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Challenges and Advantages of Indian Working Mothers –A Conceptual Study

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ABSTRACT

Working mothers face certain challenges and obstacles that men do not. Working mothers who have children experience even more demands on time, energy and resources, and Working mothers face gender discrimination in business and on the job. Although working mothers are resourceful, and able to succeed, despite many challenges. Here are ways that



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working mothers are overcoming the challenges facing working mother in the work place. This is more because of the fact that the concept of working mothers is still something that people don't understand. So you might be a project head at work, when it comes to your home you are the person who is majorly responsible. Add to it the expectations of your in-laws and your extended family and you'll be fighting battles almost every day. Indian working mothers faces demonization and ultimately result in her becoming a home maker or house wife. Challenges faced by working mothers in India

Keywords: *Indian working mothers, facts of working mother, Challenges faced by working mothers in India.*

I- FEW CHALLENGES FACED BY INDIAN WORKING MOTHERS EVERYDAY

1. You're constantly reminded of your duties

Indian women are brought up with the mental conditioning that they are born to take care of the family and their kids later on. So, even if you have an important meeting at work and your child is sick, you have to take care of your child as that is your primary responsibility not your work. And if you send your child to the daycare, you'd be reminded constantly of the fact that you are neglecting your child and being selfish. Right from the time a woman gets married she is constantly judged for the choices she makes, when she should be having kids and how she should be taking care of them. Women who refuse to follow the set rules are termed as selfish or arrogant. Same applies to continuing her career after the kids are born, a practice that is even common in educated families.



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2. You're looked down upon at work

No matter how hard-working you are, you'll always be looked down upon if you leave early and take more work-from-homes, which is why many mothers are not given key roles and projects in Indian companies. And, then there are only a few select companies who provide flexible working hours or crèche facilities, so many women end up quitting their jobs after having children. *This could be a reason why a popular survey that involved 1,000 women working in Delhi, and its neighboring areas, found that only 18-34% of married women continued working after having a child.*

3. No travelling late or take up jobs that require night shifts

While choosing jobs also, Indian mothers have to narrow down their job search to either teaching jobs or fixed 9 to 5 jobs that require less of fieldwork and more of desk work. It's ridiculous that even job portals mention this as a part of the criteria. And when you're going for an interview you'd be bombarded with questions on your personal life, kids and family as they are the key factors that determine your selection.

4. You're expected to work from home or take a sabbatical when the baby is small

Another challenge is to join work after your baby is born. Due to the unavailability of resources and safety issues, it is risky to leave your kids under the full-time care of a stranger with no family member around. And, there are very few good daycares around that you can depend on. Needless to say, Indian mothers choose the well-being of their kids and give up the jobs, no matter how lucrative they are. Work-from-home options are few and even when they are, the salary is not that appetizing enough to push them to continue.



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5. You're expected to be a Super Woman

If you've chosen your career over your family, let me tell you you'd be expected to be a superwoman who can handle everything on her own. So whether it's your home, your child's PTM, annual function in school or a family wedding; you are supposed to be present at all times and bunking any one of these crucial events would make you an irresponsible mother who keeps work above everything else. Sadly, most Indian women don't have supportive husband and it is unlikely that they will have in the near future.

6. Working mothers Face Discrimination and often paid less than men

Working mothers do face many challenges including discrimination and are often paid less than men for doing the same job. But there are some industries where Working mothers are competing and even dominate.

II- FEW UNIVERSAL FACTS OF WORKING MOTHERS

1. Some stain in the outfit:

We've all been there Whether it's spit-up, milk, peanut butter handprints, we've all shown up at the office with it on our outfit. It always happens when you're in a rush, when you don't have any extra clothes, and when you spent precious minutes planning and ironing a showstopper of an outfit. *Remedy: Carry some stain remover to-go in your purse or a trendy scarf and roll with it.*



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2. Get Late to Work:

A process that must take 5 minutes has lasted 20 minutes because your Kid would prefer to wear his favorite color shirt than whatever you laid out for him to wear. Remedy: Mentally Prepare the kid on the night before itself on the dress for next day.

3. Actual and planned are never the same:

Give yourself an extra 45 minutes on the days when you have something big ahead of you because the uncertainty of the morning routine may leave you feeling frustrated all before 6 a.m. Remedy: Murphy's Law is always in effect for working mothers—best is to leave time in your plan or schedule for unanticipated problems.

4. Take care of self is must:

But how good are we to others if we're not good to ourselves? In the long term, sacrificing self-care is not sustainable. Remedy: Schedule some time for yourself; it may be the most important thing you do all week.

5. Leave important work to pick up a sick kid from school

We have to leave immediately to go pick up a sick kid from school. Immediately usually means in the middle of a really important meeting or getting back on the airplane that just transported you to the city where that annual meeting is being held.

6. Avail sick leave to take care of sick children.

Three days often turns into six because after taking care of sick children, there is a high likelihood that mother will get sick as well. Once our kids recover, we spend our precious weekends and vacation in bed with whatever virus or bacterial infection that the kids brought home from school.



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7. Waste Time worrying :

We worry what people will think of us in the office and in the society. We worry if we'll make it in time to pick the kids up from school. We worry that we're not living up to the standards that we set for ourselves as career women and mothers. All this worry is wasted energy. We need to redirect this energy in a positive way. Remedy: Instead of worrying about what others in the office think of you, trust that your commitment to your family will pay off far greater than those after hour happy hours with co-workers.

8. Setting boundaries isn't a luxury; it is a priority for working mothers.

Without boundaries and guardrails for how and with whom we invest our energy, it becomes very difficult to create any sort of harmony between work and home. Remedy: Boundaries are a must for working mothers.

9. "Mommy guilt" is a real thing.

It far surpasses the guilt that we feel about work. Mommy guilt is the type of feeling that creates knots in our stomach, leaves us crying in the car on the way to work, or crying in the airport when your flight is delayed and you're not going to see your kids before they go to bed. Mommy guilt shows up any time of the day and night. When you look into the eyes of those kiddos or when you can't make it to the basketball game – mommy guilt creeps in. We all experience it. The most important thing is to acknowledge it and ask yourself, "Am I okay with the decision I'm making?" The mommy guilt will not necessarily go away but you may find that you could do things a little different to



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better manage this feeling. Remedy: It's not the quality time that you spend with someone, it's the energy you bring to the time that you have

10. Negative Attitude:

It's not easy, and sometimes it's not pretty, but if we believe in ourselves, we are unstoppable. Remedy: Think Positive always

III- ADVANTAGES OF BEING A WORKING MOTHERS ARE AS FOLLOWS:

1. Smart Kids:

The kids of working mothers become smart and active as compared to the children of non-working mothers. This is because of the fact that the mothers being working have to move out of the house leaving all the household chores intact, the children behind understand their responsibilities and manages to do all their tasks without being dependent on others thus become smart and active enough.

2. Independent:

The children become independents they don't find their mother at home all day long and thus they are left with no other option than doing their homework, breakfast, packing bags for school, preparing uniforms and all such things of their own. Doing all those little tasks that a child can do on his own makes him independent and responsible. He or she no longer depend on others for their work and become co-operative to their mothers.



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3. Inculcate good habits:

The working mothers are now a day helped by their spouse in household chores after returning from work. By seeing the fathers being a helping hand to mothers, children learn good habits and inculcate manners of helping others as well as their mothers, thus in this way good habits are inculcated in them.

4. Mothers shower more love:

The mothers who are working ought to remain away from home and their children for long hours and could not devote quality time with them. But the other way is good as well as when mothers are back from work and spend less time with their kids, they show all their love and affection for them . So this is also one of the advantages of being a working mother.

5. Financial Support:

A working mother also adds to advantage of helping the family financially. It is beneficial as a working mother becomes aid to the husband in terms of money. This way family runs in a very smooth way without any financial difficulty and the kids also get the best as parents are able to afford due to a good income level.

6. Kids get all facilities:

The woman when works, will be able to help her spouse in money matters. This further helps in giving their children's world class facilities as they are not short of money in any way. This way the kids get the best of all things. The kids are able to join extra classes and other activities also. In this way they become intelligent and spontaneous in their working. Those children stand different than the children of the non working mothers.



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7. An inspiration for kids:

The mothers when work, become an inspiration for their kids as they look up to their mom and say that they aspire to be like their moms in the near future. Working moms not only work but also look after their children without any difficulty. So such kids need to look at others for an inspiration, but they get to see an inspiration at home only. This way, they also learn to do hard work in their life.

8. Life becomes exciting:

Non-working mothers remain at home and are not more outgoing. This way they are not able to have or expand their friend circle, but the working mothers are able to do so and take their children out for outing whenever gets time. This way the children also learn socializing, communicating and behaving in front of others.

9. Good standard of living:

A person can give his or her family high standard of living as the financial problem does not arise. The kids also live the life in a healthy and comfortable manner as all the comforts are provided by mom and dad. This is not exactly the case with non-working woman and their kids might remain aloof of all pleasures and comforts the children need in today's era.

10. No dependence on husband:

The working woman does not have to depend on husband for money or any other thing. She becomes independent and earn her own without relying on her husband. She is able to fulfil all her wants and needs without being accountable to anyone in the family. So, above are the advantages and Challenges of being a working mother. Now days due to inflation and other

INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN ENGINEERING AND MANAGEMENT (IJRREM)

Tamilnadu -636121, India

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economic problems it has become vital to make more efforts for good earning. So for such a thing a woman has to earn and understand the responsibilities of her family. Keeping aside the Challenges of being a working mother, one should be positive and strive to see the advantages it offers a family.

IV- Conclusion:

Finding the Right Work-Life Balance For Busy Working Mothers. Many Working Mothers struggle with finding better ways to balance work and life and often this guilt comes from outside sources like pressure from husbands, family, and friends. Three of the most effective tools in overcoming challenges Working Mothers face include networking, finding a mentor and flexible work hours. And three of the biggest challenges Working Mothers face are finding competitive salary package and Performance appraisal and promotion. In addition to having a mentor, many Working Mothers find reading the success stories, tips, and advice from other women who are already successful in business helpful and inspiring. Women in business feature profiles of famous business women, as well as small businesses owned by successful women entrepreneurs, and working moms to encourage you on your own path to success. A working mother should feel proud of herself as she has the power to give best to her family at the same time not forgetting her responsibilities. One thing should a woman keep in mind is that she should not get angry or irritated over kids rather should try and tackle kids with Love, Affection and Patience.

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN
ENGINEERING AND MANAGEMENT (IJRREM)**

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