CHAPTER 1
INTRODUCTION

1.1 Introduction

Women play an active role in the economic development of their country. Earlier their role was only limited to household activities. The present educational and infrastructural facilities have encouraged women to occupy prominent positions in the corporate world. The current global competitive conditions have made the corporate companies to formulate various welfare policies suitable for women in order to grab the untapped potential of the women workforce. Many women are opting for jobs in order to build a good career and give financial support to their families. To lead a comfortable living and self-satisfaction, women are working hard to get a balance between their personal and work life. The support from their spouse, parents, children, supervisors, friends, and peer group will help them in gaining the balance between paid and unpaid responsibilities. The Work Life balance (WLB) practices raise their job satisfaction and job performance and to enjoy family life.

1.2 Societal Frame work of women

The status of women in India has been subject to many great changes over the past few millennia. From equal status with men in ancient times through the low points of the medieval period to the promotion of equal rights by many reformers, the history of women in India has been eventful. In modern India, women have adorned high offices in India including that of the President, Prime minister, Speaker of the Lok Sabha and Leader of the Opposition. As on since 2011, the President of India, the Speaker of the Lok Sabha and the Leader of the Opposition in Lok Sabha (Lower House of the parliament) were women. However, women in India generally are still exposed to numerous social issues. According to a global study conducted by Thomson Reuters, India is the "fourth most dangerous country" in the world for women.

According to studies, women enjoyed equal status and rights during the early Vedic period however, later (approximately 500 B.C.), the status of women began to decline
with the Smritis (esp. Manusmriti) and with the Islamic invasion of Babur and the Mughal empire and later Christianity curtailing women's freedom and rights.

Although reformatory movements such as Jainism allowed women to be admitted to the religious order, by and large, the women in India faced confinement and restrictions. The practice of child marriages is believed to have started from around sixth century.

The Indian woman's position in the society further deteriorated during the medieval period when Sati among some communities, child marriages and a ban on widow remarriages became part of social life among some communities in India. The Muslim conquest in the Indian subcontinent brought the purdah practice in the Indian society. Among the Rajputs of Rajasthan, the Jauhar was practised. In some parts of India, the Devadasis or the temple women were sexually exploited. Polygamy was widely practised especially among Hindu Kshatriya rulers. In many Muslim families, women were restricted to Zenana areas.

In spite of these conditions, some women excelled in the fields of politics, literature, education and religion. Razia Sultana became the only woman monarch to have ever ruled Delhi. The Gond queen Durgavati ruled for fifteen years, before she lost her life in a battle with Mughal emperor Akbar's general Asaf Khan in 1564. Chand Bibi defended Ahmednagar against the mighty Mughal forces of Akbar in 1590s. Jehangir's wife Nur Jehan effectively wielded imperial power and was recognized as the real force behind the Mughal throne. The Mughal princesses Jahanara and Zebunnissa were well-known poets, and also influenced the ruling administration. Shivaji's mother, Jijabai was deputed as queen regent, because of her ability as a warrior and an administrator. In South India, many women administered villages, towns, divisions and heralded social and religious institutions.

The Bhakti movements tried to restore women's status and questioned some of the forms of oppression. Mirabai, a female saint-poet, was one of the most important Bhakti movement figures. Some other female saint-poets from this period include Akka Mahadevi, Rami Janabai and Lal Ded. Bhakti sects within Hinduism such as the Mahanubhav, Varkari and many others were principle movements within the Hindu fold to openly advocate social justice and equality between men and women.
Shortly after the Bhakti movement, Guru Nanak, the first Guru of Sikhs also preached the message of equality between men and women. He advocated that women be allowed to lead religious assemblies; to perform and lead congregational hymn singing called Kirtan or Bhajan; become members of religious management committees; to lead armies on the battlefield; have equality in marriage, and equality in Amrit (Baptism). Other Sikh Gurus also preached against the discrimination against women.

1.3 Status of women after Independence

Women in India now participate in all activities such as education, sports, politics, media, art and culture, service sectors, science and technology, etc. Indira Gandhi, who served as Prime Minister of India for an aggregate period of fifteen years is the world's longest serving woman Prime Minister.[26]

The Constitution of India guarantees to all Indian women equality (Article 14), no discrimination by the State (Article 15(1)), equality of opportunity (Article 16), equal pay for equal work (Article 39(d)). In addition, it allows special provisions to be made by the State in favour of women and children (Article 15(3)), renounces practices derogatory to the dignity of women (Article 51(A) (e)), and also allows for provisions to be made by the State for securing just and humane conditions of work and for maternity relief. (Article 42).

The feminist activism in India picked up momentum during later 1970s. One of the first national level issues that brought the women's groups together was the Mathura rape case. The acquittal of policemen accused of raping a young girl Mathura in a police station, led to a wide-scale protests in 1979–1980. The protests were widely covered in the national media, and forced the Government to amend the Evidence Act, the Criminal Procedure Code and the Indian Penal Code and introduce the category of custodial rape. Female activists united over issues such as female infanticide, gender bias, women health, and female literacy.

Since alcoholism is often associated with violence against women in India, many women groups launched anti-liquor campaigns in Andhra Pradesh, Himachal Pradesh, Haryana, Orissa, Madhya Pradesh and other states.[27] Many Indian Muslim women have questioned the fundamental leaders’ interpretation of women's rights under the Shariat law and have criticized the triple talaq system.
In 1990s, grants from foreign donor agencies enabled the formation of new women-oriented NGOs. Self-help groups and NGOs such as Self Employed Women's Association (SEWA) have played a major role in women's rights in India. Many women have emerged as leaders of local movements. For example, Medha Patkar of the Narmada Bachao Andolan.

The Government of India declared 2001 as the Year of Women's Empowerment (Swashakti). The National Policy For The Empowerment Of Women came was passed in 2001.

In 2006, the case of a Muslim rape victim called Imrana was highlighted in the media. Imrana was raped by her father-in-law. The pronouncement of some Muslim clerics that Imrana should marry her father-in-law led to widespread protests and finally Imrana's father-in-law was given a prison term of 10 years, The verdict was welcomed by many women's groups and the All India Muslim Personal Law Board.

In 2010 March 9, one day after International Women's day, Rajyasabha passed Women's Reservation Bill, ensuring 33% reservation to women in Parliament and state legislative bodies.

### 1.4 Working Mothers Empowers Children

Working mothers have been proved to be beneficial for a child's cognitive development after the first year of a child's life (Sailor, 2012). A study showed when mothers worked during the earlier years of a child's life, there were negative effects on a child's thinking and behaviour due to the child not developing a proper attachment to their mother during the developmental stage of attachment (Sailor, 2012). If a mother is present during the first year of life, studies show a mothers job doesn't have negative effects on her child (Sailor, 2012). Children with employed mothers are found to have higher cognitive scores (Sailor, 2012) and receive higher test score than children with nonworking mothers on language, reading and math (Hoffman, 1998). Studies also find that boys and girls are affected differently by a mothers employment. Girls are shown to be less affected by a mothers employment. They appear to have more beneficial results through a mothers employment and to the alternate child care (Sailor, 2012). Studies also find that daughters of working mothers have an overall better achievement in academics, their career and commitment to their work (Hoffman, 1998). Boys on the other hand did better if the mothers care was
replaced by a grandmother or close relative (Sailor, 2012). A mother's employment can also dictate what type of school the child goes to. Children with both parents working may have a financial advantage. Having more than one income in the household may allow the child to go to better school than children whose parents only have one source of income (Mann, 2012) Also when a mother is working, they usually send their kids to daycare. This insinuation is beneficial to a child because it builds socialization skills (Mann, 2012) Therefore a mother's employment through research proves to be a positive

Working women does dual rule in office and home She plays a major role in development of children and contribute an important part in the upgradation of the family. The main role in child development is:

1. **Smart children:** The children of working mothers become smart and active as compared to the children of non-working mothers. This is because of the fact that the mothers being working have to move out of the house leaving all the household chores intact, the children behind understand their responsibilities and manages to do all their tasks without being dependent on others thus become smart and active enough.

2. **Independent:** The children become independent as they don’t find their mother at home all day long and thus they are left with no other option than doing their homework, breakfast, packing bags for school, preparing uniforms and all such things of their own. Doing all those little tasks that a child can do on his own makes him independent and responsible. He or she no longer depend on others for their work and become co-operative to their mothers.

3. **Inculcate good habits:** The working mothers are now a day helped by their spouse in household chores after returning from work. By seeing the fathers being a helping hand to mothers, children learn good habits and inculcate manners of helping others as well as their mothers, thus in this way good habits are inculcated in them.

4. **Mothers shower more love:** The mothers who are working ought to remain away from home and their children for long hours and could not devote quality time with them. But the other way is good as well as when mothers are back from work and spend less time with their kids; they show all their love and affection for them. So this is also one of the advantages of being a working mother.
5. **Financial help:** A working mother also adds to advantage of helping the family financially. It is beneficial as a woman becomes a helping hand to the husband in terms of money. This way family runs in a very smooth way without any financial difficulty and the kids also get the best as parents are able to afford due to a good income level.

6. **Kids get all facilities:** The woman when works, will be able to help her spouse in money matters. This further helps in giving their children’s world class facilities as they are not short of money in any way. This way the kids get the best of all things. The kids are able to join extra classes and other activities also. In this way they become intelligent and spontaneous in their working. Those children stand different than the children of the non working mothers.

7. **An inspiration for kids:** The mothers when work, become an inspiration for their kids as they look up to their mom and say that they aspire to be like their moms in the near future. Working moms not only work but also look after their children without any difficulty. So such kids need to look at others for an inspiration, but they get to see an inspiration at home only. This way, they also learn to do hard work in their life.

8. **Life becomes exciting:** Non-working mothers remain at home and are not more outgoing. This way they are not able to have or expand their friend circle, but the working mothers are able to do so and take their children out for outing whenever gets time. This way the children also learn socializing, communicating and behaving in front of others.

9. **Good standard of living:** A person can give his or her family high standard of living as the financial problem does not arise. The kids also live the life in a healthy and comfortable manner as all the comforts are provided by mom and dad. This is not exactly the case with non-working woman and their kids might remain aloof of all pleasures and comforts the children need in today’s era.

10. **No dependence on husband:** The working woman does not have to depend on husband for money or any other thing. She becomes independent and earn her own without relying on a husband. She is able to fulfil all her wants and needs without being accountable to anyone in the family.
1.5 Purpose of the study

Globalization and Technological Change has Affected the Gender Equality enriching opportunities for women employment which is sometimes surprising. The IT–enabled services sector in India, provides direct employment to three million people and indirect employment to 10 million, many of them are young women. Because of the nature of the job-desk-bound, predictable hours on large well-controlled campuses- even conservative parents are supportive of these jobs for their daughters.

Technology and internet connectivity have opened up other options for women as well. “In a country where far less than 10 percent of the jobs are in the formal sector women’s chances of having a shot at ‘regular jobs’ is very poor, so technology has enabled them to start and sustain businesses without huge investments is a boon. The Indian government has set up an online marketplace, Mahila e-haat, that enables small female entrepreneurs to connect directly with consumers. Technology also allows for remote working, which expands women’s options. Women who work far from home, the declining cost of mobile phones means a cheaper lifeline to their children at home. “Their use of the phone as a method of emotionally bonding with and monitoring the safety of their children is huge

In a country like India with no organized day care and with increasing nuclear families, providing a module to have Work Life balance will enable a lot more educated white-collar women and others to participate in the workplace and not be forced to drop out on account of child-rearing.

1.6 Objectives of Study

The research study was initiated with the following objectives:

1. To identify that Empowerment of Women through Education & Employment will lead to empowerment of Family & the society.
2. To find that working women when exerting mentally and physically whether enriches her ability to perceive things in a prospective attitude.
3. To find that how working women should manage her time & resources to give the best for socialization & Career Prospects of a child.
4. To find out the areas in child rearing where a working mother must be sensitive & be conscious to avoid dangers.
5. To identity that whether working mothers are transmitting their stress of Workload on their children. If yes then to identify the remedies available for a happy family life.

6. To develop a frame of a Model working mother so that the coming generation could adopt them for a better living.

1.7 Research Methodology for the study

The research methodology used for study is quantitative analysis

Quantitative Research Approach

Quantitative methods are used for objective measurements and the statistical analysis of data collected through polls, questionnaires, and surveys etc. Quantitative research focuses on gathering numerical data and generalizing it across groups of people or to explain a particular phenomenon. Quantitative research works in numbers, logic, and its objective. It focuses on numeric and unchanging data for connecting reasoning rather than deviating reasoning.

Quantitative research designs are either descriptive that is subjects usually measured once or experimental that is subjects measured before and after a treatment.

Quantitative research deals in numbers, logic, and an objective stance. Quantitative research focuses on numeric and unchanging data and detailed, convergent reasoning rather than divergent reasoning.

Before designing a quantitative research study, one must decide whether it will be descriptive or experimental as it will decide how to gather, analyze, and interpret the data. A descriptive study is governed by the following rules:

- Subjects are generally measured once;
- The intention is to only establish associations between variables;
- Study may include a sample population of hundreds or thousands of subjects to ensure that a valid estimate of a generalized relationship between variables has been obtained.

An experimental design includes subjects measured before and after a particular treatment, the sample population may be very small and purposefully chosen, and it is intended to establish causality between variables.
Quantitative research uses numbers to test hypotheses and make predictions and finally provide description regarding an event by using figures. Researcher has the opportunity to use advanced and powerful statistical tests to ensure that the results have a statistical relationship, and are not just a mere observation.

Strength of quantitative methods is to remove a certain level of biasness by examining numbers. When a specific subject is studied a specific variable is defined and then it leads to the results which can be applied to larger populations.

Trochim and Land (1982) defined quantitative research design as the glue that holds the research project together. A design is used to structure the research, to show how all of the major parts of the research project—the samples or groups, measures, treatments or programs, and methods of assignment—work together to try to address the central research questions.

1.8 Population for the study

The data has been collected through distribution of 200 questionnaire to Working women of Bhopal District, Madhya Pradesh who are working in following sectors:

1. Banking Sector  
2. Insurance Sector  
3. Health Sector  
4. Education Sector- School & Colleges  
5. Govt & Govt undertaking  
6. Multi National Companies  
7. Private Sector  
Out of which 158 working women have furnished information.

1.9 Research Instrument

The research Instrument was questionnaire which developed in 5 sections namely

- General Information ie Demography, Attributes & culture of sampled women.  
- Conception stage of child( period in mothers womb)  
- Stage I-Children 1 month to 2 yrs(period of observation & copying )  
- STAGE II CHILDREN ABOVE 2 YRS TO 7 YRS (PERIOD OF CHARACTER BUILDING stage
- Stage III  Children above 7 yrs to 14 yrs (period of mental & physical growth)
- Stage IV -Children above 14 yrs to 23 yrs (period of teenage age)

1.10 Data Analysis

Data was collected and quantitative analysis was done with achieving frequency and further developed into pie diagram showing percentages Finding have been interpreted with present scenario of working women and their experiences in their daily life.

1.11 Conclusion

The chapter gives a brief overview of the subject under study and gives a preview of working women in India, their contribution to the family and in large the society. The study gives the attributes & behaviour a working women must have in different stages of child development.