CHAPTER VII

PROFILE OF PROFESSIONAL CAREER

Individual achievements have to be studied in relation to the social and personal environment in which they work and develop the motivation and operate. As it is always the individual, who acts upon and reacts to a particular situation or environment, he or she has to be understood properly in order to study all the dimensions of career of the professional women. One cannot understand the actual situation of professional women unless one studies what exactly happens in the work and family life of professional women. So in order to understand and analyse it (completely) one has to study the entire chain of events in the lives of persons under study right from childhood onwards, and this can be done only through studying their cases in detail. And it was in this attempt to gain a deeper and a wider understanding of the influence of the various factors on achievement of career or failure in the lives of the professional women a number of specific cases of professional women were studied in their totality.

The cases of women professional were selected from different categories were 12 in number 4 from each three categories of profession, presenting different dimensions and variety as much as possible. This
was done specially to analyze what particular issues are related to the career and achievement of professional women.

For obvious reasons, their names have not been mentioned. However, if necessary, the possibility of identification of the respondent concerned, are possible, the facts and statements contained in the case studies have been truthfully recorded as reported by the respondents.

Case Study No-1

**Role conflict and occupational hazard:**

This case is representative of that category of women who are in their profession before getting marriage and who continue to be in profession after their marriage and childbirth. Even though husband and wife are from different cultural and linguistic background, higher education and job satisfaction has made them happy and she has become the achiever as the pathfinder of nontraditional profession like Engineering.

Thirty-eight years old Mrs. C.B., is smart and good looking. Her behavior is very cordial, but professional too. She belongs to Boro-Kachari tribe and is the first lady Engineer from their community.

Mrs. C.B belonged to a well to do family. Her father was in State Government service in the rank of ACS-1. Mrs. C.B was the eldest of her parent's three children – two daughters and one son. All of them were brought up in very liberal environment. Mrs. C.B. stated, “I never felt any discriminating attitude of my parents, related to our education or in any other situation.” She added that she enjoyed freedom to move
about and was treated as individual having her own view and looking at things. But her father was very much concerned about the education of the children.

Mrs. C.B.'S academic career was very strong from the very childhood. She was a brilliant student. Regarding the selection of branch of education, she was attracted by the glamour of the profession and as there was not a single lady engineer from their community, she selected Engineering branch and got admitted in Assam engineering College. She passed B.E. in 1990 with a record of 74 percent marks.

After passing B.E. she wanted immediately to settle down in the profession but unfortunately, she had to wait for 1 year to get a job suitable for her. During this period she became frustrated for some time.

She got the job in 1992. Her first appointment was in the Department of P.W.D, building division, Dhubri and almost for 6 years, she remained in the same rank. She was promoted to A.E.E. rank on 1999 and appointed as AEE (T/C) at P.W.D, Building Division, Dhubri. She remained in the same rank for 6 years and on 7-02-06, she was transferred from Dhubri with promotion and joined Abhyapuri construction Division (N.H). At present she is working there.

When Mrs. C.B. was in service, she came close to a man who belonged to same profession. But he was not from of her community. He was an Assamese-speaking Engineer. He was also working under P.W.D. as A.E.E. Both of them were in same rank with almost the same salary. They fell in love with each other and their financial independence, enlightenment and broad mindedness helped to take the decision to get married. Mr. C.B. was also born and brought up in a well
to do family. His father was in State Government Service and his mother was a housewife. Mr. C.B. was the only son and had four sisters.

In her initial stage of marriage, she faced problems to adjust with the in-laws. Mrs. CB’s family was comparatively richer and broader in outlook than that of Mr. CB’s. More over being the only daughter-in-law; they had some expectations, which she found difficult to fulfil by her. She was unable to stay with her mother in-law in that rural area due to her professional duties. Mrs. C. B. tried to adjust with them, though it was difficult for her. Ultimately, after the long battle, in-laws realized the situation and became sympathetic and considerate to her. Thus, after few years of her marriage she became happy with her in-laws and was able to concentrate properly in her professional duties.

She got married at the age of 26 and gave birth to a daughter after 3 yrs of their marriage.

While talking about her husband, she has not mentioned any problem with the relation. He was very co-operative and friendly to her and helped her in domestic matters, such as cooking, ironing and some other thing whenever necessary. She said ‘He was very expert in childcare also. He was not at all demanding and did not demand care as his right. He appreciated her efficiency in running the household, and looking after him and the children. He helped her in looking after the children whenever help was required.

Regarding her professional life she mentioned some problem. In the initial stage of her professional life, the colleagues and bosses were a bit suspicious about her performance. Even the fourth grade employees also treated her to be inferior to the male colleague and sometimes commented that this type of job was not suitable for women.
She had to prove herself in such a situation. In comparison to the male colleagues, she had to give more time, energy and hard work to establish her efficiency. Now it has been proved and Mrs. C. B has been regarded as one of the best engineers of that area.

Mrs. C.B stated, "In our profession it is better if husband and wife belong to same profession. We can understand each other's problem and nature of work." She added "though we can not live together always because of our posting in different places, but whenever possible and posts are available, we try to be posted in the same location."

She mentioned some problem related to workplace situation. All the offices are mostly constructed thinking for the male only. In my office there was no separate sitting arrangement or toilet, facilities adequate for women. But for my male Boss' he had a separate toilet. I told my Boss as long as no toilet facilities will be provided for me I will use his toilet or leave the office before schedule time."—

Sometimes she becomes irritated at the behavior of some of her seniors. "She added in our profession there can't be strict office hour, but it also can't be accepted that the boss will invite me at late hours to discuss matters in the car or his own apartment and after that drop at my house."

In such situations, she became very much conscious and whenever she felt it necessary discussed the matter with her husband..

When she was asked about the role conflict as a professional and a mother, she said, "I find it difficult, to combine the dual duties because both the family and organization demanded time at the initial stage when
the child was very young. Now she is grown up and I am free to concentrate on my profession properly." She added, "In spite of my professional duties I gave needed time, attention and affection and I don't think my child is being neglected—She then said, "I take as much pride in my roles as a professional woman as well as that of a wife, mother and working woman. On the contrary it gives me a lot of satisfaction to carry out of dual duties." Relating to her professional life she said, "At office I enjoy the professional duties. I derive great satisfaction for having an individual status and independent income and I love my profession extremely." She also admits that her passion for work and Zeal for recognition and professional achievements are so high that she may have felt very much unhappy, disappointed and dissatisfied if she is forced to do anything against her career or future prospect of professional life.

The analysis of the case reveals that, she had some problem in both her family and professional life. But higher education and financial independence had made her reasonable, for which she could adjust to various situations. Though Mrs. C. B and her husband are from different linguistic and cultural groups, yet it never stood in the way of their understanding. It being in the same profession was a positive situation for Mrs. C. B. whenever needed she got help from her husband in all official purposes.

The critical analysis of the case study reveals that women can be successful in their profession if the family supports them. The situation has been changed and woman has become as comfortable as man even in non-traditional area of work.
Case No.2

Hindrance against marriage:

This case study depicts the career orientation mentality of a young unmarried professional woman who thinks her career to be more important than marriage. Though she thinks this way, she can’t come out from the traditional ideology of Indian culture or revolt against the decision of the parents and has to restrict her ambition to some extent. So this case study is of special significance, which indicates the changing trend of traditional value of women’s role and performance. The data provides how the young professional thinks, about her career and her ambition.

Miss SS was a charming and qualified lady doctor of 30 and belongs to the Marwari Community. She was good looking and possessed an impressive personality. She had a brilliant academic career, secured 18th position in MBBS, and recently finished her diploma in Ophthalmology.

She has four sisters but no brother. All her sisters are already married to businesspersons. Her father read up to class XI and mother up to class VII. Her mother is a traditional house wife where as father is engaged in business.

She is from the rural background where facilities and the scope of education are very limited. From her early childhood, she was conscious of her academic career, which helped her to come out successful. She studied in local rural school. For higher study, she joined Dibrugarh Medical College.
After completing M.B.B.S. degree from Dibrugarh Medical College, she attended housemanship in cardiology department, AMCH, and Junior Research fellowship in Nirmal Hospital, then she got admitted to ophthalmology department for diploma course and started private practice as eye specialist. Then she joined the service as a residential doctor in Ophthalmology in B.P Podder hospital, New Alipore, Kolkata but could not be satisfied and gave up the job and again started private practice.

Right now though many offers are coming to her, she is not ready to do any government Service. She thinks government service will restrict her career prospect of research and the nature of work will be static. She wants to do higher studies in Ophthalmology so that she can do some research work and can serve the society with well-equipped instruments.

Though she is highly qualified and earning sufficiently, yet she is not free from traditional Indian social culture that thinks marriage should be first preference for a girl than the career. She wants to go for higher study and settle somewhere where the scope and facilities are much wider, but her parents do not prefer this attitude and ask her to marry first and then to do whatever she likes.

In this situation she prefers her would be husband to be of same profession, which will help her in martial adjustment and career. She is under the control of her parents and is still dependent on her parents for taking any decision related to her private and public life.

As an unmarried young lady doctor, her life is not free from some biased and harassing attitude of the society. She is still afraid to visit...
patients from remote areas at night though an eye specialist is seldom required to do so.

Her attitude towards the life is very creative and professional. She is also free from all superstitions and taboos. She did not mind her three younger sisters getting married before her. She is not ready to marry anyone against her will. She hopes that her husband would be from the same profession which definitely will help in mutual adjustment and expects that he will share all the household responsibility with her equally. She pointed out that she expects her husband to treat her as an equal partner in married life and will never expect her to sacrifice her career for family life.

She strongly believes that education and professional career for woman will help to control the population growth as the age of marriage will rise and she herself is an ideal example of it.

The analysis of the case presents a strong determination of career. The attitude of the unmarried young woman provides an example of how much the younger generation is concerned about their career. As she belongs to Marwari community where the girls are married in very young stage, where dowry is continuing as a social evil, it has become very difficult to find a suitable match for a young doctor of the age of 30. Therefore, higher education and professional ambition may stand against the family life sometimes.

Case Study. No.3

Economic reason: Not the sole cause for professional career

This is the case history of Mrs J.B. a successful law practitioner who belongs to a Zamindar family and married to a Zamindar family
too. She never faced any financial crisis but still joined the profession of a lawyer to utilize her education and to establish her own identity. At fifty-four, Mrs J.B. is a good-looking charming lady with an impressive personality.

Mrs. J.B. belongs to a very well to do Zamindar family of Sobhabazar of Kolkata Rajbari. It was an aristocratic family. Many prominent personalities of that time like Satyajit Roy used to come to their house. Her father had correspondence with Rabindra Nath Thakur also. Their family was pioneer of Indian Badminton also. She was brought up in such an intellectual and enlightened family.

She passed her degree from Bethune College of Kolkata. She got the inspiration to be a lawyer from her parents. She was married to the zamindar family of Gouripur of Assam. Once she met her future husband and fell in love and ultimately they got married. Her husband was 10 yrs older than her and leading a happy married life.

She continued her studies even after marriage and after the birth of her only daughter. When she was pregnant by nine months, passed LL.B. with good result and joined the profession of a lawyer.

Her husband is an MIE Chartered Engineer and held the post of a consultant. To talk about the difficulties that she had to face in the beginning of her married life, was the cultural and behavioral difference between the families only. As she was also from the joint family, she never faced much problem with her in-laws to adjust.

She continued her job with the approval of her considerate husband. She pointed out that her husband always encouraged her in her profession and treated her as an equal partner in married life. He never
mistrusted her even when she was out in the evening to attend official meetings. She said, "My husband always realized, that I am busy at work and I had also professional responsibilities and tensions. He never expected me to do every little things for him but he would have certainly obsession if I had not paid him due attention and looked after him affectionately." She explained how she had been able to carry out her two roles happily. She said, "I take as much pride in my roles as a working woman as in that of a wife, mother and house wife. I do not find it difficult to carry out my dual duties. On the contrary it gives me a lot of satisfaction.

While explaining how she had been able to combine her two roles successfully, she explained, "I have a set routine. I have involved a system to run the house smoothly." She had an Ayah and servants to look after the child in her absence. Sometimes she felt that she was not able to pay the little child enough attention. But then she felt that as a satisfied professional woman she was in a better state of mind to devote her spare time and energies to the child.

She mentioned that sometimes she had to sacrifice the prospects of her profession for the sake of the family. She got better jobs. But she could not join because those were transferable jobs. She even got the post of District Judge but finally did not join, as she wanted to remain attached to the family. From this point of view profession and career is not above her family interest.

As a lawyer now she is attached with social welfare activities and legal awareness programs, especially for women and children. She had no bar on her expense and is economically independent. They manage
the family budget jointly. She is honest to her profession and established herself as a criminal lawyer.

Her male colleagues, Boss, and clients are very nice to her, but she feels that society is apprehensive about the dependability on a female criminal lawyer. She is not ready to stop her journey of professional life here. She is the member of rotary club, district women’s cell, member of 10 different nature’s clubs and women’s organizations.

In conclusion, it can be said women are not coming to the profession only for money. Therefore, if a woman gets full support from family she can be successful in both the fronts, i.e. family and career and it is the capacity of management of the woman of modern era.

Case study No.4

Professional Status as cause of unhappy marriage:

It is a case study of a young woman whose profession and career stand against her family life and ultimately her marriage ended into divorce.

M.D. was a young girl of 33. She belongs to urban background. She passed B.Sc. and was interested in mathematics, but her logical attitude inspired her to join legal profession.

Her father was an M. Sc in Chemistry and joined mining engineering for higher study. He finally ended up doing social work for the uplift of the labourers and joined politics.

Her mother was qualified with the degree of M.A., B. Ed. and worked in a higher secondary school as a subject teacher.
They had two daughters. The respondent of this case study is the younger daughter of their parents. So M.D. was born and brought up in such a family where she never faced any restriction. She had her own ideology and was strong to fight against any injustice.

She was in love with a boy of her neighborhood when she was 11 years of age. This relation continued for more than 10 years and at the age of 21 she was married with the boy. Both the family supported their marriage. Just after marriage, she got admitted to LLB.

Her husband was a medical representative and was very smart and handsome. He co-operated with her and helped her in all domestic affairs like, cooking, marketing, cleaning, washing and all other such matters whenever he got the time to spare.

Her in-laws were from an orthodox middle class family. Her father-in-law was a postgraduate in Geography and an assistant teacher of a school and mother-in-law was a traditional housewife. His father-in-law was dominating and authoritative by nature and his mother-in-law used to carry out his orders implicitly and without demur. When Mrs. started LLB her husband argued that it was not necessary to be more educated than the husband. Slowly he became completely non-cooperative to domestic affairs and when ultimately she passed LLB all the family members became furious and started to be non-cooperative to her.

Mrs. M. from her very childhood was impressed by her father’s ideology and wanted to be related with social problem. She became interested in labour law and started her legal practice in this direction,
without giving much attention to family disturbance. She became pregnant twice but unfortunately both the times she faced miscarriage. Doctors advised her for better medical treatment. This situation made the relation worse between her and in-laws within the family. They denied providing any financial assistance for her treatment and ultimately all the expenses of treatment were borne by her parents.

She alleged that her husband criticized her as shameless, rude and impertinent, inefficient in household chores and as not having the capability to look after him. He and his family started to torture her mentally for miscarriage,

She was greatly shocked when she found husband’s behaviour to be different from what it was before marriage. Moreover, her husband as a medical representative had to be out for official tours most of the time. During that period her mother-in-law treated her very badly.

In spite of such treatment, she wanted to adjust and concentrate on her profession as only recreation on her life. But here too, they stood directly against her profession and career. They started to make obstacles on her professional duties giving her all domestic responsibilities of cooking, washing etc. She could not meet her client even. When she made a nameplate by her name as advocate they said nothing. But within few days they said it was their house and so there would be no nameplate in the name of the daughter in-laws. When ever a client came to meet the advocate Mrs. M. they became Jealous and started to quarrel with her. Once she went with her mother-in-law in a family function, and when mother-in-law tried to introduce her with those family members, they mentioned that as a lady advocate of the area she was well known but did not know that she belonged to the their
family. Her mother-in-law became very violent and after returning home she asked her to give up her profession. They could not accept social identity of daughter-in-law as an advocate.

In such situation her husband became very indifferent and not at all sympathetic to her. Profession and childlessness became two critical issues in front of her. No way was left for her except to disclose the whole the matter to her parents.

Ultimately she returned to her parents and remained separated from her husband for one year and then got divorce. Now she is more concerned with her professional life. She has established herself as an expert in labour law and is thinking for higher study and making a bright future in her professional career.

She is very much happy with her career and legal profession at present. She remarked, “My profession is the only satisfaction in these circumstances.” She also added that though she was frustrated for divorce but economic independence had made her tolerant and less submissive to her husband and in-laws.

The case study gives a worst picture of Indian society where in spite of all good qualities and qualifications a daughter-in-law should not have a separate identity of her own. And if she wants to make it, she will be in trouble. Under these circumstances, higher education and economic independence can give her the real strength to fight against all these injustice.
Case Study No. 5  

**Insufficient infrastructure hamper professional performance:**

This is a case study of a lady doctor who faces internal role conflict created by combination of roles as worker, parent, spouse and a woman. This case study reveals the practical problems and constrains of the professional.

Mrs. J.S. is a lady doctor of 42 yrs of age. Her father, a graduate, was employed in Government service. Her mother was class VII passed but had every strong mind to inspire her children for better future. She had one sister and two brothers. Though they belong to middle class family all four children were brought up with all most all facilities and opportunity for education.

As she belonged to middle class family, sometimes they had some financial crisis, but they could never realize it as their parents provided them proper facilities for their education.

She joined her profession just after completing her MBBS degree. Though she wanted to continue higher study, she could not continue for financial hardship. By that time, she got married. It was an arranged marriage and her husband was an Assam Government employee in the forest department.

Both the families were not equal in standard and mentality. Her husband’s family was a bit conservative about women’s status, position and role. Her father-in-law and mother-in-law died when he was very young. They were six brothers and all of them were not economically well off.
In the early part of her married life, she had some disputes with her husband over trivial things and she was misbehaved. She had to deposit her monthly salary to her husband and she had no authority to spend her own money according to her choice.

This period continued for more than 10 years, she said, "At that time I was very unhappy and once my father had a heated conversation with my husband and the situation become worse after that." –

Though highly educated, she was a traditional Indian woman. She tolerated everything silently. By that time she became a mother of three, 1 son and 2 daughters.

Finally she got her reward for her tolerance. Her husband became co-operative with her day by day. He was promoted to the post of Ranger and posted to a wild life sanctuary.

For the previous 16 years she was posted in the rural area as M &H.O.I.. She is staying with three kids in an official quarter of the rural hospital. The quarter is dilapidated and has no boundary wall and the inmates are insecure. A dead body was found near her campus, which generated a fear psychosis And she approached the civil administration for security arrangement. But no security measures were taken by the authority for her security in spite of her appeal to the authority.

Medical instruments were also not sufficient in the dispensary. There was no proper facility for even delivery. She had to apply to the Government for all these things every time she felt the necessity. But authority was indifferent and she had to face a lot of problems in her professional life. In case of serious patients she had to refer the patient to other advanced hospitals. She remarked that, Sex discrimination and
sex-segregation is still there in the medical profession also. As a lady, her capacity is always in doubt. She remarked "if in my place, there would be a male doctor, the whole scenario would have been different."

So, she as a professional had to face problems in her family as well as professional life as her husband stays away from home at his place work. She had to manage everything alone such as education, housekeeping looking after the children, cooking, etc.

She said that in spite of her problems she never, neglected the profession. She said, "The people of this locality are very poor and mainly based on agriculture. They can't effort to go outside for treatment. So, I try to help them as much as possible. As recognition to her service to the society recently an N.G.O. named Global Society for health and educational growth, awarded her "Chkitsak Ratan" award on 28th July 2007. She is supposed to receive the award on 20th Sept, 07 in New Delhi.

In spite of lack of infrastructure facilities in her dispensary, mental pressure and strain for the role performance of mother and wife, she claimed to be devoted to her profession. She said, "I want to do many thinks for the society and people but my capacity is limited as a woman, mother and wife. If I were a male, I could have served the society more."
Case Study No. 6

Sacrifice of professional career for family responsibility:

This is a case study of a young lady engineer with a brilliant academic career. But in her professional life she could not be successful as she was supposed to be. She had sacrificed her career for her family life, though no-body, not even her husband had forced her to do so. She had accepted her inability to enhance career as ill luck or God’s will. She seems to be happy in her family life with two kids and a career in which she is underemployed.

Mrs. B.P. belongs to urban origin. Her father was a professor in the department of English but later he joined the refinery. Her mother was an undergraduate hailing from a very cultured family. She was expert in music dance and even acting.

She added, “My father himself was much disciplined and taught us to be disciplined in our life style. He used to spend most of his leisure time reading books and advised us to do so.” Mrs. B.P passed her Engineering degree in the department of Electronics in 1992. She had two sisters, one was an accountant and the other an M. Sc. in Zoology.

She was born and brought up in an urban area and was the eldest of the three children of a well to do family. She had her schooling and college education in a city.

To her credit, she passed B.E in Electronics and Telecommunication in 1992 securing 1st class 6th position. She got chances both in Medical and Electronics. She was admitted to Electronics Branch and was very happy as seats in this particular branch was very limited only 16(sixteen) where the girls got very rare chances.
But she was disappointed very soon when she looked for a job. The scope of Electronics was very limited within Assam and the vacancies preferred male professionals than the women. She realized that her selection of the subject was wrong. She turned to the software and completed PGDCA in 1993, from that time she appeared some interview and was appointed in different jobs. She was also part time lecturer in B.S. College for a few months. At last, she joined “Sarbashiksha” under DPEP as programmer in 2001.

When she was a student of Engineering, she came in contract with a boy who was two years senior to her in the Electrical department. They fell in love. But Mrs. B.P. was very open on her attitude and friendly with her mother and informed about the affair. Her father at first did not accept whole heartedly. However they got married.

The conflict between her profession and family life started from the very beginning. Immediately after marriage, she appeared in an interview arranged by Tata Consultancy and stood 1st in the list. They offered her a prestigious job, with a high package of salary. But it was not within Assam. She might be posted anywhere within India and after few years abroad.

She was confused whom to give priority, career or family. Mrs. B. Ps husband was a handsome, young and good-looking man and was appointed in B.R.P.I. and he became silent in this issue. He allowed her to take her own decision.

She said marital relationship depends on marital adjustment. It is a continuous process. Here she thinks a difference lies between a man and woman. In such circumstances, women were to sacrifice. She said, “It is not discrimination in anyway, but inherent acceptance in Indian
Culture," She also added "Family and career both can’t go equally"—one has to be sacrificed for the other and for most of the women it is the career." And I also decided to forgo the opportunity for my family life.”

Now she is mother of two kids, one son and one daughter. Her husband is very happy with her as she manages the entire private and public affair mostly alone. Sometime Mrs. B.P asked her husband to perform some of the duties of household affair related to children. He performs all the duties nicely, though he likes to spend time with his friend’s rather than domestic cooperation to his wife.

Mrs. B.P was very happy with her job. She remarked, "Financially I am loser, because I am in the fixed pay and get no other facilities like the Government servants, but I have accepted it as my fate”.

Regarding her relation with in-laws, she said, “When my children were very young, sometimes my mother-in-law visited and looked after my children. But she had to manage her own family. Sisters-in-law were already in service. They had no time. My mother also could not help me much though she tried her best.

Some of the male colleagues sometimes tried to harass her in some way. She discussed the matter with her husband and he advised to tackle the matter personally because his interference may have negative impact. She admitted that there are chances of sexual harassment in high profession also, but if women are conscious the chances are little.

The case study depicts the same tradition of sacrifice of women, where the academic qualification has less value. In spite of her good qualities in debate, literature, acting, dancing, painting etc. She has
given up all those qualities. She said "All those cultural values finally have no use in my life."-

In her lamentation mood she said, 'Though apparently my mother seems to be happy, but in reality she may not be so.' She is happy with her fate, because she believes that women are to sacrifice for family life for the sake of a happy family life. This belief is inherent in her mind. She is the mother of a boy and a girl. She has given them equal scope for education. She has brought up her daughter in such a way that she can be happy in life, and imbibed in her a sense of sacrifice for the happiness of her family.

Case Study No. 7

Women are capable to face any non traditional and challenging profession:

Mrs. F. A. in this case study represents the category of women who continue to be in employment even after their marriage mainly because of their love for profession and to achieve their goal that they can adjust with any situation and circumstances. The case study reveals the changes in the motivation of the women professionals.

Mrs F.A, is a young lady Engineer by her profession. She is very beautiful, smart and energetic which may be regarded as an extra quality.

Her socio-economic background might be regarded as a strong root to give her a specific maturity related to her career motivation,
Mrs. F.A's father was an intermediate and her mother an under matric. They belonged to a Mauzadar family and were economically well off. Marriage of her parents was an arranged one and as they were from rural origin. The status of her mother's family was not equal to that of her father. She was under the pressure of her in-laws but obeyed them. This situation became worse when she gave birth to eight daughters in a row. They created pressure on her for a son. Mother could not protest because for women, sons are primary and frequently the only source of social and economic and residential support. Reproduction—particularly, the birth of son is the only means available to women to gain prestige and legitimize their position in their husbands’ families. Her father realized the situation and he gave up the idea of being the proud father of a son.

Mrs. F.A. said, though at the beginning we felt ashamed of being eight sisters but my parents provided every possible opportunity to educate us and give us a bright future.

From the very childhood, Mrs. F.A. had a brilliant academic career. She got 80% in the H.S final examination and 99 in mathematics, which was her favourite subject. She was very interested in science subjects and appeared competitive examination in both the branches of Medical and Engineering she became qualified. She selected Engineering (Civil) and came out successfully.

When she was studying Engineering, she came in contact with a boy. In the branch of Mechanical and they felt in love with each other. Both the family supported and they were happily married.
She could not appear her APSC for the first time. For more than six years she was jobless. A Construction company offered her job only to supervise on a contract basis for a limited period, for which she was not ready. In spite of all her performance, she became depressed and started to think negatively.

Mr. A was Engineer under P.W.D. As an individual he was very good and considerate to her, while praising her husband's qualities she said that he was matured, sober, understanding honest and considerate. She added, "In my depression period he encouraged me and gave me mental support to wait for better opportunity." She gave birth to a daughter in 1997. After that she adopted birth control measures and is proud to be the mother of her only daughter.

She appeared APSC again in 2002 and was selected. She joined PWD immediately because by the time she had no problem with childcare.

When she joined PWD, she had to look after the files of the construction. She was not satisfied at this, as she wanted to get the practical knowledge of what she had learnt in the classroom of the Engineering branch. She got the opportunity-and shifted from office work to fieldwork.

Though both Husband and wife worked under the same sub-division and branch, their posting was in two different places. Everyday in the morning she had to go to the construction site return late and in the weekend and they led family life with their only kid.

She was under the charge of damaged road repair of specific part of N.H.31. It is a Central Government project and she had to look after
everything regarding the repair of the 2 k.m.s stretch of damaged road. She had to guide the workers and supervise the work. Special importance had to be given to the 100% quality maintenance. Materials are tested in the laboratory and then she allows using those only.

She said, “When I first started the work, everybody became surprised. From the remote village People used to come to see and talked to me. However, they never criticized me but encouraged me. Sometimes when I stand on the roadside, hours together they bring some food and water for me also. I am very grateful for their hospitality.”

Regarding the reaction of the colleagues and subordinates she said, “When I took the charge of this construction they were surprised. Indirectly some of them advised me not to except the proposal, as it was not suitable for me, I ignored. Then the construction company asked me not to come everyday and check the whole work personally. She added’ I think, if a male can do it why not a female. It has become a challenge for me, because very often investigators come from central to assess the progress. I have to answer all the quarries properly. Mrs. F.A was very happy with her work. She said, “I think without a practical knowledge, theoretical knowledge of a particular branch remains incomplete what I read in my book I got the chance to use my knowledge properly. I am completely happy with my work. I am fully on my work- and the satisfaction is my achievement.

As both the partners are in the same profession, they understand each other properly Mrs. F.A mentioned that her husband was very much helpful and whenever she got any problem he helped her to solve it. She went on to say that her husband never demanded her attention and care but certainly desired to have them and always appreciated her
taking pains to keep him satisfied and happy. She said, “He realized that I was out the whole day at work and then I also had official obligations and tensions. He never expected me to do every little thing for the family. On the contrary, he managed the whole thing as far as possible. I was able to do this type of work only due to his co-operation and assistance.”

They do not have much scope for entertainment. Sometimes they visited their parents and had family get together. Most of the times, they had to be confined to only T.V. and books journals and newspaper. She spends with her daughter also. It is her best past time. Mrs. F.A. wanted to give her daughter all possible help to build her career. She said, “For this generation marriage is not everything. First she should be settled in her career and then if she wishes she can marry according to her own choice.”

She continued, “Education is must for girls, but only education can’t make them empowered. They can achieve the goal only by getting jobs. Economic independence gives the decision making power which is most essential for a women who can lead her own life as she wishes.” She added, “I feel the situation more critically when in spite of my education I have been jobless. It is not for money but for realization of self existence and self respect.”

From the account of Mrs. F.A’s personal and professional life recorded above certain relevant factors may be discerned.

She, as a professional, never thought herself as inferior or incapable of doing work, which only men could do. If the determination was strong, they could reach the goal. They can take any decision. But she was completely free from those taboos of son preference and she
thinks that in today’s world there can be no difference between the sex regarding the capability and status. She limited her family and is satisfied with her only daughter.

Case Study No. 8

Same profession of the spouse helpful to maintain family life and professional duties:

This is a study of a Professional woman, who has been in her profession since before her marriage. Both husband and wife are in the same profession. They hail from different linguistic groups and cultures. But their educational and professional similarity helped them to be successful in career and family life.

Mrs. M.N.B was an additional Chief Judicial Magistrate of about 41 years of age.

Mrs. M.N.B. belonged to a well to do family. Her father was a leading advocate with sufficient income whereas her mother was undergraduate and housewife. She had her preprimary schooling in one of the best schools of the hometown and at the age of six years, she was sent to Shantiniketan from where she passed matriculation. After that she was sent to Lady Bravon College of Kolkata and graduated with honours in Political Science. Then she came back to her birthplace and passed LLB from Gauhati University in 1990. She ended her education at 24 years of age and joined the court as a law practitioner. After 3 years she passed APSC and joined as second-class judicial magistrate. Recently she was promoted as a First Class Judicial magistrate at one of the courts of undivided Goalpara District.
Mrs. M.N. B was originally from Nagaon district of Assam. She belongs to a Bengali family. Parents of the Mrs. M.N.B. were very liberal in their attitude and provided all possible help to their children. She had no brother but had one sister who was also M.Sc in Geography. All academic facilities were provided to both the daughters.

Mr. M.N.B was also born in a well-to-do family. Her father was in a Government service and he had 3 sisters and 5 brothers excluding him. All of them were established in their life. His father died few years back before Mr. M.N.B settled in his profession. Mr. M.N.B. was also from Nagaon district of Assam and belongs to Assamese community.

Mrs. M.N.B and Mr. M.N.B as they were from same place they knew each other from their childhood. Mrs. M.N.B said, “From my very childhood I stayed out of Assam for my education and came to Nagaon very rarely, once or twice in a year. Though we were neighbours, we did not have any relation at that time.” When they joined their profession they came closer and married in 1994.

Both the families knew each other very well; Language became no bar between them. They are now quite happy in their married life.

Regarding her professional satisfaction, she mentioned that when she was practicing law in the high court she was not satisfied with the nature of the job. She felt some problems there. She mentioned, without strong determination the chances to be corrupted is more.” After 3 years of practice, she appeared competitive examination and became a Magistrate. She is now quite comfortable in her profession.

She was devoted to her profession and sincerely performed all her official duties. She mentioned, “Our profession has become very
much restricted and we have to carry our office load to the house also. To give impartial and justified judgment we have to spend time in reading news papers, books and magazines.”

Mrs. M.N Borah maintains a very good and cordial relation with her subordinate. They respect her a lot. She said, “Our duty is to provide justice, so also, I want to justify all my activities. I am very much conscious about any judgment given by me for which fortunately I am praised by my seniors.”

She praised her husband for giving her support and advice in her official work. She said, “I am fortunate that I and my husband are in the same profession. In any critical situation, he helps me and always encourages me to carry on happily. So I always derive great satisfaction from having an individual status and independent income. My working and my being so busy both in the office and at home leave me hardly any time for brooding over occasional frictions with anybody.”

Mrs. M.N.B mentioned that child rearing and bearing period was the most critical period in her life. She had a male child. When she conceived she was 30 years old. She had to take leave frequently, apart from maternity leave. She had to spend all her earn leave also. At this period, she wanted sometimes to quit the job. Her husband also supported and advised her if the dual burden was too heavy for her, she could resign.

Ultimately she found the way. She brought her mother to live with her and arranged a maidservant for the baby. “Without the help of my mother it would not have been possible for me to continue the profession. Now the baby has grown up and I am ready to accept transfer or any other official responsibility if unavoidable.
Mrs. M.N. B. and her husband were almost in the same rank. Each of them earns above Rs.20,000 per month as salary. Regarding financial matters Mrs. M.N.B declared herself as independent. She mentioned, “I start my profession initially to have own income by which I can achieve a status and position and can fulfill my ambition of better career.” She said that she had full control on her own salary. Both the husband and wife had separate bank accounts husband mostly spend the money for daily use, whereas she spent for health education entertainment and sometimes jointly for some other issues. She is not accountable to anybody for her personal expense. She is not interested to make any query about the expense of her husband indeed.

She was quite successful in performing her dual role related to her career and family. She said, “There can be nothing today which can’t be done by woman. To acquire this mental strength or capability, proper education is needed. If she is properly educated, she will get a job, and there will be no need to be dependent on others. Only the Economic independence can give a woman the power of decision-making, which will ultimately eliminate the difference between a son and a daughter. She said, “Legal awareness is very much needed. If they know their rights, they can fight for it.” For this purpose, she is related with some NGOs attending legal awareness camps in different parts, especially in rural area. By this, she got some kinds of satisfaction. Within her limitation she tries to provide some help to empower women.

By analyzing Mrs. MNB’s life history and by making a study of the two different situations and circumstances of her life certain significant factors affecting her life could be sorted out.
Socialization process of a girl is very important for a successful career. Mrs. MNB was born and brought up in a very liberal environment. She passed her academic life in the hostel. She came to the contact of different individuals which helped her to develop strong personality and independent opinion:

In her most critical period, she got the help of her own mother to look after the child. Her husband is very co-operative and considerate. As both of them were in the same profession, they could understand each other's problems and official obligations properly.

Mrs. M.N.B's strong personality and financial independence gave her authority to make any decision which is very important in a woman's life. They had only one child and both of them realized that increasing the number of child would create problem for their professional career. Favorable situation of MNB's life urges her never to feel any guilty feelings or uncomfortable for being a careerist and she is quite happy with her achievement.

Case Study-No.9

Capability to Perform Dual Role:

This is the study of Mrs. S. C’s career. She had to make some compromise and sacrifice to continue her profession smoothly. In the beginning of her career she suffered from dual role conflict. Afterwards she was successful to overcome all the difficulties and mental pressure and established herself as successful Magistrate.

34 years old Mrs. S.C. was a First Class Judicial Magistrate and her husband was in the legal profession too. He was a Munsif. Their
only son was 5 years old. They were appointed in the same court residing in the Government quarter. It is 2 K.M far from the office and they both come to the court by official car.

Mrs. S.C.'s father was an ACS officer and became the Director of Municipal Administration. Her mother was intermediate passed.

Mrs. S.C started her education in Silchar, and scored 86% marks in higher secondary examination. Her parents became interested to make her a doctor, but she did not like the profession, because she thought that medical profession was not suitable for her. Within this period, her father visited Kolkata for some reason and he was impressed, by seeing the lady legal practitioner there. Mrs. S.C.'s father advised her to select this particular branch. She was sent to Aligarh Muslim University. She completed her graduation with honours in History. She ranked 1st class 1st position in her branch and secured Gold medal from the University. Then she joined LLB course there and secured 1st class with 69 and got distinction in Muslim Law, Contract Act and Hindu Law. After that she returned to Silchar and joined Silchar Bar as advocate. She continued her practice for three years and then appeared for in selection examination of Magistrate and by 2002, she became 1st class Magistrate.

Mrs. S.A. said, "As my mother was very conscious about my career she never thought of some other professional individual except legal profession as my husband. My mother told me that today or tomorrow I would face some problem to continue if my husband was from some other profession. She continued, "When I was in the training period my husband saw me and sent his parents for negotiation. It was finalized and we were married immediately."
Mrs. S.A. had to confront troubles to make her family happy. Her profession was not much important for her in-laws. Before going to the office, she had to manage all household affairs as far as possible. Afterwards they both were transferred and she became relieved from that troubled situation of living in the joint family with in-laws.

She pointed out that her husband was like her friend. But he was unable to perform any of the domestic work for which she had to be busy always with domestic obligations. She depended mainly on peon, maidservant, and modern gadgets in the kitchen to run the domestic affairs properly. She said that her profession gave her the satisfaction of having an individual status, independent income and having a busy schedule with the type of work she liked. Moreover, since it was mainly because of her husband’s approval and encouragement that she could combine her job with her married life Mrs S.A. said, “Though I have, maidservants and peons to look after the domestic affairs, the management of the family can’t be done by them. So, just after returning from the office, I become a separate individual like a non-working housewife who has to look after the family and the child.”

She and her husband both get almost equal salary. Mainly daily expenses were borne by the husband and extra expenses by the wife. Mrs. S.A was not accountable to anybody for her personal expenses as dress, cosmetics, entertainment, and traveling or presenting gift to anybody. She pointed one interesting incident that once she was going somewhere by air. Her husband wanted to spend the money for her air-ticket but she had not accepted it. She said “I don’t like to take money from anybody, no even from my husband for my personal benefit or for my parental family.” She continued, “My education and my profession have given me confidence and I can take my own decision.”
She never thinks herself as inferior to male colleagues. She further added, laughingly, “Sometimes my Judgment seems to be better than male colleagues for whom I am respected and praised by the people. I am very much acquainted with my profession and job satisfaction is the important factor for my existence.”

She was very much aware of family matters also. She said, “Both family and career are equally important for me. I want to balance between the two different situations of my life though sometimes I have to sacrifice a little. But as a whole, I am happy with my self identity and my status.”

The history of Mrs. F.A’s case reveals that from the very childhood she had developed the spirit to adjust with any situation. Mostly her socialization and family background helped her in this issue. She spent in the hostel most of her academic life. She had an ambition and definite goal, which she wanted to achieve.

Though she was a lady of strong personality, by nature she was submissive she was very obedient to her parents and as a result, she got married through arranged marriage, negotiated by parents. Mrs. S.A’s family was in better position than her husband. The professional similarities got preference in the marriage negotiation. She was very confident and independent by nature and it helped her to establish herself as a good Magistrate. She regarded it to be her achievement in life as a successful mother, wife and a professional.
Case study No. 10

Clash of Ego between Professional spouses:

This is a case study of a lady engineer who reached the rank of a senior manager by dint of her ability and skill.

Mrs. A.B. is a Muslim woman, married to a Hindu of the same profession. Unfortunately, she has to bear with an untoward situation in her personal and professional life as her husband holds of a lower rank in service. There prevails a perennial clash of ego between them.

This case study depicts the critical position of a professional where the wife is traditionally regarded to be inferior to the husband in every respect.

Mrs. A.B. was 47 and an amiable and impressive lady. She was reasonable and her thinking was clear. She earned fifty thousand rupees per month.

She was born and brought up in a city. She was the eldest of the three daughters. Her father was a doctor and was in a transferable job. Due to this, the whole family had to shift from one place to another. Her mother was a graduate and a workingwoman. However, because of the transferable nature of their father’s job mother gave up the job and carried out the role of a housewife and an ideal mother. Their father was a conservative in certain aspects but very progressive regarding the education of daughters.
Mrs. A.B.'s academic career was very brilliant. After her Higher Secondary Examination she was admitted to the Cotton College where she pursued honours in Mathematics and she came out first class second.

The political situation of Assam was a bit turbulent at that time and she decided to leave Assam for studying Engineering in Chennai. She passed out with 76% marks in the Instrumental Technological branch of Engineering as one of the four successful candidates out of 45.

Mrs. A.B.'s husband was also an Instrumental Engineer. She and her husband had studied together at Chennai. He was from a less well off family than that of her. Her family was more advanced in outlook and progressive in their attitude.

They knew each other from their college life but came close later and decided to get married. They faced some problems in getting married as Mrs. A.B. was from a rich Muslim family while Mr. A.B. was from a middle class Hindu family. Both the families initially did not approve of the marriage but finally accepted it. She joined service at 24 and delivered her first child at 28. Her first child, a daughter, was studying MBBS and second one, also a daughter, was studying in class XI.

She began her professional career at Namrup and later switched over to BRPL Bongaigaon. She was the only woman candidate in the interview for the post and the board was pleased to select her. Her husband was not selected and stayed back at Namrup. This resulted in a crisis as Mrs. A.B. became superior to her husband in office.

From then onwards Mr. A.B. was a changed man. He became irritated, frustrated and started feeling insecure. Mrs. A.B. said, "He
never came to my office chamber and when he returned home he told about his discomfort to me. He felt embarrassed at the comments of his colleagues.” She could not make her husband feel at ease regarding this situation. He could not tolerate her earning more salary in higher position. Finally the domestic atmosphere was so vitiated that she had to send her daughter to stay with her mother to continue studies. He suffered mentally and became restless both in the office and at home. The in-laws also did not accept her with any warmth. At the time of the marriage of her sister-in-law she was not allowed to attend the marriage ceremony. She said, “When my sister-in-law’s marriage was settled I became very eager to attend the ceremony. Unfortunately, my mother-in-law prevented me from attending the wedding, as they did not want to disclose that their daughter-in-law was a Mohammedan. I was very humiliated and suffered mentally. She added, “I don’t blame anybody for my fate and I want to adjust with both my husband and in-laws.” They cannot accept the status of the wife as equal with the husband.

However, ultimately she managed the situation and tried to be settled in her professional as well as personal life. She is now even ready to give up any promotional scope for the sake of her husband’s benefit. She was devoted to her profession she said, “Professional duties and motherhood are very complicated to balance. To give more concentration on my professional responsibilities, I kept my elder daughter at the age of only six months to paternal house and she has stayed there for a long period. In case of second daughter also my mother was of a great help.”

She stated that finally, the situation changed and her husband became very cooperative and began helping her in domestic work. She added, “I have overcome the situation though as the only lady in this
branch, I have to prove my efficiency. Sometimes I suffer to establish my decision in official matters in the midst of the male colleagues. They know very well how to project themselves."

She is now happy with her professional life and as the mother of two daughters. This is an interesting case study of a successful engineer. In spite of the disharmony in her family life she proved herself to be successful. This case study reveals different dimension of professional career of woman. It also shows that strong determination and economic independence is the key word of the success of life.

**Case Study No. 11**

**Burden of Professional duties as cause of stress:**

The pursuit of success is common to all individual belonging to any profession and so the professionals try hard to achieve the desired goal. This case study depicts the problem of a lady doctor who suffers from role conflict and too much inclination to professional duties. It created stress and strain symptoms related to physical and mental condition of the respondent.

Mrs. D.C was a 41 years old beautiful lady doctor. Her husband was 44 and a mechanical engineer. She was born in a rural area of undivided Goalpara district. She belongs to a Zamindar family. She said, "My father was a cultivator as we lost our Zamindari and spent his time looking after the cultivation of the remaining land. My mother was a woman of exceptional qualities. She was a graduate and established a school in that backward area and became the Head Mistress of that
school. I studied in that very school." She added, "my mother was the first working woman of our family."

Mrs D.C. had one sister and two brothers. Parents provided all possible arrangement for their study but they never had any luxury. Sometimes they had to pass through financial hardship due their economic instability. She was influenced by her mother from her very childhood and possessed a strong desire to serve the society. She completed BDS in 1989 in the third rank at the age of 24 years. Her engineer husband hailed from a good family. They knew each other from their childhood and afterwards fell in love and got married. Both the families supported the marriage. In 1991, she appeared APSC and joined a hospital. She and gave birth to her only daughter at the age of 27.

Regarding husband's role in her life she said, "he was very friendly and cooperative. I am able to carry out my professional duties only because of the cooperation affection and encouragement of my husband and mother-in-law. My husband never counted the small inconveniences caused because of my being in the job. She added, "Though my husband is in different profession he always takes care of my professional problem and job related matters.

This happy picture of life stared to fade away after the birth of the child and increasing workload of the professional duties. She was unable to attend to the child properly and started feeling guilty for that. She felt that her infant daughter suffered due to her job. This created mental stress for her. Being irritated and angry she decided to give up her job. She added, "It was my mother-in-law who encouraged me to continue and to fight against the situation to be professionally successful. After
that my mother-in-law took up the responsibility of bringing up the child. I felt that I could not be a successful mother.”

She became very successful as a doctor and this created a lot of stress for her. She gradually lost her interest in her job also. Her husband had to insist her to attend the patients waiting for her in the mornings. She said, “When I hurriedly reach the hospital I am encircled by a mob of patients every day. Patients wait for me at home when I return from the hospital. Though I feel like taking rest I have no other option but to attend them till late at night.”

She grumbled that she had no time left for her and she had lost her amiable nature because of this busy schedule. As could not spare time for looking after her daughter she had to send her to a residential school. At times, she felt jealous of her husband as he had enough time to spare even after his professional duties.

She thinks that her professional life has ruined her family life. She said, “I want to spend some time somewhere, where nobody recognizes me as a doctor. I don’t want even my husband to accompany me. Alas! There is no escape. I feel my patients will accompany me in a queue to the seashore also. I wanted to be good doctor and serve the society but I never thought of the price for my desire.”

The study reveals that she faced a lot of trouble in maintaining harmony between her personal and professional life. She feels that she can not perform her roles as mother, wife and a doctor successfully. The role of a doctor took away most of her time. Though she wanted to give up her job she could not for the sake of the income. The stress of her job made her violent at times and led to tussles in her matrimonial life.
Case Study No. 12

Negative Impact of the organization on the ability:

Mrs. AD's case study provides a revealing insight into the typical problem related to medical profession in recent times. Mrs AD was bound to select the branch of medical education as her parents preferred it and later on continued the profession of a doctor without minimum job satisfaction in the same.

Mrs. AD was a doctor aged 42. She was confident and soft spoken and was married to a doctor. They had been married for 18 years and had 2 sons reading in classes 5 & 10. She was born in a town. Her father was college principal and her mother was a housewife and a post graduate. She had a sister and a brother. Her sister also was a doctor and her brother settled in South Korea. Mrs. A.D. studied in TC School, Cotton college and finally in Gauhati Medical College. Throughout her academic career she performed brilliantly and got marriage before completing her housemanship. She belongs to upper middleclass and never faced any financial hardship. Though her parents were very liberal and considerate in their attitude but they, especially the mother had strong and unquestionable control over the children. From her very childhood, she was good at mathematics and wanted to study mathematics but her parents wanted her to study medicine. Her sister was a strong willed girl and refused to fulfil her parents desire to make a doctor of one of the girls. So though unwilling she had to choose medical profession.
Her husband was a surgeon. He lost his father while he was very young and his mother recently. His family was also of the same status of her family. Being in the same profession and in the same organization, she was in an advantageous position to adjust in both the roles of a professional and a housewife. Her husband was very cooperative and helped her a lot in domestic matters when the children were young. She said, “When I had night duty he tried to release me earlier and substituted me. He helped me to look after the children and the home. So my burden was shouldered by him.” But as doctor she was not satisfied with her profession. She said, “Medical profession is no longer a service to the society. For most of the doctors, a patient is a case and not a human being. Though not all, some of the doctors are more interested in minting money from the patients rather than curing them. I cannot tolerate this and tried to protest against this for which a strong lobby of doctors harasses me a lot. I cannot do anything about this at my personal level. Whenever I talk about this with my husband he advises me to connive it.”

She also mentioned another negative dimension of the medical profession. She said, “Doctors nowadays do not command the same respect as in the past. As an example she said, “I avoid visiting patients at night. But sometimes I have to go. Once a patient died just a few minutes before I had reached and I was blamed for this. The public has no sympathy for the doctor as they think that doctors are only after money. She narrates another tragic incident of her professional life related to her prospects of career. She was a doctor in a civil hospital. The hospital building was reconstructed dividing it into two parts. Important departments were shifted to the new building and some departments were left in the old building. She was given the charge of
the part of the departments in the old building. Her problems began then. She wanted to maintain the discipline in the interest of the patients and she faced opposition. This went to such an extent that finally she had to opt for demotion and shift to the new building.

From whatever happened to her, it may be stated that in spite of her initial disliking she developed a commitment for her job as it was directly a service to the society. At the same time, she also realized that the profession has been maligned by some of her materialistic colleagues. She feels sorry for this plight of such a noble profession.

**Conclusion:**

An analysis of the detailed case studies of all three categories of professional women reveals that their career is not easy going. All the professional women under the study have not joined professions for making money alone but for rendering service to the society and making their education meaningful. They have tried to solve all the problems in the path of their profession. The cases where husband wife are in the same profession are gaining more advantage. But interestingly all the professional women give preference to their family over their career. They enjoy financial power, which they utilize for the betterment of the family. Another important observation that has been made is that the mother or the mother-in-law plays an important part in the life of the professional woman. Where the mother or the mother-in-law is involved the professional woman is less worried about her child care. The husband of the professional woman also plays an important role. In most cases husbands are found to be sympathetic to the wife and they regard the female counterpart as an equal partner.
Thus the career pattern of the case studies shows some situations which are also applicable to the rest of the study.