

Chapter 6: Conclusions and Suggestions

6.1 Introduction

In this chapter conclusions and suggestions are framed on the basis of the data analysis. Limitation of the study and scope of further research are also elucidated. In addition to this a separate sub-section is devoted towards the opinion of some selected psychiatrists in Kolkata to find out more about inherent causes of work-life problems of women, both working and non-working and the way they cope with the psychological stress and strain .

6.2 Conclusions

- More than half of the working women in the sample (59.2%), have strong and mature personalities i.e moderate type B. Extreme type A of personality is non-existent and only 26.3% belong to the extreme type B personality.
- From the descriptive statistics of 50 organizational role stress variables, lack of financial resources, role expectation conflict, lack of collaboration, role overload, under-assessment of capabilities, neglecting social obligations, role interference with family life are the attributes which are more predominant among the respondents.
- Among the respondents, moderate level of job anxiety developed due to poor interpersonal relationship with superior, lack of enough promotional opportunities or due to fear of dismissal of service or ego clashes or upheavals with male colleagues. Again job anxieties of some women

during night-shift or during special physiological condition like pregnancy or excessive bleeding during menstruation are showing higher values than other job anxiety attributes.

- Physical symptoms mainly arises in the form of feeling tensed all over the body, profuse sweating, finding it difficult to relax, severe or chronic lower back pain, chronic headache or migraine, tension or muscular spasms in face area, neck, shoulders or knee joints.
- Psychological problems are significantly high among the respondents due to attributes like forgetfulness, worried about job-security, anger or temper outbursts, feeling of being misunderstood by others.
- High behavioural deviations are noticed for the symptoms like going to work even when feeling sick, bringing work at home or anxiety of keeping the right balance.
- Half of the respondents are suffering from moderate level of role erosion, role stagnation and self-role distance. Role over load and role isolation problems are also significantly predominant among the respondents.
- The problem of job burnout is noticed in the form of role expectation conflict, which is significantly low among respondents.
- Sector wise comparison of the stress variables reveals that respondents in the Retail Sector in West Bengal are suffering from high stress related problems than respondents from other service sectors.
- The respondents from Information Technology and other allied sector like BPO are facing the problems of inter-role distance, role expectation conflicts, role erosion, role overload, role integration predominantly which generate high level of physical, psychological and behavioural symptoms of stress among them.

- Highest level of job anxiety is noticed among respondents engaged in Retail sector followed by women working in Information Technology sector.
- Respondents in Education sector often faced the problems of inter role distance, role overload, role erosion; personal inadequacy, self-role distance and they suffer from different behavioural symptoms. During the personal interviews with many respondents from private educational institutions supported the fact that personal inadequacy crops up in the teaching profession due to the constant changes in teaching curriculum, which includes course content, style of teaching and in teaching beyond the content areas.
- For women working in Media and Communication, only role erosion problem is very common which leads to high behavioural symptoms of stress. Interviews with many women journalists in this sector revealed that they enter this profession at a very young age like mid 20's but after marriage and children, they are not able to do justice to the demanding profession like journalism because of long and irregular time schedules. Many of them leave their jobs for the sake of their families in the middle of their careers and they often suffer from high level of role erosion.
- Role stress and stress symptoms variables however are moderately affecting the women working in Health and Financial sectors. Moreover personal interviews with some of the lady doctors and nurses, in the Health sector revealed that they are required to perform night duties, which may be more than twice a week, as a result of which they are unable to balance their familial and organizational roles. Hence they also have to face moderate role overload, role isolation due to lack of support from family members and from co-workers.

- Dependency of the stress variables with some of the demographic factors of respondents are worth mentioning. For example, role stress variables like role expectation conflict, role erosion, self-role distance, role ambiguity are highly dependent on age of the respondents. Similarly inter role distance, role stagnation, role erosion, resource inadequacy, personal inadequacy, self-role distance, role ambiguity are highly dependent upon the educational qualifications of the respondents. Among the stress symptom variables behavioural, physical and psychological symptoms of stress are found to be significantly dependent on the age and educational qualifications of the respondents whereas behavioural symptoms of stress are only showing high level of dependency on marital status of the respondents than other symptoms.
- Job anxiety, physical, psychological, inter-role distance, role erosion, role overload, self-role distance, role ambiguity, resource inadequacy are highly dependent on the income of the respondents. Job anxiety, psychological and behavioural symptoms on the other hand are dependent on job experience of the respondents.
- Often, nuclear family structure becomes a disadvantage for working mothers compared to those living in a joint family. In this study, except job anxiety and role isolation, all other stress variables are highly dependent on the type of families and the number of family members of the respondents.
- Almost in all types of profession role isolation is a very common problem among working women. This may happen due to lack of interpersonal relationships among various people at various levels in the hierarchy at workplaces, leading to the problem of “glass ceilings”. “Glass Ceilings” is the situation where women who are eligible by virtue of their seniority to reach the senior positions but are not given the responsibilities in strategic positions. Very low percentages of women are there in India who are

promoted to the top positions in various jobs in services also proved this fact. This ultimately may generate role stagnation leading to severe job dissatisfaction.

- All the role stress variables are positively correlated and strongly associated with job anxiety, physical, psychological and behavioural symptoms of stress.
- Comparisons of the stress variables among unmarried and married respondents with or without children are showing not much difference of the impact of role stress variables. Except in case of role overload and role stagnation married women with children are significantly affected than other two groups of respondents. Behavioural symptoms of stress are predominant among married respondents with children, followed by respondents without children. Behavioural symptoms are least among unmarried respondents. Similarly job anxiety is the highest among married respondents with children than the other two groups. Physical and Psychological symptoms of stress are also higher for unmarried respondents than the other two groups.
- Comparison of work-life index across six different sectors shows that except in Retail sector which shows the lowest work-life index, the overall work-life index of all the other sectors lies between the scale value of 3 to 4 indicating that majority of the attributes of work-life balance, are somewhat true to fairly true for the respondents where index for the work-life is showing the highest value for respondents working in IT sector.
- Though women are spending longer hours, sometimes (24x7), at work and having high level of job anxiety in IT and allied technical jobs, but their personal need satisfaction, better pay package, cordial relationships at workplaces and constant social networking are more satisfying for them in the long run. Personal face-to-face interviews with many of these women

in IT and call centers supported the fact that though they are in constant stress out of role overload and job anxiety but they are more focused in joining the economic, political and social mainstream and have more satisfaction in terms of financial and social independence than women coming from other sectors like Health, Retail and Education. Probably that can be one of the major reasons of higher value of work-life index among the sample respondents in Information Technology and BPO jobs.

- In the Retail sector, women respondents are mostly taken from retail stores of garments, sewing industry, food processing, grocery and daily consumable items, jewellery showrooms and other consumer durables. Many women also work in garden/flower nurseries, cash counters and customer service jobs which require longer shifts or odd working hours. She may be also working alone at night or in the early morning hours in isolated areas or as a result of being responsible for handling a large amount of cash or valuables like jewellery, such as closing the cash register and depositing the money after work or supervising the opening and closing of the stores. Mostly they have no time to socialize because they themselves work in very stressful conditions and there are no such career advancement or promotion prospects like in the IT sector. The main reason being, women in this sector are mostly contingent and casual workers and having less skill and education and mostly employed in very poor pay package compared to other sectors.
- Personal needs satisfaction is the highest for respondents in IT jobs followed by Education sector and the least for respondents attached to Media sector. Sample respondents in IT/ITES, are getting much better pay packages in this sector compared to others. So a married woman with children can make alternative arrangements for child-care and other home responsibilities by outsourcing maid- servants or housekeepers.

- Time management skills are better for respondents working in Media and Communication sector. For example, a media correspondent must always be prepared for any news or events to be covered at any time and to get success in this field, both men and women need to be efficient time managers.
- Similarly, attributes for compensation and benefits are showing most prominent and satisfying for respondents in the Finance sector followed by IT and the least favorable in Education sector. Further this is proved by the fact that today more girls with higher educational qualifications are taking jobs in Finance and IT sectors due to better career prospects and pay packages.
- In terms of team-work or organizational culture, not much of differences are noticed between sectors and the attributes of organizational culture or team work is significantly higher in almost all the sectors with highest mean value for respondents working in technical or IT jobs. This proves that the changes in organizational culture can be one of the major determinants of maintaining proper balance between personal and professional responsibilities and women in technical jobs have to face such problems more due to constant technological innovation and upgradation. Quick redundancy or obsolescence of skill enhances their job anxiety and they are always in constant fear of job loss or loss of financial and social status.
- Workload or job performances can be a potential source of stress in case of underperformance or inability to do the tasks. Abilities to perform better or performance related attributes are having the highest impact for the respondents in IT sector and the least for respondents in Health sector. In-depth interview with some of the women in medical profession revealed that very few women are going for general medicines or surgery in this

sector because in most cases, the married women's career progression is severely blocked by children and other family responsibilities.

- Full time working women in Health and Medical profession have on an average 17 hours a week more leisure time than men in the same sector. Sexual harassment at work places is one of the major causes of stress of women working in the Health sector because while taking interviews many of them tried to avoid the questions about sexual harassments out of fear of retribution. Women are also in relatively powerless positions due to fear of job-related discrimination, including dismissals or withholding of promotions and increments.
- Correlation analysis of the work-life variables in each of the sectors shows that according to the nature of the services, there are marked differences in the nature of association or the mutual influences of the factors i.e. there is substantial spillover of the factors over each other.
- Among the list of major life events during the last one year from the time of the survey, gain of new family members, change of working condition or transfer, outstanding personal achievements or promotion, change in residence, trouble with superiors and peers at work place are showing higher frequency among the respondents than other attributes in the checklist.
- Almost more than half of the respondents prefer moderate to high level of coping strategies depending upon the stressful conditions.
- Abrupt decrease of the impact of the three coping strategies is observed among the respondents of age group 46 to 50 years and above 50 years. Normally with higher age both men and women do not want to take too much work load and responsibilities. This is proved by the fact that with higher age, capacity to cope with stress and anxiety decreases among the respondents, though no such medical evidences are found out till date

which prove that there is a direct relationship of women's coping behaviour with age during peri-menopause or menopausal phase.

- It is observed that Job anxiety is highly associated with coping strategies. An important observation is that all the three stress coping behaviours are showing the highest level in the Retail sector. As it has already been established that overall stress index for working women in Retail sector is higher than the other sectors, women are also showing high level of stress coping behaviour, with highest form of emotion focused coping.
- The choice of coping strategies is highly dependent on demographic characteristics of the respondents like age, experience, income, education level etc, however all the three types of coping strategies are independent of the marital status of the respondents.
- Pearson's chi-square test shows that the two variables - personality and job anxiety are significantly related with various stress symptoms and coping strategies among the respondents. This is once more supporting the fact from various other allied researches that there are changes in personality attributes from stable to impulsive nature when a person goes through low anxiety level to high anxiety level.
- Alternatively, we can say that working women with higher educational qualifications, job experiences, income and social status through promotion and job enrichment can cope with stress or job anxiety better than their non-working counterparts. Many literature reviews have also supported the above findings.
- Thus from this study of stress on working women one thing that is established is individual differences in personality, fulfillment of personal and social needs, life events, daily hassles also influence how a person deal with stress. Women's perception of their occupational stress and work-life problems out of daily hassles often determine their coping behaviour i.e.

whether they would choose the strategy of the problem solving approach, emotion focused approach or the avoidance focused strategy.

6.3 Suggestions

Apart from maternity leave, long absenteeism of women employees may occur due to one or more of the reasons like job dissatisfaction, post-natal period, and deterioration in general health. This can impact negatively on their performances and the cost of stress may prove to be dearer to many companies where both, men and women also work in large number like IT/ITES, Healthcare, Retail, Media etc. Keeping in mind the findings of the study and growing importance of women at work place some significant approaches of job stress busters or stress reduction interventions are suggested both at the individual and the organizational level.

a) Individual Level

- Individual approaches include training and one-to-one psychology sessions, clinical, occupational, health and career counseling. This is particularly helpful for women employees. A wide variety of training courses may help in developing active coping techniques like assertiveness, personality development programmes, communications skills, time management, problem solving and effective management etc.
- Women are often benefited more from the family support system than men. In addition, the higher the women's occupational status, the more likely they would have access to resources to help them manage stress. Developing personal resilience by changing the perceptions of stressors by women professionals may be effective for them in the long run. Optimism and positive self-talk can transform threats to challenges that can be subsequently overcome.

- Being organized is a vital skill for working mothers. If they plan ahead and organize their routines, there will be less fussing, forgetfulness and stressing as they tackle their daily busy schedules.
- For working mothers to be at their best, they need not comply with everyone's requests. In fact, saying "no" to responsibilities that aren't contributing to their success and that of their families, enable working mothers to agree to only those requests which are more important to them.
- Maintaining a strong connection with the children is both emotionally beneficial and pragmatic. Spending focused time together and having some enjoyable activities together can be a "multi-tasking" way to connect with the children and relieve stress at the same time.
- The best way to start a day is to indulge in some form of vigorous exercises to get into the groove of being energetic on the physical and mental levels like joining a health club, swimming or going for a run or doing some fun exercises where one can combine various styles of dance with fitness. Some of the exercises and yoga that are mentioned in the chapters of management of stress are particularly good for working mothers.
- Women should realize that they are not competing with their spouses but should encourage them to share the family chores and complement each other's life styles.
- Physiological and cognitive intervention strategies are all effective strategies for stress reduction at the individual level irrespective of the gender.
- Various studies show that conjugal bliss can enhance more peace and harmony among the couples. But as discussed earlier, daily hassles, work-life imbalance and occupational stress generated due to the very nature of the job like long working hours, night shift, abrupt and over expectation of performance standard and deadlines, extra-marital affairs at work place may

create a lot of mental strain with their husbands and family members. These sometimes completely deteriorate their conjugal life with their spouse either due to misunderstanding or due to the lack of time from both ends.

- Many things depend upon the women themselves. Finding or creating opportunities to spend quality time with their spouse and children can reduce their stress and strain immensely which will help to maintain their healthy conjugal life. But in case she is more career oriented then she is the master of her own fate and no one but only “she” can determine her priorities in life for a particular time and accordingly can channelize her energy in that direction.

b) Organizational Level

- Recognition and rewarding women employees who show high levels of commitment for good work performances.
- Opportunities for career development of women executives and reducing gender discrimination at work places.
- Stringent HR policies to combat sexual harassments from seniors and peers. Separate grievance cell headed by women members must be formed for registering such complaints.
- Companies engaging women employees in night shifts should provide support in terms of the on-site facilities, transport facilities, good nutritional guidance and address ergonomic issues to ensure that the working atmosphere is made comfortable especially for women employees.
- Keeping in mind the growing violence and rape of working women especially in metro cities enough securities should be arranged for them. This may be in terms of minutely scrutinizing drivers' backgrounds in BPO

and Call Centres for pick and drop facilities to arranging GPS tracking devices in their vehicles for monitoring their exact locations and movements.

- Employers' roles are vital in reducing and/or eliminating the occupational stressors. Most of the companies have started realizing the potential of recruiting women to give them enormous opportunities to boost up their business. Some “**Job Stress Busters**” need to be implemented by companies both in the public and private sectors in their HR policies. Some of them may be celebrating birthday of the employees, going to picnic, trekking or outdoor excursion at least once or twice a year, adequate funding for conducting annual cultural programmes etc. This will create better stress-free and friendly atmosphere for both men and women at the workplace.
- Introduction of work-life programmes can be beneficial both to men and women employees, especially in the three areas like flexible work arrangements, leave benefits and employee support programmes.
- Every large and medium size companies in India should think of implementing **stress audits**. This is very prevalent in many foreign multinational companies in USA, UK etc. Stress audit can assess the causes of occupational stress, high attrition, frequent absenteeism and under performance of employees.
- There is no specific statute covering the issue of stress in workplace but some of the law governing stress have evolved mainly from judicial precedents or the verdicts of the different Courts rather than creation of any new statutes (written laws) relating to women at workplaces (Chapter 4). Employers' obligations/responsibilities lie in prevention, redressal and punishments in such instances in order to ensure safety of women employees in workplaces.
- The **Maternity Benefit Act, 1961** needs immediate amendment. Some proposals for amending this Act have been submitted by the Government of

West Bengal to the Cabinet in the year 2012 that maternity leave should be extended to 180 days from 90 days available at present, to all state government employees and to grant two years of "child care leave" (CCL) to women employees for two children till they are 18 years of age. This is in addition to the maternity leave that they will get during the birth of children. It is high time that not only government and public sector organizations but also the private organizations should think on the same lines and make these facilities be equally available for working women in both government and private organizations.

- In the cases of women in responsible positions in private organizations, IT sector, Health Care etc. when on extended leave period, the companies should frame out policies for concepts like **work from home** or **virtual office**.
- There is a need for joint collaborations and discussions in an open forum by the government, private enterprises and various stake-holders in service and other sectors to frame such policies for women employees making necessary changes and arrangements in the HR policies of the all concerned, keeping in mind the nature of the services and its importance.

6.4 Limitations of the Study

In spite of all these efforts to explore the various factors contributing to stress in working women, this study has still not explored certain areas due to the following limitations:

- The total time taken for the whole process of data collection was almost one and a half years starting from July, 2010 to December, 2011. A cross-sectional analysis of consequences of stress over a longer period of time i.e., longitudinal study may reveal a clearer picture.

- This empirical study has been carried out in some districts of West Bengal. As a result, during the data collection phase, it was not feasible to conduct personal interviews with all respondents owing to distance; time constraints or companies' reluctance to grant permissions due to security reasons. Alternatively, answers have been obtained through mailed questionnaires or by collection through third parties like departmental heads and others. If structured personalized interviews could have been conducted with all respondents, it might have resulted in more in-depth and better findings.
- During the data collection through structured questionnaires, some of the women had not respond to certain questions, regarding matter of sexual harassments at work places due to fear of job loss or dismissals but latter during personal interview, some of them admitted about confronting such problems at their work places in Health or Retail sectors which, sometimes created a lot of tension and anxiety in their minds.

6.5 Scope of Further Research

- The present study may be extended over a longer period of time to examine the fluctuations in the levels of stress experienced by the women respondents in various age groups in different phases of their lives.
- An exclusive study about the occupational stress of women employees working in the public sector and in the private sector, working women vis-à-vis those who are not working, may be undertaken to make an exhaustive and comparative analysis.
- Detailed research can be undertaken from various angles like detailed sector-wise analysis to find out the ideal coping strategies against occupational stress and to highlight the gender-wise and sector-wise

differences in terms of appropriate coping styles between men and women in the same sector and also between working women and their non-working counterparts.

- Lack of career counseling, inadequate interventions to remove stress disorders, inadequate support from family members including spouses are resulting in women increasingly prone to taking more irrational and impulsive decisions or in most of the cases, quitting jobs at the peak of their careers. Intensive study and research can pave the way for framing adequate strategic planning to combat stress for working women, which will positively help them in planning and balancing both their families and careers.

6.6 Opinion of the Psychiatrists Regarding Stress of Working Women- An Overview

Interviews have been conducted with some of the renowned clinical psychologists and psychiatrists in Kolkata (see Appendix-II) to record their opinions and experiences about working women and their stress levels. Psychiatrists' opinion are enumerated below:

- Women both married and unmarried approach in substantial numbers regularly for remedial treatments. However, it is essential to clarify that this does not imply a relation between psychological issues and marital status. The common trend is that among women of the relevant adult age group like middle age, married women in the clinic come more in number with psychological symptoms.
- Common causes of stress in women generate due to the problems in interpersonal relations, mostly pertaining to family and husband, poor academic performance, behavior and rearing of children for working mothers. In younger unmarried women, interpersonal matters include

pressures from parents and differences with peers and friends, matters involving financial issues – like cost of taking care of own self, family and treatment; physical ill health due to irregular monthly cycle, over-work, lack of helping hands; lack of social and emotional support, friendships; work place related pressures - in some cases stress is related to own personal career development and prospects, which again is linked with familial pressures and responsibilities.

- Some very common problems that culminate out of stress are life style diseases like cardiac problems, obesity, arthritis and diabetes are also aggravated by stress or excessive burnout, which can affect both men and women equally. However psychiatrists identified three groups of stress related symptoms which are very common in women irrespective of their working status:
 - **Physical Symptoms:** Lethargy, sleep problems, lack of appetite and other gastro-intestinal problems, aches and pains, without corresponding bodily pathology to explain them (or somatisation, in technical terms). Besides sleeping disorders, headaches, chest pain, anxiety or hypertension, irregular cycle or amenorrhea, hot flushes during menopause etc.
 - **Psychological Symptoms:** Insomnia, perception of inadequate sleep, anxiety and palpitation, lack of self esteem and self-confidence, depression and tearfulness, anxiety and worries, irritability, feeling helplessness and alone, thinking of death as an escape, lack of interest and motivation, ‘burn-out’. In some cases, stress may lead to appearance of diagnosable psychiatric syndromes, especially in persons who are already pre-disposed to develop these disorders.

- **Behavioral Symptoms:** Complaining, criticizing, arguing, decreased participation in previously enjoyed activities, decreased socialization, buying sprees, participation in risky activities, substance abuse like alcohol, smoking using sleeping pills and other drugs, procrastination etc.
- Being punctual in reaching their work places and completing the household work and childcare are the potential sources of daily stress and hardship for working women.
- Most of the psychiatrists have given their opinion that more than the specific sectors, job profiles or nature of responsibilities is more important for working women.
- Inadequate resources, time constraints, non-flexible working hours interpersonal relationship problems are the potential sources of occupational stress for working women. According to some of the experts both men and women are working for long hours at office, sometimes they try to find the peace in each other's company and may also tangled themselves in complexities of extra-marital affairs. Psychiatrists have depicted some case studies on professional women who are facing such complexities, which at the same time lead to deteriorating relationship or misunderstandings with spouse and family members. Again this can culminate into stress and complexities with spouse and family members. Sometimes in extreme cases they are not having any option but to quit the job or go for marital separation.
- Though occupation can be a very significant source of stress for working women, however it is wrong to assume that stress/ psychological complaints is less in the so-called ‘non-working women’ or homemakers – they face a separate set of stressful stimuli – only the setting may be different. They had given their opinion regarding the occupations that are

more stressful for working women that do not have a fixed timing e.g., in Health sector (nurses and doctors), Call Center employees, in the IT sector; women in administrative jobs; in full time research, where she needs to work in the daytime as well continue study even after office hours. According to some psychiatrists, when women come for counseling and treatment with problems, they usually give importance to the nature of the psychological problems rather than their occupational status i.e. whether they are employed or not employed.

- During pregnancy and after childbirth, women have to face the physical and physiological stressors, including those due to hormonal changes and those related to lactation.
- Emotion focused coping is most common among the respondents, followed by avoidance focused coping where as problem focused coping strategies are used by them, but relatively less than the other two. Most of the psychiatrists have given the opinion that working women can cope with stress much better way than their non-working counterparts or housewives. Coping behavior does depend on the situational factors that the woman is in, like marital status, type of occupation, number of children or family members – that is the ‘state’ of the individual affects her coping behavior. Their emotional state also affects the type of coping to stress, e.g., she may use more of emotional focused means, when she is depressed, while she may apply more of problem-focused strategies when she is euthymic (normal/stable mood). However, age is a more important factor in determining the type of coping. Above all the personality of the individual (which again is determined both by the genetic make-up as well as the experiences that we have throughout our lives, more so in childhood and adolescence) would be an important determinant in selecting the patterns of coping behaviour in women.

- Some of the clinical psychiatrists depicted that in a particular time period more than half of the patients attending their clinic would be women, as help seeking behaviors, are more common in women. However, for them it is difficult to say what percentage of psychologically distressed women actually comes to a psychiatrist, and what will be the gender difference in this percentage.
- However their general observation is that men are more reluctant to come to a psychiatrist for treatment. Probable reasons would be – a hesitation to speak of emotional/ psychological matters; expected societal stereotypes of ‘males are emotionally strong’; stigma attached to psychiatric consultations and treatment; being unaware of or denying presence of abnormal behavior in one’s own self.
- When asked about the extent of family support for women suffering from stress related problems, they given their opinion that most of the family members, especially spouses, are cooperative. However, sometimes the husband or even father is unaware of the stresses faced by the woman, or that she may need and be benefited by consulting a mental health professional. Working women are more likely to come to a psychiatrist alone – otherwise they have not noticed any such difference in family support only based on her occupational status.
- Mid-life crisis and empty nest syndrome, loneliness during pre-menopausal phase for housewives or non-working women can generate tremendous stress, making them more vulnerable to multiple stress symptoms and health disorders. Working women, to a great extent, are at advantage because, enhancement of financial independence and job engagements ensure that they are more satisfied during both middle age or pre-menopausal phase than house-wives because they spend substantial portion of their time outside the home.

- When asked about the relationships between stress and menopause they depicted that menopause itself may act as a stressor for women, as often it is associated with different physiological changes and uncomfortable physical symptoms. There may be associated psychological symptoms, which again may make her more vulnerable to environmental stressors. Hot flushes, reduced stress tolerance limit, depression, hormonal imbalances of estrogen and progesterone are some of the main causes for the physical symptoms of stress during menopause. However they think coping behavior would depend more on the personality and age of the woman, rather than attaining menopausal phase. However, perimenopausal psychological and psychiatric symptoms can of course influence the type of coping. Their general view point is that with age the capacity and eagerness for better performance is reduced in both men and women and menopause in women can reduce their energy to work less due to hormonal disturbances and related physiological problems.

- When asked about questions of whether women suffer from any kind of sexual problems when under stress which can disturb their conjugal lives, most of the specialists have indicated that sexual dysfunction is more common among males than females. Women being in general passive partners are less prone to having problems of sexual malfunction than men. Stress can only decrease their urge of sex or they are sometimes overwhelmed with responsibilities and stressors, which may decrease interest in sex, which may hamper her participation and enjoyment and happy conjugal relationship with their spouse.