In the early 19th century, women performed only a limited number of roles. The society, expected them to fulfil household duties, look after the needs of the members of the family, take care of children, and play a passive role in social activities and religious ceremonies within their families. There was no scope for women to work outside the home. The menfolk were considered the breadwinners, who worked outside the home to meet the financial needs and essential requirements of their families. Women were allowed to go out only for certain domestic chores like fetching water, washing clothes or to get fodder to feed the cattle. They did not occupy an important position in the family or society, and were more like puppets, in the hands of their menfolk showing little individuality as human beings having minds of their own. Woman assumed a complementary role in which the superiority and dominance of the male was often taken for granted. Earning and giving economic support to the family were not her primary responsibilities. She could undertake them only if she had to and that also if she had the sympathy of the community with her (for detailed discussion of the role of women in traditional Asian societies (see Ward, 1963).
Ancient Indian Women

The statement, "A woman should never be independent. Her father has authority over her in childhood, her husband has authority over her in youth, and in old age her son has authority over her" is to be found in the famous laws of Manu, the basic source of law in Hindu society. However, the 'Code of Manu' did not prevail from the very beginning of Indian culture, it was a later development. The earliest information available on Indian society is to be found in the famous Vedic hymns of the Indo-Aryan tribes; these go back to about 1000 B.C. From then until the early centuries A.D., it would appear that Indian society had a flexible social structure, which changed and took shape as the needs of the moment demanded. None of the rigid features known to later Indian society held sway at this time. There appears to have been no bar a young man and woman mixing with each other before marriage. Marriages were determined by individual choice, and early marriages were not the norm. The remarriage of widows was permitted. Women were respected, and although it was a male-dominated society, women were given the privilege of being recognised as co-workers in the moulding of society.

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The Manu Smriti (The 'Laws' or 'Code of Manu') more formally called the 'Manava Dharma Shastr', is among the earliest of the post-Vedic metrical treatises on legal and allied topics. Of uncertain date, it has been provisionally ascribed to the period between 2nd century B.C, and the 2nd century A.D. (excerpts taken from Encyclopaedia Britanica, 1970, 14 p. g12).
The radical change took place, and completed in the medieval period, i.e., after the seventh century A.D. By the seventeenth century A.D., early marriages had become the vogue. This was followed by the other practices which were to be condemned by later reformers. Women were reduced to a subordinate position both socially and legally, and the Code of Manu was cited as the theoretical basis for this subordination (Ward, 1963). This is also supported in (Government of India, 1975), where it has been stated that, "In ancient India, particularly during the vedic age, women enjoyed high status at home as well as outside." Thomas (1964), in his book has described different spirited women who have exerted their individuality and risen over the times. He has mentioned the names of women like Kumardevi, wife of Chandra Gupta - known as Mahadevi; the great queen Minaldevi; Rani Durgavati - the Rathod queen of Jodhpur; Rani of Chhatis; Mira, etc.

**Women's Progress towards Employment**

Then as the time progressed, women started taking part in helping male members in their fields, in harvesting, sowing etc. Along with that gradually they also took up the responsibilities of purchasing and fulfilling other requirements of the family by doing small activities outside the home. The British rule in India, brought about significant modifications in the structure of the Indian society. After the beginning of the reformatory movements, the womenfolk started getting education and having broader exposure to life outside their home and family.

The traditional conceptions regarding the place and role of women are slowly changing in the contemporary Indian society. The process
has been generated and aided by a variety of factors which are operating almost simultaneously. Increasing opportunities for modern education, greater geographical and occupational mobility, and the emergence of new economic patterns are the main factors responsible for this trend. The acceptance of some of the values of modern science and technology has resulted in the weakening of the traditional rituals in Indian life, and consequently, there has been a noticeable shift in the emphasis of life from the sacred to the secular.

Everwidening opportunities for education and employment, especially those for women, have reinforced the trend and together with certain economic forces, these have contributed towards weakening of the bonds of kinship. Increased occupational mobility has significantly modified the size and composition of large extended families. The contact with urban values, have resulted in increasing individualization. With the weakening of the hold of kin and caste, the present day nuclear family can assert their independence more. Complementary types of relationship are increasingly being replaced by symmetrical and reciprocal relationships. Even where the breakup is not complete, the expectations in intra-kin relationships are more specific compared to the diffused expectations latent in the traditional norms.

Free India has carried forward the process, where legally at least men and women are equal. Marriage and divorce laws have been modified, ensuring a greater measure of equality to women. Women now have a legal share in ancestral property. Educational and employment opportunities for them have been extended, and today they can enter
the higher civil services and the professions without any legal discrimination. They have an equal right to vote.

**Selection and Preference for Various Professions**

In the initial stages, there were very few specific professions, in which women were employed. They used to select teaching jobs in schools, or become telephone operators or secretaries with some technical training. If they were unable to go for higher education, they would select nursing job with little educational background after taking a special course in nursing. Other female specific jobs included receptionist, air hostess, etc. Social work as a profession, has developed recently. In the past women used to perform social work activities voluntarily.

Later on, as their level of awareness about their own capabilities of working successfully in any field, increased, they started entering into hitherto male-dominated professions. As a result today we find many women lawyers, doctors, scientists, bank officers, engineers, gazetted officers in the government offices, executives in various companies, IAS officers, professional social workers and in a most of other male dominated professions. Research is another developing profession, in which women now work as full time researchers and sometimes also work as lecturers besides engaging themselves in research with the specialization and interest. In the field of engineering they have made their contribution and they have been found to expertly handle projects working at the site also. Women have also made their mark in
such exacting jobs as that of police officers, bus conductors, etc. With rapid development of small scale industries and with increasing availability of necessary facilities from the government, women have started trying to prove their mettle in the business field also. Even then only 12 per cent of our women population is engaged in gainful occupations in our country, and the remaining 88 per cent almost entirely dependent on men for their livelihood (Sahney, 1981). The reasons given for the high rate of unemployment or what has been termed as 'voluntary' unemployment, among women are domestic responsibilities and preference for not seeking employment when it is not necessary (Ahmad, 1979). Verma (1964) suggests, the combination of marriage and career, although a very difficult one, is not altogether impossible. Even then jobs like teaching, clerical, music and art, are all convenient and probably the best choice for women. Report of the Committee on the Status of Women in India supports this (See Tables 2.1 and 2.2).

Professions Affected by Role Stress

Role stress is likely to occur in professions, where a person holds a responsible position, is required to possess some ability to take important decisions and skills to get work done. Whitfield (1978) found, women who have pursued careers in business and traditionally male professions and who have succeeded, live with a high degree of stress. This may be the reason, we find a spate of writings on managerial and executive stress (Cooper and Marshall, 1978; Cooper and Payne, 1978; Greenwood and Greenwood, 1979; Kohn, et al., 1964; Marshall and Cooper, 1979; Selye, 1956; Wright, 1975; Yatos, 1979).
### TABLE 2.1

In relation to men, women's ratios in the selected occupations

<table>
<thead>
<tr>
<th>Category</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physicians and Surgeons</td>
<td>7.1%</td>
</tr>
<tr>
<td>Lawyers</td>
<td>1.2%</td>
</tr>
<tr>
<td>Teachers</td>
<td>30.3%</td>
</tr>
<tr>
<td>Nursing and other medical and health technicians</td>
<td>72.2%</td>
</tr>
<tr>
<td>Scientists</td>
<td>10.9%</td>
</tr>
</tbody>
</table>

**Sources:**

### TABLE 2.2

The concentration of women in particular fields

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Typists</td>
<td>50,448</td>
</tr>
<tr>
<td>Stenographers</td>
<td>7,080</td>
</tr>
<tr>
<td>Clerks</td>
<td>2,800</td>
</tr>
<tr>
<td>Key Punch Operators</td>
<td>2,592</td>
</tr>
<tr>
<td>Telephone Operators</td>
<td>1,392</td>
</tr>
<tr>
<td>Middle School Teachers</td>
<td>27,525</td>
</tr>
<tr>
<td>Primary School Teachers</td>
<td>26,100</td>
</tr>
<tr>
<td>Secondary School Teachers</td>
<td>24,163</td>
</tr>
<tr>
<td>Manual Training Teachers</td>
<td>6,885</td>
</tr>
<tr>
<td>Nursing Attendants</td>
<td>5,926</td>
</tr>
<tr>
<td>Midwives</td>
<td>2,555</td>
</tr>
<tr>
<td>General Nurses</td>
<td>2,058</td>
</tr>
</tbody>
</table>

**Sources:**
The professional women selected for this study comprised of doctors, nurses, school teachers, college and university teachers, bank employees, gazetted officers, researchers and social workers. The study was conducted on only those professional women who worked in some organisations/institutions. As such these individuals were bound by the organisational/institutional regulations, roles, norms, values, etc. They held responsible positions in their institutions and had to invariably take important decisions with respect to their work in their organisations/institutions. They were also required to possess sufficient skills to get their decisions implemented.

The study excluded those professions who are engaged in mechanical or mechanistic job, such as punch operators, typists, telephone operators, etc., as this rarely required a high level of decision making skills. Also the role stress of these women was believed to be more of a physiological nature than psychological.

Apart from the eight professions stated earlier, a group of women entrepreneurs was also selected for the purpose of study to determine the factors underlying the stress in a profession involving a high degree of risk and uncertainty. This would also serve as a useful comparison with the factors determining stress in other professions.

Researchers

Recently many institutions have opened research wing, which serve as an important part of their functional departments. These wings are constantly engaged in deriving new methods, processes, etc., which
could be effectively utilised to further their objectives. Many organisations including government and industries have shown their keen interest in researches related to the areas of production, marketing, human relations, advertising, etc. Various universities' departments have started employing researches to test different hypothesis/theories profounded by scholars and to gain fresh insights and deeper understanding of the subject. Thus research as an area of work and as a profession has gained much importance in recent years. Plenty of researches are now underway in the areas of human behaviour, textiles, space research, agriculture, organisational behaviour, technology, science, etc.

With the facilities available for further studies along with research jobs many women have started taking up this profession as a career. In this way they are able to satisfy their various needs, such as the need for further study, to utilise education received so far and financial need. Sometimes a research job is selected by unmarried girls, as a stop gap arrangements between the completion of their education and marriage. Many of these research jobs are temporary, and therefore suited to them. At the same time those who are deeply involved in this profession, have to put on hard work, apart from constant brain storming, longer working hours and concentration, special atmosphere to work, etc. Women, taking up research seriously as a profession are likely to experience conflict between their deep involvement with their research work and the domestic duties they are supposed to perform. Many women feel that they do not find a congenial
atmosphere at home, though they live in nuclear families and most of them do not have children (See Table 3.3). They cannot afford to work late nights, skip meals or expect coffee ready waiting for them when they get home, or while they are writing the research report. Further they often have to encounter bosses who are not encouraging or subordinates who instinctly do not seem to like having a lady as a boss. For women researchers data collection in the field often poses many problems and leaves behind a tiring experience.

According to the Census of India, 1971, apart from women serving as teachers, the number of women who are qualified scientists, serving in professional capacity (physical scientists, life scientists, social scientists, mathematicians) add up to a total of 18,000, of this last group, social scientists from the major section viz., 16,000. It would thus appear that research particularly in the field of social sciences is emerging as a new occupation where women are present in a significant number.

Kohlstedt (1978) has examined women scientists from 1830's to 1880's, and found that only those women could enter this field who were patient and persistent and were not willing to let cultural stereotypes dictate their interests and occupations.

Doctors

The field of medicine has been traditionally accepted as a respected profession for women. The Directorate General of Employment and Training's data for selected professions in the organized public and
private sectors identified medical and health services as an occupation, having the largest concentration of women workers, other from teaching and clerical and related workers (Government of India, 1974). Women in this profession receive a high degree of respect and acceptance even in rural society.

In the past there was a general tendency amongst women to concentrate in the practice of obstetrics and gynaecology. It was believed that women doctors specialized in women's and children's disease only. As a result they either served in the gynaecology departments of the hospital or opened their own maternity homes. Only recently they have entered other areas of medical science such as pediatrics, surgery, medicine, pathology, radiology, anaesthesia, etc. In some cases the choice of a particular branch of medicine is also determined by the nature of work and the type of patients. For instance, women rarely go in for dermatology as most of the patients are males suffering from venereal diseases who very definitely prefer to be examined by a male doctor. A new field for women doctors is administration in hospitals and public health departments. Women medical officers who are involved in hospital administration work hold more responsibilities, as they are in charge of various departments of the hospital and have to deal with the staff at various levels.

Many women doctors prefer a hospital assignment to private practice because the hospital job generally leaves the evenings free to devote to their families, while private practice demands full time presence for the doctor, particularly in the evening when the number of patients is
higher. It becomes more difficult if a woman doctor does private medical practice along with a hospital assignment. Out of whole day, they find hardly two to three hours as leisure time. They face social exclusion as they are unable to take part in social activities and spend time with their relatives and friends. This is particularly so on account of their emerging duties and odd hours of work.

Mandelbaum (1978) found women medical students, while defining their professional and sexual identities, are prone to inner conflict. Loss of support and isolation are commonly experienced during the anxiety-provoking years of medical school.

Nurses

Table 2.1 highlights that a large percentage of women are involved in the nursing profession. Before independence, nursing used to be a profession dominated by a few communities like Anglo Indians and Indian Christians. These communities did not impose any taboo on their women taking up this profession, probably due to their permissive religious background. These taboos have now lessened to a very great extent in most states of India and better training opportunities for women in Nursing Schools and Colleges have helped to increase the status of this profession. However prejudices against this profession still remain. The number of nurses from Kerala is higher than those from all other states of India.

Though it is said that nurses' status has increased in the post-independence period, this does not appear to be true. Even today if a girl intends to take up this profession she has to face heavy opposition.
Nurses have to struggle for their survival as they are professionally maltreated and socially degraded. The hospitals do not pay a very handsome salary, inspite of higher and odd working hours, night shifts, etc. Married nurses are not provided with accommodation facilities hence they spend a lot of time and money on commuting to work place from great distances. Chaturvedi (Dharmyug, 1980) in his interview with a nurse found that inspite of giving respect to kind and helpful nurses people look down upon them. It is commonly believed that nurses are forced to take up this profession, because they are not clever, good at studies or suited for other jobs. They are usually maltreated by doctors, patients and their relatives and other staff members of the hospitals. There is a need to change view points regarding the intelligence and competence of nurses who ought to be respected, at least on account of the nobleness of their profession.

Researches on the nursing profession should therefore make the people aware about their life styles and problems. Some of them are as follows:

Orenbuch (1974) studied situation of nursing personnel in Belgium. The reasons for leaving this profession were bad working hours, unpleasant relations with doctors, a lack of promotion and salary increases and the conflict in an essentially 'feminine' occupation, of coordinating a demanding job with a family life, especially when children are involved. A new attitude is developing among nursing personnel, where they no longer view their work as a samaritan activity but rather as a profession.
Wagner (1977), studied 363 nurses' job satisfaction, found significant interactions between the role characteristic data and the intrinsic/extrinsic factors.

Chakraborty's study (1978), on the conflicting worlds of working mothers is a great contribution to this field. She found that nurses experienced highest degree of role conflict among her total sample drawn from different professions.

Lewin and Damrell (1978) studied 17 post baccalaureate nurses with special attention to their management of conflicting commitments in the personal and occupational domains. The authors have analysed not only organisational difficulties and traditional domestic maternal role but also cultural categories that reflect sexual asymmetry. They have discussed the strategies respondents use to minimize these contradictions. It operate either to enhance harmony between the two fronts or to accentuate their separateness from each other.

Oomen (1970) studied role conflicts of middle class working women in India. 545 nurses from 10 public hospitals were interviewed. It was found that social class of professionals is a more relevant variable than sex status for analyzing the role conflict.

Brief, et al. (1979), studied 117 registered nurses from Java. They found that role stress increased with the degree of professional training with baccalaureate nurses. Further, time on the job did not mitigate these effects.
Social Workers

Before independence social work was treated as voluntary activity by women who were either directly related and had an access to political activities or who were interested in political movements and wanted to serve and save people from Britisher's slavery. Later on it has developed as the profession in which trained social workers, working in institutions, departments, and organisations engaged in social welfare activities. Women take up this profession since they are able to understand and deal with social and domestic problems of people on account of their natural gift of the gab and pleasant personalities.

Sometimes they have to be assertive and firm, particularly while dealing with criminals or in various typical cases of dowry, divorce or such other social problems. Psychiatric social workers' job requires lots of energy and patience, as it is strenuous job to deal with mentally abnormal patients. Anyhow assertiveness is not only factor to be successful in this profession, as it was found by Valentich and James (1977) in their study on work assertiveness of social workers. The authors conclude that until sexism obstacles to women's advancement are removed, the more assertive tactics are of limited value in helping women to attain equality with men social workers.

School Teachers

A majority of the working women are concentrated in teaching profession (See Table 2.2). This profession like medicine is highly respected and accepted by the society for women to take up. Women have
ample opportunity and also preference for this profession. This profession gives a woman comparatively more time for her household duties and social activities, as there are longer periods of vacations and limited hours of work. They have their holidays and vacations coinciding with those of their school-going children. Therefore there are little chances of experiencing conflict between their professional role and domestic role. In comparison to other professions like engineering, medicine or executives' job, in teaching profession particularly at school level, it requires little training and less preparation.

Unmarried girls select this profession as a stop gap arrangement before marriage and they leave the job as soon as their family responsibility increases. In the study of job satisfaction Lavingia (1974), found that unmarried teachers were more satisfied than married teachers. Apart from these, the explanations given for women's concentration in teaching is that (i) it involves handling children and fits in with their traditional role, and (ii) it does not involve contact with men. Hence work in this profession does not conflict with traditional norms of femininity. For married women teachers with children, this profession provides freesthips, tuition facilities, higher education grants, etc.

Being in this profession, women are able to help their children in their studies. This could also be one of the reasons why women prefer this profession.

However, apart from these advantages women teachers do face lots of problems like low salary in comparison to their efforts, dissatisfaction with structured course curriculum, lack of application of
creativity, difficulty in handling so many number of children in one classroom, completing the course and simultaneously arranging concerts, picnics, tours and other such functions. Women teachers are likely to feel physically as well as mentally strained particularly when they have to take more number of classes in a day. As they are dealing with growing children they also hold important and moral responsibility of developing them to be good citizens. It becomes stressful for a teacher to deal with, what they call a 'naughty class'.

**University and College Teachers**

As academic profession is mostly preferred by women, those women who are fortunate to gain high education, select this profession as a career. A master's degree is sufficient for securing a job in a college. Therefore many women select this profession, which increases their status also, compared to school teachers. The working conditions particularly the hours of duty, and nature and pressure of work, are mostly suitable for working women. The long vacations and frequent holidays help them to justify to their other roles. Chakraborty (1978) found out that college teachers suffer least from the role conflict.

By teaching in a college they are able to utilise their education and they can remain in contact with academics and research. Besides this, they find it easy to deal with mature students than small children. The nature of work is of an independent kind, with less bossism and once they are through with their subject they have to face few problems. They are rarely involved in administrative part of the institute. Compared to other professions, this profession brings them in contact with
young enthusiastic people.

Thus they are likely to face very little problems, unless the problems are related to their department or subject. Particularly while the syllabus is to change, their responsibility increases as they are involved in the decision making process. Secondly, they do feel physically strained if they have to take more than two-three classes in a day, composing of more than hundred number of students. Preparation for classes takes away most of their time. In special situations like agitations in the city or strikes in the university and colleges, college teachers are the people who suffer most, as they have to complete the stipulated syllabus on time. Those teaching the first year students of colleges, or those teaching compulsory subjects, feel over loaded with work during examination period as alongwith the supervision they have to grade a large number of answer books.

Sometimes enthusiastic teachers face problems at initial stage when they want to try out new methods and the college principal is against it, for he is likely to instigate students against the teacher. Albach (1977), writes that "college teachers in India face ambivalence where inadequate income, declining subjects and poor working conditions uneasily combine with professional aspirations. Tradition of bureaucratic involvement in academic affairs and limited academic freedom have further retarded the growth of a professional and effective teaching community. In some cases the teacher also becomes a victim of the rivalry amongst the teachers in their department. As all the teachers
want to be popular with the students, strong competition exists between them which sometimes becomes unhealthy.

Sex discrimination problem does not prevail as much in India as in foreign countries where women in the faculty do face this problem. (Horing, 1980; Freeman, 1977; Emerson, 1979). The discriminations modes include those in salary, unequal treatment, share of teaching workloads, reward system, inequalities in rank, more male full professors with a bachelor's degree than female full professors with a doctorate degree.

Women teachers are likely to feel isolated, as they are unable to mix as freely with their male counterparts as in other professions. If they have to get respect from the students, they are expected to demonstrate moral character and set a good example amongst students. As a result they keep themselves away from rumours. Kaufman (1978) in his study, found that female professors particularly unmarried ones, had fewer colleague friends than did their male counterparts. He has concluded that isolation resulting from exclusion from these informal contacts creates a professional disadvantage for the women involved.

Gazetted Officers

Women gazetted officers in the government offices are found more in number in education and legal departments. It is likely that after completing their education if they do not go for teaching or become lawyers, they enter into government offices. This type of jobs are well
paid, prestigious and secured along with other benefits like allowances, housing facility, etc. In last few years women have also probed into engineering and finance departments. Their job demands high responsibility and decision making power. Their duty hours are fixed and suitable to women. At times it also demands from them to be assertive and strict. Subordinates do not like to work under a lady boss. During meetings if they try to raise their voice they are labeled as 'manly'. They have to make more appreciable effort to prove themselves efficacious compared to their male colleagues. Their bosses are likely to comment, their work is getting delayed because they have a woman as a subordinate.

Late meetings and touring jobs are some other difficulties for women officers, as it creates various problems for them due to their multiple roles. These women are likely to feel dissatisfied, and neglected when their husband or other family members do not take their advice in many matters and when the key decisions are taken by husbands without their consultation. They take a number of important decisions in the office but their abilities are not recognised at home.

A number of studies have been done on women managers and women executives. (Terberg et al., 1977; Pill, 1977; Hegov and Weiss, 1979; Gold, 1978; Cuselot, 1958, etc.) These studies include women working as executives, in various industries including banks. Compared to government organisations, they have more liberal and congenial atmosphere to get their decisions.
implemented. They have got good working conditions and travelling facilities. There is hardly any study found to know and understand the problems of gazetted lady officers in the government offices, except Chakraborty (1978).

**Bank Employees**

In the last two decades, the banking industry has developed rapidly. After nationalisation of the 14 major banks in July 1969, the systems of appointment of officers and clerical staff in the banks were completely changed (Sen, 1981). More opportunities and preference were given to brilliant young people, as there was necessity of strong, stable and efficient staff to fulfil various objectives of developing banking industry. They encouraged young and fresh graduates to take banking as a career. As a result, young girls also entered in this profession, as it required only a minimum graduation degree. In return, bank offers high salary, the security of service, promotion and other number of benefits, which are not provided in many other professions. Working hours are suitable to women. Unless they are in managerial cadre, their responsibility gets over after office hours. Agarwal (1979), found that working women in banking profession had more job satisfaction, than their counterparts in teaching profession.

However, sometimes they feel dissatisfied with the routine nature of their jobs. Sometimes women, those having family responsibilities refuse to accept a promotion with transfer and are thus virtually stagnated as compared to their male counterparts.
Entrepreneurs

In olden days most traditional occupations open to women, on the basis of their castes were those of weaving, fish curing, selling vegetables, basket making, midwifery, etc. However, things have changed in the present times. Recently various programmes have been undertaken by the government to promote self-employment through training and credit assistance. Thus various organisations and welfare workers have made considerable efforts to generate self-employment and help and encourage women to start their own business in various fields such as electronics, chemicals, garment making and food products (like pickles, papads, etc.). They are also engaged in running beauty parlours, stitching clothes in wholesale, running canteens, handicrafts and ornaments' shops, making washing powders, soaps, etc. Women who want to make use of their skills like making papad, pickles, etc. and also secure some financial gain in the process, start business of their own. Sometimes women become entrepreneurs out of their keen interest in crafts and skills like stitching clothes, interior decoration, knitting, beauty care, handicrafts etc. In most of the cases women with a fairly low education background and in financial need start their business with the help of loans and other facilities provided by government agencies, under the various schemes in operation for this purpose.

Entrepreneurship demands hard work, business tactics, risk taking and quick decision making abilities, good social contacts, etc. As it is believed that women are good administrators and managers in
the home front, it is easy for them to handle small businesses. They are able to develop social contacts more easily and quickly than men. They also have the advantage of being able to fix up their working hours to suit their own convenience. They therefore do not face many difficulties in carrying out their dual role of career and home. Most of the women run their businesses mentioned earlier either at their homes or at nearby localities. This is to save their travelling time and expenses and their near presence and availability at home, helps them to fulfil their household responsibilities also. Even those men who believe that their wives should not go to work outside their home do not object if the wife manages her business remaining at home.

A woman who does not get family support or encouragement from her husband, is likely to face conflict between her enthusiasm and interest to work, and inability to get adequate facilities and congenial and suitable working atmosphere. As business involves uncertainty and high risk, they need constant support and full encouragement. It is more difficult for them if their business is wide and demands them of more contacts with outside agencies, offices, etc. Devi (1978), has listed several difficulties faced by women entrepreneurs. These include lack of adequate finances, technical knowhow, non-availability of raw materials, inadequate marketing facilities and in most cases non-availability of factory accommodation. Apart from these, they also go through discouraging experiences, while dealing with formalities and paper work in obtaining financial assistance from banks and financial institutions,
or dealing with inspectors of labour, sales inspectors and such other officials. Officers usually do not have positive attitudes about a project being started by women.

**Emerging Women Professionals**

Apart from above described professions, in most other fields, women have stepped in their feet and carved a place of pride for themselves. We know of women who are leading consultants, efficient engineers, IAS officers, brave police officers, professional artists, judges, lawyers, etc. Indeed, it is a matter of great pride that the largest democracy in the world is headed by a women Prime Minister. Therefore, it is hightime to understand how these working women manage their multiple roles and whether they differ and affected by their different background, personalities or various organisations.