The Transition from Remote to Offline Work for Indian Working Mothers

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Abstract

The Transition from Remote to Offline Work for Indian Working Mothers This qualitative study explores the transition experiences of working mothers during and after the COVID-19 pandemic, highlighting the factors that influence their ability to navigate professional and personal responsibilities. Through in depth interviews with diverse participants, six key themes emerged: the impact of remote and hybrid work structures, the significance of organizational support, the role of social networks, the challenges of childcare arrangements, and the overall effects on mental well-being. Findings reveal that while remote work initially offered flexibility, the subsequent return to offline environments introduced complexities that exacerbated existing challenges. Moreover, the intersectionality of race, socioeconomic status, and job role further influenced the experiences of working mothers. This research underscores the critical need for systemic changes in workplace policies and societal attitudes to foster an equitable and supportive environment for working mothers, ultimately benefiting families and the broader workforce. The insights from this study aim to inform future interventions and contribute to ongoing discussions surrounding work-life balance and gender equity in the workplace.

Keywords: hybrid work, working mothers, work-life balance, offline transition

INTRODUCTION

The shift to remote work, accelerated by the COVID-19 pandemic and advances in technology, fundamentally transformed traditional office environments. For employees, especially working mothers, this shift offered greater flexibility and autonomy, yet it also placed unique demands on them, particularly in India where caregiving and household responsibilities often fall disproportionately on women. During the pandemic, companies in India embraced work-from-home (WFH) policies to comply with lockdowns and ensure employee safety. For many working mothers, remote work provided a means to better balance the competing demands of career and family. Flexibility afforded by WFH enabled working mothers to spend more time with their families, engage in their children's education, and manage household responsibilities

more effectively. This increased control over their schedules and reduced commute times led to a better integration of personal and professional lives. The home-based work environment also allowed many women to feel empowered by their ability to manage both domains more effectively. As a result, for some, WFH presented an opportunity for growth, both personally and professionally.

However, this flexibility came with its own set of challenges. The blurred boundaries between work and home life often led to burnout and the pressure of being constantly "on call." In the absence of clear demarcations between professional and personal time, many working mothers found themselves grappling with an overwhelming sense of never being fully present in either role. This dynamic was exacerbated by the lack of dedicated workspace in many households and, in some cases, unreliable technological infrastructure, both of which compromised productivity and focus. The absence of physical interaction with colleagues and supervisors also contributed to feelings of isolation. Many working mothers reported reduced job satisfaction and a sense of detachment from the workplace, which further hindered their overall well-being. Additionally, the struggle to balance childcare with professional obligations was a recurring theme. Without external childcare support, many mothers were forced to juggle work deadlines, household chores, and the educational and emotional needs of their children. This multitasking, while necessary, often increased stress and left many women feeling as though they were unable to succeed in either role fully.

Amid these challenges, working mothers demonstrated remarkable resilience and adaptability. Many embraced technological tools to maintain productivity, collaborate with colleagues, and manage their professional responsibilities. Despite the adversities, some working mothers used the flexibility of WFH to explore personal interests, such as pursuing online courses or developing new skills. This period also fostered a sense of community within workplaces, as employees collectively navigated the unprecedented challenges of remote work. As organizations begin transitioning back to offline or hybrid work settings, working mothers face new challenges. The return to commuting and office-based work necessitates an adjustment to rigid schedules, in person interactions, and diminished autonomy. For many working mothers, this transition has strained family dynamics, with less time available at home and a diminished ability to balance caregiving duties. The shift back to the office may also hinder career advancement opportunities, as working mothers face reduced visibility in the workplace and fewer networking opportunities. These barriers, combined with potential biases against remote workers, can limit the professional growth of working mothers during this transition.

Understanding the specific challenges faced by Indian working mothers is crucial for designing effective organizational policies and interventions. India's cultural context, including traditional gender roles, societal expectations, and limited access to affordable childcare, heavily influences the experiences of working mothers. This study seeks to explore several research questions: What are the factors influencing the transition experience of working mothers? What is the impact of the transition on various aspects of working mothers' lives, including their work-life balance, career advancement, and overall well-being? How does the intersectionality of factors such as race, socioeconomic status, and job role influence the transition to offline work? This research provides insights that can inform organizational efforts to promote gender equity, work-life balance, and career advancement for working mothers. It highlights the need for flexible work arrangements that allow women to continue to balance personal and professional responsibilities effectively, even as the world shifts back to

more conventional office environments. In addition to its organizational implications, this study also contributes to the broader understanding of how intersectional factors, such as race, socioeconomic status, and job roles, affect the transition experiences of working mothers. While the transition to remote work offered greater flexibility to some, those from less privileged socioeconomic backgrounds or in lower-paying jobs faced additional hurdles, such as inadequate access to technology or the inability to afford external childcare. These disparities underscore the need for a more inclusive approach to workplace

policies, one that takes into account the diverse experiences and needs of working mothers across different social strata.

At the heart of this research lies the goal of amplifying the voices of Indian working mothers, whose experiences have often been overlooked in broader discussions of work-life balance and gender dynamics. By shedding light on their challenges and aspirations, this study seeks to inform evidence-based strategies for fostering inclusive work environments that support gender equity and career progression. It also aims to highlight the importance of culturally sensitive policies that address the specific needs of Indian working mothers, taking into account the unique social and cultural factors that shape their experiences. The potential implications of this research extend far beyond academic discourse. By providing a nuanced understanding of the transition experiences of working mothers, it aims to equip policymakers, employers, and organizations with the tools they need to create interventions that address the needs of this demographic. Flexible work policies, affordable and culturally appropriate childcare options, and workplace support systems are all essential elements of a more equitable work environment. By prioritizing the needs of working mothers, organizations can foster a culture that not only values the contributions of women but also supports their professional growth and personal well-being.

Ultimately, this research is more than an academic pursuit—it is a step towards unravelling the complex tapestry of the Indian working mother's journey through the transition from WFH to office-based work. By documenting their experiences and challenges, it aspires to create a future where their voices are heard, their needs are met, and their contributions are celebrated. In doing so, it paves the way for a more inclusive and supportive work environment where all employees, regardless of gender, can thrive. This study serves as a call to action for organizations to invest in the well-being of working mothers and, by extension, the well-being of their families, communities, and the larger workforce.

Theoretical Background
Role Theory

Role theory provides a critical framework for understanding the experiences of working mothers during the COVID-19 pandemic and their transition back to office or hybrid work environments. The theory posits that individuals occupy multiple roles—such as employee, mother, and partner—each of which carries distinct responsibilities and expectations. These roles can come into conflict when their demands overlap, a situation particularly relevant for working mothers navigating the complexities of work and family life.

Role theory has its roots in sociology, with significant contributions from Ralph Linton, George Herbert Mead, and Talcott Parsons. Linton (1936) was among the first to distinguish between "status," the social position an individual holds, and "role," the behaviour expected of someone in that position. Mead (1934), with his symbolic interactionist approach, focused on how roles are learned and enacted through social interaction, while Parsons (1951) viewed roles as functional elements of social systems that help maintain order. However, Parsons also acknowledged the potential for role strain, which occurs when individuals struggle to meet the expectations of their multiple roles.

During the COVID-19 pandemic, working mothers faced heightened role conflict and overload as they balanced their professional duties with increased caregiving responsibilities. The sudden shift to working from home removed the physical boundaries between work and family, intensifying the overlap between these roles. Many mothers found themselves simultaneously managing work tasks, homeschooling children, and maintaining household responsibilities, leading to significant stress. Role conflict arises

when the demands of one role interfere with another, and this became a daily reality for many mothers during the pandemic, with no clear distinction between the office and home environment.

The pandemic also resulted in role strain, where mothers faced difficulties fulfilling the demands of a single role, particularly when external support systems like schools and daycare centres were unavailable. The added pressure of being a primary caregiver while maintaining productivity at work exacerbated this strain, resulting in emotional and physical exhaustion for many working mothers. Additionally, role overload, or the feeling of being overwhelmed by the cumulative demands of multiple roles, became a common experience during this period, as the traditional support structures for balancing work and family life were disrupted.

The transition back to in-office or hybrid work environments represents a significant role transition for working mothers. This process requires renegotiating the boundaries between their professional and family roles. Many mothers are now adjusting to new work routines while continuing to manage their responsibilities at home, which may not have diminished post-pandemic. The role transition process is complex and can vary based on individual circumstances, such as the availability of flexible work arrangements, external childcare support, and workplace policies that accommodate the needs of working parents.

In understanding the experiences of working mothers during this transition, it is also essential to consider the support systems available to them. Role theory suggests that external resources, such as supportive employers and accessible childcare, can help alleviate role strain and conflict. Studies by Greenhaus and Beutell (1985) and Voydanoff (2005) underscore the importance of organisational support in reducing work-family conflict and promoting well-being. In the context of this research, examining how such support systems affect the transition back to office work is crucial for understanding the factors that facilitate or hinder successful role adaptation.

In conclusion, role theory offers valuable insights into the challenges working mothers face as they navigate the competing demands of their professional and family roles during and after the pandemic. By focusing on the processes of role conflict, overload, and transition, this theoretical framework helps to explain the psychological and practical complexities of their experiences and provides a basis for exploring strategies that can better support working mothers in managing their multiple roles. Ecological Systems Theory Ecological Systems Theory, developed by Urie Bronfenbrenner in the 1970s, provides a valuable framework for understanding the complex interactions between individuals and their environments. This theory posits that human development is influenced by various

environmental layers, each of which interacts with the others. Bronfenbrenner introduced this framework in his seminal work, The Ecology of Human Development: Experiments by Nature and Design (1979), emphasising the need to consider the contextual factors that shape individual experiences. This theory is particularly relevant in examining the experiences of working mothers during the COVID-19 pandemic and their subsequent transition back to offline or hybrid work environments. The microsystem represents the immediate environment in which individuals interact, including family, workplace, peers, and educational institutions. For working mothers, the microsystem encompasses family dynamics and the dual responsibilities of caregiving and professional work. During the pandemic, many mothers faced unprecedented challenges as they navigated their roles within the microsystem, often taking on additional responsibilities such as home-schooling and household management while working from home. The necessity to fulfil these varied roles led to increased stress and role conflict, which is crucial to understanding their experiences during this period.

The mesosystem involves the interactions between different microsystems. For working mothers, the interplay between their home and work environments is essential in shaping their overall well-being. During the pandemic, the boundaries between work and home became increasingly blurred, complicating the dynamics within the mesosystem. As mothers transitioned back to office work, the nature of these interactions changed again, influencing their ability to balance responsibilities effectively and maintain their mental health.

The exosystem encompasses broader social structures that indirectly affect individuals. This includes workplace policies, community resources, and societal norms regarding gender roles. During the pandemic, factors such as the availability of flexible work arrangements and childcare resources within the exosystem significantly impacted the experiences of working mothers. The disruption of traditional support systems, such as schools and daycare centres, heightened the challenges mothers faced, illustrating the importance of the exosystem in their daily lives. The transition back to office work also demands a revaluation of these supports, making it essential to understand how the exosystem influences mothers' experiences.

The macrosystem represents the overarching cultural and societal context that shapes individual experiences, including economic conditions and public policies regarding family support. The COVID-19 pandemic underscored systemic inequalities, particularly in how societal expectations placed on mothers affected their ability to balance work and family life. Understanding these cultural expectations is crucial for analysing how working mothers navigate their roles during their transition back to the office. Lastly, Bronfenbrenner later introduced the chronosystem, which considers the dimension of time and how life events influence individual development. The pandemic is a significant life event that disrupted established routines, requiring mothers to reassess their roles. This ongoing transition back to offline work will be influenced by their previous experiences during the pandemic and the changes within their microsystem.

In conclusion, ecological systems theory provides a comprehensive framework for understanding the multifaceted experiences of working mothers during the COVID 19 pandemic and their transition back to work. By examining the interactions among the various systems, researchers can identify the supports and barriers that influence mothers' ability to manage their responsibilities. This holistic approach is essential for developing strategies that enhance well-being and promote a better work-life balance for working mothers in a post-pandemic landscape.

Materials and Method

This qualitative inquiry aimed to analyse the experiences of Indian working mothers during the transition from traditional office-based work to remote arrangements.

Through in-depth interviews and thematic analysis, the study sought to uncover the complexities of this shift, including challenges, opportunities, and outcomes within the Indian context. Specifically, it investigated the impact on various facets of working mothers' lives, such as work-life balance, career trajectories, familial responsibilities, psychological well-being, and overall satisfaction. By discerning these nuanced narratives, the research aimed to inform organizational strategies and supportive measures tailored to address the unique needs of Indian working mothers in the evolving landscape of contemporary work structures.

Research Design

The study employed a qualitative method, specifically a phenomenological approach, to delve into the lived experiences of working mothers. This approach prioritized participants' perspectives, seeking to capture the essence of their experiences during the transition from remote work to offline office environments. The findings were intended to assist organizations and policymakers in fostering a more equitable, inclusive, and healthy workspace for working mothers.

Population and Sample

The target population included working mothers who experienced remote work during the COVID-19 pandemic and were transitioning back to office settings. Thirteen in depth interviews were collected from Indian working mothers, whose responses were incredibly informative. Participants were selected through snowball sampling, and data were gathered through semi-structured interviews until data saturation was reached. Inclusion criteria specified that participants must be women, mothers, of Indian origin, have at least five years of work experience, possess knowledge of the English language, and currently be married. Participants were excluded if they did not meet these criteria or were unmarried, divorced, or widowed.

Data collection focused on understanding participants' lived experiences through in-depth semi-structured interviews. An interview guide outlined key areas of focus and open-ended questions aligned with the research objectives. Informed consent was obtained prior to the interviews, which were recorded and transcribed for analysis. The sample was gathered by reaching out to women within the researcher's network who met the inclusion criteria, as well as through a call for participants posted on social media, employing a purposive snowball sampling technique.

Thematic analysis was utilized to analyse the interview data, specifically employing Braun and Clarke's method. This systematic approach ensured familiarity with the data through iterative reading, allowing for the generation of codes and themes. Thematic analysis provided a rich and detailed understanding of the participants' experiences and the complexities associated with the transition from remote to offline work.

Results

The findings from the study examining the transition experiences of working mothers during and after the COVID-19 pandemic. Through qualitative interviews, six significant themes emerged that highlight the factors influencing these transitions and their impact on various aspects of the participants' lives. These themes—Impact of Work from Home, Impact of Hybrid Work Structure, Qualities of a Company and Its Effects, The Effect of Support Systems on a Person, How Transitions Affect Childcare and Motherhood, and How COVID Impacted Well-Being—offer insight into the research questions concerning work-life balance, career advancement, and the intersectionality of race, socioeconomic status, and job role.

1. Impact of Work from Home

The shift to remote work during the pandemic significantly affected working mothers, providing both opportunities and challenges. Many participants initially welcomed the flexibility and autonomy that working from home afforded them. They found that the elimination of commute times allowed for better management of both work and family responsibilities, leading to enhanced productivity in some cases.

However, as the novelty wore off, several mothers expressed feelings of isolation and the blurring of work-life boundaries. This transition often resulted in increased stress, as the lack of physical separation

between work and home life made it difficult to disconnect from professional obligations.

"At first, working from home was a blessing. I could manage the kids and my work without commuting. But soon, I realized it was hard to switch off." (Participant 3) This sentiment illustrates a common struggle among participants who enjoyed the benefits of remote work but faced challenges in establishing boundaries. Moreover, several mothers reported that the lack of in-person interactions with colleagues diminished their sense of connection to their work and team, contributing to feelings of disengagement.

The data suggests that while remote work can provide flexibility, it also necessitates the development of strategies to ensure that working mothers can effectively separate their professional responsibilities from personal obligations. This finding highlights the importance of establishing clear boundaries and creating a dedicated workspace within the home to mitigate the risks of burnout. 2. Impact of Hybrid Work Structure

As organizations moved towards hybrid work models, the complexity of managing both office and remote responsibilities emerged as a significant challenge for working mothers. Participants voiced mixed feelings about returning to in-office work part-time.

While some appreciated the structure and routine provided by a physical workspace, others found the demands of commuting and the need to coordinate childcare increasingly burdensome.

"The hybrid model sounded great, but juggling school pick-ups with work meetings is a nightmare. I often feel like I'm failing at both." (Participant 7) This quote exemplifies the internal conflict many mothers experienced as they attempted to balance their roles at work and home. The hybrid model, while offering some flexibility, often added layers of complexity to their daily routines. Many mothers expressed concerns about the inequities that arose within this model, particularly if their male counterparts were not facing the same childcare burdens.

Furthermore, the unpredictability of hybrid work schedules created additional stress for mothers, who often had to be more adaptive and flexible than their peers. This theme underscores the need for employers to consider the unique challenges faced by working mothers when designing hybrid work policies, ensuring that they provide adequate support and resources to facilitate a smoother transition.

2. Qualities of a Company and Its Effects

The findings indicate that the culture and values of an organization play a critical role in shaping the experiences of working mothers. Companies that demonstrated understanding and flexibility regarding their employees' needs tended to foster higher job satisfaction and employee retention. The presence of family-friendly policies, such as flexible hours and remote work options, was particularly beneficial for working mothers navigating the complexities of their roles.

"My manager allows me to adjust my hours to fit my kids' schedules. It makes me want to stay and work harder for the team." (Participant 5)

This quote highlights the direct correlation between supportive management practices and employee morale. Participants reported that such understanding from their employers not only improved their work performance but also enhanced their commitment to the organization. On the other hand, those who felt unsupported described their experiences as isolating, often leading to thoughts of seeking employment elsewhere.

Additionally, the qualitative data revealed that companies that actively promoted work-life balance and prioritized employee well-being tended to experience higher levels of loyalty from their workforce. This theme indicates that organizational culture is a significant determinant of working mothers' satisfaction and performance, emphasizing the need for companies to invest in supportive practices that align with

the needs of their employees.

3. The Effect of Support Systems on a Person

The role of support systems emerged as a pivotal theme in understanding how working mothers navigated their transitions. Those with robust support networks—whether from family, friends, or employers—reported feeling more empowered and capable of managing their responsibilities. In contrast, mothers without such support often expressed feelings of overwhelm and isolation.

"I couldn't have managed without my sister helping with the kids. It's like a safety net that allows me to focus on work." (Participant 2)

This quote underscores the importance of external support in facilitating a smoother transition back to offline work. Participants highlighted that their partners' involvement, family assistance, and understanding colleagues contributed significantly to their overall well-being. The presence of a strong support network not only alleviated

the burdens of daily responsibilities but also provided emotional encouragement during challenging times. Moreover, the data revealed that mothers who had access to community resources, such as childcare programs and parenting groups, felt more confident in their ability to manage both work and home life. This theme illustrates that the interplay of personal relationships and community support is critical in shaping the experiences of working mothers, emphasizing the necessity of fostering these networks. 5. How Transitions Affect Childcare and Motherhood

The transition back to offline work has profound implications for childcare arrangements and the experiences of motherhood. Many mothers expressed significant concerns regarding the adequacy of childcare options and the quality of care their children would receive. The uncertainty surrounding these factors added to their stress levels and affected their overall sense of well-being.

"I worry about leaving my child in daycare full-time again. It feels like I'm missing out on so much." (Participant 4)

This sentiment reflects a broader concern among participants about the emotional and psychological impacts of returning to traditional work structures. Many mothers grappled with feelings of guilt associated with balancing work commitments

and parental duties, often questioning their ability to fulfil both roles effectively. The data indicated that mothers who felt supported in their childcare arrangements were more likely to report positive transitions back to work.

Furthermore, the study found that the quality of available childcare services directly influenced mothers' experiences. Participants who had access to reliable and nurturing childcare expressed greater confidence in managing their professional responsibilities, leading to improved job satisfaction. This theme highlights the critical

importance of adequate childcare solutions in facilitating a successful transition for working mothers, suggesting that systemic changes are necessary to provide accessible and affordable childcare options.

4. How COVID Impacted Well-Being

The overall impact of COVID-19 on the well-being of working mothers was a recurring theme throughout the interviews. Many participants reported heightened levels of anxiety and stress due to the pandemic's uncertainties and the challenges of balancing multiple roles. The pressure to perform at work while managing family responsibilities led to significant emotional strain.

"The pandemic took a toll on my mental health. I often felt like I was just surviving, not thriving." (Participant 6)

This insight reveals the broader implications of the pandemic on working mothers, highlighting the need for systemic changes to support their mental health and well-being in the workplace. Participants frequently discussed the psychological toll of navigating their responsibilities amidst ongoing uncertainty, which compounded their feelings of stress and inadequacy.

Additionally, the findings suggest that the pandemic exacerbated pre-existing inequalities, particularly for mothers from marginalized backgrounds. Participants noted that those with lower socioeconomic status faced greater challenges in accessing resources and support systems, amplifying their difficulties during this transition. This theme emphasizes the necessity for a holistic approach to supporting working mothers, taking into account the intersectionality of race, socioeconomic status, and job role. Discussion The transition experiences of working mothers during and after the COVID-19 pandemic reveal profound insights into the challenges and adaptations they face in

balancing professional and personal responsibilities. The findings from this study underscore the complexity of these transitions, influenced by individual circumstances and broader socio-economic factors.

The shift to remote work initially provided working mothers with a sense of flexibility and autonomy, as many reported enhanced productivity without the constraints of a daily commute. However, the subsequent transition to hybrid and offline work structures introduced significant challenges. Participants frequently expressed feelings of overwhelm as they navigated the demands of in-office responsibilities alongside childcare obligations. This phenomenon highlights a critical tension between work and family life, as many mothers struggled to find a balance between their dual roles. The need for clearer boundaries and more supportive workplace policies has never been more evident, especially as mothers reported increased stress levels stemming from the inability to separate professional and personal spaces effectively. Moreover, the quality of organizational support emerged as a key determinant of working mothers' experiences. Companies that implemented family friendly policies and demonstrated an understanding of employees' needs fostered higher levels of job satisfaction and commitment among mothers. This finding aligns with existing literature suggesting that supportive work environments can significantly influence employee retention and performance. Conversely, those working in less accommodating environments expressed feelings of isolation and frustration, indicating the need for a cultural shift within organizations to prioritize employee well-being.

The theme of support systems also played a crucial role in facilitating transitions. Mothers with robust networks—whether familial, social, or professional— reported feeling more empowered to manage their responsibilities. This finding underscores the importance of community and relational support in enhancing well-

being during challenging times. In contrast, participants without adequate support often felt overwhelmed, illustrating the vital role that social connections play in navigating the complexities of working motherhood. The implications of childcare arrangements emerged as another critical factor influencing the transition experiences of working mothers. The pandemic exacerbated existing concerns about the quality and availability of childcare, leading to heightened anxiety and feelings of guilt among mothers. As they faced the challenge of returning to offline work, many reported concerns about the adequacy of childcare solutions. This underscores the necessity for systemic changes to ensure accessible and affordable childcare options that can support working mothers effectively.

Finally, the impact of COVID-19 on the mental well-being of working mothers cannot be overlooked. The increased stress and anxiety experienced during the pandemic highlighted existing inequalities,

particularly for mothers from marginalized backgrounds. This aspect of the findings reinforces the need for an intersectional approach to understanding working mothers' experiences, taking into account the compounded effects of race, socioeconomic status, and job role. Future research should explore these dimensions further to develop tailored interventions that address the unique needs of diverse working mothers.

In conclusion, the findings from this study illuminate the complex landscape of working motherhood during and after COVID-19. By acknowledging the interplay of organizational support, social networks, childcare solutions, and mental well-being, stakeholders can work towards creating more inclusive and supportive environments for working mothers. Addressing these challenges through targeted policies and practices will not only enhance the experiences of working mothers but also contribute to a more equitable workforce overall.

Implications

The findings from this study on the transition experiences of working mothers during and after the COVID-19 pandemic carry significant implications for various stakeholders, including policymakers, employers, and researchers. By understanding the challenges and adaptations that working mothers face, we can work toward creating supportive environments that promote their well-being and success.

1. Policy Implications

The research highlights the urgent need for policymakers to develop and implement family-friendly policies that address the unique challenges faced by working mothers. This includes advocating for improved access to affordable childcare, flexible work arrangements, and parental leave policies that accommodate the realities of modern motherhood. By recognizing the critical role that childcare plays in supporting working mothers, policymakers can help alleviate the stress associated with balancing professional and personal responsibilities. Additionally, promoting workplace policies that support mental health and well-being can create a more sustainable work-life balance for mothers, reducing the incidence of burnout and increasing overall job satisfaction.

2. Organizational Implications

For employers, the findings emphasize the importance of fostering a supportive organizational culture that prioritizes the needs of working mothers. Companies that invest in family-friendly practices, such as flexible hours, remote work options, and robust support systems, are likely to benefit from increased employee loyalty and productivity. Implementing initiatives such as mentoring programs for working mothers and providing resources for mental health support can create an inclusive work environment that empowers women to thrive professionally while managing their

family obligations. Additionally, training for management to understand the unique challenges faced by working mothers can enhance communication and support within the workplace.

3. Societal Implications

On a broader societal level, this research underscores the need to challenge traditional gender roles and perceptions surrounding motherhood and work. By promoting a more equitable distribution of caregiving responsibilities between partners, society can help alleviate the pressures placed on working mothers. Encouraging men to take an active

role in childcare and household duties can not only support working mothers but also contribute to healthier family dynamics and improved overall well-being for both parents and children. Raising awareness about the systemic challenges faced by working mothers, particularly those from marginalized

backgrounds, is crucial for fostering a more inclusive society that values and supports all families. 4. Research Implications

From a research perspective, this study highlights the need for further exploration into the intersectionality of factors affecting working mothers' experiences. Future research could delve deeper into how race, socioeconomic status, and job role influence the transition experiences of working mothers, providing a more nuanced understanding of their challenges. Longitudinal studies that track the experiences of working mothers over time could also shed light on the long-term effects of these transitions on career advancement, well-being, and family dynamics. Additionally, qualitative research exploring the perspectives of fathers and partners in the context of working motherhood could enrich the discourse around shared responsibilities and support systems. 5. Implications for Future Interventions

Finally, the findings suggest a pressing need for interventions aimed at supporting working mothers during times of transition. Programs that offer training in time management, stress reduction, and work-life balance strategies can empower mothers to navigate their roles more effectively. Collaborative efforts between organizations, community resources, and educational institutions can facilitate the development of workshops and support networks that address the specific needs of working mothers, enhancing their overall resilience and well-being.

In conclusion, the implications of this research extend beyond individual experiences, touching on the urgent need for systemic change that supports working mothers across multiple dimensions. By addressing the challenges, they face—ranging from inadequate childcare options to workplace inequities—stakeholders can contribute to creating a more equitable and supportive environment for all working families. This necessitates collaborative efforts between policymakers, employers, and community organizations to develop comprehensive strategies that acknowledge the complexities of working motherhood. Moreover, fostering a societal shift in perceptions around gender roles and caregiving responsibilities is essential for cultivating a culture that values both professional aspirations and family commitments. Ultimately, by investing in the well being of working mothers, we pave the way for healthier families, improved workplace dynamics, and a more resilient workforce, which benefits society as a whole.

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