Indian woman has a multifaceted personality. She is the centre around which the whole world revolves. She is hard working and works with dedication. She shares most of the duties and responsibilities of her family. She strongly influence the moral, social and creative development of her children. She is dutiful and housekeeping, childrearing, assisting in agriculture and in industry.

But we are treating them as second class citizens. Oppression, rape, humiliation, disrespect are rewards for women. We are torturing women from cradle to grave.

To quote Dillip kaur, Tiwana, 2012 in this context, “when she takes birth, you become gloomy, when sits back home, you call her crazy, when she marries you, you burn her; but can you live without her?”

Rather than accepting the fact that a woman always adds some worth to the existence of a man the patriarchy made woman working only for men. Her life is confined to the limitations decided by the men in her life. Each and every decisions of her life, her birth, her education, her clothes, her marriage, her child, her income and even her expenses are taken and granted either by her father, brother or her husband or sometimes by her son.

So, what a woman should do and what she should not do is always decided by a non-woman characters who have taken birth by her womb only.
In 21st century the scenario is changing, as the status of women also. Traditionally women were dedicated to their “Ghar” and “Var” only. But now they have accepted one additional responsibility of dedication towards her “Sir” also. The only difference is that she is now not confined to four walls only but coming out of four walls she has burdened herself with the responsibility of eight walls. i.e dual responsibility of her home as well as office also. Earlier she was only a full time unpaid worker at home now she is also a paid employees/worker and given herself a new identity as Working Woman / Woman Employee.

In spite of technology and other modern conveniences woman today have less time, get less sleep and are more stressed than they were a decade ago. They encounter the vast complexities of the socio-economic, technological, cultural, social and in the familial environment.

Today irrespective of their social classes, women have accepted additional role apart from their traditional roles in the family and the society. The rapid pace of life today and everyone’s expectations leads the woman to tolerate the more pressure than ever before Traditionally Women are primarily associated with the home and man. In addition to their additional challenging roles, many of these women must also perform several roles in their families. These roles include being a spouse, caretaker and parent; managing daily household chores; and providing services to the community and society. Women also must take care of their own health and other personal activities, which are often neglected because of role overload as well as time limitations. All of these situations lead to the absence of balance between her personal and professional life and manifestation of many Work Life Balance issues.
In this study the attempt made by the researcher tried to throw a light on the topic of the Impact of Socio-Economic variables on Work life Balance of Women employees of selected cities of Gujarat State. And for this purpose various areas related to the subject has been identified and studied by the researcher. The summary of the research study is as follows:

Chapter 1 includes introduction about the topic, the changing role of women employees, the problem faced by women employees, Women Employment in India, Women Employment in Gujarat.

Chapter 2 provides an idea about the conceptual framework of work life balance, Evolution, Definition of the Work life balance, work life pyramid, factors affecting work life balance, importance, benefits and barriers to work life balance etc.

Chapter 3 reviews different literature on concept of work life balance.

Chapter 4 consist research methodology of the research study like objectives, significance, sample size, sampling unit, research design, tools for data collection, methods for data analysis, hypothesis, limitation of the research study etc.

Chapter 5 is about the data analysis and interpretation of the various data collected through the questionnaire through the application of the statistical tools life percentage and frequency distribution, factor analysis, cross tabulation analysis and chi-square test for hypothesis testing etc.

Chapter 6 gives an overall idea about the major findings, suggestions and conclusion of the research study.