

Impact of Women Employment on their Children's Development

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Abstract : Women employment has incredible contribution in the building and exploration of society. The purpose of the study is attempts to identify and analyse the positive and negative effects of working women on children's development and learning and develop an ideas for working women to be a good mother while working by reviewing related studies. Studies support that working women create self-confidence, social awareness and sense of commitment and struggle among children with a lot of monetary of benefits. A working women with some sense of accomplishment and satisfaction can serve as a good role model for her children and also they inspired to peruse their dreams and ambition. But on the other hand, if working women bring her frustration home, children could develop a negative attitude and also fails to provide her children a safe emotional outlet. This interrupts the cognitive, affective and psychomotor development of children. Therefore, both the positive and negative effects of mother employment on children's learning and development occurs, but the quality of parenting and managing skill among working women reduces the negative effects. This skill includes a sense of accomplishment and satisfaction, managing skill of work frustration and care-taking and loving skill for children caring.

Index Terms - Working women, Children's Development, Parenting and Managing Skill.

I. INTRODUCTION

Women play multiple roles in the family that affect the health and well-being of all family members. In every society around the world, they are assigned by custom to be the primary caregivers to infants and children (UNDP, 1995). Activities carried out by women such as breastfeeding, preparing food, collecting water and fuel, and seeking preventative and curative medical care are crucial for children's healthy development. Women also play important roles as generators of family income, whether in household farms or businesses or as wage employees. In developing countries especially, such work is likely to be essential to family survival (Glick, 2002).

A mother is particularly important not because she has special skills but because she is with her children for a much greater time than any other person and her instructions reflects a very strong influence on attitudes, abilities and behaviour of children (Ravnbol, 2011). Most of those children who are successful and well-adjusted come from homes where parental attitudes are favourable and a wholesome relationship existed between children and parents (Aeri & Jain 2010). Mothers give her children love, affection and care since birth. Child-care has become a major issue in most of the countries of the world. It is a universal truth that children require the love of mother the most. It is absolutely a very hard decision for a mother to select between working out of the home and staying home with the children. She has to decide whether she works for the support of family or she is just fond of working and she wants her name and fame. She might have acquired specialized certificated in particular field and she does not want to waste her talent. If such is the case, she should find a suitable job that saves time and energy and provides required financial assistance, name and fame. Ravnbol (2011) expressed that the situation of women in the current era is very difficult. They have to face many challenges. They are diverted in more directions. Some women put all their efforts to build their careers but others wait until their children become school ages. Some women have their own choice of employment while others are forced to work. Whether she is working or staying home does not matter if she pays more attention to children, spends quality time with children, shows genuine love for children and builds true relationship with each other. It has been proved through experiments and researches that a major part of children's cognitive, affective and psychomotor growth takes place at an early age below three years. There are many researches which have proved that absence of parents' attention at an early age is very harmful.

The child of working women scores comparatively lower than the child of household mother. It is necessary for a mother to nurture and take care of her children more at early age. She must create a good relationship with her child. The mother who stays home is twenty four hours with her children. How can she be equal to a woman who is paid for loving her children? The question is totally strange but is factual. It has been observed that children all over the world especially in India look out for due care, love and affection. Is there career of mothers more important? Definitely the answer will be no. Then how a mother will look forward to a working job as well as rearing her children?

Working Mother in India

Working mothers in India usually put the needs of their family first, neglecting their own needs in the process. This puts a good deal of pressure on a woman. For many working women, the issue is more than one of economic concern. They want to know that they have placed their children in a safe, protected and nurturing environment while they work. Like their children, mothers also need a safe, supportive and encouraging environment in order to succeed at balancing their own personal needs with seeing to the needs of their child. As a working mother, it is important to feel comfortable with her decision. Too many times, however, working mothers feel that they need to defend their choice. It is usually believed that employment of a mother has certain effect on the overall growth and development of children. The first five years are very crucial for the cognitive, affective and psychomotor development of children. The teenage period of children is better of those who get an early and proper attention of their mothers. They are free and feel easy to share everything with their parents. Working mothers mostly have threatened the early years of their

children in the different countries. The care and affection necessary for children at an early age is not replaceable. It influences the later life of children. The house hold mothers can perform a good job to train and educate their children.

II. REVIEW OF RELATED LITERATURES

A substantial increase in the labour force participation of mothers have been seen in the contemporary India. Studies have showed the relationship between maternal employment and later child wellbeing mixed but modest findings. Some studies show positive effects (Moore and Driscoll, 1997). Results from other studies imply the association between maternal employment in early childhood and subsequent child development differs depending on when work takes place, the nature of maternal employment and the specific child outcomes considered (Parcel & Menaghan, 1994; Greenstein, 1995; Barglow, et al., 1998). More recent analyses suggest some negative outcomes of maternal employment, especially when mothers are in the labour force during the child's infancy (Han et al, 2001; Brooks- Gunn et al, 2002; James-Burdumy, 2005).

Furthermore, there is also positive impact of mother's employment on children especially for economic reason. The access of mothers to income-generating opportunities impacts positively on the well-being of children (Haddad & Haddinot 1995). When both husband and wife are working they are able to contribute to children nutrition and education (Essortment 2002). Some studies consider only mothers' employment, while others consider mothers' actual time with the children. Hsin (2009) considers also mothers' education and finds a positive and persistent effect of the time mothers spend with children on children's language development, but only among children with verbally skilled mothers. The findings of suggest that maternal time may differentially affect children outcomes since women differ in their ability to influence their children's cognitive development. Datta, Gupta and Simonsen (2010) evaluate the impact of childcare exposure at age 3 on children's cognitive outcomes at age 11, in Denmark. They find that having attended high-quality pre-school has a positive impact on language and problem solving tests scores, and it also decreases the probability of grade retention. Felfe et al. (2012) evaluate the effects of a policy, implemented in Spain, introducing universal childcare for 3-years old children, on their cognitive outcomes at age 15. There is a vast literature establishing that children who grow up in poverty demonstrate poorer cognitive and socio-emotional outcomes later in life than their counterparts from more prosperous homes (Del & Vceri, 2008). On the other hand, early maternal employment may reduce the quality of mother-child interactions by disrupting the formation of crucial mother-child attachments – as hours spent in other forms of child care increase, or by causing maternal stress (Fitzpatrick, 2008). Sultana and Noor (2012) attempts to examine mothers' perception on the impact of their children academic, intellectual and cognitive development. The results show that although there are negative impacts of mothers' employment on children, working mothers are able to contribute to children development compare to non-working mothers. It is also found that mothers' intellectual and economic resources contribute to children academic and cognitive development.

Another study was conducted by Hoffman & Youngble, (2000) found that lack of parental work leave and inflexible work schedules limited low-income mothers' opportunities to help their academically at-risk children. Bernal (2008) also noted that fulltime working mothers of adolescents had lower levels of volunteering at school, knew fewer parents of their children's friends, had fewer television restrictions, and checked homework less frequently than part-time working mothers or mothers not in the labor force. Another study conducted by Vandell & Ramanan (1992) examining middle-class third graders in Dallas and Texas, whose mothers returned to work for at least 30 hours per week.

III. OBJECTIVES OF THE STUDY

The purpose of this study is to examine the impact of working women on children' development. The specific objectives of the study are following-

1. To identify the positive and negative effect of working mother on children' development by reviewing the related existing literatures.
2. To develop an idea of parenting and managing skills among working mother for reducing negative impact on children's development.

IV. RESEARCH METHODOLOGY

The study based on secondary data by reviewing the previous literature on the impacts of women's employment in terms of monetary support on schooling, nutrition, character building, cognitive, affective and psychomotor development.

V. POSITIVE IMPACT ON CHILDREN DEVELOPMENT

A working women with some sense of accomplishment and satisfaction can serve as a good role model for her children. Children can get inspired to pursue their dreams and ambition. Women's who effectively manage work and family, it develops ethical value towards work into their children. They could especially help their daughters break stereotypes and work for whatever they wish to accomplish in life. Working womens have to manage a plethora of activities. They encourage their children to take responsibility. With both parents working, each family member has to play a more active role. Children learn skills that they would not learn otherwise. Raising independent children prepares them for the real world and inculcates in them sense of responsibility. Working womens spend quality time with their children to compensate for the amount of time they do not spend together. Children also look forward to spending time with their parents. They do not take their mother's attention for granted. Children of a stay-at-home mother might get used to their mother's attention round the clock and fail to acknowledge her efforts. The financial benefits that come with having both working parent, such as going to good schools and pursuing extra-curricular interests can inculcate a sense of security in children.

VI. NEGATIVE IMPACT ON CHILDREN DEVELOPMENT

Poor-quality day care services can hamper a child's emotional and social development. Under-qualified and over-burdened staff and poor facilities at the day-care can affect your child's physical and psychological health. Mothers might feel over-burdened and weary of trying to balance work and family. If mothers bring their frustration home, children could develop a negative attitude. They could perceive her work as a source of distress for their family. Mothers, in spite of having their kid's best interests at heart, might fail to provide their children a safe emotional outlet. They might not be enthusiastic to hear their children's issues after a hectic day at work. Children in such cases could resort to finding an outlet elsewhere or simply feel that their parents are not interested in their lives. Problems can arise between parents over the mother's employment. Such parental conflict can adversely affect children. It could damage their self-esteem and make them insecure. The mother who is stayed at home and unhappy about her situation cannot be an ideal mother.

VII. PARENTING AND MANAGING SKILL

There seems mother's employment has negative effect as well as positive on their children development. In infant period child suffers badly due to women's employment. In that case mothers should be more careful. They should realize the fact that quality of time they spend with their children is much more important than the quantity of time. They should treat the children as they treat their customers. They should schedule time with them and do everything for them. While returning from office their first priority should be to sit with children either playing with them or listening to them interestingly whatever they say be it interesting or boring. Women should give them individual attention. They should turn off the phone while sitting with the company of children. They should enjoy the company of each other. Emotional development and attachment of infants suffers badly due to employment of mothers. When the work is over working women should spend remaining whole time with their children. They should prioritize the company of their children. They should windup all their extra activities. They should spend less time with others. Children like games very much and mothers should spend the most of the time playing with children. This will lessen the isolation of children and enhance the emotional development and attachment. Lack of monitoring and supervision is found in most of the families where mothers are employed. In that case mothers should monitor and supervise the children through phone. They should phone the children after every hour to make children understand that their mothers are with them. Such steps of mother will infuse the sense of monitoring in the children. While talking on phone mothers should appreciate and encourage the children. So, the most important factors of a child's development and well-being are the women's sense of fulfilment and quality of time spent together. If a working mother can ensure that her children are well loved and well cared for, then she ought not to feel guilty about anything. It is the quality of parenting that must be counted. Women can be good mothers regardless of whether they stay at home or work outside.

VIII. CONCLUSION

Working women has an important role in developing family and society. Whether she works at work place or as a house-wife or as parenting of her children, she can put his entire well efforts and managing the whole things in very smooth way. The effect of working women on her children's learning and development are observed both positive and negative. In the positive effect, children can get inspired to pursue their aims and ambitions, raising independent, knowledge of real world and inculcates a sense of responsibility among children. In negative effect, children can be emotionally disrupted, create negative attitude and negative effect on children's social, psychological and emotional development and also create an aggressive nature among children. But, by the parenting and managing skill working mother can be a good mother while working outside home. This skill includes a sense of accomplishment and satisfaction, managing skill of work frustration and care-taking and loving skill for children caring.

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