

**Impact  
Factor  
3.025**

**ISSN 2349-638x**

**Refereed And Indexed Journal**

**AAYUSHI  
INTERNATIONAL  
INTERDISCIPLINARY  
RESEARCH JOURNAL  
(AIIRJ)**

**Monthly Publish Journal**

**VOL-IV**

**ISSUE-II**

**FEB.**

**2017**

**Address**

• Vikram Nagar, Boudhi Chouk, Latur.  
• Tq. Latur, Dis. Latur 413512 (MS.)  
• (+91) 9922455749, (+91) 9158387437

**Email**

• aiirjpramod@gmail.com  
• aayushijournal@gmail.com

**Website**

• www.aiirjournal.com

**CHIEF EDITOR – PRAMOD PRAKASHRAO TANDALE**

## **Working Women: Dual Responsibility**

**Dr. Shakuntla Midha**

Associate Professor,  
Gopichand Arya Mahila College,  
Abohar

### **Introduction**

Leading marital life along with employment puts dual responsibility on married working women that demands to be paid equally up to the expected level as determined by society. Assuming the role of working women is not always a passion. There are women who need to go out to earn enough money to meet their household expenses. Sometimes, their husbands and in-laws do not fulfill their basic needs that compel them to work for being self-supporting. Moreover, living in joint family, they have to take care of their in-laws along with husband and children. As a result, a huge burden is put on women leading psychological ill-being.

It is empirically evident that working women pay dual responsibility and only 7 % women seemed to balance their dual roles. Doing paid job and household activities are not easy for married women belonging to all social classes. Married working women have to pay second shift at home. They were overburdened with household chores along with jobs. Women with home roles and non-home roles had conflicts while completing role demands. Working women are more prone to job stressors due to assuming multiple roles. They face different quality and intensity of work stressors. Exposure to job stressors along with family demands has negative impact on mental health of women. Balancing dual roles, at workplace and home, is a big challenge for married working women that physically and psychologically disturb them. In a study, married working women were found to be suffering from more occupational stress than unmarried working women due to multiple roles/responsibilities of a mother, wife and homemaker, more demands from society and traditional trends as well. Working outside reduces some negative effects of marital stress but it does not give relief and stress related to childcare. Employment outside of home affects the psychological well-being of married women. Less cooperation from husband, more responsibilities and difficulties at home and workplace have deleterious effects on psychological well-being of married working women. Empirical data depicts that married working women suffer from more stress, aggression and frustration, anxiety and depression as compare to non-working women. Job hassles and pressure contributed to anxiety in dual career women in India. Working women, while managing work and family, tried to cope with the situation via reactive role behavior. Working women encountered more problems at home and workplace. A study addressing the family and psychosocial health status reveals that about 36% married working women, out of total sample, reported family responsibilities and day to day tension affecting their mental health. Moreover, about 56% women, in the same study, reported work-family conflict and mental tension at their workplace.

Following same path, the present investigation is going to be carried out to highlight the role of dual reasonability in developing mental health problems among married working women in comparison of non-working married women. Married working women have several obligations; to be a perfect mother/ wife/ daughter-in-law and to be a good employee at workplace. The basic

learning of Women is to manage household activities besides pleasing husbands and in-laws. In this society, women from their childhood are learned to be homemakers and men are to be bread earners. This cultural training, most of the time, make the women skilled merely in handling household tasks. For this reason, going out for paid job becomes an additional burden for them which, sometimes, contradict to their temperament.

Dual responsibility (at home and workplace) consumes double energy, time and intellectual resources which, sometimes, result in exhaustion and psychological problems. For this purpose, it has been assumed that; Married working women will significantly report more somatic complaints, insomnia, social dysfunction, depression, anger and hostility than married non- working women

**Results**

Regarding daily responsibilities at work and home, results (Table 1) show that both working and non-working were performing household activities such as; cooking, dusting/cleaning, washing clothes, washing dishes etc. However, non-working women were more involved in household chores. Among working women, about 92% were responsible for preparing meal for entire family, 72% were involved in dusting/cleaning, 38 % were washing clothes and 70% were washing dishes. Approximately, 22 % were having facility of maid/servant, 42% were having cooperation from in-laws and husbands of only 18% women were cooperative in this regard. Criticism over daily work and routine was faced by 46% working women. Most of them (58%) were not financially supported at all or given insufficient amount for daily expenses. About 38 % found time for taking rest. Besides that, at workplace, they had to follow job description properly. About 44% were school teachers in public and private sector, 26% were working in beauty salon, 16% were vocational teachers and 14 % were responsible for dealing health issues of community or working as lady health workers.

**Table 1**

| <i>Nature of Responsibilities</i> | <i>Working Women (N=50)</i> |          | <i>Non- Working Women (N=50)</i> |          |
|-----------------------------------|-----------------------------|----------|----------------------------------|----------|
|                                   | <i>F</i>                    | <i>%</i> | <i>F</i>                         | <i>%</i> |
| <i>Responsibilities at Home</i>   |                             |          |                                  |          |
| Cooking                           | 46                          | 92       | 50                               | 100      |
| Dusting/cleaning                  | 36                          | 72       | 45                               | 90       |
| Washing clothes                   | 19                          | 38       | 41                               | 82       |
| Washing dishes                    | 35                          | 70       | 45                               | 90       |
| Having facility of servant        | 11                          | 22       | 6                                | 12       |
| Having cooperation from in-laws   | 21                          | 42       | 25                               | 50       |
| Having cooperation from husband   | 09                          | 18       | 4                                | 08       |
| Spare time for taking rest        | 19                          | 38       | 31                               | 62       |
| Criticism over work               | 23                          | 46       | 28                               | 56       |

| <i>Responsibilities at Workplace</i> |    |    |   |   |
|--------------------------------------|----|----|---|---|
| <i>Nature of work</i>                |    |    |   |   |
| Teaching school children             | 22 | 44 | X | X |
| Grooming women in beauty salon       | 13 | 26 | X | X |
| Training vocational students         | 08 | 16 | X | X |
| Dealing health issues of community   | 07 | 14 | X | X |
| <i>Daily duty hours</i>              |    |    |   |   |
| 6 hours                              | 32 | 64 | X | X |
| More than 6 hours                    | 18 | 36 | X | X |
| <i>Duty Shift</i>                    |    |    |   |   |
| Morning shift                        | 29 | 58 | X | X |
| Evening shift                        | 21 | 42 | X | X |

Majority (64%) were paying duty for 6 or less than 6 hours, whereas 58% were employed in the morning shift.

On the other hand, all married non-working women (100%) had to prepare meal for entire family, 90% were involved in dusting/cleaning, 82% were washing clothes and 90% were washing dishes. Approximately, 56% were facing criticism from in-laws, 12 % had the facility of servant, 50% were having cooperation from in-laws and 8% women had cooperation from their husbands. About 56% were being criticized over work. Furthermore, majority (62%) reported to have spare time for taking rest.

**Conclusion**

Thus, it is deduced that married working women suffer from more somatic complaints, social dysfunction, anger and hostility than married non-working women because of being overburdened with dual responsibilities. Managing workplace and family problems, taking care of children, husbands and in-laws in the absence of insufficient time for taking rest are major issues of married working women with middle class socio-economic status. All these factors are playing distal role in making them psychologically ill. Besides, psychological issues of married non-working women must be addressed in the context of household responsibilities they pay from dawn to dusk.

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