

## WOMEN IN NON-TRADITIONAL CAREERS- UNDERSTANDING THEIR CHALLENGES

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### ABSTRACT

Today, women no longer lag in the workplace. Due to the rising cost of living, child education costs, housing costs, etc., every family in India is looking for ways to expand their household. They work both conventional and unconventional jobs. jobs outside the norm include architecture, software development, hardware engineering, and the construction industry. According to the US Department of Labor's Women's Bureau, a nontraditional career for women is one in which women make up no more than 25% of the workforce. They must multitask, as expected. Even if they are employed by their sex, women must take care of the family and home because society has classified them as a submissive individuals. She is also expected to retain her modesty and decency in our society. Her uncooperative spouse can always dominate her. She is viewed as being less effective than her male coworkers at work. Additionally, there are pay concerns, leave, health, and sexism. In light of this, the study's goal is to identify the difficulties these women have in juggling work and domestic responsibilities. After the questionnaire was completed, the research was carried out in Chennai.

The goal of the research is to pinpoint issues that are encountered.

1. Support from family members and parents
2. Obstacles these ladies had to overcome
3. Husbands' assistance
4. Children's needs, 5. Personal and social needs,
6. Managing a home and profession,
7. Pay and promotion systems, and

Recommendations and implications for the policy will be made once the results are known.

### INTRODUCTION.

Women make a home into home" because she has always preferred staying at home, and she does this by showing her love and care for her husband, kids, and extended family via her dedication and labour of love. This is a well-known fact and an unavoidable reality of man's existence. But now that women are beginning to leave their homes to work, the truth is barely acknowledged. Women are no longer underrepresented in the workforce. Due to the rising cost of living, child education costs, housing costs, etc., every family in India is looking for ways to expand their household. They work both conventional and unconventional jobs.

"Traditional or female-dominated jobs are those where at least 75% of the employed population is female. Jobs fall under the category of occupations if at least 50,000 persons in the sample are employed. 2014 annual averages for all employed individuals show the overall number of workers and women's share of total employment (including part-time and self-employed). (-) ([www.bls.gov/cps/cpsaat11.htm](http://www.bls.gov/cps/cpsaat11.htm)) \* The median weekly wages for 2014 are based solely on full-time wages and paid employees. (<http://www.bls.gov/cps/cpsaat39.htm> Source: Current

Population Survey, Bureau of Labor Statistics. According to the U.S. Department of Labor's Women's Bureau's publication, "Nontraditional Occupations for Women," a non-traditional career for women is one in which women make up no more than 25% of the workforce. "Non-traditional" occupations are those in which the proportion of women in the workforce is less than 25%. According to the Women's Bureau of the U.S. Department of Labor's Non-Traditional Occupations, just 5.7% of all working women in 1997 held nontraditional professions.

A few non-traditional occupations for women include architects, computer programmers, computer software and hardware engineers, detectives, chefs, barbers, clergy, engineers, computer and office machine repairers, construction and building inspectors, railroad conductors, machinists, truck drivers, firefighters, aeroplane pilots, and construction occupations. Women's Bureau, Non-Traditional Occupations, U.S. Department of Labor  
The department of labour lists over 100 professions that fit this description in the twenty-first century, including police officers and architects. In Los Angeles, the first female police officer was hired a century ago. 130 years ago, Louise Blanchard Bethune was selected as the first female architect (Companion to Women in the Workplace by Dorothy Schneider and Carl F. Schneider, ABC-CLIO, Inc., 1993).

According to US Department of Labor figures from 2017, (the Median Weekly) women were underrepresented in STEM ((Science, Technology, Engineering, and Math)) industries and the building trades. (Revised November 16, 2018, by Dawn Rosenberg McKay)

#### Specifications of Non-Traditional Jobs

For a variety of reasons, women pursue nontraditional careers. Schroedel (1998) asked respondents in a study what attracted women to non-traditional careers. Given that women labour for pay, it is no surprise that 72% of them claimed it was "the money." State Department of Education of Florida, 1998. 24 per cent of respondents claimed that having a hands-on job, working outside, and feeling satisfied with their creativity were the reasons they selected it. It demonstrates that they can also provide for their family with this work. The traits of successful women in atypical careers include the following.

- A desire for increased pay and benefits;
- a love of learning; • a willingness to take on new challenges;
- an interest in working with one's hands;
- a desire to see tangible results of one's labour (Workplace Solutions, 1998)
- In good physical and mental shape
- Need to make more than \$6.00 per hour for oneself and their families
- Need to have access to services like health care 48
- A desire to learn about and interact with new people, places, and things (Illinois Women in the Careers, 1998).

## **History of Women Entering the Workforce**

Before 1940, women used to work from home, taking care of the family and doing chores like cooking and laundry. They all shared bedrooms and even beds with the family members they worked for, and they all participated in farming activities around harvest time, including canning, making butter, and processing grain (Baxadal & Gordon, 1995, p.22).

Eventually, women began working in positions that required them to have a high school diploma, and the wealthiest among them began attending college (in 1920, 28,000 women, or 7.6% of all women, did so) (Baxadal & Gordon, 1995, p.22). These college-educated women chose to remain single, and pursue management and professional careers, particularly in social work, nursing, and education. Women only continued working after getting married.

Jobs were developed during 1940, first for males alone and afterwards for women.

The Volee Aircraft employed 25 women in California and 14 in Massachusetts in 1941. (Coleman, 1995). Even when women achieved success, many businesses refused to hire them. Additionally, men believed that women lacked the necessary physical prowess, mechanical aptitude, and mental stability to do high-paying, skilled factory occupations. Additionally, employers claimed that the presence of women would divert their attention (Coleman, 1995). Married women were not permitted to work in non-traditional fields. Teachers who were married received criticism, and a survey reveals that married women were not allowed to work for banks or insurance organisations.

During the same period of World War II, the Department of Labor hired more women.

Many local organisations sought to promote women's employment. The course of economic development underwent many alterations. Women were given a ten-minute film, presented by Katherine Hepburn, about Eleanor Roosevelt's "Women in Defense." The movie included several different professions, including that of a scientist, factory worker, modern pioneer, and Red Cross volunteer. Mary Anderson, the chief of the Women's Bureau at the Department of Labor, stated that she "worked at establishing employment training programmes for females. Twenty thousand females were acquiring skills like welding and radio repair under the National Youth Administration (NYA), a programme established during the Great Depression to aid young people without jobs (Coleman, 1995). The employment of women in specialised vocations and industries underwent a significant shift as a result of World War II. Women were employed in steel mills, lumber mills, and shipyards. They drove streetcars, buses, cranes, and tractors, and worked as welders, mechanics, electricians, and boilermakers. Women also worked as physicists in industrial laboratories and engineers in drafting rooms (Coleman, 1995). Police officers, cab drivers, attorneys, statisticians, journalists, and musicians in symphony orchestras were among the professions where women rose to prominence (Weatherford, 2004) Many women served as auxiliary drivers, police officers, fire watches, and air raid warders. Women often took on difficult jobs and invested hours scanning the sky for enemy aircraft.

When the Second World War ended in 1945, women lost their occupations.

Women were more devoted to their jobs and more patriotic. Coleman (1995) states that many women and men contributed to posters and pamphlets as well as writing about the

accomplishments, victories, and employment records of World War II for publications and newspapers. At this point, women overcame prejudice, rose to the challenge, and were shown that they could flourish in fields that had previously been seen as non-traditional for women.

## REVIEW OF LITERATURE.

To comprehend how women are perceived in non-traditional vocations in the setting of Nepal, a qualitative case study was undertaken by Govinda Kumar Shrestha 2016 the study was conducted in the Kathmandu Valley, and seven volunteers were chosen from four non-traditional occupations: electrical, motorcycle mechanics (automobile), light vehicle driving, and mechanical lathe operator. Interviews and focus group discussions were used to gather the data.

According to the findings, very few Nepalese women working in non-traditional occupations. This is because women are traditionally expected to perform mainly domestic duties. However, if they don't feel inferior to males and don't hesitate to engage in these fields, women in Nepal may be able to pursue non-traditional employment. The largest obstacle for women in these occupations is the lack of support from society for their job.

People and society treat them with distrust because of their behaviour. People's tendency to treat women in this industry with backbiting and leg pulling causes them major challenges. However, the female participants were helped by their families and groups. They have also contributed significantly from the start, which has motivated them to keep working.

In 1994, Washbourne Gale Andrew did a study on women in the non-traditional profession of construction, focusing on concerns relating to women in the industry and draw findings. With statistical support, it presents construction employees' issues and offers conclusions and recommendations for practice.

Women in Non-traditional Careers by Teresa A. Roche (2006 ) demonstrates that there are Artificial impediments and attitudes sometimes have hindered talented women from realising their full potential in traditionally male-dominated fields like construction and automobile technology. For those younger females joining these professions, the late entry of women has left extremely few role models. A profile of atypical female employees in a male-dominated workforce was created by this study. Due to differences in gender performance, a significant portion of women has faced various obstacles. Concerns for unconventional females seem to centre on acceptance by peers, the community, and administrators, as well as the difficulty of juggling family and profession.

A study of women who work in non-traditional fields was undertaken. By addressing significant issues affecting the American labour market, Katherine L. Wesley (2012) adds to the body of knowledge regarding effective practices for employers attempting to retain women in non-traditional occupations. The findings will provide educators with crucial knowledge on vital factors that can help women choose unconventional careers and advance both personally and professionally. The study's findings will also assist women in resolving issues where gender and achievement collide.

Objectives of the study.

A sizable number of research on working women have been conducted. Women began to work in both traditional and non-traditional jobs as they advanced in education. Traditional jobs are recommended for women to pursue. Due to the risk involved, the lack of awareness about employment, and the desire of parents for their children to be safe, they do not encourage their kids to choose non-traditional careers.

Women in these fields encounter several difficulties The goal of the study was to evaluate the difficulties experienced by women who work in atypical jobs, such as doing housework.

- looking after children
- assistance from the husband, parents, and family
- Private life
- A social life
- Differences in pay Promotion system Capability to balance work and family

### **Methodology**

Based on Sam Malhotra ( Essay on Home and the Working Woman by Sam Malhotra.). After receiving their education and landing a job, women begin to ignore the home because they lack the energy to work at home after a long day at the office, which is a real reason. She is becoming less worried about matters at home. This mindset among women leads to several issues with children, the elderly, and parents at home. This prompted researchers to explore these women in atypical occupations.

This study was done on women in Chennai who hold non-traditional jobs. A sample of 50 computer operators was selected, 25 from the SRM Institute of Technology and 25 from the Tamil Nadu University of Veterinary and Animal Sciences. 30 questions under the following headings were framed for a questionnaire.

- performing household duties
- looking after children
- assistance from the husband, parents, and family
- Private life
- A social life
- Salary Promotion System Disparities
- Relationships with male co-workers. Capable of managing both home and job.

Interviews were substituted in place of the questionnaire.

### **Definitions**

According to the U.S. Department of Labour's Women's Bureau's publication, "Non-traditional Occupations for Women," a non-traditional career for women is one in which women make up no more than 25% of the workforce.

"Non-traditional" occupations are those in which the proportion of women in the workforce is less than 25%. women (U.S. Department of Labour, Women's Bureau, Non-traditional Occupations for Women).

According to the U.S. Department of Labour's Women's Bureau report, some non-traditional

occupations for women include architects, computer programmers, computer software and hardware engineers, detectives, chefs, barbers, clergy, engineers, computer and office machine repairers, construction and building inspectors, railroad conductors, machinists, truck drivers, firefighters, aircraft pilots, and construction occupations women.

## **RESULT AND DISCUSSION**

According to this study, 60% of the sample is a whole life in a nuclear family. They were all comfortable juggling their families and occupations.

One hundred per cent of them responded that they cooked the dinner alone when asked about domestic duties, while several admitted that their mothers-in-law assisted them in cutting vegetables. Only 10% of the women had spouses assist them with cooking and chopping veggies. They all have washing machines for washing clothing. They hired maids to assist them in cleaning their homes and kitchen appliances. Surprisingly, 10% of men assisted them in maintaining a clean home. Women are typically trained to take care of the home and kitchen. When these women need it, their spouses and in-laws are there to help.

90% of these women put in 8 to 9 hours daily in the office. Less than 10% of people work more than 10 hours. Due to their seniority and completion of ten years of service. Contrary to how most people act, all of these women support their children's academic endeavours. 90% of them assist them with getting ready for the day, taking a bath, eating breakfast, and packing their lunches. They receive assistance from auto men, some from their spouses, and some from school buses to be dropped off and picked up from school. In the absence of their mothers, children are cared for by their fathers or grandmothers.

About 90% of them don't take on additional work or go on official duty when it comes to their jobs. To care for one's family and children is the purpose.

When they have questions, their male co-workers encourage and assist them in resolving them. None of the examples discussed inappropriate behaviour by male co-workers or sexual harassment.

However, they thought that there was discrimination in terms of pay and promotion in the private sector. Some said that even after six years of service, they had not received a pay raise and were not given consideration for promotions.

None of the women in the study—all of whom were under 40 years old—had any health problems. They received care from their husbands and in-laws even when they experienced minor health issues.

Regarding their social lives, everyone went to birthday celebrations, and events, and spent holidays visiting friends and family. They occasionally went out on the weekends as well.

The difficulties they experienced were great because the sample only included computer operators, but with the assistance of their mother-in-law and husband, they were able to handle both their house and careers.

Take care of the kids while making time for social activities.

## **Conclusion:**

Women who have finished school and are planning their professions are not allowed to pursue their aspirations if they go against the grain. Women are discouraged from pursuing careers in



science, technology, and security. Women are questioned about their mental and physical capabilities.

In my perspective, the advantages and enjoyment that come with pursuing one's aspirations may lead to women taking atypical occupations. These are some actions that need to be taken.

1. Women must have the necessary training and skills for the work.
2. They must be in good physical and mental health, which is necessary for jobs like those of engineers, mechanics of computers and office equipment, inspectors of buildings and construction, conductors of trains, machinists, truck drivers, firefighters, pilots of aircraft, and workers in the construction industry.
3. They require training to supervise their male coworkers. Because they must combat sexual assault and harassment.
4. Because society does not support women in atypical jobs, they need mental toughness to overcome scepticism.
5. They must plan their work, both at home and at work.
6. Defend or persuade against gender-based pay inequality.
7. Must work on ongoing professional improvement.

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