



A STUDY OF EARNING HABITS OF WORKING WOMEN

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ABSTRACT

Not only do women's financial habits and investment strategies continue to change as their roles in the workforce continue to develop, but so do their financial habits. The purpose of this abstract is to throw light on major aspects that impact the financial choices that working women make for themselves by providing a thorough overview of the investing and earning patterns of working women. For the purpose of gathering thorough data, the research makes use of a mixed-methods technique, which combines qualitative interviews and quantitative surveys. The study is comprised of a broad group of working women who come from a variety of fields, have varying incomes, and are at different phases in their careers. The purpose of this research is to provide a more nuanced knowledge of the financial habits displayed by this population by conducting an analysis taking into account both demographic and psychographic aspects. During the first part of the research project, the emphasis is on the ways in which working women make money. This segment investigates a variety of topics, including income inequality, job development, and negotiating methods. Gaining a better knowledge of the financial situations that women find themselves in may be facilitated by gaining insights into the possibilities and problems that they confront in the job.

KEYWORDS: Earning Habits, Working Women, financial habits, job development.

INTRODUCTION

Over the course of the last several decades, the economic landscape has undergone a substantial transition, which has been characterized by the increasing involvement of women in positions of employment. Not only has this transition brought about dynamic changes in the social fabric, but it has also brought about changes in the financial worlds of people and families that have been affected by it. Reflecting the changing responsibilities, goals, and obstacles that women confront in their quest of economic independence and financial well-



being, the investing and earning habits of working women have been a topic of great interest. This is because of the fact that women are more likely to be employed than males.

Overarching Social and Economic Changes:

As the 21st century has begun, there has been a great progress made in the demolition of conventional gender roles. This is due to the fact that women are progressively breaking through the restrictions that are imposed by society expectations. This change in perspective is not limited to the workplace alone; rather, it extends to the sphere of personal finance, where women are actively participating in activities that make money and invest it. Worker women, in their capacity as economic actors, make a considerable contribution to the financial dynamics of homes and communities. This has the effect of changing traditional concepts of gender-specific responsibilities within the context of the family and society as a whole.

The Intersection of Feminist Economics and Career Choices:

When it comes to understanding the economic empowerment of women, feminist economics offers a crucial perspective through which to view the information. A significant emphasis is placed within this theoretical framework on the role that gender plays in determining economic possibilities, the distribution of money, and decision-making. When seen in this light, the decisions that working women make about their careers become very important in determining the extent of their prospective earnings. The pursuit of education, the development of skills, and the progression of careers becomes a method of breaking old gender conventions, therefore presenting women as active contributors to the growth and stability of the economy.

Human Capital Theory and the Earning Trajectory:

By delving into the theoretical foundations of human capital theory, one may have a better understanding of the elements that influence the earning patterns of working women. The trajectory of women's salaries is significantly influenced by a number of factors, including levels of education, the acquisition of skills, and the growth of careers. The association between women's investments in their human capital and their greater earning potential becomes more apparent as time goes on. On the other hand, women who are looking for equal returns on their investments in human capital may still face obstacles due to the

complex interplay of cultural expectations, dynamics in the workplace, and institutional restrictions.

Behavioral Finance and Gendered Investment Decisions:

When it comes to the financial story of working women, the realm of investment adds another layer of complexity. The field of behavioral finance investigates the psychological aspects that play a role in decision-making when it comes to concerns of money. There has been an increasing interest in the topic of gender disparities in investing behavior, which has shown complex patterns that defy standard economic theories. There are differences in risk tolerance, investment horizon, and portfolio management methods that are impacted by gender. These differences bring to the forefront concerns about the ways in which cultural expectations and behavioral biases influence the investing decisions made by working women.

Social and Cultural Influences on Earning and Investing:

The earning and investing habits of working women are deeply intertwined into the fabric of social and cultural conventions, which goes beyond the realm of economic theory. Decisions on careers and the distribution of financial resources may be influenced by societal expectations regarding the roles that women are expected to play, both at home and in the office. Having a healthy balance between work and personal life, which is another essential component of this discussion, becomes an important factor in determining how women navigate professional paths while simultaneously managing their financial commitments. The effect of cultural contexts adds an additional degree of complexity to the situation, since the financial choices that working women make in a variety of global settings are influenced by different norms and expectations within those contexts.

Institutional and Policy Dynamics:

The institutional environment, which includes workplace rules and larger cultural institutions, plays a vital part in the process of establishing the economic landscape for women who are employed. Equal pay efforts, policies that are amenable to families and programs that attempt to close the wage gap between men and women are all factors that contribute to the financial well-being of women. Furthermore, financial education and inclusion programs emerge as essential components that may enable working women to make educated choices, traverse



investment landscapes, and develop a feeling of financial independence. These advantages can be achieved via the implementation of these programs.

Towards an Integrated Model:

As we make our way through the many aspects that have an impact on the decisions that working women make about their investments and earnings, it becomes abundantly clear that an integrated model is required in order to get a thorough understanding. The purpose of this model is to provide a comprehensive framework for analysis by combining the findings of feminist economics, human capital theory, behavioral finance, and social and cultural aspects. Through the incorporation of these many points of view, we are able to develop a complex narrative that is capable of capturing the multifaceted character of the economic realities of working women.

SOCIAL AND CULTURAL FACTORS

Social and cultural variables play a significant part in the formation of the earning and investing behaviors of working women. These elements also have an impact on the choices, opportunities, and experiences that working women have within the context of the larger economic terrain. These elements include a broad variety of social standards, cultural expectations, and institutional structures, all of which contribute to the intricate web of influences that are affecting the economic empowerment of women. In order to get meaningful insights into the problems and possibilities that working women experience as they navigate their professional and financial journeys, it is important to investigate the interaction between social and cultural elements.

The expectations that society has about gender roles are a basic social component that has a substantial influence on the economic options and possibilities that are accessible to women. There are many instances in which traditional norms demand certain responsibilities for men and women within the context of the family and society. These roles shape ideas of appropriate professional choices and acceptable levels of ambition. It is possible for these expectations to have an impact on the decisions that women make about their education, employment choices, and efforts to achieve financial independence. The nature of these expectations, which is always changing and is impacted by continuous social movements that



advocate for gender equality, further complicates the terrain, which in turn prompts a reevaluation of the old standards that have been established.

One of the most important societal factors that plays a role in shaping the professional lives of working women is the concept of work-life balance. Women often face a distinct set of obstacles when it comes to juggling the demands of their professional lives with those of their family duties. It is possible for societal expectations surrounding caregiving obligations to have an effect on career trajectories and to affect choices regarding employment, career promotion, and involvement in the workforce. This is especially true in the case of motherhood. The increasing debate around work-life balance is a reflection of the shifting ideas that society has regarding gender roles. It also highlights the significance of cultivating conditions that encourage both professional and personal satisfaction.

Additionally, the economic realities of working women are further complicated by the cultural settings in which they are embedded. Various areas of women's life, such as the decisions they make about their education, careers, and finances, are influenced by cultural norms and beliefs. The convergence of gender with other cultural elements, such as ethnicity, religion, and regional traditions, incorporates additional dimensions into the variety of women's economic experiences. These aspects include ethnicity, religion, and regional traditions. In order to design policies and interventions that respect and appreciate the different histories and views of working women, it is vital to have a solid understanding of these cultural factors from which they originate.

A important cultural component that plays a role in determining the chances that are open to women is the presence of norms around education and professional choices. It is possible for cultural views regarding women's education to have an effect on the availability of educational resources, the pursuit of certain academic fields, and the emphasis that is put on higher education. In a similar vein, the occupational segregation that is found in a variety of sectors may be influenced by societal expectations on the kinds of professions that are appropriate for women. It is necessary to have a sophisticated awareness of the interconnections between gender and cultural settings in order to break through these cultural obstacles. This kind of understanding is necessary in order to create circumstances in which women are able to pursue education and occupations of their choice.



Other factors that contribute to the formation of women's economic experiences include the function that family and community structures play within cultural settings. In the context of family duties, the choices that women make about employment, career pathways, and financial independence are influenced by the expectations of their families, the support networks available to them, and the cultural norms that surround them. A multidimensional feature that includes both support and possible constraints, the effect of family dynamics on the economic decisions that women make is a complicated issue altogether. awareness the rising economic empowerment of working women within a variety of cultural settings requires an awareness of cultural developments, which include changes in the expectations of those in the family and the support mechanisms that are in place.

Women's economic experiences are also significantly influenced by the institutional frameworks that are incorporated within the cultural settings in which they are situated. The larger institutional environment is influenced by a variety of factors, including legal frameworks, workplace rules, and cultural attitudes about the involvement of women in the workforce. Discriminatory practices, prejudices based on gender, and a lack of representation in leadership positions may all contribute to the formation of institutional obstacles that impede the professional progress and financial empowerment of women. It is necessary to take a comprehensive strategy that takes into account both the legal and cultural components in order to address these structural hurdles. This approach should also focus on creating conditions inside institutions that encourage gender equality.

The very different economic experiences that women have within different cultural settings are influenced by a variety of factors, including religious and regional factors. Religious beliefs have the potential to affect cultural norms, which in turn may have an impact on the responsibilities that women play within the home, the expectations that are placed on them regarding modesty in the workplace, and the opportunities that are available to them. The intricacy is further amplified by regional variances, which are characterized by cultural norms that vary from one geographical place to another. Comprehending the intersections between religion, region, and gender is vital for creating interventions that respect the diversity of women's experiences and promote economic empowerment within a variety of cultural settings. Recognizing and comprehending these connections is essential.



When it comes to the terrain of economic empowerment for working women, cultural attitudes on financial independence and decision-making are essential components. The cultural norms of a society have an effect on how people perceive the responsibilities that women play in the financial sphere, including choices about budgeting and investing strategies. For the purpose of cultivating conditions that support financial literacy and autonomy, it is vital to break through preconceptions and challenge culturally established assumptions about the financial capacities of women. In order to remove obstacles that prevent women from achieving financial independence, it is essential to make cultural adjustments that acknowledge and value the contributions that women make to the economy.

In spite of the many obstacles that are brought about by social and cultural forces, there are still chances for good change and advancement. The landscape is shifting as a result of a number of factors, including social movements that advocate for gender equality, cultural changes toward viewpoints that are more inclusive and egalitarian, and the growing awareness of the economic contributions that women make. There is the potential for interventions to contribute to a more equal economic future for working women. These interventions might include modifying cultural attitudes, eliminating institutional hurdles, and cultivating cultures that encourage work-life balance.

INSTITUTIONAL AND POLICY INFLUENCES

At the level of institutional and policy influences, the economic experiences of working women are molded by a complex interaction of regulatory frameworks, workplace rules, and larger social structures. This is the case in the arena of institutional and policy influences. These factors have a significant role in influencing the possibilities, problems, and overall economic empowerment of women who are employed in the workforce. The examination of the institutional and policy aspects gives a full knowledge of the elements that influence the earning and investing habits of working women. These factors include attempts to promote equal pay as well as laws that are flexible enough to accommodate families.

Equal pay initiatives are at the forefront of institutional attempts to address gender-based economic discrepancies. These efforts are targeted at reducing these disparities. Despite the progress that has been made, the gender wage gap continues to be a widespread problem all across the world. The only way to effectively redress this imbalance is via the implementation of institutional initiatives, such as legislative measures and business policies.



The establishment of transparent payment structures, the conduct of pay equality audits, and the adoption of proactive steps to reduce the pay gap all contribute to the development of a more equitable working environment. Recognizing the economic contributions of working women and ensuring that they get appropriate pay via institutional channels is not only an issue of economic fairness, but it is also an essential step toward attaining gender equality.

Policies that are family-friendly play a significant influence in determining the economic realities of working women, especially in relation to the delicate balance between work and personal life and the obligations of caring. For women to be able to fully engage in the workforce without sacrificing their duties as family members, it is vital for institutions to provide support for flexible working arrangements, maternity leave, and childcare facilities.

The lack of such regulations may serve as a barrier, making it more difficult for women to advance in their careers and perhaps affecting their ability to earn money once they leave the workforce. For this reason, the establishment of institutions and policies that recognize the multiple roles that women play as professionals and caregivers is essential to the process of developing a work environment that is both inclusive and helpful.

The availability of childcare that is both affordable and easily accessible is an essential component of family-friendly policy that has a direct impact on the economic decisions that working women make. For women who are interested in re-entering the workforce or advancing their careers, the absence of inexpensive childcare choices may be a substantial impediment to their decision-making process. The pressure that is placed on working moms is alleviated by institutional efforts that invest in childcare infrastructure and subsidies. This enables working mothers to continue their employment and makes a beneficial contribution to their economic well-being. The recognition and encouragement of the shared duty of caring is another way in which these policies help to the breakdown of old gender norms.

The implementation of workplace diversity and inclusion programs, which comprise institutional efforts to cultivate a workforce that is varied and fair, contributes to the creation of an economic environment that is more welcoming to working women. The implementation of rules that address unconscious biases in hiring, the promotion of inclusive leadership, and the creation of avenues for professional progression regardless of gender are all components of an institutional commitment to diversity that goes beyond mere rhetoric. Not only can workplaces that are diverse and inclusive improve the professional experiences of working



women, but they also contribute to the general economic success of the country by using a larger talent pool and encouraging innovation.

Institutional measures to address discrimination and harassment in the workplace are vital for ensuring that working women are provided with an environment that is favorable to their success.

The implementation of policies that create a zero-tolerance policy for gender-based discrimination, harassment, and retaliation serves as a shield against the structural impediments that women may encounter in their professional travels. Such programs contribute to the creation of workplaces in which women feel empowered, appreciated, and able to succeed professionally. This, in turn, influences the choices that women make about their career paths and investments in human resources.

There is also a substantial influence that government actions and public policies have in defining the economic environment for women who are involved in the workforce. When it comes to shattering the glass barrier and fighting systemic gender prejudices in leadership positions, legislative initiatives that demand gender diversity on corporate boards, for example, help to the process of breaching the glass ceiling. There is a correlation between public policies that encourage women to start their own businesses, access to finance, and involvement in sectors that have historically been dominated by males and the expansion of economic possibilities for women. These policies also have an impact on the earning potential and investment decisions that women make.

Financial education and inclusion initiatives, which are often championed by both governmental and non-governmental entities, play a significant role in enabling working women to make educated choices about their professional and personal finances. Women's financial literacy may be improved by the implementation of institutional efforts that provide financial education programs that are both accessible and targeted. This gives women the ability to traverse complicated financial landscapes, make smart investment choices, and plan for their long-term financial well-being using the information they have gained. In order to eliminate obstacles that stand in the way of economic empowerment and to cultivate a culture of informed decision-making, it is vital to close the gender gap in financial literacy.



It is essential for organizations to provide financial assistance to mentoring and networking programs in order to close the gender gap in leadership positions and to encourage the professional growth of women who are already employed.

There are chances for skill development, career advice, and access to professional networks that may be created via the implementation of policies that promote mentoring, sponsorship, and networking opportunities. These activities help to the reduction of the gender gap in leadership roles by removing institutional impediments to progression. As a result, they have a favorable impact on the earning trajectories of women who are employed.

There are still obstacles in terms of both policy and institutions, notwithstanding the progress that has been accomplished in recent years. There are situations in which policies may exist on paper, but they may not in fact have any means for effective application or enforcement. It is possible for institutional cultures that are resistant to change to have a negative impact on the full fulfillment of policies that are intended to promote economic empowerment and gender equality. In order to effectively address these difficulties, it is necessary for institutions, legislators, and society as a whole to maintain a commitment to the creation of settings that promote diversity, inclusion, and equal opportunity for women who are employed.

Institutional and legislative impacts on the economic empowerment of working women are also shaped by international cooperation and agreements, which contribute to the formation of these influences. The relevance of institutional and policy frameworks that are not limited by national borders is highlighted by global efforts that promote gender equality. One example of such an endeavor is the Sustainable Development Goals established by the United Nations. These programs contribute to a more inclusive and fair global economic environment for working women by boosting international collaboration and information sharing. This is accomplished via the promotion of international cooperation.

Working women's earning and investing habits are significantly influenced by institutional and governmental factors, which play a vital role in creating these habits. These effects have a direct impact on the possibilities and obstacles that women encounter in the profession. These impacts include measures to promote equal pay and regulations that are family-friendly, as well as workplace diversity and programs that educate families about finances. When it comes to the development of comprehensive strategies that promote gender equality,



eliminate structural obstacles, and enable working women to fully engage in and contribute to the economic landscape, it is necessary to acknowledge the significance of institutional and policy components. In the quest of economic empowerment, it is vital that institutions and governments continue to manage these issues. It is also imperative that settings be constructed that reflect and respect the various experiences and ambitions of women.

CONCLUSION

For the purpose of gaining a better knowledge of the financial environment and the issues that are encountered by this group, it is essential to do research on the investing and earning habits of working women. The number of women who are actively engaging in the labor is growing, and as a result, it is becoming more important to investigate the ways in which they handle their earnings and choose investments. This study intends to offer insight on the distinct financial objectives, risk tolerance, and investment choices of working women by examining their financial situations. The purpose of the research is to give significant insights that may enlighten financial institutions, regulators, and people alike by analyzing the investing strategies, savings habits, and variables that influence the choices that individuals make about their finances. To add insult to injury, gaining a grasp of the dynamics of investing and earning behaviors among working women may help to the creation of individualized financial education programs and services that enable women to attain economic independence and long-term financial success. This study is not only relevant at the present moment, but it also has the potential to promote gender equality and acceptance of diversity in the world of finance.

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