

## WOMEN BALANCING WORK AND MOTHERHOOD - DESULTORY REFORM?

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"Feminism isn't about making women strong. Women are already strong. It's about changing the way the world perceives that strength." —G.D.

Anderson

*The remarkable idiosyncrasy of twentieth century is the emancipation of womanhood from the decrepit and the obsolete society. A human being's life is a mosaic or can be called a complex maze of interactions between three significant domains - the self, the family, and the work. Before the time of Mughals, Indian women were given a high status in the society where they were given all freedom to live the way they want but in 1398 when Amir Timur conquered India women were dragged out of their home without their will and pushed to do something's which they don't want to do and their status becomes mere a puppet of men, but for today Indian women have awakened from their past slumber. They are not painted pictures only to be kept in the four walls of the house. Today they play equally in the progress of their country. It is been said that the best role they can play is a mother. Motherhood huddle upon a woman the responsibility of raising a child. As a dutiful mother, she can make her children happy, healthy and a responsible citizens. This process also changes the way in which she is perceived in commonality and if that mother is a working mother also at her workplace then, which constrain her to take more than feasible allowance dilemmas, and job security can be at risk. A working mother, notably one who has the favorable fortune to be able to balance her work and home, enjoys the piquancy that a job or career provides. She develops the ability of raising a useful member of society and at the same time gains financial autonomy. Balance is ideal, however, instances of chaos between the domains from time to time come about. Ineffective balance causes a person to loss interest, satisfaction and commitment at work or at home*

In Today's time women are facing choices which their mothers never had to face, wherein the foremost cull is whether or not to go to work after conceiving a child. This was practically

hushed in 1950's, But during 1990's it is not whether the mother will or will not go to work, rather a question of when. When did the option become a set in stone? Some women do not give up work after kids because they are workaholic and schedules their life in a manner of without which it becomes tough for them to live. If they do not work, they feel that they are futile and lazy. Others may work to support the family financially and to make sure that the kids are pursuing an ideal environment to grow up and learn. However, this can get very hard if they have kids who are on mother feed or are too young to live on their own. Howbeit thinking of a working mother the cull that comes in mind is how things will be managed, will the mother be able to give sufficient time to bond with her child, will she be able to give her a healthy lifestyle, how did the household chores be divided and so on. There has been the division amongst the people as to the benefits and consequences of having women work outside of the home. While some believe that working are harming the family, at the same time when talking about working women two miniature comes to mind. One of which is paid employment that has a defensive and beneficial arbitrate effect. The women in now time receive a renewed interest in life as employment protects them against certain negative aspects of being full-time mistress of the house and mothers, such as repetitive housework, dependence on the male partner for financial and emotional support, increases self-esteem because they are subsidizing to the world they live in. The general mind set of the people refer such miniature as "atrocious" that is bad because it paints the women in such a character where she become someone who does not really cares about the effect of working will have on her child. In fact, most of these mothers have made this choice with painstaking care. They are constantly feeling what everyone is thinking, and this in turn causes undue stress on these mothers.

The other miniature of the working mother is the one most people think of wherein the people having demands of her –mother, housewife, and paid employee – which may lead to role stress due to fatigue and role overburden. There requirement becomes too high sometimes at a point that they demand of a women to be a mother that bakes the school brownies from scratch or hand-makes the costume for the school play and go outside the house and bring money into home for serving other household chores as well. The grappling demands of such roles may also lead to conflict and psychological stress. Both of these models or miniature can be seen in the working mother at any point of time. They are simply a fact of life, a by product of the world in which we live. They are invariably jumping back and forth in these roles, striving to find a sense of balance, but there is never a true sense of balance. Most of the time the scales

are tipped one way or another, I believe this is how the mothers survive. They live on the philosophy of “impossible” which itself spells, “I m possible. Women working outside the home coincidentally increase in increases with the divorce rates . Yet, it may be wrong to jump to any simple cause-and-effect conclusions. The buffet of a wife's work on divorce is no less cloudy than its impact on marriage decisions . The realization that she can be a better provider or home bacon may increase the chances that a working wife will choose divorce over an unsatisfactory marriage . But the reverse is equally plausible. Napoleon Bonaparte once remarked, “ that the word “impossible” is found only in the dictionary of fools. In this world, everything is possible on the basis of will power, dogged, determination, and sacrifice. If the scales were balanced, it would seem that they would either be cruel heartless women, simply concerned with their jobs, and caring less about their children. But this is not plainly the bin. It seems that the optimal situation is when the men helps around the house, play a role of a father as to alleviate some of the stress the mother feels from working and the ability for the mother to have a ductile schedule.

Females in comparison to male are rated low in case of stamina. When working day and night tiring is the common issue comes in ones health therefore Sexual relationships can also be quite strained in working mothers. Much of it can be hold responsible to lack of time and to fatigue, especially where both partners have long working hours ,which somewhere may affect the child too. When a women goes out of her house to work the very common problem plague is the health issue.<sup>1</sup> The *Better Health Channelon* the network, ratified by the Government of Australia, states some of the common issues that may concern working mothers<sup>2</sup>.Headmost in the thick of these are income difficulties. If the mother goes out for work, childcare support is essential and can be quite valuable and expensive. It may indeed offset the financial aid of both the parents working.

One of the leading problem women is siding in today’s time is the ‘second shift’ the one that entails all the housework and the raising of the family after spending the entire day at office. They built the vibes in themselves having no option in the matter, they need to put in this shift in order to be the “perfect” mother, because it is their responsibility. But why is it their responsibility? Why does the father feel it is his right to come home and relax, when the mother

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<sup>1</sup> Acc. To National Institute of child Health Human Development

<sup>2</sup> (Better Health Channel, 2008).

is busy fixing dinner, and disciplining children. There is nothing rootstock about being a Woman that could be termed as Superior or Inferior to Man. In order for the working mother to keep her prudence, the father needs to jump in and help with the chores that were earlier held by the homemaker. In today's time, the optimal homemaker is a fact of the past. Many women today desire careers and a place in this world. They want to stand on their own two feet, to become a self-sustaining individual, free of dependence on another individual where no matter how challenging their life can become at different stages of their life.

Child taking birth in a joint family held to be lucky ones. In many joint family systems, grandparents and other nonworking family members hit the bull's eye or can say fulfill the need for childcare, they take over the job of childcare when the mother is at work. Everything in the world is best off when it is cared for very carefully. I wish everyone would stop trying to deny this. It's barking up the wrong tree. This very important assistance (of readily available child support from the family members themselves) in joint families not only help in upbringing of a child but also recognizes that the working mother is an important member of the family, providing her the necessary support to be able to perform her dual role efficiently.

Unexpected sickness of children is a misfortune that can be difficult to handle. Child ill health and malnutrition can be tackled only through enhanced awareness generation and periodic monitoring of the health and nutritional status, There often is need to use and avail of unpaid leave and unexpected absences from work. Few employers would acknowledge the needs of sudden leave requirements in women with young children. Even if the both the members of the family are earning, it is still the woman who is expected to take care of a sick child.

The term structure of academia is uniquely incompatible with the biological clocks of working mothers, according to a new study, one of the first to examine the persistent "leak" of proficient or talented women from the pipeline that produces professors. Women who intent on becoming both scholars and mothers, the orchestrate of the tenure track could not be worse. Women when asked which profession will they would prefer specially when get marry no doubtfully choose academics . Professors have few set hours and can largely come and go as they please. The average female doctorate is awarded at 27, an age when many college-educated women are starting families. Tenure, a defining moment in a professor's career, is decided roughly seven years later, just as the parenting window is closing. When asked why would they choose this profession the answer came like because there will be flexible routine and you are sometimes

able to take some hour to watch your children perform in school play. There are a lot of parents where it is not possible. Because sometimes there are times when one have to give everything to the job. The number of women in academia has more than doubled in the past 20 years, and women are fast approaching parity . Working mothers who devote day and evening hours to parenting duties end up repaying the time at night and on weekends, feeling somewhat like perpetual graduate students. On the other hand accounting professionals , in particular, appear to evidence higher levels of emotional exhaustion relative to several other professions.

Although women have earned the number of degree and earned a good status at her workplace, there is a dearth of women who boost herself to top leadership roles. The career website Monster.com reports that the difficulty women face in breaking what's commonly referred to as the "glass ceiling"<sup>3</sup> often is traced to management's concern that an otherwise qualified woman will leave or drop her work to have a baby or focus on family issues. However, it could also mirror a woman's conscious desire or devotion to avoid high-risk, high-profile and high-paying roles.

After a recent study, roughly a Spouse at an average can work for around 14 and 15 hours weekly between the two groups while the average hours spent per week on house hold commitments for spouse or partner was 17 versus 16 hours. A working Mother's satisfaction with balancing work and home commitments depends upon the number of the children may contribute. Of those respondents reporting the number of children, 96.34 percent having four or fewer children. Although some respondents reported having as many as 10 children, the mean number of children was two. The Bureau of Labor Statistics, stated that women earn approximately 80 cents for every dollar that a man earns performing the same role. It seems incredible that, in our modern world, such unfairness in pay for male and female workers can exist. The discrepancy perhaps lies in family responsibilities and job choice. It is been noticed that that job choice and family responsibilities have heavily impact on pay differences between men and women. Mothers tend to choose lower-paying jobs that will not, no matter how hard they work, pay as much as the jobs men typically choose.

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<sup>3</sup> Glass ceiling" is also a form of gender discrimination and is often attributed to management's concern that another wise qualified woman will leave work to have a baby or focus on family issues.

Working mothers have the competence to work out with others to extend to within ourselves. They need to be able to ask themselves what they want, and how they are going to get it. Through this intramural dialogue of negotiation, hopefully will come the realization that they can “do it all, and that perhaps they may have to ask for help and or to pass on some tasks to someone else. They try to do everything, but sometimes, its OK to ask for help. One Of the major alteration that endure between domiciliary or household headed by women and those of married couples, distinctions based on income are easiest to quantify . Poverty haunts only 1 of 19 husband-wife families and 1 of 9 families maintained by men, but about 1 of 3 families headed by women live in destitution.

A very common question comes in ones mind what impact will be on child whose mother is working A stay at home mom who is unhappy with her life cannot be a positive influence in her kids’ lives. A working mother with some impression of accomplishment and vindication can serve as a [good role model for her kids](#). Children become strong enough to face certain challenges and can get inspired to pursue their dreams and ambition. Mothers who effectively govern or manage work and family can in still good work ethic into their kids. They could especially help their daughters break stereotypes and work for whatever they wish to accomplish in life. The most important factors of a child’s improvement or development and well-being are the mother’s sense of fulfillment and [quality of time spent together](#).

Working mother need to maintain the healthier relationship between their husband compare to mother staying at home. After a long working hours should have meal together at least, this may lay a very good impact on children. She should step up in the world of good management which means, A medley of sterling qualities such as well- nurtured dream or an ideal to go for the best or become the best , flair for the relationship with others, equanimity that is not disturbed by success or setback , never indulging in paroxysm of anger, patience , totally different from the ordinary multitudes.

The squabble for and against working mothers are valid in many ways. However, I feel that mothers who work bring much more to their families and their relationships than mothers who stay at home. In both cases mothers are doing only what they feel is prime and best for themselves and their families, but when talking about the overall benefits, working mothers bring a lot to the family from an extra income in the family till the teaching of a good work ethic. When the mother concede the idea of working and raising a family, there are things which

need to be considered. Conflict between a person's responsibility and family obligations can significantly impact all aspects of the individual's life, therefore the responsibilities need to be divided evenly so as to alleviate the stress that will evolve due to all the changes., Mothers have a unique trait "the drive to do it all and do it well". According to the European labor relations observatory, many women find balancing there responsibilities of their chosen profession with traditionally female- oriented duties required at home challenging for which understanding is the foremost requirement for the psychological well being. A child's care cannot be sacrificed in order to benefit themselves. Being a full-time working mother can lead to feelings of guilt and stress because of divided attention between work and family, The peril or the danger muddled is that the mothers could feel so guilty in working that they feel that they are abandoning their child to the caregivers that they are in contact with daily, here the key is to focus on a plan, get organized, and find the right balance between profession and parenthood. It's no small feat to incise out a life that balances all of your many needs and encumbrance yet doesn't make you feel like you've turned into a mouse perpetually running on a wheel. The mothers need a foothold structure in order to survive the roller coaster involved when they go back to work. Nowadays technology is the very valuable thing in ones life if a mother is working, technology can be helpful. "For instance, it enables you to be at your kid's basketball game and still be able to check for important e-mails from your boss. Part -time jobs may be another solution which working women can consider today in order to balance child-care and their financial obligations. " Not surprisingly given their child-care and other family obligations, women hold the majority of part-time jobs. All these factors are taken into consideration, the transition to working mother will be that much easier for the entire family and the child will not suffer.