Balancing Home and Workplace: Challenges and Constraints Faced by Working Women in India

Dr Sanjay Kumar Singh

Professor of English, Department of Humanities, O.P. Jindal University, Raigarh (CG)

Email: drsksingh27@gmail.com,

Abstract: The growing involvement of women in the Indian labor force has also led to the growth in the number of women and their involvement in the workforce has helped in the growth of the Indian economy, but still, there are socio-cultural and organizational factors that restrict the lives of women and their careers. Working women have a twofold burden of work-related and unequal domestic pressures, and these are exacerbated by gender discrimination, safety concerns, and insufficient organizational support, which result in poor work-life balance and worse job satisfaction. This study will help determine the main problems that working women have to deal with, explore how workplace and home factors affect the work-life balance, and discuss how organizational support can help improve work satisfaction levels. The survey was a quantitative cross-sectional survey done in urban India on 250 working women in education, healthcare, IT/BPO, and service sectors using a structured questionnaire and statistical evaluation. The results demonstrate that work-life balance is greatly impaired by work issues and domestic life, whereas organizational support has a beneficial impact on job satisfaction. The paper reveals the necessity of policy changes, work practices that are facilitative, and the change in attitude of society. Future studies can take a longitudinal and sector-specific perspective in an attempt to create inclusive and gender-sensitive workplaces.

Keywords: Discrimination, Equality, Reforms, Work–Life Balance, Workforce.

1. Introduction

In contemporary India, women's standing is rather contradictory. They are now in the battleground of life, fully equipped with their gift, having left the haven of their home. Even though she is at the top of the achievement ladder, she is silently enduring the prejudice and brutality that her own society has inflicted upon her. Women have come a great way in the current era compared to earlier periods, but they still have a long way to go. They have shown their worth, but they have not yet received their just compensation in India. Women have been flooding India's urban workforce since the country's economic reforms started in the early 1990s. Initially, they worked in government offices, but more and more of them are now employed in professional and service-related fields (Journal et al., n.d.). It might be intimidating to have the guts to go on working when a family member disapproves. And there are a lot of challenges. Compared to their colleagues in other regions of the globe, they confront much greater difficulties. The hiring process itself is hampered by gender prejudice. The legislation promotes equity in compensation; however, it is seldom implemented. This unfairness of different earnings and compensation for the same job is driven by the ingrained belief that women are less productive or capable of doing less labor than men. The long-standing notion that males are superior to women presents several obstacles for women in the workplace (Kansake et al., 2021). The majority of the issues that working women face stem from how society views women's status. The suggested article aims to address the main concerns of working women and the need for policymakers, employers, family members, other relatives, and the general public to improve their views.

The involvement of women in the labor market is largely known to be one of the most significant factors of economic growth and social advancement. In India, liberalization of the economy since the beginning of the 90s has opened more and more working options to the female population in fields like education, healthcare, information technology, and services. Despite these developments, the employment experiences of women have remained influenced by deeply ingrained patriarchal values, unequal power dynamics, and organizational and family-based structural constraints. Although there are legal mechanisms that ensure gender equality, like the Equal Remuneration Act and the maternity benefit provisions, they are not applied uniformly. Female employees usually have a dual responsibility and must attend work and do unpaid housework. These issues are

further worsened by safety concerns, poor career growth, wage inequality, and harassment at the workplace. This paradox in the face of more people at work and the continued inequality requires a methodological study of the same (Kumar, n.d.). The purpose of that study is to examine these problems based on the critical review of available literature and national statistics. The modern education has enabled women to leave the walls of the home and actively participate in society, as well as to work like men in all sectors. Parents are also paying the same importance to the education of girls. Daughters have been identified as being fast and excelling in academic arenas. Self-reliance is the main factor that makes women strive to achieve financial independence (Edition, 1997). The Indian woman is today second to none. The position of women of contemporary India is a kind of paradox. On one hand, she has been on the heights of the ladder of success, and on the other hand, she is an expressionless victim of the violence being unleashed on her by her own kin. When compared to the women of the past, women in contemporary times have come far but in actual sense, they still have miles to go. The road to their place is full of roadblocks. The women have abandoned the safe zone of their home and are in the midst of a battle with their ability, well-equipped. They had proven themselves. In India, however, they have not yet received their due. This indicates that the Indian society continues to be biased against female as shown by the sex ratio of India. According to census 2011, the sex ratio of children in India is 1000:914, which is very low compared to the world average of 990 females. India is surrounded by several issues that women are forced to face daily. These ills have become an inseparable aspect of the life of Indian women, and some of them have resigned to their destiny (Bharti, 2015).

2. Literature Review

2.1. Early Study on Women in the Legal Profession

In India, there is a dearth of literature about the legal profession. However, early studies in the sector concentrate on the independence and difficulties of the profession (Sharma, 1982). The number of women joining the legal field increased dramatically in the 1980s, according to one of the first surveys on female legal professionals in India. However, compared to males, women attorneys had less success in their careers. The predominance of male attorneys in the field, which was seen as a structural limitation, and women's main connection to household responsibilities, which was seen as a cultural constraint, were the causes (Brumberg & Tomes, 1982). Women may have improved in status and performance despite the rise in legal firms throughout the globalization period, but they still do not have workplace autonomy (Ballakrishnen, 2013).

2.2. Work–Life Balance and Women in Various Professions

Maintaining a work-life balance has always been difficult for Indian women, not merely in the legal field but in other professions as well. Research by Valk and Srinivasan (Valk & Srinivasan, 2011) found that women's self-identities and social role expectations in India are binary. Studies, both qualitative and quantitative, have shown that family expectations have a significant influence on women's job choices. Another study demonstrated how crucial work-life balance is to one's career. The company or workplace must recognize the many roles that its employees play (Pandu et al., 2011). Women are anticipated to be involved in household work in a transitional culture like India, which puts their careers at a disadvantage. Another research reveals that variables that impact work-life balance and cause anxiety and stress in many women professionals include excessive work, the pressure to meet the needs of others, and a lack of personal time. Two distinct theories of work-life imbalance are covered in this research. The three-component model demonstrates the need to balance the elements of knowledge, behavior, and ability, and the role analysis framework demonstrates the many roles that women perform Sundaresan (Sundaresan, 2014).

2.3. Work–Life Balance and the Legal Profession

The nature of the legal profession makes it difficult. According to research by Bacik and Drew (Bacik & Drew, 2006), women face significant difficulties because of the dual role expectations. Mothers have particular difficulties. It is proposed that there is an inverse relationship between motherhood and the legal profession. The effects of parenthood on one's career are different for men and women. To accommodate women, improvements must be made to both family and legal work. Research conducted in India by Makhija and Raha (Raha's, 2012)

found that both the family and the workplace need to improve. Appropriate facilities are advised, particularly daycare centers. The rules on leave-taking in law firms need to be modified. Changes are anticipated in the mindset that discriminates against women in both the home and the workplace.

Objectives

1. To determine the significant issues of working women struggling with their home and work lives.

2. To determine how work-related limitations affect work-life balance.

3. To examine the connection between job satisfaction and organizational support among working women.

Hypotheses

1. H1: Workplace challenges significantly affect work–life balance among working women.

2. H2: Organizational support has a positive impact on job satisfaction.

3. H3: Safety concerns significantly influence women's willingness to continue employment.

3.   Research Methodology

3.1.   Research Design

The study employed a quantitative cross-sectional research design to systematically examine the challenges and constraints faced by working women at a single point in time. This design was considered appropriate as it enables the collection of numerical data from a defined population to identify patterns, relationships, and prevailing conditions related to workplace challenges, domestic responsibilities, work–life balance, and job satisfaction. By capturing respondents' perceptions simultaneously, the cross-sectional approach facilitates efficient analysis of associations among variables and provides a reliable snapshot of the current experiences of working women in India.

3.2.   Sample

The present research was carried out on a sample of 250 working women working in different fields, namely education, health care, information technology, bank and other services sectors in urban areas in India in Table 1. These industries were chosen to have representation of both knowledge-based and service-oriented industries, where the participation of women in the workforce is relatively high. The convenience sampling method was used because of the following factors, which are practical considerations: accessibility, time constraint, and willingness of the respondents to engage in the study. Although this non-probability sampling technique restricts the generalization of the research results, it was deemed suitable with respect to exploratory analysis with the aim of comprehending existing challenges and limitations that working women experience in their attempts to balance work and home.

Table 1: Demographic Profile of Respondents (n = 250)

Variable	Category	Frequency	Percentage
Age	21–30	72	28.8
	31–40	98	39.2
	Above 40	80	32.0
Marital Status	Married	162	64.8
	Unmarried	88	35.2
Sector	Education	70	28.0
	Healthcare	56	22.4

| | IT/BPO | 64 | 25.6 |
| | Others | 60 | 24.0 |

3.3. Instrument

The structured questionnaire was used to collect the data that would provide the ability to obtain the information that was pertinent to the research aims. The questionnaire was broken down into four parts with the first part collecting demographic data of the respondents in the second part the respondents were to respond to issues in the workplace, workload, discrimination, and organizational support, the third section involved the examination of domestic issues, including the duties performed at home and the nurturing role and the final section involved the work-life balance and overall job satisfaction. Attitudinal and perception-based item responses were measured in a 5-point Likert scale, where 1 (Strongly Disagree) to 5 (Strongly Agree), to enable the quantification of subjective experiences and enable statistical analysis.

3.3.1. Reliability of the Instrument

Cronbach's alpha was used to determine the reliability of the research instrument in order to test the internal consistency of the measurement constructs. According to Table 2, the Cronbach alpha of the Workplace Challenges (0.84), Work-Life Balance (0.81), Organizational Support (0.86), and Job Satisfaction (0.88) all have a value greater than 0.70, the generally accepted value of 0.70, thereby stating that the reliability is high. These findings are a confirmation that the multiple items contained in each construct are internally consistent and are also relevant in measuring the desired constructs, hence making the data robust and credible to be used in further statistical computations.

Table 2: Reliability Analysis

Construct	**Cronbach's Alpha**
Workplace Challenges	0.84
Work–Life Balance	0.81
Organizational Support	0.86
Job Satisfaction	0.88

3.4. Data Collection

The data used in the study were gathered based on a combination of online and offline survey methods in three months, and ensured a greater involvement of people working in various occupational professions and enhanced the diversity of the answers. Identification and recruitment of respondents were done on the basis of professional networks, workplaces, and online, and the respondents were made aware of the study agenda beforehand. Entry into the study was voluntary, and the respondents were made to feel safe regarding confidentiality and anonymity so that they could provide honest and non-biased responses. Moral issues were also taken into account, and the data gathered were only utilized in terms of academic research.

4. Results and Discussion

Data were analyzed using SPSS. Descriptive statistics, correlation analysis, and regression analysis were employed. The findings strongly suggest that the issues that working women in India are experiencing are highly intertwined, and they are both an outcome of employment organizations and the established stereotypical roles at home. Excessive amounts of pressure at the workplace, combined with the imbalance in roles at home, greatly impair work-life balance, and poor organizational support further limits job satisfaction and well-being. These results add to the affirmation that the challenges working women face are not personal flaws but structural problems that need multi-party organizational, societal, and policy-level responses to develop more equal and accommodating workplaces.

4.1. Descriptive Analysis

The descriptive statistical analysis indicates some valuable information on the significant variables of the study. According to Table 3, domestic responsibility received the greatest mean score (M = 4.15, SD = 0.68), which means that the respondents have a significant burden of duties related to the household and caring in addition to their professional duties. This is succeeded by challenges at the workplace (M = 3.92, SD = 0.71), which portrays that there are high points of perceived organizational pressure, discrimination, and workload. Organizational support, in its turn, displays a relatively moderate average (M = 3.21, SD = 0.74), indicating the lack of supportive workplace provisions. Interestingly enough, work life balance has a low score (M = 2.89, SD = 0.79), which shows that there is a considerable inequality between work and personal life among the respondents, and job satisfaction (M = 3.05, SD = 0.76) is moderate, which means that despite the challenges, still, women can find a certain measure of professional satisfaction in their lives.

Table 3: Mean Scores of Key Variables

Variable	Mean	Std. Deviation
Workplace Challenges	3.92	0.71
Domestic Responsibility	4.15	0.68
Organizational Support	3.21	0.74
Work–Life Balance	2.89	0.79
Job Satisfaction	3.05	0.76

4.2. Correlation Analysis

Figure 1 represents the correlation between workplace issues and the work-life balance among working women as a scatter plot with a regression line fitted through it. The workplace issues (workload, gender discrimination, absence of flexibility, and safety considerations) are placed on the horizontal axis, whereas the scores of work–life balance are placed on the vertical axis.

Explanation

Figure 1 shows that there is a distinct negative correlation between work-life balance and work challenges in the workplace. The more pressure one is experiencing at work, the worse the work-life balance. The negative incline of the regression line shows that those women who encounter more discrimination, work stress, and rigid organizational policies struggle to balance their work and life more and more. This trend is statistically supported by the visual trend as the correlation is significantly negative (r = -0.61, p < 0.01). This indicates that work-life imbalance is highly determined by workplace challenges. The result proves Hypothesis H1, which was that workplace pressures have a significant impact on work-life balance.
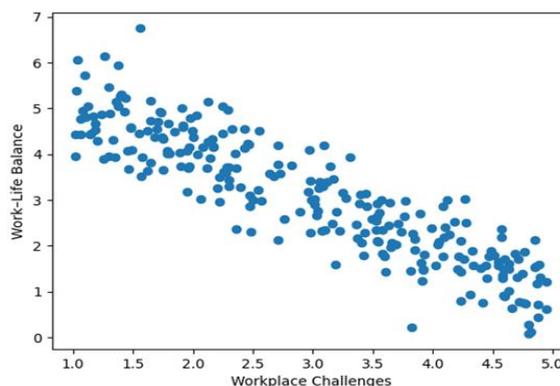

Figure 1: Correlation between Workplace Challenges and Work–Life Balance.

Academic Interpretation

This finding illuminates the structural aspect of work-life conflict experienced by working women in India. Instead of it being a personal coping problem, imbalance develops as an outcome of organizational and cultural limits. The discovery concurs with other research done in the past that indicates that heavy workload and gender discrimination are major factors in the work- family conflict.

4.3.   Regression Analysis

Figure 2 is a regression path diagram illustrating how there are two important independent variables, namely workplace challenges and domestic responsibilities, that influence the dependent variable work-life balance. Arrows show the direction of influence, and standardized beta coefficients are the strength of each predictor.
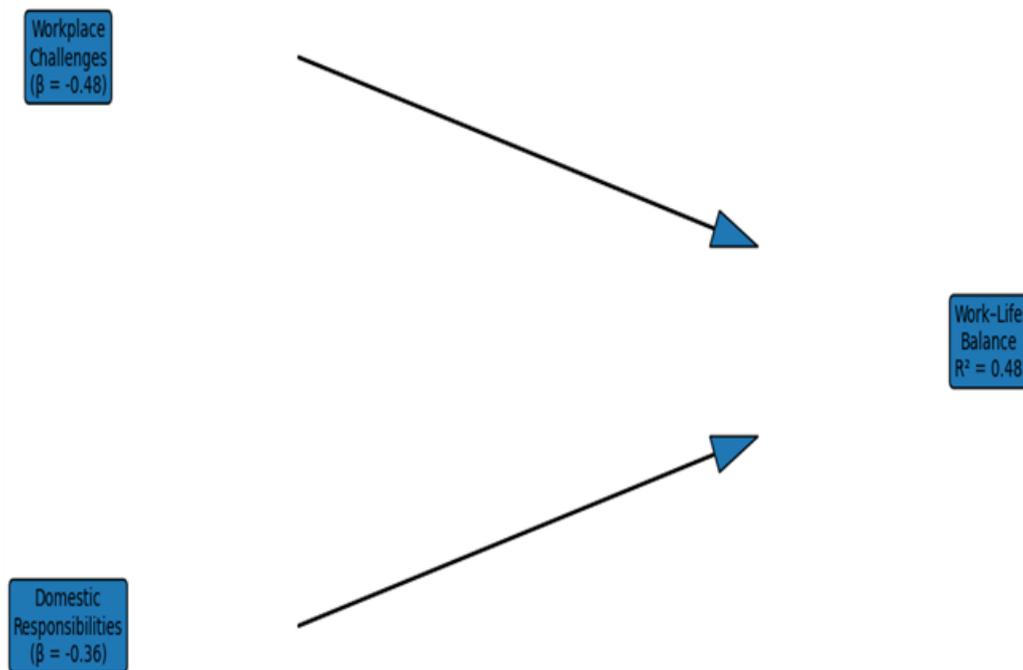

Figure 2. Regression Model Illustrating Predictors of Work–Life Balance.

The regression analysis will show that work-life balance is highly predicted by both workplace issues and domestic needs. The negative impact is more pronounced in workplace issues ($\beta = 0.48 < 0.01$) and in household issues ($\beta = 0.36 < 0.01$). All of these variables are used to explain about 48 percent of the variance ($R^2 = 0.48$) in work-life balance. Work-life imbalance among women is not a one-dimensional issue but a combination of pressure that comes with organizational demands and unequal household roles. The fact that the workplace challenges resulted in a higher beta value shows that the organizational factors are somewhat more dominant than the domestic workload.

Academic Interpretation

This number gives empirical data that work-life balance is a multidimensional construct, and the two areas that are affected are the professional and personal ones. The results support the gender role theory that claims that the dual burden of women comes as a result of the demands society has placed on women to act as primary caregivers, irrespective of their working position. The regression analysis confirms Hypothesis H1 and highlights the necessity of workplace changes as well as the redistribution of domestic roles.

4.4. Organizational Support and Job Satisfaction

The bar chart, as illustrated in Figure 3, compares the mean job satisfaction scores at three organizational support levels, i.e., low, moderate, and high levels of organizational support. Organizational support involves maternity benefits, supportive supervision, flexibility in working hours, and safety provisions.
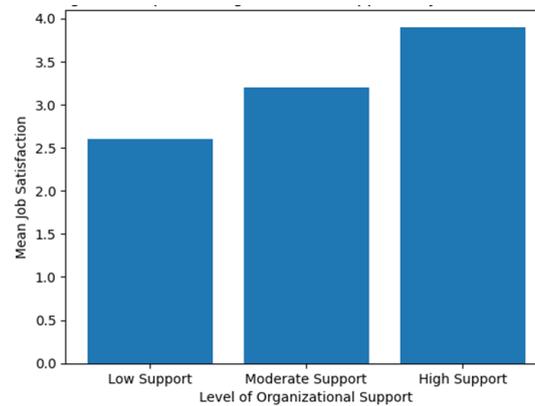

Figure 3: Mean Comparison of Job Satisfaction by Level of Organizational Support.

The figure shows that job satisfaction with increased levels of organizational support is rising positively and progressively. The low scores in the mean job satisfaction indicate that women who report low organizational support present the lowest scores in job satisfaction; conversely, women who report high organizational support report high job satisfaction scores. Statistical testing has proved that the difference between the mean job satisfaction of the levels of support is statistically significant ($p < 0.01$). This implies that organizational support is critical in boosting positive work attitude and the well-being of employees.

Academic Interpretation

The results support Hypothesis H2 and prove that organizational support affects job satisfaction significantly and positively among working women. The supportive policies help to reduce stress, increase motivation, and help women balance work and family responsibilities better. This finding is consistent with the theory of organizational support that postulates that employees who feel that they are valued and supported are more dedicated and satisfied with their jobs.

5. Discussion

The results substantiate the fact that working women in India experience significant problems in the field of balancing work and family issues. Stressful work-life: This is due to a high domestic workload and the demanding expectations at the workplace that substantially lower the work-life balance. Stress and career stagnation are further enhanced by gender prejudice and the absence of not-so-rigid work plans. The issue of safety, especially when it comes to commuting and night shifts, is another issue that affects the employment choice of women. Organizational support was revealed as a significant element to increase job satisfaction, which indicates the significance of flexibility in policies, helpful leadership, and inclusive workplace cultures. These results are consistent with previous research works on work-family conflict and the gender disparity in the workplace, which support the necessity of structural and cultural changes.

5.1. Women in India & Problems:

The woman may have accepted a job since modern life has gotten more expensive. This is particularly true for women in the poor and middle classes, who look for work to support their families. Higher-class women also actively pursue employment since it allows them to advance in society, but their main motivations are to maintain opulent lives and boost their social standing. In order to become more suitable for marriage, women often seek jobs. The groom's family prefers working girls over sitting girls. The apparent conclusion is that earning women would be beneficial in managing the household. However, it is not the final scenario. Sometimes

the strain to balance one's personal and professional life becomes excruciating, with one of them suffering as a consequence. Working women may experience subjugation at work, become victims of sexual assault, or deal with issues brought on by working overtime or at night, when security becomes a concern (Banerjee, n.d.).

Approximately one in ten Indian women between the ages of 15 and 49 has suffered sexual assault, and one-third have experienced physical abuse. Thirty-five percent had been victims of sexual or physical abuse. Millions of women have endured and do suffer at the hands of spouses and other family members, as seen in Table 4. Married and single women between the ages of 15 and 49 were asked about their experiences with physical and sexual assault in NFHS-3. Since 1971, when the National Crime Records Bureau (NCRB) began collecting statistics on rape cases, there has been an astounding eightfold rise in the number of rapes perpetrated in India. The most recent NCRB data states that between 1971 and 2006, there was an almost twofold increase in murder events, a 149% increase in kidnapping and abduction cases, and a decrease in riots and dacoity. Overall, there was a 16% decrease in violent crimes throughout that time. The startling 678% rise in rape cases stands out in this setting (Ray et al., 2019). The main problems of Indian women include: Malnutrition, Poor health, Maternal Mortality, Lack of education, Mistreatment, Overwork, Lack of power, Marriage, child marriage, Dowry, Female infanticide/foeticide, and Divorce. The statistics testify to the brutalities inflicted on women.

Table 4: Presents a comparative analysis of various Social Indicators for India versus the World average.

Social Indicator	India	World
Infant Mortality Rate, per 1000 live births	73	60
Maternal Mortality Rate, per 100,000 live births	570	430
Female Literacy, %	58	77.6
Female School Enrollment	47	62
Earned Income by females, %	26	58
Underweight Children, %	53	30
Total Fertility Rate	3.2	2.9
Women in Government, %	6	7
Contraception usage, %	44	56
Low birth weight babies, %	33	17

5.2. Working Women

Indian women have made significant progress! Women today have developed the skills and talents necessary to not only be competent homemakers but also to be on par with their male counterparts. This generation of women wants to follow their ideal careers. But not everyone's life is a bed of roses. Indian households are under more severe financial obligations every day. Every Indian family is forced to find methods to boost household income due to the country's skyrocketing cost of living, rising child education costs, and rising housing costs. Because of this, women in India, who were traditionally seen as homemakers, are compelled to work and even pursue professions that were previously thought to be exclusively appropriate for males. They are forced to use every resource at their disposal to support their families. Here, "working women" refers to females who have paid jobs. The way society views women's roles is well behind the law. This mindset, which views women as suitable for certain occupations but not others, taints hiring managers. As a result, women may readily find work in the regular subservient fields of nursing, medicine, teaching, secretarial work, and assembly. However,

priority will be given to a male with comparable qualifications even if there are highly skilled female engineers, managers, or geologists.

5.3. Working Women: Problems & Challenges:

Compared to their counterparts in other areas of the globe, working women in India confront much greater difficulties. The hiring process itself is hampered by gender prejudice. The legislation promotes equity in compensation; however, it is seldom implemented. This unfairness of different earnings and compensation for the same job is driven by the ingrained belief that women are less productive or capable of doing less labor than men. Women face several obstacles at work because of the long-standing notion that males are superior to women. In India, women are responsible for cooking, cleaning, dishwashing, laundry, preparing their children for school, and other home duties that men do not share. Men only handled a few tasks that needed to be done outside the home. Therefore, women bear the majority of the responsibility for managing the household. As long as they were stay-at-home moms, it was OK for women to do all the duties. They now have to put in even more effort because of their growing need to support the family financially. In addition to taking up a 9–5 work, they must manage all of the domestic duties they formerly performed as homemakers. The working mother causes more friction. The expectations at work must be met, followed by a variety of needs at home. In the current situation, both the husband and wife strive to strike a balance between their personal and professional lives. However, women still have challenges since they must fulfill the obligations of office employment while juggling the responsibilities of a cook, family maid, tutor, and nurse.

"Equal pay comes with equal responsibilities" refers to the many challenges faced by working women. The glass ceiling effect includes, but is not limited to, asking intimate questions about marriage and family during an interview, discrimination in promotions, sexual harassment, a lack of flexible work schedules, and a dearth of female mentors and supervisors in businesses. Women are laid off as a consequence of technological advancements. Nobody considers improving their abilities. Maternity leave is seldom granted. Terminating the woman's job and hiring someone else is much simpler. Trade unions don't accomplish much to improve the situation of female employees. The majority of labor unions do not prioritize women's problems. Sexual harassment is a common occurrence for women who go to work. Men take advantage of the overcrowding in the public transportation system to physically assault women. Unwanted attention from coworkers may still be ignored, but if a higher-ranking officer requests sexual favors, it puts a woman in a difficult position. The employer might easily take it out on the wife in various ways to make her life miserable if she refuses.

Challenges faced by women employees at the workplace can be any of the following types:

1. Work Pressure

2. Peer Pressure

3. Competency Pressure

4. Time Limit Projects

5. Gender Based Harassments

6. Discrimination based on Sex

7. Health Vs Work

8. Others

5.4. Discrimination at Workplace:

Nonetheless, Indian women continue to experience overt discrimination in the workplace. Sexual harassment at work is a significant issue for working women. Additionally, female workers who work nights are especially susceptible to these kinds of events. For instance, nurses deal with this issue almost daily. Hospitals do not take any action to address the threat they confront. One factor contributing to the ongoing rise in sexual harassment at work is the flagrant disrespect for present Indian legislation. Additionally, while not all working women

experience this, Indian women are sometimes denied chances for advancement and advancement at work. The Equal Remuneration Act of 1976 still denies most working women their right to equal pay, and they are paid less than their male coworkers. This is often the case in labour-intensive businesses like manufacturing (Singla, 2015).

5.5. Safety of Working Women While Traveling:

A working woman in Indian culture often finds it challenging to strike a balance between her personal and professional lives due to the traditional attitude. Working beyond six o'clock could not be acceptable in certain homes. Families that do agree to these working hours may worry about a woman's safety on the road daily. A working lady has a lot of challenges since her family and society keep a tight eye on her. Approximately 80% of families want their daughters-in-law to put family needs ahead of their official job, according to an ASSOCHAM poll of 1000 women professionals. Additionally, many women experience physical and psychological abuse at the hands of their husbands and in-laws, but they do not report or complain about it, especially if they have children (Manasa Gouri M, 2016).

5.6. Working Women Can Claim Maintenance

Section 125 of the Criminal Procedure Code acknowledges a woman's legal right to demand support from her spouse. A woman may demand support from her estranged spouse under Section 24 of the Hindu Adoption and Maintenance Act, 1956. Her small children may also be included in the support claim. Additionally, these rules allow maintenance claims to be made throughout separation, even before divorce. At first, it was thought that an Indian working woman had no right to upkeep, as she could support herself. However, a landmark ruling in Bhagwan v. Kamla Devi (1975) 2 SCC 386, resolved the uncertainty. The Supreme Court ruled that if a working woman's monthly salary is insufficient to cover her maintenance, she may be entitled to maintenance from her divorced spouse. The Court also made it clear that a woman does not need to be completely impoverished to qualify for maintenance under the definition of "unable to maintain herself (Thehindu, 2025)." Because few women are self-assured enough to file complaints, the legal entitlement of women to equal compensation at work is often ignored. If she gets married again or changes her faith, her entitlement to maintenance is limited. Additionally, there have been cases when the court has mandated that wives with high incomes provide support to their husbands.

5.7. Key Findings

In all of the nation's main centers of economic activity, 53% of working women experience insecurity, particularly during night shifts. The majority of them work in the textile, medical, civil aviation, BPO/ITeS, and hospitality industries. They worry that the safety standards established by their individual organizations are insufficient, and their concerns and anxieties are only growing as a result of the rise in crime. According to an assessment conducted by the Assocham Social Development Foundation (ASDF), nearly 26% of women working in the medium sector and 23% of women working in large-scale establishments are afraid to go outside after dusk, and 48% of women working in the small-scale sector are very concerned about their safety (ILO.org, 2025).

- 34% of women in the low-skilled group, 29% in the moderately skilled group, and 8% in the highly skilled profession are concerned about their well-being.

- The rapidly expanding BPO/ITES, hotel, and civil aviation sectors have created parallel employment for taxi drivers, who are often accountable for reckless driving, collisions, eve-teasing, rape, and even murder.

- 86% of women who work nights have transportation issues as a result of their employers' inadequate transportation options. Workers in Delhi, Hyderabad, and Ludhiana experience the fewest commuting obstacles, while those in Kolkata, Mumbai, and Pune face the most.

- Between 75,000 and 95,000 women in Bangalore work nights. Approximately 1,600 of Bangalore's 2,200 IT companies are registered with the Department. Approximately 56% of women in Bangalore

who work night shifts in the IT, airline, medical, and BPO sectors reported feeling uncomfortable. Delhi has the highest percentage of women (65%), followed by Hyderabad (35%), Chennai (28%), and Mumbai (26%).

- There are more industries with post-sunset shifts than BPO/ITeS. Along with women employed in the media, aviation, hotel, and other service sectors, female nurses have been doing night shifts.

6. Conclusion

This study highlights the fact that even though there is an increase in the involvement of women in the Indian labor force, there are infrastructural, cultural, and organizational problems that are still entrenched and limit the full potential of women. Based on the results, it is evident that over-domestic roles, work-related prejudice, safety issues, and poor organizational reinforcements are a major factor that disrupts work-life balance and job fulfillment in working women. Despite having legal frameworks and policies that guarantee gender equality, they are poorly implemented, and patriarchal tendencies undermine their validity. The real empowerment of working women would not be possible without changes in policies, but also a collective change in the attitudes of employers, as well as families and society in general. Further study can use a longitudinal and mixed-method design to incorporate the changing workplace dynamics and experienced lives in rural and semi-urban settings. Further research on sector-specific, comparative international, and analyses of flexible work policies, digital work models, and safety interventions can be used to design inclusive and gender-sensitive workplaces in India.

References

1. Bacik, I., & Drew, E. (2006). Struggling with juggling: Gender and work/life balance in the legal professions. Women's Studies International Forum. https://doi.org/10.1016/j.wsif.2006.03.006

2. Ballakrishnen, S. (2013). Why is gender a form of diversity?: Rising advantages for women in global indian law firms. Indiana Journal of Global Legal Studies. https://doi.org/10.2979/indjglolegstu.20.2.1261

3. Banerjee, K. (n.d.). Gender_Equality_and_Empowerment_MDG_Kabeer.pdf.

4. Bharti, S. (2015). Women Development in Rural India. 1(1), 14–18.

5. Brumberg, J. J., & Tomes, N. (1982). Women in the Professions: A Research Agenda for American Historians. Reviews in American History. https://doi.org/10.2307/2702343

6. Edition, F. (1997). Women -- education and empowerment. In Joicfp News (Issue 271).

7. ILO.org. (2025). Strengthening labour institutions and worker voice to deliver decent employment ☐ Strengthening labour institutions. July. https://www.ilo.org/sites/default/files/2025-07/RDW_Package_2025_0107 %28001%29.pdf

8. Journal, I., Sciences, S., Factor, I., & Associate, M. S. S.-. (n.d.). Issn : 2278-6236 Status of Women in India : Ancient To Modern Issn : 2278-6236. 5(1), 490–501.

9. Kansake, B. A., Sakyi-Addo, G. B., & Dumakor-Dupey, N. K. (2021). Creating a gender-inclusive mining industry: Uncovering the challenges of female mining stakeholders. Resources Policy, 70(June 2020), 101962. https://doi.org/10.1016/j.resourpol.2020.101962

10. Kumar, A. (n.d.). Women Employment in India: Past, Present and Future.

11. Manasa Gouri M. (2016). Problems of working women in India. Rjpss, 77–87.

12. Pandu, A., Balu, A., & Poorani, K. (2011). Assessing work-life balance among Indian women professionals. The Indian Journal of Industrial Relations.

13. Raha's, M. and. (2012). Challenges faced by Indian women legal professionals: A report based on the study conducted in Delhi, Mumbai, and Bangalore among Working Mothers in the Legal Profession. https://www.scribd.com/document/102128508/Challenges-Faced-by-Indian-Women-Legal-

Professionals-Full-Report

14. Ray, P. P., Thapa, N., Dash, D., & De, D. (2019). Novel implementation of IoT based non-invasive sensor system for real-time monitoring of intravenous fluid level for assistive e-healthcare. Circuit World, 45(3), 109–123. https://doi.org/10.1108/CW-01-2019-0008

15. Sharma, K. L. (1982). SOCIOLOGY OF LAW AND LEGAL PROFESSION : A CROSSCULTURAL THEORETICAL PERSPECTIVE. https://doi.org/https://www.jstor.org/stable/43952220

16. Singla, A. K. (2015). Sexual harassment of women at workplace in India. International Journal in Applied Studies and Production Management, 1(4), 58–66.

17. Sundaresan, S. (2014). Work-life balance-implications for working women. OIDA International Journal of Sustainable Development.

18. Thehindu. (2025). Women entitled to maintenance from second husband even if previous marriage legally subsisting: Supreme Court. https://www.thehindu.com/news/national/women-entitled-to-maintenance-from-second-husband-even-if-previous-marriage-legally-subsisting-supreme-court/article69195283.ece

19. Valk, R., & Srinivasan, V. (2011). Work-family balance of Indian women software professionals: A qualitative study. IIMB Management Review. https://doi.org/10.1016/j.iimb.2010.10.010