

9

Changing Dynamics of Women's Career Aspirations and Domestic Responsibilities in India

Ms. Shraddha Mishra*

Assistant Professor, Political Science, Bhagwan Mahaveer Law, College and Research Centre.

*Corresponding Author: apshraddha13@gmail.com

Abstract

In contemporary India, the relationship between women's career aspirations and personal responsibilities has become increasingly complex due to rapid economic development, technological advancement, urbanisation, and changing social expectations. Women today are actively pursuing higher education, professional success, financial independence, and leadership opportunities across diverse sectors. However, despite significant progress, they continue to shoulder a disproportionate share of domestic responsibilities, including childcare, household management, elder care, and emotional labour. The dual burden of professional and personal obligations has created significant challenges in achieving a balanced and sustainable work–life environment. The issue is particularly relevant in the Indian socio-cultural context, where family values and traditional gender roles continue to influence women's educational choices, career progression, marriage, and social identity. Although women's participation in the workforce has increased, societal expectations often prioritise family responsibilities over professional ambitions. As a result, many women experience career interruptions, limited growth opportunities, workplace discrimination, and psychological stress while attempting to fulfil both personal and professional commitments. The post-COVID-19 era has further transformed the dynamics of women's work and responsibilities. Remote work, digital employment, and flexible working arrangements have provided greater opportunities for professional engagement; however, they have also blurred the boundaries between home and workplace, increasing unpaid domestic labour and mental exhaustion for women. Concerns relating to mental health, burnout, work-related stress, and lack of institutional support have become increasingly significant. This chapter examines the evolving dynamics between women's career aspirations and personal responsibilities in India by analysing socio-economic changes, workplace culture, gender expectations, and family structures. It further highlights the need for gender-sensitive policies, supportive

work environments, shared domestic responsibilities, and societal awareness to promote women's empowerment, professional growth, and overall well-being in modern Indian society.

Keywords: Women's Career Aspirations, Personal Responsibilities, Work–Life Balance, Women Empowerment, Family Responsibilities.

Introduction

An understanding of this issue requires an examination of multiple things. In contemporary India, women's career aspirations have undergone significant transformation due to rapid socio-economic development, increased educational opportunities, urbanisation, and technological advancement. Career aspirations refer to the ambitions, goals, and professional achievements that individuals seek to attain in their lives. For women, these aspirations are closely associated with financial independence, personal identity, social recognition, and empowerment. Over the past few decades, Indian women have increasingly entered professional fields such as law, medicine, engineering, education, business, politics, and entrepreneurship, thereby challenging traditional stereotypes that confined them primarily to domestic roles.¹

At the same time, domestic responsibilities continue to remain a major aspect of women's lives in Indian society. Domestic responsibilities include household management, childcare, elder care, cooking, emotional cares giving, and maintaining family relationships. Despite growing participation in the workforce, women are still expected to fulfill traditional family obligations, reflecting the persistence of patriarchal norms and gender-based division of labour. In many households, women experience a “double burden,” where they are required to balance professional commitments alongside extensive domestic duties. This often results in physical exhaustion, mental stress, and limited opportunities for career advancement.²

The role of women in contemporary India has gradually evolved from being confined to the private sphere to becoming active contributors in economic, political, and social development. Factors such as access to higher education, government initiatives for women empowerment, economic liberalization, and exposure to global work cultures have encouraged women to pursue professional careers. Urbanization and digitalization have further expanded opportunities through flexible work arrangements, remote employment, and entrepreneurship. However, these

¹Desai, N., & Krishnaraj, M. (2019). *Women and Society in India*. New Delhi: Ajanta Publications.

²Government of India. (2023). *Women and Men in India Report*. Ministry of Statistics and Programme Implementation.

developments have also blurred the boundaries between personal and professional life, especially after the COVID-19 pandemic, increasing work-related stress and unpaid domestic labour for women.¹

In the present Indian context, balancing professional aspirations with personal and domestic responsibilities has become one of the most significant challenges faced by women. The absence of equal sharing of household duties, workplace discrimination, gender bias, and societal expectations often hinder women's professional growth². Therefore, there is a growing need for supportive family structures, gender-sensitive workplace policies, institutional support systems, and social awareness to ensure a balanced and inclusive environment for women's empowerment and overall well-being.³

Evolution of Women's Status in India: A Historical Perspective

Historically, women in India were primarily associated with domestic responsibilities and caregiving roles. Indian society, deeply influenced by patriarchal traditions, largely confined women to the private sphere where their duties revolved around household management, child rearing, cooking, and maintaining family relationships. Women were often viewed as dependents whose identity was connected to their roles as daughters, wives, and mothers rather than as independent individuals. The patriarchal social structure established a gender-based division of labour in which men were regarded as breadwinners and decision-makers, while women were expected to undertake unpaid domestic work. Such divisions limited women's access to education, property rights, employment opportunities, and public participation.⁴

Religious customs, social norms, and cultural practices further reinforced women's subordinate position in society. Practices such as child marriage, purdah, restrictions on widow remarriage, and limited mobility reflected the unequal status of women in traditional India. Although women contributed significantly to household economies, agricultural labour, and family welfare, their work remained largely unrecognized and undervalued.⁵

• Evolution of Women's Education and Employment

The nineteenth and twentieth century's witnessed gradual changes in the status of women due to social reform movements and educational initiatives. Reformers such as Raja Ram Mohan Roy, Ishwar Chandra Vidyasagar, and

¹Bhasin, K. (2020). *Understanding Gender*. New Delhi: Women Unlimited.

²International Labour Organization. (2022). *Women in the Workforce: India Trends Report*. Geneva: ILO Publications

³International Labour Organization. (2022). *Women in the Workforce: India Trends Report*. Geneva: ILO Publications

⁴Chakravarti, U. (2018). *Gendering Caste Through a Feminist Lens*. Kolkata: Stree Publications

⁵Altekar, A. S. (2016). *The Position of Women in Hindu Civilization*. Delhi: Motilal Banarsidass.

Savitribai Phule played an important role in advocating women's education, widow remarriage, and social equality. These reform movements challenged oppressive customs and promoted the idea that women should have equal access to education and opportunities for self-development.¹

After independence, the Constitution of India guaranteed equality before law and prohibited gender-based discrimination under Articles 14, 15, and 16. Government policies and welfare programmes further encouraged women's participation in education and employment. Over time, increasing literacy rates, urbanization, industrialization, and economic liberalization created greater opportunities for women to enter professional sectors.²

In contemporary India, women's participation in education and the workforce has increased significantly. Women are pursuing higher education and professional courses in fields such as engineering, medicine, law, management, and technology. Economic necessity, aspirations for financial independence, and changing societal attitudes has encouraged women to seek employment outside the home. The growth of the service sector, information technology industry, and digital economy has further expanded employment opportunities for women.³

Women today are actively contributing to corporate sectors, politics, entrepreneurship, healthcare, media, and public administration. Globalization and digitalization have transformed career aspirations by exposing women to global work cultures and flexible employment opportunities. However, despite this progress, women continue to face challenges such as workplace discrimination, wage inequality, balancing domestic responsibilities, and limited representation in leadership positions. Therefore, the evolution of women's education and employment reflects both significant advancement and continuing struggles for equality in Indian society.

Women's Career Aspirations in Contemporary India

This chapter provides a comprehensive analysis of women's career aspirations who have undergone a remarkable transformation due to increasing access to education, economic development, urbanization, and changing social attitudes. Career aspirations among women no longer remain limited to traditional occupations but now extend across diverse professional fields including corporate management, law, medicine, technology, politics, academics, and entrepreneurship.

¹Kumar, R. (2017). *The History of Doing: An Illustrated Account of Movements for Women's Rights and Feminism in India*. New Delhi: Zubaan Publications.

²Government of India. (2023). *Women and Men in India Report*. Ministry of Statistics and Programme Implementation.

³International Labour Organization. (2022). *India Employment and Social Outlook Report*. Geneva: ILO Publications.

This shift reflects the growing desire among women for financial independence, self-identity, social recognition, and equal participation in national development.

One of the major factors contributing to this transformation is the rise in educational opportunities for women. In recent decades, India has witnessed a substantial increase in female literacy and enrolment in higher education institutions. Women are increasingly pursuing professional and technical courses such as engineering, law, management, medicine, information technology, and business administration. Government initiatives promoting girls' education, scholarships, and skill development programmes have also encouraged women to participate actively in educational and professional sectors.¹ Education has empowered women with knowledge, confidence, and economic opportunities, enabling them to challenge traditional gender roles and pursue independent careers.

The aspiration for financial independence has emerged as another significant factor influencing women's professional choices. In modern Indian society, employment is not merely viewed as a means of survival but also as a source of dignity, empowerment, and self-respect. Economic participation enables women to contribute to household income, improve living standards, and achieve greater decision-making power within families.² Increasing living costs, urban lifestyles, and changing family structures have further encouraged women to seek stable and rewarding careers.

The influence of globalisation and the digital economy has also played a crucial role in shaping women's career aspirations. Exposure to global work cultures, multinational corporations, digital platforms, and technological advancements has expanded professional opportunities for women. The growth of the information technology sector, online businesses, remote work opportunities, and entrepreneurship has enabled women to enter previously male-dominated fields.³ Women today are emerging as corporate leaders, lawyers, doctors, scientists, politicians, entrepreneurs, and innovators, thereby contributing significantly to India's economic and social development.

Apart from economic necessity, personal ambition and self-identity are increasingly motivating women to pursue professional careers. Many women view career achievement as an expression of individuality, capability, and self-worth. Professional success also provides social recognition and enhances women's status within society. However, despite these positive developments, women continue to

¹ Government of India. (2023). *All India Survey on Higher Education (AISHE) Report*. Ministry of Education.

² Bhasin, K. (2020). *Understanding Gender*. New Delhi: Women Unlimited.

³ NITI Aayog. (2023). *Women Entrepreneurship and Workforce Participation in India*. Government of India.

face challenges such as gender discrimination, unequal pay, workplace harassment, and the burden of balancing professional and domestic responsibilities.¹

Thus, women's career aspirations in contemporary India reflect broader socio-economic transformations and the gradual movement towards gender equality and women's empowerment.

Gender Roles and Household Responsibilities: A Socio-Legal Perspective

The objective of this part is to analyze the domestic responsibilities which have traditionally been considered the primary duty of women irrespective of their educational qualifications or professional achievements. Even in contemporary times, women continue to shoulder the major burden of household and caregiving responsibilities. These responsibilities include childcare, elder care, cooking, cleaning, household management, and emotional caregiving within families. Women are often expected to maintain harmony within the household while simultaneously fulfilling professional obligations. Such unpaid domestic labour plays a significant role in sustaining family structures and social well-being, yet it frequently remains unrecognised and undervalued.²

Childcare and elder care is among the most demanding responsibilities borne by women. In many Indian households, women are expected to prioritise caregiving over personal ambitions and career growth. Working mothers often face challenges in balancing professional responsibilities with parenting duties, especially in the absence of adequate childcare facilities and family support systems. Similarly, caring for elderly family members has become a growing responsibility due to changing demographic patterns and increased life expectancy.³ Alongside physical work, women also perform emotional labour, which involves managing emotions, maintaining family relationships, and providing emotional support to family members. Emotional labour often creates invisible psychological pressure that contributes to stress and exhaustion.

Social and cultural expectations further reinforce gender-based roles in Indian families. Marriage and motherhood are frequently viewed as essential aspects of a woman's identity. Women are often expected to sacrifice career aspirations for family responsibilities, particularly after marriage or childbirth. Traditional gender stereotypes portray men as breadwinners and women as caregivers, thereby limiting women's autonomy and professional opportunities.⁴ Despite increased awareness regarding gender equality, patriarchal attitudes continue to influence decision-making processes within many households.

¹ International Labour Organization. (2022). *Women in Business and Management: India Report*. Geneva: ILO Publications.

² Bhasin, K. (2020). *Understanding Gender*. New Delhi: Women Unlimited.

³ Desai, N., & Krishnaraj, M. (2019). *Women and Society in India*. New Delhi: Ajanta Publications.

⁴ Chakravarti, U. (2018). *Gendering Caste Through a Feminist Lens*. Kolkata: Stree Publications.

One of the most significant challenges faced by working women is the “double burden” of simultaneously managing professional and domestic responsibilities. Women who engage in paid employment are still expected to perform unpaid household work after returning home. This dual responsibility often results in physical fatigue, emotional stress, lack of leisure time, and reduced opportunities for career advancement. Many women experience feelings of guilt and societal pressure when unable to fully meet either workplace or family expectations.¹ The constant struggle to balance personal and professional roles adversely affects women's mental health, productivity, and overall well-being.

Modernization and Technology: Agents of Social Transformation

Modernization, urbanization, and technological advancement have significantly transformed women's lives and work patterns in India. The expansion of education, economic liberalization, and digital technologies has enabled women to participate more actively in the workforce. Digitalization and remote work opportunities, especially after the COVID-19 pandemic, have reshaped traditional employment structures by introducing flexible working arrangements.² Work-from-home models, online businesses, freelancing, and digital entrepreneurship have created new opportunities for women to pursue careers while managing household responsibilities.

Flexible working arrangements have offered several benefits such as reduced travel time, greater work flexibility, and opportunities for women residing in smaller towns and semi-urban areas. However, remote work has also blurred the boundaries between professional and personal life. During the COVID-19 pandemic, many women experienced increased domestic workloads alongside professional duties due to the closure of schools, absence of domestic help, and caregiving responsibilities.³ Consequently, women faced longer working hours, mental exhaustion, and increased stress while attempting to balance both spheres.

Urbanisation and changing family structures have further influenced women's responsibilities and aspirations. Traditional joint family systems, which earlier provided support in childcare and household work, are gradually being replaced by nuclear families in urban areas. While nuclear families offer women greater independence and decision-making power, they also reduce access to shared caregiving support systems.⁴ Working women in nuclear families often struggle to manage childcare, elder care, and household responsibilities without assistance from

¹Hochschild, A. R. (2012). *The Second Shift: Working Families and the Revolution at Home*. New York: Penguin Books

²International Labour Organization. (2022). *Women in the Workforce: India Trends Report*. Geneva: ILO Publications.

³ United Nations Women. (2021). *The Impact of COVID-19 on Women in India*. UN Women Report

⁴ United Nations Women. (2021). *The Impact of COVID-19 on Women in India*. UN Women Report.

extended family members. Therefore, modernisation has simultaneously expanded women's opportunities and intensified their responsibilities.

Navigating Social, Economic, and Legal Challenges: The Women's Perspective

This chapter undertakes a detailed study of the progress in education and employment; women in India continue to face numerous workplace and social challenges. Gender discrimination remains one of the major barriers affecting women's career growth. Women are often subjected to unequal treatment in recruitment, promotions, leadership opportunities, and workplace decision-making processes. In many sectors, women receive lower wages than men for similar work, reflecting the persistent gender wage gap in India.¹ Occupational segregation and stereotypes also limit women's participation in leadership and decision-making roles.

Another important issue is the "glass ceiling," an invisible barrier preventing women from reaching higher managerial and leadership positions despite possessing qualifications and competence. Women are frequently underrepresented in corporate leadership, politics, judiciary, and senior administrative positions. Social prejudices, lack of mentorship opportunities, workplace bias, and family responsibilities often hinder women's advancement to leadership roles.²

Mental health and work-life balance have emerged as critical concerns among working women. Constant pressure to excel professionally while simultaneously fulfilling domestic responsibilities often leads to stress, anxiety, burnout, and emotional exhaustion. Many women lack sufficient personal time for rest, recreation, and self-care. Social expectations and fear of societal judgment further increase emotional pressure.³ Women frequently experience guilt when prioritising careers over family responsibilities, creating psychological conflicts and reducing overall well-being.

Career interruptions due to maternity and caregiving responsibilities represent another significant challenge faced by women. Pregnancy, childbirth, and childcare often compel women to temporarily leave the workforce, resulting in career gaps and reduced professional growth opportunities. Re-entering the workforce after a career break can be difficult due to rapidly changing workplace requirements, skill gaps, and employer bias against women with caregiving responsibilities.⁴ Many qualified women are unable to resume careers due to inadequate childcare support, inflexible work environments, and societal expectations.

¹ Srinivas, M. N. (2017). *Social Change in Modern India*. New Delhi: Orient Blackswan.

² Government of India. (2023). *Periodic Labour Force Survey Report*. Ministry of Statistics and Programme Implementation.

³ World Health Organization. (2022). *Mental Health and Occupational Stress Among Women*. WHO Publications.

⁴ International Monetary Fund. (2023). *Women, Work, and Economic Participation in South Asia*. IMF Working Paper.

Although legal protections and workplace policies have improved over time, effective implementation remains inconsistent. The Maternity Benefit Act, workplace harassment laws, and gender equality provisions have strengthened women's rights, yet practical barriers continue to affect women's participation in the workforce. Therefore, achieving genuine gender equality requires collective efforts from families, employers, institutions, and society. Supportive workplace policies, equal sharing of domestic responsibilities, accessible childcare facilities, flexible work arrangements, and greater social awareness are essential for promoting women's empowerment and ensuring balanced participation in both professional and personal spheres.

Legal and Policy Framework, Social Support Systems

The Indian legal system has played a significant role in promoting women's equality, dignity, and participation in professional spaces. Constitutional guarantees, labour laws, and government welfare policies collectively aim to protect women from discrimination and create opportunities for social and economic empowerment. Despite progressive legal reforms, practical implementation and societal attitudes continue to affect the effectiveness of these protections.

- **Constitutional Provisions**

The Constitution of India guarantees equality and prohibits discrimination on the basis of sex. Article 14¹ ensures equality before law and equal protection of laws to all citizens. Article 15 prohibits discrimination on grounds of religion, race, caste, sex, or place of birth and allows the State to make special provisions for women and children.² Article 16 guarantees equality of opportunity in matters relating to public employment.³ These constitutional safeguards establish the foundation for women's participation in education, employment, and public life.

The Directive Principles of State Policy further encourage gender justice by directing the State to secure equal pay for equal work and humane conditions of employment.⁴ Constitutional values have influenced several judicial decisions and legislative reforms aimed at protecting women's rights and promoting workplace equality.

- **Labour and Employment Laws**

The Maternity Benefit Act, 1961 is one of the most important labour legislations protecting working women in India. The Act provides paid maternity leave and safeguards women from dismissal during maternity periods. The 2017 amendment extended paid maternity leave from 12 weeks to 26 weeks for women

¹Constitution of India, art. 14.

² Constitution of India, art. 15.

³ Constitution of India, art. 16.

⁴ Constitution of India, art. 39(d).

employed in organised sectors.¹ The Act also introduced provisions relating to crèche facilities in establishments employing a certain number of workers. This legislation recognises maternity as a social responsibility and seeks to balance motherhood with professional commitments.

The Equal Remuneration Act, 1976 was enacted to ensure equal pay for men and women performing similar work and to prevent gender-based discrimination in recruitment and employment conditions.² Although the Act has now been subsumed under the Code on Wages, 2019, its objective of promoting wage equality remains significant. Despite legal protections, gender wage gaps continue to exist across many sectors in India due to occupational segregation and social bias.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 provides legal protection against workplace harassment and ensures safe working environments for women.³ The Act mandates the establishment of Internal Complaints Committees in workplaces and recognises sexual harassment as a violation of women's dignity and equality. The legislation emerged following the landmark Vishaka guidelines issued by the Supreme Court of India. Although awareness regarding workplace harassment has increased, underreporting and implementation challenges remain major concerns.

- **Government Initiatives for Women Empowerment**

The Government of India has introduced several schemes and policies aimed at promoting women's education, entrepreneurship, employment, and skill development. Initiatives such as Skill India Mission, Stand-Up India, Mahila E-Haas, Beti Bachao Beti Padhao, and Pradhan Mantri Mudra Yojana encourage women's participation in economic activities and entrepreneurship.⁴ These programmes provide financial assistance, vocational training, and digital opportunities to women, especially those from rural and economically weaker sections.

Workplace inclusion policies and diversity initiatives adopted by public and private organisations have also contributed to increasing women's participation in professional spaces. Many companies now provide maternity benefits, flexible work arrangements, leadership training, and anti-harassment mechanisms to create inclusive work environments. However, access to such benefits remains uneven, particularly in informal sectors where a large percentage of Indian women are employed.

Family, Society, and Institutions: Pillars of Social and Legal Development

¹ Maternity Benefit (Amendment) Act, 2017, No. 6, Acts of Parliament, 2017.

² Equal Remuneration Act, 1976, No. 25, Acts of Parliament, 1976.

³ Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, No. 14, Acts of Parliament, 2013.

⁴ Government of India. (2023). *Women Empowerment Schemes in India*. Ministry of Women and Child Development.

Achieving gender equality requires equal participation of men and women in domestic responsibilities. Traditionally, household duties have been considered women's work, resulting in unequal distribution of unpaid labour. In contemporary India, there is increasing recognition that family support is essential for women's professional growth and emotional well-being.¹ Shared household responsibilities reduce the burden on women and create a more balanced family environment.

The role of men in caregiving and domestic work is gradually changing in urban and educated households. Men are increasingly participating in childcare, household management, and emotional caregiving. However, patriarchal attitudes and traditional stereotypes continue to limit such changes in many parts of society. Promoting shared domestic responsibilities is therefore essential for reducing gender inequality.

- **Role of Employers and Institutions**

Employers and institutions play a critical role in creating supportive and inclusive work environments for women. Flexible work policies, remote working opportunities, parental leave, and childcare support can significantly help women balance professional and personal responsibilities.² Organisations that promote diversity and inclusion are more likely to retain talented women employees and encourage leadership participation.

Childcare facilities, counselling services, mentorship programmes, and safe workplace mechanisms are important institutional supports that improve women's workforce participation. Educational institutions and workplaces must also address gender bias and create equal opportunities for growth and leadership.

- **Need for Social Awareness**

Social awareness and attitudinal change are essential for achieving genuine gender equality in India. Traditional gender stereotypes continue to influence women's choices and opportunities in both domestic and professional spaces. Women are often expected to prioritise family responsibilities over careers, while men are discouraged from participating in caregiving roles.

Awareness programmes, media representation, educational reforms, and community initiatives can help challenge patriarchal mindsets and promote equality.³ Encouraging respect for women's professional aspirations and recognising unpaid domestic labour are important steps towards social transformation.

Suggestions and Recommendations

¹ Desai, N., & Krishnaraj, M. (2019). *Women and Society in India*. New Delhi: Ajanta Publications.

² International Labour Organization. (2022). *Women in Business and Management: India Report*. Geneva: ILO Publications.

³ Bhasin, K. (2020). *Understanding Gender*. New Delhi: Women Unlimited.

Several measures can be adopted to improve women's work-life balance and promote gender equality in India. First, workplaces should implement gender-sensitive policies such as flexible working hours, equal pay mechanisms, maternity and paternity leave, and anti-harassment systems. Equal sharing of household responsibilities between men and women must also be encouraged through education and social awareness.

Second, mental health support systems should be strengthened to address stress, anxiety, burnout, and emotional exhaustion faced by working women. Counselling services, employee wellness programmes, and psychological support can contribute to overall well-being.

Third, women's leadership and entrepreneurship should be promoted through mentorship programmes, financial support, networking opportunities, and skill development initiatives. Government and private institutions should encourage women's representation in leadership and decision-making positions.

Finally, awareness programmes on gender equality should be conducted at schools, workplaces, and community levels to eliminate stereotypes and discriminatory attitudes. Social transformation requires collective efforts from families, institutions, media, and policymakers.

Conclusion

The changing dynamics of women's career aspirations and domestic responsibilities reflect broader socio-economic and cultural transformations taking place in contemporary India. Women today are increasingly pursuing higher education, professional careers, leadership positions, and entrepreneurial opportunities while simultaneously managing household and caregiving responsibilities. Although significant progress has been made in legal protections, educational access, and workplace participation, women continue to face challenges such as gender discrimination, unequal domestic burdens, workplace stress, and societal expectations.

Balancing career aspirations with domestic responsibilities remains one of the most important issues affecting women's empowerment and well-being in India. Achieving this balance requires collective efforts from families, society, employers, educational institutions, and the government. Shared domestic responsibilities, inclusive workplace policies, mental health support, and gender-sensitive social attitudes are essential for ensuring equal opportunities and dignity for women.

The vision of an inclusive and progressive India can only be realized when women are empowered to participate fully in both professional and personal spheres without discrimination or social barriers. Promoting gender equality is not merely a women's issue but a fundamental requirement for social justice, economic development, and sustainable national growth.

References

1. Altekari, A. S. (2016). *The position of women in Hindu civilization*. Motilal Banarsidass.
2. Bhasin, K. (2020). *Understanding gender*. Women Unlimited.
3. Chakravarti, U. (2018). *Gendering caste through a feminist lens*. Stree Publications.
4. Desai, N., & Krishnaraj, M. (2019). *Women and society in India*. Ajanta Publications.
5. Government of India. (2023). *All India survey on higher education (AISHE) report*. Ministry of Education.
6. Government of India. (2023). *Periodic labour force survey report*. Ministry of Statistics and Programme Implementation.
7. Government of India. (2023). *Women and men in India report*. Ministry of Statistics and Programme Implementation.
8. Government of India. (2023). *Women empowerment schemes in India*. Ministry of Women and Child Development.
9. Hochschild, A. R. (2012). *The second shift: Working families and the revolution at home*. Penguin Books.
10. International Labour Organization. (2022). *India employment and social outlook report*. ILO Publications.
11. International Labour Organization. (2022). *Women in business and management: India report*. ILO Publications.
12. International Labour Organization. (2022). *Women in the workforce: India trends report*. ILO Publications.
13. International Monetary Fund. (2023). *Women, work, and economic participation in South Asia* (IMF Working Paper). International Monetary Fund.
14. Kumar, R. (2017). *The history of doing: An illustrated account of movements for women's rights and feminism in India*. Zubaan Publications.
15. NITI Aayog. (2023). *Women entrepreneurship and workforce participation in India*. Government of India.
16. Srinivas, M. N. (2017). *Social change in modern India*. Orient Blackswan.
17. United Nations Women. (2021). *The impact of COVID-19 on women in India*. UN Women.
18. World Health Organization. (2022). *Mental health and occupational stress among women*. WHO Publications.

19. Banerjee, S. (2020). Gender roles and employment challenges among Indian women. *Indian Journal of Gender Studies*, 45(2), 115–130.
20. Gupta, N. (2021). Work–life balance and women professionals in India. *Indian Journal of Labour Economics*, 12(3), 201–218.
21. Kabeer, N. (2015). Gender equality and women's empowerment: A critical analysis. *Gender & Development*, 30(1), 13–28.
22. Sharma, R. (2022). Women's workforce participation and domestic responsibilities in urban India. *Economic and Political Weekly*, 57(18), 45–52.
23. Singh, P. (2023). Remote work and women's employment in post-COVID India. *Journal of Social and Economic Development*, 18(2), 87–102.
24. *Constitution of India*, 1950.
25. Code on Wages, No. 29 of 2019, India Code (2019).
26. Equal Remuneration Act, No. 25 of 1976, India Code (1976).
27. Maternity Benefit Act, No. 53 of 1961, India Code (1961).
28. Maternity Benefit (Amendment) Act, No. 6 of 2017, India Code (2017).
29. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, No. 14 of 2013, India Code (2013).
30. [Ministry of Women and Child Development](#)
31. [Ministry of Statistics and Programme Implementation \(MOSPI\)](#)
32. [NITI Aayog](#)
33. [International Labour Organization \(ILO\)](#)
34. [UN Women](#)
35. [World Health Organization \(WHO\)](#)
36. [International Monetary Fund \(IMF\)](#).

