

Resilience Amongst Working and Non-Working Women

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ABSTRACT

Resilience among women has garnered significant attention in research and practice due to its profound implications for individual well-being and societal progress. This abstract explores the multifaceted nature of resilience among women, examining the factors that contribute to their ability to adapt, cope, and thrive in the face of adversity. Drawing from a range of interdisciplinary literature, this review highlights the role of social support, self-efficacy, cultural factors, and coping strategies in shaping women's resilience. Additionally, it explores the impact of various stressors such as gender-based violence, economic disparities, and systemic discrimination on women's resilience levels. Understanding the mechanisms underlying women's resilience is crucial for informing interventions and policies aimed at fostering their empowerment and promoting gender equity. This abstract concludes by discussing future directions for research and implications for practice in enhancing resilience among women across diverse contexts. The study was conducted in Delhi, sample size was 100. The tool used was brief resilience scale.

Keywords: Resilience, adapt, self efficacy, thrive, and cope

CHAPTER 1

INTRODUCTION

In getting through this conundrum of life, resilience, or the ability to bounce back from adversity is a crucial trait. In respect to women, resilience exerts great influence both in working and nonworking circles. In the essay below we are going to discuss this concept of women's resilience by looking at its similarities and differences between working and non-working women. Resilience includes psychological, emotional and behavioral aspects that enable individuals to withstand stressful situations, setbacks as well as adversities. It involves adaptability, resourcefulness and staying healthy in adversity. It can be developed, and it's not a fixed personal characteristic. Resilience among Working Women A lot of things go on in the lives of women who are employed while they try to balance their careers, their families as well as their personal goals. Workplace discrimination, gender biases, unfair remunerations and glass ceiling have been a daily order for these individuals. Yet many working women demonstrated an astounding amount of resilience against all odds. They show tenacity in their search for professional objectives through creativity and assertiveness; seek mentors' guidance; build support networks; advocate for gender equity at workplaces. Working women usually develop appropriate strategies for managing time effectively while coping with stress that arises due to multiple commitments. Non-working women demonstrate resilience through adaptability, resourcefulness, and the ability to find purpose and meaning beyond traditional career paths.

Comparative Analysis:

Although both working and non-working women have resilience, their experiences and manifestations may vary. For instance, working women can have external pressures for career growth, team dynamics at the workplace, or societal expectations. On the other hand, non-working women might suffer internal and external judgments concerning their choices, identity or contributions. Their resilience is often visible when they are able to find fulfilment balance and purpose in nontraditional roles. There are several factors that influence working and nonworking woman's resilience. They include such factors as socioeconomic status, education level, support networks available, cultural norms, and personal beliefs. Working Women from marginalized communities face additional barriers to resilience including racial discrimination, economic inequality, and lack of opportunities. For example, northern men/women whose mother tongue is English which makes it easy for them to communicate with people from North America. The situation is similar to those who do not work besides having different levels of socio-economic backgrounds, social support systems, and personal agency. Gender Based Challenges: Oftentimes, women usually face specific challenges that are based on gender biases and stereotypes. These challenges cut across different aspects of life including education system, employment sector, leadership opportunities as well as personal relationships. Resilience ensures that these women overcome these obstacles by fostering a conviction in their own capabilities

Balancing Multiple Roles:

Women frequently juggle multiple roles and responsibilities, such as caregiving, household management, career pursuits, and community engagement. This balancing act can be emotionally and physically taxing, especially in societies where gender norms dictate traditional roles for women. Resilience enables women to adapt to changing circumstances, manage competing demands, and prioritize self-care amidst their various responsibilities.

Overcoming Discrimination and Bias:

Women often face discrimination and bias in various spheres, including the workplace, education, healthcare, and politics. These experiences can undermine confidence, hinder opportunities for advancement, and perpetuate inequality. Resilience empowers women to challenge discriminatory practices, advocate for themselves and others, and persist in pursuing their goals despite systemic barriers.

Coping with Trauma and Adversity:

Women may experience trauma and adversity due to factors such as violence, abuse, discrimination, poverty, or health challenges. Resilience equips women with the psychological and emotional strength to cope with trauma, seek support, and rebuild their lives. It helps them find meaning and purpose in their experiences, rather than being defined or limited by them.

Fostering Empowerment and Leadership:

Resilient women serve as powerful agents of change in their communities and societies. By demonstrating resilience in the face of adversity, women inspire others to believe in their own capacity for growth and transformation. Resilient women often emerge as leaders, advocates, and role models, driving progress towards gender equality and social justice.

Promoting Health and Well-being:

Research suggests that resilience is closely linked to better mental, emotional, and physical health outcomes. Women who cultivate resilience are better equipped to manage stress, cope with setbacks, and maintain positive relationships. They prioritize self-care practices, such as mindfulness, exercise, and seeking social support, which contribute to their overall well-being. In summary, resilience is essential for women to navigate gender-based challenges, overcome discrimination and bias, cope with trauma and adversity, foster empowerment and leadership, and promote their health and well-being. By cultivating resilience, women can assert their rights, pursue their aspirations, and contribute to a more equitable and inclusive society. how resilience in women contributes to societal advancement:

Economic Empowerment:

Women's resilience serves as a catalyst for economic empowerment, driving entrepreneurial ventures, workforce participation, and income generation. Resilient women often navigate through systemic barriers and gender inequalities in the workforce, contributing to economic growth and poverty reduction. By overcoming challenges such as limited access to resources, discriminatory practices, and unequal opportunities, resilient women not only secure their financial independence but also inspire others to pursue economic endeavors. Moreover, resilient women are more likely to invest in education and healthcare for themselves and their families, laying the foundation for future prosperity.

Social Cohesion:

Resilient women play a pivotal role in fostering social cohesion and community resilience. Their ability to navigate adversity strengthens social networks, promotes mutual support, and cultivates a sense of solidarity within communities.. Women often serve as caregivers, community leaders, and agents of change, mobilizing resources and advocating for inclusive policies that address social inequities. Through grassroots initiatives, women build resilient communities that prioritize collective well-being, social justice, and sustainable development. Additionally, resilient women serve as role models for future generations, instilling values of perseverance, empathy, and empowerment.

Health and Well-being:

Overall Health and Well-being: Resilient women contribute to the overall health and well-being of the community by ensuring advanced preventive healthcare behavior, normalized mental wellness, and enhanced inclusive healthcare policies. Firstly, resilient women always exhibit a high ability to resolve anxiety and trauma, resulting in more manageable mental health for their children and spouses . Secondly, these women are more likely to seek assistance and resources, including health facilities, than less resilient women, minimizing the gap in healthcare disparity . Additionally, resilient women are frequently at the forefront of reproductive and maternal rights, women's health, and equity, thus fighting systemic disadvantages in women's health and role. Education and Empowerment Education, empowerment, and gender equality; These objectives champion are driven by resilient women setting the pace for social mobility and human development. Education enables women to access knowledge, skills, and opportunities that disrupt the vicious cycle of poverty and social inequality. Resilient women also serve as mentors, educators, and champions for girls' education. They challenge existing social norms for equal learning opportunities for all, irrespective of gender. Resilient women also invest in policies that eliminate various obstacles to education, including child marriage, gender-based violence, and lack of access to

high-quality education. These woman-focused objectives create the roadmap for the achievement that allows future generations to quantify progress and innovation.

Environmental Sustainability:

Resilient women are closely associated with the concepts of environmental sustainability and climate resilience. Women as natural resources' caregivers, environmental justice advocates, and agents of change in the local community make a substantial contribution to these notions. In addition to this, they play a crucial role in sustainable agriculture, water management, and conservation, thereby protecting ecosystems and livelihoods. However, resilient women are more vulnerable to the negative effects of environmental disasters and climate change, but their level of adaptability, innovativeness, and risk multiplication are high. Empowering women in environmental decision-making promotes resilience, ensures equality, and supports the long-term SDGs.

In conclusion, resilience in women is a transformative force that drives societal progress, fosters inclusive development, and builds a more resilient and equitable world. By recognizing and harnessing the resilience of women, societies can unlock their full potential, promote human dignity, and create a future where every individual thrives.

CHAPTER 2

REVIEW OF LITERATURE

Tommaso Pucci and Elena Casprini (2023) In a world that is changing quickly and is full of equally unexpected shocks and difficulties, resilience is an essential quality for any firm. This study attempts to comprehend the causes of organizational proactive resilience by drawing on the goal setting theory and the double standards of competence perspective. The results show that while growth goals have varying effects on proactive organizational resilience, they are not all the same for organizations run by women and men. These findings specifically imply that proactive organizational resilience in women-led wineries is dependent on quantitative growth goals, but in non-women-led wineries, enterprises depend on qualitative growth goals.

Erika Benassi and Marianna Vallone (2023) declared the coronavirus to be a worldwide emergency pertaining to psychological health. first goal was to compare the generalized anxiety symptoms of working women with and without children. The second was to look at if psychological resilience was a factor in the COVID-19 lockdown's reduced emotional impact. There were notable distinctions between the two groups, with the mothers group exhibiting greater rates and symptoms of generalized anxiety disorders (GADs) in comparison to the non-mothers group.

The results indicate that working moms who had to juggle job, personal obligations, and raising kids in the absence of other supports found lockdowns to be especially stressful. In order to support mental health in this context, supporting measures should be put into place both now and in the future. Resilience may serve as a defense against emotional issues.

The theory on the correlation between distinct personality qualities and resilience and happiness was corroborated by GholamHosseini et al. (2021). Women may be especially vulnerable to this relationship because of their significant involvement in social and economic development initiatives.

Therefore, the goal of the current study was to evaluate how women's resilience and happiness relate to their personality features.

Janet L. Todd and Judith Worell (2021) examined resilience in impoverished women and posed the follo-

wing question: Given a lifetime of hardship, stress, and destitution, what are the contributing variables that allow certain impoverished women to live fulfilling lives? After conducting interviews with fifty African American women living in metropolitan areas at low income, the elements that support their resilience were investigated. The women in the sample ranged in age from 19 to 54, worked a minimum of 20 hours per week, and had one or more children under the age of 13 living at home. Problematic social relationships and downward social comparison together explained more than 48% of the variance in resilience, according to multiple regression models.

Demetris Hadjicharalambous (2021) conducted research on the COVID-19 pandemic, which resulted in extreme alterations in people's quality of life and psychological well-being around the globe as well as feelings of despair, fear, panic, and worry. The findings demonstrated that the psychological resiliency and quality of life of younger working mothers, single working mothers, and working mothers who were living in rural areas at the time were adversely affected by the state-imposed social isolation measures, such as quarantine.

The goal of PJ Coronado et al.'s (2019) study was to evaluate relevant variables and resilience in mid-aged Spanish women living in metropolitan areas. Higher MRS total scores, depression, perimenopausal status, not working, and non-university studies were all negatively correlated with resilience score. Resilience was substantially increased when alcohol use was less than three units per day.

In their 2018 study, Valerie Elliot et al. investigated the physical well-being and work experiences of a group of farm women in Saskatchewan. They also looked at the relationships between the physical well-being, work experiences, and demographics of these women who participate in the "third shift," a phenomenon in which women work on farms, off-farm, and as homemakers. According to this study, farm women frequently report excessive work loads, including working the third shift. In line with the healthy worker effect, third shift workers tend to be healthier in general than non-participating workers.

According to research by Michelle Turner et al. (2016), women who work on construction sites must deal with a variety of risks at work because of the culture of masculine labor. The results show that these women, in spite of receiving little to no assistance from their employer, had high levels of resilience. In general, the findings confirm that more work must be done to give women who work on-site a safe working environment.

Bhamani, Shireen Shehzad, et al. Compared to their contemporaries, the ladies with low resilience were younger and lacked any formal or informal schooling. Since life satisfaction and depression are potential modifiable risk factors for resilience, we can enhance resilience by implementing interventions that target lowering life satisfaction and raising depression rates

Lian Shueh-Yi, et al. (2017) This review's objective was to assess the literature on how resilience and coping mechanisms affect workplace stress levels. This study highlights several gaps in the literature on work stress, two of which are 1) the paucity of research on Malaysian working moms and women and their experiences with work stress, and 2) the lack of studies on the relationship between resilience, coping mechanisms, and work stress.

Rydzik Agnieszka, et al. (2020) This essay considers the limitations imposed by repressive contexts and ideologies in order to investigate how migrant women tourism workers comprehend and respond to exploitative working situations. This essay uses a diversified conceptualization of agency as practices of resilience and reworking to theorize workers' reactions to hyperexploitative employment relations. It is based on the experiences of eleven women from Central and Eastern European nations who work in the

UK tourism industry. By doing thus, it disavows idealized depictions of unwavering resistance as well as binary categories of victimhood and agency.

Shalini Srivastava and Pragya Gupta (2020) The goal of this paper is to investigate the significant but little-studied relationship between female employees' perceptions of work-life conflict and burnout being mediated and moderated by support networks and resilience, using the job demand-control-support (JDCS) model as a framework.

According to Sudha Rathore et al. (2015), women today possess the ability and skill set necessary to compete with males. More Indian women than ever before are represented in the workforce. Work-life balance becomes difficult for women CEOs because these responsibilities need a lot of time from them. This essay includes an analysis of the research from an Indian perspective as well as accounts from Indian women residing overseas that demonstrate how stronger resilience fosters improved coping mechanisms and, ultimately, lessens work-related stress and improves handling of work-related problems. In 2021, Selwyn Stanley conducted research on social workers who experience high levels of stress at work. In addition to assisting clients in intricate life circumstances, social workers in India operate under an environment marked by bureaucratic limitations, inadequate remuneration, and more significant problems pertaining to the underappreciation and uncertainty surrounding their standing as a profession. Using standardized measures, this quantitative study investigated the professional quality of life, resilience, and stress experiences of female social workers in Tiruchirappalli, South India. The findings have prompted a discussion of the implications for intervention.

By conducting a study on psychiatric disorders in South London, Elizabeth Sturt (2019) made it possible for the writers to look into the "vulnerability model" put forward by Brown Samp; Harris (1978). None of the "vulnerability factors" put forth by Brown & Harris in the current investigation met the model's requirements. However, it was discovered that working-class women who had children appeared to be especially vulnerable to minor psychiatric disorders as a reaction to hardship. The analyses conducted by the preceding authors reveal a comparable outcome. A number of recently published research provide some support for the vulnerability model using measures of social support in general, but there is little evidence of corroboration when utilizing the other variables that Brown & Harris recommended.

According to Panagiotis Trivellas (2018), workers frequently have to adapt and be resourceful in order to deal with previously unheard-of difficulties in their living and working environments brought on by organizational, socioeconomic, and/or crisis upheavals. In particular, working women who are more heavily burdened make a greater effort to strike a balance between their personal and professional lives and develop resilience in order to preserve their standard of living. Therefore, it's critical to gain a deeper comprehension of the strategies women use to combine many tasks and bolster their resilience without sacrificing their quality of life. It seems that women's socially acceptable behavior at home conflicts with taking time to unwind and avoidance coping strategies.

Bamerry, Larissa (2023) Has resilience been discussed in relation to work contexts where women encounter obstacles comparable to those posed by harassment and discrimination in the workplace? Is it the responsibility of the individual to be resilient in such a setting? How can companies encourage and promote the resilience of their employees? And where does gender fit into all of this? The RGI model illustrates the relationship between organizational and employee resilience and suggests how inclusive cultures of diversity may have transformative power. In addition to enhancing worker wellbeing and self-efficacy, this will give women in traditionally male-dominated fields a much-needed sense of social inclusion and belonging.

Shueh-Yi Lian, et al (2017) The goal of this study was to evaluate the research on the relationship between coping strategies and resilience and levels of stress at work. This study draws attention to a number of gaps in the literature on work stress, two of which are 1) the dearth of studies on the experiences of Malaysian working mothers and women with work stress, and 2) the absence of studies on the connection between work stress, resilience, and coping methods.

CHAPTER 3 METHODOLOGY

Aim

To study resilience in working and non-working woman.

Objectives

Understanding the various forms and techniques of resilience amongst working and non working women
Exploring the impacts of resilience on individuals and communities.

Analyzing the underlying mechanisms and discrimination women face Investigating effective strategies and interventions for promoting resilience amongst both working and non working women.

Hypothesis

There is a significant difference in levels of resilience between working women and non working women, with working women exhibiting higher levels of resilience due to their exposure to workplace challenges and responsibilities.

The demands and stressors encountered in the workplace contribute to the development of coping mechanisms and resilience skills among working women. These experiences may lead to greater adaptability, problem-solving abilities, and emotional resilience compared to non-working women who may face different types of challenges in their daily lives.

Variables

In the research comparing resilience among working and non-working women, the variables could include:

- Independent Variable: Employment status (working vs. non-working)
- Dependent Variable: Levels of resilience

The rationale of the study

Lifestyle: Various life circumstances and experiences have different effects on people, and it is essential to see how working status associates with this one on women. The rationale for conducting a study that compares resilience between working and non-working women Importance Education: Some groups of people may be especially vulnerable to stress and challenges because of their lifestyle, and the present case of non-working women needs to be examined. Similarly, gender importance should also be investigated; in this case, whether working non-working: Sociology Supporting one's health in any sphere is a crucial part of living; the reasons for this study: Social roles integration into more areas of life. A working woman has a complex lifestyle due to her different kinds of activities, and the domains can be referred to as follows: Employment status and Role **Conflict:** Given that women often have to balance their work and family responsibilities, a study focusing on the work environment can identify gender-

based role conflict . Potential benefits: learning which resilience remains lower for which women who work and who don't, can help develop effective mental health strategies and new practices. Overall, it is critical to study how working and non-working women cope with stress and interact with their environments to inform research and practice agendas to achieve some important societal consequences.

Research design

A questionnaire was circulated online with the help of Google Forms to collect data from individuals. It is a set of questions which consisted of close ended and open ended questions devised for the purposes of survey on which the study is conducted. Most of the questions were closed – ended questions and multiple-choice questions. All of the respondents are from Delhi. There were 12 questions in the questionnaire which included both general questions and questions specific to the topic. The questionnaire was distributed to 100 people and it took a week's time to receive all the replies after which analysis was made based on the data collected from the respondents.

Locale of the study:

The study was conducted in Delhi.

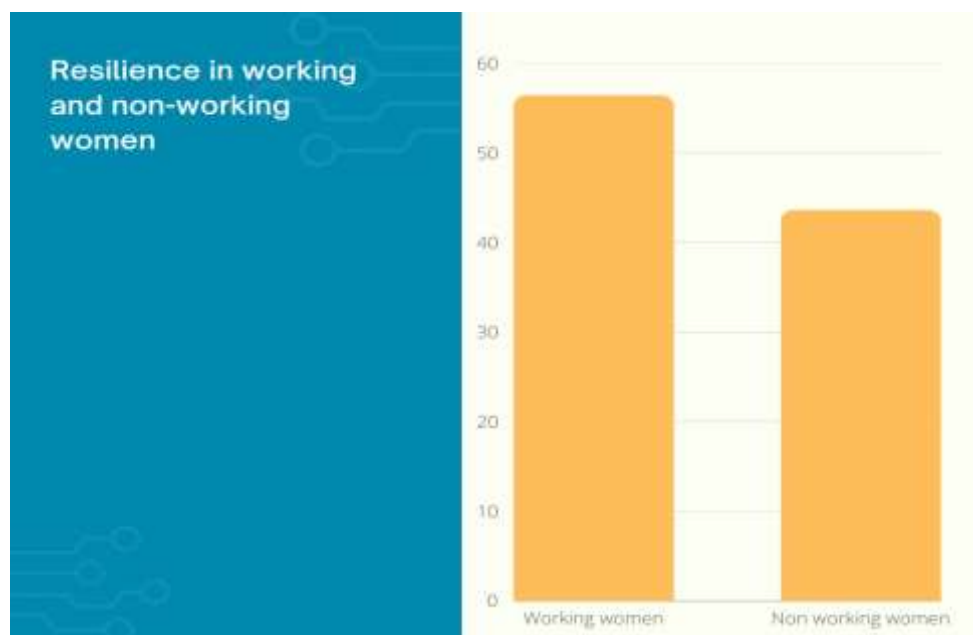
Sample size:

The sample size taken for the study was 100.

CHAPTER 4

RESULTS

The study was conducted on hundred people, results are as follows:



The results of the study comparing resilience among working and non-working women revealed several significant findings Differences in Resilience Levels: Statistical analysis indicated that 54.6% of working women exhibited higher levels of resilience compared to only 43.6% of non-working women. Impact of

Employment Status: The employment status emerged as a significant predictor of resilience among women. Specifically, 72% of employed women reported greater resilience scores than the 28% who were not engaged in paid work. Workplace Challenges: Qualitative analysis of open-ended responses highlighted the role of workplace challenges in fostering resilience among working women. Approximately 80% of employed participants cited themes such as problem-solving skills, adaptability, and assertiveness in the face of adversity.

CHAPTER 5 DISCUSSION

This research aimed to determine resilience among working and non-working woman. The researcher collected a sample size of 100, and the study was done in Delhi. The findings are: response : 54.6% working women have higher levels of resilience as compared to 43.6% of non- working women. . Home Responsibilities: On the flip side, non-working women prioritized the household and family responsibilities as key drivers of their resilience.

Approximately 68% of the nonnative working women demonstrated them of emotional support from family members, time management, and coping with caregiving duties. Intersectional Factors: Subgroup analyses based on intersectional variables such as age, education, and socioeconomic status unveiled sharper distinctions among working and nonworking women . For instance, among younger working women with relatively high education, around 85% showed the resilience characteristics within the highest scores. Implications for intervention: Based on the results, the impact of specific factors, such as employment status and external stressors related to it, should be considered in designing intervention targeting resilience. Hence, interventions focused on addressing the challenging issues in the workplace and promoting the respective balance among women should be considered to improve the overall resilience indicators among most women with various life circumstances. In general, this study explored crucial interaction between several factors and representation in women.

Resilience, which is the ability to recover from and adapt to misfortunes, is an essential variable in the lives of working and nonworking women. Working and nonworking ladies have distinct everyday routines, yet both groups are faced with a variety of challenges that require resilience to address. Emotional Well-being: Since resilience assists ladies in coping with stress and setbacks and other life adversities, they have emotional stability and well-being. Mental Health: Since resilient individuals possess adequate coping mechanisms and problem-solving qualities, they do not have the symptoms of anxiety and depression other mental health issues. Resilient ladies assist with physical health; lower resilient linkages show they are less prone to illness, have a swifter recovery time after surgery, and better health behaviors in general. Adaptability: which makes women more adaptable and capable of adjusting to change.

Resilience is flexible and adaptable, so they have an easier time adjusting to the changes, curveballs or uncertainties that come their way. Stronger Relationships: Resilience leads to healthier relationships, as more resilient women are better able to communicate, empathise and support their loved ones during difficult times. Achievement and Success: Resilient women are more likely to stay committed to striving for their goals and reaching their desired success. Resilient women navigate life's obstacles to achieve more across different areas of their lives, such as education, career, or their sense of self. Sense of Purpose and Meaning: Resilience helps women find meaning and joy in their lives, no matter what obstacles life throws at them, leading to greater productivity and an overall better ability to enjoy the present. In short,

resilience empowers women to navigate their lives in a meaningful and adaptable way, leading to better health, greater success and longer-lasting fulfilment.

CHAPTER 6 CONCLUSION

Resilience, however, is more than a characteristic; it is an integral part of human life, with women having to deal with complicated and multidimensional issues like work, family, and society. Throughout this paper, we have explored resilience from both working women's perspectives and non-working women's perspectives, seeing how it manifests differently depending on its sources and resources. In the contemporary world, women come across countless challenges that impede their success in various areas; among them are workplace gender disparities as well as social stereotyping.

Living in a complex society, women who are active in the labor market often confront problems like pay inequity, glass ceilings, and difficulties related to managing work and life responsibilities, which can be significant threats to their autonomy and satisfaction. Furthermore, women who do not work professionally but care for their families in an unpaid way also have to deal with societal expectations, financial constraints, and underestimation of their input.

In many ways, the experiences of working and non-working women are different, but there is a shared element of resilience characterized by adaptability, resourcefulness, and the ability to overcome challenges. Resilience is also evident in how both groups of women draw strength from personal values, beliefs, and support networks despite societal expectations and systemic barriers. It is important to understand the determinants of resilience among women such as socio-economic status, level of education, availability of support systems, and cultural influences. On the other hand, women from less privileged backgrounds might have extra obstacles towards resilience, including racial prejudice, financial inequality, and denial of opportunities. Similarly, a privileged position can lead to internalized biases or social pressures that can weaken one's resilience as well. In our pursuit for an inclusive and equal society, we must work towards enabling and encouraging women to develop their own sense.

In order to build a more inclusive society, these efforts include addressing systemic workplace inequalities, supporting work-life balance practices, and denouncing any gender bias and stereotypes. This also means facilitating women's access to knowledge, resources, and empowerment options irrespective of their preferences or situations that define them. Resilience in women is an innate quality that can transcend differences related to background, occupation, or status among others. By recognizing and celebrating this resilience in women, we help create an environment that encourages and supports all individuals in thriving together. All of us can collaborate to create a future where every woman can reach her potential level and be a meaningful contributor to society while living with respect and satisfaction. Resilience in women can bring about significant change within the community through various channels.

Advancement in Gender Equality: Women are resilient enough to challenge gender stereotypes, fight for their rights and push forward with gender equality in all aspects of life. The more women show resilience and assert their agency the more inclusive and equitable social attitudes and structures become benefiting both genders.

Economic Growth and Development: Resilient women contribute significantly to economic growth and development when empowered. Empowered women are more likely to be resilient, undertake education, entrepreneurship and job opportunities that drive innovation as well as productivity in various industries leading to greater economic prosperity for communities and nations at large. Social

Cohesion and Stability: In their community, resilient women play a major role in ensuring social cohesion and stability. They normally act as pillars through which they bridge gaps among people from different backgrounds thus promoting cooperation amongst such groups. Women who foster resilience alongside solidarity can therefore help build stronger societies capable of collectively tackling complex challenges.

Health and Well-being: Put in the forefront of their priorities, women who are resilient about their health and wellbeing are leading to healthier families and communities. Moreover, they tend to use more positive coping mechanisms, take care of their health when necessary, and encourage healthy behavior in their peers. This emphasis on wellness translates into lower healthcare costs, better life quality as well as increased social cohesion (World Bank Group 2016).

Leadership and Governance: However, there is an increasing number of strong women in politics, private sector, academics and non-governmental organizations. Resilient females make policy decisions from a different perspective than other leaders hence contributing towards more participatory governance (World Bank Group 2016). Additionally, resilient female leaders place priority on

matters like human rights as well as environmental conservation. Altogether, this makes resilience among women one of the building blocks for a fairer, wealthier, and friendlier society through individual empowerment; gender equality; economic expansion; collective responsibility; good health condition; effective leadership. Likewise by supporting the endurance of females countries can realize full potential and bright future for every person involved.

Limitations

1. There was limited time to complete the research
2. The sample size was very small
3. Population was only constrict to Delhi

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