

Chapter - V

FINDINGS AND CONCLUSION

Having analyzed the data collected during the study the researcher has made an attempt to present its conclusion and findings in this chapter. The researcher observes that urbanization and industrialization has broadened the opportunities for employment due to which women migrate to seek gainful employment in cities and at times seek shelter and accommodation in the same metropolis.

These processes have compelled the urban centers and cities to establish hostels designed for employed women due to dire necessity. Even from the functionalist point of view, creation of spaces for accommodating employed women was an imperative structural manifestation; thereby making it amply clear, that women have equal right to enjoy the benefits of liberty and freedom in the city, irrespective of their creed and caste in the era of globalization.

The data that was collected for the study and analyzed using canons of sociological rigour observed that the city of Mumbai accommodates many working women not only from the state of Maharashtra, but also from other states of India.

Most of these women staying as hostelites have not been married and are below the age group of forty years. But there have also been instances of married employed women staying in the hostel accommodation in the city. It may be noted that other factors

such as financial independence, pressure of family, desire for independent existence and working in city, seeking better career prospects compelled their choice of being hostel inmates in the city.

The study found that women from all established religious faith have been staying in the hostels; though majority has been followers of Hindu religion. Women hostelites are highly educated as well. However there have been few inmates with mere plus-two educational qualifications. Notwithstanding their different background and educational qualifications their income varies from the mean of Rs. 30,000/- to Rs. 80,000/- per month.

Rationale for hostelling

A sizeable number of these hostelites have been professionals such as air hostesses, doctors, engineers, chartered accountants, research analysts, bankers and other management related employment. Interestingly most of the hostelites have been able to dispense with their income by their own choice though some exceptions among those who are married (twenty four percent) seem to have no independent say over the expenditure of their earning.

The sense of freedom and liberty that the hostelites tend to exhibit can be attributed to their independent hostel accommodation in the city of Mumbai reasonably away from their families. The study found that many of the hostelites had joint family structure at their place of origin that was more constraining than facilitating their lifestyle.

The factors of influence of urbanization and industrialization also contributed to their desired identity of being a cosmopolitan employed woman desirous of breaking shackles of preconceived notions of womanhood and to be on par with members of global society.

Migration to Mumbai

When the researcher asked respondents the reason/s for their migration to the city it was observed that employment was prime cause of it. Though there are other reasons like access to higher education, job transfers, individual longing for being in a city.

The study revealed that many hostelites had acquaintance/s residing in Mumbai, yet the respondents did not reside with them and cited reasons that they wish to reside alone, to avoid frictions by staying under one roof with acquaintance, space crunch, to avoid sharing household work and income, long distance from workplace to acquaintance home and no fixed work timings. Majority of them expressed unwillingness to reside with acquaintance to stay independently without any interference and avoid any friction which may arise by staying together.

Thus it can be asserted that even though people have acquaintance/s in Mumbai, yet they prefer to reside in working women hostel. Hostels therefore serve and fulfill those necessary functions that family serves that are providing shelter, security and

food. It is because of such an establishment that families agree to send their daughters/daughter in laws to cities.

It also helps working women who reside in hostels to attain their needs and sometimes desires by providing shelter in unknown place as Mumbai to these respondents. Hence hostels facilitate women in recognizing their potentials, fulfilling their needs and sometimes their dreams and also the needs of their families.

Thus it can be said that 'Hostel' as an institution is indispensable in nature. Hostels can be termed as major institution as it contains all the characteristics stated by Joseph M. Fitcher³⁴ that is universality, necessity, importance, where many people participate in and that works towards welfare of people.

Though there are other types of accommodation such as paying guest (PG), renting an apartment or residing with friends/relatives but the experiences that one participate and share and the facilities that is provided is different at all these types of accommodation. Generally the first option of females who migrate alone to cities for first time and whose salary are usually below Rs. 30,000 p.m. preferring hostel lodging.

³⁴ Fitcher classified institutions into major and subsidiary institutions. This distinction is made on the basis of three characteristics: universality, necessity and importance. The major basic institutions are those that the largest numbers of people participate in, that are essential to the society, and that are considered most important for the individual and the common welfare. The subsidiary institutions do not have these characteristics. They are the numerous, minor and variable institutions that are contained within the major institutions (Fichter, 1957: 252).

Hostel not only provides shelter and food but also tries to instill confidence among those who are timid and shy as these women are in transitory phase of their life (the change that they experience of dwelling alone in city away from their home). Later there are some who shift to other types of accommodation because they have either exceeded the specified time period to live in a hostel or they voluntarily decide to stay elsewhere.

Further when the respondents were asked the time period they want to reside in Mumbai, it was found that for those who are single, thirty-one percent among them replied till they get married, however another thirty-eight percent were unsure about it whereas the rest thirty-one percent expressed the keenness to live forever in Mumbai.

Thus it was observed that generally who are married and has younger children (below twelve years of age) often think of returning back to their home but economic constraints hold them back to Mumbai. Also those hostelites who are married generally have pressure from in-laws to have kid/s and hence they are unsure about their stay in Mumbai. Those respondents whose children are in college are not much worried to return back to their home as they replied that their children are big enough to look after themselves.

It was also observed that for women usually marriage is a huge turning point of their life even among educated women as they agree to change their location and also leave or change their job upon marriage.

Thus having seen this perception among many working women hostelites it can be asserted that though these hostelites delay getting married or have criteria's for getting married and other reservations related to it yet marriage is an important social institution which they believe in and are ready to adjust according to its needs and demands. However some of the respondents aspire to find their spouse in Mumbai as they are comfortable with their job and stay in Mumbai.

Deciding to be a Hostelite

Coming to the question of hostel accommodation it was found, that the decision to take up hostel stay was jointly taken by both the respondent and their family members. It points to the popularity of working women hostel in the city especially for new comers from the point of view of safety. Some other reasons stated by the inmates for choosing hostel accommodation appeared to be: to overcome loneliness, disciplinary hostel rules, presence of hostel warden, less/no burden of domestic work such as cooking, cleaning, laundry among others.

The respondents came to know about the existing hostel usually on their own by personally visiting Mumbai, through internet, acquaintance/s in Mumbai and others. However the researcher found that there are errors in phone numbers and contact address provided online of certain working women hostels.

Internet gives access to prevalence of list of working women hostels in Mumbai and hostel profile and many a times the feedback/comments posted by present or previous hostel inmates are also visible. There are some hostels too which have website exclusively meant for them and which furnishes information at length about the hostel. Some of them got information online for hostel accommodation.

It may be stated that the hostel as an institution have been existing for several years and that these institutions have been able to survive and grow in keeping with the changing times. Authors such as Emile Durkheim, Talcott Parsons among others have referred that structures and systems survive when they fulfill the needs of certain section of society ³⁵.

The main determinants in selecting hostel were overall facilities provided, cost, proximity to workplace, security and privacy. However for few of the respondents, hostel's and hostel authorities affiliation to certain religion was the deciding factor to choose hostel accommodation. However procuring hostel shelter was difficult task for many respondents. This shows once again the

³⁵ Emile Durkheim states that any practice which has persisted over a reasonably long period of time is likely to have persisted because it fulfills some need which contributes to the survival of society (Chael, 2005: 63).

Talcott Parsons argued that it was possible to describe a set of abstract conditions for survival that must be satisfied by any system of action. He claimed that there are four functional prerequisites, or functional imperatives, in all social systems. They are: adaptation, goal-attainment, integration and latency (Chael, 2005: 66).

demand of working women hostels and also the lack of availability of adequate hostels to aspiring number of women who come to city.

Hostels generally provide accommodation on sharing basis and also include dormitory style of shelter. Therefore hostelites usually do not have much choice in selecting hostel room or their room partners. However allocation of room depends upon availability of rooms, salary of the applicant and the set hostel rules.

Hostelling Conveniences

The respondents were asked about their opinion pertaining to hostel bathroom and toilet facilities based on five areas that is availability of adequate space, sufficient lighting, adequate number of bathroom/toilet according to the number of users, proper ventilation/window and provision of hot water geyser (in working condition) in bathroom.

However it was found that the ratings given to the hostel facilities by the hostelites wherein majority rated it to be good followed by average, best and below average. Thus it can be inferred that hostels need to provide improved facilities to its inmates. It is the basic right and elementary necessity to be delivered.

Other services were also rated by the respondents and the areas where improvements are required includes to have refrigerator exclusively meant for hostelites, adequate furniture and in usable condition, enough storage facilities, sufficient plug points, clean and

useable bedding facility. Though couple of hostelites rated sanitation to be below average and thus there is need to upgrade the existing situation.

Provision of recreational facilities is another important service to be offered by hostel authorities. However it was found that hostels lack in this area in various aspects. Thus there is need to improve and advance upon the existing available facility and also add up to more recreational facilities so as to offer healthy environment to hostelites to spend their leisure time effectively and merrily.

Lodging facility for family members of hostelites is not provided by many hostels due to lack of availability of space. Hostel timings related to late-in and early-out, visitors timings and system of availing late-in pass is perceived by majority of the hostelites as rigid and unnecessary. Hostelites perceived hostel timings as a problem and stated that they are adults and there is no need for strict supervision. Also few of the respondents stated that there are instances of favoritism practiced at few hostels by hostel warden whereby rules are relaxed for certain hostel inmates³⁶.

However the researcher asserts that when working women agrees to abide by the rules while seeking accommodation than it is obligatory to follow it. Consequently later if the hostelite perceives

³⁶ Those few hostelites who are favored by hostel warden are usually allowed to come late than the prescribed hostel late in timings, they get accommodation in rooms which are better than other hostel rooms with good view, their rooms are often clean compared to other rooms. This may be so as these hostelites give gifts to warden and sometimes pay some money to maintain good relations with warden. The warden on her part may be resorting to such things due to low salary and/or habitual to it.

hostel rules to be strict, redundant and which requires change than the hostelite should approach hostel authorities for it. And on the part of hostel authorities it is their duty to look into the grievances of hostel inmates and take corrective measures to resolve it.

Outlook of the Inmates

Looking for the perceptions of hostel life in the city; it was found that hostel stay has several merits which make it popular among people who migrate to cities. Provision of food, lodging at reasonable price compared to other forms of accommodation, security, freedom from house-keeping work, companionship, no obligation from acquaintance/s, proximity to workplace, freedom of residing alone and celebration of festivals are perceived to be merits of hostel lodging.

Thus it can be seen that hostel as an institution fulfills similar functions to that of family and thus this makes hostel stay a lucrative and attractive option over other types of accommodation. However there are issues especially concerning to mess facility in the hostel³⁷.

The irony of hostel is though provision of food is considered to be greatest advantage of residing in hostel yet it is also one of the biggest problems faced by many hostelites. Though one of the reasons of dissatisfaction related to food among hostelites is their

³⁷ The problem of vegetarian/non-vegetarian food is often a point of contention for the residents.

tendency to compare hostel food with home food and thus their expectations are not fulfilled and they feel discontent.

Other concerns are pertaining to lack of hostel amenities, strict hostel rules enforcement and management, financial constraints and health problems. This phenomenon may be due to three reasons, first due to lack of available facilities provided, second by making unnecessary comparison between hostel stay and one's own home, third difficulty in adjusting to changes in the life of working women hostelites (hostel life, work life and city life).

There is an urgent need to have corrective measures undertaken by hostel authorities to resolve hostelites grievances. Through informal interaction with few hostel wardens and hostel administrative staffs it was found that complaints put forth by the hostel inmates, attempts are always made to look and resolve into the matter.

However some hostel inmates provided a different picture whereby they mentioned that their grievances are rarely heard and acted upon. There are cases of favoritism in admission, allocation of room and hostel rules are relaxed for few favored hostelites.

Thus efforts should be made to improve existing facilities such as provision of food and house-keeping facilities offered at various hostels. However not all hostels have trained housekeeping staff due to cost issue.

Though the hostel authorities do commit to provide adequate facilities but due to rising expenditure it may not always be possible

for the hostel authorities. But constant maintenance and vigilance by hostel staff can assist in maintaining standards of cleanliness and hygiene. This criterion adds up to the reputation of the hostel.

Personal Equations

The respondents listed the causes for interpersonal constraints among hostelites, which includes class differences, unwillingness on the part of certain hostelites to follow hostel rules, miscommunication, immaturity on the part of certain inmates, overcrowding in hostel, lack of respect for hostel property, lack of manners/etiquettes, difference/s of opinion, different academic background, caste differences, diverse regional background and jealousy out of good looks of other hostelites.

However through informal interaction with hostelites it was found that the clashes are minor and it is not every day that hostel inmates fight with each other. Thus this can be seen as a latent function of hostel as an institution as spelled out by Merton.

Prevalence of such envious views depicts that even though educated few females give prominence to good looks and involve into petty fights. Though their goal should be to progress in life, however holding such views not only drains out energy from them and others by getting into uncalled arguments. Such a phenomenon may not be existing among those residing in paying guest or rented room. Though ragging was kept as an option by the researcher yet its

prevalence was non existence and the same was confirmed by both the hostel inmates and hostel warden.

Extended Hostel Stay!

It was pertinent to ask the reasons for their continued stay in the hostel at this juncture. The inmates revealed among others the following: cost affordability of hostel accommodation over other forms of accommodation, good locality of hostel, security, favorable hostel atmosphere, greater proximity to workplace, having friends in hostel, overall good facilities provided in hostel, discipline in hostel, no other alternative accommodation to stay and privacy.

Thus it can be asserted that though the problem areas are similar to the reasons for continued stay in hostel, yet they prefer to stay in hostel hinting that there is no major issue of residing in hostel except those related to food and facilities provided in some hostels. The reasons for continued stay may be internalization of hostel norms and its way of living as given by Durkheim especially by those who cannot afford rent of other sorts of accommodation. Further the stay in hostel is not permanent and only temporary hence adjustments are made by the respondents to achieve certain goals in life.

Also socialization may play a major role as stated by Parsons whereby these working women are trained by their family and other people that hostel is better option for lodging. Yet what is required is expansion of existing hostels and establishment of new hostels for

the betterment and upliftment of other working women who come to cities for employment.

Friendship Ties

It was found that many respondents had developed friendship with fellow hostel inmates, and few of them shared formal relations with others hostelites. Such trend depicts urban characteristics of individualism, lack of adequate time to spend among others.

It was observed that many of the hostelites tend to be reserved in their initial period in the hostel. However as they get used to the routine they tend to develop better interaction among the inmates and even intimacy gets established among the hostelites over the period of time.

Interestingly majority of the hostelites described hostel supervisor to be helpful and understanding. However few of the respondents portrayed hostel wardens behavior to be un-cooperative and partial. This may be so because there is no such formal training given to hostel warden to deal with issues faced by hostelites, lack of enthusiasm and responsibility towards their duty, low wages, lack of/no benefits, nature of the hostel warden and the role of hostel authorities.

Respondents interpersonal relations with hostel staff was asserted to be cordial according to majority of the respondents. However when inquired about the interpersonal relations with hostel authorities, most of the respondents asserted to have not met ever

with the authorities even when the inmates were willing to. Some of them termed hostel authorities to be unapproachable. However some of the respondents expressed no need to meet hostel authorities as they are content with the facilities provided.

An attempt was also made to probe into hosteling working conditions and living conditions from the point of view of stress and constraints. It was observed that majority of them were dissatisfied with their office working hours, the salary they drew, transportation woes and lack/no job benefits among others.

The after effects of urbanization, industrialization, overpopulation, stiff competition in job market among others gets reflected in the employment and thereby their behavior as a hostel inmate gets affected with their swinging moods and superficiality in interpersonal communication.

Socio-cultural Issues

The inmates were requested to comment on socio-cultural aspects of working women hostelites. They have revealed a range of issues in this regard, many of them pointed out that the age of marriage for women should be between the age group of twenty-six to thirty years. However few of them asserted that there is no such prescribed age limit for women to get married.

The researcher inquired requisite aspects to be present in their life partner and it was found that majority of them stated well

educated and economically independence, to be residing in nuclear family preferably in Mumbai city, working in a reputed company among others. For majority of the respondents, caste and religion are not important aspects for marriage. Thus one can see the similarity in criteria's irrespective of the age of the respondents.

It was found that the number of respondents belonging to reserved caste were fourteen percent which illustrates that though the number is small yet significant in portraying the progress among these women. It is important to note that caste and religion is not a major criterion for many respondents, thus one can see the change in the ideology and women and also their families, whereby class dominates caste of an individual.

The requisite aspects listed in selection of prospective life partner reflects urban characteristics such as inhabiting in nuclear family and residing in city, prominence is given to higher education and class of the person. Thus Marx's notion of dominance of economic institution over other institutions is echoed upon here.

About Marriage Ties!

The respondents when asked to respond to their choice of being employed after getting marriage, it was found that majority of them agreed to it, wherein only few disagreed to work after marriage. Those who agreed to work after marriage wanted to live financially independent life, save and gather resources for their future, need to

economically support their family, aspire to be recognized in society by their work and as working women rather a house wife.

However those who did not wish to continue to be engaged in gainful employment after marriage reasoned that they would be happy being at home and look after household work, also some of them expressed that they are currently working not for economically supporting their families but just to gain experience, earn extra money and to be engaged in some activity. Therefore for them there is no need to work and earn. Thus one can see the diversity in the thinking of hostelites.

Question of Empowerment

The inmates were requested to opine on issues of empowerment. It was found that societal perception towards working women hostelites was diverse from different section of population. Acquaintance/s of hostelites were supportive and open to the idea of women migrating alone to cities for work and residing in hostel.

The workplace colleagues of those who worked in private organizations were mostly helpful and cordial, however some had an impression that working women hostelites have no family responsibility, personal work or household duties as they reside alone and hence they can devote more time to the organization.

However the views of workplace colleagues in Government firm differs whereby especially male colleagues have biased opinion towards working women hostelites and these women also have faced verbal sexual overtone/connotation from their male colleagues.

A handful of hostelites asserted that workplace, politics, religion, media and family dominate and control women. According to the hostelites the causes of women's subordination are acceptance of subordination and exploitation on part of women, existence of patriarchy in society, low confidence of women, passive or weak attitude of women, societal conditioning of women to be weak (socialization) and a couple of respondents claimed women's body to be the cause of women's subordination.

Interestingly the researcher found a couple of working women's hostels in Mumbai having reservations on the type of dress worn by its hostel inmates. The reasons were to avoid any form of allurements due to presence of male hostel maintenance staff and many have accepted it willingly.

The researcher found that some hostels do not provide accommodation to married women, unavailability of crèche facilities, women working in night shifts are usually not provided hostel stay³⁸. Therefore these instances of systematically restricting

³⁸ The researcher observed that in one of the hostel owned and managed by Parsi community provided lodging to only Parsi women. However they had a clause which mentioned that if father is Parsi and mother non Parsi accommodation will be provided to their female children but not vice versa which somewhere reflects patriarchal mindset.

some women knowingly or unknowingly depicts inequality to them which requires positive amendments.

In the terms of Merton, hostel has manifest functions of providing lodging, food and shelter on some conditions though the latent functions seem to somewhere demean and demotivate married women, women with children and women working in night shifts.

Warden's Viewpoint

The researcher found an opportunity to meet twelve of the twenty-seven hostel warden. The following narrative deals with hotel warden perception on hostel inmates and overall functioning of working women' hostel as an institution. The researcher found some hostel warden to be cordial and approachable, however nearly half of the hostel supervisors were unapproachable, indifferent and not co-operative.

Those who agreed to provide information asserted the merits of residing in hostel such as provision of food and other facilities over other forms of accommodation. They also mentioned the reasons for leaving hostel accommodation by the hostelites which are job transfer, adjustment issues (unable to adjust in hostel/ city/ workplace) or inability to cope with Mumbai's high cost of living. The researcher found that majority of the hostel warden came across to be helpful except few who seemed dominating and hot-tempered.

The researcher faced difficult time convincing the hostel warden. Among those who did not participate were rude in their behavior, some feared that the information they reveal might be problematic for hostel authorities or hostel in future. The twelve hostel matrons who agreed to give information not all were aware of the research objectives. The researcher at times posed to be prospective candidate to seek hostel accommodation to gather data.

Further hostel wardens put forth the causes of fights among hostelites and the major reason includes: shared facilities especially television followed by difference on the basis of caste, class, region, occupation and temperament. Hostel timings according to them are necessary to maintain discipline which is perceived to be problematic for many hostelites. However the hostel supervisor said that for them it was difficult task to convince and control hostelites to follow hostel timings and rules.

Gender Equality

The researcher asserts that though patriarchal domination exists and gender inequality persists yet there has been positive change in society. The number of working women migrating and living alone in cities depicts the changes in society and the perception of society towards women. Also through implementation of various ways mentioned by the respondents and determination society can move towards gender equality. This can be achieved not solely by women but with the participation of men too.

Thus the researcher asserts that there are not one but multiple reasons and agencies that dominate women. Further some of these may be true for the opposite sex too. Therefore what is required is not only positive change in various institutions of society (social, economical, political and religious) towards humans especially women but also an ideological change of treating everyone with equality.

The hostel inmates were requested to comment on their views related to safety in hostel and Mumbai city at large. It was found that majority of them felt safe barring few exceptions. Nonetheless hostelites do face difficulties (tough times) such as lack of guidance, feeling of loneliness, at times they do not know whom to ask for help, expensive to stay in city, difficulty to adjust with climate of Mumbai, travelling issues, difficulty in making new friends and getting access to good and cost effective food, crowd and other allied reasons.

The respondents believed in gender equality and asserted that by equally sharing household duties, socialization of children which is not gendered, gender just relations, equal treatment irrespective of caste, class, marital status with or without children of those working women seeking hostel accommodation. They also expressed their views related to empowerment covering economic, social and political empowerment. Major among them being to be economically independent, freedom to live the life they want to, decision making capacity, confident and to make one's own identity.

Observations cum Findings

Thus in a nutshell it can be summarized that hostels are meant for people in transitory phase that is (migrating alone most apparently for first time to another place). Working women attempt to seek accommodation which is similar to one's own home and which provides food, shelter and basic facilities at affordable price. Therefore hostel as a structure came into existence to fulfill the needs of this transitory population.

However hostel stay is temporary form of accommodation for two reasons. First, due to lack of availability of space and second to offer fair chance to those people who have migrated and applied for accommodation. It is common trend that usually parents and working women prefer to stay in hostels as it caters varied needs and at reasonable price compared to other forms of accommodation.

Majority of hostels provide accommodation on sharing basis (except privately run hostels) suggesting that there is huge demand and shortage of hostels for working women. With the increase in income rises of working women, many aspire to stay in single room to have privacy. There are many professional women who aspire to have separate accommodation in hostels which promises more privacy and independence.

Grooming women to face the challenges of modern metropolitan environment seems to be another prominent latent manifestation of working women's hostel. Girls who are new to city

are often timid and shy, slowly they start learning and adjusting to city life. A perceptive comment by a warden narrates the obvious.

Thus hostelites are offered with an opportunity to meet people of diverse background which many a times culminates into development of friendship among them. This is an advantage of hostel stay where hostelites find companion in hostels. But not all is peaceful and smooth and there are conflicts among hostel inmates.

The working women's hostel inmates, after having a few years of experience of independent stay in the city as hostelites, tend to return to their hometowns to settle down. This trend appears to be changing, though the pressure of patriarchal society that 'women must be married' still exists.

Those women whose salary is meager and struggle to live in Mumbai to sustain themselves and their families, may be involved in shady activities (call girl/escort/gambling/uncommon engagements) to muster additional monetary advantage towards their commitment; the researcher inclines to believe after reflection on the dynamics of working women's hostel in the metropolis.

Hostel as an institution that gets established in urban centers/metropolis has survived over the years to look after transitory working women population in providing lodging and boarding at an affordable price. This is true with city of Mumbai as well. It provides an illustration depicting the characteristics of restraint, co-operation, mutual respect and tolerance towards one another.

Contribution to Knowledge

So far working women's hostel has been a neglected area in women's studies which has been investigated by the researcher. The study concludes that major metros in the country need to develop effective hostelling facilities for working women irrespective of their income and background. Only by providing such facilities one can expect marshalling of resources to empower womankind to be modern citizens of globalized society.

Scope

The present study provides a bird's-eye view on problems and issues pertaining to working women's hostels in the city like Mumbai. A more comparative study would be necessary from major metros in the country to have a comprehensive understanding on effective hostelling of the working women. There is a need for comparative study of working men's hostel, if any, and working women's hostel which may prove insightful.

Limitations

There have been some limitations in undertaking the present research. The researcher has not been able to gather sufficient data from working women's hostels owned by private agencies. So also working women's hostels located in Navi Mumbai, beyond the

boundaries of MCGM (The Municipal Corporation of Greater Mumbai) have not been included in the present study.

Hostel management committee members were not keen in meeting the researcher nor were ready to part any information to the researcher. Probably extra persuasion could have yielded the results. As the inmates were all working women the researcher found it difficult to get an entry to the hostel especially because most of these institutions maintain a strict “No Entry” for outsiders.

However the researcher had to befriend some of the inmates that took some time to gain entry for the purpose of study. Even the officially available information on working women’s hostels in the city seems to be outdated and there is lack of academic literature pertaining to various aspects of working women’s hostel.

Recommendations

The researcher has thus put forth recommendations pertaining to betterment of working women hostels and the progress of migratory working women. The chief aim of hostel should be to meet the essential needs of the hostelites. The following are some of the recommendations proposed by the researcher as part of the study:

1. Provide better hostel facilities, secure and healthy environment (both physical and mental) to promote harmonious relations for women

hostelites in keeping with provisions of human rights and egalitarian society.

2. Not only the government but also NGO's and other organizations should participate in establishing hostels for working women of low and middle income strata of society that may provide a required empowerment impetus as a mark of healthy civil society.
3. There should be provision for amenities such as library, reading room, availability of in-door and out-door games, provision of regular newspapers and magazines, first aid and health care at working women's hostel.
4. With the changing times, it is imperative to provide use of newer technology to facilitate better communication, welfare and well-being of the inmates.
5. Provision of crèche facilities for working women infants/children should also form part of women's hostel responsibility.

These recommendations may provide impetus for development of a 'caring metropolis' especially for working women in the era of globalization in twenty-first century.