

Impact of Professional Employments on Women A Sociological Study

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Abstract

In today's competitive work environment, performance and results are keys to success at any level. Companies continuously evaluate their employees based on overall contribution to the organizational goals.

Family-work conflict and work-family conflict are more likely to exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family. Studies have identified several impact on professional women, such as the size of family, the age of children, the work hours and the level of social support impact the status of professional women.

It is also important to consider the consequences these variables have on psychological distress and wellbeing of the working women.

This study includes exploratory research on the concerned areas relating to professional employment of women and their impact.

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Introduction

In the history of human development, women have been as vital as men have been. In fact higher status for women vis-à-vis employment and work performed by them in a society is a significant indicator of a nation's overall progress. Undoubtedly, without the active participation of women in national activities, the social, economic or political progress of a country will deteriorate and become stagnant. But ironically and tragically, women employees in general, are not taken very seriously by their superiors, colleagues, or society at large. Having a career poses challenges for women due to their family responsibilities. Traditionally Indian women had been home makers but in the recent decades, proper education and better awareness, in addition to the ever increasing cost of living has made them to go out and choose careers. In a patriarchal society like India it is still believed that a man is the primary bread winner of his family. Although Indian women have started working outside their homes but still they have a long way to go both culturally, socially and economically, to bring in positive attitudinal changes in the mind-set of people.

While the status for women in the professional employment has improved over the last several decades, many women still struggle for equality in many occupations. ⁽¹⁾ Women are earning post-secondary degrees at a faster rate than men are, yet a wage gap persists. Some portion of the wage gap may result from decisions women make, personal job preference, or socio-economic circumstances; however, many still face overt or subtle employment discrimination, contributing to continued inequality.⁽²⁾

There have been innumerable debates about gender in India over the years. Much of it includes women's positing in society, their education, health, economic position, gender equality etc. What one can conclude from such discussions is that women have always held a certain paradoxical position in our developing country. ⁽³⁾ On other hand, the country has seen an increased percentage of literacy among women, and women are allowed to enter into professional fields.

When our country got its independence, the participation of women nationalists was widely acknowledged. When the Indian Constitution was formulated, it granted equal rights to women, considering them legal citizens of the country and as an equal to men in terms of freedom and opportunity. The sex ratio of women at this time was slightly better than what it is today, standing at 945 females per 1000 males. ⁽⁴⁾ Yet the conditions of women screamed a different reality.

They became homemakers, and were mainly meant to build a strong home to support their men who were to build the new Independent country. Women were

reduced to being secondary citizens. The national female literacy rate was an alarmingly low 8.9 per cent. The Gross Enrolment Ratio (GER) for girls was 24.8 per cent at primary level and 4.6 per cent at the upper primary level (in the 11- 14 years age group).⁽⁵⁾ There existed insoluble social and cultural barriers to education of women and access to organized schooling.

A very few were allowed a public space, which she was expected to manage on her own along with her domestic role as a homemaker. In spite of the Sharda Act which was passed in the 1950s to raise the marital age limit for girls, child marriage particularly in North India was quite prevalent though the average age at marriage for females was increased to eighteen.⁽⁶⁾

Sprawling inequalities persisted in their access to education, health care, physical and financial resources and opportunities in political, social and cultural spheres. It was almost unthinkable for women to have a choice or a say in matters of marriage, career or life. Rather she had no voice at all. The practice of dowry was as common as ever.⁽⁷⁾

And since men were better educated than girls, the demands were even more. The Dowry Prohibition Act was finally passed in 1961, to protect women and promising severe punishment, but the conviction rate of crime against women was, and still is very low in India. Because of such inhuman practices which were normalized by our society, the birth of the girl child was considered inauspicious. In villages as well as cities, the girl child was killed either before birth or after it. Even till date, the practice continues. (8)

The United Nations Children's Fund, estimated that up to 50 million girls and women are 'missing' from India's population because of termination of the female fetus or high mortality of the girl child due to lack of proper care. (9)

Though a number of constitutional amendments were made for women's social, economic and political benefits, yet they were never effective to bring a radical change in the situation.

About Jharkhand State

The idea of a separate state 'Jharkhand' can be traced back to early 1900s by Jaipal Singh an Indian Hockey player. His Jharkhand consisted of the southern districts of then Bihar. 'The idea turned into reality on August 2, 2000, when the Parliament of India passed the Bihar Reorganization Bill to create the state of Jharkhand, carving 18 districts out of Bihar to form Jharkhand state on 15 November 2000.' It became the 28th state of India, with a population of around 32.9 million, Jharkhand is now divided in 24 districts. Jharkhand is a tribal state with about 28

percent of tribal population in Jharkhand in comparison to 8 percent in India. Apart from its recognition as a tribal state Jharkhand has rich mineral resources like Uranium, Mica, Bauxite, Granite, Gold, Silver, Graphite, Coal (32% of India), Iron, Copper (25% of India) etc. 29% of the state is covered with forest and woodlands, one of the highest in India. The economic development of the state has not been sufficient to trickle down to the people in need even after holding 40% of the India's mineral wealth. (10)

TABLE 1:- Profile of Jharkhand, Census India 2011

INDICATORS	JHARKHAND
Geographical area	3.42 lakh sq. km
Approximate Population	3.3 Crore 32.9 million
Population Male	16,930,315
Population Female	16,930,315
Sex Ratio	948
Population Density	414
Rural Population	25.05 million
Urban Population	7.93 million
Literacy Rate	66.41
Literacy Rate Rural	61.11%
Literacy Rate Urban	82.26%
Literacy Rate Male	76.84%
Literacy Rate Female	55.42%
Literacy Rate Schedule Tribes	57%
Sex Ratio	948

Jharkhand, in India, is counted in underdeveloped state with more than half of the population living below poverty line. Jharkhand is one among the states with high poverty level in both rural and the urban parts. Jharkhand is one of the recently formed states of the Indian union.

Emergence of Professionalism in Jharkhand

What is a profession?

According to Cambridge dictionary, Any type of work that needs special training or a particular skill, often one that is respected because it involves a high level of education:

Another definition says, Job that need special training and skill, such as being a doctor or lawyer, but not work in business or industry

A profession is a vocation (career, job) founded upon specialized educational training, the purpose of which is to supply unbiased objective

counsel (guidance, advice) and service to others, for a direct and definite compensation, wholly apart from expectation of other business gain.

A profession arises when any trade or occupation transforms itself through "the development of formal qualifications based upon education, apprenticeship, and examinations, the emergence of regulatory bodies with powers to admit and discipline members, and some degree of monopoly rights." (11)

Professions can be ranked as either Primary or Secondary.

Primary professions include, for example: Judges, Doctors, Surgeons, Police Officers, Military Officers, Professors, higher ranking Lawyers and Bishops

Secondary professions include, for example: Dentists, Architects, Civil Engineers, Surveyors, Accountants, Lawyers and all other specialised technical occupations [Scientists, Educators, Nurses, etc] (12)

Professional Women in India

For the last decade India has been experiencing a quiet revolution in both gender relations within the workplace and familial relations at home that has impacted India's professional women profoundly. Indian women now make-up 40% of the Indian college level student body with many professional degrees in the more traditionally male dominated subjects like science, engineering, medical, law, banking, defense and I.T. sectors. (13)

In other high profile jobs women sometimes have better representation in India than in the US. India's female pilots make up 11.6% of all airline employees. This is miles above the 3% global average. But India is still facing a problem with women in professional upper management roles. The percentage of women in management in India is roughly 3-6% with only 2% in India registered Corporations. But like many developing nations, this figure is predicted to rise swiftly.

Emergence of Professionalism in Jharkhand

Jharkhand's economy has undergone a substantial transformation since the emergence of new state in 2000 and so the growth of women has also evolved. A section of professional women have gained the exposure to the different sectors of professional employment. Since old days Jharkhand and some of its districts including Ranchi, Jamshedpur, Bokaro, Dhanbad, Khunti etc has been providing very good education for generation to generation. Very few professions existed before the emergence of Jharkhand, although most of the societies always valued someone who was competent and skilled in a particular discipline. The government was especially in need of skilled people to complete various duties. Professional courses began to emerge rapidly after existence of this new state.

Professional Institutions Imparting Training to Women in Jharkhand

Women literacy rate in nearly 150 districts of the nation, including 10 districts of Jharkhand, is still below 50%. Jharkhand comprises the industrial belt and is one of the most industrialized areas in the country. Education has always been a priority in the state and some of the reputed seats of learning like Indian School of Mines and Birla Institute of Technology can be found in this state to promote and foster professional education in the state.

Government Women's Polytechnic

In Tharpakhana.. Ranchi

Diploma in Computer Science & Engineering

Diploma in Electrical Engineering

Diploma in Electronics & Communication Engineering

The **Rajendra Institute of Medical Sciences (RIMS)**, established on 15 August 2002 by upgrading the then RMCH, is a medical institute of in Ranchi, the capital of Jharkhand, India. The college is an autonomous body established under an act of Jharkhand Assembly and is one of the premier medical colleges in the state and India. IMS has a own blood bank, nursing school, and nursing college. At RIMS medical courses include MBBS, BDS, postgraduate - MD, MS, MCH and Diploma. It also offers radiology and pathological investigation facilities.

Xavier Institute of Social Service (XISS) in Ranchi. It was established with the objective of training young men and women in Rural Development, Personnel Management and Industrial Relations. XISS has consistently been rated as one of the best business schools in India. The institution is also featured among the top 10 institutions offering MBA-HR in India.

The **National Institute of Foundry and Forge Technology (commonly referred to as NIFFT)** is a fully residential Government of India co-educational institute located at Hatia, which is about 7.4 km from Ranchi. It was established in 1966 by the Government of India to provide qualified engineers and specialists for running Foundry and Forge industries. Apart from training students NIFFT also provides consultancy, documentation and information retrieval services in manufacturing engineering, industrial metallurgy and in Foundry & Forge Sectors also.

National University of Study and Research in Law (NUSRL) is a law university located in Ranchi, Jharkhand, India. The university is located on Kanke Road on the outskirts of Ranchi. The 63.76-acre site is among the largest national law universities in India.

Admissions to NUSRL are done through the Common Law Admission Test (CLAT). Student preference shows that the university is faring well in the league of national law universities and remains a priority amongst the newly open national law universities.

The **Indian Institute of Management Ranchi (IIM Ranchi)** is a public business school located in Ranchi, Jharkhand, India. It is the ninth Indian Institute of Management to be established.

Inaugurated on 6 July 2010, IIM Ranchi offers two-year Post Graduate Diploma in Management (PGDM) and Post Graduate Diploma in Human Resource Management (PGDHRM), five-year Fellowship Programme and Executive Programmes.

Birsa Agricultural University is agricultural university at Kanke, Ranchi in the Indian state of Jharkhand. Established on 26 June 1981, after its formal inauguration by the then Prime Minister of India, Indira Gandhi.

Its primary objective is to develop area specific technologies and manpower in the field of agriculture, animal husbandry and forestry for the agricultural development of the plateau region of Bihar & Jharkhand. In addition to this, economic upliftment of tribal and other backward class population of the region is also a priority. The programmes and activities of education, research and extension are carried out through various faculties.

The **Indian Institute of Technology (Indian School of Mines), Dhanbad** (abbreviated as IIT (ISM)) is a public engineering and research institution located in Dhanbad, Jharkhand. It is the third oldest institute (after IIT Roorkee and IIT (BHU) Varanasi) which got converted into an IIT. It started as an institution to impart mining education, and today, has grown into a technical institution with various academic departments.

After knowing some of the technical colleges of Jharkhand, it is true that in comparison to population, we have still less higher education institutes. There is a large deficit of national colleges in the state and in order to address this crucial issue, the government has planned to construct and open about 100 new engineering, degree and polytechnic colleges in near future. Government is also encouraging private institutions as government alone can't fulfill this gap.. Due to thist, recently three new universities namely, Amity, Pragya and ISEC have opened their academic session this year.

Autonomous Institutions of Jharkhand

· Amity University, Ranchi, Jharkhand

- Birsa Institute of Technology, Sindri, Dhanbad
- Indian Institute of Management, Ranchi (IIM Ranchi)
- Indian Institute of Technology (Indian School of Mines), Dhanbad
- Indian Institute of Information Technology, Ranchi
- National Institute of Foundry and Forge Technology, Ranchi
- National Institute of Technology Jamshedpur
- National University of Study and Research in Law, Ranchi
- Xavier Institute of Social Service (XISS), Ranchi
- Xavier Labour Relations Institute (XLRI), Jamshedpur

Universities in Jharkhand

- Birsa Agricultural University
- Ranchi University
- Central University of Jharkhand
- Kolhan University
- Nilamber-Pitamber University
- Sido Kanhu University
- Vinoba Bhave University
- Capital University, Koderma , Koderma, Jharkhand
- ICFAI University, Ranchi, Jharkhand
- Jharkhand Rai University, Ranchi, Jharkhand
- Sarala Birla University, Ranchi, Jharkhand

Medical Colleges

- Mahatma Gandhi Memorial Medical College, Jamshedpur
- Patliputra Medical College and Hospital, Dhanbad
- Rajendra Institute of Medical Sciences (RIMS), Ranchi

Women in professional employment

Pandit Jawarhar Lal Nehru once said that by merely looking at the condition of women, one can figure out the growth of the nation.

In Jharkhand, in teaching job 98% teachers are females. We can see the record of nurses working in different government and non government hospitals are mostly females. Female doctors in different sectors are also in a good number. Different organizations like Sail, Mecon, CCL are also having many female engineers. Jharkhand High Court is having highest number of female judges in country. At the same time female lawyers are also practicing in civil court and high court.

Impact of professional Employment on women's social, Psychological and Economical aspect Women of India slowly started recognizing her true potential. She has started questioning the rules laid down for her by the society. As a result, she has started breaking barriers and earned a respectable position with their professional qualification. Today Indian women have excelled in each and every field from social work to visiting space station. There is no arena, which remains unconquered by Indian women. But women continued to be denied economic, social and legal rights and privileges.

At the same time it is also visible that professional employment is affecting woman in different aspects. Here we are going to explain few of them;

Social Impact

Greater part of working women in Jharkhand often do a tightrope walk, balancing domestic environment and professional lives as husband and in-laws are yet to adopt modern mind sets. The cultural restrictions were the primary obstacles to female employment, now however, with the change mindset of society regarding the higher education for females professional women are being respected by family and society.

At the same time, a major revolution in the sector of employment for women has led to a mass effect in the nation. It stirred many mindsets and freed women of all the bondages, which earlier prevailed. (15)

In Indian culture women are expected to devote virtually all of their time, energy and money to their family. It is also applicable for professional women of Jharkhand. But now social status of a professional woman has uplifted a lot. Unlike the earlier time they often participate in discussions at workplace where their views are also given equal importance before any final decision.

At home front working mums have to fight challenges every day and as she is a working mum, it's double the trouble for her. This is more because of the fact that the concept of professional women is still something that people don't understand. She has been **constantly reminded of her duties**. If she has an important meeting at work and her child is sick, she has to take care of her child as that is her primary responsibility not work. If she refuses to follow the set rules are termed as selfish or arrogant.

No matter how hard-working she is, how efficient she is, she'll always be looked down upon if she leaves early and take more work-from-homes, which is why many mothers are not given key roles and projects in Indian companies. Even their seniors look at the as they are ignoring their work.

This could be a reason why a popular survey that involved 1,000 women working in Delhi, and its neighbouring areas, found that only 18-34% of married women continued working after having a child. (16)

They are expected to be a super woman, So whether it's her home, her child's PTM, annual function in school or a family wedding; she is supposed to be present at all times and bunking any one of these crucial events would make her an irresponsible mother who keeps work above everything else.

Females are facing it in Jharkhand also, but if women are able to manage the challenges, they should have a good family support especially support of husband who can share and divide work equally. Sadly, most professional women don't have such support and it is unlikely that they will have in the near future. (17)

A project "Women for Women" is working for health, learning healthy practices during pregnancy and many more awareness programmers for women of Jharkhand. (18)

Psychological Impact

Mental health is one of the most important public health issues as it is a major contributor (14%) to the global burden of disease worldwide. It means the ability to respond to diverse experiences of life with flexibility and a sense of purpose. It can be described as a state of balance between an individual and his surrounding world, a state of harmony between oneself and others. Women are more likely than men to be adversely affected by mental disorders, the most common being anxiety and depressive disorders. (19)

Women who are in some kind of professional employment, and contributing financially to their family are facing dual responsibilities. Such kind of females should be blessed with good mental health. Then only they can achieve Quality of Life. But the attitude towards women especially professional women and their role in family has remained the same, as even today taking care of the family and children is considered as their primary responsibility. Thus carrying out duties and responsibilities both at home and workplace overstrains a married working woman, thereby leading to various psychological problems like role conflict, job strain, mental fatigue, stress, anxiety, disturbed sleep frustration, depression, anger, phobias, and other social and emotional distress. All of these problems can interactively affect the mental well-being of working women and more so in married working women. Studies have shown that working women have poor mental health and higher level of stress compared to nonworking women. (20)

Few studies revealed that few females been exposed to psychological trauma because of her family members was chronically ill for at least one month during last 6 months. It shows that professional women who are overburdened with family and work responsibilities are more vulnerable to mental illness.

At the same time addiction of husband to alcohol or drug, and presence of chronic illness among family members are significantly associated with poor mental health of professionally employed women.

It is also true that conducive atmosphere at workplace, favourable attitude of colleagues and husband or in-laws, and sharing their own problems with husband have significant positive impact on mental health outcomes of professionally employed women.

Some analysis illustrates those working women who are experiencing any home-job conflict, not participating in decision making process of family, and not spending time for attending social obligation and also for yoga/meditation/exercise had poor mental health outcome. If this poor mental health would be undiagnosed or untreated, it can affect their physical health as eventually it becomes Psychosomatic. This might be attributed to social stigma attached to mental disorders or lack of awareness about availability of such services. There is an urgent need for developing an effective preventive programmes and awareness programmes at work place or improving the existing system emphasizing on provision of mental health services like availability of counselor or Psychoslogist in work place.

Economical Impact

Economic background plays a significant role in understanding the position and status of any individual in particular social structure as for professional women too. In spite of the fact that contemporary society is characterized by a high degree of individualism and achievement orientation, the economical background cannot be overlooked. Thus, the factors in the individual's economical background have a great deal to do with the occupational world of woman.

Economic empowerment increases women's agency, access to formal government programs, mobility outside the home, economic independence, and purchasing power. (21)After globalization, women are bagging more and more job opportunities. It has raised hopes of women for a secured and elevated status of women arising out of increased chances to work but, at the same time, it has placed them in a highly contradictory economic liberty. The basic infrastructure of society has hardly improved, though the role of women within the same structure is passing through a transitional phase. It is but natural that she would remain vulnerable to exploitation even in her economically independent state. In school setups 98% teachers

are females in Jharkhand. In promotions women are still behind men. As for a male teacher it is easy to become principal of a school in comparison to a female teacher.

This is also an important reason of pay gap. In 2017, a study by Monster Salary Index (MSI) showed the overall gender pay gap in India was 20 percent. It found that the gap was narrower in the early years of experience. In Jharkhand also, this pay gap is narrower. (22)

Many of the working women in Ranchi city, who manage their own expenses, do contribute towards the economic needs of their family as and when required. Even if the women are employed she may not have control over the money she earns, though this money often plays an important role in the maintenance of the household.

If a woman earns good, she can purchase things and services according to her wish. An earning woman becomes part of decision makers in her family. She can spend nicely over herself as well as over children. Economical impact can be seen as now she is able to help her parents and ready to take the responsibilities. As her economical condition is good she is being respect by her family of origin also, now she is capable to avail many household services which start from cooking to laundry.

In Jharkhand land registration for women is on one rupee only.

Having a right to their land gives women a sort of bargaining power that they wouldn't normally have; in turn, they gain more opportunities for economic independence and formal financial institutions. Jharkhand state has made their women economically strengthen. (23)

Conclusion

Recently professional women in Jharkhand play diverse role in society. Due to expansion of labour market women are entering to different types of occupations. Traditional society like India, women working outside the household is gradually accepting the new changes and values. The recent development of work force indicates the structural changes of the society. Besides this the socio-economic status is improving among the working women in this contemporary society. If women are having social support in dealing with her multiple responsibilities either of home or work place, they are having a quality of Life and able to prevent them from psychological disorders as well as physical illness. Workplace of women should be more cooperative and stressfree. Government and policy makers have to introduce such programmes for awareness of working women. Early identification can help working women as well as their family. We should never forget that a women is nurturing our future citizens, so it is very important that she should be enough sufficient and capable to focus upon her dwell responsibilities.

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