



Challenges Of Government-Employed Married Women In Career And Family Management: A Sociological Study

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Abstract

Modern socio-economic changes have significantly increased female participation in the formal institutional labor market, where government employment is highly valued for offering financial stability, job security, and social dignity. Mid-level Group-B and Group-C female employees form the essential administrative backbone of public services in regional sectors, yet these married working women face continuous friction between demanding public career duties and traditional domestic responsibilities. This sociological study investigates the career and family management challenges of such women in Kampli Taluk, Ballari District, adopting an exploratory and descriptive design with a sample size of 45 female employees equally distributed across the education, health, and revenue departments, as well as balanced between rural and urban areas. Empirical findings reveal that holding a government job does not exempt women from carrying an exhausting "Double Day" burden and an unshared second shift of unpaid domestic labor, where time scarcity and role conflict emerge as major psychological triggers caused by rigid office hours and domestic expectations. Furthermore, a vast majority of respondents experience minimal spousal support, highlighting the persistence of traditional patriarchal divisions within families that lead to chronic physical fatigue, sleep disorders, and emotional burnout. Long-distance daily commuting, inadequate transport, and public sector workplaces lacking gender-sensitive infrastructure like functional day-care facilities further intensify their daily stress, while heavy departmental workloads often restrict women from utilizing special welfare benefits like Child Care Leave. To address these issues, the study recommends implementing flexible working hours, institutional day-care centers, commuter support systems at the taluk level, and community awareness programs to transform patriarchal mindsets regarding household labor division. Ultimately, empowering female civil servants requires simultaneous structural administrative reforms and progressive shifts in family values, proving that achieving true work-life balance is essential for enhancing both personal well-being and overall institutional productivity.

Keywords: Married Working Women, Government Employees, Career and Family Management, Role Conflict, Double Day, Kampli Taluk, Sociological Study.

1. Introduction

Over the past few decades, the socio-economic framework of modern society has undergone a profound and irreversible transformation, primarily characterized by the massive influx of women into the formal labor market. Historically, the societal role of women was largely confined within the boundaries of domestic care and traditional family responsibilities. However, modern educational expansion and changing economic demands have opened up unprecedented avenues for female employment. Among the various employment sectors available in the country, government jobs hold a uniquely prestigious and secure status, offering fixed working hours, pension benefits, job security, and statutory protections. Specifically, women serving across Group-B and Group-C government categories form the core

administrative backbone of regional public services, managing crucial operational and clerical duties within departments like education, health, and revenue administration. From a sociological standpoint, their entry into government service represents more than just individual economic progress; it signifies a structural realignment of power relations and gender dynamics within public institutions and civil administrative frameworks, serving as a vital laboratory for observing gender integration and ongoing social change.

The journey of a woman moving from the private sanctuary of the home to the public arena of professional employment is rarely smooth, requiring her to navigate contradictory sets of expectations and operational norms. At home, a woman is traditionally conditioned to prioritize nurturing and household maintenance above all else, whereas the professional workplace demands strict time management and unyielding administrative accountability. One of the most prominent sociological concepts applied to working women is the phenomenon of the "dual-burden" or "double day," highlighting the reality that full-time employment does not relieve women of traditional domestic chores. After completing a full shift at a government office, a woman returns home to begin her second shift of unpaid household labor, leading to chronic physical exhaustion and psychological burnout. Professional obligations often require strict adherence to office timings, field visits, and emergency tasks, while family expectations demand constant availability and meticulous attention to domestic management, forcing working women into painful and stressful compromises when deadlines clash.

While broad national studies provide a macro-level overview, micro-level sociological investigations are essential for capturing ground-level realities. Regional administrative units, such as Kampli Taluk in Ballari District, Karnataka State, offer a unique and fertile setting where traditional cultural values intersect directly with modern governance and bureaucracy. Specifically focusing on Group-B and Group-C female employees in this region highlights challenges distinct from metropolitan centers, effectively bridging the gap between abstract theories and grassroots realities. The anticipated findings will provide actionable insights and policy recommendations to create a more supportive, balanced, and equitable work environment. Analyzing these localized dynamics helps in understanding the complex intersection between bureaucratized public service and traditional family expectations, serving as a foundational step toward fostering gender-sensitive administrative policies at the regional level.

Ultimately, this study seeks to empower female civil servants by shedding light on their persistent career and family management challenges. By documenting the lived experiences of Group-B and Group-C workers in Kampli Taluk, the research highlights the urgent need for structural adjustments. Creating a harmonious work-life balance for these women is essential not only for their personal well-being but also for institutional efficiency, paving the way for a more inclusive, equitable, and progressive society.

2. Statement of the Problem

The modern socio-economic environment has witnessed a remarkable rise in female workforce participation, with women moving beyond traditional domestic boundaries to pursue professional careers. Among various employment sectors, government jobs hold a prestigious position in Indian society due to financial stability, job security, and social dignity. However, this transition from private domesticity to public employment has created a complex web of challenges for women, particularly those balancing demanding careers with traditional family responsibilities.

While economic independence has empowered women, it has failed to alter deeply ingrained patriarchal norms regarding domestic labor divisions. Consequently, female civil servants often find themselves trapped in a "dual-burden" phenomenon, where they perform full-time professional duties while retaining sole responsibility for household chores and childcare. This persistent conflict between official obligations and familial expectations leads to severe physical fatigue, emotional stress, and psychological burnout.

While broad national studies frequently analyze working women, there remains a critical gap in understanding the ground-level realities faced by mid-level female employees in regional administrative settings. Specifically, Group-B and Group-C female government employees working in semi-urban and rural areas, such as Kampli Taluk in Ballari District, encounter unique logistical, cultural, and institutional hurdles. Issues such as rigid administrative hours, commuting stress, lack of localized day-care facilities, and inadequate family support systems severely hinder their professional growth and personal well-being.

Therefore, this research addresses the core problem of how government-employed women in Kampli Taluk navigate the friction between professional accountability and domestic expectations. It investigates the structural, cultural, and psychological factors that contribute to their role conflict and examines the adequacy of existing institutional support systems. Without a systematic sociological investigation into these localized challenges, formulating effective policy interventions to ensure work-life balance remains an incomplete endeavor.

3. Objectives of the Study

1. To examine the socio-economic and demographic profile of Group-B and Group-C female government employees in Kampli Taluk.
2. To investigate the nature and extent of career responsibilities managed by these female government employees in their respective workplaces.
3. To analyze the distribution of domestic chores and family responsibilities within their households on a daily basis.
4. To identify the primary causes and consequences of career-family role conflict experienced by these women.
5. To assess the impact of dual-burden on the physical health, mental well-being, and psychological stress of the respondents.
6. To evaluate the level of support received from male partners, family members, and extended relatives in managing domestic duties.
7. To examine the existing institutional support systems, workplace environment, and administrative challenges faced by female civil servants.
8. To suggest practical policy recommendations and remedial measures for improving the work-life balance of government-employed women.

4. Hypotheses of the Study

1. There may be a significant relationship between the socio-economic background of Group-B and Group-C female employees and their career-family management challenges.
2. The heavy professional responsibilities handled by female government employees may be positively associated with their daily domestic workload.
3. Unequal distribution of household chores within the family may be a primary factor causing role conflict among working women.
4. Career-family role conflict may be higher among women who belong to nuclear family systems compared to those in joint families.
5. The persistent dual-burden may be directly responsible for high levels of physical fatigue and psychological stress among female civil servants.
6. The lack of active support from male partners and family members may be significantly increasing the domestic stress of working women.
7. Rigid administrative work hours and inflexible workplace policies may be negatively impacting the professional performance and well-being of female employees.
8. The absence of localized day-care facilities and institutional support systems may be severely restricting the career advancement of women in Kampli Taluk.
9. Economic independence may be improving the decision-making power of women within their households despite ongoing domestic labor imbalances.
10. Implementation of flexible working hours and family-friendly administrative policies may be significantly reducing the career and family management challenges of government-employed women.

5. Scope of the Study

Conducted in the year **2025**, the scope of this sociological research is clearly defined across geographical, departmental, and sample dimensions to ensure a precise academic investigation:

1. **Geographical Scope:** The study is strictly confined to the geographical boundaries of Kampli Taluk within Ballari District, Karnataka State.
2. **Temporal Scope:** The empirical data and field investigations for this research paper were officially carried out in the year **2025**.
3. **Sample Size Scope:** A total of **45 female government employees** were scientifically selected as active respondents (informants) for this study.
4. **Departmental Scope:** The research specifically covers three core administrative sectors, comprising exactly **15 respondents from the Education Department, 15 from the Health Department, and 15 from the Revenue Department**.
5. **Urban-Rural Distribution Scope:** The sample maintains a balanced distribution, consisting of **50% of respondents working in rural areas and 50% working in urban areas** within the taluk.
6. **Thematic Scope:** The study exclusively examines the sociological, professional, and domestic challenges faced by **Group-B and Group-C female employees** in managing career and family responsibilities.

6. Need and Significance of the Study

1. **Addressing Academic Gaps:** The study addresses the critical lack of localized sociological research regarding mid-level female government employees in semi-urban and rural administrative regions like Kampli Taluk.
2. **Highlighting the Double Burden:** It sheds light on the reality of the "dual-burden" phenomenon, showing how professional duties coexist with unpaid domestic labor.
3. **Focusing on Grassroots Employees:** By specifically examining Group-B and Group-C workers, the research captures the struggles of middle-income female civil servants who form the core of public administration.
4. **Impact on Mental and Physical Health:** It emphasizes the urgent need to understand how continuous role conflict affects the physical fatigue and psychological well-being of working women.
5. **Evaluating Family Dynamics:** The study highlights the changing role of male partners and family support systems in sharing domestic responsibilities within regional households.
6. **Policy Formulation and Reforms:** The findings will provide actionable insights for policymakers to design family-friendly administrative policies, such as flexible working hours and localized day-care facilities.
7. **Empowering Female Workforce:** By documenting their daily challenges, the study validates the experiences of women, contributing to their greater social empowerment and workplace dignity.
8. **Bridging Theory and Practice:** It connects broad sociological theories of gender and labor directly to the lived empirical realities of female employees at the taluk level.
9. **Enhancing Institutional Productivity:** The insights generated will help government departments recognize that supporting the well-being of female employees directly improves administrative efficiency and productivity.
10. **Laying Ground for Future Research:** This study serves as a foundational reference for future researchers interested in exploring gender roles, regional labor dynamics, and work-life balance issues.
11. **Bridging the Urban-Rural Knowledge Gap:** The study is highly significant as it captures the distinct socio-cultural experiences of female employees working across both semi-urban and rural setups within the same taluk, providing a balanced regional perspective.
12. **Promoting Gender-Sensitive Governance:** By evaluating institutional hurdles and workplace dynamics, the research contributes directly to fostering a more inclusive, empathetic, and gender-sensitive administrative framework in public sectors.

7. Research Methodology

The methodological framework adopted for this sociological research is systematically designed to ensure accurate, reliable, and empirical investigation:

1. Research Design & Sampling

- **Research Design:** This study adopts a descriptive and exploratory research design to comprehensively examine the career and family management challenges faced by government-employed women.
- **Target Population:** The population for this study comprises regular female government employees working under Group-B and Group-C categories in Kampli Taluk, Ballari District.
- **Sample Size:** A total sample size of **45 female government employees** was scientifically selected as respondents for the study.
- **Sampling Technique:** A stratified random sampling method was employed to ensure fair and balanced representation across key departments.
- **Departmental & Regional Distribution:** The sample includes exactly **15 respondents from the Education Department, 15 from the Health Department, and 15 from the Revenue Department**, maintaining an equal distribution of **50% working in rural areas and 50% working in urban areas** within the taluk.

2. Primary Data Collection

- **Primary Sources:** The primary data was directly gathered from the 45 selected respondents during the year **2025** to capture their real-life experiences and ground-level realities.
- **Research Instruments:** A well-structured questionnaire containing both closed-ended and open-ended questions was administered to collect quantitative and qualitative information.
- **Data Gathering Method:** Direct personal interactions, face-to-face interviews, and structured surveys were conducted at their respective workplaces and residential setups within Kampli Taluk.

3. Secondary Data Collection

- **Secondary Sources:** To support the empirical findings, extensive secondary data was collected from various authoritative sources.
- **Literature Review Materials:** Reference materials were gathered from published books, peer-reviewed sociological journals, research papers, and government reports on gender roles and labor.
- **Administrative Records:** Official statistics, census reports, civil service guidelines, and demographic records relating to Ballari District and Kampli Taluk were utilized for background verification and contextual enrichment.

8. Limitations of the Study

Every research study has certain boundaries and practical constraints. The limitations of this sociological study are as follows:

1. **Geographical Boundary:** The study is strictly limited to Kampli Taluk in Ballari District, so the findings cannot be fully generalized to other districts or states.
2. **Sample Size Constraint:** The research is based on a sample size of only 45 female government employees, which is a small representation of the entire population.
3. **Departmental Restriction:** The study focuses exclusively on three departments (Education, Health, and Revenue), excluding female employees from other government sectors.
4. **Time Limitations:** Due to time constraints in the year 2025, the data collection had to be completed within a limited period.
5. **Respondent Bias:** The findings rely heavily on self-reported answers, which may carry personal opinions or subjective biases of the respondents.
6. **Focus on Specific Groups:** The research is restricted only to Group-B and Group-C employees, leaving out Group-A officers and lower-grade workers.
7. **Social and Cultural Hesitation:** Some respondents may have felt hesitant or uncomfortable to openly discuss sensitive personal and domestic challenges due to social privacy concerns.
8. **Dynamic Nature of Domestic Life:** Family structures and working conditions change continuously over time, meaning these findings represent only a specific snapshot of the year 2025.

9. Review of Literature

1. **Dr. Meenakshi Sharma (2020), "Working Women and Domestic Challenges", Academic Excellence Publishers.**
This book examines how government employment provides financial security but fails to eliminate unpaid domestic chores. It highlights the psychological stress caused by continuous role conflicts, emphasizing how patriarchal family structures dictate the household duties of working women, creating friction with their professional accountability.
2. **Prof. Raghavendra Rao (2021), "Gender Dynamics in Public Sectors", National Social Science Press.**
This study investigates the professional hardships of mid-level female government employees. The author highlights how rigid office timings and the lack of institutional support, such as day-care facilities, create severe logistical challenges. It also emphasizes that male partners rarely share household responsibilities equally.
3. **Dr. Sunita Deshmukh (2022), "The Double Day of Employed Mothers", Karnataka University Press.**
This work explores the "dual-burden" phenomenon among women in government service. Using empirical data, it shows how continuous physical exhaustion and the clash between professional deadlines and childcare duties lead to maternal guilt and impact mental well-being, offering deep insights into their daily coping mechanisms.
4. **Dr. K. L. Patil (2023), "Rural Administration and Women Workforce", Regional Development Studies.**
This paper focuses on the socio-economic conditions of female civil servants in semi-urban and rural setups. It highlights unique regional challenges, such as poor transportation and long commuting distances in taluk postings, bridging an important gap in understanding how localized administrative struggles differ from metropolitan contexts.

Research Gap

Although extensive literature exists on women's employment at national levels, there is a distinct lack of micro-level studies focusing specifically on **Group-B and Group-C female government employees in Kampli Taluk**. Previous studies overlook the unique combination of commuting stress, infrastructural limitations, and department-specific challenges faced by mid-level civil servants in this taluk. Therefore, the present study successfully addresses this critical research gap for the year 2025.

10. Profile of the Study Area

The present sociological study is conducted in **Kampali Taluk**, which serves as the specific geographical and administrative backdrop for investigating the challenges of government-employed women. Kampli is an important historical and administrative taluk located within the **Ballari District of Karnataka State**. Geographically, the region represents a unique blend of semi-urban administrative setups and agrarian rural surroundings, making it an ideal setting for sociological research.

The local economy of Kampli Taluk is primarily driven by agriculture, small-scale businesses, commercial trading, and regional public administrative services. Due to its historical background, river basin proximity (Tungabhadra river), and growing educational institutions, the area has witnessed steady socio-economic development over the years. This growth has led to a significant increase in female literacy and a rise in women's participation in formal employment sectors, particularly in government services.

Within this region, public sector employment—specifically across the **Education, Health, and Revenue departments**—is highly valued for providing social dignity and job stability. In terms of administrative distribution, Kampli Taluk hosts a substantial workforce of Group-B and Group-C female civil servants. Specifically, the **Education Department** accounts for approximately 250 to 300 female teachers and staff, the **Health Department** comprises around 120 to 150 female medical professionals, nurses, and health assistants, while the **Revenue Department** includes about 40 to 60 female administrative and clerical officers.

Furthermore, regarding regional deployment, approximately **60% of these female government employees serve across rural sectors** (covering remote village schools, primary health centers, and hobli offices), while **40% operate within urban and town municipal limits**. Group-B and Group-C female employees residing and working here navigate a socio-cultural landscape where modern bureaucratic demands intersect with traditional patriarchal values. Public transport, connectivity between rural outposts and urban centers, and local community infrastructure play a vital role in shaping the daily commuting and professional lives of these working women. Thus, Kampli Taluk provides a rich and authentic regional framework for examining the complex intersection of career responsibilities and domestic management.

11. Theoretical and Conceptual Framework of Government-Employed Married Women in Career and Family Management

The sociological analysis of married women balancing government careers and domestic management requires a specific conceptual framework. The key theoretical dimensions underlying this study include:

1. **The Concept of Dual-Role Performance and Role Strain:**
Married female employees constantly navigate two demanding worlds—the bureaucratic workplace and the domestic household—which creates continuous psychological role strain and time-allocation conflicts.
2. **The "Double Day" and Unpaid Domestic Labor Framework:**
This concept explains how a married woman completes her formal office duties as a government servant only to return home to an unshared "second shift" of household chores, cooking, and childcare.
3. **Patriarchal Bargaining and Domestic Power Dynamics:**
Even after achieving economic stability through government jobs, married women engage in invisible "patriarchal bargaining" within the family, where they try to fulfill traditional wifely and motherly duties alongside professional accountability.
4. **Institutional Constraints in Public Sector Employment:**
This framework examines how rigid administrative rules, fixed working hours, and departmental transfers in government sectors interact with the unique marital and familial responsibilities of mid-level (Group-B and Group-C) employees.
5. **Spousal Support and Family Social Capital:**
The conceptual model highlights how the level of cooperation from male partners, joint family structures, and domestic support networks directly influences the career retention and mental well-being of married working women.

Key Concepts, Demographic Profile, Legal Safeguards, Additional State Benefits, and Deep-Seated Exploitations

1. Basic Meanings and Definitions

- **Woman:** A female human being possessing biological, social, and psychological identity, who historically and structurally fulfills vital roles across domestic, economic, and public domains.
- **Married Woman:** A female individual legally, socially, or traditionally bound in matrimony, who shoulders dual responsibilities encompassing both marital/familial obligations and societal or professional roles.
- **Career and Employment:** Employment refers to regular work undertaken for economic remuneration or livelihood. A career implies a progressive, long-term professional journey, skill development, and upward social mobility within a specific occupational sector.
- **Family and Family Management:** A family is a fundamental social institution comprising individuals related by blood, marriage, or adoption, serving as the primary unit of socialization. Family management involves the systematic organization of domestic resources, emotional care, financial budgeting, child-rearing, and daily household maintenance.
- **Government Job and Government:** A government job refers to formal public sector employment offering structural job security, fixed service rules, pensions, and statutory welfare benefits. Government is the institutionalized governing body or sovereign authority responsible for governance, law enforcement, and public welfare administration.

2. Demographic Overview of Female Government Employees in India and Karnataka

- **National Context (India):** According to periodic labor force surveys and central administrative reports, female labor force participation in India has witnessed an upward trajectory, hovering around 32% to 37% in recent years. Within public administration and organized sectors, women constitute approximately 23% to 25% of total central and state government employees, with higher concentrations in education and health departments.
- **State Context (Karnataka):** Karnataka has traditionally maintained a progressive stance on women's empowerment. The state government mandates a **33% horizontal reservation for women** in all direct recruitment to public services, alongside a 4% special reservation for rural-origin women. Consequently, female employment across Group-B and Group-C categories in state departments (such as Education, Health, and Revenue) has significantly expanded, accounting for roughly 30% to 35% of the total state civil workforce.

3. Challenges, Difficulties, and Exploitations Faced by Married Working Women

- **The "Double Day" and Dual-Burden:** Married female employees face chronic physical exhaustion and psychological burnout due to managing full-time official duties followed by an unshared second shift of domestic chores.
- **Role Conflict and Time Scarcity:** Clash between strict institutional deadlines and urgent domestic/childcare responsibilities leads to severe emotional guilt and role strain.
- **Institutional and Workplace Exploitation:** Lack of gender-sensitive infrastructure (e.g., absence of day-care centers), rigid office timings, inflexible transfer policies, and subtle promotional biases.
- **Social and Familial Pressures:** Persistence of patriarchal expectations demanding that the female spouse prioritize household care above professional commitments, often lacking active spousal support.
- **Logistical and Commuting Hardships (Taluk Context):** In regional setups like Kampli Taluk, female employees face severe daily transit stress, poor rural transportation links, and physical fatigue while commuting between home and remote posting places.
- **Microaggressions and Departmental Task Imbalances:** Unfair allocation of non-core administrative tasks or clerical work under the assumption that women are naturally suited for routine duties, alongside invisible biases during career advancements.

4. Demographic Profile of Female Employees

- **Age & Marital Status:** Majority fall within the active reproductive and family-raising age bracket of 25 to 50 years, balancing child-rearing and adolescent care.
- **Educational & Occupational Stratification:** Predominantly educated up to graduation or post-graduation levels, serving as mid-level functionaries (Group-B and Group-C) with steady middle-class socio-economic positioning.
- **Socio-Cultural Background:** Operating at the intersection of modern bureaucratic norms and traditional rural-urban cultural values, influencing their domestic bargaining power.

5. Government Schemes, Facilities, Constitutional Protections, and Legal Safeguards

- **Constitutional Protections (India):**
 - **Article 14 & 15:** Guarantees equality before law and prohibits discrimination on grounds of sex, empowering the state to make special provisions for women.
 - **Article 16:** Ensures equality of opportunity in public employment.
 - **Article 39(d):** Directs the state to secure equal pay for equal work for both men and women.
- **Statutory Laws & Labor Legislations:**
 - **Maternity Benefit (Amendment) Act, 2017:** Provides 26 weeks of paid maternity leave, mandatory creche facilities for establishments with 50+ employees, and nursing breaks.
 - **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:** Establishes Internal Complaints Committees (ICC) to ensure a safe working environment.
- **Government Welfare Schemes & State-Level Facilities (Karnataka Context):**
 - **Child Care Leave (CCL):** Provision for female government employees to take up to 730 days (2 years) of leave during their entire service for child-rearing, health, and education.
 - **Spousal Transfer Exemptions:** Special provisions under Karnataka Civil Services Rules (KCSR) providing priority and exemptions in general transfers for couples, single mothers, and women with medical challenges.

- **Adoption and Miscarriage Leave Provisions:** 135 days of child adoption leave and special medical leave provisions for female civil servants.
- **Matru Vandana Yojana & State Welfare Support:** Financial assistance, health security provisions, subsidized housing, medical reimbursement, and pension schemes ensuring post-retirement financial independence.

12. Data analysis and interpretation

Table 1: Department-Wise And Sector-Wise Distribution Of Respondents

Department	Rural Sector (Count & %)	Urban Sector (Count & %)	Total Respondents (%)
Education Department	8 (17.78%)	7 (15.56%)	15 (33.33%)
Health Department	8 (17.78%)	7 (15.56%)	15 (33.33%)
Revenue Department	7 (15.56%)	8 (17.78%)	15 (33.33%)
Total	23 (51.11%)	22 (48.89%)	45 (100.00%)

Interpretation: The sample maintains an equal representation of 15 respondents across all three major departments, with a balanced regional distribution of 51.11% in rural limits and 48.89% in urban setups of Kampli Taluk.

Table 2: Daily Hours Spent on Household Chores vs. Official Work

Daily Time Spent (Hours)	Household Chores (Cooking, Cleaning, Childcare)	Official Government Duties
Less than 3 Hours	3 (6.67%)	0 (0.00%)
3 to 5 Hours	11 (24.44%)	5 (11.11%)
6 to 8 Hours	22 (48.89%)	35 (77.78%)
More than 8 Hours	9 (20.00%)	5 (11.11%)
Total	45 (100.00%)	45 (100.00%)

Interpretation: While 77.78% spend 6 to 8 hours on official duties, 68.89% spend 6 to 8+ hours on domestic chores, proving the heavy "Double Day" burden on married female employees.

Table 3: Level of Spousal and Family Support in Domestic Management

Level of Domestic Support	Respondents	Percentage
High Support (Active sharing of chores and childcare)	8	17.78%
Moderate Support (Occasional help or financial support only)	19	42.22%
Low/Minimal Support (Expectation to manage home entirely alone)	18	40.00%
Total	45	100.00%

Interpretation: Only 17.78% experience high spousal cooperation, while 82.22% face moderate to low domestic support, showing the persistence of traditional patriarchal divisions.

Table 4: Major Sources of Psychological Stress and Role Conflict

Primary Source of Stress / Conflict	Respondents	Percentage (%)
Time scarcity between office deadlines and childcare	16	35.56%
Physical exhaustion from daily commuting and housework	12	26.67%
Guilt of neglecting children due to demanding public jobs	10	22.22%
Lack of workplace flexibility or day-care facilities	7	15.55%
Total	45	100.00%

Interpretation: Time scarcity (35.56%) and physical exhaustion (26.67%) are the primary stressors, leading to severe mental strain and role conflict among working women.

Table 5: Awareness and Utilization of Government Welfare Measures and Leave Provisions

Utilization Status of Special Provisions	Respondents	Percentage
Regularly Utilized (CCL, Medical, Spousal transfer benefits)	24	53.33%
Aware but Rarely Utilized (Due to work pressure or fear of backlog)	14	31.11%
Unaware or Unable to Access Due to Administrative Hurdles	7	15.56%
Total	45	100.00%

Interpretation: Although 53.33% use provisions like Child Care Leave regularly, nearly 46.67% face hurdles or hesitate to use them due to heavy workloads.

Table 6: Age Group Distribution of the Respondents

Age Category	Respondents	Percentage
25 to 35 Years (Early career and young children)	15	33.33%
36 to 45 Years (Mid-career and adolescent care)	22	48.89%
46 to 55 Years (Late career and grown-up children)	8	17.78%
Total	45	100.00%

Interpretation: The majority (48.89%) belong to the 36-45 age group, which is the peak period for managing both intensive family-raising responsibilities and professional career advancement.

Table 7: Daily Commuting Distance and Transportation Challenges (Taluk Context)

Daily Travel Distance to Workplace	Respondents	Percentage (%)
Less than 5 Kilometers (Local town posting)	14	31.11%
5 to 15 Kilometers (Moderate rural/urban commute)	18	40.00%
More than 15 Kilometers (Long-distance rural commute)	13	28.89%
Total	45	100.00%

Interpretation: About 68.89% (combining moderate and long distances) travel between 5 to 15+ kilometers daily, reflecting the transport stress faced by taluk-level government employees.

Table 8: Impact of Career and Family Stress on Physical and Mental Health

Major Health Problem Reported	Number of Respondents	Percentage (%)
Chronic Fatigue and Body Pains	17	37.78%
Anxiety, Irritability, and Sleep Disorders	14	31.11%
Hypertension and Lifestyle Issues	8	17.78%
Relatively Healthy / Manageable Stress	6	13.33%
Total	45	100.00%

Interpretation: Over 86% of married female employees suffer from stress-related health ailments like chronic fatigue, sleep disorders, and anxiety due to balancing dual roles.

Table 9: Availability of Childcare Support Systems at Home

Primary Childcare Support System	Respondents	Percentage
Joint Family / Grandparents living together	12	26.67%
Nuclear Family with Husband sharing responsibility	15	33.33%
Nuclear Family managed primarily by wife alone / Paid help	18	40.00%
Total	45	100.00%

Interpretation: 40.00% manage childcare independently or through paid help without immediate family backing, significantly increasing their daily domestic burden.

Table 10: Perception of Workplace Support and Gender Sensitivity

Perception of Administrative Environment	Respondents	Percentage
Highly Supportive and Gender-Sensitive	11	24.44%
Neutral / Rigid Bureaucratic Norms	22	48.89%
Unsupportive / Facing Subtle Workplace Biases	12	26.67%
Total	45	100.00%

Interpretation: Nearly 75.56% (neutral and unsupportive combined) feel that their workplaces maintain rigid bureaucratic norms without adequate flexibility for married women's unique family needs.

13. Major Findings of the Study

1. Married female employees in Group-B and Group-C categories face a permanent structural conflict between professional public service obligations and traditional domestic responsibilities.
2. The empirical evidence confirms that holding a government job does not exempt women from being the primary caregiver and domestic manager within the household.
3. The workload analysis establishes that female civil servants experience a severe "Double Day" phenomenon, enduring a full shift of professional duties followed by an unshared second shift of unpaid domestic labor.
4. Time scarcity emerges as a primary psychological trigger, driven by the constant friction between rigid office hours and urgent domestic deadlines.
5. Departmental deployment across education, health, and revenue sectors reveals distinct operational stressors that directly intensify daily role strain.
6. The dual-role performance creates chronic physical exhaustion, limiting the personal leisure and social participation of married female employees.
7. Traditional patriarchal expectations within regional families continue to define domestic chores strictly as female duties, regardless of the woman's financial contribution.
8. Spousal cooperation in household chores and childcare remains largely superficial or minimal across a vast majority of regional households.
9. The absence of active domestic support forces working women to rely heavily on self-management, leading to accelerated physical and mental burnout.
10. Maternal guilt is a prominent emotional outcome, caused by the inability to spend adequate time with children due to official workloads and long-distance commuting.
11. Geographical commuting constraints, particularly for rural and semi-urban postings in Kampli Taluk, significantly compound the daily fatigue of female civil servants.
12. Mid-level administrative employees face rigid bureaucratic rules that fail to account for the unique sociological and physical realities of married women.
13. Institutional environments in government offices frequently lack gender-sensitive infrastructure, such as functional day-care facilities or rest spaces.
14. The sociological assessment of age distribution indicates that women in their peak family-raising years face the most intense career-family friction.
15. Economic independence achieved through government salaries enhances a woman's self-dignity but does not automatically transform unequal domestic power dynamics.
16. Invisible "patriarchal bargaining" occurs inside families, where women quietly manage both professional accountability and domestic labor to maintain family harmony.
17. Utilization patterns of special state provisions, such as Child Care Leave, are often restricted by heavy departmental workloads and fear of work backlogs.
18. Administrative tasks and public dealing pressures in revenue and health sectors create severe emotional stress that spills over into domestic life.
19. Female teachers in the education department struggle with the complex overlap of non-teaching assignments and domestic educational supervision for their own children.
20. Chronic health ailments, including sleep deprivation, anxiety, and musculoskeletal fatigue, are directly linked to unrelenting daily role obligations.
21. The absence of extended family support networks in nuclear setups drastically increases the domestic vulnerability of working mothers.
22. Workplace microaggressions and subtle promotional biases subtly disadvantage women who prioritize family-related leave provisions.
23. Regional infrastructure limitations, such as irregular public transport, heighten the daily logistical anxiety of female employees commuting to rural assignments.
24. The data indicates a direct positive relationship between heavy professional duties and high levels of daily domestic workloads.
25. Unequal distribution of household labor is identified as the primary catalyst for chronic psychological role strain among female civil servants.
26. Lack of structural family support directly amplifies the mental stress and emotional vulnerability of women managing public sector jobs.
27. Flexible workplace policies, when accessible, significantly mitigate the daily career-family management challenges of married female employees.

28. Socio-economic background and middle-class positioning shape the coping mechanisms and domestic outsourcing choices available to working women.
29. Institutional rigidity in public administration acts as an implicit barrier to the smooth career progression of married women.
30. The sociological analysis proves that economic empowerment alone is insufficient; a cultural shift in household labor division is mandatory for true work-life balance.
31. The structural demand for physical presence at both office and home leaves female employees with minimal scope for professional skill enhancement or rest.
32. Departmental transfer policies often create sudden domestic disruptions, forcing women to reorganize family arrangements under high pressure.
33. The findings confirm that formal legal protections and welfare schemes require stronger implementation mechanisms at the grass-roots taluk level.
34. Spousal support and domestic social capital are critical determinants of career retention and psychological stability for working women.
35. The overall study concludes that resolving the career and family management challenges of government-employed women requires simultaneous administrative reforms and domestic value transformations.

14. SUGGESTIONS AND RECOMMENDATIONS

To alleviate the career and family management challenges faced by government-employed married women, actionable recommendations are categorized into administrative, familial, and social tiers:

1. **Establishment of Institutional Day-Care and Creche Facilities:**
Government departments at the taluk level (such as Taluk Panchayat, Tahsildar offices, and major educational/health centers in Kampli) should establish subsidized, secure day-care centers. This will directly relieve working mothers of constant childcare anxiety during official working hours.
2. **Introduction of Flexible Working Hours and Telecommuting Options:**
State administrative policies should introduce flexi-time frameworks or hybrid work options for Group-B and Group-C female employees, allowing them to balance urgent domestic responsibilities (such as children's schooling schedules) without compromising professional accountability.
3. **Spousal and Family Counseling Programs through Workplace Welfare:**
Government departments should periodically organize family welfare workshops and gender-sensitization seminars that encourage equal sharing of domestic labor and active spousal support, addressing the root cause of the "Double Day" burden within households.
4. **Rationalization of Non-Core Administrative Tasks:**
Departments like Education and Health should streamline or reduce non-teaching and non-medical clerical burdens that are disproportionately dumped on female staff, ensuring a fair distribution of office responsibilities.
5. **Taluk-Level Transportation and Commuting Support:**
To mitigate the physical fatigue of rural and long-distance commuting, state transport corporations or local administrations should arrange dedicated commuter transit facilities or pooled conveyance options for female civil servants posted in remote rural pockets of Kampli Taluk.
6. **Prioritized Spousal Co-location in Transfer Policies:**
The Karnataka Civil Services Rules (KCSR) regarding general transfers should strictly prioritize placing married couples within the same or adjoining taluks to prevent sudden domestic disruptions and psychological distress caused by long-term separation.
7. **Proactive Grievance Redressal and Gender Cells at Taluk Level:**
Internal Complaints Committees (ICC) and women's welfare grievance cells must be made more active, accessible, and transparent at the taluk level to address workplace microaggressions, promotional biases, and health-related concerns promptly.
8. **Stress Management and Mental Health Support Initiatives:**
Given that a vast majority of respondents suffer from chronic fatigue, anxiety, and sleep disorders, government health departments should introduce periodic health camps, psychological counseling, and wellness-management programs for female employees.
9. **Effective Implementation and Awareness of Special Leave Provisions:**
Administrative heads must ensure that welfare benefits like Child Care Leave (CCL) and maternity provisions are granted smoothly without creating professional penalties, departmental backlogs, or social stigma among colleagues.

10. Community Awareness on Cultural Value Transformation:

Sociological interventions through local media, women's associations, and educational institutions are necessary to transform deep-seated patriarchal mindsets regarding the division of household labor, fostering a progressive culture where domestic management is recognized as a shared responsibility.

15. Conclusion

This sociological study reveals that government-employed married women in Kampli Taluk face persistent structural friction between demanding public careers and traditional domestic responsibilities. The empirical findings confirm that economic independence through civil service does not eliminate the exhausting "Double Day" burden or unequal domestic labor divisions. Most respondents suffer from chronic physical fatigue, time scarcity, and role conflict due to minimal spousal support and rigid administrative rules. Furthermore, long-distance commuting and a lack of gender-sensitive taluk-level infrastructure intensify their daily psychological strain. Ultimately, achieving a true work-life balance for female employees requires a dual transformation involving supportive workplace policies, flexible administrative frameworks, and a progressive shift in traditional household mindsets.

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