



Some of the Consequences and Remedies of Role Conflict Amongst Women

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Keywords:

The grave consequences of Role Conflict among working class women are being observed in metro cities, specially related to the traditional gender roles such as child care, house Keeping and kitchen works of women have been significantly changing in dual career families. These responsibilities are shared either by the male spouse or by the paid servant or part time maids. Though, the people of India have walked a long distance in development, yet patriarchy is not completely impotent. Woman as an employed individual could be able to add new values and elevate her importance in the family due to her earning capacity, choosing a career and power of decision making. Role conflicts, stress and strain among the dual career/employed couples affect the career and goals of the wife in more cases than the husband and the same was also found in some male cases. An employed woman loses interests in domestic or household chores and she feels that these chores causes stress if she continues to perform them. The employed women have decreased their interests in domestic chores because of the job responsibilities and time constraints.

RECOMMENDATIONS

It can be appreciated that in India, there are various legislations, policies and

Programmes that have been implemented to protect the interests of the people, however in some aspects women are needed to be well concentrated to improve their status. Unfortunately, the policies and programmes are not adequate, extensive and many times even they are not properly implemented. Keeping in the light of the above understanding I would like to recommend some suggestions for the policy measures to improve gender justice concerns.

It is high time to prop up women to allow having job and promotions without any ambiguity and consternation. Simultaneously, more family and career counseling centers are will benefit a lot and many conflicts can be avoided though this measure. Educated women who are not in employed can be

motivated to secure jobs. There is a need to reform maternity and paternity leave rules and the private

Sector should not create any adverse circumstances that directly or indirectly force pregnant employees to without having to choose between their job and child care. Dual career families quit from the job during their pregnancy. Patriarchal attitudes can be diminished through the proper socialization of the child at home and school. Study materials should cite proper examples and pictures maintaining gender equality required to open including the semi urban areas so that proper awareness can be generated. Work places are not sufficiently safe and conducive for women. The unorganized private sectors are needed to take serious interventions in protecting their employees' dignity and image. This is based upon the fact that most of the female respondents of this study admit that sexual harassment is not completely rooted out from their offices and in many places; there was no committee to look into the sexual harassment cases. In the work places there should be proper babysitting and child care centers so that working mothers can keep their jobs. For example, women should not be cited as always performing domestic work in the kitchen, cleaning, serving of food and caring for a baby only but a man can also be cited in those places. These values are needed to be incorporated in the education materials from childhood. There is a need to encourage organizations and activists working on gender issues in a large scale. Women should be aware to oppose any form of

discriminations against them and men should accept women as equals. Some private institutions or companies are exploiting their employees without giving proper salaries to them and there is a need to prosecute these institutions for reprehensible justice to the employee. Corrupted officials are the main hurdles in proper execution of their duties. So, immediate actions should be taken against them. Women grievance cell should be constituted in each and every company comprising of women members only who should directly report to one of the highest women authority

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