

## **WORKING WOMAN AND THE CONCEPT OF NEW WOMANHOOD**

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*Abstract: The tide is beginning to turn in the world social order. Traditional family roles are changing as democratic notions creep into the social system. Earlier, it was assumed to be written in stone that the man was the provider in the family and the woman the homemaker. In India, while a majority of the women may still be fighting against the old order, some have definitely seen the light at the end of the tunnel. And it is not just because women are beginning to realize that there is a world outside their kitchen windows. Women are also turning out in large numbers in the work force due to economic necessity. But as in the case of every social change, there is a lag between actions and attitudes. While people may be willing to accept the idea of career women, they are not willing to excuse them from their duties as career moms. The attitude towards working women seems to be that while people have no objection to availing of their talents and abilities outside the home; women are not allowed to compromise on home life. And if they do, they should be made to feel the error of their ways. In the first place, the term 'working mother' is a misnomer as mothers are working round the clock even if they don't go to an office. Being a working mother is not the easiest job in the world. Some women are good at it, some don't have a choice, some choose a middle path and some don't even try it. The point is that it is the women who should have the right to exercise the option to work or not to work, assuming that they have one. And if they do elect to pursue a career, it is important that their families be supportive.*

*In this paper I present how working woman can balance between her family and her profession.*

**Keywords:** Juggling act, Womanhood, Self-Time, Time Management.

### **INTRODUCTION**

**Do we not push family upbringing into the background when we support both parents working at a job? No, that is not the case. The family plays a large part in raising the new socialist person. Here, the children get their first impressions and, above all, learn from the example of their parents. The family as a small collective can develop and strengthen a person's traits and the characteristics that determine his behaviour**

toward society in socialism: mutual respect, loyalty, comradeship, and, most of all, a sense of responsibility toward society.

However, the family can fulfil this important social task far better if both parents, father and mother, are part of the workforce. Why? Family life is being borne by two individuals who know that they are giving their best every day for the building up of socialism, and thus for the preservation of peace and the future of their children. They are fulfilled by their work. They work to better themselves and continue their education. They carry the problems of work into the family with the desire of consulting each other.

The harmony that is gained thereby, the deeper substance of the marriage, is reflected back upon the children. To them, it is not just the father who sets an example, but equally the mother, through her work, through the responsibility she bears, through the struggles she endures, and through the zeal with which she works to improve herself. The mother, in turn, understands the children better, because she knows what she must prepare them for, so that they may complete what she, too, has begun with her work. To be sure, the mother spends less time with her children than if she were working at home. But through her outside work she provides the precondition for a deeper and more substantive family life that has a much more beneficial effect on the development of the children.

A working mother, especially one who has the good fortune to be able to balance her home and work, enjoys the stimulation that a job or career provides. She develops the ability of raising a useful member of society and at the same time gains financial independence. Along with motherhood, work adds to the completeness of being a woman. However, life doesn't work that way – we only have two hands and 24 hours in a day. Time is of the essence, and honestly said – a little effort and smart time management becomes the requisite key to unlock a challenging day! Time management is synonymous with self management – the power lies in you.

When it comes to office and home – one needs to figure out how to balance home and office work. Time management for the working woman is critical. The keyword is 'Prioritize'.

## I. WORKING WOMAN AND TIME MANAGEMENT

Time management can be one of the most difficult skills to master. In fact, many working mothers agree that there simply isn't enough time in the day to get everything done. Even the most organized person will become stressed out when short on time.

From doing the best each day at work, to spending quality time with your children after the workday is over, working mothers deserve the best time management strategies to accomplish all the items on their ever-increasing to-do list.

- 1) Separate work and motherhood responsibilities. One of the best [time management secrets](#) is to leave parental responsibilities at home when you're at work. Similarly, when you walk in the door after work, put on your "mommy hat" and leave your job responsibilities at the office.
- 2) Set reasonable daily goals. Time management is about getting all your daily duties completed in a reasonable amount of time. Set daily goals for yourself for both your work and home life that allow you to enjoy a sense of accomplishment.

- 3) Celebrate work: whether you are in business, service, self-employed or stay-at home mom, love your work. Separate home and official work. Don't let office stress encroach upon work at home and vice versa.
- 4) Celebrate motherhood: do not let the life's minor quirks ruin the great feeling of being a mother. As you sow, so shall you reap. Good mothering today will bear fruits in shape of dutiful, caring and successful children and better citizens. Be a gentle yet assertive mom. Instill discipline without being an authoritarian.
- 5) Celebrate yourself: be yourself. Allow some quality time for yourself. Be selfish sometime and indulge yourself. Start hobbies. Make friends. Develop a sense of humor.
- 6) Celebrate everyday: take every day as it comes. World will not stop if you worry.

## II. WORKING WOMAN AND CHALLENGES

- 1) Juggle the juggle: The biggest challenge is balancing all the balls we are juggling, professionally and personally. The toughest part in this juggling act is to allocate sufficient time between work and family. Positivity and priorities can help in overcoming this challenge.
- 2) High Expectations and Overload: Expectation is too high as women are not ready to compromise with the quality of work.
- 3) More demands less time: As women are credited for the perfection, level of work demands are more and time to fulfil them is less.
- 4) Job Insecurity and Financial challenges:
- 5) Failures, under-confidence and sense of falling short: A woman going out to work in many societies is seen very slowly and questioned about her character/moral. A working woman who is beautiful or well-maintained or presentable or is friendly with everyone and is progressing in her career instead of being complimented is disrespected and disgusted; is questioned/remarked on her dignity and morals.
- 6) Challenges beyond work:
- 7) Challenges to Safety, Life and Dignity. Sexual harassment, theft, molestation, eve-teasing, etc. are some of the forms of challenges working women face to their safety, life and dignity.
- 8) Ego of Male Counterpart. One of the most tough to handle challenges is to manage and cope with the ego of your male counterpart as wife/partner. Males do support women to go out and work, but somewhere they find it hard to accept the progress and achievement of women whether she is his colleague or life partner.

## III. WORKING WOMAN AND CHILD CARE

Around two-thirds of mothers say the cost of childcare is an obstacle to them working more, according to a survey by MumsNet and the independent think tank the Resolution Foundation. The survey of 2,000 mothers found that 67% of those in work and 64% of "those not in work" say the high cost of childcare is a barrier to taking on more employment. The findings underline the likelihood that politicians will make greater help with childcare a big part of their manifesto pledges at the next election.

There are growing signs that Labour has decided to make a long-term commitment to universal free childcare one of its two or three most important proposals. The commitment

might take more than two parliaments to meet, but these figures underline that childcare is a barrier to full employment.

Well over a third (37%) of stay-at-home mothers say that they would like to work and would hope to do an average of 23 hours a week. And 20% of mothers who are already employed would like to take on an extra 10 hours a week on average.

Among mothers who are already working, it is those on lower earnings who are more likely to want to take on more hours.

The results come from a survey of nearly 2,000 mothers with children under 10. Respondents were asked about their family makeup, income, childcare arrangements, work preferences and the barriers to work created by childcare, as well as how some of these might change under a different system of childcare support.

#### **IV. GOVERNMENT AND NGOS SUPPORT FOR WORKING WOMAN**

- 1) Ministry Of women & child development, government of India provides several schemes to improvise the ratio of working women.
- 2) Ministry of Labour and Employment, Government of India, are working very hard for rural as well as urban women development.
- 3) Sammaan Foundation, Goonj, Akshaya trust, Smile foundation, Udaan Welfare Foundation, Pratham, LEPRO society, Deepalaya, Uday Foundation, Helpage India are very renowned NGOS progressing as support system for women.

#### **V. CONCLUSION**

- The status of women is changing over the past few decades in India. Whether it's about equality with men, promotional rights, child birth and care rights, safety and security: India and women of India a marching towards for a paradigm shift.
- The women have to balance and prioritize the family and work for the peace of mind. She should seek help from her partner, family members and helpers for sharing the responsibility.
- Me time should be in her list so that a woman can rejuvenate herself. Child care shouldn't be the hindrance for her development. She should plan and find a suitable job that suits her and her child, after all kids rely totally on them.
- Women should be aware of all the helps and assistance provided to her by various agencies. She should be updated not outdated.
- Motherhood is blessing which every woman should be thankful for. Working woman should make this blessing more fruitful by her exposure to world, and sharing it with her children.

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