

# Job Satisfaction among Women Police Employees in Maharashtra

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## ABSTRACT

Women in policing have been the subject of considerable study for the past 20 years. While women perform as well as men in various patrol assignments and situations, they still face a significant amount of disapproval from the male police personnel population. Citizens, however, have shown a greater acceptance of women in this male-dominated occupation and a greater confidence in women's abilities to effectively perform difficult patrol tasks. In India, according to the latest statistics of the home ministry, women constitute 5.3 per cent of the country's police forces. Women have dual responsibilities, one hand she has to deal with her personal life which includes (Family, husband, grandfather-mother, child etc.) and on another hand, she has to deal with Job responsibility. It has found that the number of working hour has a direct impact on health, quality of work as well as personal life and social life of women police employees. Maharashtra Police (IAST: Mahārāṣṭra Polīs Sēvā, formerly Bombay State Police) is the law enforcement agency responsible for the Indian state of Maharashtra. It is headed by Director General of Police, Rajnish Seth (IPS), and headquartered in Mumbai, Maharashtra. It is one of the largest police departments in the country, having about 36 district police units in the state. The Maharashtra Police Department has a strength of nearly 1.95 lakh. It also has 15,000 women in its force.

**KEYWORDS:** women, police, Maharashtra, job, satisfaction, employees, responsibility, health, social

## INTRODUCTION

Maharashtra Govt. (Home department) vide its G.R.No.PPA 1394/ 5/Pol-8, dtd.29.09.1995, has established a PAW (Prevention of Atrocities on Women) Cell at the Maharashtra State Police Headquarters Mumbai initially. It is working presently at State CID Crime office, Sangambridge, Pune. The cell is headed by the officer of the rank of Spl. Inspector General of Police. In maharashtra prevention, detection & Investigation of crime against women is dealt with by the jurisdictional police stations. The Director General of Police, Maharashtra State, Mumbai has issued circulars to created Mahila Police Kaksha in each police Station, to handle the cases regarding crime against women. As per availability Women Police Officer & Police Constables are appointed in these cells.[1,2] 975 such cells are established till date. These committees are established in all Headquarters of all 45 Police Units and all Police Stations. These committees are helping for legal assistance to the women in crises with the

help of police intervention. The cell includes Women Doctors, Women Advocates, Women Professor and Social Worker etc. The social security cells are functioning in the Police Headquarters. These units investigate the cases related to crime against women. 33 such cells are established. In Maharashtra up till now 90 SCCs are functioning in the premises of the Police Stations. All the facilities i.e. separate office, toilet, furniture, telephone, etc are provided to them by Police Dept. These centers work in co-ordination with Woman and Child Welfare Dept. as per the directions of Hon. High Court. These centers help the women [3,4] in crises especially family disputes. Govt. has approved 54 new cells. To prevent immoral trafficking of women and children 330 help centers are established at S.T. stands as per the recommendation of Justice Dharmadhikari Samittee. For the effective implementation of 1) Pre – Conception and Pre – Natal Diagnostic Techniques (Prohibition of Sex Selection) Act - 1994 (PCPNDT),

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2) Medical Termination of Pregnancy Act – 1971 (MTP) the Police Officer of the rank of DySP/ ACP has been appointed as a nodal officer. To help the women in distress the Toll-free Help Line No.103 is started in Mumbai, Thane & Navi Mumbai Police Units & rest of Maharashtra Toll-free Help Line No.1091 is used. In all District of Maharashtra Child Welfare Committee & Juvenile Justice Boards are formed to protect & care of children in distress. Special Juvenile Police Unit is formed in all 45 Police Units and one Police Officer is appointed as Child Welfare Officer in 1028 Police Stations. To registered the cases under this act training has been given to Police officers and men. 152 Training workshops have been arranged in all Police Units and 1705 Officers & 4548 men have been trained for implementing this law effectively.[5,6] To protect the women from domestic violence, this act has come in force. This act is implemented by the Protection Officers appointed by Women and Child Welfare Dept. The Maharashtra State has established Anti Human Trafficking Cell on 31/03/2008 under Crime Investigation Department, M.S. Pune to have effective and prompt and speedy action to solve the various problems of Anti Human Trafficking. The Special Inspector General of Police (PAW) CID, M.S. Pune has been nominated as a nodal officer for the State of Maharashtra.

12 Anti-Human Trafficking units are established in the state of Maharashtra. These units are functioning in Mumbai, Thane city, Thane Rural, Pune, Sangli, Nagpur, Ahamednagar, Navi Mumbai, Solapur City, Beed, Kolhapur and Yavatmal. They are all fully operational. State Nodal Officer Maharashtra has attached two NGOs and officer from Women and Child Dept. to the each AHTUs, so that AHTU become a wholesome unit dedicated to the cause of Anti Human Trafficking. They have been equipped with infrastructure and are taking a lead in conducting rescue operations. Various rescue operations have been conducted and victims have been rescued and traffickers have been arrested from the time these units have been established. Police Inspectors working in the Social Service Branch in the Commission rate and District Crime Branch of Maharashtra Police have been notified as 'Special Police Officer' for the purpose of Anti Human Trafficking.[7,8]

Regular training workshops have been held for police officers, NGOs and prosecutors to sensitize them regarding anti human trafficking and its seriousness and impact on society, to develop victim friendly approach and to enhance their investigative skills.

In a significant move, the Maharashtra police has reduced the working hours of women police personnel from 12 hours to eight hours. The new shorter working day for women personnel will be implemented on an experimental basis, an order issued by the state Director General of Police (DGP) Sanjay Pandey said. Normally, both male and female personnel have 12 hours' duty.

The eight-hour duty for women will be in force until further orders, said the DGP's directive, issued. Unit commanders have been directed to ensure that the order is implemented. A senior official said the step has been taken to provide better work-life balance to women officials[9,10].

In case of emergency or during festivals, the duty hours of women personnel may be increased, but only with the permission of respective district Superintendents of Police or Deputy Commissioners of Police.

Earlier, eight-hour shifts have successfully implemented in Nagpur, Amravati, Pune Rural, and most recently in Navi Mumbai.

Back in September 2020, Maharashtra DGP Sanjay Pandey had informed that the decision to reduce working hours of the women police force was taken by the state government. As per reports, several women police constables had written to the DGP stating that their duty hours are often extended past the specified 12 hours, which impacts their family affairs.

After consulting with senior officials, Pandey issued a notice to the City Commissioners and the district police to avoid assigning night patrolling duty or other stressful work to the lower rank officers. The DGP said his office had learned that officers and constables were being assigned night patrolling or 24-hour duty, a day before the weekly off.[11,12]

The integration of women into law enforcement positions can be considered a large social change. A century ago, there were few jobs open to women in law enforcement. A small number of women worked as correctional officers, and their assignments were usually limited to peripheral tasks. Women traditionally worked in juvenile facilities, handled crimes involving female offenders, or performed clerical tasks. In these early days, women were not considered as capable as men in law enforcement. Recently, many options have opened up, creating new possible careers.

The Maharashtra Police Headquarters is in a Grade I listed its heritage building that was built between 1872 and 1876 and designed by Frederick William

Stevens (who designed the Victoria Terminus). During the British Raj, it served as the Royal Alfred Sailors' Home, named after Prince Alfred, the second son of Queen Victoria and Prince Albert, who visited Bombay in 1870. The building was used to house sick European sailors. After 1928, it served as the Legislative Assembly and then the Bombay Council Hall until 1982, when the Maharashtra Police moved into the building.[13,14]

Woman is an element of source of income in modern society. The civilized pattern of life system needs the support of viable economic resources and that can be brought by more than one earning in every family. In this aspect unorganized sectors give economic support to women in terms of regular employment, but at the same time the job security and working environment in unorganized sectors do not facilitate the proper job satisfaction among the employees and especially women police who undergo for work pressure, poor work support, lack of lucrative wages, inconvenience and so on. Due to the reason the job satisfaction among women police turned to be inconsistent. In order to understand the issues of women police, the job satisfaction among them, the reason for job satisfaction and dissatisfaction, the present study explains.

In India, Maharashtra state police department has traditionally been considered a male dominating profession. However, in tandem with a changing socio-cultural environment and an increase in educational opportunities, women have started recognizing their inherent potential and strength. Now days increasing number of women are joining the police department. However, in the existing familial and societal setup, police women are overtaxed and find it difficult to balance their work and life roles.[15,16] Women working in law enforcement feel more stress due to work load, lack of support from family and coworkers, shift duty, lack of communication. Job satisfaction of the women police influenced by promotion, salary and place of work.

### Discussion

In the traditional Indian society employment of women has been looked down upon. With the increase of urbanization and modernization this attitude has been changing. The women have to cope with double load of a housewife and worker. A woman, by virtue of her role as a home maker, it has been stated, only gives secondary importance to her job. Besides the organizational and personal variables, the family environment has also a direct bearing on their job performance and consequent job satisfaction. Thus, the status of women throughout the world and in India particular has been changing for

the better. In recent years social awakening, education, economic pressure and other factors have contributed significantly in narrowing the gap of social status and promoting social equality between men and women[17,18]

Police is generally defined as the civil force responsible for maintain law and order without which there can be no development in civilization. The police organization, which at present is known as police department, is meant and constituted for the proper maintained of law and order to perform the different functions relating to criminal administration. In India, police department has traditionally been considered a male dominating profession. Because, in Police department there are neither exact duty hours nor exact nature of the duty. An employee is tide up 24 hours to his duty .Police department is meant for safety and security of the society. No excuses are entertained by this department. It is aptly said of this department that “there is no question why, but you have to do or die”. Thus, Service in police department is quite different and rigorous than the services in any other civil department and sectors. Women in policing have been the subject of considerable study for the past 20 years. [19,20] Service in police department is a tough job for woman. It requires masculinity more than feminist because the policing activities require physical powers. However, the gradual induction of female members in all walks of life and professions can also be seen in the police force in India. The rising trend of crimes against women, increasing involvement of women in various crime and the problems of handling juveniles has stressed the need for women police in India. The women police in now an integral part of the police forces all over the country. A number of women have joined the Indian police service and the central police organizations. The Indian police service which had refused to accept any women earlier refused to accept any women earlier, with-draw resistance after a representation from some women conditions.[19,20]

Bihar has the highest percentage of women police personnel, followed by Himachal Pradesh and then Chandigarh. According to the data provided by the Bureau of Police Research and Development, women police personnel constitute 10.3% of the police force all across India, minister of state for home affairs Nityanand Rai informed the Lok Sabha . As per data on Police Organisations compiled by Bureau of Police Research & Development, out of the actual strength of 20,91,488 police personnel in States/UTs as on 01.01.2020, the strength of women police personnel is 2,15,504 which is 10.3%,” said Rai

through a written reply to Congress MP Vijayakumar alias Vijay Vasanth.

Providing a state-wise breakdown, Rai informed the Lower House that the state of Bihar possesses the highest percentage of women police personnel that is 25.30%, followed by Himachal Pradesh that has 19.15% and then [21,22] Chandigarh at 18.78%. Apart from this, only four states have one each director-general of police- Andhra Pradesh, Karnataka, Tamil Nadu and Telangana. The highest number of women inspectors are in Tamil Nadu, 1055, followed by 425 in Maharashtra and 286 in Odisha.

Responding to MP Vijayakumar's question on action taken to increase this "abysmally low" number, Rai said that MHA issued multiple advisories, the most recent being in June 2021, to UT/state governments to increase the representation of women in police to 33%. He added, "The aim is that each police station should have at least 3 women sub-inspectors and 10 women police constables, so that a women help desk is manned round the clock." [23,24]

The parliamentary committee, on Tuesday, also expressed disappointment on the total strength of women in the Central Armed Police Forces, 3.68%, and has asked MHA to take concrete steps to increase women representation in the central police organisations.

An increased number of women police officers could be fundamental in addressing violence against women and sex crimes, reduce use of excessive force, and improve police-community relations. "I trained with men, and then went on to work with them. Throughout my training, I was told that we are officers first, women later. But the moment I entered the field, I was reminded of my gender," D Roopa Moudgil, the first woman IPS officer in Karnataka, told The Indian Express.

Moudgil is one of the few women police officers who managed to land her feet in a highly masculinised occupation. Women make up merely 7.28% of the police force in India, according to a Status of Policing in India Report (SPIR) 2019. Despite the target set by the Home Ministry in 2009 – to achieve 33% women in the police force – their representation has increased only by 5% in a decade. Apart from reasons of diversity and inclusion, an increased number of women in the law enforcement mechanisms could be fundamental in addressing violence against women and sex crimes, reduce use of excessive force, and improve police-community relations. A part from reasons of diversity and inclusion, an increased number of women in the law enforcement

mechanisms could be fundamental in addressing violence against women and sex crimes, reduce use of excessive force, and improve police-community relations. Women in India entered the police force as early as 1938; yet, the progress in integrating them further has been awfully slow. Women personnel are usually constrained to dealing with women and juveniles - and rather, are used as social workers than law enforcement officers. [25,26]

Policing is seen as a male bastion. The general sentiment is that women are not 'man' enough to be a part of the force. One in two people in India believe that women are not fit for policing due to a lack of physical strength and aggressive behaviour, and inflexible working hours, according to a survey in SPIR 2018. Many respondents also believed that women cannot deal with high intensity crimes and cases and should focus on their household. Bihar, West Bengal and Karnataka were the most biased against women employed in the police force.

"A woman constable I knew would wake up at 4 am, cook and clean, and then travel for four hours to reach the police station. She was always sleeping in office," DCP Suman Nalwa, now principal of the Delhi Police Training School in Dwarka, told The Indian Express. "Another assistant sub-inspector would turn up to work with bruises on her face every day. Her husband would beat her up for returning home late. A policewoman's husband would keep her ATM card, and give her Rs 20 every day as pocket money," she said. [27,28]

Kiran Bedi, India's first female IPS officer retired voluntarily in 2007 as she was superseded by her male junior for the post of Delhi Police Commissioner. While women in the IPS may still benefit from a relatively 'integrated model', women in subordinate positions have to go through a gendered model of policing, as Tumpa Mukherjee has discussed in her book 'Women in Police in India: A Journey from Periphery to Core'.

Some findings of SPIR 2019 tell us that female police personnel are usually limited to in-house tasks such as maintaining registers/data, filing FIRs and other complaints, whereas male police officers are engaged in more field-based tasks such as investigation, patrolling, law and order duties, etc.

Furthermore, the report found that the work environment was not at all conducive for female police officers. Around half of the women officers reported not getting a weekly off. One in five of them said they had to work beyond duty hours a lot of the time. This proves a very stressful situation for

women, as they undergo the dual burden of providing care work and working a job as well. [29,30]

Feeling unsafe at the workplace is also an overarching issue among the women police officers. This may occur in two forms, one, facing sexual abuse and assault during working hours from senior officers who have the power to get away with it. Two, performing duty in a public place where 'anti-social elements' threaten a woman's safety.

Nearly one-fourth of the women personnel said that there were no committee to look into sexual harassment in the workplace, even though the formation of such committee has been made mandatory under The Sexual Harassment of Women at Workplace Act of 2013. Bihar ranked the worst with 76% of women police personnel reporting that no such committee had been formed.

A woman police constable based in Lucknow was sexually harassed by her seniors and had posted a video on social media that went viral. She had said, "How can I console other victims when I am not safe in my own police department? How can I even think of ensuring justice for other victims when I, a victim myself, have not got justice?"[31,32]

A 2015-16 survey by the National Family Health Survey revealed that 99% of sexual assault cases go unreported. An increase in the number of police women has been linked to a decline in the rate of intimate partner abuse and intimate partner crime.

For instance, in May 2018, a 35-year-old woman approached a station late at night after her husband assaulted her physically. Without the presence of a police woman she was made to wait to send her for medical tests. However, she felt uncomfortable and went to the hospital alone, where the ward boy raped her.

Following this incident, instructions were sent out to station at least one police woman in case of such emergencies. But due to a shortage of women police officers, the due process fizzled out after a few months of being followed.

Another study also found that women are better at placating violent situations as "Policemen see police work as involving control through authority" but "policewomen see it as a public service."

An inclusive and un-gendered system will help the institution be more gender-responsive and gender-sensitive — merely increasing the number of women police personnel won't do the deed. If there are systemic and institutional barriers that marginalise the police women, then we need systemic and institutional changes to counter the same. An

inclusive and un-gendered system will help the institution be more gender-responsive and gender-sensitive — merely increasing the number of women police personnel won't do the deed. If there are systemic and institutional barriers that marginalise the police women, then we need systemic and institutional changes to counter the same.

As long as patriarchy penetrates the Indian policing system with mainstream ideals of honour, manhood and violence, an egalitarian system will cease to be birthed.

In 1972, Kiran Bedi was the first woman in India to join the officer ranks of the Indian Police Service (IPS) — a first of many firsts in her career. From running non-profit organisations (NGOs) to heading police units, and crushing opponents on the tennis court, Kiran Bedi does it all. Shortly after joining the IPS, Bedi won the President's Police Medal in 1979. The reforms she introduced in the prison sector as Inspector General in Delhi won her the Ramson Magsaysay award in 1994.

Inspiring generations of women, Kiran Bedi became the first Indian and first woman appointed as the United Nations Police Adviser and head of the Police Division in 2003.[33,34]

It is the first resolution that recognized women's leadership to achieve international peace and security and their contributions to conflict prevention, peacekeeping, conflict resolution and peace building. The implementation of women, peace and security priorities is a key political commitment in the Secretary-General's Action for Peacekeeping (A4P) initiative, which also called for an expansion of the role and contribution of women in peacekeeping operations. Promoting the participation of women, both in peacekeeping and within the societies in which we serve, is at the centre.

In addition to dedication and perseverance, Kiran Bedi also acknowledges the role played by her family in her success. Growing up in a supportive environment, she had the full backing of her family to pursue the career of her choice. Today, she wants to channel the same energy into supporting future generations.

"I will do whatever it takes to inspire the youth to be responsible citizens and leaders in nation-building," she says.

Women police especially in Maharashtra, thus, are facing conflicting situation due to (i) inner conflict of dual commitment and (ii) the practical difficulty of combining work with their household activities. The conflicting situation of working women could be

solved only if the traditional notion of society towards women changes. While simultaneously recognizing the contribution of women to economic development, it is essential to examine the environment where women work and the conditions under which they become significant members contributing to economic growth. [35]

## Results

The work of the Women Police in Maharashtra state may not be easily compared with women working in other walks of life. She plays a dual role as to do family commitments as well as police job. But at the same time the job security and working environment in unorganized sectors do not facilitate the proper job satisfaction among the employees and especially women police who undergo for work pressure, poor work support, lack of lucrative wages, inconvenience and so on. Due to the reason the job satisfaction among women police turned to be inconsistent. In order to understand the issues of women police, the job satisfaction among them, the reason for job satisfaction and dissatisfaction, the present study is based.

The limelight comes easily on women in police whenever they perform well. However, the fandom built around women in uniform, online and offline, conceals more than it reveals. While women's share in the coveted Indian Police Service (IPS) in recent years has remained stagnant, the Bureau of Police Research & Development (BPRD) data shows that this number is only 12 per cent for the overall police force. The slowly rising share of women in police leadership roles, however, has not translated into a discussion on the nature of women's professional engagement within the police force. Do women constables own up the same powers and responsibilities as their male colleagues do. The jurisdiction of a police station is divided between 'beats', and beat constables are appointed for investigation of crimes in an assigned area, enquiry into complaints, attending to law-and-order situations, community policing and serving as an interface for police-public relations. These are essential 'executive' duties and the core aspect of policing.[36]

Women constables at police stations are usually allocated desk duties or general duties. In my 10 years of service, I did not meet a single woman head constable in charge of a police beat. It is interesting to note that the impetus for the induction of women in the police force came from the fact that they could counsel, touch, arrest, and pursue other women in course of their engagement with the public. It is no surprise then those women constables have remained relegated to organisational fringes, often seen in

nominal rather than substantive roles. There is a need to re-work the participation of women in police beyond just 'pink squads' and 'anti-Romeo squads'.

Women donning a crisp uniform may not translate to equitable and just treatment at work or home. The gendered division of labour in the private sphere, where women primarily serve as the caregiver, also mediates their participation in the public sphere. The woman constable still has to perform the 'duties' assigned to her 'gender role' at home that hinder her from doing 'gender neutral' duties at work.

Without the necessary support structures at home and work, the physical uniqueness of child-bearing and breastfeeding means that the progress a woman constable makes in her personal life puts her behind in her professional life. They may then prefer specific types of duties, which may ease the lopsided division of work at home. Lived experiences of women constables and how they perceive their work cannot be easily bracketed by simplistic explanations. The incongruity between the professional role of women constables and the perceived gender attributes plays out in complex ways. However, the evidence in favour of women as a visible, robust, and integral part of the civil police force is incontrovertible. It is time to infuse freshness. As the Superintendent of Aurangabad (Rural), I was pleasantly surprised to see 37 women constables respond to our call to work as "beat in-charge or beat amaldars" when I expected only a handful.

The distribution of executive duties equally between men and women in the constabulary instantly enhanced the productivity of the police workforce and bolstered the public trust that eased the police-public interface. It was a learning experience to witness men and women constables exchange notes on their professional problems with me as well as each other. It was heartening to hear a male constable trying to put things in perspective when a newly appointed woman in charge expressed her doubt about assisting the inquest panchnama of a male body found in her beat. As their Superintendent, I could not be happier.

It is time to infuse a fresh sense of purpose towards creating a conducive and substantive work environment for the women's constabulary. Such a system with integral and active participants could ease several operational challenges for the police as an organisation and provide a significant boost to its productivity. The operational advantages make for a convincing case for the police leadership at regional scales to consider. The task of implementation was made easier in the case of women 'beat amaldars' of Aurangabad due to the support and conviction of the regional leadership.

This is a key organisational overhaul that the police force in India needs to provide better policing services to its people. Issues pertaining to housing, toilets, childcare rooms, long travels, and even longer hours of physical hardship are quite palpable when one ventures into the field. Despite these, men and women in police have served society in the face of myriad challenges. It is high time to include women constables in active public engagement and investigations of all cases and core executive duties in their beats as a norm.

It may be said that without critically re-imagining and re-inscribing the familial gender roles, any intervention to foster women's substantive participation in the public sphere may be 'impractical'. However, concern for the 'practicality' of issues has surprisingly solved very few problems. Setting up ideals and untiring pursuit of them has proven to be a path that, though slower, is worth taking up. At home as at work.

Work life balance is a neighborly and far reaching blend of a person's expert and individual life. There are distinctive part of an individual's life that can affect work at the same time there are various periods of an individual's work which can affect family. Work life is multidirectional; for instance, when singular life intrudes with family life there can be a disrupting impact in the family similarly when there is an impedance of family life in the work life there can be an irritation in the master life. In this fast growing society there are crime rates increasing and law and order is to be maintained properly to have a control over it. In such situations the defense department plays a very vital role in maintaining the law and order in specific the police department. The researchers initiated a study among the police officials in specific the women police officials of Maharashtra and gave its issues. [37]

Study on Work Life Balance among the women police officials in Maharashtra can bring out the struggle which the women employees of the police department are facing. This particular topic is not studied by the researchers in common. Because of poor balance in work and life, the women police personnel struggle to concentrate on both cases that they are dealing with profession and family. This problem may result in more chaos in their family and it may create negative impact in their children's life also. Sample Study on this particular topic can be used by the Maharashtra Government to create a policy or a HR department which solely takes care of the Employees Health, Safety, Welfare and Family.

## Conclusions

Peaceful mind will lead to happiness in life. It is tough for human beings to live happily in their lives. Quality of life is important in today's scenario. By thinking differently, we may be finding out new ways to have a better balance between work and personal life. Work-Life Balance programs have been to have an impact on employees in the recruitment, commitment towards work and satisfaction. Dissatisfaction of work can be achieved by Quality of life. We may not develop Gandhi an levels of courage immediately, but surely we can do better than having to look back on our lives and regret that we lived by someone else's priorities. Work life Balance is observed as a formal of human life that leads to attainment of happiness in professional and personal life. Experts say that our emotions are the product of our own thoughts, we only can control our emotions but no one can affect our emotions without our concerns. Improvement is a continuous process to attain work-life balance it cannot be attained very easily, that person has to undergo so many consequences to achieve it efficiently. To improve the confidence in life is be confident on you. Work-life balance helps to develop relationship with others. This research study shows that the women police officials in Maharashtra are not regularly achieving their balance between work and personal life. The researcher has collected data from women police, of Maharashtra and analysed & interpreted and found the main findings and also given some suggestions to improve their quality of life. From this research the researcher gained new knowledge about work-life balance, how work-life balance takes place, what are all the reasons for not achieving work-life balance effectively, and which plays a vital role in work-life balance of women police employees of Maharashtra. From this sample study it was found that the women police officials of Maharashtra were unable to spend time with their family due to heavy work load. Here it was understood that Job Satisfaction or Stress or Promotion or Salary doesn't matter when it comes to work life balance because employees understand that every job has its own merits and demerits and an employee cannot work without any issues at work but only when the employees are able to allocate space between family and work then it contributes towards their work life balance. This can be identified by the Maharashtra Government and to address this issue the Government can initiate a Human Resource Department which takes care of the Man Power, Health, Safety and Welfare of the Employees. When all these are taken care and issues addressed well then the women employees can allocate time for their work and family and balance both.[37]

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