

CHAPTER - IV

chapter - IV

ANALYSIS AND INTERPRETATION

This section of the report presents analysis and interpretation of the data in the light of the objectives stated in the chapters I and III.

The first and the second objectives of the investigation were to study the perceptions of women teachers in Higher Education and women Professionals in the professions of Medicine, Administration, Law and Media with regard to professionalism.

To study the perceptions of women teachers in Higher Education and women professionals in the professions of Medicine, Administration, Law and Media, a ranking scale was used as an instrument. This ranking scale contained 22 statements regarding different dimensions of professionalism such as professional commitment, accountability, adherence to professional code or ethics, pursuit of excellence, sincerity and autonomy of a professional each statement was followed by 4 alternatives which the respondent had to rank from 1 to 4, according to her personal preferences. On the basis of the ranks given to each alternative, by women professionals of a given profession, the investigator found out the rank-orders of the four alternatives of all the 22 statements. This procedure was adopted to obtain the rank-orders of women professionals for the remaining, five professions also.

The following table - 11 presents the rank orders of the women professionals of all the five professions in a comprehensive manner. On the basis of these obtained rank-orders, five versions of the scale for professionalism as perceived by women professionals in the professions of Academics, Medicine, Administration Law and Media were prepared. (The five versions of the scale for professionalism are presented in appendix - II)

TABLE - 11

The Rank-Orders Given by the Women Professionals in Higher Education, Medicine, Administration, Law and Media.

Sr. No.	Statements	Acad	Med	Admn	Law	Media
1.	A Professional generally chooses that profession which					
a.	suits one's temperament	5	4	3	3	3
b.	draws out one's potential maximally	1	2	2	2	2
c.	provides intellectual stimulation	2	1	1	1	1
d.	provides emotional satisfaction by providing opportunities for serving the society.	4	3	4	4	2
e.	provides opportunities for social mobility by obtaining maximum financial rewards.	5	5	5	5	4

Sr. No.	Statements	Acad	Med	Admn	Law	Media
2.	A Professional's loyalty is towards					
a.	one's own self	4	4	3	4	3
b.	the institution in which one works	2	3	1	3	1
c.	the profession	1	1	2	1	1
d.	society of large	3	2	4	2	2
3.	A Professional enriches and strengthens one's profession by encouraging					
a.	many persons to enter into one's profession	4	4	4	4	2
b.	persons with the aptitude to join the profession	1	1	1	2	1
c.	such persons who would support him/her in the profession	3	3	3	3	4
d.	generally competent persons.	2	2	2	1	2
4.	A Professional consider's one's job as					
a.	10 a.m. to 5 P.M. job	4	4	4	4	4
b.	a full time job	3	3	2	3	3
c.	an activity to be done as long as one's competence lasts.	1	2	1	1	1
d.	life-long activity.	2	1	7	2	2

Sr. No.	Statements	Acad	Med	Admn	Law	Media
5.	For a professional the enthusiasm and interest for one's profession					
a.	is at its highest all throughout one's career.	4	2	3	2	2
b.	increases with increase in one's competence	1	1	1	1	1
c.	stabilizes when settled in one's career	2	4	2	3	3
d.	fluctuates with success and failures faced.	3	3	3	4	4
6.	The competence and the quality of a professional is affected when					
a.	preoccupied with any other economic activity	3	4	3	2	4
b.	pre-occupied with domestic roles.	1	1	1	1	2
c.	preoccupied with other cultural, social, political activities.	4	2	4	3	3
d.	complexities emerge within one's functions.	2	3	3	4	1
7.	The professional activities of a professional are determined by					
a.	the wishes/desires of clients	4	1	3	4	3
b.	the conditions of work	2	2	2	2	2
c.	the requirements of the profession	1	1	1	1	1
d.	the socio-economic, political and technical requirements of the society	3	3	4	3	3

Sr. No.	Statements	Acad	Med	Admn	Law	Media
8.	A professional is accountable to					
a.	one's profession	1	1	2	1	2
b.	one's clients	4	3	3	2	4
c.	the institution in which one works	2	2	1	3	1
d.	the society in which one functions	3	4	4	4	3
9.	The main function of a professional association is					
a.	to support/protect a professional when one is in difficulties	2	2	2	2	2
b.	to provide conditions which are conducive to optimise professional development.	1	1	1	1	1
c.	to keep a check on the arbitrary, irresponsible behavior of a professional	4	4	3	3	4
d.	to promote and protect group interests	3	3	4	4	3
10.	The success of a professional depends on					
a.	one's competence and sincerity	1	1	1	1	1
b.	support of one's superiors and colleagues	3	3	2	3	3
c.	clever tricks of the trade	4	4	4	4	4
d.	one's behavior towards people one deals with	2	2	3	2	2

Sr. No.	Statements	Acad	Med	Admn	Law	Media
11.	A professional strives for					
a.	improvement in one's economic status	4	4	3	4	3
b.	recognition among the professionals	2	2	2	2	2
c.	prestige among the social class	3	3	4	3	4
d.	maximum productivity in one's profession	1	1	1	1	1
12.	A profession gets enriched by innovative practices and researches when a professional					
a.	institutes innovations for the sake of novelty	4	4	4	4	4
b.	is highly motivated to be unique in one's profession	2	2	2	2	1
c.	is faced with a crisis which cannot be solved with the existing knowledge	3	3	3	3	3
d.	is continuously involved in the enrichment of one's profession	1	1	1	1	2
13.	Adhering strictly to the professional code of ethics					
a.	enables the professional to work with clear conscience	1	1	1	1	1
b.	limits material rewards	4	4	4	4	4
c.	enable one's professional growth	2	2	2	2	2
d.	isolates the professional from the rest	3	3	3	2	3

Sr. No.	Statements	Acad	Med	Admn	Law	Media
14.	When there is a conflict between theory and practice a professional					
a.	voices one's personal opinions in the professional forums	2	2	3	2	2
b.	accepts the decisions arrived at by the majority members of the profession	4	3	2	3	3
c.	discusses with other members of the profession and strives for a reasonable compromise without giving up professional values	1	1	1	1	1
d.	follows his own ideas without being affected by others views	3	4	4	4	4
15.	An ethical code of conduct is essential for a professional as it ensures					
a.	quality of performance	1	2	1	3	1
b.	a check on the possible malpractices in the profession	3	1	2	1	2
c.	welfare of the society	2	3	3	4	3
d.	respect of the professional in the society	4	4	4	2	4
16.	Contributing articles in the professional journals is important for a professional because					
a.	it makes one known in the field	4	3	3	2	3
b.	it helps one in enriching oneself	1	2	2	1	2
c.	it enriches the profession	2	1	1	3	1
d.	it helps one in getting promotions	3	4	4	4	4

Sr. No.	Statements	Acad	Med	Admn	Law	Media
17.	For a professional, the first priority is					
a.	one's profession	1	2	1	1	2
b.	one's personal life	3	3	3	2	3
c.	both, personal life and profession	2	1	1	1	1
d.	profession for a man and home for a woman	4	4	4	3	4
18.	Sincerity of a professional is reflected in					
a.	completion of one's tasks regularly	3	2	2	2	3
b.	completion of one's tasks competently	1	1	1	1	2
c.	critical reviewing of one's performances	2	3	3	3	1
d.	considerate behavior towards one's clients	4	4	4	4	4
19.	A professional's dissatisfaction generally stems from					
a.	inadequate financial rewards	4	4	4	2	4
b.	not being able to perform the professional role as one is expected to perform	1	1	1	1	1
c.	Satisfying relations with colleagues and superiors	2	3	2	4	3
d.	inadequate infra-structural support in terms of physical facilities	3	2	3	3	2

Sr. No.	Statements	Acad	Med	Admn	Law	Media
20.	Whenever a professional faces constraints in terms of physical facilities one					
a.	feels restricted and unable to perform one's tasks to the levels of one's satisfaction	3	3	3	3	3
b.	tries to improve the facilities so that one can work comfortably	2	2	1	2	2
c.	makes optimum use of available resources	1	1	2	1	1
d.	accepts the given situation as it is	4	4	4	4	4
21.	Job security makes a professional					
a.	complaisant and limited	4	4	4	4	3
b.	more committed to the institution	3	3	3	3	2
c.	feel encouraged to take up challenging tasks	2	1	1	1	1
d.	motivates one to further enrich oneself for the profession	1	2	2	2	2
22.	Autonomy for a professional means					
a.	freedom to perform one's tasks as one wishes	3	2	3	3	3
b.	to devise one's modalities of functioning towards the achievement of the professional goals	1	1	1	1	1
c.	to overlook certain norms if necessary	4	4	4	4	4
d.	giving one's own interpretations according to the demands of the situations	2	3	2	2	2

The third objective of the investigation was to study the differences in the perceptions of women professionals belonging to the five professions - viz - Higher Education, Medicine Administration, Law and Media with regard to professionalism. For this purpose, the same data - i.e., the rank-orders given by the women professionals of the five selected professions was utilised.

The same table - 11 gives a comparative picture of the rank-orders given by the women professional of the five professions. Viz - Higher Education, Medicine, Administration, Law and Media.

A Cumulative Ranking Scale for Professional Women belonging to the Five Professions.

After determining the rank orders on the basis of the ranks assigned to different alternatives related to statements given in the Ranking scale for Professionalism by professional women belonging to each of the five professions of the study, cumulative rank orders were also determined taking the ranks assigned by women professionals of all the five professions together. The same method was adopted for determining the cumulative rank-orders. The following table indicates the cumulative rank-orders of the women professionals belonging to all the five professions viz - Academics, Medicine, Administration, Law and Media. (The revised Ranking-Scale prepared on the basis of the cumulative rank-orders is given in Appendix II(f)).

Table - 12
Cumulative Rank-orders for Professional Women

No. of Statements	alt - a	alt - b	alt - c	alt - d	alt - e
1	5	1	2	4	5
2	4	2	1	3	-
3	4	1	3	2	-
4	4	3	1	2	-
5	2	1	3	4	-
6	3	1	3	2	-
7	4	2	1	3	-
8	1	3	2	4	-
9	2	1	4	3	-
10	1	3	4	2	-
11	4	2	3	1	-
12	4	2	3	1	-
13	1	4	2	3	-
14	2	3	1	4	-
15	1	2	3	4	-
16	3	1	2	4	-
17	2	3	1	4	-
18	2	1	2	3	-
19	4	1	3	2	-
20	3	2	1	4	-
21	4	3	1	2	-
22	3	1	4	2	-

Discussion of the Results

Perceptions of Women Professionals with Regard to Professionalism

The varied rank-orders obtained for the women of the five selected professions- Viz-Academics, Medicine, Administration, Law and Media, indicate that women professionals belonging to these five professions vary in their perceptions regarding different dimensions related to professionalism. The above presentation of the rank-orders of the statements regarding professionalism, in the tabular form, clearly reveals the varied priority given to different dimensions of professionalism. The dimensions which are ranked higher, having lower sum-total of the ranks in the ranking scale can be assumed as having higher priority or being more significant for women of that particular profession. Similarly, the dimensions which are ranked lower, having higher sum-totals of the ranks in the ranking scale can be assumed as being less ^{significant} ~~important~~ or to be less important for women of that particular profession. The scrutiny of the rank-orders however indicates that there are not marked and significant differences in the perceptions of women professionals belonging to different professions. There are more similarities than differences in their perceptions. Moreover in majority of the statements women professionals belonging to different professions agree when it comes to select the first and the last preferences. The differences in their perceptions are more marked in case of the second and

the third preferences.

As perceptions can be considered potential behavior, one can assume that they may be reflected in their functioning as professionals. The varied perceptions of women in different professions may also indicate certain trends in thinking and functioning among the women of different professions. This thinking or functioning however may or may not be the result of conscious reflection on professionalism but may be the result of specific work-ethos, work-conditions, structuring of the professions or even the larger social reality of which profession is a part.

The cumulative rank-orders obtained for women of all the professions collectively indicate the varied priority given to the different dimensions pertaining to professionalism. This may also reveal the direction of thinking and functioning of women professionals collectively.

Concordance of Perceptions among Women Professionals with regard to Professionalism.

As stated earlier the third objective of the investigation was to study the differences in the perception of professional women with regard to professionalism. Under this objective the investigator attempted to study not only

what were the differences, but also to what extent they differ and whether these differences are significant statistically.

For this purpose the third objective was stated as a null hypothesis in the following manner.

There is no significant difference in the perceptions of women professionals in the professions of Academics (Higher Education), Medicine, Administration, Law and Media with regard to professionalism.

To test the above mentioned null hypothesis, Kendall's co-efficient of concordance (w) was used, which is a non-parametric statistical measure, particularly useful in the studies of inter-judge or interest reliability. (discussed in detail in chapter III).

The following table shows item wise analysis of the ranking scale wherein 's' shows the sum of squares of the observed deviations from the mean of R_j (sum of the ranks given to all the alternatives). R_c indicates the critical value of 's' in the Kendall's co-efficient of concordance indicating whether the value of s is significant at 0.05 level and at 0.01 level. 'w' shows the degree of concordance in the perceptions of professional women.

Table - 13

Concordance of Perceptions among Women Professionals

State- ments	s	0.05 level	0.01 level	w	Significant
1.	201.2	112.3	141.8	0.80	0.01
2.	78.74	49.5	61.4	0.61	0.01
3.	117	49.5	61.4	0.97	0.01
4.	127	49.5	61.4	1.17	0.01
5.	86.74	49.5	61.4	0.69	0.01
6.	83	49.5	61.4	0.86	0.01
7.	114.74	49.5	61.4	0.91	0.01
8.	83.74	49.5	61.4	0.66	0.01
9.	105.08	49.5	61.4	1.08	0.01
10.	140.25	49.5	61.4	1.14	0.01
11.	135	49.5	61.4	1.08	0.01
12.	108.95	49.5	61.4	1.11	0.01
13.	137	49.5	61.4	1.09	0.01
14.	112.25	49.5	61.4	0.89	0.01
15.	87	49.5	61.4	0.69	0.01
16.	108.74	49.5	61.4	0.86	0.01
17.	137.74	49.5	61.4	1.10	0.01
18.	115	49.5	61.4	0.92	0.01
19.	107	49.5	61.4	0.85	0.01
20.	138	49.5	61.4	1.11	0.01
21.	98	49.5	61.4	0.78	0.01
22.	134.5	49.5	61.4	1.07	0.01

Note : Table R indicating critical values of s in the Kendall's co-efficient of concordance is given in the appendix III.

Discussion of the Results

As the above table-15, reveals, there is a high degree of concordance (association) in the perceptions of women professionals belonging to the five professions namely - Academics, Medicine, Law, Administration and Media, with respect to all the 20 statements given in the ranking scale. Considering the critical values of s' given in the table R (see Appendix III), it indicates that this concordance among the women professionals is significant at both .05, and .01 levels of significance.

Thus the null hypothesis stated earlier is accepted at both the levels of significance (0.05 and 0.01).

The results indicate that there is a high degree of consensus in the perceptions of women professionals belonging to different professions. It was assumed by the investigator, at the outset of the investigation that considering the differential nature of the professions, their structuring, specific work-ethos and the specific roles assigned to different professions, women professionals belonging to different professions would perceive professionalism and the related dimensions in a significantly different way. More so, in case of women professionals from Academics who are placed in a unique situation. Academics was the first profession, with which women made their entry into the professions. Moreover, academics is considered a more suitable profession for women, compared to professions like

law and administration which are male-dominated and unconventional from women's point of view. Next in number, in terms of suitability for women professionals is the Medical profession. On account of its nurturing role, Medical profession also has been considered quite a suitable profession for women and that's why women have been a part of this profession since quite long. But on the other hand the professions of 'Law and Administration' are male-dominated and highly masculine in terms of their 'ethos and culture'. To get established in such professions is challenging to women professionals compared to other two profession viz- Academics and Medicine, wherein women have been accepted and accommodated. In case of Media, the unique characteristic is its highly flexible nature in terms of its structuring and working conditions. Besides on account of the subjectivity and creativity involved in this profession, the perceptions of women professionals from media are bound to be influenced by this factor.

But the significant values of 'w' in all the 21 statements, indicating a high degree of concordance in the perceptions of women professional does not substantiate this. It indicates, on the contrary that irrespective of the differential nature, structures, social-roles and work-ethos of different professions, the women professionals have applied the same criteria or standards in ranking the alternatives related to professionalism. Such as commitment, accountability sincerity, pursuit of excellence, professional

ethics, professional culture and autonomy. These common criteria causing high degree of consensus may be "Gender" or the larger 'Social Reality' which is common for all the women professionals. This however needs to be substantiated empirically.

Analysis of the Problems of Women Professionals

The IVth, Vth and VIth - objectives of the study were to study the problems faced by women professionals belonging to the five professions selected for the study - viz Academics, Medicine, Administration, Law and Media and to study the differences in the problems faced by women professionals belonging to the above mentioned five professions.

The instrument employed to study the problems of professional women, was an open-ended questionnaire. This questionnaire contained 23 questions related to various types of problems which professional women face in course of their professional careers. The focus was mainly on the problems arising in their professional set-ups which come in their way of achieving higher levels of professionalism. There were two types of questions in the questionnaire. In the first type of questions, the answers were to be given only in affirmative or negative (yes or No). In the other type of questions the respondents were asked to provide information based on problems which they face as professionals. The rationale for including different problems has been presented in the

earlier chapter.

For analysing the responses regarding the problems which professional women face, their responses were content-analysed and classified into broad categories followed by describing each category in appropriate and cryptic language. Subsequently, the frequencies for each of the categories were calculated and converted into percentages for better understanding. In case of the yes/no type of questions, what was required was only to calculate the frequencies and convert them into percentages.

In order to get a comparative picture of the nature and the content of problems faced by women belonging to different professions included in the study, they were presented comprehensively in tabular forms, taking each of the problem and describing its nature and extent in each of the professions.

The following section of the chapter presents the analysis of the responses of the professional women with regard to the professional problems which they face. The investigator has attempted to present their responses in self-explanatory tables which describe nature of the problems faced by women belonging to each profession and the extent to which a particular problem is faced by the women professionals of a particular profession. (The figures on the left side indicate the number or frequencies of each problem. The figure to the right side shows the percentages

of the frequencies. NR indicates No Response)

This clearly brings to light the differences in the nature and extent of the problems faced by professional women belonging to each of the five professions included in the present study—Viz—Academics, Medicine, Administration, Law and Media. (The figures in the brackets indicates the total number of women in different professions [N]).

The tables are followed by the discussion and interpretation wherein some of the significant responses of the respondents are interwoven in their own words. These actual responses were incorporated in the discussion in order to bring authenticity in the analysis. Since reducing the actual problems and experiences of professional women to categories and numbers is not adequate their actual responses in their own words may offer a greater insight into their problems.

Problem - 1 - Problems Faced by Professional Women at Entry Level.

Table 14
Opposition from Family Members

Res.	Acad(65)	Med(63)	Admn(48)	Law(29)	Media(18)
Yes	03 4.61	05 7.94	-	03 10.34	01 5.56
No	62 75.38	60 95.23	48 100	26 89.65	17 94.44

Table 15
Sources of Opposition

Sources	Acad. (65)	Med (63)	Admn (48)	Law (29)	Media (18)
Parents	03 4.61	01 1.58	- -	01 3.44	01 5.55
Siblings	- -	- -	- -	01 3.44	- -
Husband	- -	01 1.58	- -	- -	- -
In-laws	- -	01 1.58	- -	- -	- -
Children	- -	- -	- -	- -	- -
Other- relatives	- -	- -	- -	01 3.44	- -

Discussion

It emerges from the above tables that the women professionals included in the present study do not seem to have faced much of the opposition from their families while joining the professions. Only 10 out of 223 women professionals have faced opposition from the family members. From this, it can be inferred that a woman joining a profession is no more considered as an unusual phenomenon, at least in the urban set-up. It is also possible that the opposition could have been there at the time of joining a professional course, but by the time a woman has completed her professional education, the family members are mentally prepared for this. This, however needs to be empirically substantiated.

Table 16

Reluctance on part of authorities to employ women

professionals											
Res.	Acad (65)		Med (63)		Admn(48)		Law (29)		Media(18)		
Yes	06	9.23	03	4.76	13	27.08	06	20.68	02	11.11	
No	59	90.76	58	92.06	35	72.91	23	75.86	16	88.88	
NR	-	-	02	3.17	-	-	01	3.44	-	-	

Table 17

Reasons for Reluctance on part of employees to employ women

Reasons	Acad.(65)		Med(63)		Admn(48)		Law(29)		Media(18)	
Perceived low commitment of women profsals.	05	7.69	-	-	05	10.41	-	-	-	-
Genderbias. job stereotyping	04	6.15	02	3.17	03	6.25	04	13.79	-	-
Personal safety factors	-	-	-	-	02	4.16	02	6.89	01	5.55
Unsuitable working conditions	-	-	-	-	04	12.5	01	3.44	01	5.55

Discussion

From the above tables and the responses of the professional women pertaining to reluctance on part of the employers and the authorities to employ women in professions, various reasons emerge which are mainly related to gender bias, job-stereotyping, unsuitable working conditions in the professions and their personal safety factor.

It can be inferred from their responses that due to gender bias on part of the employers and authorities, who most of the times are males, it is assumed that women will be less committed to their professions. It is believed by them that women may leave the profession at any time on account of marriage or motherhood. Moreover, it is also assumed that due to their domestic responsibilities, they will be frequently absent, irregular and less punctual. Women professionals, they think, do not put enough time, energy and their hearts into their professions. One respondent from Administration has made an interesting remark here, "They make sure that her husband has a nontransferable job." This is obviously to ensure that a woman professional, if employed should continue for a long-time.

Another major reason which emerges from the responses of the women professionals is the job-stereotyping prevalent in our society according to which professions are classified into "masculine" and "feminine" professions. Even in the 'feminine' professions certain branches are further classified into "masculine" and "feminine". This also leads

the employers to reluctance in employing women for certain professions. This fact is very well illustrated from the women professionals in this study. Some of the responses which substantiate this are, "Men are more suited for mathematics women are not as they don't have quick reflexes". (academics), " there is a general reluctance in the surrounding, mainly because this profession has been from years dominated by males hence a kind of conditioning in the minds of people prevails" (Law). From the profession of medicine one respondent has stated that she faced this problem as the Head of Department of **Social and Preventive Medicine** was of the opinion that this particular subject required a lot of field work in rural areas which for a woman is very difficult hence he was reluctant to appoint her in the department.

Underestimation of women's competence also seems to be one of the reasons for the reluctance to employ women. This again is rooted in gender-bias leading to a belief that women are inferior to men, physically as well as intellectually. Some of the responses pertaining to this reason are, "Women are considered unavailable for large classes and longer hours of preparation". (academics). Generally, people don't have confidence that lady lawyers will deal with their cases with the same competence as male lawyers" and " There is underestimation of women's caliber in terms of controlling power". (Law). One medical professional who is the Head of a department has also remarked that she is

not considered competent for administrative role by the class IV employees.

Paradoxically, it also emerges from the responses of the women professionals that there is a sense of envy felt by males for competent women. The responses which indicate this are both from the academic profession, "Men are scared of women with sharp intellect" and "Men feel inferior in front of women and are jealous". This fact, however is not reflected in the responses of women professionals from other professions.

Two more reasons which emerge from the responses of professional women are unsuitable working conditions and personal safety factor. These two are inter-related. In the professions, where working conditions are not suitable in terms of timings, place or nature of the tasks, the employers seem to be reluctant to employ women because this often involves a risk to a woman's personal safety. This is found more in the male dominated professions like law and Administration. This is clearly expressed in the responses of women professionals from these two professions such as, "Due to presence of criminals and anti-social elements, a kind of negativity is found in this profession which discourages the families to send their womenfolk in this profession", "My profession requires office work apart from court proceedings. Most of the senior advocates works till late nights in their offices, hence they feel that ladies won't be able to give that much of time" (law). From Administrative professionals

there are references to women working with "certain limitations" and "working alone among men" and problem of safety while going out for professional assignments and dealing with customers who are corrupt, drunkards, rude and crude which pose a threat to their safety. From among the media professionals also, one respondent has cited "unpredictable time schedules" as reason for reluctance.

Lastly, there are two responses which deserve a special mention here as they don't fit into any of the categories mentioned in table -- 43 - Both these responses are from Administration. One woman has mentioned "lack of precedence" as the reason for reluctance to employ women in her profession. This means that there have not been many women in the profession before hence the employers are unaware about their professional competence.

Surprisingly another women administrator has exactly the opposite to say. According to her, "On the contrary women are preferred due to their beauty and charm." Which means there are still people who consider women as decorative pieces and want them in the professions to please their eyes rather than to fulfill some professional goals. This indeed is sad.

Problem - II

Problems Related to Physical Mobility of Professional Women.

Table 18

Commuting long distance to reach work place

Res.	Acad (65)		Med (63)		Admn(48)		Law (29)		Media(18)	
Yes	13	20	15	23.80	14	29.16	12	41.37	08	44.44
No	50	80	48	76.19	37	69.75	17	58.62	16	55.55
NR	-	-	-	-	01	2.08	-	-	-	-

Table 19

Professional Efficiency being affected by commuting

Res.	Acad (65)		Med (63)		Admn(48)		Law (29)		Media(18)	
Yes	01	1.53	03	4.76	06	12.5	04	13.74	04	22.22
No	12	18.46	11	17.46	09	18.66	07	24.13	04	22.22

Table 20

Frequent Travels and Transfers involved in Profession

Res.	Acad (65)	Med (63)	Admn(48)	Law (29)	Media(18)
Yes	09 13.84	08 12.69	11 22.91	09 30.68	04 22.22
No	56 86.16	54 85.71	37 77.08	20 69.32	14 77.77

Table 21

Effects of Travels and Transfers

Res.	Acad (65)	Med (63)	Admn (48)	Law (29)	Media (18)
Provides stimulus variation	01 1.53	01 1.58	- -	- -	- -
Increase in work efficiency opportunities to learn	- -	- -	02 4.16	- -	02 11.11
Disturbance in Family life	- -	02 3.17	05 10.41	- -	- -
Waste of time and money	- -	02 3.17	- -	- -	- -
Physical exertion tensions	- -	01 1.58	02 6.25	01 3.44	02 11.11
Productivity hampered	- -	01 1.58	01 2.08	- -	- -
Anxiety regarding personal safety	- -	01 1.58	- -	- -	- -
Non acceptance of promotions	01 1.53	- -	01 2.08	- -	- -
Acceptance as a part of the job	01 1.53	01 1.58	- -	- -	- -

Table 22

Reactions of the family members about Travels and Transfers

Res.	Acad(65)	Med(63)	Admn(48)	Law (29)	Media(18)
Co-operation adjustment on part of family members	05 7.69	05 7.43	08 16.66	02 5.89	02 11.11
Acceptance as a part of profession	01 1.53	00 3.17	03 6.25	- -	02 11.11
Anxiety about safety and health	- -	- -	02 4.16	16 7.44	01 5.55
Complaining, grumbling dissati- sfaction	01 1.53	03 4.76	04 8.33	03 10.34	01 5.55

Discussion

From the responses of professional women with regard to physical mobility, it emerges that totally 62 women out of 203 have to daily commute a long distance in order to reach to their work-places and 38 women have to travel frequently or are transferred as their professions demand it.

It is revealed from their responses that travels and transfers affect them positively as well as negatively. Among the positive effects mentioned are opportunities to update their professional knowledge and skills as a result of more exposure and a pleasant change from normal routine. This is implied in the responses such as "It increases the efficiency due to adaptability in every respect such as odd

timings, dealing with the customers of different areas, particular business, natural conditions of particular place and satisfying requirements of colleagues and customers of that place and it increases the efficiency of work as you come to know more employees, different people, problems of a particular area, how they handle them, this enhances your confidence to deal with different situations" (Administration); and "It enriches my knowledge, establishing new contacts, meeting new people. (Media). The pleasant change or break from the monotony of routine is expressed metaphorically by a woman academician who considers travels and transfers as "Professional tonics".

The main negative effects mentioned are disruption in family routine, physical fatigue, anxiety regarding one's personal safety, settlement problems in a new place and inconvenience leading to mental tensions. A medical professional has mentioned about "a total disturbance for a few weeks till one gets settled in a new place". Another respondent from the same profession has remarked, "When transferred into rural areas children's studies suffer". In the words of one woman administrator, "It increases the work-load in the home-front and disrupts normal routine".

There are several references to physical fatigue as a negative effect of travels and transfers such as, "I get too tired due to incapacity to arrange for a car (taxi)", "Efficiency reduces due to overburden of work in limited

time. Also mental tensions weaken me physically". (Administration)" and I feel very tired and "physical fatigue requires break from time to time" (Media).

Travels and transport leading to overload of work is mentioned by the respondents in the responses such as "Pending work to complete" and less attention to the branch" meaning routine office work gets piled up" (Administration), and "Productivity is hampered as much time is spent". (Medicine).

In a traditional Indian society, a woman's safety is perhaps of the prime concern for people. This is reflected in the response such as, "In travel assignments, the security aspect is always in mind, especially if staying in hotels."

One response which deserves a special mention here is made by a women academician who has stated, "The chance to show one's efficiency is lost as sometimes the transfer is waived due to circumstances". Although not reflected in this response, one very often observes this in our traditional social set-up that a family does not allow a woman to live alone in a new place due to fear of social criticism and fear regarding her personal safety. Only in very few cases the family members show willingness to shift to a new place along with the professional women on account of her transfer, but this they will do naturally when a male of the family is transferred. Still in rare cases, a professional woman is able to show courage and go against the

wishes of her family and accept transfers.

On analysing the responses of the professional women with regard to reactions of the family members at the time of travels and transfers, one finds positive, negative and neutral reactions. In case of positive reactions, the family members adjust, co-operate, help in dealing with such situations, encourage, see to it that they are comfortably settled in a new place, make them free from household chores and look after children. One respondent from administration has stated, "My husband is very understanding. But for him I would have had to move to a less demanding job which would have affected my performance and my salary."

Some of the other professional women, however, are not so lucky and face quite adverse reactions from their family members, as it emerges from several responses such as, "They do not welcome such situations". (academics), "Family members did grumble initially as management of the house is affected, "and " my children accept it well but my husband could not accept when we were together. Now we are divorced since 13 years (Medicine). More significant responses are obtained from the profession of Administration wherein they have said, "Family members desire that their routine should not be disturbed. Preparation of food early in the morning, though it takes away one's energy does not satisfy family members" and "On occasional travels, the family thinks that I'm responsible for such circumstances, particularly my

in-laws that family suffers due to me". The same type of negative responses are obtained from the profession of law such as, "My family members do not like my traveling so I refuse to take outstation work which requires traveling" and "They feel disturbed as there is a change in the environment. Their domestic life suffers.

It can be interpreted from the negative reactions of the family members of the professional women that in Indian families, management of the house is primarily considered a duty of a woman, especially that of a daughter-in-law. Moreover, still a woman's job is considered from its instrumental value only. As long as she brings a handsome "dowry-pledge" and "things" as mentioned by a media woman that her traveling is accepted because on coming back she brings gifts from them which they gladly accept. She is accepted as a career woman but the moment family members have to adjust to a working woman, they resent it. A clever way to deal with the family members indeed! The family members usually fail to perceive that as a price for the economic rewards which a professional woman receives, she has to put in her best of the efforts.

There are some responses pertaining to the reactions of the family members at the time of travels and transfers which are neutral but when analysed deeply, throw light on a woman's status in our society. Some of these neutral responses are, "They accept it and are used to it" (academics). "Family members realise that it is a part of my

duty and demand of the profession" so accept it (Medicine). "They feel it is a necessary evil", Due to financial conditions, they can't deny but inside they are unhappy" and "Unwillingly they adjust" (Administration). They don't like it but don't object" (Media). It is implied from such neutral responses they actually do not prefer women professionals traveling or getting transferred but when there is no other choice, they have to accept.

It also emerges from the responses of women professionals here that the family members react negatively, mainly out of a feeling of anxiety regarding their health and safety. Some of the responses which substantiate this are, "They are reluctant to allow me to accept the transfer as directly or indirectly, they are taxed in respect of my food and health - a kind of unnecessary fear in their minds whether, I will be able to do my daily routine work, in short, some kind of lack of confidence shown in me". (Administration). "They don't mind but worry about my safety. (Media). An interesting remark made by a woman professional from administration is, "They prefer short journeys, prefer my returning home at the earliest". Another such response made by a woman psychiatrist who is single that even though she objects, her father invariably escorts her whenever she has to go out of station for conferences and training programs. This throws light on the over-protective attitude of our society towards women and also how vulnerable

a woman is in our society. When the professions demand physical mobility, there must be proper facilities and arrangements for women professionals, considering their special needs. Unless this is done physical mobility will always remain a cause for women's under development professionally.

One shocking incident was narrated to the investigator by a woman administrator regarding the consequences of physical mobility. This incident was about an administrator (class II officer) who had to frequently travel for some professional tasks. As the official arrangement of transport for that purpose was not very effective, to save her time, money and physical energy, she used to accept lifts from different people. This went on smoothly for a long time but once she was raped by a truck-driver and the very next day she committed suicide. Since then, stated the woman administrator, neither do the women come forward to accept travels and transfers nor do the authorities willingly send them out of station.

This incident implies that in order to accommodate women, proper arrangements should be made in the professional set-up to ensure a woman's personal safety. Not only this but women professionals at the time of their training should be made aware of such risks involved in their professional careers and how to deal in such situations.

Problems Faced by Women Professionals while Functioning as Professionals

Table 23
Getting Equal Opportunities for Challenging and Difficult Responsibilities

Res.	Acad (65)		Med(63)		Admn (48)		Law (29)		Media (18)	
Yes	50	76.92	49	77.77	41	85.41	22	75.86	14	77.77
No	13	20	05	7.93	06	12.5	06	20.68	04	22.22
NR	02	3.17	02	3.17	01	2.08	01	3.44	-	-
NA	-	-	02	11.11	-	-	-	-	-	-

Table 24
Reasons for lack of opportunities for challenging and Difficult Responsibilities

Res.	Acad(65)		Med(63)		Admn(48)		Law(29)		Media(18)	
Gender-bias	02	3.07	-	-	-	-	02	6.89	01	5.55
Lack of effective administration	-	-	01	1.58	-	-	-	-	-	-
Limited sphere of work	01	1.53	01	1.58	01	2.08	-	-	-	-
Lack of initiative on part of professional women	01	1.53	-	-	04	8.33	01	3.44	-	-
Lack of experience	-	-	01	1.58	01	2.084	01	3.44	01	5.55
Physical Mobility	01	1.53	-	-	-	-	-	-	-	-

Table 25

Getting opportunities for Professional Growth

Res.	Acad(65)	Med(63)	Admn(48)	Law(29)	Media(18)
Yes	50 76.92	39 61.70	33 68.75	22 75.86	13 72.22
No	15 23.07	24 38.09	15 31.25	07 24.13	05 27.77

Table 26

Nature of Opportunities for Professional Growth

Res.	Acad(65)	Med(63)	Admn(48)	Law(29)	Media(18)
Attending Seminars, conferences, workshops, in service, Training, Forums, Visits to allied institutions	16 2.46	04 6.34	09 18.75	02 6.89	03 11.11
Improving qualification Research activities, Passing departmental exams	16 2.46	07 11.11	01 2.08	- -	01 5.55
Handling variety of tasks	02 3.07	050 7.93	06 12.5	08 27.58	04 20.22
Autonomy in functioning	02 3.07	01 11.11	03 6.75	02 6.89	01 5.55
Professional and social interactions	05 7.69	- -	01 2.08	06 20.68	- -
Guidance, encouragement	05 7.69	- -	- -	06 20.68	01 5.55
Financial infrastruc- tural assistance	07 10.76	01 11.11	- -	- -	02 11.11
Promotional channels	- -	- -	04 8.33	- -	- -
Involvement in decision making	03 4.61	- -	02 4.16	- -	02 11.11
Membership of professional organisation	- -	- -	- -	01 3.44	- -

Table 27

Reasons for lack of opportunities for Professional Growth										
Res.	Acad(65)	Med(63)	Admn(48)	Law(29)	Media(18)					
Denderville	01	1.53	01	1.50	04	8.33	04	13.79	02	11.11
Lack of Infrastructural facilities & Financial assistance	06	9.23	07	11.11	-	-	01	2.08	-	-
Ineffective Institutional management	02	3.07	04	6.34	-	-	-	-	-	-
Limited sphere of work, narrow scope of profession	01	1.53	04	6.34	03	6.25	-	-	02	11.11
Inadequate promotional channels	-	-	01	1.58	03	4.16	-	-	-	-
Conflicting demands of professional & domestic life	-	-	01	1.58	01	2.08	-	-	-	-
Inability to meet certain social demands of the profes- sion	-	-	-	-	-	-	01	3.44	01	5.55

Discussion

Although the tables, 49, and 51 indicate that very small number of women in all the five professions do not get equal opportunities for challenging and difficult responsibilities and for professional growth but the reasons for lack of such opportunities are many and diverse. On analysing the reasons given by women professionals for not

being entrusted with difficult and challenging responsibilities on par with men, one finds that reasons are not related to gender-bias only but there are other reasons equally important. It also emerges from quite a few responses that it is women themselves who do not want to meet challenges otherwise there is no such discrimination.

The reasons related to gender-bias are : "As men are the authorities, they are prejudiced against women," "During strikes, students agitations, males handle the situations" (academics), "Challenging and difficult responsibilities are entrusted if they are on intellectual level. If such challenging tasks requires going out or field work then opportunity is not given and we have to keep mum because these things require physical energy and we have to look after houses also". (Administration) "This is considered too challenging job for a women" (Law)", "I'm a female and my boss is an orthodox person" (Media).

Among the reasons which are not related to gender bias, some are related to lack of experience of professional women while some are related to the very nature of profession which is found unchallenged by professional women for various reasons. Lack of experience being the reason for not being entrusted with difficult and challenging tasks is very well expressed in the responses such as : " My colleagues were my teachers, so they still consider me a Student. Moreover, I'm new " (academics), " Because I'm still studying hence given less responsibilities (Media) "In the initial period, there is

some hesitation in entrusting challenging and difficult tasks to female employees". (Administration), "Because the seniors don't feel confident of the juniors," Actually I'm still a trainee. I'm sure when I'm competent, I'll be given the responsibilities", "I'm sure with my own initiative and hard work, I can win the confidence of my senior" (Law) and "I'm the junior most". (Media).

Some of the professional women perceive the reasons to be related with the very nature of the professions, i.e. one respondent from academics has stated, "There are no challenges in my job". Another respondent from medical considers the reason to be a small institution and place wherein she is working which limits the scope for challenges. There are no references to such narrow scope and lack of challenges in the professions of law and Media which are considered too challenging for women as mentioned by one media professional, "In this profession (press) any lapse could be fatal so no chances are taken".

There are also responses which reveal that there is no discrimination in entrusting challenging responsibilities. More significant, however are the responses wherein women consider themselves responsible for not being entrusted with challenging tasks and state that they must prove their competence and willingness for the same. This emerges from the responses such as "There is no demarcation in distribution of work between males and females".

(Medicine) "Once we have proved our worth and interest in the area, challenging tasks are also assigned". "Entrusting of responsibilities depends on how much initiative, caliber and capabilities a professional woman shows in her work environment (administration), "I'm sure when I'm competent, I'll be given the responsibilities. I'm sure with my own initiative and hard work, I can win the confidence of my senior", and "I'm entrusted with the challenging and difficult responsibilities not only on par with men but at times even more than male colleagues as my senior considers me to be more sincere and efficient and has full trust in me"(Law).

Lastly, there are also responses wherein it is expressed that women professionals are given more responsibilities. One medical professional has remarked, "Work which relates to responsibilities is given to females and they do it more reliably". Two respondents, one from administration and another from law also repeat the same by stating that women are given more responsibilities.

In the cases of women professionals who are working independently or are working in department wherein only women are there, such a situation does not arise.

It emerges from the responses of the professional women, pertaining to nature of opportunities for professional growth that most of them consider attending seminars, workshops, training programmes, research and infrastructural

facilities as major opportunities for professional growth. The responses such as substantiate this "Teaching, research, presenting papers at seminars, library facilities (academics), "For advanced study while in job and to attend special work shops and conferences in the subject of your profession"(Medicine) "Allowed to go to attend seminars and meetings, attend association meetings, to visit other institutions. It all enriches one's knowledge," "Learning new technologies", (administration). "My name is being suggested for various seminars, committees and judicial forums" (Law), Provision for human power and finance". (Media) substantiate this.

Performing a Variety of professional roles and handling a variety of professional tasks, too are rightly mentioned as opportunities for professional growth by some of the women professionals. i.e. one academician refers to "Organization of literary activities", few medical professionals mention about "Variety of cases with speech disorders like stammering, faulty pronunciations etc", and under graduate and post graduate teaching, taking nursing lectures and being an examiner. Handling a variety of tasks emerges as a very important opportunities for professional growth from the responses of women administrators. This is revealed from responses such as, "Rotation of duties so one may learn different things, "I've taken a site posting which I've completed successfully. I've an additional charge of personal secretary (technical aide) to my higher officer" and

"good experience to handle the statistical problems of the department". The law professionals too mention about variety of tasks such as, "to deal with different types of cases and clients", "to appear before the court, to discuss the matter with the colleagues, to take instructions from the clients" and "More and more complicated matters are being handed over by my senior colleagues which certainly enrich me professionally". In case of media women, the references are made to "specific assignments", "Exposure to print Media, and new features on different subjects and "acting in dramas, directing plays and producing various serials".

Quite a few professional women perceive autonomy and involvement in decision making as very significant opportunities for professional growth. One respondent from academics while referring to the same has stated, "to prepare new syllabuses, new papers and courses, alter or add a new topic". References to autonomy and participation in decision making are expressed in words such as "We are given a free hand in the branch," "Total operational freedom" and "I can take decisions on behalf of my superiors and can convince the people and staff" (administration). A media woman working with AIR has expressed that she is entrusted with more confidential and complicated work related to finance, personnel and administrative departments. Another woman from the media has stated, "I'm asked for advice in official matters, policy matters, conduct workshops and training programmes and video festivals". One more woman connected with

journalism has referred to her "freedom to take up an independent assignment" if she can convince others.

The support and guidance from the seniors and professional interactions as well as visits to various institutions have been also perceived as opportunities for professional growth by some women professionals. This is revealed from the responses such as "Co-operation and support of head and colleagues" and coming into contact with cross section of people. (academics)" , "Visit other institutions," "Get the chance to work directly under the guidance of our director and head of the department." "Discussions with people of other institutions and industries (administration)" "Working for various institutions and legal aids", "Seniors also interact so as to deepen my knowledge" and "Coming into contact with people from different fields". "Contact with common people, knowing their problems and trying to solve them". (Law), and "We get sufficient help from the superiors" (Media).

The promotional channels and departmental efficiency tests which lead them higher into the professional hierarchy too are important opportunities for professional growth especially for women administrates. One respondent from administration has remarked, "Department has sufficient opportunities to rise from the desk of a cashier to that of an accountant, generally by passing various examinations". A bank manager has also expressed the similar view, " Within a

short period of 3 years, I got promoted to the officer's post. I was given an opportunity of working as an accountant of the medium sized branch. Later on within three years, I was made manager of the new branch." Passing department exams for promotions has been mentioned by one respondent from medicine who is working with AIR.

As is evident from the responses of women professionals, there are almost, all types of opportunities available to them for professional growth and development. In spite of such opportunities, one finds only a few women reaching the "higher ranks in their professions" Higher the 'fewer' appropriately describes women's deprivation from the top positions and stagnation at lower level. The question here arises why are women unable to grow and develop professionally?

It is likely that by their responses regarding number of opportunities, they perhaps mean that such opportunities do exist in the profession but it may not mean that they are getting all such opportunities for professional growth. So the investigation had also sought responses from the investigations as to what are the reasons for not getting, sufficient opportunities for professional growth.

From the table 66 it is evident that the number of women professionals who perceive that they do not get sufficient opportunities for professional growth, they have given diverse reasons for insufficient opportunities for

professional growth. Among the reasons given, some are gender specific and others are not specific to gender.

The gender specific reasons are mainly mentioned by women from administration and law such as, "Certain areas of banking like advances, foreign exchanges, inspection are not allotted to ladies as they think ladies can't move freely and meet customers and borrowers frequently. They want male domination in those areas, "It is believed that women would not be able to cope with higher positions and household responsibilities. Informal relations with subordinates, colleagues and bosses help to manage the job which is difficult for women, though not impossible" and Higher positions involve communication and mixing with people having habits like smoking, drinking etc. others don't feel free in front of women". From the same profession of administration one respondent sarcastically has remarked, "If more women are involved in the work, what will be the impression of company?". From the professions of law, three reasons out of five given by the respondents are gender specific. According to these reasons, "In a male dominated society, any work is normally conducted by a male who hardly accepts that a woman can be equally or in some cases even more capable than a man". One lady lawyer perceives the reason for not getting sufficient opportunity is her being a woman". In the same way one more lady lawyer has stated, "Being a woman, clients sometimes, don't have faith and confidence whether I'll be able to deal their cases or not." From the profession of

Media also, a gender biased reason is expressed by a women professional as, "The institution is male oriented which restricts my growth". In the medical profession only one response is related to gender bias and in the academics also in the words of one academician, "women are considered inferior." But in the professions of academics and medicine most of the reasons obtained are other than gender specific.

The reasons other than gender specific are related to government policies, mismanagement of the institutions, lack of infrastructures facilities, financial constraints, professional rivalry, inadequate promotional channels, limited scope and others.

While criticizing the government policy as responsible for not getting opportunities for professional it is said by professional women, "In government service, merit is never considered", "There are many loopholes in government policy which affects the infrastructure of the institute and the staff", and "on paper provision is there, but in practice not so". (academics). The medical professionals also voice the same reason in words such as, "Administration of the government institution is very slow and inefficient. We waste so much of time in getting modern equipment and recent medicines", "Certain government policies cause limitations as far as manpower and material is concerned". , "Stagnation at the same post. No chance of

promotions due to government policy to keep seats reserved for SC/ST candidates and "multiple factors involving government machinery". From administration, however, there is no response related to government policies, although most of them work in government departments. As women lawyers and media professionals have to function independently except women from AIR, they have not mentioned anything about government machinery or government policies.

Mismanagement and malfunctioning of the institutions is also perceived to be an important reason for not getting sufficient opportunities for professional growth. This is revealed from the responses such as, "The institute is not able to take an independent decision" and "institutional and financial constraints", (academics), "our institution is such that there is no scope for anyone's professional growth except promotions", "Conservative approach of the management" (Administration) and "I don't get proper backing from the professional field" (Law).

Lack of infrastructural facilities leads to inadequate opportunities of professional growth. This fact is substantiated by the responses of professional women such as, "Inadequate library facilities, unavailability of books, periodicals and poor facilities for research", (academics), "Paucity of resources and funds", lack of facilities do not allow the full use of skills" and "Inadequate facilities for the investigations of many diseases" (Medicine).

It is also evident from the responses that professional rivalry also restricts one's professional growth. This is expressed by a woman "non-supporting attitude of the seniors", (academics), "Hostility of senior colleagues", "Competition for higher positions", "less number of higher positions" and "Lack of motivation and guidance from the superiors", (Medicine).

One important cause which is specific to the medical profession is poverty, illiteracy and ignorance on part of the patients which prevents them from opting for latest methods or investigations or new methods of practice or even trying out new medicine. This deprives them of applying newer techniques.

Sometimes, it is the limited scope of their professional role which restricts their professional growth as in case of two media women who have mentioned, "Baroda city had limited scope that's why the growth becomes limited" and "We get pre-decided and pre-recorded programmes so no scope of professional growth". The same view is expressed by a woman academician who considers, the formal educational system" as reason for inadequate opportunities for professional growth. Similarly, one lady administrator has mentioned, "Our institution is such that there is no scope for anyone's professional growth except promotions".

It can be interpreted that the opportunities of



the professional growth are varied and sufficient but above mentioned reasons, women are unable to utilize opportunities. When one compares the reasons which are gender specific and non gender specific, more reasons are later type which implies that even men are facing these problems. The gender specific reasons are found more in so called masculine professions of Law and Administration and other types of reasons are more in the so called 'feminine professions' of academics and Medicine. It can be inferred from this that male-orientedness or "female-orientedness" of professions does affect women professionals in a differential manner."

Problem - IV

Table 28
Emotional Involvement

Res.	Acad (65)	Med (63)	Admn (48)	Law (29)	Media (18)
Yes	31 47.69	24 69.84	24 50	13 44.83	00 44.44
No	33 50.76	19 30.15	24 50	16 55.17	00 44.44
N.R.	01 1.53	-	-	-	00 11.11

Table 29

Situations leading to Emotional Involvement

Res.	Acad(65)	Med(63)	Admn(48)	Law(29)	Media(18)					
1. Nature of Professional tests	13	20	03	4.76	-	-	01	3.44	04	22.22
2. Concern for clients	15	25.07	21	33.33	02	4.16	06	20.68	01	5.55
3. Issues related to staff welfare and institutional Development	02	3.07	02	3.17	05	10.41	-	-	-	-
4. Issues related to professional ethics	01	1.53	03	4.76	-	-	04	13.79	-	-
5. Gender bias	-	-	02	3.17	04	8.33	01	3.44	01	5.55
6. Criticism & lack of appreciation	01	1.53	-	-	03	6.35	03	10.34	-	-
7. societal constraints leading to helplessness	01	1.53	02	3.17	-	-	-	-	-	-
8. Inter personal relations within professional set up	02	3.07	01	1.58	01	3.08	-	-	-	-

Table 30

Effect of Emotional Involvement on professional Efficiency

Res.	Acad(65)	Med(63)	Admn(48)	Law(29)	Media (18)
Positive Effect	14 21.63	15 23.80	06 12.5	03 10.34	03 16.66
Negative Effect	12 18.46	12 19.04	11 22.91	05 17.24	03 16.66
No Effect	- -	08 12.69	06 12.5	03 10.34	- -
N. P.	39 60.00	28 44.44	25 52.08	18 62.06	12 66.66

Discussion

From the table 30 it can be interpreted that more than 50% of professional women included in the present study become emotionally involved in some or the other aspect of their professions. From their responses regarding the situations which lead them to emotional involvement it becomes apparent that emotional involvement has been interpreted in two ways by them. Firstly, it is being involved in the profession at affect level as expressed by one medical respondent, "Without emotional involvement, one will only work manually". Secondly, it is interpreted as being emotionally aroused or experiencing feelings of various types like pity, sympathy, anger, frustration, helplessness etc. Of the five professions included in the present study, it is in the profession of medicine that maximum number of women professionals get emotionally involved. In the professions of Administrations and Media, the number of women

professionals who get involved and who don't get emotionally involved is equal. In academic profession also the number is almost equal. It is in the profession of Law that the number of Women professionals who do not get emotionally involved is greater than the number of women professionals who get involved.

On scrutinizing the responses pertaining to specific situations leading to emotional involvement, it emerges that these situations are varied. A considerable number of women professionals get emotionally involved while performing the professional tasks as is expressed by two academicians. "I'm passionately in love with my discipline" and "I get totally lost while teaching Music". Same type of emotional involvement is indicated in the responses of media professionals such as, "Creative involvement while producing the Programmes", "I become one with the different dramatic characters I'm playing", and "feel involved while comparing programmes for any dead artist or any great person". There is also a respondent who gets carried away emotionally by the ideas expressed by the interviewed at the time of conducting interviews.

Another major area of emotional involvement is, the concern they feel for their clients. In the academics their concern with various issues related to students is reflected in the responses like "shaping lives of the Students", "we feel joy and sorrow along with their joys".

tears and frustrations". When I see my students facing troubles, some lose their parents, some find it difficult to get financial support for higher studies". They have also mentioned negative experiences with the students in statements such as "unpleasant encounters with unmotivated student leaders", Unresponsiveness of the students also touches one emotionally. A greater concern for clients is found in the medical profession which is appropriately called a nurturing profession". Their concern for their patients is expressed in the responses such as, "When I see highly qualified doctors exploiting patients because they lack the adequate knowledge", "When patients come to you in an advanced stage, late stage of cancer, malnutrition in children, Polio victims" and "When a mother loses a baby unexpectedly". This kind of concern for clients revealed from the responses of lady lawyers also. Their responses which substantiate are "While dealing with the cases of oppressed, poor, illiterate, litigants, the inevitable protracted litigations involve my emotions as well as my frustrations". In Matrimonial cases and in cases regarding the guardianship of the child. "When parents having children getting separated", "When old parents file cases against their sons and when mother tries to get relieved from the responsibilities of a child." From Administration one lady officer from LIC has stated, " whenever claims are repudiated on account of cheating by life assured, the very purpose of insurance is not served and the widow with

responsibilities suffers on account of her husband, I feel sorry for her". An example of concern with the clients from the profession of Media is the response, "Being a feminist, I come into contact with lots of women in any profession, when I learn about their status in society and problems."

There are also a few respondents who feel involved with the issues related to staff-welfare and development of their institutions. This emerges from the responses such as "I feel angry when my colleagues do not take up their work seriously and honestly" (academics), "I become emotionally attached to the institution in which I work" (medicine), "Sometimes at the time of workers' interviews and sometimes while solving their problems" (administration).

It emerges from the responses from the women professionals that issues related to professional ethics also lead some of them to emotional involvement, as is revealed from their responses such as, "on matters of values, behaviour and professional ethics" (academics), "When I see commercialization of our profession at the cost of sincerity, quality and work" and when I see other doctors indulging in malpractices, I get angry and show my anger" (medicine) and when you are required to twist the law and when I see a rapist or a murderer going unpunished" (law).

At times, Gender bias also becomes a cause of emotional involvement for professional women. This comes out

in their responses such as, "Due to the behavior of the male colleagues especially towards unmarried women" (medicine), "When I'm underrated compared to a male," when other females are discriminated against, "When any male staff-members insult any woman or misbehave with any women, I become excited," (administration), "When judges in the courtroom do not accept our (women's) identity" or when colleagues try to laugh at us or try to do mockery of some situation in our life. (Law).

Undeserved criticism and lack of appreciation of work done also lead women professional to emotional involvement, causing feelings of hurt and frustration. The responses which indicate this are, "When one's efficiency and sincerity on the work is neither appreciated nor reciprocated by giving promotions or other benefits," "When I see partiality done by superiors" (academics), "If somebody scolds me for my work, I feel extremely upset at the false allegations". (medicine), "When senior officers behave rudely or get angry even if we are not in fault just to show their superiority complex," when you take extra pain for a particular work but happen to be commented as foolish by superiors or other colleagues" (administration), "When I'm deprived of opportunities to listen" "When we have confidence and expectations of good result for our clients after hard performance but when we do not get good results (Law) and" when there is criticism about my voice and presentation (Media).

At times even general broad societal

constraints make them feel involved emotionally which is indicated in the response such as, "When I see lack of facilities and funds as well as lack of interest in research. We are lagging behind, when scientific research is progressing by leaps and bounds". (Academics). "Poor state of medical facilities in rural areas", on seeing a poorly nourished child or seeing very anemic female delivering 4th or 5th child" (Medicine).

And lastly inter personal relations within the professional set-ups also make them emotionally involved. It is indicated in the responses such as, "When I get personal guidance from my seniors". "When I'm provoked by my superiors and juniors". (Academics), "I get emotionally involved with the colleagues with whom I work as an anesthetist (Medicine) and whenever there is an inter-personal problem". (Administration).

It emerges from the responses of women professionals pertaining to the effects of emotional involvement that the effects felt by them are positive, negative as well as neutral. The responses which indicate positive effect are, "It enhances the efficiency since the students also get involved and the communication is perfectly established." "It improves my efficiency" and "It makes me more sensitive to the needs of others". (Academics) "It makes me closer to my patients". It makes me determined to do my best for them" (Patients) and "It helps me to do more

and more for the society and boosts up moral courage" (Medicine), "It increases the efficiency" (adm), "It gives me more strength and courage and pushes me to strengthen my legs in the legal profession so that I can help more needy people" and it makes me more determined to take my profession seriously" (Law). It helps to exploit the raw material to the best of common benefits" and "enhances my efficiency, creates new challenges motivates treatment of the programme" (Media).

Among the negative effects mentioned by them are, "one is not able to concentrate", and it leads to frustration and affects one's enthusiasm" (academics), "One feels helpless, " I feel depressed," "It gives a set-back" "Will to fight and progress gets damped," "I become so possessive and overenthusiastic that sometimes it is detrimental for achieving goals" and "feeling of withdrawal comes" (medicine) "When one is emotionally disturbed, mind fluctuates and one can't work efficiently" "Initiative and commitment are affected". "You feel disinterested in doing the work, get confused with people" and "It may leave one dissatisfied and drained of energy" (administration), "It adversely affects the confidence, stability," "The calmness that the head demands is no more", (Law) and "Objectivity gets diluted". (Media).

There are a few respondents who have stated that they do tend to get lose their balance or get disturbed but they immediately regain their balance and

composure. Out of 223 women professionals, 17 have emphatically stated that emotional involvement has no effect whatsoever on them.

Problem - V

Problems Related to Interactions with Fellow Professionals

Table - 31

Interactions with the Fellow Professionals (More Often)

Res.	Acad (65)	Med (63)	Admn (48)	Law (29)	Media (18)
Male colle- agues	15 23.07	07 11.1	19 39.58	08 27.58	05 27.77
Female colle- agues	07 10.67	05 7.95	06 12.5	01 3.44	03 16.66
Both	41 63.07	51 80.95	22 45.83	20 69.96	10 55.55
N.R.	02 3.07	-	01 2.08	-	-

Table -32

Interactions with Fellow Professionals (More Freely)

Res.	Acad(65)	Med(63)	Admn(48)	Law(29)	Media (18)
Male colleagues	10 15.38	02 3.17	06 12.5	05 17.24	- -
Female Colleagues	11 16.97	17 26.98	11 22.9	03 10.3	05 27.7
Both	29 40	44 69.84	30 62.5	19 65.5	12 66.6
None	01 1.53	- -	- -	- -	01 5.5
N.R.	04 6.15	- -	01 2.08	02 6.89	- -

Table 33

Interactions with Fellow Professionals (Sharing professional problems)

Res.	Acad(65)	Med(63)	Admn(48)	Law(29)	Media (18)
Male colleagues	12 18.46	04 6.34	10 20.83	06 20.68	03 16.66
Female Colleagues	05 7.69	07 11.11	01 2.08	03 10.34	03 16.66
Both	17 26.15	11 17.45	11 22.92	09 31.02	06 33.32
None	02 3.07	01 1.58	- -	- -	- -
N.R.	02 3.07	- -	03 6.25	02 6.89	- -
Other than colleagues	02 3.07	- -	- -	- -	- -

Table 34

Nature of Interactions with Fellow Professionals

Res.	Acad(65)	Med(63)	Admn(48)	Law(29)	Media (18)
Formal	06 9.23	17 26.15	11 22.91	11 37.93	01 5.55
Informal	16 24.61	08 12.69	00 4.16	02 6.89	05 27.7
Both	39 60	70 60.31	35 72.91	15 51.72	12 66.66
N.R.	04 6.15	- -	- -	01 3.44	- -

On analysing the responses of professional women pertaining to professional interactions, the prevalent assumption that women feel inhibited while interacting with men does not prove true because as is indicated in the table 34, women professionals interact more often with male colleagues than with female colleagues. It is also significant to note the differences in the frequencies between the interactions with male colleagues and female colleagues. This is more in case of male dominated professions of administrations and law probably because there are less number of women in these professions. In academics the difference is almost 50%. In Medicine and Media the difference is 3.17% and 11.11 respectively. But a good number of women in all the professions, interact more often with both the sexes equally.

But when it comes to interacting more freely, the frequency of interactions is more with female colleagues rather than with male colleagues in the professions of academics, medicine and administration. This

discrepancy is very wide in case of medical professionals. In the profession of administration, it is approximately double. In academics the discrepancy is quite less. It is only in the professions of law that the frequency of free interaction is less with female colleagues compared to male colleagues. Probably because the number of women is quite less. In the profession of media, no one has mentioned whether they interact freely with male colleagues or not. However, a sizable number of them state that they interact freely with both the sexes. One more category had to be added in the table as there were two respondents, one from academics and the other from media who do not share their problems with anyone.

When the interactions are related to sharing of professional problems, it emerges from the responses of women professional that they share their problems more with male colleague rather than with female colleagues. However, many of them share the problems with males as well as females. In the profession of academics, there are two respondents who have stated that they share their problems with other people than their colleagues.

Regarding the nature of interactions, the discrepancy is quite wide. In the academic profession, the frequency of informal interactions is more than double. Whereas in the case of medicine, it is exactly opposite because

the number of formal interactions is more than double. In the masculine professions of administration and Law, the discrepancy between formal and informal interactions is quite high formal interactions being five times more than informal. In Media, the informal interactions are more than formal interactions. Media being the unconventional profession, its responses are quite different than the other professions. As the working conditions, nature of professional tasks being entirely different, the interaction pattern also is seem to be quite different from the other professions.

Problem - VI

Problems Related to Resentment Shown by Male Subordinates in taking Instructions

Table 35

Resentment shown by Male Subordinates in taking instructions

Res.	Acad(65)	Med(63)	Admn(48)	Law(29)	Media(18)
Yes	05 7.69	06 9.52	10 20.83	03 10.34	- -
No	44 6.76	47 74.60	34 70.83	23 79.31	13 72.22
N.A.	- -	06 9.52	01 2.08	- -	02 11.11
N.R.	16 24.61	04 6.34	03 6.25	04 13.79	03 16.66

(N.A. Respondents have no Male Subordinates.)

Table 36

Situations wherein instructions are resented by Male subordinates

Res.	Acad (65)	Med (63)	Admn (48)	Law (29)	Media (18)
Fear of ridicule from other males	-	-	-	01 3.44	-
Age, seniority when male subordinates olderly	-	-	01 2.08	-	-
Professional competence of male subordinates challenged	-	-	01 2.08	01 3.44	-
Fear of public disclosure of their interior status	-	-	01 6.25	-	-
Procedural changes brought by women in professional set-up	-	-	03 6.25	-	-
Early stages of women's leadership	-	-	02 12.5	-	-
Extra work: time bound tasks allotted	-	02 1.58	04 8.33	-	-
Injury to male ego	02 3.07	03 4.76	01 2.08	-	-
When guidance or information is required	-	01 1.50	-	-	-

Discussion

From the responses of women professionals as to whether there is a resentment shown by the male subordinates in following the orders or instructions given by the women professionals in superior positions, it emerges that majority of them do not perceive this to be true. Only 24 out of 223 professional women agree that this happens in their professional set-ups.

Various types of situations are mentioned by the women professionals who have responded in affirmation to this particular question, largest number of situations are related to allotment of extra work and time bound tasks to them. Although no specific situation is referred to by women academicians, there are responses like, "They are egoists", "but sometimes on surface, they might show the reverse" and "but they have to be tackled in a very nice way".

Referring to the situations, when extra work or time bound tasks are allotted, a medical professional has remarked "Whenever they are suppressed to reply correspondences quickly and contacting persons for talk immediately, they delay". The same fact is expressed by women from administration in the statements, "When they are asked to give urgent information, or work, specifically in presence or public and " If an order is given to complete a particular work, they are not ready to accept as its an order of a woman officer".

Another type of situation is related to injury to their ego. Women professionals perceive their ego as being injured in the situations wherein, a large number of only male subordinates have to be ordered" and if it comes to some guidance or seeking information, they avoid", as for orders, of course they have to take"(Medicine). Some more interesting responses are obtained from the women administrators such as "Instructions given to male subordinates, elderly and with more experience are resented". "Suppose the seating arrangement is such that clerk and officer are not identified properly and it is made known to the customers that I'm an officer and he is a clerk and if something is requested from the clerk, he does not like it". and "When you speak with authority, when they feel it is an order". There are also situations wherein the resentment is manifested because the professional competence of the male professionals is challenged this is evident from the statements like, "When their own professional competence appears challenged (administration) and "When their professional talents are not appreciated and vindicated due to certain matters, they resent to be subordinates".

From the profession of administration there are three situations which are related to resentment shown at the changes in routine procedures, one of them is deciding or making changes, slightest in routine methods, (though beneficial to all), changes in the schedule of leaving the office (though leaving before prescribed period)".

The resentment sometimes also is on account of fear of public criticism or disapproval as is revealed from the response of a lady lawyer. She has stated, "In our club, a young "bers" hesitates in obeying the orders which are being placed from ladies tables. It seems he is afraid that if he would immediately obey, our male colleagues would laugh at him" This indeed is an extreme situation.

There are some more responses which actually do not describe specific situations but throw more light on this problem of reassessment shown by male professionals. They feel that work allotted by a woman is too trivial for them. (Law) "Initially, there is some resentment but once I've proved myself, in terms of intelligence, professional knowledge and capabilities, the resentment vanishes." "In the initial years the resentment was there especially when my instructions differed from common practice" and I never give orders, we discuss and arrive at a consensus" (administration), "There cannot be any specific situation, on the whole male subordinates feel very hard and below their dignity to work under the female HOD". "They cannot afford to resent openly but at the back they do comment" and "My male subordinate is m. husband so naturally he will not like to take any order from me" (medicine).

From the profession of Media there is not a single response with regard to specific situations wherein such resentment of male professional is manifested.

Problem VIII

Problems Related to Differential Treatment Towards Women

Table 37

Differential Treatment towards women

Res.	Acad(65)		Med(63)		Admn(48)		Law(29)		Media(18)	
Yes	05	7.69	07	11.11	15	31.25	05	17.24	04	22.22
No	60	92.30	55	84.12	32	66.66	24	82.75	14	77.77
N.A.	-	-	02	3.17	01	2.08	-	-	-	-
N.R.	-	-	01	1.58	-	-	-	-	-	-

Table 38

Types of Differential Treatment towards women

	Res. Acad (65)	Med (63)	Admn (48)	Law (29)	Media (18)
Underesti- mation of women's compe- tence	01 1.53	04 6.34	02 4.16	00 6.89	02 11.11
Allotment of repetitive and stereot- yped tasks	03 4.61	01 1.58	09 18.75	- -	01 5.55
Non involve- ment in decision making	- -	- -	- -	- -	01 5.55
Marginali- sation	01 1.53	- -	01 2.08	02 6.89	01 5.55
Denial of opportunities for profess- ional growth	02 3.07	- -	01 2.08	- -	- -
Institutional failures and short comings attributed to women	- -	- -	01 2.08	- -	01 5.55
Differential imposition of rules and regulations	- -	01 1.58	02 4.16	- -	- -
Favourable treatment given to women	- -	01 1.58	- -	- -	- -
Gender based general explo- itation	- -	- -	- -	01 3.44	- -

Discussion

It emerges from the responses of the professional women that there does exist some kind of differential treatment meted out to women in all the five professions included in the present investigation. It is more, however, in the so called male-dominated professions of law and administration.

From response pertaining to the manner in which this differential treatment is manifested, it can be inferred that it mainly emanates from the gender-bias. It is manifested in terms of unequal division of work, underestimation of women's competence resulting in allotment of unrewarding professional tasks to women, marginalisation, differential enforcement of the rules and regulations, and even unequal financial rewards as is revealed by some respondent from Law and Medicine.

It is implied from the responses that women are underestimated compared to males and usually given stereotyped trivial, repetitive tasks which do not help them in professional development. This is evident from the responses such as, "drudgery without tangible rewards is entrusted to women but rewards are got by men" (academics), "depriving one of the chances of tackling with challenging situations", "Females are not expected to take difficult violent cases", and "Males don't consult us for their sexual disorders". (Medicine), "there is a tendency to keep women out

of marketing jobs. The attitude being that they will not be able to travel in rural areas and small towns and the trade dealers and distributors will not accept them." "Generally ladies are not posted on executive and touring posts." (Administration). "In our court, judges presuppose that a lady lawyer will not be mostly in a position to argue out the case or try the case, they do not even accept that there can be an independent lady lawyer" and "It is a male dominated world, the presence of women is generally not accepted unless one's worth is proved beyond doubt" (Law), "Women are not taken seriously and "allotting typical stereotyped programmes for women and children, education, health, nutrition and home science." (Media).

It is also evident from their responses that they are reprimanded and criticised for trivial matters whereas more serious lapses on part of their male colleagues are condoned with. Moreover the rules and regulations, regularity, punctuality are as though obligatory only for women. It is expressed in statements such as, "they insist on women following the rules which they themselves do not follow. Like punctuality and taking leave. Moreover, it is expected of women to be submissive and servile even in the professional set-up. One medical professional has remarked, "Towards a women employee, the authority behaves as if she is a poor fellow and will obey all the orders and she will not resist and she will not protest, has no ability to fight." The same type of remark is obtained from a woman

administrator, "they always expect that women employees should do the tests quietly and accurately." A media woman also mentions that a woman is "an easy target of senior male's wrath".

Another form of manifestation of the differential treatment is depriving women of participation in decision-making. Women, it seems, are usually not involved in the decision making. Two media professional's words are note-worthy here. One of them describes this as "being kept at the periphery" and the other one refers to the same as "not giving them chance to work at the decision making positions". The same problem is mentioned by one woman administrator as "authorities never confide in women employees whenever there is a responsible work or situation". This attitude of the authorities and the fellow professionals marginalises women professionals.

It is surprising that this type of differential treatment is meted out to women professionals not only by authorities but by the clients too. This is evident from the responses of the professionals from medicine as well as law. According to their responses the patients do not like to pay high fees to lady doctors who are practicing independently. Similarly some of the clients who approach lady lawyers believe and expect that women lawyers will charge lower fees.

One interesting remark which deserves a special mention here is that the differential treatment is not only between men and women but also amongst women. One women academician has commented, "mediocre women are given rewards and promotions and talented women are ignored, so that women with carpentry don't pose a threat to the men."

But the picture is not as bleak as it seems from the above responses. A few positive responses reveal that if a women professional always refuses to accept differential treatment, no one can force it upon her. Two such responses come from law and Media respectively wherein it has been observed that, "A women gets differential treatment only to the extent she allows them to do so" and "Competent women are free to exploit their competence". This implies that women must become assertive enough to protest against differential treatment.

Problem - IX

Problems Related to Harassment of Women Professionals

Table 39

Harassment of Professional women

Res.	Acad (65)	Med (63)	Admn (48)	Law (29)	Media (18)
Yes	06 9.23	05 7.93	05 7.93	05 17.24	03 16.66
No	57 87.69	54 85.71	43 89.58	23 79.31	15 83.33
N.A.	-	02 3.17	-	-	-
N.R.	02 3.07	02 3.17	-	01 3.44	-

Table 40

Types of Harassment

	Res. Acad (65)	Med (63)	Admn (48)	Law (29)	Media (18)	
Secondary status given to women	-	-	-	-	02 6.89	01 5.55
Baseless criticism & mental torture	01 1.53	01 1.58	03 6.25	01 3.44	01 5.55	
Ridicule & humiliation	-	01 1.58	-	01 3.44	01 5.55	
Maligning & slandering	-	-	02 4.16	01 3.44	01 5.55	
Additional work load	-	01 1.58	-	-	-	
Single women molested & harassed	03 4.61	01 1.58	-	-	-	
Envy of women & competition	01 1.53	01 1.58	-	-	-	
Domineering and overprotective attitude	-	-	-	-	01 5.55	
Harassment by women in superior positions	-	01 1.58	-	01 3.44	-	
Denial of essential facilities for functioning	-	01 1.58	-	-	-	

As is evident from the table 65, only 24 women out of 223 have stated that there does exist some kind of harassment of professional women in their respective professions.

From their responses with regard to manner in which they are harassed it is revealed that the harassment is not only gender-specific but there are other ways of harassing them like frequently changing their portfolios, issuing memos, overburdening them with work, criticizing, depriving them of necessary facilities and discouraging them even harassment based on casteism has been mentioned by one women professional who has remarked "To be a hindu brahmin smart bachelor lady is a fault of mine (academics). Whether this other type of harassment also basically stems from gender-bias, however, cannot be inferred from these responses because for this it is necessary to inquire whether all the professionals including the males experience this.

The gender-specific harassment of women professionals is expressed in the responses such as. "Women who are either spinsters or divorced are harassed by some male colleagues. by asking them awkward questions or passing snide remarks" (academics). One important fact revealed about the academic profession that more than women professionals themselves girl students are harassed because it is stated by the two women academicians, "Frequent instances of sexual harassment of women, particularly of girls students by male teachers and associates. It may range from surreptitious

touching, irritating remarks to the most revolting proposals and actions " and " Not with us but girl students are taken advantage of". One of the medical professionals has remarked", some male authorities misbehave with women and do mental torturing in different ways". From the profession of administration, there is no mention of this kind of harassment but one of the respondent has observed, "wherever there are stray cases of harassment, they are easily tackled with the help of unions and associations which proves that there does exist gender specific harassment may be to a lesser degree". Moreover this remark also throws light on the manner in which such problems of harassment are solved.

More responses of gender specific harassment are obtained from the profession of law wherein the lady lawyers have stated, "He, take them (women) as secondary", For women they have only one weapon in their hands - "Character, thinking that women came in court without any permanent aim of continuing with the legal profession" and " They will never be able to come up in the male oriented profession". Even media professionals mention about "verbal domination, over protective attitude and under estimation as modes of harassment wherein it is remarked," colleagues create jokes on females and negative remarks" and "If a woman is lacking in confidence or weak in nature, she is harassed by creating obstacles in her work, mental torture, assassination of character."

As mentioned earlier, the types of harassment other than gender based include mainly overburdening them with work and blaming or criticizing them. This is evident from the remarks like, " by interchanging portfolios, issuing memos and always finding errors' (academics) "More responsibilities are given without explanation". (Medicine)", " By such engineering that more work comes on the part of women professionals," " delaying work for which women are held responsible and hence may receive firing" and "I find often that a woman has to work twice as hard to prove herself". Many men tend to assume that women are incapable and often find it is a constant battle to show that they (males) are wrong. " My work has to be above average whereas a male colleague might get away with average quality" (administration), and "Male colleagues would try to find out some faults in our submission and try to create jokes out of it and make it a topic for the day and enjoy at our cost". (Law).

Another important mode of harassment of women professionals is depriving them of necessary facilities and keeping them away from decision making. To quote the words of a Medical Professional, "they try to humiliate by not giving due share of facilities and encouragement", " the opportunists and flattery minded but less efficient get more facilities." Similarly a medical professional has stated, "At the time of training and policy-making, they never consider women's viewpoint".

Apart from all these types of harassment, professional jealousy, competition etc. are also perceived by women professionals as modes of harassment and it seems that they are not comfortable amidst the competitive professional ethos. They would rather prefer sympathy and care as is evident from the responses like "They (women) are not considered sympathetically. On the contrary other colleagues are jealous of them" (medicine) and "The male authorities generally hesitate to appreciate their good work. colleagues behave jealously. When women become more successful and subordinates suffer from inferiority complex". (administration).

Lastly there are two responses, one from academics and the other from law wherein it is mentioned that it is not only males but women superiors also harass lady professionals. Surprisingly such women superiors in the profession of law "discourage other women telling that this field is not for women". Actually it could be more on account of the problems which they themselves must have faced rather than out of feeling of professional rivalry. However it cannot be inferred positively without any empirical evidence.

TABLE 41

Factors which Earn Clients' Confidence for Professional Women.

Res.	Acad (65)	Med (63)	Admn (48)	Law (29)	Media (18)
Personal Attributes	05 7.69	10 15.87	03 6.25	10 14.48	02 11.11
Professional attributes, professional skills, expertise, effective functioning	24 52.30	30 47.61	23 47.91	14 18.27	07 38.89
Approach to clients.	10 27.69	36 57.14	01 13.75	-	04 20.00
Success Factor	01 1.53	01 1.58	-	01 3.44	--
Financial Dealings	-	-	-	03 10.34	-
Gender bias	-	-	-	02 6.89	--

Table 42
 Circumstances wherein Professional competence of
 professional women is questioned.

Res.	Acad (65)	Med (63)	Admn (48)	Law (29)	Media (18)
Complexities in the nature of work, inadequate experience.	02 7.07	02 3.17	02 4.16	01 3.44	02 11.11
Heavy work - load, working at odd hours.	-	-	06 12.5	01 3.44	-
Financial and infra-structur- al constraints.	-	10 15.87	-	-	01 5.55
Inter-personal conflicts.	10 15.30	05 7.93	03 6.25	-	-
Ineffective institutional management, inadequate govt. Policies	02 3.07	04 6.34	02 6.25	-	01 5.55
Lack of Autonomy	-	01 1.58	01 2.08	-	-
Gender bias	-	-	04 8.33	01 3.44	-
Violation of Professional Ethics.	-	-	-	01 3.44	-
Underestimation due to younger age and less experience	01 1.53	01 1.58	01 2.08	-	-
Conflict between the professional and domestic roles.	01 1.53	01 1.58	-	01 3.44	-

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Discussion

The personal attributes, professional attributes, professional skills and expertise, effective professional functioning, their approach to clients, success factor and their financial dealings are the factors which win the confidence of the clients in case of professional women as is evident from the responses of professional women.

The personal attributes referred to by them are : caring and affectionate nature, cheerful and confident personality and ability to face challenges if the need arises (academics), good personality, honesty, good nature, sympathetic nature, confidence in one's own self and polite manners (Medicine), Strong character, way of talking, confidence, selflessness, humble nature, enthusiasm and nobility of character (law), an eye for perfection, polite manners, qualities as human being, self confidence and sweet language (Administration).

The professional attributes like commitment, sincerity, devotion, punctuality, effective way of functioning as professionals and professional expertise also contrib-

ute considerably in winning the confidence of clients as it emerges from the responses such as; objectivity in assessment, total dedication, going well-prepared in a class, quality of teaching, fluency of speech and thoughts while teaching, delivering lectures systematically, adding extra knowledge and information, ability to communicate effectively and teaching not only the subjects but trying to give them a wider perspective of the discipline which broadens the mental horizons of the students (academics); carrying out work confidently under each changing situation, diagnostic ability providing quick and best available treatment and going for follow up, examining them properly and giving right treatment, thorough work up of each case and planning treatment scientifically in a prerequisite way, medical and surgical competence, giving reliable reports of the investigations, referring to better institution for speedy recovery and suggesting modern investigations and solving any problem that might arise in the execution of work either due to lack of proper facilities or shortage of manpower (medicine), completion of the tasks in time, hard work, remaining present when their matters are conducted, passing sound judgments, Work methods, way of arguing the matter, presenting the matter with the utmost efforts, convincing the judge and taking whatever steps in clients' favour (Law).

In the profession of administration also there are references to effective functioning and professional

competence as crucial in winning the confidence of the clients. It is expressed in the expressions such as, "trying to be overready to satisfy them (clients) and solve their problems", "prompt services to clients", Using simple understandable language and regional dialect while communicating with them", offering quick service with smile, "timely and accurate responses to their requirements, giving priority to customers needs, late orientation, "tendency to be perfect", knowledge of work-how, prompt decisionmaking, working strictly within time limits, very thorough in documentation, and quick disposal of work".

Similarly, from the profession of media also responses related to professional efficiency and effective functioning are mentioned, such as "they (clients) know that work handed over to me will be done properly", "fulfilling all the demands of the job", "producing effective, useful and professionally sound programmes" and "readiness to learn and improve".

Out more than personal attributes or professional expertise, it is the inter-personal relational factor which contributes largely in winning the confidence of the clients for the professional women. This fact is very effectively implied in their responses such as "there is not much gap between me and the students= so they feel absolutely free to ask questions", students can approach with their difficulties", Students feel frank to talk about their personal matters", concern for the students" and

" lasting relations with the students are established".

"Proper guidance is provided during healthy interactions", each student is called by his/her name and their interests and weaknesses are adopted by the teacher" (academics), "Friendly and persuasive discussions with my clients", meeting requirements of the clients", business like attitude to the clients, considerate behaviour towards them" and "giving proper advice and guidance to the clients " (Law), " tact in dealing with people and interpersonal relationships to understand, explain requirements / demands of the job on both sides" and "Women clients feel more comfortable talking about their problems" (Media).

It is in the professions of medicine and administration that largest number of responses are obtained with regard to inter-personal relationships, such as: "Understanding of the stresses of the parents with children with speech disorders", behaving more like a guide rather than a superior person", "Understanding the physical, mental and economic level of the patients and dealing with them accordingly", "coming down to the level of the patients in order to convince lay, illiterate patients about certain treatments", using the language and dialect of the patients to establish rapport with them," "giving always at your service feeling to the patients", and "giving satisfactory answers to the questions of the patients and their relatives even if the questions are silly or irrelevant".

(Medicine): "Cordial dealing with them", "congenial approach to the clients", "using simple understandable language and regional dialect while communicating with them", "Good behaviour, kindly approach, sweet language and listening to their problems", "Taking personal care of the clients by inquiring, about their professional and social problems", being impartial, "listening patiently to their questions and problems and giving them amicable solution" (Administration).

The success factor and their financial dealings too, play a role here, in some cases at least. One respondent from academics perceives the reason of the confidence of her students in her is the good academic results which she achieves. Similarly one medical professional perceives that when she cures patients, they bring more patients and in case of one lady lawyer, her winning cases wins their confidence and consequently more cases come to her. According to three respondents from law, they are approached mainly because they charge less fees.

Last, but not the least, gender bias can sometimes also go in favor of women professionals. This can be inferred from remarks like, "They (clients) feel that being a lady, I will devote more time to their matters. The court will take somewhat less harsh steps in the matter, if it is being handled by a lady but in reality it is not so", and "clients feel that lady lawyers will not spoil our case but will fight for justice and rights till the end". There is

also a statement wherein it is observed by respondent that the clients approach them as they are sure that lady lawyers cannot be corrupt or unethical.

In spite of working with sincerity and competence, there are situations wherein the competence of professional women is questioned. The investigator inquired about such situations from the professional women.

In the academic professions such situations may arise mainly when there are confrontations with the students. There are responses like: "when students don't want to study and join in general movements of boy-cotting classes", "under the conditions of students' strikes and unfair demands by their leaders and also when they use abusive language or our baseless allegations on teachers". Moreover working within an ineffective system of education also seems to be testing their competence in a significant way". This emerges from the observation like "exam-oriented educational system, the way courses are designed (same type of course for English medium students and vernacular medium students)" and unfair promotional channels and ways of staff-evaluation (seniority is given more importance than competence)". There are three respondents who find their competence confronted when they are expected to use the local language which they don't know. There are also references to confrontations with the authorities and the colleagues expressed as "dealing with insincere and incompetent colleges within and outside the insti-

tution who wish to keep their seats warm" or "when the subordinates delay or try to avoid my orders" and "when my way of thinking and taking action differs from the ways of authority". A few respondents have also made mention of personal inhibitions, shy nature, emotional disturbances and also too much of work load along with domestic responsibilities affecting their competence.

The situations wherein they face financial and infra-structural facilities are also referred to as situations questioning their professional competence. This has been mainly mentioned by the medical professionals in their responses such as "lack of proper instruments and lack of laboratory facilities to investigate", "non-availability of essential equipment, instruments", "constant financial and administrative constraints", non-availability of instruments, modern investigation facilities and drugs etc. From the profession of media also there is one response related to infrastructure and financial constraints.

There are also several instances related to inter-personal relationships wherein professional women find their competence being confronted. The response which substantiate this fact are, when confrontations are there in the professional set-up", "when some colleagues and subordinates do not agree on some common grounds which are helpful and beneficial to all and when seniors don't behave responsibly" (medicine). In the medical profession there also arise situations when psychic patients turn violent or convince

the relatives of the patients to undergo some treatments or operations for which they are not ready put them as though on trial. Similar situations, related to inter-personal relations are also mentioned by women administrators such as: "When dealing with various government officers and union leaders fighting for workers problems, while maintaining industrial relations", when the boss and other superiors do not listen to their opinions" and when clients misbehave due to dissatisfaction with the services. Media women too find the inter-personal relationships testing their competence at least sometimes, which is evident when a respondent has mentioned a situation in which she has to deal with people like truck drivers and labourers.

Another important set of situations wherein their competence is questioned as perceived by professional women is related to ineffective institutional management and inadequate as government policies. There are ample number of responses related to this fact such as, "Hurdles are put in our research efforts", Undue delays for getting permissions from the authorities for petty little things and "When the official business is in red tape" (medicine). According to a media professional "When institutional hierarchy comes in the way of functioning ". From the profession of law however, there is no response related to this.

Gender bias seems to be posing threats to women professionals with regards to their professional compe-

bance, especially in the male dominated professions of law and administration. Some of the observations related to gender bias are; Initially one is underestimated for being a woman", " while working with argumentative and jealous colleagues and especially those who believe that females are inferior to men", "when the male colleagues of equal rank = try to overpower you"(administration). Situations concerning gender-bias has also been mentioned by a lady lawyer.

Lastly, there are stray references to situations concerning lack of autonomy (Medicine-Law), Violation of professional ethics (law), underestimation due to younger age and lack of experience (academics medicine - administration), conflicts between the professional and domestic roles (academics - medicine - law) and personal blocks and emotional disturbances wherein professional women perceive their competence being questioned, by others as well as by themselves.

A mention here must be made of the academic profession from which 7 respondents have stated that their competence is never challenged. This implies that in this profession which is considered "suitable" for women, women have established themselves so well that their competence is less questioned than in other professions".

Problem - X

Problems Related to Expectation of Higher level Performance from women Professions

Table 43

Expectation of Higher Level of Performance than Male Colleagues.

Res.	Acad (65)	Med (63)	Adam (48)	Law (29)	Media(18)
Yes	06 9.23	06 9.52	52 27.08	14 48.27	03 15.66
No	57 87.69	57 90.47	35 72.91	91 51.72	14 77.77
NR	02 3.07	-	-	-	01 5.55

Table 44

Extra Efforts put in to Prove one's Competence

Res.	Acad (65)	Med (63)	Adam (48)	Law (29)	Media(18)
Investing more time and efforts	02 3.07	02 4.76	06 12.5	15 51.72	-- --
Improving upon knowledge and professional skills.	02 3.07	- --	04 8.33	06 20.68	01 5.55
Adjusting oneself to meet the demands of the profession.	-	-	03 6.25	06 20.68	- --
Coping with hostile male attitudes and criticism	- -	03 4.76	04 8.33	01 3.44	- -
Attempting to improve general image of women in society.	- -	- -	- -	- -	01 5.55
Women always perform better	01 1.53	02 3.17	- -	- -	- -

Discussion

On analysing the responses of the professional women as to whether they have to put in extra efforts to prove their competence, 42 women out of total 223 have given the answers in affirmation. The percentage is higher in the male-dominated professions of law and administration as seen in the table no 44.

With regard to nature of such extra efforts put in by them, the responses mainly relate to investing more time and efforts, improving professional knowledge and skills, adapting one's personality to meet the demands of the profession and attempting to improve the negative image of women in society. Some of them even consider coping with the hostile attitudes towards professional women in itself as extra efforts.

Excelling in teaching, research and administration, preparing more, participating in the academic conferences are mentioned by women from academics as the nature of extra efforts put in by them. Two of the respondents from the same profession disagree with the question that women perform better in order to prove their competence. According to them "Women perform better even otherwise. Referring to the extra time and efforts invested, one respondent from medicine has observed," be available on call, even home visits, visit a patient in nursing home more often.

The same idea has been referred to by women lawyers as "Working hard", "Spending more time, " and "Preparing for the cases very seriously". From the profession of administration too, there are references to "being more punctual prompt and accurate regarding circulars, orders and internal rules and regulations".

The professional women also have to continue

ously update their professional knowledge and skills in order to prove that they are as competent as males. This is revealed from their responses. Such as "reading continuously to up-date their professional knowledge" (Law), "being well equipped in theory," "keeping upto date with professional knowledge," "Writing articles on various topics related to my profession," "take challenging cases and study them individually or if need be, visit project sites to gain better access to information and visualization" and doing in-depth analysis on technical matters, suggest various alternatives" (Administration). A similar response is given by a media professional saying "improve my style and hold over language, the speed of work, elasticity of thought".

What strikes one more emphatically is however the responses wherein they have vividly described the manner in which the hostile male attitudes of the patriarchal social set-up are manifested. One medical professional who also has to perform the role of an administrator has stated, "I have to be more careful in dealing with class IV employees. The higher authority too is of the opinion that this class of servants require strict and dominating personality which a female is usually lacking". An interesting and significant remark made by a lady lawyer in this respect is, "When any lady advocate enters the court, all the males around feel that a lady has arrived but when a male advocate arrives it is an advocate who has arrived". How lady lawyers cope with the male ethos is illustrated from the

response made by a lady lawyer, "Many-a-times, while conducting a case when a male shouts, I too have to raise my voice even higher so as to create confidence in my clients". Some of the significant responses regarding the gender-bias resulting in discriminatory practices are also obtained from the profession of administration, such as "ensure that my work is always of good quality-even one single slip will be remembered and noticed unlike in the case of male colleagues wherein slips are forgotten in due course of time. Also, initially my work has to be above average in order to create an image that I am capable and efficient. In case of male colleagues, this image is partly formed before they deliver results." "Never show any unwillingness towards any extra work, listen to suggestions given by superiors, follow my duty scrupulously, cultivate the habit of keeping patience even while making demands from them which are reasonable, I have to show good results with old methods which increase the volume of work, be cooperative with the superiors while demanding any facility for the development of the institution." "Women professionals do have to give a better performance to establish credibilities" "Every body definitely watches a female officer before she is accepted as a competent officer, whereas in the case of a male officer, his competence is taken for granted until, he proves himself to be otherwise" and "Due to psychological complex in minds of the authorities, they always try to criticize us in our work, accuse us. To avoid, this many a

times we have to work more efficiently than male colleagues to prove the competence in each field."

Adapting one's personality and life style are also referred to by a few women professionals as extra efforts put in by them, i. e. cultivating boldness, dignity, aloofness as well as developing self confidence as mentioned by lawyers and being less dependent on male assistance" as referred to by a woman administrator. One of the lady lawyers also has stated that she finds it too difficult to develop professional, social contacts required for the profession. Some of the women professionals seem to be putting in extra efforts, not just to prove their competence on par with men but accept it as a part of professional pursuit. This can be inferred from the responses such as "since the professional calls for interaction with society in its various facets, one has to work harder to wipe out the 'stereo-typed' image of the women from society's mind. The effort is mostly towards proving 'You mean business'."

Lastly there are also some responses wherein it is expressed that women perform better not to prove their competence in comparison to males but their work is of better quality even otherwise. For instance one medical professional has remarked, "In fact females can do better work, because a lot of patience is needed in relating to a child and getting the best performance out of child "What is implied here is that generally women have possess this kind of patience". Another respondent from the same profession has

emphatically stated, " I feel females do their duty more sincerely".

Problem XI

Problems Related to Professional Women's Physical Appearance Influencing Assessment of their Professional Competence.

Table 45

Physical Appearance Influencing the Assessment of Professional Competence

Res.	Acad (65)	Med (63)	Adam (48)	Law (29)	Media(18)
Yes	19 27.69	19 30.15	14 29.16	10 34.48	10 55.55
No	42 64.31	44 69.84	33 68.75	19 65.51	00 44.44
NR	05 7.69	-	01 2.08	-	-

Table 46
Manner in which physical Appearance Influencing Assessment of Professional Competence.

Res.	Acad (65)	Med (63)	Adam (48)	Law (29)	Media(18)
Attractive, smart looks poise and well-groomed personality create favourable impact on clients	01 1.57	07 11.11	03 6.25	03 10.34	02 11.11
Pleasant facial expressions help in professional interactions	01 1.57	- -	01 2.08	02 6.89	02 11.11
Stern, strong, hard looks also help in creating a professional image	- -	- -	01 2.08	01 7.44	01 5.55
Soft fragile looks and delicate physique project unprofessional image	- -	- -	- -	- -	01 5.55
Looking very young is interpreted as lacking in knowledge and experience	01 1.57	02 3.17	02 4.16	- -	- -
Well-groomed personality generates confidence in a professional	04 9.23	01 1.58	02 4.16	01 3.44	- -

Dressing
influences
positively
as well
as negati-
vely

04 8.15 01 1.58 04 8.33 01 3.44 - -

Discussion

From the responses of professional women included in this study, it is implied that physical appearance play quite an important role in the assessment of their professional performance. Out of 227 women professionals, 71 have responded positively to this.

There are different moles referred to by them as to how the physical appearance influences the professional assessment of their performances. It can be inferred that physical appearance does not create a positive or negative impact only on the authorities or their colleagues but on their clients too. For instance, from the academic profession, some response are obtained such as, "though professional competence has nothing to do with physical appearance, it does make a difference. If one has a very attractive personality, students are usually fond of such personality". and "As I am supposed to evoke a feeling of respect from my students, I must be suitably dressed" one of the academic professionals consider it as a compliment when her students imitate her style of dressing. The same idea is repeated in the responses of medical professionals. Which is evident from the response like "Patients become more cordial and responsive when you are well groomed and well dressed".

"A doctor's personality and confidence helps to pacify the patients initially" and "It does affect to some extent, in approach to patients and professional colleagues also". One media professional also has remarked that with good, physical appearance, people immediately respond".

The positive or negative impact of facial expressions is also referred to in the responses such as "One's facial expressions while representing the case are very important, "Strong, tall, imposing figure, stern face, and insistent voice can influence others quickly," and "personality and confidence radiated by you and dignified appearance has its rewards in the profession". (Law). Some responses of the same type are obtained from the women administrators such instances are, "good height, smiling face influence", and "While physical appearance per se does not influence the assessment of professional competence, general demeanor, deportment, general smartness does influence others' perceptions of you." A media woman has also stated, "hard looks help and fragile looks create unprofessional image" and "habit of smiling too often creates problems".

Surprisingly, very young looks and slim short stature and soft voice create negative impact as is revealed from the response of some professional women such as "I look younger than what I am so I am considered lacking in experience" (Administration). Another woman administrator relates that no body believes when she tells that she is an engineer

because of her slim and short stature.

Another important dimension of physical appearance which definitely plays an important role in the professional assessment of the professional women is their attire or manner in which they dress up. There are several responses which substantiate this such as: "Since my profession requires that a teacher should have a pleasing personality and tolerably good appearance, I think my habit of being well-groomed and my taste for clothes have some share in my success". A Presentable personality, smartness in dressing and a dignified personality make your job easy to a certain degree" and "Modesty and decency in dressing and personality influences the assessment of professional competence (academics), "Simple professional attire, neatness and cleanliness are required". (Medicine), and well-groomed appearance, proper dressing create one's personality suited to that job". (Administration). Certain type of dressing of a person can have negative impact also on the other persons in the professional set-up. This fact emerges from the responses such as "Western dresses make people very uncomfortable (academics)," and "If I attend the court dressed up like a Christmas tree, it is natural for people to consider me a piece of decoration rather than an advocate". (law) one particular response of a lady lawyer in this respect needs special mention here. She justifies the uniform for the lawyers by saying, "That's the reason why we have uniform. We are required to wear white saree with a black blouse. It

helps us in looking dignified and distinguishes us from the general public and clients". How simple dressing which is out of the current trends can make the professional women appear less competent is obvious from the response of a lady administrator wherein she has stated, "In past when I was careless about my appearance, dressing, hair style etc but more devoted to work, in spite of my being qualified and competent, no-body considered me competent." Same type of underestimation is experienced by one medical professional who has stated "People from villages are eluded by appearance and show, and underestimate my simplicity and straightforwardness,". Another lady administrator supports the same viewpoint by remarking, "The simple looks and very simple styleless clothing may initiate one to feel that her competency also must be the same". (Administration).

Apart from this there are some general responses illustrating the way physical appearance influences the assessment of professional performance of the professional women "Though not always, but physical appearance does add one more credit point in the assessment, and "being a doctor, you must exude good physical and mental health" (medicine). "Sometimes smart personality and smart appearance make good impression at least initial and help in achieving professional goals"(Law).

Physical appearance can also play a positive role in the professional interactions which can be inferred from the responses like "Physical appearance creates certain

impact on the boss and subordinates". (Administration) and "Assertive and confident yet mild personality with smiling face and human approach helps me in working comfortably with a team" (Media).

But it also emerges clearly from their responses that only physical appearance cannot save them in all the situations. The physical appearance can just be an aid to the professional competence. Moreover, physical appearance may make an initial impact but in the long run, it's professional efficiency and sincerity which count. This is implied in the responses such as "Smart and good looking appearance helps at least initially (Academics) and "An official with a shabby appearance will invite a low opinion to start with, however, in the long run it's persons competence rather than appearance that counts" (administration)".

Two responses obtained here deserve a special mention. They are "Beautiful women get more importance" and "Males in our profession make vulgar comments about our physiques behind our backs" Both these responses are from administration which is a typically male-oriented profession". This implies that there are at least some instances of women professionals being evaluated on the basis of their physical attractiveness rather than their professional competence.

Problem XII

Problems Related To Balancing the Professional Role and the Domestic Role.

Table 47

Family Commitments Resulting in Absenteeism.

Res.	Acad (65)	Med (63)	Admn(48)	Law (29)	Media(18)
Always	11 17.54	- -	02 4.16	- -	- -
Sometimes	16 24.61	33 52.38	17 35.41	09 31.03	08 44.44
Rarely	29 53.84	25 39.68	15 50.00	12 41.37	07 38.89
Never	03 4.61	05 7.93	04 8.33	07 24.13	03 16.66
NR	-	-	-	01 3.44	-

Table 48

Consideration shown by authorities/Colleagues regarding Absenteeism

Res.	Acad (65)	Med (63)	Admu (48)	Law (29)	Media(18)
Yes	48 73.84	37 58.73	29 60.41	19 65.51	15 83.33
No	14 21.53	21 33.33	16 33.33	09 31.03	01 5.55
NR	03 4.61	05 7.93	03 6.25	01 3.44	02 11.11

Discussion

As the table 17 indicates, in case of 13 women professionals, the family commitments always result in absenteeism. Out of 223 women professionals, 83 have to remain absent on account of family commitments. Sometimes, Whereas 104 professional women have stated that they remain absent Rarely due to family commitments, Whereas 22 women professionals Never remain absent because of family commitments.

It can be interpreted here that the prevalent belief that women remain frequently absent as a result of family commitments is a misconception. It is not substantiated empirically in the present study. Majority of professional women rarely remain absent on account of their family commitments. But this is true of male professional also.

As regards to the consideration shown by authorities and colleagues regarding absenteeism, majority of them have responded in affirmative. Only 61 out of total women professionals face problems during such circumstances as the authorities and colleagues are not considerate

towards women professionals.

It can be interpreted from their responses here that their fellow professionals are sensitive enough to understand their problems.

Table 49

Professional Responsibilities Leading to Domestic conflicts/Tensions

Res.	Acad (65)	Med (63)	Admu (48)	Law (29)	Media(18)
Yes	15 23.07	37 58.73	19 39.58	04 17.24	04 22.22
No	48 73.84	21 33.33	29 60.41	24 82.75	12 66.66
NP	02 3.07	05 7.93	-	-	02 11.11

Table 50

Types of Tensions and conflicts Arising in Family-life
as a Result of Professional Role

Res.	Acad (65)	Med (63)	Admu (48)	Law (29)	Media(18)
Lack of enough time for rearing children	02 7.07	10 15.87	09 18.75	01 3.44	02 11.11
Time-const- raining leading to inability to maintain social rela- tions and sacrificing personal hobbies.	03 4.21	04 6.34	07 14.58	03 10.34	-
Inability to fulfill expectations of all the family members.	02 3.07	04 6.34	07 6.25	-	01 5.55
Over-burden of work leading to fatigue and ill-health, non-availi- bility of hired dome- stic help.	-	00 12.29	05 10.41	-	-
Communica- tion gap with the family members.	01 1.53	02 3.17	-	03 6.89	01 5.55
Ego-clashes with spouse	-	02 3.17	02 4.16	-	-
Conflicts regarding finance	01 1.53	-	-	-	-

Staying separately from spouse on account of transfers -	-	-	01	2.08	-	-	-	-
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Table 51

Manner in which Tensions and Conflicts are Resolved

Res.	Acad (65)	Med (63)	Admu (48)	Law (29)	Media(18)
Discussing with family members, persuading	06 9.23	04 6.34	06 12.5	02 6.89	- -
Halting necessary changes in life-styles and routines	06 9.23	03 4.76	02 4.16	- -	02 11.11
Deciding priorities, making compromises.	05 7.69	02 3.17	03 6.25	02 6.89	- -
Seeking help of relatives friends and servants	03 4.51	03 4.76	- -	- -	- -
Taking leave	- -	02 3.17	02 4.16	- -	01 5.55
Discussing with colleagues	- -	- -	02 4.16	- -	01 5.55
Resigning to tensions	- -	03 4.76	- -	01 3.44	01 5.55

Discussion

As the above table indicates, 80 women profes-

sionals perceive their professional roles to be causing tensions and conflicts in their family-life.

Various types of tensions and conflicts have been mentioned by them. The major among this appears to be related to rearing of their children. Which is referred to in the responses such as, "anxiety when children are small", and "not enough time to devote to studies of children" (academics), "I feel I'm not providing enough time and companionship to my child," "When there is no one to look after the children", and "Children's responsibility is mainly mine so their demands and their welfare does cause some problems and tensions, mainly, at young age". (medicine), "children's education suffers" and "guilt feeling when children are small" (administration) and "leaving the child behind creates problems" (Media).

Another type of tensions and conflicts are related to the time-constraint faced by professional women as is revealed from their responses like, "not free to do other things, no time for social commitments" (academics), "I'm not able to give enough time to my three daughters" (medicine), "It's not possible to meet all the demands which family makes on one's time and energy". Managing household and children is by itself a full time job. It's basically lack of time at one's disposal which leads to tensions" and "Lack of time to devote to the profession". (administration). One of the media professionals also has referred to "odd work timings which create problems".

"The work-load being rather heavy in the office at times leaves me fatigued. I do not have enough time to play with our child and talk with my husband. This leaves me frustrated and cheerless". These are the words of a lady administrator. Several responses mentioning the over-burden of work leading to tensions and conflicts". This is implied in their responses like, "Double load of work", "Domestic work is not considered work" and "Keeping the meals in time" (academics). The overburden of work can also be due to ill health of a family member as is expressed by a medical professional". When near or dear one is ill or dying". Another respondent from the same profession has stated, "If my husband is ill, has a high fever and I have to leave for the clinic". There are more similar response from the medical profession such as, "Excessive household duties make me irritable," "When guests come" and "Regarding house-hold work, if servant is not there".

In some cases, the professional role leads to communication gap with the family members and ego clashes with the spouse. In one case, it has resulted in divorce and in another one professional woman has to stay separately due to transfer. Some of the related responses are, "Not in a pleasing mood while talking with family members, avoid them, become irritated and angry on children (administration) and "The problem of a subtle distance in the relationships with growing gaps of communication". (Media), "Same as may

occur between two intelligent and educated persons having different views," (Medicine).

Apart from the above responses, there are some other significant responses which throw more light on the types of tensions and conflicts experienced by women professionals". So far I have been a devoted wife and mother, now it is not possible for me but the family members still expect a lot from me. In fact they demand it as their right. Even when I have to do my professional work, no body considers it. (Law)," Punctuality of house maid servant affects our punctuality and there is a fear to lose moral right to ask subordinates punctuality". "Managing the job, educating subordinates and briefing bosses sometimes is tiresome and husband may want to invite guests or in a romantic mood, it becomes difficult to act and that creates tensions", "When work at home gets postponed, the family feels I don't pay adequate attention to family matters" (administration)," "It is because of our social set-up where household work is a responsibility. Even with considerate husband, a female has to strain more which creates some tensions and conflicts in family", (Medicine) and "Family demands clash with professional demands".

Along with knowing the types of tensions and conflicts experienced by professional women, the investigator also found it significant to inquire as to how they resolve their conflict and tensions arising in family life on account of their professional roles. Different human beings

adopt different coping strategies to cope with stresses and tensions in their lives. Some of the better known strategies are acceptance, compromising, being indifferent, avoidance and escapism. Here, in case of professional women, as they are highly qualified and are placed in higher positions, one expects them to adopt positive strategies which may enhance their professional development rather than succumbing to tensions and stresses.

The analysis of the responses of professional women with regard to the manner in which their tensions and conflicts are resolved, it emerges that they employ positive as well as negative strategies for coping with strategies.

Some of them discuss their problems with their family members, try to convince or persuade them for certain things and if there is a need even confront their family members. This is evident from the responses such as, "Reexamining one's own behaviour and taking proper stand against the family members to convince them regarding the importance of one's career." "By firmly taking a stand that if I earn, I must give best of work" and "by avoiding confrontations with great care" (academics), "Making the family members understand your commitments", and "by making the family understand the situation". (Medicine). "Try to explain them about the help I'll be providing to the society, especially ladies, helping them to know and procure their rights", and "I've realized that if I try to pacify them, it does not

work out as it is difficult to rub off the age-old habits. Acting pays better" (Law).

Compared to academics and medicine, more positive coping strategies are mentioned by women administrators. Some of their responses related to convincing and persuading the family members are, "I take a firm stand that my career and office work comes first. My family members have realized this so now they don't pressurise me into meeting all family commitments," "Mutual understanding which usually ends up in doing whatever is required," and "Face to face decisions and arriving at solutions with the help of spouse and servants".

Another important mode of resolving tensions and conflicts as referred to by quite a few women professionals is making necessary changes in their life-styles and routines. For instance the academicians have referred to "advanced planning," "being better organized. One of the significant responses of the medical professionals with this regard is, "Keeping Sundays totally for the family which compensates for the whole week. We make it a point to remain together on Sundays and I create cheerful atmosphere for the family members" and similar type of response given by a women administrator is, "by proper organising, sorting out all the essential tasks, doing some house-hold work in the evening, inviting the guests strictly on Sundays and holidays". Two such responses obtained from the profession of media are, "By proper planning to attend my social commitments or

if situation demands, I take leave" and "By making conscious effort to take out time for family outings or gatherings".

Sometimes, professional women have to decide their priorities and make compromises in order to cope with the stresses and tensions. This has been expressed by them in responses such as, "Deciding your priorities", "by compromising" and by making adjustments" (academics); one respondent from the medical profession whose family members do not allow her to go alone for conferences has stated that she has arrived at a compromise that some one may accompany her in the journey but no chaperoning at the conferences". In case of one lady lawyer, she decides her priorities and sacrifices personal happiness for her profession. Similar responses are also obtained from the profession of administration. Such as, "by deciding priorities which differ at different periods of time" and "by paying more attention to family for a short period of time".

Seeking help of relatives, friends and servants is yet another mode of resolving conflicts and tensions for professional women. The responses like, "Seeking help of the family members," "by teaching children to be more independent" (academics), "Seeking help and support of friends, neighbors and relatives". (Medicine), "Thinking about solution, getting into touch with the right person to solve the problem," (administration), substantiate this.

When there is no other way for resolving their tensions and conflicts, professional women included in this study, have to take leave as is revealed from their responses like, "by taking paid vacations," (academics) "Taking leave when family demands increase." (medicine), "Taking leave at the time of my children's examination (administration) and "If situation demands, I take leave" (Media).

There are also five women respondents who resign to tensions and conflicts thinking that nothing can be done about it. They have expressed this by way of statements such as: "Problems pass as they come," (media), "by keeping patience till the storm blows over" (academics), "conflicts are never resolved because of lack of response from government," (medicine), "I become very moody and pre-occupied but after sometime, I bounce back to normalcy. This cycle goes on".

Lastly there are two respondents, both from administration who have resorted to discussing with their colleagues, for solution of their tensions and conflicts.

It can be interpreted from the responses of the professional women as to how they resolve their tensions and conflicts that they employ more positive strategies to cope with tensions and conflicts rather than negative strategies.

Problem - XIII

Problems Related to Encouragement Received From
the Family Members

Table 52

Encouragement from Family Members for Professional
Development

Res.	Acad (65)		Med (63)		Admu (48)		Law (29)		Media(18)	
Husband	40	61.53	37	58.73	26	54.16	10	34.48	08	44.44
In-laws	30	46.15	27	41.85	17	35.41	04	13.79	04	22.22
Children	33	50.76	26	41.26	15	31.25	05	17.24	04	22.22
Parents	50	76.92	44	69.84	38	79.16	24	82.75	12	66.66
Siblings	23	35.38	25	39.68	16	33.33	07	24.13	05	27.77
Other rela- tives	19	29.23	22	34.92	14	29.16	19	65.51	05	27.77
Friends	04	6.15	01	1.58	--	--	--	--	--	--

Table 53

Types of Encouragement Received from Family Members for Professional Development.

Res.	Acad (65)	Med (63)	Admu (48)	Law (27)	Medic (10)
Appreciation of work interest shown in professional activities, pride displayed for their achievements, inspiration given to them.	24 36.92	20 31.74	14 29.17	20 75.86	09 50
Making necessary adjustments, looking after children, sharing domestic responsibilities, providing all types of facilities, providing moral, emotional, financial support	24 36.92	29 46.03	20 41.66	14 48.17	03 16.66
Providing guidance and feedback, stimulation and challenges.	08 12.30	07 11.11	03 6.25	08 27.58	03 16.66

Discussion

From the responses related to encouragement received by professional women from the family member for

their professional advancement. It is clearly revealed that various family members such as husbands, in-laws, children, parents, siblings and other relatives do encourage them for professional development. There are also friends mentioned by some for which the investigator had to make a special category at the time of analysis. From amongst all, the family members even in case of married women, the most encouraging members are **parents**.

As regards to the nature of encouragement in many cases the family members appreciate the work done by them, take interest in their professional activities and take pride in their achievements. This is implied in the responses like; "by taking pride in my achievements," "husband esteems me positively for my achievements, competence and work", and "by supporting me with recognition and admiration" (academics), "They appreciate my achievements and guide me in making far-reaching decisions, "by taking interest in my professional matters, if possible by, giving advice to solve certain problems," and, "They encourage me to attain higher positions, to become more popular, to get more responsibilities and more authority. They feel proud of me (Medicine), "My husband helps me in my profession, comes to see or hear me in court room for my performance, analyses it and encourages me whenever I'm frightened", "husband being a lawyer himself is considerate towards my professional commitments and appreciates success which I get" and "They encourage thinking that this will help me to do some good for the

poor and helpless. Also this will help me to stand on my own feet; so that in future, I don't have to depend upon anybody else", " They all want to see me flourishing towards towering heights. They become major encouraging source in my mission". and "They provide me with a sense of stimulation that will lead me towards peak of my success and help in all the activities". (134).

From the profession of administration also the references regarding appreciation and encouragement from the family members are obtained. Some of the responses are, "My mother has been a great source of strength. She has encouraged me to accept challenges", "They encourage me to accept the challenges and to do my best", They always praise me for my achievements," they feel proud for my achievements, talk about my achievements in society" and "By encouraging me to appear for the exams related to my field and to take interest in publications related to my field". Similarly, media women also have stated, " that "By giving recognition to me, reading my publications and by appreciating and by acknowledging my performance" and "By appreciating my work and development in the field, and calling me to a number of functions as guests of honor or judge" The same respondent has observed that when the relatives seek guidance from her for the careers of their daughters, she considers it as an appreciation of her achievements.

Another more significant manner in which the family members encourage the professional women is providing guidance and feed back to them. This can be substantiated on the basis of response like, "By giving sufficient time to pursue my career and giving suggestions and guidance in my research work," By sharing intellectual life with them through debates, dialogues and discussions and "by helping to utilise all possible opportunities to grow professionally" (academics), "I get easy solutions at home level to avoid professional confusion" and "Husband is always co-operative, helps me whenever I have any conflict with my colleagues and heard I did my PG after marriage. He encouraged me for the same" (Medicine), "Father is in the same profession hence he helps me by sending matters to high courts and gives guidance". (Law)

"Their patient hearing of my professional talks, discussions and frank opinions by them are really helpful", and "Since I'm from south, I don't know Gujarati". My husband teaches me Gujarati" (Law).

In the same way, the women professionals from administration and media have also referred to the guidance and feed back provided by their family members. This is revealed from the statements like, "by taking interest in our daily talk, discussing about what happened throughout the day, I get help, advice and guidance from such discussions (administration) and "by way of critical appreciation". (Media).

Over and above the above mentioned encouragement and critical appreciation and guidance, there are several references to their galting help in the household responsibilities and the adjustments made by them so that professional women may advance. Some of these responses are: "by providing me good facilities and by creating a nice atmosphere-by caring for emotional health", "by giving me freedom, not restricting me anyway", "By not grumbling when I'm not able to fulfill their demands", "by not, pressuring me for social visits", and "by not restricting my mobility" (academics); "helping in rearing children like other professions," "husband and father help me to make more contacts with other doctors", "My husband and in-laws had brought a place for my clinic soon after my engagement. They comforted me throughout in the beginning to put up with all the inconvenience". "By never creating problems in spite of my odd-working hours and emergencies at midnight." (medicine); and " Mother provides financial and mental encouragement", "My brother is in the same profession. His relations and contacts help me professionally", "My parents cope with busy schedules in court which demand many hours of reading, drafting and case preparations etc. and "They allow me to adjust my timings as per the demands of the profession, are perfectly considerate and co operative in my future plans". (Law); All the family members adjust to the demands of the profession, particularly when heavy

work-load entails sitting till late hours at the office". "They allow me to go on duty in time. They never become dissatisfied with my half hearted work at home", "There is no bickering at home about my being employed and by reducing my contribution to family matters", "I can stay away from home as long as I want. Even at home, I can concentrate on my professional readings and "They don't interfere in my work, don't trouble me with domestic issues". (administration). In the profession of Medicine also there are references to "emotional and moral support" provided by the family members and relief provided from house-hold work".

Problem - XIV

Problems Related to Financial Rewards Offered by the Profession.

Table 54

Satisfaction with Financial Rewards offered by the Profession

Res.	Acad (65)	Med (63)	Admu (48)	Law (29)	Media(18)
Yes	51 78.46	31 49.10	43 89.59	18 62.06	06 33.33
No	14 21.53	07 11.11	05 10.41	11 37.93	12 66.66
NR	-	-	25 52.08	-	-

Table 55

Expectations Regarding Financial Rewards

Res.	Acad (65)	Med (63)	Admu (48)	Law (29)	Media(18)
Commensurate with professional qualifications and nature of work	03	4.76	02	4.16	03 16.66
Adequacy to maintain a reasonably high standard of life	-	-	01	2.08	01 5.55
Extra incentives for additional devotion & sincerity	02	3.07	-	02 4.16	01 5.55
Equivalent to male-professionals.	-	-	-	-	02 10.34 01 5.55
Equivalent to people of the same profession in other states of India.	-	-	05	7.93	-
Revision of pay-scales from time-to-time	-	02	3.17	-	-
Stipends to be given to the beginners till they are financially established.	-	-	-	-	01 3.44
More perquisites Allowances	-	02	3.17	-	-

Table 56

Additional Measures to Supplement Income

Res.	Acad (65)	Med (63)	Admu (48)	Law (29)	Media(18)
Yes	04 6.15	05 4.76	02 4.16	05 17.24	01 5.55
No	35 53.84	41 65.07	32 66.66	21 72.41	12 66.66
NR	26 40.00	17 27.04	11 22.91	03 10.34	-

Table 57

Additional Measures of Supplementing Income Affecting Professional Efficiency

Res.	Acad (65)	Med (63)	Admu (48)	Law (29)	Media(18)
Yes	-	-	-	01 3.44	-
No	-	03 4.76	00 4.16	04 13.79	-
NR	-	-	-	-	01 5.55

Discussion

As the table 54 indicates, there are in all 49 women professionals who are not satisfied with the economic rewards offered by their professions. The number is higher in the professions of law and Media.

From the analysis of the responses with regard to their expectations regarding financial rewards, quite a few important points emerge. Some of them expect them to be commensurate with their professional qualifications and nature of work as can be inferred from the responses such as "it is (their present economic rewards) below one's education"

tional level and designation" and "too little for the service offered to mankind" (medicine), "It should be rewarded according to the work performed" and "A Banker's job is quite risky. Compared to the risk which my job involves, my salary is negligible. Even if it is doubled, it will be inadequate. There must be some way to protect the employee in cases of fraud". (administration) and "I get less compared to my efficiency and work", "Financial rewards should be at least commensurate with the efforts put in and be enough to act as a motivation" and "Financial rewards should be there as per my performance". (Media).

There are also a few women professionals who expect financial rewards sufficient enough to maintain a reasonably high standard of life. This is expressed as, "I think we should be paid enough to afford the common luxuries in life" and "The tension of higher education, of children, their marriage and a house to live after retirement are constant tensions. Besides, to attend conferences, workshops and to progress in profession is too expensive to be met from salary" (medicine), "Higher financial package will help to afford a better life style and saving for the future" (administration) and "The financial rewards should be more so that we can afford more comforts" (media).

Quite a few women professionals expect extra incentives to be provided for the additional work and for the devotion, dedication and sincerity shown by them. This is evident from the responses such as: "For extra-work with

dedication and devotion one has to be rewarded". (academics) and "Incentives should be given so that it helps in all the aspects". (media).

One significant fact which is revealed here is that there does exist a kind of disparity in the economic rewards offered to men and women in case of private practitioners and lawyers and even to some extent in media. This is also supported by the responses given by women professionals to some other questions of the same questionnaire that the patients and the clients are reluctant to pay higher fees to lady doctors and lawyers. This is confirmed by the responses like, "Compared to other male advocates who are equally senior, I'm getting less" and "If more clients come to female lawyers, I can earn more". (law) and "I get less compared to my efficiency and work. Being a woman, I have to suffer". (media).

There is also disparity found among the professionals belonging to the same profession but placed differently. For instance, some of the lady doctors who are employed in the organised sector find their remuneration too less compared to what the private practitioners earn. It is expressed in the words, "medical persons doing the private practice earn manifold financially" "as compared to private practitioners it's really peanuts". and "pay-scales are very less in comparison to private practice" Another kind of disparity is also referred to, which is across the pro-

professions and across the states. One of the respondents has observed "Govt. pay scales are quite low as compared to what others get with same type of work in some other professions". Yet another respondent has remarked, "I'm a resident. The stipend which we get is less than that of other states".

There are also respondents who expect more perks and allowances to be given and even stipends in the initial stage of their careers. The responses which substantiate this are: "Vehicle allowance must be given (medicine)", "Conveyance allowance should be given (law) for the first 3 to 5 years of practice, government should fix up a stipend for the professional" (law). The reason is as stated by a professional from the same profession. "The waiting period for getting established financially is too long in this profession". (Law)

The references to regular revision of pay scales are also obtained from the responses, mainly from the medical profession. Lastly from the profession of medicine we have two responses wherein it is expressed that there are no financial rewards in the profession.

The response to the question as to whether they resort to any additional measure for supplementing their income, fifteen women professionals have given affirmative answers. Though it was not asked as to what type of additional measures do they employ in supplementing their income, from the personal talks to a few women lawyers it was revealed that one of them runs a beauty-parlor and two

of them are engaged in dress-designing. The combination of a challenging job with a glamorous one appears to be contradictory but it is a fact that the financial rewards especially for women and others also do not come so soon and easily. Only in case of one lady lawyer, it affects professional efficiency.

Problem XV

Problems Related to Adjustments Required at Personal, Familial, Professional and Societal Level in order to Enhance Professional Competence.

Table 58

Adjustments Required at Personal Level in order to Enhance Professional Competence

Res.	Acad (65)		Med (63)		Admn (48)		Law (29)		Media(18)	
Adding to educational/professional qualifications	-	-	-	-	11	22.9	-	-	02	11.11
Updating professional knowledge and skills.	13	20	13	20.63	10	20.83	12	41.37	07	38.88
Putting in more efforts into profession at the cost of the personal activities.	04	6.15	19	30.15	04	6.31	15	51.72	01	5.55
Adapting one's personality and life-style to meet the demands of the profession.	20	30.76	14	22.22	18	37.5	06	17.24	05	27.77
Developing more professional social contacts	-	-	-	-	01	1.58	02	6.89	-	-
Getting more physical amenities such as vehicle, library study-room.	01	1.57	-	-	-	-	01	3.44	-	-
Moral and emotional support	02	3.07	01	1.58	-	-	-	-	-	-

Table 59

Adjustments Required at Family Level in order to Enhance Professional Competence

Res.	Acad (65)	Med (63)	Admu (48)	Law (29)	Media(18)
Encouragement appreciation, recognition and moral support from family members.	05 7.96	03 4.76	06 12.5	01 72.41	01 5.55
Adjustments, co-operation, sharing of responsibilities from the family members.	10 15.38	19 30.15	06 16.66	10 24.48	01 5.55
Relief from social obligations/ commit ments	02 3.07	-	-	02 4.16	02 10.34
Domestic Help	02 3.07	02 3.17	01 1.58	01 5.44	-

Table 60

Adjustments Required at Professional Level in order to Enhance Professional Competence

Res.	Acad (65)	Med (63)	Admu (48)	Law (29)	Media(18)
More opportunities for professional growth in terms of training programmes, workshops, seminars, conferences.	16 24.61	10 15.87	04 8.33	-	02 11.11
Improved working conditions, more infrastructural facilities.	10 15.38	20 31.74	07 4.16	09 31.03	02 11.11
Guidance, encouragement, appreciation from superiors/authorities/seniors and colleagues.	04 6.15	05 7.93	07 14.5	05 24.13	02 11.11
More Professional Interactions.	02 4.71	05 7.93	-	-	-
Professional Reforms	06 9.23	-	01 2.08	04 13.79	01 5.55
More professional Autonomy	04 7.15	-	-	-	07 11.11
Insistence on professional ethics.	04 6.15	-	-	01 3.44	01 5.55
Proper promotional channels	01 1.53	04 6.21	02 4.16	-	02 11.11
Adequate financial Rewards.	-	-	-	-	01 5.55

Positive attitude of fellow professionals towards women professionals.	01	1.55	05	7.95	00	16.60	01	3.44	-
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Table 61

Adjustments Required at Societal Level in order to Enhance Professional Competence

Res.	Acad (65)	Med (63)	Admu (48)	Law (29)	Media(18)					
Positive attitudes of people in general towards working women.	04	6.15	10	15.97	09	18.75	-	-	05	27.77
More opportunities for women's educational and professional advancement.	03	4.16	03	4.76	02	4.16	-	-	-	-
Society's active involvement in issues related to the professions.	05	7.69	08	12.69	01	2.08	-	-	02	11.11
Reforms in social values, traditions/customs	05	7.69	03	4.76	06	12.5	-	-	02	11.11
Social support system for professional women.	01	1.55	00	0.00	02	4.16	-	-	02	11.11

Discussion

It emerges from the responses of the professional women, regarding adjustments/changes envisaged by them at personal level in order to enhance their

professional competence that majority of them feel needs to update their professional knowledge and skills, put more efforts into their professions and to adapt their personalities and life styles in order to meet the demands of the profession. Some of the responses which substantiate their need to update their professional knowledge and skills are, "should get more time to read, use vacations more profitably", "Creative work, especially writing, research and more reading" and "Should be given more opportunities to attend the seminars and workshops which would enhance my professional competence" (academics), "need to spare time for reading and research", more time for reading current developments and attending conferences, "I need to do an in-depth study of my subject" and "I should read more and more to get more information about new technology and experiments" (medicine), "to devote more time to work, to enhance myself professionally," "up-dating knowledge of law" and "I need to study constantly (Law), "I have to keep reading to keep in touch for necessary updating and sharpen my management techniques", "Acquiring more knowledge through short term courses" and "remain in touch with the latest labour cases" (administration) and "More time for reading and writing to enhance my knowledge about the world affairs." "Reading relevant and latest books, "and "viewing more and better T.V. programmes" (Media)".

The changes and adjustments visualized by them at personal level also include changes in their own personal-

ties and life styles such as: "motivation and will of doing any work", to be more visible and mobile", "self-confidence" and "to adjust time-schedule of work" (academics). "need to develop a drive to push around ". "to work more comfortably and with less exertion". "to keep cool" to be mentally, physically in good mood", "I should become more money-minded, should maintain more social contacts with colleagues, more showmanship", "to become more punctual," "need to be less obsessive and sensitive, fast and thorough", "be strict with my subordinates and "changes in the form of economising in entertainment and social functions would be needed to get time for academic and administrative reading to get expertise in the field". (Medicine), "I need to become more assertive, develop more social contacts, develop a sober personality", "to improve my communication skills and life-style" and to change my routine and life-style (Law), to participate more and more in conferences and legal seminars" and "More of writing in newspapers and magazines. "Staying physically fit", "cultivate sincerity, clarity of thought, objective attitude, openness to accept the new ideas, experiments", "to become authoritative, develop the art of refusing overburden of work without being unpleasant", "be more organized", "competing with male colleagues" (administration) and "cultivating more altruism, alertness and curiosity, " "to become emotionally independent" and "to be ready with a set of alternatives in one's personal programmes. (Media).

Many of them also would like to put in more efforts even at the cost of personal happiness which is evident from their responses such as, "to sacrifice doing things which prevent me from doing my work" and "should use vacations more profitably" (academics) "to work hard" "Should devote more time to research", (Medicine), "to read a lot, devote more time to work," devoting more time so that I can prepare fully", "concentrate more on work." "I need to study constantly and "To immerse myself completely in my profession". (Law), "More time to be taken out for reading the latest journals". "More reading and professional writing" (administration) and "time to refresh knowledge" (Media).

There are also references to adding to professional qualifications. What strikes one here is that they are obtained from the profession of administration only, some of these responses are "Adding to my present educational qualifications," and "study further for a master-degree and Ph.D".

Besides the above mentioned responses, there are stray references to developing more professional and social contacts, getting more physical facilities and moral and emotional support. Some of the responses of this type are, "I need to develop more social contacts (Law), and I need to go out more often, meet other people in the industry, talk to them (administration) "I want to make a peaceful and comfortable reading room and want to purchase some international

journals and books" (Academics) and "I need an office, a telephone and vehicle (Law).

Lastly, three of the respondents have stated the need for moral and emotional support. One medical professional's response in this respect is worth to be noted, "I would like my personal life to improve but this is not possible. I believe that a satisfactory and fulfilled personal life enhances and allows one to devote himself/herself wholeheartedly to the profession".

On analysing the responses of the professional women, regarding the changes and adjustment envisaged by them at family level, in order to enhance their professional competence, it is observed that many of them expect encouragement, appreciation and recognition for their professional performance. Some of them also expect co-operation and sharing of domestic responsibilities from their family members. There are also a few women professionals who desire relief from the over taxing social commitments and obligations.

In what manner they want their family members to adjust to them or share domestic responsibilities is mentioned in the response such as, "More co-operation from husband is required whose solution to every problem is "Keep servants to do even the smallest domestic chores. I want everyone to contribute to household work but husband doesn't agree". (Academics), "Should be less tied down to work",

"proper scheduling of work outdoors" and "in-laws should be more co-operative" (medicine), "More adjustments from family members so that even coming back from work, I can take some rest," "All family members of a working lady should make home a livable and lovable place", "No disturbance from family members especial when engaged in serious work" and "To see my children grow-up and achieve adulthood so that I may be more involved in my profession and get sufficient time. (Law), "Family members should help in domestic work and in child care, husband should take interest in progress and education of children. The family members should create such an atmosphere that gives relief in stress and tensions" and "I want to adjust my family-life in such a way that I have some free-time for myself, which I can use to read journals and keep abreast. At present much of my time is taken up by house-work and social commitments. (administration).

What kind of encouragement appreciation and support is expected from their families is expressed by women professionals in the statements such as: "Better understanding of the profession and its need by the family members". (academics), "Moral support from in laws and financial help (Medicine), "broadermindedness and more encouragement should be there". "acceptance of my identity" and moral as well as physical support from the family members". (administration) and "more broad-mindedness (Media).

There are also some women professionals who expect some relief from social commitments and obligations

as they take much of their time and energy which they could otherwise devote to their professions. This is evident from their statements such as; "family members should realize that I won't be able to attend all the social functions". (academics), "family should plan and adjust functions when I can attend them" (administration).

Lastly, there are also references to availability of domestic help in the form of gadgets or servants. The responses which substantiate this are "Infrastructural facilities to run the house" (academics), "Spacious house, with a study, living, room and children's room. (medicine)".

Some responses which do not fit into any of the special categories indicated in the table but are quite significant are; "not having a family at all", "having a small family" "I'll have to find a spouse who has a full time commitment to his profession otherwise he will bother me" and "I will have to establish my family only after I'm well settled in the profession" (medicine).

The changes which are envisaged by professional women at professional level are indicated in the table 60 category wise.

From these responses majority of them relate to improved working conditions and infrastructural facilities as

expressed in the responses like: "sound infrastructural facilities including library facilities to grow professionally", "Each lecturer should have a separate room so that they can concentrate", "availability of books and material". & "Government or institution should provide financial aid and facilities for various types of professional training and courses" (academics), better facilities, new instruments and apparatus which will result in better performance and efficiency and advancement", "A good quality machines so that one can work efficiently" and "proper supply of necessary instruments as well as laboratory facilities" (medicine), "I need an office of my own" and "Proper books should be available and the library should be up-to-date and well-maintained for the junior members of the bar". (Law), "Computerization will enable the organization to achieve further avenues of progress" (administration) and "financial aids" (media).

There are several references to more opportunities related to professional growth such as "should be given more opportunities to do further studies and research." "to participate in work-shops and symposia organized in our country (medicine)", "Training in administration aspect is needed as one goes up in the management pyramid". "Training in computers is needed," (administration) and "One must acquire training in modern technologies" (Media).

There are also responses wherein it is mentioned by professional women that they would also like to

have more guidance, encouragement, appreciation and constructive feedback in order to enhance their professional competence. Some of the responses which substantiate this are "Having more professional colleagues who can be followed as role-models" "Superiors and authorities should provide encouragement", and Healthy criticism from the seniors (academics), "More open-mindedness, from senior people. The seniors should realize that younger people may be inexperienced but may have good ideas." "Good service rewards from authorities" and "Encouragement sympathy shown to working women" (Medicine), "Keeping in touch with senior colleagues so that you come to know better things from their wide experiences". "Experts and experienced persons should provide guidance", and "More encouragement from seniors is necessary". (Law), "Availability of proper guidance, proper feedback and critical evaluation of the work done". (administration) and "constructive feedback" (media).

It also emerges from their responses that a few women professionals expect positive attitudes towards women professionals in general from their male colleagues. It becomes evident from the responses like, "stigma against competence of women should be removed. Men should be oriented to accept competent women", (academics), "Male staff members should help more" and "Understanding the problems of working women and try to help in emergency" (medicine), "Support from seniors and court so that they can understand and appreciate what are the problems which the female professionals are

facing, and "people should realize the value of work". They should wipe out the thought that a lady should work only if she is facing financial crisis". (Law), "More opportunities should be given for the work. The authorities think that the woman employees are not able to do but unless and until chances are given, women professionals are not able to show their competence". "The officers should have equal regards for female subordinates". "They should be given equal chances and executive posts at the time of promotions". and "women should be protected from exploitation at the time of writing confidential reports". (administration).

Apart from the above mentioned responses there are also responses expecting more professional interactions, professional reforms, professional autonomy, insistence on professional ethics, work-culture and adequate financial rewards. This emerges from their responses such as, "Should interact more with other renowned persons of my profession, should visit more and more institutions to get more exposure" "frequent interactions with the experts in the field." (academics), "More contacts, good professional relations," need to be involved more in professional bodies (Medicine), Be more visible in professional organisations", "Be socially more known" and "More exchange of ideas (law).

Some of the responses related to changes envisaged by women related to professional reforms, autonomy, professional culture and professional ethics are: "There must be official relaxation in the morning which can give us time to make preparation for practical classes", "Removal of Red-tapism", "Structural changes in the institution," "Upward mobility should be available as an incentive", "Work-culture should be cultivated, "Professional ethics should be emphasized" "greater insistence on quality and "hearing up the procedures for admissions, instructions, exams and appointments, promotions, leave to weed out inefficiency, laziness and stagnation (academics) "Better and strict administration with no political interference clear-cut rules and policies". Distribution of power and that made known to each and every government servant at the time of entry". "The Rule books and information regarding other rules should be easily available" "False security of government service should not be there", "Rules of government should be made to protect women in the professions", "For promotions, not only seniority but the qualification, sincerity and knowledge of the subject should also be considered". (Medicine) "Professional ethics and code of conduct should be observed strictly". "To make the legal procedures faster, number of judges should be increased", "Each district should have a family court separately" and " 5 years degree course should be introduced to stop the quantity of lawyers lacking quality. Practical cases which are dealt in the day-to-

day court routine may be introduced". (Law).

"Computerization will enable the organisation to achieve further avenues of progress." "Tendency of the pro-
league to respect and acknowledge professional competence or
contribute in professional achievements as a team rather
than pre-occupation with personal limitations would be more
welcome." "There is a greater need of integration of the
specialised job-roles with the operational aspect of
banking". "Sincerity towards work and punctuality should be
there". (administrators) "More job opportunities, "Should have
autonomy to choose the junior professionals who work with
me". "Less institutional rules which force one to compromise
so one can't give good quality of work", "More quality con-
trol devices" and "More experimenting "(Media)

There are some more responses which are of slight-
ly different nature but significant all the same. The contri-
bution of the women professionals regarding the appropriate
type of conduct in the professional set-up is expressed in
responses such as "try not to express personal desires
within the professional set-up", "Cultivate the habit of
listening, observing the things happening in surroundings,
never to express my opinion unless demanded". "I'm trying to
learn how to behave maturely with male colleagues
and bosses". (administration). In some places, they have
also expressed their professional aspirations, such as "[
would like to start a unique institution for mental care",

(Medicine) "Publish articles related to role of women in legal practice in newspapers as well as journals".(Law), "I want to reach still higher level", and "(I'm trying) to get break-through in areas where they are reluctant to take ladies by getting training or doing some professional courses". (Administration), and "I want to establish myself as different from other announcer".(Media).

The changes and adjustments envisaged by women professionals at societal level mainly relate to positive attitude of people in general towards working women, more opportunities for women's educational and professional advancement, society's active involvement in issues related to the professions, reforms in some of our social values, traditions and customs and need for social support system for professional women.

Some of the significant responses expecting changes in the attitudes of people towards working women are: "Professional women should be considered as efficient as men, if they are performing well," "Society should accept that women are also competent." "People should co-operate with the working women at the time of their difficulties. If society will change, automatically women will face few problems and thus can give more attention to their profession." (academics), "Society should consider a working woman as normal woman. Should respect her, should not

harass her", "More acceptance and less criticism of career women" and "Society should not look down upon working women. We are considered to be immoral. Actually we are better than many housewives. Generally people believe that women working in various fields are flirts. They see them as strange things" (Medicine) "Society must look at working women with respect. They should consider that she is working not only for money but for self-development also and is helping the society and "Society has to accept female lawyers. They should have faith in the competence of female lawyers". (Law)." A woman should be respected for her professional achievements, for her dedication towards her work. People should understand her zeal for contribution to the development of the society". "Support and co-operate her (a professional woman) by not creating any hassles in her career development" (Media) and "Due respect should be given to professional women (administration).

The types of opportunities envisaged by professional women for women's education, and professional advancement emerge in their responses such as "some more opportunities and avenues for women taking up part-time jobs. Part-timers should also be given perks and other benefits" (academics), "Women should be encouraged to be self-supporting," and "girls should be given equal opportunities and encouragement for taking up the profession she likes. (medicine) "Society at large has to give consideration,

Opportunities to women" and "More women should be there at decision making level" (Law).

Some of the professional women also envisage society to be actively involved in the different aspects of their professions. This is clearly revealed from the responses such as, "society should help teachers in bringing out the best out of students" and "Greater awareness among the people regarding the importance of education and the role of a teacher should be looked upon with greater dignity". (Academics); "People should be more medically aware", "the society should be educated. They should not only consider it their right to get treatment from hospitals but should also contribute to it by obeying the rules/schedules". (Medicine), "People should fight for justice," "society has prejudiced view for our profession. There are some like that but every lawyer should not be measured with the same scale. society should change their views and create respect for our profession", (Law). "My profession should get more prestige and recognition".

There are references to reforms in social structures and values traditions and customs of the society. The responses which substantiate this are, "changes in the social values regarding working women. State should make such policies and plan wherein women benefit. " "Institutional changes for an egalitarian social order", "Meaningless social interactions can be cut down as they take too much of one's

time" and "Accepting the changed roles of men and women and making appropriate changes in attitudes and social structures". (academics) "Changing people's attitudes towards working women", " For a lady having small children creches should be there which take good care of children." (Medicine). "Poor and unfortunate women should be helped with legal help", "There should be complete break up of link of police, money and muscle power," "Customs like dowry should be abolished, women's education should be encouraged" (Law) "I would like to do away with entertaining, socialising, organising parties (administration)." "Equality of the sexes should be there" and " A professional woman should be treated as a professional, not as a woman." (Media).

Lastly there are also responses indicating the needs for social support systems, " For a lady having small children, creches should be there which take good care of children" (Medicine). "Domestic help, changes in the social systems so that everybody in the family works." (Media).

General Observations

On analysing the problems of professional women in the five professions, included in the study, it can be remarked that the study has been more successful in eliciting perceptions of professional women regarding, the nature of the problems rather than regarding the extent to which each problem is faced by them. For each

problem a variety of manifestations emerge from their responses. Although each problem is manifested differently in each of the five professions no consistent trend emerges in any of the five professions. Hence it may not be possible to highlight a single or a cluster of problems unique to a particular profession.

However, some kind of similarity is indicated between the professions of academics and medicine and between administration and law. The professions of academics and medicine are somewhat similar to the extent that they face some of the problems to a lesser extent. The professions of law and administration are also found similar to a certain extent, especially in facing the problems related to gender-bias. They face it more in comparison to other professions. This probably is on account of the late entry of women into these two professions that these professions still remain male-oriented in their nature and structure and have not been able to accommodate women fully. In case of academics and medicine, women have been there since quite long so they have been accommodated and absorbed in the professions hence the problems are less for them. The responses of media professionals are somewhat different probably due to the flexible nature, the structure and work-ethos of media related professions. However for the above mentioned similarity between the professions of academics and Medicine and between law and administration it is necessary to examine the actual responses as the categorized tables may

not reveal it adequately.

Since there are no problems unique to any particular profession, it can be interpreted that the differential nature and structure of the professions do not significantly determine the nature of the problems. Irrespective of the nature, structures and work ethos of the professions, we find a kind of commonality in the problems faced by women professionals in all the five professions. This may be due to the larger social reality which is common to women professionals in any profession. This implies that in case of women professionals included in the present study, more than the nature or structure of professions it is the dominant social reality which causes their problems and determines the nature of their problems.

So in order to solve the problems of women professionals in professional set-ups, some changes are required in the larger social-set up which cause the problems and determine the nature of the problems faced by professional women. Such changes may lead them to higher levels of professionalism.