

CHAPTER-8

SUMMARY AND CONCLUSIONS

Today the women in India enjoy equality of status, equality of opportunity with men. She became financially independent and economically sound, she became the major decision maker and she became policy maker in various new fields. She ventured into outer field, but the traditional views about her role as home maker. Her duties start from early in the morning with many responsibilities on her shoulder before going to office, like preparing breakfast, lunch, getting kids ready for School etc. During office hours she has to work equally or say more sincerely than her male counterparts. She has to fulfill her duties at home even after office.

Her pathetic position, working at home as well as at office, is not admired, even by her husband or mother-in-law or father-in-law. The support and cooperation if extended by her husband in household, work is at his sole desertion. Husband is free to take excuses of over burdened work pressure of official exigencies, but wife is expected to be found fresh and amiable all the time. The men consider the household work as sole responsibility of the women. He considers working at home below his dignity and if he does something it is done as per his wish and convenience.

The working atmosphere in the offices, particularly for the women is also not so congenial. Most of the male counter-part treats the women an easy scape goat for fulfilling their sexual desires. The incident of intentional touching, double meaning dialogues, unwarranted comments,

piercing in her private affairs are some of the common examples which create lot of irritation and make the women unnecessarily defensive. The incidents of one side sexual advancement by the boss, staring at her bodily parts, alluring her with quick promotion in return, are generally to be faced by a working woman. With women entering into new fields, she become more vulnerable to the dangers like eve-teasing, sexual advancement, transfers, etc. The women can only explain to have frights and hardships experienced by her while working in office.

In the present male dominated, patriarchal society, people find it difficult to accept the women as independent personality. In addition to these hardships, the women are bound to play the traditional role of child bearing and child rearing. She cannot desist from her role as a mother and as a wife. So, while performing these natural roles, sometimes she had to be out of office for a long time which causes adverse effects on her career, though not openly but in reality. One more peculiar problem, a woman faces while keeping the children with her, in case when her husband is transferred out of town and she is unable to shift being a working woman, as the children prefer to stay with mother.

There are other problems also. They are off-shoots of her being a working woman. The working woman is left with little time for relaxation or entertainment or social life. Apart from leading to her own overwork, burden and tension, she becomes the buff of social criticism. For the major part of the day the woman is working in the office or the workplace. After coming back she is busy with household work and her family. She has no time left to maintain relations with her neighbours, friends and relations. She is not even able to go to their help when they need especially at the time of illness, marriages, deaths or other

occasions. This is often mistaken for arrogance due to earning and the friends and relatives criticize her.

The working woman has not time of her own. She needs rest. She wants to think of her problems or plan her future. She wants to read and write. She wants to undertake activities of her own interest, say creative arts. At times, she desires to be on her own not disturbed by anybody. Again, to ease her job she has to depend more on domestic help and servants. She has to be generous to them to get work done. For that also one is criticized as extravagant. On the other side the servants very well know the difficulties the mistress and they exploit the situation. This also creates problems for working women.

In all these worries the woman has no time left to look after her health. Still, she has to take care of her health and keep herself physically fit to work. She has to take to nourishing food and proper treatment when needed. Again due to hard work and over burdened by responsibilities, she gets into rapid ageing effects. The unending worries and tensions of modern life and the family also hastens the ageing process. She is criticized by her-in-laws and the neighbours as an extravagant and fashionable lady. When she gets out of the house, well dressed she receives their criticism in crude words saying dressed like a 'prostitute to attract males'.

Thus, the problems of an employed woman are endless and peculiar and differ from place to place, office to office and person to person. Almost all of these problems are not of her own creation at all. Much of it is based on the continuing notions of the society. The present research topic is an attempt made to study the problems of women

employees in public and social administration in Amravati City of Maharashtra.

Objectives of the study:

The major objectives of the present study may be stated as under:

1. To find out the social and economic background of the women employees in public and social administration.
2. To know the reasons of women's employees for seeking employment, service condition and inspiration behind getting employment.
3. To study the causal relationship between women's economic independence, decision making power and status in the family.
4. To assess the reaction of in-laws and husband's towards the employment of women employees and its affect on family members and on their personal life.
5. To find out the affect of work on the kids and kids satisfaction with the amount of time given by employees.
6. To know the relationship of women employees with senior colleagues and subordinates
7. To understand the typical problems and difficulties faced by women employees in their dual role played at their home and their workplace and nature of exploitation if any.

Research Methodology:

Keeping in view the above objectives in mind, the present micro level study was confined in Amravati city. Amravati district is situated in eastern geographical region of Maharashtra known as Vidharba.

Historically, this area was known as Central Provinces and Berar'. Amravati is divisional headquarters of one of the six 'Revenue Divisions' of the state. Present study is based on exploratory cum descriptive research design. Public and Social administrators of Amravati city are the Universe of our study. In order to obtain a representative sample of the universe, it was decided upon to use the procedure of stratified random sample of 240 women employees of district administration. An attempt was made to collect data from all categories of administration i.e. revenue, municipal and local government administration, school and college administration, library administration, engineering and health care systems, factories, agricultural cooperatives, banking sectors, legal and media professionals, elected women officials, NGO's, social service administration and so on.

In present study data have been collected from two sources-primary and secondary. The primary data has been collected mainly through the use of interview schedule. For the validity and reliability of the study, besides administering interview schedule, a few case studies were also personally collected. The study has also utilized field observation and informal talks with the respondents to add dimensions and depth to the investigation. In present study secondary data were collected from various books, journals, articles, government publications, such as census reports, statistical handbook and also from other electronic sources. Collected data were entered in the master sheet and the necessary frequency tables were drawn. The data is presented not only in tabular form but is also projected through charts, diagram and histogram. The present study is basically descriptive in nature, simple percentage were used in interpreting these frequency tables.

Verification of Hypotheses:

Now, we can take up these hypotheses one by one and see whether they are true or false.

(1) 'Women employees in public and social administration have positive relation with the economic strengthening, self-dependency and social prestige of the family'; In present study this hypothesis proves to be true. Data clarify that 45.42% of women have taken the employment for improving their economic conditions, 35.84% for suitable ambience and 10.83% due to desire of living an independent life. 72.08% of women have registered increase in social prestige due to employment. The family life of 80% of women has become happier.

Our study is verified by other studies too. 58.5% of women were employed due to economic pressure according to the study of Kalpana Taing¹ (2014). Most of women have given the reason of getting employed is the financial condition in the study of Dimpal² and chandra³. But in the study of Promila Kapoor, Verma and Jouhari⁴, it was found that many working women are engaged in employment for social and psychological factors rather than economic consideration. Vinita Srivastava (1972)⁵ found during her study, 40% of the educated women of the city were in service mainly for non-economic gains. B.K. Ramanujan (1972)⁶ Sen Gupta (1964) reveals that middle. Class women have obtained self-confidence more than before due to being engaged in different jobs as well as having obtained remarkably economic independence. They are more satisfied with their economic independence and they are very conscious of their rights, privileges as well as self-respect.

2. Our Second hypothesis, '**The employment of women brings about the neglect of children**,' proves to be true partly. In present study data clarify that 31.01% respondents are carrying out job away from their children. It accounts for the reason of their tension. 41.77% of the women employees feel that their children are facing difficulties just because they are working in office, 13.29% of the women employees opine that their children feel neglected just because they are not able to attend them due to their jobs. Majority of the respondents (58.86%) feel that their children are not satisfied with the amount of time they are able to give their children.

This conclusion of ours bears affinity and equality to the study of K.P.Singh (1972)⁷. According to him 75% working women do not pay attention to their children as well as their family. They understand that their children are neglected in their absence specially when their children are small in age. On the contrary Hoffman, Srivastava and Promila Kapoor⁸ have pointed out positive influence of the women employment on children in certain studies.

(3) In the traditional family, the pattern of husband wife relationship was in the form of male domination and female subjugation. Men do not share in most of the household chores, it is women who have to cook, clean the house, scrub utensils, wash clothes, get their children ready for school etc. Men just took care of few chores that are to be dealt outside the house. So, the major burden of running the family lies on the shoulders of women, but with the spread of urbanization and education for both sexes, new occupational opportunities and emerging social terrace towards working women affect the structure of family. Relationship between husband and wife is undergoing a major change. Working wives cannot manage effectively and efficiently both the household jobs as well as

employment if their husbands do not extend their help in the household chores.

In the present study 43.08% husband help their respective wives daily. 26.60% help only sometimes. 22.87% did not get any help from their husbands. These findings have similarity with the study of ⁹ D.Souza, Kapoor, Dhingara and Kala Rani. They observed most of the working wives did their household chores willingly, but sometimes they wanted husbands; cooperation and their husbands used to help them in domestic chores. So, our hypothesis is that '**husbands do not co-operate in domestic chores due to traditional role of husbands**', in present study proves to be wrong.

(4) Our hypothesis is that '**there is a positive co-relation between mental stress and dual roles of women employees in the present Indian social set up,**' proves to be partly true. Data clarify that women remain stressed out due to domestic chores along with employment but most of the women remain satisfied with domestic chores only 37.08% are dissatisfied with their present jobs. Majority (54.59%) of the respondents feel that their husbands are also satisfied with their jobs. Most of them enjoy good relations with their father and mother-in-laws. Only 9.58% of the respondents accepted their relationships with in-laws are strained. 30.41% feel that they do not have full freedom in taking the family decision. But majority of the respondents are free to take any of the family decisions.

In the study of Shanta Kohli Chandra¹⁰ positive trends were observed in this regard. Women with employment feel pleasure. In the present study it was also found that 35.84% of the respondents are of the opinion that their family problems have increased after they have joined

the job. In the study of Devi U Lalita¹¹ It was observed that higher education and employment are sometimes cited as a source of tension in the family. In case of married women they have dual responsibility that is look after the home, husband and children and their jobs, cause a lot of strain. Shahshi Rani Agarwal, Chandra Kala Hate and Kala Rani have observed in their studies¹² that working married women have faced the problem of adjustment in the family. The women who have taken to employment under the pressure of necessities were unable to carry out the assigned roles and were remained perpetual tension.

(5) 'Inspite of getting equal opportunity the women employees are still discriminated against as compared to their male counterparts in the fields of employment, promotion and cooperation'. This hypothesis is partly justified in the present study. In this study 52.92% respondents feel that male colleagues behave respectfully with them. 75.84% feel that they get full cooperation from their subordinates but the issue raised by the 22.08% feel that their subordinates do not cooperate with them.

In the study of Murthy¹³ some women also reported that the male colleagues, especially when they are juniors feel jealous of them because they do not want to work under women. B.R. Bhatt¹⁴ and Sunita's analysis also revealed that the facilities at workplace are inadequate and cooperation from seniors and subordinates not satisfactory. In the present study 52.08% respondents do the overtime at their workplace. Most of them feel that no facilities are provided for pregnant women and their new born babies at their respective workplace. 40% feel no medical facilities are provided at the time of emergency. Aneja¹⁵ has found out discrimination in respect of social and occupational fields.

In the study of Savita Nagar (2008)¹⁶ informal and secret discrimination have been found with women in their offices. In the present study 65% of the respondents feel that they are not discriminated by their seniors but 33.3% opine that seniors discriminate them. 25.83% feel that their seniors do not support in any of their time of difficulty. Majority of the respondents face no difficulty at their workplace though their percentage is only 32.05% of the total. Rests of them feel different kinds of difficulties at their work place. 31.66% feel another type of problem which arises during their overtime.

Major Findings:

As, a beginning has an end or one has to stop somewhere. Research on any topic is endless which never stops completely. Here in this study I also tried to conclude this study with summary on the basis of the findings of the study. Findings of the present study reveals the current scenario of women employees in public and social administration of Amravati city. Some of the major empirical findings are summarized as follows:

Social and Economic Profile of Women employees:

The Social profile of the women administration have been analyzed in terms of their age, caste, religion, education, income, marital status and rural-urban background. The data reveals that most of the respondents (71.67%) are married and belong to nuclear family and migrated from adjoining rural areas. Majority of women employees are belonging to the matured age group of 36 to 45 years. Most of them (87.92%) belong to Hindu religion. Most of the women employees (50.42%) are from backward caste. Majority of women employees are graduates and post graduates. Most of the women employees (66.26%) are from urban

background. 37.50% of the respondents reside at husbands' home. 30% of employees belong to the monthly income group of 35001 to 50,000 and 21.26% belong to monthly income group of Rs.50,001 to 65,000 respectively. 48.75% of the women employees say that their income is controlled by their husband.

It is also obvious from the data that 35.42% of the women employees feel that their husband's social status is higher where as 9.58% women employees opine that their social status is higher in regard to their husband.

Employment condition and job satisfaction

In next chapter we have analyzed the conditions of employment and job satisfaction. Most of the respondents 69.58% have permanent job. They are permanent employees where as 28.75% of the respondents have temporary job. Financial assistance (45.42%) is the major source of inspiration to get into a job. The most important reason is economic necessity. Majority of the respondents (35.84%) feel good environment at the workplace is the biggest attraction about the present job where as 12.09% respondents have some of the other reason. It is clear from the data respondents 10.41% and 14.16% have not given preference to salary as well as promotion respectively. Majority of the respondents 76.67% were assisted by their family in getting a job. 26.26% respondents are working from 6 to 10 years. The most of the respondents 72.08% have the opinion that their prestige has increased after getting into job. 68.33% of the respondents never got any award during their job tenure.

Majority of respondents (41.25%) feel that their present job is better as compared to other job. In study 55.83% respondents feel tired when they reach house from the work place. 48.42% of the respondents

feel that their job come in the way of their family duties. Mostly 25.53% feel that their job is a hurdle in the way of family duties sometimes. More number (52.50%) of the respondents think that their work is heavy compared to the salary they get. 32.92% have fear of being thrown out of the job at any time. 37.08% of the respondents feel that they are dissatisfied with their permanent job. 54.59% of the respondents feel that their husbands are satisfied with their job. 80.00% feel that the job has made family life happier. Majority of the respondents 61.67% feel that they will be unhappy if their wives lose the job.

Dual Roles and Problems of Adjustment

In the analysis of dual roles and problems of adjustment of employed women, least number of employees 13.33% feel that their relationship has got negatively affected where as 20.83% feel that their relationship is normal even after being employed. Majority of respondents (64.55%) opined that they do not carry out job away from children. Most of the respondents (41.78%) under study feel that in-laws take care of their kid when they work in office. Study shows that 52.13% have good relationship with their respective in-laws. Majority (64.17%) of the respondents enjoy full freedom in decision making where as 29.17% of them feel that they do not involve in decision making. Majority of the respondents (59.16%) feel that customs and traditions do not create any problem.

Regarding health problems 30.41% of the respondents feel that they have too much work load. This has given them health problems like blood pressure and their heart ailments. Majority of the respondents (59.58%) feel that their job has not affected their family problems in either way. 41.77% feel that their kids face difficulties because they are

employed. Majority of the respondents 58.86% feel that their kids are not satisfied with the amount of time they are able to give. As far as household was concerned 42.08% respondents feel that they have to do household work taking it as deity chore. Majority of the respondents (43.08%) are having an opinion that husband help their wives in doing household work.

Problems and difficulties at workplace:

Regarding problems and difficulties at workplace of women employees, 49.17% of the respondents stated that they stay far from their work place as 19.16% stay very far from their workplace. Majority of the respondents (45.83%) commute by bus or by autorickshaw, to their work place. Majority (44.58%) of the respondents reach their workplace within 30 minutes but 23.76% take one hour to reach their workplace. 48.34% of working women for eight hours but 26.67% of them work for more than 8 hours. 31.66% do overtime at their work place. Most of the respondents 35.41% under study feel that no facilities are provided for pregnant ladies and their new born babies at their workplace. Majority of the respondents (40.0%) feel that medical facilities are not provided at the time of emergency. 45.85% respondents are having opinion that they have 1 to 2 hours of leisure time. As far as behaviour of colleagues are concerned 52.92% respondents are being treated respectfully by their male colleagues. Majority of the respondents (72.92%) share a good and healthy relationship with other female colleagues. 75.84% feel that they get full cooperation from their subordinates.

Majority of the respondents (65%) feel that they are not discriminated by their seniors where as 33.3% are discriminated. In the study 72.50% of the respondents agreed to support and help by the

seniors at the time of any trouble or difficulty. 34.17% of the respondents have opinion that casteism is the most disliked thing at their workplace. The majority of the respondents (32.50%) feel that they face no difficulty at the workplace where as rest of the respondents feel different kinds of difficulties at their workplace. Regarding sexual harassment, 55.42% responded that they have not faced any type of harassment at their workplace where as 4.10% respondents fell that they are molested. Majority of the respondents (62.08%) feel that they are not affected by any of their family member's addiction to bad habit but 30.84% of the respondents have confessed that any of their respective family members addiction to bad habit has adverse effect on their work efficiency.

Conclusion:

After independence India has made a significant progress in employment of women and several policy decisions have been taken to strengthen the status of women. Though governmental efforts are praiseworthy, the impact accrued to women in general is not very good. The condition of working women in general is considered to be very distressing. They are subject to discrimination at various levels. Their problems and difficulties are multi-dimensional and differ from women to women, according to the nature of work and position.

Though a woman has her own personality is more confident, financially independent, accepting any kind of challenge, can no longer remain under the illogical dominance of man, but at the same time she suffers a lot mentally and physically divided between home and office. Our society has been a male dominated society, the changes are gradually being digested with the passage of time, and absences of joint families, the financial independence of women are making the male absorb the

changes slowly but gradually. In spite of all the hardships being faced by the working woman, she got remarkable success in every field of life. The issues and problems that women face in their workplace should be put to an end and then only it can be said that man and women have equal status.

It can also be said that working women are far behind the law of equality from the angle of social vision. This is the reason that changes have come into the functional system but changes have not taken place in normative system. There is a gap in relation between men and women as result of which multiple problems are created leading to the difficulty in goal attainment. Hence women can be given freedom by placing them at par with men by bringing change in attitude of society and the responsibilities of men and women. It is then that women can enter competition with men. It is process of becoming which will take time for striking a balance. And women can be emancipated from their problems.

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