

## **WOMEN EMPOWERMENT: WOMEN ARE MULTITASKERS**

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### **ABSTRACT:**

In the contemporary landscape of global societal evolution, women empowerment stands as a pivotal force driving social, economic, and political progress. This research paper delves into the multifaceted nature of women's roles by focusing on their inherent capacity for multitasking a trait that has long been underappreciated despite its significant contribution to both familial and professional success. Drawing on an extensive review of existing literature, the study explores the biological, psychological, and social dimensions of multitasking in women, examining how these attributes facilitate the efficient management of multiple responsibilities simultaneously. Through critical analysis of empirical research, case studies, and theoretical frameworks, the paper highlights the interconnection between multitasking abilities and broader empowerment strategies. It investigates how multitasking contributes to effective problem solving, adaptive stress management and innovative decision-making across various spheres of life. Additionally, the research addresses challenges faced by women due to societal expectations and structural barriers, while evaluating the positive impact of supportive policies and organizational practices. The findings underscore the necessity of integrating gender-sensitive approaches in public policy and corporate strategy to cultivate environments where women's multitasking skills are recognized as valuable assets. Ultimately, the paper advocates for a reconceptualization of multitasking as a critical component of women empowerment, proposing new avenues for future research that aim to further elucidate the role of multitasking in enhancing women's contributions to society. This analysis provides insight into the dynamic interplay between gender roles and multitasking, reinforcing the call for a paradigm shifts in both academic discourse and practical policy implementation.

**Key Words:** Women Empowerment; Multitasking; Cognitive Abilities; Problem Solving; Adaptive Stress Management; Innovative Decision-Making; Gender Roles; Supportive Policies; Societal Progress, Quality of work, Working Women.

### **INTRODUCTION:**

Women empowerment is an ongoing global endeavor to achieve equality and create environments in which women can fully realize their potential. Over the past several decades, increased female participation in the workforce, politics, and education has underscored the necessity of understanding the unique challenges and strengths that women bring to various spheres of life. Among these strengths is the ability to multitask—a competency that has long been essential for managing household responsibilities and has now transcended into professional and community settings.

In the modern work environment multitasking is very common; its productivity effects remain underexplored. Furthermore, women are better at multitasking is almost universally accepted and have been proved by many ways and with the scientific evidence and research. This paper covers the study of multitasking and how it helps the Modern women, explained with an example of a woman at the mountains of success and is also good at looking after her

children besides husband and other family members if in a joint family. Women can balance their professional work and homely chores unlike men. This paper covers the review study of how women can strike an equal balance between their professional and personal life with the help of their multitasking ability and how they perform better when allotted multiple tasks at a time. Studies show that women can attempt to perform two or more correlated tasks either simultaneously or quickly alternating between them. A multitasking woman is a lady who is having the ability to handle multiple tasks without decreasing the quality of the result. Being a multitasking person is not the issue but when you fail to handle the number of tasks which are to be done promptly then the problem arises.

## **LITERATURE REVIEW:**

### **Multitasking and Working Environment: (Work-Life Balance)**

Work-life balance doesn't mean an equal balance. It means the capacity to schedule the hours of professional and personal life so as to lead a healthy and peaceful life. It is not an alien concept. It emphasizes the values, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and personal life. When a woman achieves a successful work-life balance, she has job satisfaction and becomes highly committed and productive and succeeds in her career. From the scenario around, I can say that in today's modern era women are working like computers, multitasking uses a lot of our short term memory. She has to remember all important aspect of all active works. Women in India have barred the barriers and built bridges in the professional plat forms. To balance work-life she has to focus on two main aspects, Achievement and Enjoyment. This means that a woman should be able to have job satisfaction (Enjoyment) and at the same time grow up in her career (Achievement). When a working woman is able to achieve and enjoy her professional and personal life, it means she has a positive work-life balance. Let's see a good example: when you are writing a report, someone asks you how to use a hand phone. Meanwhile, the other wants you to make a decision about an important problem. All right, there are three jobs you have to finish at once. Usually, you will stop your report and help your friend as well as think and then make the decision. After finishing those two jobs, you continue with the report. So we can say multitasking is a term associated with multiple works which can be done at a time. We can say multitasking is the ability of an individual to perform more than one task at the same time. Taking multiple works in hands at a time can save time but it requires sharpness and presence of mind so that errors can be avoided. It's an effective method of time management.

We Indians are blessed by the concept of multi-tasking with our Goddess Durga and other Creator having several pairs of hands that are recognized to perform various works. Similarly our Goddess also blessed women with the quality of multi-tasking and that is why, it is very common to see women doing multitasking, like responsibility of children, household workouts, social relations or family relations. During travelling also women's compartment of Mumbai's local trains are often seen that women are cutting vegetables during their return journey from work place to home and they are utilizing the time of journey. This helps them to manage a few more free moments at home with the family. We can also see the professor of a college preparing power point presentation for the lecture/conference (she is going to attend) on her laptop while she is taking her lunch during her journey in a train or plane.



**Figure 1: Multitasking women**

Source: <http://www.bbc.com/news/science-environment>

### **MARY KOM: A PERFECT MULTITASKER.**

Work-life balance is the maintenance of a balance between responsibilities at work and at home. Women are good at multitasking, for example - they are good at looking after their kids besides husband and other family members if in a joint family. Women have a considerable balance between the work and personal life. Mary Kom becomes five-times World Amateur Boxing Champion and ever since her legacy is continuing and is still counting. Meantime, she got married and had two twins; however, that didn't stop her from the quest of achieving the professional goals. She personifies a master figure and portrays a pivotal character, who knows how to maintain a balance between personal life and professional career single-handedly. She excelled in sports even though she is mother of 2 children. She nurtured them along with practice and spent time for her husband.



Source: <http://blog.jagranjoshshop.com/mary-kom-an-inspiration>

### **METHODOLOGY:**

This research paper employs a qualitative review of interdisciplinary literature from the fields of gender studies, cognitive science, and organizational behavior.

### **FINDINGS AND ANALYSIS:**

#### **Cognitive Advantages and Neurological Insights**

The analysis of cognitive studies reveals that multitasking is underpinned by complex neural processes. Women's ability to switch between tasks quickly has been linked to enhanced connectivity between brain regions responsible for executive functions. For example, research employing functional magnetic resonance imaging (fMRI) has shown that women may exhibit a more distributed pattern of brain activity when engaged in tasks that require simultaneous processing. This enhanced neural interconnectivity facilitates quicker

transitions between tasks and supports efficient information processing—a critical advantage in both professional and personal contexts.

### **Socio-Cultural Conditioning and Its Impact**

Cultural norms have historically imposed a dual burden on women, necessitating the simultaneous management of work and household responsibilities. This expectation, while initially restrictive, has inadvertently led to the development of sophisticated multitasking abilities. Over generations, women have refined strategies to manage time, coordinate responsibilities, and balance conflicting demands. These adaptive behaviors not only contribute to effective household management but also translate into higher productivity in professional settings. The legacy of these cultural norms continues to shape how multitasking is perceived and valued in contemporary society.

### **Multitasking in the Workplace**

In modern corporate environments, multitasking is increasingly recognized as a valuable asset. Women in leadership positions often leverage their multitasking skills to manage cross-functional teams, oversee complex projects, and adapt quickly to changing market demands. Organizations that have implemented supportive practices—such as flexible work hours, telecommuting options, and on-site childcare—report improved employee engagement and productivity. These policies help mitigate the potential downsides of multitasking, such as stress and burnout, by providing the necessary resources to manage multiple roles effectively.

### **The Paradox of Multitasking: Empowerment versus Overextension**

While multitasking is undeniably strength, the research also highlights the paradox inherent in this ability. The continuous demand to perform multiple roles simultaneously can lead to cognitive overload and emotional exhaustion. Women often face the “double-bind” of being expected to excel in professional roles while maintaining primary responsibility for household and caregiving tasks. This imbalance can lead to significant stress, affecting mental health and overall well-being. The findings suggest that while multitasking serves as a cornerstone of empowerment, it also necessitates systemic changes to ensure that women are not overburdened by unrealistic expectations.

### **CONCLUSION:**

As discussed above, one can conclude that with modernization it is mandatory for women to balance their professional and personal life with the tact of proper management strategies and ideas. This allows them to identify the priorities promptly and outcomes can be successfully multitasked, not to forget, it also increases the stress level leading to decrease in the concentration level and regression in productivity.

This research paper has explored the multifaceted role of multitasking in the broader framework of women empowerment. By integrating findings from cognitive science, gender studies, and organizational behavior, the study reveals that women’s multitasking abilities are shaped by both biological predispositions and socio-cultural conditioning. While these skills empower women to efficiently manage multiple responsibilities and contribute innovatively to society, they can also lead to significant stress and burnout if not supported by appropriate policies and practices.

With the development of the nation and the growth of our country day by day the concept of multitasking is becoming a need of the society to pursue our duties and requirement to be with the time. But this particular concept is most common in today’s modern women as they are the tough competitors for the male dominated society by fulfilling all her duties towards her family. She is working in the office as well as for her family too. This paper covers how

women's multi-tasking concept is now in days become the demand and more oblivious with the coming out of the concept of 'working women' or 'new women'. To balance between the professional and personal lives the multi-tasking quality helps them so they can rock in each and every field of the life.

### **Recommendations:**

Based on the findings of this research, the following recommendations are proposed to better harness the power of multitasking in the context of women empowerment:

### **Policy Initiatives:**

Implement flexible work arrangements and provide subsidies for childcare. Develop gender-sensitive policies that acknowledge the dual roles of women in professional and domestic spheres.

### **Organizational Best Practices:**

Encourage companies to recognize multitasking skills through targeted training and career development programs.

Establish support systems such as mentorship networks and mental health resources tailored for female employees.

### **Cultural Reorientation:**

Promote media and educational initiatives that highlight the positive aspects of multitasking and challenge traditional gender stereotypes. Foster community programs that celebrate the diverse contributions of women in various roles.

### **Research and Evaluation:**

Fund longitudinal and cross-cultural studies to further understand the impact of multitasking on women's well-being. Evaluate the effectiveness of existing interventions to continually refine policies and practices in both public and private sectors.

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