

CHAPTER – I

INTRODUCTION

1.1 THEORETICAL ORIENTATION OF THE PROBLEM

Women are an inseparable part of society. They are working both at home and at workplace to fulfill the needs of society and family. Women are performing their duties very efficiently on both the fronts. They have equal rights and positions as men. In family, they are bearing all the responsibilities of family. The status of the women can be defined as the degree of equality and freedom enjoyed by women in the shaping and sharing of power. The traditional setup of Indian Society deprived women of their rights and equality. When Indian constitution provided them these rights, it was a radical change because at that time these were not provided to women even in most of the advanced countries. Shobna (2005) stated that the status of women in India has been subject to many changes over the past few millennia. The journey of the history of women and their social status has been interesting. During the ancient time, they had enjoyed equal status with their counterparts but as history advanced, their position and status were relegated to the background in medieval periods. In the modern era, their voice was raised by various socio-religious reform movements in India.

The position of women in India has not been rosy, right from the ancient to medieval and modern India. She had equal status with men in ancient times. During Rigvedic Period, there have been references when women had a role to play in political decisions of the society. They could participate in Sabha and Samiti of tribal polity. But as they approached later vedic period and subsequent, their position and status suffered, though historians get some scattered references of women participating in the polity of their states like Rajyashree, during Harshavardhna era. Jaiswal (2001) mentioned that Arthashastra contains interesting data on women of diverse background who were obliged to earn their living. It speaks of women skilled in handicraft and in spying, even living inside the house of enemy. He also stated about those women who spun yarn at home to support their families.

During medieval period, on the one hand historians get references of some prominent women participating in Muslim and Hindu polity like Razia Sultana, Nurjahan, Jahanara and

Chand Bibi, yet on the other hand, the era was not a relief, in general, to the status and position of Indian women. During the medieval period, the position of Indian woman deteriorated when Sati, child marriages and a ban on widow remarriages became part of social life among some communities in India. According to Suguna (2009), these social evils induced the social reformers and they criticized these inhuman practices. Muslims brought the purdah practice, Rajputs of Rajasthan practiced Jauhar. In some parts of India, the Devadasis or the temple women were sexually exploited. Polygamy was widely practiced especially among Hindu Kshatriya rulers. In many Muslim families, women were restricted to Zenana areas. Kamat (1980) mentioned that women took in their stride the changing circumstances and adjusted themselves. In the vedic age, they were equals of men. In middle ages, their education became circumscribed; still those in the higher strata took advantage of education available.

1.1.1 STATUS OF WOMEN IN MODERN ERA IN INDIA

In modern period, the English education and western learning resulted in a new atmosphere in Indian society and polity. European scholars observed in the nineteenth century that Hindu women are more virtuous in comparison to women. Even during the British Raj, there were many reformers such as Ram Mohan Roy, Ishwar Chandra Vidyasagar and Jyotirao Phule fought for the upliftment of women. Raja Ram Mohan Roy was the torchbearer of social reforms for the women. He campaigned for rights of women, including the right for widows to remarry, and the right for women to hold property. He actively opposed Sati system and the practice of polygamy. Goyal (2009) studied that revolutionary thinking for the welfare of women created bitterness between Raja Ram Mohan Roy and his family and he had to leave his home. Ishwar Chandra Vidyasagar strongly supported women education in Bengal and went door to door to persuade people to send their girl child to school. Haldar (1998) studied that Ishwar Chander Vidyasagar also did a lot in the field of widow remarriage. Swami Dayananda Saraswati was of the view that the Vedic Hindu scriptures gave utmost importance to women. Sinhal (2009) highlighted that Swami Dayananda emphasized equal rights for women in every field. He tried to change the mindset of people with his Vedic teachings.

Indian National Movement and Leadership of Mahatma Gandhi played an important role in the achievement of equality of women. The social reformers of nineteenth century laid down the stage for the emancipation of women. In 1917, the deputation of women led by Smt. Sarojini Naidu presented their demand for enfranchisement to British Government on the basis of equality with men. Anderson (1998) investigated on equality of black and poor women and their participation in formation of Government. In 1930, women organizations demanded immediate acceptance of adult franchise without sex discrimination. Though rejected by Government, the Karachi Session of the Indian National Congress accepted the demand and committed itself to women's equality regardless of their qualification and status.

Women Professionals

The nineteenth century reform movements had limited their efforts in improving the condition of women within the traditional family structure. The early twentieth century saw the birth of women's organization and demand for equal rights. A large percentage of women in India are engaged in working outside the house. In the present era, women have conquered the whole world with their smartness, intelligence and elegance. Women are known for their honesty, efficiency and more particular attitude as compared to men. It is studied that women with their hard work and sincerity have excelled in each and every profession. In the present era, women employees are preferred in every field because of their performance. Women prefer all types of jobs but a few favorites are air hostess, advertising, advocate, electronic engineer, software engineer, fashion designer, journalism, teacher, business executive, beautician, doctor. Jobs such as sewing, typing, cleaning, cooking also have high percentage of women. The income contribution of middle class women is more than that of lower and higher classes among working women.

Nelasco (2010) highlights some of the successful women of the century like Kiran Mazumdar-Shaw, owner of Biocon company; Lalita Gupte and Kalpana Morparia (both were the only businesswomen in India who made to the list of the Forbes World's Most Powerful Women), run India's second-largest bank, ICICI Bank. Women have adorned high offices in India including that of the President, Prime minister, Speaker of the Lok Sabha, Leader of Opposition. India has also the credit of making a woman its President.

Women had been a neglected lot through the different phases of history; even great scholars like Manu questioned the capability of women to perform equally with man. They were debarred from giving any legal witness in judicial cases. It is high time when women have to shoulder equal responsibilities vis a vis man and come out as an equal performer in different fields like social, economical and political to claim equality. The present plans and their time to time implementation are enabling women to come out of the abnoxious clutches of gender disparity. The social condition of women has been subservient to males from the hoary past. It remained so through the medieval ages and still exists in the modern period in many sections of society. McLaughlin et al (2010) defined professional development as liberation from economic dependence from others and a professional is someone who receives monetary compensation for his services. The opposite is an unpaid, meaning a person who does not receive monetary compensation. To overcome male domination is a great hurdle in the life of women. The constitution also safeguards the rights of the women and provides ample opportunity for her overall development. Education and Professional development have added strength to the confidence of women. They have become able to raise their voice against the social and economic disparities. They are handling successfully both fronts at home and outside. When they are given a chance, they do not lag behind even in surpassing men. Some of the women performed marvelously in 2014 in various fields. State Bank of India chief Bhattyacharaya was awarded the most successful business woman in 2014. Avni Davde was the only Indian woman to be included in the list of most successful business women of the world. Indra Nooi and Chanda Kocher were named among the twenty five powerful businesswomen of Asia with rank 3rd and 10th respectively. Renu Kothar became first Indian woman head of Fedral Reserve Bank of Dallas, Dallas. Gorla Rohini was posted as first woman chief of Police Academy. Due to the performance in her services, Shakti Devi of Jammu and Kashmir was given honor by United Nations Organization for peace preservice award.

1.1.2 WORK EXPLOITATION AND WOMEN PROFESSIONALS

The saying is true that the hand that rocks the cradle, rules the world. Jawahar Lal Nehru (1949) stated that you can tell the condition of a nation by looking at the status of women. The high cost of living has put the family in position where both male and female

must work full time jobs to survive. The term work exploitation refers to work place exploitation. Work place exploitation involves circumstances in which certain persons are being mistreated and unfairly used for the advantage of the employer. In this situation, the employer may use the employees for his personal and economic benefit.

All people have day to day basic needs and they earn to live a contented life. To fulfill these needs women are also entering in professional life. These basic needs for survival can also expose female employees to exploitation. When a person begins to have of losing his job and he will not be able to survive without it, he develops compromising attitude. Some employers see this fear as an opportunity and thus use it to take advantage of their workers. Most of the people experience exploitation in any form by their employer or supervisors. Sometimes, employees are paid less than they deserve and at other times they do not receive credit for their work. On many occasions, other employees take the advantage of it not only in the form of appreciation but in the form of bonus also. If one feels they are not being treated fairly in the workplace because of racism, sexism or any other bias, it also amounts to exploitation. Lebergott (2005) discusses many such conditions that women have to face at workplace. Low pay, sexual harassment, poor health conditions are the main negative features to which women suffer in professional field. Due to these negative features, work place exploitation of women is taking place. In modern society, a number of women work to prove themselves and for this, sometimes they have to sacrifice their family life also.

The problem of women exploitation is not only in India but it exists throughout the world. Shobna (2005) stated that women even in developed countries have not got their equal rights till today. Sonalkar (2003) stated that working women are exposed to many crisis and exploitation which push back women largely into the sphere of house work. Rosen (2009) explored issues relating to women and girls with disability who have experienced violence and exploitation. It is difficult to precisely decide the accurate number of women and girls who are affected. He mentioned that violence and exploitation against women with disability take place at a rate of 50% higher than in the rest of society. Marry and Hatch (1998) highlighted the common problems to all working women like attitude of employer, relationship with other workers and personal security of women. They are exploited both

morally and physically. Women's work place exploitation makes them lose their morality. The women professionals are exploited by not only their employers but by their male fellows also. They have to face verbal abuse, physical harassment, economic, social and emotional exploitation. Verma (2004) referred that around world's 1.3 billion poor population, 70% are women and of the world's one billion illiterates, two-third are women illiterates. Women still remain more vulnerable to such abuse and are less likely to protect themselves from discrimination, humiliation, torture and exploitation due to adverse socio-cultural milieu at work places. Mishra (1995) revealed that women working in unorganized sector suffer from many problems like unhygienic environment, no medical facilities and no awareness on the subject of laws. Private sector has played most powerful roles in process of self-formation for young girls and resulted in exploitation. Bolzendahl and Brookes (2009) explored that the sexualization and exploitation of women workers by private sector is very much in advanced liberal democracies. The fear of exploitation makes women weaker and uncertain and they avoid working outside.

Overworking without any relaxation, no adequate health environment or equipment that helps the employee to get her work done easily is also the manifestation of exploitation. Physical Exploitation relates to lack of one's physical fitness, poor health environment and physical tortures. This type of exploitation creates an environment which is not conducive to the health of a person. It also indicates exploitation of services in domestic domain by the employer in which physical appearance is necessary whether he has sufficient time or not. Lacey (2012) found that inadequate equipment and lack of other facilities have been a source of excessive physical work which results in low morale and dissatisfaction. Sometimes reports of direct or indirect physical exploitation also come to limelight. Antagonistic working environment affects both male and female workers. But there are many gender specific dangers to which women workers, because of their biological structure, are exposed. These dangers severely affect women's physical and reproductive health. Gupta (1985) found that the women workers are working in unhealthy physical environment. It may give rise to a sense of discomfort and work done in pitiable physical state over a long period of time, it may result in dissatisfaction with the job. Child bearing is natural biological phenomena for women but at their work place they have to face so many problems relating to it. They have to attend their work till the very advanced stage. In private sector they are not giving

appropriate maternity leave and other such facilities. Even during pregnancy, the social set up is such that they are not psychologically comfortable at their work place during this period. After the birth of the child, women have to face new problems like proper caring of child. For high middle classes women generally leave their children in crèches where the atmosphere is not conducive for the overall development of the child. Lower economic class families cannot afford such facilities of high cost and they have to make do with unregistered, untrained inadequate immature house helpers who are either too old or are themselves still children. Even women involved in home-based work are also exploited due to specific poor working conditions. In south India, most of carpet weavers are women and girls working under poor conditions. The report told that serious attention should be paid to the miserable condition of carpet weaving women and the government and international organizations should take measures to end this. Sometimes they have to face physical torture. Though it does not exist in higher class job but in low profile jobs it occurs. But some time it also takes place in respectful profession. The news was published in The Tribune (05-12-2011) that during a protest in public sector by EGS teacher union, a female teacher was slapped by a sarpanch in public gathering which is against the dignity of a woman who is protesting to redress her grievances in a parliamentary and democratic way. These women workers are generally exploited. Verma (2004) studied that district Patiala has a enough number of female workers working in the unorganized sector. Even during their work, they face a lot of troubles; they are exploited and are unaware about their rights. It can be easily estimated that these women are living a life far below from satisfaction. They live under insanitary environment which results in dangerous diseases.

Economic exploitation means when one's services are being used but he is not paid proportionately to his work. When subordinates are compelled to work for donkey hours without proper monetary compensation it is considered, economic exploitation. Employees are not paid genuine salaries. The economic exploitation of women is comparatively higher than men because in our social set up they have stronger ties with their families as compared to men. Man can afford to work hundred and hundred miles away from their families but this is not easy for women especially for married women. Even highly educated women have to face unemployment or under employment at the cost of remaining near the station where their children and family reside. Women are not paid the genuine salaries. Hence, they form

exploited and under paid sections of the workers in many jobs but due to the efficient performance in the field of education and professional education they are coming closer to the point where they can draw handsome salaries in industries such as mechanical engineering, metal manufacturer, communications and IT sector. Their percentage is increasing, though, still not upto the mark. The magazine named Business week (1985) mentioned that Japanese women are exploited for economic benefit in local and world society. It states that exporters and low margin suppliers use Japanese women to fend off competitors and maintain huge profits in the United States market. Reilly (1997) explored that because women are more likely to undertake part time work to accommodate the demands of the family, they are exposed to low-paid and insecure work without benefits, such as pension plans and health insurance. Women are also more likely to face discrimination with regard to hiring and promotion to senior positions because they take time out for maternity leave, child care and so on. Also the failure to measure and value women's unpaid work must be addressed along with broader issues around the exploitation of careers in home. A training workshop in 2009 was organized in Pakistan to promote and protect human rights of women workers where situation of laborers, role of women workers in economy, labour laws and policies were discussed. It emphasized on formation of policies and laws to empower women workers of informal sectors for providing equal opportunities and resources along with social protection and for ending their exploitations. It is the way to force somebody to work without being employed as wage laborers.

Women from every region of the world report that sexual exploitation of women and girls is increasing on a larger scale. No doubt exploitation is seen in both the sexes' male and female but it is easy to exploit women than men. Sexual harassment is a reflection of the backward and abusive attitude adopted towards the victim in capitalist society. It includes all unwanted and offensive behaviours, whether physical or verbal, in which an individual uses sexuality to violate another's liberty and dignity. It can express itself through verbal intimidation, embarrassing attention, unwanted physical contact and demands for sexual favours or physical assault. Sexual harassment is more prominent at lower level as compared to women with high positions but they are also not completely free from this curse. The case of Roopen Deol Bajaj, IAS officer of Punjab cadre is not only an exception in the society. Some women dare to respond and expose such cases while other avoid due to various

reasons. Even the daring women like Roopen Deol Bajaj some time feel exhausted while fighting the long drawn battles in judicial formalities. A survey has revealed that it is unsafe for women to work at offices in China as one in five women workers admitted to have sexual harassment at their workplace. It has been learnt through the survey that despite the vast number of victims, most of them choose to maintain silence about their ordeals or leave their jobs instead of reporting these or taking legal action against their attackers. They do so because of a lack of support structures and difficulties in gathering evidence. Hossain et al (2011) explored that women trafficked for sexual exploitation have lost their mental health and physique. Kompipote (2002) has revealed that women workers in export industries of Thailand suffer from sexual harassment, including violent abuse and rampant discrimination by their employers and supervisors. No doubt, there are laws to protect women and prevent exploitation like (the Interstate Migrant Workmen Regulation of Employment and Conditions of Service Act, 1979, The Bonded Labour System (Abolition) Act, 1976 and Maternity Benefit Act, 1961), but these legislations are not practically and strictly implemented. Terrell (2001) examined the workplace situations that include an African American engineer, whose complaints of verbal harassment by co-workers and supervisors are ignored by the management. He also mentioned about cases where highly qualified nurses were superseded by those who were less qualified but involved with the boss. Leach et al (2007) reported that for women, sexual harassment reduced their desire to continue their job and schooling especially in patriarchal societies where the fear of being withdrawn from working by family members is on peak. All over the world women are working in different fields yet they have to face many horrible conditions than males. The newspaper named Dallas News (2001) reported that Urena, a Latin American woman, was offered to work as a maid in Spain for \$ 200 a week but she was taken to a bar and forced to become a sex slave. When she came back home she told her story to other young women who are recruited to work in Europe but the pity is that when they know the dangers they are still eager to go because poverty is miserable.

India is a country whose population of women alone is more than the total population of many other countries. Regardless of this, the number of sexual abuse and exploitation cases against women clearly throw light on the fact that women in India do not enjoy even basic rights; their health, education and empowerment. In India, there was absence of law for

the protection of women at work places. The Union Cabinet approved the introduction of the Protection of Women against Sexual Harassment at Workplace Bill, 2010 in the Parliament to ensure a safe environment for women at work places, both in public and private sectors whether organized or unorganized. The measure is helpful in achieving gender empowerment and equality.

The law needs to be reformed to provide legal protection for women workers all over the world. Additionally, women need to be educated about their rights in order to protect themselves from such abuse. These days the parliamentary constitution is reconsidering the draft bill on Protection of Women from Sexual Harassment at their Workplaces (2011). The draft bill's definition of a workplace includes offices in government, private sectors and places in which women visit by air, rail, land or sea during the course of her job. The committee is impressing upon the government to include domestic workers also within the definition of workplace. India has already signed the International Labour Organisation (ILO) convention 189 for Decent Work for Domestic Workers. The bill got special attention on front page of the newspaper named The Tribune on December 9, 2011. Women class is facing socio-economic and gender based discrimination. U.N. Secretary-General Kofi Annan (2005) addressed that in spite of voicing concern at the General Assembly two years ago, the majority of governments have failed to take any meaningful steps to protect female migrant workers who suffer from violence at home and at the workplace day by day. There are many legal restrictions for any type of exploitation at workplace like Sri Lanka amended its Penal Code in 1995 against workplace harassment according to an 'unwelcome' standard; Bangladesh enacted the Suppression of Violence Against Women and Children Act in the year 2000. The US Civil Rights Act of 1964 (Title VII), as currently amended, is a piece of federal law which prohibits employment discrimination on the basis of sex, race, nationality, or religion, whether by a state actor or by a private enterprise.

1.1.3 WORK LIFE BALANCE AND WOMEN PROFESSIONALS

The idea of work life balance was firstly used in the late 1970s in the United Kingdom to describe the balance between an individual's work and personal life and later on it was used in 1986 in the United States of America. Work life balance is derived from the research of job satisfaction by Dr. Farnaz Nami. Sauter et al stated (2002) that workplace has

become single resource of stress. Work life balance refers to balance between personal life and work life. Redman and Wilkinson (2006) mentioned that work life balance is often defined as balance between an individual's time spent at work and at home but it also incorporates practices into their lives to integrate the work and non work aspects. It is a reconciliation of paid employment and life. In present times, women do not want to stay at home. Dual careers are becoming the part of our societies. Life is running fast and there are many pressures that couples have to deal with like running home, daily works and professional settlements etc. To maintain their self esteem, without being victimized between work and personal attachments, they work very hard. In the wake of the dual career families, geographic dispersion of extended families, nuclear family system and nature of workforce has changed. The concept of work life balance is emerging not only in the life of men but also in the life of women. Niharika et al (2010) found that both men and women reported experiencing work life imbalance equally. Sometimes, it proves difficult for women to maintain balance in work and life. Parker (2007) stated that women would report higher work life imbalance and they are more likely to use work life programs than men. Zemke et al (2000) opined that parents who are unable to devote proper time and energy at home, their children develop feeling of resentment. Quick et al (2004) referred that work life imbalance haunts those persons more who think about problems of family life while at work and worrying about work issues while at home.

The purpose of work life balance is to focus on how to successfully contribute work family relations and leisure time to find satisfaction in life. It is said that saying no to one thing opens door to saying yes to something else. Work life balance enables the capability to decide what is important or not and to consider what's happening is right or wrong. The concept helps to develop those skills which enhance the ability to evaluate priorities and plan accordingly. Kenexa Research Institute (2007) surveyed to judge how male and female workers perceive work life balance and concluded that women are more optimistic than men to perceive work life balance.

Man has interaction with society at various levels, and work life balance makes a significant impact at all these levels. If work life balance is disturbed, its negative impact can be seen not only in the performance of the employee but it also adversely affects the

performance of the organization in which the employee works and the expectations and success of the employer at large. Work life imbalance affects an employee's well being, physical and mental health, life satisfaction and individual performance. For poor work life balance, the employer has to pay in the form of poor performance, absenteeism, sick leave and recruitment and training cost. Imbalance between personal and professional life creates stress and depression in the employees and they tend to make more mistakes but balance and satisfaction among both the spheres of life helps employees to live satisfactorily and successfully in life. Due to globalization and advance technologies, working hours are increasingly excessively and it becomes harder to keep balance between both personal and professional life though both are distinct. European Foundation for the Improvement of Living and Working Conditions (2007) surveyed on fifty thousand employees from different manufacturing and service organizations and explored that two out of every five employees are not satisfied with their work and life. The reason behind dissatisfaction is long working hours which have increased because of deterioration of boundaries between work and home. Rai (2009) stated that there is a changing pattern in the working hours which is quite different from the standard one, which was from 9 am to 5 pm. Upadhyya et al (2006) highlighted that long working hours and non supportive work environment has extended the work pressure among employees, consequently, employees report work life pressures

The modern women do not want to just stay at home and do house work. They want to work outside the home and grow in their careers. Work and personal life are totally different. It is difficult to cope up with personal and work activities. Amato et al (2003) discussed that the traditional distinctions between work-life and family-life have disappeared because of nuclear family system and advancement in technology as the responsibilities are minimizing and working hours are increasing.

The survey done by National Life Insurance Company United States of America (2011) explained that four out of ten employees feel that jobs are very stressful these days and particularly women report stress related to conflict between work and family. Feuerstein (2008) mentioned that there is great increase in work related neuroskeletal disorders from a combination of stress and ergonomic stressors.

Change in family structure (dual career) is another cause of imbalance between work and life. National study of the changing workforce (2011) showed that 90% of working mothers and 95% of working fathers report work family conflict. Employees have to work for long hours. They are not able to spend time with family, friends and for health related activities. The idea described balance between an individual's work and personal life. In past one had to work for specific hours but with the passage of time working hours and places are shifted. It has happened just because of advancement of technology like email, mobile phones and computers. These technologies make employees more feasible to keep contact with work. They have to work beyond physical boundaries of their office.

The working hours are not limited up to office hours rather it extends. Presently, home is not a heavenly place where men and women could rest and feel the comfort. Instead, it is an additional place of work. These aspects can cause imbalance in the different areas of life. These technologies are a barrier in work life balance. Many women professionals remain busy in meetings through internet, mobile phones and global conference calls. Sometime these calls occur on odd hours because of difference in international times. It causes decline in time to be spent with family and old persons in family. Most of the working women live in joint families. Singh and Hoge (2010) found that the average size of joint family is big in Ludhiana and Patiala. Due to which they cannot afford long working hours and it compelled them to quit their jobs. But financial crisis do not let them quit. A larger number of workers telecommute (work from home), or bring work home, thus blurring the boundaries between work and non work. McAuley et al (2003) studied that the boundaries between work and life have diminished due to advent of new technology. Since, they already have connections before they reach their destination. The internet and mobile phones have made it possible for the organizations to keep in constant touch with the employees for twenty four hours.

On the other hand changing technologies help couples to keep up with work life balance. They are constantly in touch with their families over so many issues with the help of mobile phones, Google talk and Yahoo messengers. They can discuss household activities while sitting in office. Women professionals can stay in contact with their families not only through mobile phone but also through email, instant message or text messages. The checking of children's homework on their phones, use of security accessibility on their

personal computer to prevent children from X-rated content are the technologies to help women professionals to take care of their children. The thought of work life balance makes its impression on many organizations that employers are trying to organize such programmes which could be beneficial for their employees, they have given training to balance between home and office activities which has resulted in more proficiency. But it is also true that work life balance is unique from one to another because professional and personal goals and ideas are different for different people.

1.1.4 VALUES AND WOMEN PROFESSIONALS

To a large extent, a country is shaped by its cultural setting and ethics that refer to standards of conduct indicating ethical duties and virtues, which themselves are derived from doctrine of right and wrong. India is a land of diversities but there is an underlying unity behind it. Every society has its own identity based on its culture. Society in general and family in particular play a significant role in the Indian culture, having a tradition of the joint family system. Venkataiah (2007) found that in India, every Indian feels proud of the identity, cultural heritage and glory of motherland. The set of shared attitudes, values, goals, and practices that characterizes an institution, organization or group is called culture. Ethics are an inseparable part of our culture and society.

Values are related to the third branch of philosophy termed Axiology which discusses the nature of value. Values play their role in determination of moral attitude to life. It literally means something that has a price, something precious, dear and worthwhile. In other words values are a set of principles and standards of behaviour. Venkataiah (2007) stated that values are the guiding principles of life which are conducive to all round development. They are like the rails tracks that keep a train on the track and help it move smoothly, quickly, with direction and bringing quality to life.

A principle value is a foundation upon which other values and measures of integrity are based. Department for Environment, Food and Rural Affairs (2005) stated that quality of life comes from different values like political, economic, social, cultural, health and environmental values. These values have contributed to a better quality of life. There is no bad thing in the world, but bad use of thing. Pragmatists believed that values can be achieved

through social and individual process. The Committee on Emotional Integration (1961) recommended that 'every student who takes up science should have some background in the humanities and should study a compulsory paper on Indian cultural heritage, just as students in humanities should have some knowledge in general science'. The Indian Education Commission (1964-66) recommended instructions on moral, social and spiritual values at all levels of education. United Nations Educational, Scientific and Cultural Organization (UNESCO) (1972) in its report of the international commission suggested that educational system should encourage the promotion of the values of world peace, international understanding and unity of mankind. Shukla (1996) found that there is no significant difference between religious, social, aesthetic, political or health values of working and non working women. The University Education Commission (1948-49) asserted, "If we are not prepared to leave the scientific and the literary training of pupils to the home and the community, we cannot inculcate values to these." Values are considered subjective and vary across people and cultures. There are different types of values like moral values, religious values, social values, aesthetic, personal values and so on. Values can be either intrinsic or extrinsic. Values developed early in life may be resistant to change. Some of the types of values are ethical, organic, recreational, economic, political, personal and intellectual ones. Religious values can be derived from particular groups or systems such as culture, religion and society which are helpful for the growth of the individual.

In the present times, due to scientific approach and lost faith in religion, values are deteriorating. It is the duty of a family to cultivate values among children at home. Modern educationists are thinking of value based education but it is an age old practice in ancient educational system. In older times, religious institutions were the centre of moral values. At that time education was imparted in such a way so that youngsters could learn values. The concept of Dharma, Moksha and Purushartha formed the spiritual and moral basis for life. The school and family were two agencies to develop values among children. The teachings of Sri Krishna are form of values that should be practiced in life. In Bhagwad Gita, he mentioned that one should perform his duty without expecting a reward. Truth, beauty and goodness were supreme values in ancient India and they served as guiding lights for men in their lives.

In the joint family system all important decisions and rules are followed by all the family members. But in recent times, especially in urban areas people have started living as a nuclear family. The values which were the foundation of Indian society are crumbling like sand castles. But no one is able to protect them. Value formation matters to a nation's well being. It should be regular feature of family's life. A woman is the pivot of family and she bears almost all the responsibility for meeting the basic needs of the family. They play the role of mother, sister, daughter, daughter-in-law, wife and so many others in the family. As more women are entering in multi-roles, their physical and psychological well being is put at stake. The high status was given to woman in our religious world and its scriptures. She has maintained family tradition and strengthened the spiritual affairs. Barnett (2004) mentioned that women having multiple roles have made her more independent, confident, tolerant, individualistic and complex. Mother is the first teacher of child, it is her task of making good men and women. The child is robbed of its all round development, if it receives no direction in the early years towards recognition of pertinent values of life. Gill and Jaswal (2007) displayed the view that development of values among children is a matter of concern and commitment for women. In case of failure, it shows her negligence towards value inculcation among children. The destiny of India is shaped at home first then in society, so woman has to realize her duty of value conservation in family and society. She can make an impact on family culture through her own personal conduct and values. Walshok et al (1998) studied on transmission of direct and indirect values among women professionals. Woman has taken the responsibility of motherhood. She works to fulfill physical, social, emotional and spiritual needs of the family. In the Sikh Scripture, Sri Guru Granth Sahib, it is stated that for a child the first religious and spiritual teacher is the mother. Therefore, the main responsibility of teaching the values falls on the shoulders of woman whether she is working or house wife. These roles should be harmoniously combined if the evolution of society and culture is wished.

Singh (2000) mentioned that in each and every society woman has played the role of first educator for children to inculcate the values. If they will be value oriented only then they can function well in society. She has to nourish children in such a way so that they can be value oriented and function well in society. It does not mean that value inculcation is the responsibility of women not of men. The values inculcated by women in their families are

priceless. Tella (2007) studied that values and motivational factors contributed more to job satisfaction than factors like coworker's attitudes, employment alternatives, attitude of family and friends, behavior of immediate officer, insufficient salary, administrative set up and social position attached to the job. Ratkalle (2013) compared values among male and female teachers and found that male teachers have high social values than female teachers. But contradictory view was presented by Verma and Tyagi (2008) in their study on senior secondary school teachers. They explored that social values are high among female teachers than male teachers and political and economic values are high among male teachers than female teachers.

But our modern and women professionals are talking about economic problems only. No doubt economic values among professional women are changing. They are raising voice for their economic rights rather a big part of female population is not seriously aware of their economic values. Raju (1991) found that women have poor economic values as they do not have financial freedom to spend what they earn. It means they have no consideration of money. It is parents, husband or in laws who spend the earnings of working women. The role of women is not just to clean home but to be a teammate with her husband. Aggarwal (1992) compared values among male and female government school teachers. She found that democratic values are comparatively high in female teachers than male teachers. Brun (2009) stated that hedonistic values are high in women than men as they believe in present than future. They love to enjoy the present phase of their life.

The women with high power values are stronger than those having low power values. They use their power in such a way that chances of their exploitation level get minimized. But the pity is this that most of the women do not have high power values. Gupta (1985) admitted that women's power values regarding taking major decisions of house hold tasks and at workplace is shamefully low than men.

Yogi Vemana, south Indian poet, referred that one cannot attain higher values without experiencing the lower ones. So, the protection of our physical body is essential. Their awareness for health gives them strength to fulfill their responsibilities properly. Kaur (2008) studied that professional women have poor health values as they are suffering from many diseases, internal and external. The valuable role that women play in the home is beyond

words. It is clear that recognition is given to her maternal and family role then public and professional role. It is not wrong for women to work outside the house. The problem occurs when, after coming back home, women could not put adequate amount of energy at the home.

1.2 SIGNIFICANCE OF THE PROBLEM

New education has ushered a new era for Indian women. Now they are becoming equal partners with their male fellows. They are performing better in the field of medical, engineering, education, business and so on. Likewise, they have started participating in every field and there is enough number of working women. Their working conditions are largely determined by the personal values they are possessed. The definition of personal values is being changed in the life of women professionals. Powerful values help women professionals to maintain their work life balance. Values are changing fast due to the advent of extreme professionalism. Work life balance could stagger because of low values and great amount of work place exploitation among women professionals. Exploited women are also not able to maintain the balance between personal and working life. Long working hours keep them away from their families. It creates imbalance in both the fields, working and personal when one is devoting herself more to one and neglecting another area. The woman with hedonistic values would remain more cheerful and would be able to perform better in a stressful atmosphere. The imbalance in private and personal life affects the health of women professionals. The study conducted by National Life Insurance Company (2011) stated that women, in particular, reported stress related to conflict between work and family. Persistent stress results in cardiovascular disease, sexual health problems, weaker immune system, stiff muscles or backache. The awareness of health values can help them to save themselves from these diseases. Values enable the employees to contribute to the work place, not for their work pattern but for personal satisfaction.

It is considered that growth or deterioration of values in a society is determined with the role of women. But women are getting busy in different professions. They are spending more and more time at workplaces and getting exploited. Not even a single sector or department is untouched from complaints of exploitation. A lady sub inspector with the Mumbai Police Anti Narcotics Cell complained of harassment by her senior on March 2,

2002. She was called by her senior to his chamber and subjected to objectionable remarks. She sought to register a FIR, but no case was lodged. Then she moved to the National Human Rights Commission and after nine years she has paid Rs. 50,000 as compensation (The Tribune, Dec. 10, 2011). There are so many incidents which are not reported by female staff.

High personal values and environment of workplace are inextricably linked with each other. If the values are not very high in a woman she has more chances to get exploited. But if due to unavoidable circumstances the exploitation becomes inevitable then also it badly affects the values present in the women. So, both values and exploitation are adversely linked with each other. The person who has more power and knowledge values can sustain in the worse situation for a longer time because knowledge inculcates awareness to fight a bad situation and power values give strength. Likewise, the person with higher health values would like to avoid working in an unhealthy environment. Helmy et al (2005) analyzed health promotion activities and demographic variables of working women and housewives and found that working women are more aware of health values. Helen et al (2006) conducted a research to study effects of employment on women's health which resulted that working women are aware of health values but they are too busy to maintain their health. It would be difficult to exploit a person with high social values because such person will maintain his dignity and reputation, despite each and every effort of employer or fellow ones. Religious values strengthen the inner consciousness of a person. One's spiritual binding forbids him to surrender before any unconducive situation easily. The person with high economic values would have a tendency of not compromising with lower wages. International Training Centre (2006) had given data on economic exploitation of female agricultural laborers who were paid 40% to 60 % of the males' wage. High family values can compel a man to maintain a dignity gained by virtue of high family traditions. Even when women occupy parallel positions and educational levels, they earn just 80% of what men do which is a weaker part of their personality.

Under the impression of professionalism, personal values among women are deteriorating day by day. In the name of exploitation, they are losing the values which are an important part of their overall development. So, they are failing to maintain their economic, aesthetic, health and personal values. Career oriented women are also becoming a significant

part of the brain-drain process in India. Women are also growing in professional fields to get power. Sometimes in this field where performers start losing their moral, religious, spiritual, social and family values and they try to sustain their power positions. The victory of the performer is based on the defeat of his opponent. It begins the endless fight and struggle against others ideologies. The selfish fight goes to such an extent that even the positive achievements of the opponents are depicted and projected in a negative way and in the colour of falsehood. This vicious cycle is continuously going on in every department. To materialize these evil plans, every type of violence is used. The social, religious and emotional sentiments of the people are exploited in professional life. Rise of professionalism among women is also leading to a significant change in their social behaviour. The present study will create awareness in society against such circumstances that are responsible for exploitation and would help in bringing about a healthy environment. Different social, educational and economic programmes of the government are not properly planned because of which they are not able to improve the conditions of the women as desired. The present study will be further helpful to develop such programmes and to implement them properly. Women professionals in India are coming to different professions in large number. It will help them on the major challenges encountered in these areas and the solutions that will aid women professionals to deal more significantly and increase their effectiveness. The results of the present study will uncover factors that lead to an increase in work engagement and family dissatisfaction as the current state of knowledge does not seem to be satisfying. It will also contribute to provide work life balance programmes by employer like flexible time, child care amenities, work from home, building a supportive work environment in the organization. A study on managerial women by Jones (1997) reported that organizational values are more supportive of work and personal life balance in relation to job and career satisfaction, less work stress, less intention to quit, greater family satisfaction, fewer psychosomatic symptoms and more positive emotional well-being.

The present study will expose such issues that lead to an increase in work place exploitation and find out measures to reduce them legally. It will also provide such programmes by employer or organizations which may help in reducing work place exploitation and make some strict laws to punish exploiters. But rather no study related to association of personal values and work place exploitation with work life balance was found.

Results of the present study can be useful to women education, value education and vocational institutes in designing gender specific measures to reduce work life imbalance. That is why there is a dire need to study the women professionals to see how long they are able to keep up and to maintain a balance between their values and save themselves from work place exploitation while balancing profession and personal life.

1.3 STATEMENT OF THE PROBLEM

ASSOCIATION OF PERSONAL VALUES AND WORK EXPLOITATION WITH WORK LIFE BALANCE OF WOMEN PROFESSIONALS OF NORTHERN INDIA

1.4 OPERATIONAL DEFINITIONS OF THE TERMS USED

PERSONAL VALUES

A personal value is a foundation upon which other values and measures of integrity are based. The cherished ideals and beliefs always shape and motivate one's life. This form of deep respect for each person has the power of generating good will, great happiness, and great achievement.

Classification of Personal Values

Religious Value

Religious value is defined in terms of faith in God where one performs according to the ethical codes prescribed in the scriptures and the sects. Religious values are like going on a pilgrimage, living a simple life, having faith in the religious leaders, worshipping God and speaking the truth.

Social Value

Social value is defined in terms of charity, kindness, love and sympathy for the people. It is an effort to serve God through the service of mankind, sacrificing personal comforts and gains to relieve the needy and miserable.

Democratic Value

Democratic value is characterized by respect for individuality, absence of discrimination

among persons (on the bases of sex, language, religion, cast, colour, race and family status), ensuring equal social, political and religious rights to all. There should be impartiality and social justice and respect for the democratic institutions.

Aesthetic Value

Aesthetic value is defined as appreciation of beauty, love for fine arts, drawing, painting, music, dance, sculpture, poetry and architecture. One must have love for literature, decoration, neatness and arrangement of the things.

Economic Value

Economic value stands for desire for money and material gains. A man with high economic value is guided by consideration of money and material gain in the choice of his job. His attitude towards the rich persons and the industrialists is favorable and he considers them helpful for the progress of the country.

Knowledge value

Knowledge value stands for love of knowledge of theoretical principles of any activity, and love of discovery of truth. A man with knowledge value considers knowledge of theoretical principles underlying a work essential for success in it. He values hard work in studies, only if it helps to develop ability to find out new facts and relationships, and aspires to be known as the seeker of knowledge. For him knowledge is virtue.

Hedonistic value

Hedonistic value, as defined here, is the conception of the desirability of loving pleasure and avoiding pain. For a hedonist, the present is more important than the future. A man with hedonist value includes pleasure of senses and avoids pain.

Power Value

The power value is defined as the conception of desirability of ruling and leading others. The characteristics of a person of high power value are that he prefers a job where he gets opportunity to exercise authority over others. He prefers to rule in a small place rather than serve in a big place. The fear of law of the country rather than the fear of God deters him

from giving recourse to unapproved means for making money. He is deeply status-conscious and even tells a lie for maintaining the prestige of his position.

Family Prestige Value

Family prestige value is the conception of the desirability of such items of behaviour, roles, functions and relationships as would become one's family status. It implies respect for roles which are traditionally characteristic of different castes of the Indian society. It also implies the maintenance of the purity of family blood by avoiding inter-caste marriages. It is respect for the conventional outlook as enshrined in the traditional institution of family.

Health Value

Health value is the consideration for keeping the body in a fit state for carrying out normal duties and functions. It also implies the consideration for self-preservation. A man with high health value really feels if through some act of negligence he impairs his health. He considers good physical health essential for the development and use of his abilities.

Work Place Exploitation

The term work exploitation refers to work place exploitation. Work place exploitation refers to certain conditions in which the employer or the superior takes advantage of his higher position and deprives his inferior or subordinates of the proper workable conditions. The work place exploitation includes different forms like professional degradation, physical, emotional, economic, sexual and social exploitation.

Work Life Balance

Work life balance is a broad concept which includes balance of a worker between work and life. Work includes career and ambition and life relates to health, pleasure, leisure, family and spiritual development.

Women Professionals

A woman professional is a part of discipline in which she regulates herself by means of mandatory and systematic training. This training is based on technical and specialized knowledge. Women's professional participation refers to women's ability to participate

equally with men, at all levels and in all aspects of public and professional life and in decision making. It extends to other areas, such as family life, cultural, social affairs and the economy.

1.5 OBJECTIVES

1. To identify and compare patterns of personal values of women professionals of Northern India belonging to teaching, engineering, medical and law
2. To know the level of work exploitation of women professionals of Northern India belonging to teaching, engineering, medical and law
3. To study work life balance of women professionals of Northern India belonging to teaching, engineering, medical and law
4. To find out association of personal values and work place exploitation with work life balance of women professionals of Northern India.

1.6 HYPOTHESES

1. Women professionals of Northern India belonging to teaching, engineering, medical and law have different pattern of personal values
2. There is no significant difference in the level of work exploitation of women professionals of Northern India belonging to teaching, engineering, medical and law
3. There is no significant difference in work life balance of women professionals of Northern India belonging to teaching, engineering, medical and law
4. There is no significant association of personal values and work exploitation with work life balance of women professionals of Northern India

1.7 DELIMITATIONS

The study was delimited to the women professionals from Punjab, Haryana, Chandigarh, Delhi and Himachal Pradesh from Northern India. Women professionals for sample were selected from four specific professions which are doctors, teachers, lawyers and computer engineers.