



## **Balancing Professional and Domestic Roles: Challenges and Strategies of Working Women in Birendranagar Municipality of Nepal**

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### **Article History**

*Received: 6 Jan 2025; Reviewed: 20 Feb 2025; Revised: 5 March 2025; Accepted: 5 April 2025;*

*Published: 21 April 2025*

### **Abstract**

*This research explores the challenges and strategies of working women in balancing professional and domestic responsibilities in Birendranagar, Surkhet, Nepal. The study examines how women navigate household chores while managing work commitment, highlighting the persistent influence of traditional gender role. The primary objective is to understand the coping mechanisms employed by working women to maintain work life balance. Using a qualitative research design, data were collected from semi-structured interviews with 34 working women. The finding indicates that while women employ various strategies, such as prioritizing tasks, delegating responsibilities and seeking family support, societal expectation still place of disproportionate burden on them. The study also highlights how the assignment of family task is often seen as a way to maintain household harmony despite contributing to stress and gender inequality. The research concludes that greater structure support, including workplace flexibility and policy interventions, is necessary to promote gender equality in work-life balance. These insights contribute to the broader discussion on gender roles, domestic responsibilities and professional challenges face by women in Nepal.*

### **Keywords**

*Working women, Domestic chores, Work-life balance, Gender equality, Professional challenges*

### **Introduction**

The participation of women in the labor market has been steadily increasing over time (Kabeer, 2021), with new challenges and opportunities. Historically, women have been relegated to a domestic role (Woloch, 2024), with their main activities limited to the household management and the rearing of children. The division of labor deeply influence by societal norms, limited women's access to formal education and employment opportunities (Berheide, 2014). However, as global movements for gender equality gained momentum, the traditional boundaries of women's roles began to blur, enabling more women to pursue careers outside the home while continuing to shoulder domestic responsibilities.

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In Nepal women have been traditionally identified as head carers and managers of the home, a position that is maintained by social mores and economic realities (Brumberg & Tomes, 1982). The societal perception of women as secondary earners often results in a "double burden" for working women, requiring them to manage both professional and domestic responsibilities simultaneously (Berheide, 2014). This dual function is especially clear in cities like Birendranagar, where the working women face invisible barrier for work-life balance (Trinkenreich et al., 2022). Further, it is generating challenges to meet of modern options and everyday aspiration simultaneously.

The Industrial Revolution marked a significant turning point in women's workforce participation, with more women taking on factory jobs to support their families (Brumberg & Tomes, 1982). With time, women started to occupy professions once exclusively male (e.g., teaching, medicine, business) and thereby start breaking away from stereotypes and equally, from societal boundaries (Kopenhager & Guidozi, 2015). Yet, even as opportunities expanded, women often faced systemic challenges in leadership roles (Dalla et al., 2017) that observed that women continued to be underrepresented at the managerial level because of both social and organizational barriers.

In Nepal, women's labor market has the same trends. Female representation in both government and non-government organizations has grown as a response to economic demand as well as pursuit of empowerment (Lakshmi & Prasanth, 2018). Nevertheless, in nontypical gender roles, the distribution of household work can be affected. For instance, Farmer and Farmer (2020) illustrate how historical discriminations have lingered to this day in current work environments, when women are often expected to juggle work and family in the face of heavy social expectations.

The present study deals with to understand the coping mechanism for work-life balance of working women as clerk of ward office in Birendranagar, Surkhet, a city located in the rapidly developing part of Nepal's Midwestern region. Women in this area are quite occupationally active, but are restricted by cultural values with respect to their roles as caretakers. This compounding dual pressure is extremely demanding on employed women, who are pushed to think up creative ways of effectively managing their demands (Pokharel, 2024).

This study aims to identify the challenges faced by working women in balancing professional and domestic responsibilities, examine their coping strategies, and assess the impact on their quality of life and career progression. By adopting a problem-focused approach, the research seeks to understand these dynamics and offer policy recommendations for promoting gender equality and work-life balance in Nepal.

## Literature Review

The success of sustainable development and family life depends on women. Working women face the dual difficulties of balancing professional and domestic roles; frequently results in increased stress and decreased well-being. This problem known as the "role conflict," arises due to competing demands from both work and home responsibilities. Research has consistently highlighted the challenges women face in balancing these roles, as well as the strategies they employ to cope with the resulting pressures.

The growing participation of women in the workforce has resulted in heightened expectations for them to manage both professional duties and household responsibilities (Uddin, 2021). According to Üngüren and Arslan (2021) role conflict occurs when the demands of one role interfere with the ability to fulfill the demands of another role, leading to stress. Women perform important responsibilities in the family as wives, heads of homes, financial managers, and mothers, making considerable contributions to long-term growth and family life. However, 53% of women are stressed by job and family duties, compared to 28% of males, with significantly greater proportions in Asian countries. This emphasizes the need for improved support systems and stress alleviation for women in these positions (Adisa et al., 2021).

Studies consistently report that the stress associated with balancing professional and domestic roles has a significant impact on the physical and mental health of working women. Women with high work-family conflict reported higher levels of stress, fatigue, and anxiety (Wang et al., 2024). In addition, they reported decreased job satisfaction and poorer overall health. The pressure to do well at both professional and domestic duties might contribute to loss and work-related tiredness (Harvey, 2023).

The working women experience greater levels of stress than working men is valid that working women do not experience greater stress than working men is untrue. Women's work still included performing their housework (Sushma & Rani, 2021). Additionally, the work hours, stress, and care giving responsibilities impact work-life balance, with women experiencing more health issues than men. The study by Ojha (2020) found that 47.5% of individual's experience job stress. It highlights the need for improved workplace healthcare benefits for women and better family support to reduce the work place stress.

To manage the competing demands of work and home life, women often adopt various coping strategies. Time management is frequently cited as a crucial strategy to reduce work-family conflict (Kalliath & Kalliath, 2014). Women can decrease stress and role conflict by dealing with timetables and creating clear boundaries between work and home life. Additionally, delegation is another crucial strategy. Women who share domestic responsibilities with their partners or other family member, experience less stress and greater life satisfaction (Wendolowska, Steć & Czyżowska, 2022). Another impotent option is to seek social support. Research by McFadden et al., (2021) shows that women who have supportive spouses, family members, and colleagues are better able to handle role conflict. Flexible work choices, such as telecommuting or flexible hours, have been reported to help women incorporate their professional and personal duties (Kashive & Roy, 2025). Empowering the women is keys in social work, addressing both household and professional responsibilities. These theories promote social justice, helping individuals balance the demands of care giving and work while challenging unequal access to resources and power. Concepts like mutuality, self-awareness, and collaboration support both personal and professional growth. For example, in Claudia's case, a feminist empowerment approach helps women manage household responsibilities, gain confidence, and improve their professional lives by enhancing their sense of control and self-efficacy (Turner & Maschi, 2015).

The study by Carter (2014) stated that a family's culture strongly influences gender roles and perceptions, shaping both men and women across various ethnic groups. Socialization shapes these roles, guiding how individuals are expected to behave. Women face significant stress from job insecurity, workload, gender discrimination, and family issues like lack of support and marital disagreement. Balancing personal and professional responsibilities adds to their tension. Women are more lying face down to emotional stress, leading to psychological challenges that need attention (Sunitha & Ibrahim, 2022).

In both the household and working roles have been assigned equally and playing simultaneously by women (Kumari & Tiwari, 2025). There is the complicated for balance both domestic and work life (Hosain, 2025). The complexity of women's challenges calls for further research to help achieve better work-family balance (Lakshmi & Prasant, 2018). Further, it becomes important to compare the stress levels of women who play the dual roles of housewife and worker. The study investigates the pressures that women encounter in society. The findings suggest that stress levels are influenced by the family's financial situation for both housewives and working women (Harilal & Santosh, 2017).

The poor work-life balances have been driven by work-family and family-work conflicts harms family satisfaction, work satisfaction, and mental health (Begum, 2025). However, family-work conflict didn't affect work satisfaction or psychological health. Long hours and inflexible schedules are key causes of work satisfaction or stress. Employers can improve work-life balance by offering flexible hours, time off, compressed weeks, and childcare or eldercare support (Gautam & Jain, 2018). Therefore, understanding how coping mechanisms differ among working women, the long-term impact of flexible work rules on women's well-being, and how family financial position and household dynamics influence stress are all important study questions. Furthermore, more research is needed on men's roles in sharing domestic tasks in order to lessen gender role conflict.

## **Methodology**

This study adopts a descriptive research design to explore the challenges and strategies of balancing professional and domestic roles among working women. The population of this study consists of working women in Birendranagar, Surkhet with a total of 115 women employed in 16 ward offices. A purposive sampling strategy was used to select 34 participants having children who were actively engaged in both professional and domestic responsibilities. To collect the data, this study employed focus groups,

semi-structured interviews and field observations helped in understanding participants' daily routines and challenges in real-life setting. The data collection procedures involved scheduling interview with participants at their convenience and conducting focus group discussions, such as informed consent and confidentiality, were strictly followed throughout the study. For data analysis, qualitative data were processed using thematic analysis, identifying patterns and key themes from interviews and focus groups. Quantitative aspects such as demographic data were analyzed using descriptive statistical methods. This combined approach ensured a comprehensive understanding of the research problem.

## Results

The study indicates that women are responsible to maintain various functions in personal and work-life which signifies the overload and challengeable to balance personal and professional life. As per this study, lack of family support and overloaded of household tasks women are facing challenge in every day. Working women does not feel suffering yet having overloaded of domestic tasks but semi-structure interview of this study explored the fact that working women of today's generation faces more professional challenges in working performance.

**Table 1**

*Status of Household Activities Doing by Working Women*

Description	Number		Total	Percentage	
	Yes	No			
Cleaning the household pots	33	1	34	97.05%	2.95%
Cooking foods	33	1	34	97.05%	2.95%
Washing cloths	33	1	34	97.05%	2.95%
Child caring in home	33	1	34	97.05%	2.95%
To assist children to do homework	33	1	34	97.05%	2.95%
Prepare children to go to school	33	1	34	97.05%	2.95%
Playing with children	33	1	34	97.05%	2.95%
Feeding food	33	1	34	97.05%	2.95%
Taking children to school	33	1	34	97.05%	2.95%
Participate in parents meeting	33	1	34	97.05%	2.95%
Counseling to children	33	1	34	97.05%	2.95%
Discussion with children	33	1	34	97.05%	2.95%
Community work participation	29	5	34	85.29%	14.71%
Decision making in household activities	3	31	34	8.82%	91.18%
Pay school bill	3	31	34	8.82%	91.18%
Bring to patient	3	31	34	8.82%	91.18%
Gardening the vegetable/flowers	14	20	34	41.17%	58.83%
Pay the bills	18	16	34	52.94%	47.06%

This table 1 highlights that a significant majority of respondents actively engage in various household activities, such as cleaning, cooking, child care, and more, with participation rates around 97.05%. They also participate in community work (85.29%) and gardening (41.17%). However, decision-making in household activities, paying school bills, bringing patients to healthcare, and pay the bills are tasks where others are predominantly involved (91.18%).

**Table 2**

*Impacts in Work Life and Household Life*

Description	Number		Total	Percentage	
	Yes	No			
Impacts of house hold activities on office performance	31	3	34	91.17%	8.82%
Effect of office workload to complete household activities	27	7	34	79.41%	20.58%
Share household responsibilities equally you and your partner	32	2	34	94.11%	5.88%

Unfair expectations on working women by society and family	28	6	34	82.35%	17.64%
Understand the working women by society and family	28	6	34	82.35%	17.64%
Impact by household activities on your physical health	28	6	34	82.35%	17.64%
Impact on your mental health	5	29	34	14.70%	85.29%
Enough time for self-care	4	30	34	11.76%	88.23%
Have sufficient time to do household activities	11	23	34	32.35%	67.64%

Table 2 shows that, a large proportion of respondents (91.17%) say that their household responsibilities have an impact on their work, and many (79.41%) say that their office workload interferes with their capacity to accomplish domestic responsibilities. The majority of respondents (94.11%) expect that partners should share home chores equally. Most of respondent experienced that society and the family place unfair demands on working women (82.35%), and they think that these expectations are recognized by society and the family (82.35%). A considerable majority of people (82.35%) believe that household activities have an impact on mental health as well, although only a lesser percentage (14.70%) believes the same about physical health. More time is desired for self-care (11.76%) and doing chores around the house (32.35%).

**Table 3**  
*Status of Support for Household Work by Family*

Description	Number			Total	Percentage		
	Mother in law	Husband	Self				
Child care	13	0	21	34	38.23%	0%	61.77%
Feeding the children	2	1	31	34	5.88%	2.95%	91.17%
Assist to do homework of children	0	5	29	34	0%	14.70%	85.29%
Taking the children to school	0	11	23	34	0%	32.35%	67.64%
Receiving children from school	0	28	6	34	0%	82.35%	17.64%
Bathing children	3	0	31	34	8.82%	0%	91.17%
Cleaning dishes	3	0	31	34	8.82%	0%	91.17%
Cleaning cloths	2	0	32	34	5.88%	0%	94.11%
Sanitation of home	29	0	5	34	85.29%	0%	14.70%
Cooking food	10	0	24	34	39.41%	0%	70.58%
Buying goods	3	28	3	34	8.82%	82.35%	8.82%
Paying bill, fee and other	3	30	1	34	8.82%	88.23%	2.94%

The table 3 reveals that respondents receive help from their husbands and, in some situations, from others for domestic duties. Depending on the task, the support varies in intensity. Self-reliance is more prevalent when it comes to childcare and food preparation (61.77% and 70.58%, respectively), whereas spouse support is more prevalent when it comes to activities like dropping off and picking up kids from school (67.64% and 82.35%, respectively). It takes a lot of help from other people to buy things and pay bills and fees (82.35% and 88.23%, respectively).

**Table 4**  
*Status of Bringing Household Materials by Working Women*

Description	Number		Total	Percentage	
	Yes	No			
Vegetable	33	1	34	97.05%	2.94%
Fruits item	33	1	34	97.05%	2.94%
Food item	30	4	34	88.23%	11.76%
Kitchen utensils/pots	31	3	34	91.17%	8.82%
Cloths	31	3	34	91.17%	8.82%

Medicines	5	29	34	14.70%	85.29%
Stationary for children	5	29	34	14.70%	85.29%
Hardware Material	1	33	34	2.94%	97.05%

The table 4 shows that respondents typically carry home items, in aggregate. Fruits and vegetables are the most frequently brought goods, with 97.05% of respondents saying they do. The majority of responders also brought food (87.23%), kitchenware/pots (91.17%), clothing (91.17%), and kid-related stationary (85.29%). However, fewer respondents (14.70%) and (2.94%) bring hardware supplies. These results imply that people frequently carry different household items, with a concentration on necessities like food and kitchen supplies.

**Table 5**

*Major role of Festivals Management by Family and Working Women*

Description	Number	Percentage
Self	2	5.88%
Husband	4	11.76%
Others	28	82.35%
Total	34	100%

From the findings, a sizable majority of respondents (82.35%) indicated that others, who were not specifically named, are in charge of overseeing festivals. Only a very small minority (5.88%) said they managed festivals themselves, while a smaller fraction (11.76%) said their husbands handled it. According to this statistics, people typically rely on the festival management and organization efforts of friends or family members.

**Table 6**

*Role of manager in Family Program by Family and Working Women*

Description	Number	Percentage
Self	23	67.64%
Husband	5	14.70%
Others	6	17.64%
Total	34	100%

The table 6 shows that the vast majority of respondents (67.64%) reported handling religious and social (including puja, marriage and related other) function in family programs by themselves. Only 14.70% of respondents said their husbands are in charge of running programs, while 17.64% said that management of programs is handled by unspecified third parties. This information points to a range of program management strategies, with a sizable proportion of people accepting personal responsibility for it.

**Table 7**

*Status of Paying Loan by Family and Working Women*

Description	Number	Percentage
Self	7	20.58%
Husband	25	73.52%
Others	2	5.88%
Total	34	100%

The table 7 reveals that respondents' levels of responsibility for loan repayment vary. 73.52% of respondents said that their husband handles their loan payments, 20.58% of respondents cited being in charge of their own loan payments and 5.88% said that someone else, who was not named, is in charge of these commitments.



**Table 8***Strategies of Maintaining a Balance between Domestic Chores and Professional Work*

Description	Number	Percentage
Take vacation	12	35.29%
Communicate employee	7	20.58%
Not afraid for support	1	2.94%
Set personal goals	7	20.58%
Priorities tasks	4	11.76%
Do exercise /yoga	3	8.82%
Total	34	100%

The table 8 concludes that people are using many different kinds of techniques to maintain work-life balance. Notably, 35.29% of respondents give vacation time top priority, while 20.58% emphasize good employer relations. Additionally, 20.58% of respondents said they prioritize chores and set personal objectives, and a lower amount (8.82%) said they include exercise and yoga in their routines. It is evident that respondents are actively looking for ways to balance their personal and professional life and are using a variety of strategies to do so.

**Table 9***Status of Improving Time Management of Working Women*

Description	Number	Percentage
Avoid multitasking ,distraction	12	35.29%
Make daily routine	18	52.94%
Evaluating time management	4	11.76%
Total	34	100%

In result, people have used a variety of strategies to become better time managers. 52.94% of respondents chose to establish a daily routine, while 35.29% underlined the value of avoiding multitasking and distractions. Only 11.76% of respondents indicated assessing their time management abilities. According to the data, a significant portion of respondents are actively attempting to improve their time management skills, with a particular emphasis on creating routines and reducing distractions.

**Table 10***Expectation of Working Women from Family and Government to Reduce Workload*

Characteristics	Description	Number	Percentage
<b>From family</b>	Open communication with family member	4	11.76%
	Division housework	8	23.52%
	Understanding among the family members	7	20.58%
	Share responsibilities	13	38.23%
	Team work	2	5.88%
<b>From government</b>	Flexible working time ,part time	11	32.35%
	Parental leave	6	17.64%
	Create more educative environment	2	5.88%
	Equal pay	8	23.52%
	Affordable child care option	7	20.58%
	Total	34	100%

Working women expect significant support both from their families and the government to reduce their workload. From families, the top priorities include sharing responsibilities (38.23%), dividing housework (23.52%), and fostering understanding (20.58%). Women also value open communication (11.76%) and teamwork (5.88%). From the government, the most critical expectations are flexible working hours or part-time options (32.35%), equal pay (23.52%), affordable childcare (20.58%), and parental leave (17.64%). These expectations highlight the need for better work-life balance, shared domestic duties, and supportive policies for working mothers.

**Table 11***Challenges for Working Women*

Description	Number	Percentage
Ignorance	7	20.58%
Balancing work	8	23.52%
Overloaded work	2	5.88%
Time management	7	20.58%
Lack of responsibilities in leadership	9	26.47%
Harassment	1	2.94%
Total	34	100%

People encounter a range of difficulties throughout their life. Notably, a sizable portion of respondents (26.47%) and respondents (23.52%) voiced concern about the lack of obligations in leadership posts and the necessity of a better work-life balance. A portion of respondents also noted other problems like ignorance, poor time management, and overcrowded job. The least frequently identified challenge, harassment, was only mentioned by one respondent. The wide range of obstacles people face is shown by this data, with leadership and work-life balance standing out as two particularly pressing issues.

Based on the data presented in the tables, it is evident that working women are heavily involved in daily household activities, with the majority of them performing tasks such as cleaning, cooking, child care, and assisting children with homework, all of which see nearly universal participation (97.05%). However, decision-making responsibilities and tasks like paying school bills or bringing patients to the hospital are significantly less common, with only 8.82% of women participating. When it comes to household support, the women themselves take on most responsibilities related to child care (61.77%), feeding (91.17%), and household chores, such as cleaning dishes (91.17%) and bathing children (91.17%). Interestingly, while 85.29% of women report involvement in sanitation tasks, the mother-in-law plays a key role in this area. Additionally, the husband mainly handles external duties like buying goods (82.35%) and paying bills (88.23%), while the woman remains primarily responsible for daily tasks. Regarding the procurement of household materials, items like vegetables, fruits, and kitchen utensils are commonly brought by the women (97.05%), while less frequent tasks like purchasing medicines or stationery for children are handled by only a small fraction (14.70%), and hardware materials are rarely bought by the women (2.94%). Overall, the findings highlight the significant involvement of working women in day-to-day household responsibilities, with certain tasks either shared or left to other family members, especially in non-daily or external activities.

The data reveals that working women experience significant challenges in balancing household activities with their professional responsibilities. Most of (91.17%) feel that household tasks impact their office performance, and 79.41% report that office workload hinders their ability to complete household duties. While most women (94.11%) want to share responsibilities equally with their partners, 82.35% perceive unfair expectations from society and family, contributing to physical strain. Despite feeling somewhat understood, 82.35% of women acknowledge that household tasks affect their physical health, and only a small percentage (14.70%) report mental health impacts. Additionally, 88.23% feel they lack time for self-care, and 67.64% do not have enough time to complete household activities. Overall, working women face considerable pressure due to the dual demands of work and home life, with limited time for personal well-being.

The findings show that working women employ various strategies to maintain work-life balance. The most common approach is taking vacations (35.29%), followed by communicating with employees and setting personal goals (20.58% each). Fewer women prioritize tasks (11.76%) or engage in exercise/yoga (8.82%), and a small number (2.94%) are not afraid to seek support. These strategies reflect a combination of time management and self-care practices to balance work and personal life.

The field study highlights the key expectations of working women both from their families and the government to reduce their workload. From the family, the most common expectations include sharing responsibilities (38.23%) and dividing housework (23.52%), reflecting a desire for more equitable distribution of household duties. Additionally, open communication (11.76%) and understanding among



family members (20.58%) are important, although to a lesser extent. Regarding expectations from the government, the primary demand is for flexible working hours or part-time options (32.35%), followed by the need for equal pay (23.52%) and affordable child care (20.58%). Other notable expectations include parental leave (17.64%) and the creation of more educative environments (5.88%). These findings underscore the importance of both family support and government policies in helping working women manage their dual roles effectively.

## Discussion

The study provides valuable insights into the significant challenges faced by working women in balancing their professional and household responsibilities. Women are overwhelmingly responsible for daily household tasks such as cooking, cleaning, child care, and assisting with children's homework. This suggests that traditional gender roles continue to dominate in domestic settings, with women assuming unequal share of household duties. Zaman, S., & Shahid (2023) finds that women in dual-income households still bear the most of domestic duties, particularly childcare and housework. While men's involvement has increased, they have not achieved an equal share. Fuwa attributes this persistent disparity to societal norms around femininity and masculinity. Further Samtleben & Müller (2022) argue that despite increased workforce participation in industrial and working setting, women still perform most domestic labor, particularly in countries with strong traditional gender norms which highlights how structural inequalities and gender expectations shape household labor division.

Despite this, certain tasks, particularly decision-making and occasional responsibilities like paying bills or seeking medical care, are less frequently managed by women, indicating a clear division of labor in the household setting. Further, the study reveals that 94.11% participants want to share household responsibilities equally with their husband whereas the number of 41% participants stated that their husbands were their greatest support system, making it clear that they help with household duties (Rendon, 2016).

A notable aspect of the findings is the impact of these dual responsibilities on women's work-life balance. A most of women reported that household tasks adversely affect their professional performance, while their work commitments hinder their ability to fulfill household duties. This reflects the cumulative burden placed on women, as they are expected to excel both at work and in the home. The desire for equitable distribution of responsibilities within the family is evident, with a large proportion of women expressing the need for shared duties, although societal and familial expectations continue to place unfair demands on them, exacerbating physical and mental stress whereas study of Sundaresan (2014) stated 50% had family support for balance of professional and domestic work. The data by Sundaresan (2014) numbers of 38.23% respondents have expected to share the household responsibilities to reduction of domestic workload. Work-life balance has been shown to be essential for individual fulfillment (Ojo et al., 2014) whereas the study explored that due to the over loaded of domestic tasks 91.17% respondent share the impact in professional performance.

Work-life balance is viewed more as a female concern due to the unfair expectation of society and family which is traditional way of thinking, where the woman is considered mainly responsible for the smooth operating of the day to day affairs of the family regardless of her professional responsibilities and work description. This explains why working women may find it extremely challenging to balance working women obligations to their families and their profession that women adopt various strategies to cope, with vacations and communication with employers emerging as the most common methods for achieving work-life balance. However, the relatively low engagement in physical self-care activities, such as exercise or yoga, suggests that women may prioritize other responsibilities over their well-being, thus reinforcing the ongoing cycle of stress and burnout.

Overall, this study highlights the persistent gender disparities in household labor and the complex challenges faced by working women. It calls for a multi-faceted approach to support working women, including equitable sharing of household responsibilities, enhanced governmental policies that promote work-life balance, and societal shifts toward more gender-equitable norms. Addressing these issues is essential for fostering a more inclusive and supportive environment that enables women to thrive both at work and in their personal lives.

## Conclusion

Working women face significant challenges in balancing their professional and domestic roles. Despite being heavily involved in daily household tasks, women often experience physical and mentally overloaded due to the unequal distribution of household responsibilities. The demands of both work and home life negatively impact their professional performance and personal well-being. To cope, many women adopt strategies such as taking vacations and communicating with employers, but there is limited focus on self-care. The study highlights the need for greater equity in sharing domestic responsibilities and stronger support from both family and government, including policies like flexible working hours and affordable childcare. Addressing these issues is essential for creating a more balanced and supportive environment that allows women to succeed in both their careers and personal lives.

## About Author

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