

## Women's Career Orientation and its Perceived Disruption of the Indian Family System: A Socio-Economic Analysis

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### **Abstract**

In contemporary India, increasing numbers of women are pursuing education and careers outside the home. While this shift is often lauded as progress toward gender equality and economic development, some scholars, policymakers, and social commentators argue that this trend challenges traditional family structures. This paper explores whether women's career orientation truly "disturbs" the Indian family system, examining socio-economic data, cultural norms, family roles, gender expectations, and outcomes for both women and families. Through a nuanced review of literature and analysis, the paper argues that career aspirations among women reflect broader structural transitions—economic, cultural, and policy-driven—while the perception of "disturbance" often stems from unequal gender roles and insufficient institutional support for balancing work and family responsibilities.

### **Introduction**

India's rapid economic growth since the liberalization of the 1990s has transformed its social fabric. Education and employment opportunities for women have expanded, gradually increasing female participation in the workforce and reshaping gender norms. Women are no longer confined to domestic roles; many aspire to careers in engineering, medicine, business, administration, and other fields once dominated by men. However, this change has elicited debates on its implications for the family, the foundational unit of Indian society.

Critics contend that career-oriented women challenge traditional expectations of married life, caregiving roles, and family cohesion. Some assert that career ambitions create tensions between personal aspirations and family duties, allegedly destabilizing household harmony. This paper examines these claims through evidence from academic research, demographic data, social surveys, and policy analyses to evaluate whether women's career orientation inherently disrupts family systems, or whether existing social structures fail to accommodate their expanded roles.

### **Literature Review**

The Indian family system has historically been patriarchal, with well-defined gender roles. Traditionally, men are seen as breadwinners, while women handle domestic responsibilities and child-rearing. These gendered divisions are deeply rooted in cultural practices and reinforced through socialization processes (BNS Institute). According to survey data, more than 70% of Indian women are still engaged in unpaid household work despite contributing significantly to family functioning, and only about 21% participate in the formal labour force—

much lower than the global average of 53% (BNS Institute). This reveals a persistent expectation that family duties are primarily women's responsibilities.

However, recent decades have witnessed notable changes. Economic restructuring and educational expansion have created pathways for women's involvement in formal employment. A government report documents that female labour force participation has nearly doubled between 2017–18 and 2023–24, signalling both greater workforce engagement and changing social expectations (Government of India). Despite this improvement, women face major structural barriers—such as wage disparities and limited access to leadership roles—that complicate their career trajectories (Punjab Kesari). Only 19% of high-level positions in Indian workplaces are held by women, indicating that career advancement remains uneven and gender-biased (Punjab Kesari).

The literature also highlights the double burden faced by working women. Urban Indian women in formal employment often juggle professional responsibilities with household chores, leading to time pressures and reduced participation in leisure, care, and social activities (IndiaSpend). These challenges have been associated with stress and work-family conflict in several studies. For example, a recent study in Punjab found higher levels of career-related stress among female students preparing for future careers, underscoring the psychological dimensions of balancing aspirations with social expectations (Times of India).

While feminist scholars celebrate increased female empowerment through education and employment, others point out that structural inequities—such as lack of affordable childcare, persistent gender norms, and unequal domestic labour distribution—impede women's ability to balance career and family life. This suggests that observed tensions may not originate solely from women's career orientation, but from inadequate societal support for shared familial responsibilities.

### **Theoretical Framework**

This research draws on structural functionalism and gender role theory to analyze how women's career orientation intersects with family dynamics in India. Structural functionalism conceptualizes the family as a social institution with roles that contribute to societal stability. Traditionally, family roles were divided along gender lines—men as economic providers, women as caregivers. Gender role theory explains how these expectations are learned and reinforced through cultural norms.

However, as women enter the workforce and education expands, these theories must adapt to contemporary realities. Rather than viewing changes as “disturbances,” it is more accurate to interpret these shifts as evolving role structures within Indian families influenced by economic development, globalization, and policy reforms.

### **Women's Career Orientation in India: Data and Dynamics**

#### **Educational Attainment and Workforce Participation**

India has made significant strides in female educational attainment. More women are enrolling in higher education and professional courses than ever before. Government figures show that universities and higher education institutions enrolled millions of women, reflecting increasing access to education and potential career opportunities.

Female labour force participation, although historically low, has shown positive trends. According to recent government reports, female labour force participation increased from 23.3% in 2017–18 to 41.7% by 2023–24 for women aged 15 and above, reflecting a shift

toward formal employment and economic engagement (Government of India).

Despite this, women's participation in leadership and high-level positions remains limited, with only about 19% of such roles held by women. The gender pay gap persists, with women earning significantly less than men on average. Such disparities shape women's career experiences and influence family perceptions of their economic contributions (Punjab Kesari; Wikipedia, "Gender Pay Gap in India").

### **Work-Life Balance Challenges**

Women who pursue careers often face substantial work-life balance dilemmas. A report on women's work-life balance found that about 70% of Indian women cite these pressures as significant challenges that adversely affect their professional growth and health (Dainik Bhaskar). Urban working women frequently contend with dual responsibilities of employment and household duties, resulting in reduced personal time and increased stress (IndiaSpend). These pressures are magnified when household tasks and childcare remain primarily women's responsibilities.

### **Marriage, Employment, and Social Expectations**

Marriage remains a central institution in Indian society, and women's employment often intersects with marital expectations. A World Bank report highlighted a phenomenon where marriage is associated with a decline in women's employment rates, with three in ten married women leaving the workforce after marriage (World Bank via NDTV). This suggests that societal norms—rather than women's career aspirations per se—may constrain women's sustained professional engagement post-marriage.

### **Attitudinal Changes Among Youth**

Recent social surveys indicate changing attitudes toward careers and relationships among Indian youth. A significant number of young women prioritize career goals and personal values, even considering remaining single when relationships do not align with their aspirations (Times of India). This reflects generational shifts in priorities, challenging traditional notions of marriage and familial roles.

### **Does Career Orientation Disturb the Family System?**

The assertion that women's career orientation inherently "disturbs" family systems requires careful unpacking. Evidence suggests that the challenge arises not from women's aspirations alone, but from the interaction between individual aspirations and outdated structural norms.

### **Gendered Distribution of Domestic Labour**

Studies reveal that women continue to shoulder the majority of unpaid care work, even when employed. This unequal distribution places disproportionate burdens on career-oriented women, creating conflict and stress both within families and in workplaces (SociologyLens). Unless domestic labour is more equitably shared, women's professional commitments will continue to strain family dynamics—not because careers are undesirable, but because responsibilities remain asymmetrically allocated.

### **Institutional Support Deficits**

The lack of comprehensive support systems—such as affordable childcare, flexible work arrangements, and family-friendly workplace policies—exacerbates tensions between work and family. Without adequate institutional structures, women often must choose between career progression and family obligations, leading some families to view women's careers as competing with, rather than complementing, family functioning.

### **Cultural Resistance and Patriarchal Norms**

Cultural norms that valorize women's subservient roles and stigmatize assertive career behaviors contribute to perceptions of family disruption. When women pursue careers and autonomy, some family members interpret this as a departure from traditional duties, leading to intergenerational conflicts. This is not a universal experience, but one shaped by deeply ingrained patriarchal expectations.

### **Positive Impacts on Families**

It is important to recognize that women's economic engagement can also strengthen families. Dual-income households may experience improved financial stability, enhanced resilience to economic shocks, and better health and education outcomes for children. When family roles evolve toward mutual support and shared responsibilities, the negative perceptions of "disturbance" diminish, and the family system adapts.

### **Case Studies and Qualitative Evidence**

While empirical data is essential, qualitative insights illustrate lived realities:

**Career and Stress Among Students:** A study in Mohali reported that girls experience notable stress regarding career futures, highlighting psychological dimensions of career aspirations shaped by societal expectations regarding family and success (Times of India).

**Attitudinal Shifts in Youth:** Surveys show that many young women favor prioritizing careers and personal values, even at the expense of traditional relationships, signalling changing conceptions of family roles among younger generations (Times of India).

### **Discussion**

The evidence points to a more complex relationship between women's career orientation and family systems in India. Rather than causing inherent disruption, women's increased participation in education and the workforce exposes structural and cultural inadequacies that make balancing roles difficult not only for women but for families as a whole.

Where families and institutions adapt—through shared domestic responsibilities, supportive workplace policies, accessible childcare, and equitable social norms—career-oriented women can contribute to both family welfare and national development. The narrative of disturbance often reflects resistance to change, meaningful negotiation of roles, and insufficient infrastructure to support evolving family patterns.

### **Conclusion**

The claim that women's career orientation is disturbing the family system in India simplifies a multifaceted socio-economic transformation. Women's participation in education and employment reflects broader shifts toward gender equity, economic necessity, and individual aspirations. While these changes can create tension within traditional family structures, such friction arises largely from persistent gender inequalities, cultural norms, and institutional shortcomings.

To foster harmonious family systems that embrace women's aspirations, India must continue to build supportive policies, promote equitable domestic practices, and challenge patriarchal norms. Ultimately, women's careers need not disrupt families; rather, families and societies must evolve to accommodate diverse roles that contribute to collective wellbeing.

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