



# Do Family Roles Hold back the Career Progress of Women

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## Abstract

This paper focus on how Women's fail to achieve their goals due to Family responsibility.

## Introduction

### What is Family?

We join other groups so that we have more or less time to pursue our different interests, but the family is always with us. A close and stable family group that lives together by blood, marriage or adoption and shares social and economic ties is called a family.

It is the smallest and most social unit in society and the first most important group. This is the most direct group that children come into contact with. In fact, it is a moving group that has had a huge impact on people's lives from birth to death. It is the root relation of the relational structure. Its evolution is believed to be in ancient times when family and kinship were established through marriage. It is the most important of all social groups. It is the first and most direct social environment with which children come into contact. Anthropologists and other social scientists have discussed the function, and other aspects of this important social institution. However, it has long been believed that human development is inconceivable without family organization.

## Definitions:

Dictionaries define family in diverse ways. One definition is "a group of people in a community, usually consisting of one or two parents and their children". While this definition is a good starting point, it does not include some families today, such as single parents, co-parenting families, or many other family dynamics.

To Maclver, "Family is a group defined by sexual relationship, sufficiently precise and enduring to provide for a procreation and upbringing of children."

## Role of Women in Family

Women are the leaders of the country. Indian culture places a lot of emphasis on women and women make up half of the world's population.

Women are the key to family stability and a good life. The role of woman in the family is wife, leader, manager, family income manager and finally mother.

### 1. As a woman:

A woman is a man's assistant, partner, and comrade in arms. She sacrifices her own interests and ambitions to establish moral standards, reduce her husband's stress and anxiety, and maintain peace in the family. Thus,

he created a suitable environment for his male partner to think more about the economic development of the family. It is an inspiration for people to strive and succeed in life.

## 2. Head of the family:

A family with good leadership and discipline is essential to family life.

Women in the family do this job. He is the head of the company. It organizes activities according to the interests and abilities of family members and provides materials and equipment to complete them.

## 3. Being a mother:

All the burden of giving birth and most of the work of giving birth belongs to the woman in the family. She is responsible for the formation of a self-controlled, disciplined, commercial, theft or justice character in his children. The child's contact with her during his developmental years shaped his behavior. Therefore, it is her responsibility to maintain the highest discipline in the family.

She is the child's first teacher. She passed this relationship on to his children. Children learn from their mothers the norms of society, masculine behavior, morals, and ideas. By being in close and constant communication with the child, the mother can discover and support the child's special characteristics, abilities, and behaviors, and then take important responsibilities in the formation of the child's character.

She is a Family Health Officer as a mother. She is very interested in the health of all family members, helpless children, sick children, young people, elderly parents. Organizes home and family events so that everyone in the family eats well, gets enough sleep, and has enough fun.

## Challenges faced by Women due to Family.

### 1. Effects of pregnancy and childbirth.

Maternity leave has some impact on women's work. When a woman becomes pregnant, she must take maternity leave no later than 45 days, at the latest until the 21st day of her last day. 98 days of parental leave after birth. So that means one hour less than running time. While this improves the physical and mental health of mothers and children, it also affects women's career development.

An example to help explain the above is a woman who works for a company that does a semiannual evaluation and promotion. If women are pregnant, they will be dismissed because they cannot develop knowledge or skills without working, which will cause the mother to leave to affect their success. When this happens, career advancements in male colleagues may help explain why women take longer to become CEOs than men (job loss and undeclared).

In general, women are less likely to be promoted, move into managerial positions, or receive support after giving birth. This has been proven by a study by the BBC called "Get Pregnant and Fuck", which most women have found has an impact on their pregnancy and childbirth progress. However, some companies have created a program called "Stay Connected" to encourage female employees on maternity leave to close in different capacities and for durations.<sup>444</sup>

### 2. Surprisingly, women who face this discrimination have a hard time talking about it with their female bosses.

For example, when I was a graduate student, some of my female colleagues would not attend the lectures or meetings due to "diseases originating from women", and some would interfere with the exam. Their productivity and performance impressed my male colleagues.

### 3. Equal responsibilities

There are many sacrifices women make to get their jobs done.

Most women are not only professional, but also devoted to their children and spouses. As societal norms recognize women's role as housewives and caregivers, women are constantly caught in the dilemma of balancing work and family.

This situation complicates the work of women who cannot receive support from the society and have to carry the burden alone. This brings us to one of the most important decisions women have to make in their lives, namely not marrying or marrying someone who will accept them and support them in creating their business.

#### 4. Lack of education.

Women are often not supported, even at the lowest levels. Society has a hard time accepting that women can achieve financial independence and enjoy the good things in life without male support. In most leadership positions held by women, they are often referred to as the first woman in such positions.

This leaves many women feeling lonely at work. For unknown reasons, most women do not support each other. This mindset prevents most women from seeking information and advice from other women on how they can be successful.

#### 5. Confidence

Most women lack self-confidence when making big decisions. This is poisonous and dangerous because women may act out of fear rather than confidence. As a result, they failed in their business, even if they were successful. According to research, most women "plan, plan, plan" and need to think through everything before deciding. This makes women unsuitable for leadership roles that sometimes require risky decisions to be made without adequate planning and incomplete information.

### Solutions

The first and foremost priority should be given to the education of women, which is the grassroots of problem. Hence, Education for women has got to be paid special attention.

- Awareness programmes need to be organized for creating awareness among women especially belonging to weaker sections about their rights.

- Women should be allowed to work and should be provided enough safety and support to work. They should be given proper wages and work on par with men so that their status can be elevated in the society. Strict implementation of Programmes and Acts should be there to curb the mal practices prevalent in society.

- Review of curriculum and educational materials to include gender education and human rights issues.

- Use of different forms of mass media to communicate social messages relating to women equality and empowerment

### Conclusion.

When a woman is in charge of the family, progress is made in the community and the country. This is essential because of how their beliefs and moral code shape a good family, good society, and eventually a good country. Incorporating women into the mainstream of development is the best approach to give them more influence. Only until they have money and resources to stand on their own two feet and forge their own identity in society will empowerment be genuine and effective. One of the most pressing issues of the twenty-first century, both nationally and internationally, is the responsibility of women which holds them back to get achievement which does not allow them to full fill their dreams. The solutions to this is to make them educated so that they do not hesitate to confront anyone, gender inequality should be diminished so that they earn and learn equally. Responsibility should be of Family as a whole and not on a single woman.

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