands has negative impact on mental health of women. Chakaraborty (1944) in her study found that employed housewives all over the world have to face problem of adjustment among their varied role expectations. They are required by their position to play a dual set of roles one as homemaker, wives and mothers and the other as employees. Being simultaneously confronted with the dual demand of home and work, they are liable to face adjustment problems. Manas & Mubeen (2011) have reported that working women encountered more problems at home and workplace. Schoen (2012) found that the women's employment does not destabilize happy marriages but increases the risk of disruption in unhappy marriages. Shiva (2013) revealed that the long-term exposure of workers to excessive work hours and high levels of work-to-family interference elevates women's risk of mental and physical health problems.

3. METHODOLOGY

For the purpose of this study a self designed questionnaire was prepared to collect information from the respondents. The sample was selected randomly from district Budgam. Size of sample was 100.

4. RESULTS AND DISCUSSION

Table 1: Children being neglected

Response	No .of Respondents	%age
Yes	56	56%
No	44	44%
Total	100	100%

Table.1 depicts that 56% of women feel that because of their working status their children get neglected, while as rest of the women disclosed that they do not neglect their children as they are able to balance their dual roles. The survey

further revealed that maximum women believe that employment of women has a direct impact on the psychological health of children.

Table 2: Affect on Mental & Physical Health of Women

Response	No. of Respondents	%age
Yes	68	68%
No	32	32%
Total	100	100%

Table.2 depicts that maximum (68%) of women feel that their employment status has a direct impact on their physical and mental health because they are overburdened all the time both at work place and at home. Lennon and Rosenfield (1992) also found that exposure to job stresses along with family demand has negative impact on mental health of women.

While as another study by Gove and Greeken (1977) revealed that over the past two decades, women have increasingly combined paid employment with family roles. There is some evidence that this change has resulted in their better mental health.

Table 3: Emancipation & Independence of Women

Response	No. of Respondents	%age
Yes	88	88%
No	12	12%
Total	100	100%

Table. 3 shows that a huge no. (88%) of women believe that employment of women has lead to their emancipation and independence. The survey further revealed that almost all of the women believe that because of their working status they have an increased role in the society which has added to their dignity. Blumberg et al. (1988) also found that when women work, they gain greater power in decision-making regarding the use of household resources.

Table 4: Women Employment is a Curse

Response	No. of Respondents	%age
Agree	10	10%
Disagree	90	90%
Total	100	100%

Table. 4 shows that a huge no. (90%) of employed women disagree with the view that women's employment is a curse, infact they believe that being employed has brought tremendous change in their economical and social status. They further disclosed that employment has lead to enthusiasm in general.

Table 5 Job Provides Satisfaction

Response	No. of Respondents	%age
Fully Satisfied	86	86%
Least Satisfied	11	11%
Not at all	3	3%
Total	100	100%

Table. 5 shows that maximum (86%) of women believe that being employed give them some kind of satisfaction. Only 3% of the women were of the view that job doesn't give any satisfaction. This study is contradictory with Nye's (1959) who reported that where mothers were employed marital adjustment scores more frequently showed unhappiness and dissatisfaction.

Table 6: Time Devoted to Family /Day

Time (in hours)	No. of Respondents	%age
2-3 hrs	11	11%
3-4 hrs	20	20%
4-5 hrs	62	62%
5-6 hrs	7	7%
Total	100	100%

Table.6 shows that more than half (62%) of the women think that an employed women has enough time (4-5hrs) to devote to her family. Eleven percent disclosed that they feel guilty because they are able to devote only 2-3 hrs to their family members.

Table 7: Difficult to Work with Males

Response	No. of Respondents	%age
Very much	6	6%
Little	22	22%
Not at all	72	72%
Total	100	100%

Table. 7 shows that most (72%) of the women think that it's not at all difficult to work with males. They further revealed that they are treated with dignity by their male co-workers. Six percent disclosed that they find it very difficult to work with males as they are often harassed by their male colleagues.

5. CONCLUSION

In conclusion we can say that women have constructive role in their families. Being employed gives satisfaction to them. Working status of women increase their role in society which has added to their dignity. Because of women's employment, children feel neglected sometimes which affects physical and psychological health of both women and children. It also affects their social life and creates burden on them.

6. RECOMMENDATIONS

- Increase in socialization and a time to time support from parents, husband in-laws will improve physical and psychological well being of women.
- To launch more and more employment programmes for women that will lead to empowerment of women.

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