The study 'Women in Profession' focused on three aspects of the life of women professionals. The first part focused on the socio-economic background of the doctors and lawyers to understand the accessibility and the likelihood of their success. The second part focused on the workplace culture in order to know their problems and prospects and the third part focused on domestic culture i.e., how conducive is the home environment for careers in professions.

The socio-economic background revealed that both the doctors and lawyers came from upper middle classes, they came from large families with majority of the educated members. There was also presence of some professional members in their families. As far as the selection of the profession was concerned they were well groomed for careers in their respective professions. They received cooperation and encouragement from their parents and other family members. Their social background was quite suitable for professional careers.

There was a traditional approach in the selection of life partners. They all married persons of same caste and religion. This traditional pattern had an important bearing.
on the future life of these doctors.

The 'work culture', of these professionals revealed that both the lawyers and doctors find their male colleague to accept women's progress difficult. There is professional jealousy regarding efficiency of work. Even though, sometimes, women performed better than men they tried to maintain their superiority. One of the advocate's said that she is receiving obscene telephone calls from men.

Women professional working with greater devotion and at a higher cost yet they are experiencing sex discrimination. The lawyers are experiencing discrimination in the delegation of difficult and challenging tasks. In the appointment of legal commissions men are given priority. The general belief that legal profession is meant for men and not women. Women join legal profession for glamour and that there is no seriousness involved on their part. Clients have less faith and are not willing to pay the same amount of fees to the lady advocate as they would pay men. In the medical field also until recently surgery was thought to be the male domain and women were rarely selected for this specialization. At work place, especially the lawyers are facing more problems than doctors because of their sex. Though women are given opportunity to work not much chance is given to them to prove themselves as an eminent lawyer in the field of their
qualification. Inspite of working double the amount and being sore regular than their Male counter parts they have to face criticism which is more often negative. The general atmosphere is quite contrary to their nature. They try to adjust but feel that inspite of working the whole day the returns are not worth the effort. Their work is not recognized by their seniors. They are paid less and have financial and conveyance problem.

On scrutiny of the problem of these professionals, one fact clearly emerged that doctors, as compared to lawyers, were in good control of their professional work and were at par with men in their organisation and sometimes performed better than the male doctors. The difference could be because of the late entry of women in law field. Another difference is doctors have longer period of institutional training and more intense curriculum than the lawyers.

As far as the role commitment is concerned it is good among the lawyers and doctors. They are postponing household work in favour of professional duties.

Regarding professional productivity ninety percent of both doctors and lawyers subscribe to professional literature, many of them have written, published and presented papers at the conferences, and majority of them are also members of professional bodies.
This study clearly revealed that the value system of the society has an important bearing on the life and working of the doctors and the lawyers. The expanded set of roles is placing them under excessive stress and strain leading to many problems. Those women who are Married are suffering from inconsistent and conflicting expectations from family Members. Their family responsibilities and lack of alternative arrangements to relieve them from the drudgery of household work was affecting their work performance. As the case of the lawyers indicated that those lawyers who are not married and had not much domestic responsibilities had better work performance and achievement. Since they were staying with their parents and had conducive home environment they were undergoing less physical and mental strain. Those married were subjected to extra work pressure and even mental torture as the case of Dr. Devi would indicate. Her son while playing had fallen down and was injured in her absence. After giving medical treatment within few days he recovered. Taking the pretext of this incident her family members made her a victim of taunts and displeasure. (Case Study Number 18)

The traditional expectation of woman with regard to duties at home remained unchanged. The man of the house in majority of the cases remained indifferent and aloof. They did not seem to understand the seriousness required for persuasion of professional careers. The in—laws wanted them to live in a
pre-cast would set by them. They did not try to make things easy for them. They were still trying to control them by the ideology of femininity. They expected them to personally attend to household chores. Majority of the women did the household work and left for work and later in the evening they again resumed household duties. Most of the were making great personal sacrifice by sincerely serving their home and profession, yet it was discovered that these women professionals were harbouring many guilt feelings of neglecting work which was affecting their well being. They were having problems of time constraints and were enjoying no social life leading to many emotional problems. When they were emotionally upset many of the respondents said that they resorted to drugs for getting sleep and were seeking refuge in spiritualism.

The education and employment of women has placed them in vulnerable position because change with regard to personal emancipation of women has occurred but corresponding change with regard to norms, values and expectations have not much occurred. There is a lag between the two affecting professional women adversely. One of the lady doctor's said that because of excessive tensions and work pressures, at young age they are having appearance of old and are more prone to diseases than their counterparts who do not work outside home (Case Study number 3).
As far as the role commitment on the part of the doctors and lawyers was seen it was excellent. They were trying their best to fulfill their double responsibility at the cost of their health and leisure. Their role as wife and mother was given top priority agreeing with Parsons (1951) that the important role of the lady of the house is the socialization of the young into the normative pattern of the society.

The obvious question which arises is, why are these professionals women bowing down to the wishes of those at home. Why should they submit to the unreasonable demands and bear the brunt of excessive work pressure. Although these women were aware of their painful plight yet they were not protesting because they said that the time was not ripe as majority of the population are drowned deep in the patriarchal ideology and the feminine ideology of sacrifice and self denial. These professionals form a small section of alienated group with the development of the consciousness different from the general population and their variant behaviour may not be well received by the society at large. As the professionals themselves said that what cannot be cured has to be endured.

There is excessive compliance behaviour on their part because of the cultural tradition of society and the socialization of women who inspite of being excellent professionals are
compromising housewives. They are still dressed in the cultural garb of womanhood. Few of the doctors and lawyers believed that women are basically weak and long hours of work and journey affect their work performance, and that domestic roles of women are important and should be given top priority (agreeing with some of the anthropological theories mentioned earlier). But here if the conditions of work of men and women are analyzed we will realize that, first of all, men were concentrating only on their careers, secondly, their domestic needs were taken care of by the women of their house. Thirdly, they had their own conveyance which was absent in the case of these professional women.

The general analysis of the opinion given by the professionals regarding the life of the working woman in India revealed that their life is of continuous struggle as they said it is not the bed of roses but of thorns. Another important need felt by them was that they all craved for cooperation and encouragement from important quarters - meaning their family members and those at work place. Regarding the broader society they said that people expect too much from educated ladies. They expect excellence in all fields including household work. They hardly realize that even though they are capable of good work practically it is not possible (Dr. Remma — Case study number 14).
Thus it could be concluded by saying that women professionals are patiently serving heart and soul at work place as well as at home.