

In the history of human development, women have been as vital in the history making as men have been. In fact higher status for women vis-à-vis employment and work performed by them in a society is a significant indicator of a nation's overall progress. Undoubtedly, without the active participation of women in national activities, the social, economic or political progress of a country will deteriorate and become stagnant. But ironically and tragically, women employees in general, are not taken very seriously by their superiors, colleagues or society at large. Having a career poses challenges for women due to their family responsibilities. Traditionally Indian women had been home makers but in the recent decades, proper education and better awareness, in addition to the ever increasing cost of living has made them to go out and choose careers. Although women want to pursue their career but problems arise when they get married and have children.

Working mother is an institution in herself and aiming at successful career with financial independence, she has to nurture her growing child to accomplish motherhood. Both these jobs are extremely demanding and doing justice to each other without neglecting the other is a formidable task. Many mothers struggle finding better ways to balance these two domains and often are confronted with this guilt from outside sources like pressure from society. It is usually believed that employment of a mother has certain effects on the overall growth and development of children. The separation of mothers from their children for long periods of time especially during early childhood may also have an effect on child development. Mother's experience at work plays an important part in development of children. Working women's time of work, conditions at work, job autonomy levels, free time with children, stress of work etc all leave a mark on personality of children.

5.1: Summary

The present study has been undertaken to study “Effect of Maternal Work Conditions on Personality Development of Children”. The data has been collected both from primary and secondary sources. In order to arrive at dependable conclusion, information has been gathered from working mothers and their children. 400 working mothers and their 400 children (aged between 3-6 years) were selected randomly for the collection of information. Structured questionnaires were administered on the sample and data was collected in a systematic manner. Data was analyzed and presented in tables. The details about the findings of the study have already been discussed in the previous chapter; however the findings of the study are summarized as follows:

The study revealed that out of the total sample of working mothers, most of them were in the age group of 30-35 years and had children between 5-6 years of age (40.75%). It was found that majority (66%) of children of working mothers were females. Kashmir being the Muslim dominant region, 94.5% of working mothers in the present study were also Muslims. The percentage of graduates was found to highest (46%) among working mothers as compared to other educational qualifications. Taking a look at the overall employment status of the selected sample, it was clear that teaching was the most preferred job among working mothers as 48.5% were teachers. As the sample involved working mothers so majority of women (98.5%) were married and living with their husbands. Taking the family structure in consideration, it was found that out of the total sample, 60.75% belonged to joint families and majority (54.25%) had 9-12 members in their family. These results prove that besides all the modernization of ideas, joint family structure is still prevalent in Kashmir. Majority (78.5%) of working mothers had substantive or a permanent job in either government or private sector. Grading of monthly salary of working mothers done as per Kuppuswamy's manual of socioeconomic status (2012), revealed that most (41%) of the respondents had their monthly salary above or equal to Rs 32,050. The information gathered from working mothers about their working hours showed that majority (87%) of them worked for 6 to 7 hours daily.

Mother's working conditions such as time of work, conditions at work, job autonomy levels, free time with children, stress of work etc are related to children as it has a

direct or indirect bearing on them. The information regarding the nature of mothers work showed that majority (64%) of working mothers finished their official work on proper time and only 37.75 % carried their official work to home for completion and thus they spend more time with their children. A little percentage (18.05%) of women were paid extra money when they worked overtime and 26.75% were provided conveyance for working overtime. 44.75% of women had work place far from their home. Although working women usually feel that their hours are too rigid and the demands from work cause them to experience stress but in the present study 45.75% of women were stressed by their official work. Job performance is best when the environment neither under-stimulates nor over-stimulates and the facilities are suitable and sufficient for work. Majority of women (61%) in the present study had separate washroom facility at their workplace and thus adhere to the Section 19 of the Factories Act (1948) by Govt. of India, which states that there should be provision of separate latrines and urinals for female workers at workplace. Also, there was provision of clean drinking water at workplace for majority of the respondents (63.08%). Majority (59.05%) of women revealed that they had proper heating/cooling facilities at workplace which provided them reasonable comfort during working hours. Although technology is being used in almost every field to accomplish specific tasks but while taking a look at the results, it was revealed that only 44% of women had facility of technically modern gadgets like computers, social networks, virtual-meeting software, accounts software, customer management applications etc. at workplace. The percentage of women who were being benefitted by capacity building programmes at workplace was 44.08%. Provision for crèches at workplace exists under Section 48 of the Factories Act, (1948) in India but only 30.3% of women in the present study had childcare/ crèches facility in and around their workplace.

Keeping in mind the benefits offered to an employee as per service, it was seen that 51.7% of women were being provided with it. In addition, 51.2% of women revealed that their style and nature of work changed along with time because of certain factors such as technology advancement, co-operation from society and educational upliftment. 54.3% availed insurance and medical facilities provided by their organizations. Majority (55%) of women opted for housing and travel allowances which was being provided to them from their respective workplaces. Maternity leave

provisions are essential for a working woman to effectively complete the transition from pregnancy to motherhood. With such a parameter in consideration, it was depicted that 83.3% of women had provision of maternity leave available at their workplace. Also, most of the employees (68.8%) contributed to provident fund and 63.8% of employees had the provision of gratuity at their workplace. Healthier workforces are more productive. The organization that takes the health and wellbeing of employees seriously reflects positively on the reputation of that organization. The occupational health issues that are normally associated with women workers were listed out and it was revealed that women were not facing any major health risk because of their working pattern and only 30.8% mentioned that work caused health problems to them. 45% witnessed pain in neck and shoulder areas due to their working pattern. The results indicate that a good number of women faced problems like headaches due to work (48.5%) and problems in eyesight (29.3). In the present study, 23% of working women had Gender Sensitization Committee against Sexual Harassment (GSCASH) at workplace; however, majority (57%) revealed that they had an employees union in their organization. Also, only a meager percentage (6.5%) of women had reported a case against sexual harassment if they ever faced it.

A working mother can do justice to both her work and motherhood by the type of support system she has. Majority (79.05%) of the respondents shared a cordial relationship with their family and 78.25% received emotional and social support from their family members. Due to the support provided by the family, 88% of women were able to balance between household work and official work efficiently. Further 73% of the working mothers had supportive husbands who helped them in child rearing. Inspite of the age-old phenomenon of conflict with in-laws, low percentage (31.05%) of the respondents revealed that they had to face tantrums of in-laws. In addition only 24.05% of the respondents had domestic help available at their home because whole time servants are no longer within the reach of middle income families.

In the present study, most of the women were from joint families, so majority (82.5%) of the mothers kept their children with responsible person when they were out for work. Most of the respondents (65%) spent quality time with their children as they believed that doing so helped in incorporating good manners and healthy habits in

them. In addition, most of the working mothers (82.8%) were able to monitor proper academic progress of their children and they did not face any hurdle in doing so. Further, 88.3% of women from the selected sample were able to take care of the communication and language development of their children properly. Moreover, 43% of women felt restless because their children were looked up by others during their working hours. 40% of women felt that they were neglecting their children and 31.5% believed that their children lack the affection of mother as they were busy with their work most of the time. Further, 47% of the women were unable to encourage healthy eating habits in their children because of their working status.

It was depicted that majority (61.3%) of the working mothers adopted setting priorities and taking rest as a relaxation technique to reduce physical stress (64.3%). Most (60%) of the women also opted for correcting posture as a physical stress management technique. Only 19.5% percent of the respondents used medicinal therapy or smoking and mood altering drugs to reduce physical stress. In addition, 47.5% of the women opted for vacations and slight walk during the work hours (40%) to reduce physical stress. 82.3% of the respondents offered prayers because it made them comfortable and stress free. Majority (76.5%) of the respondents considered dealing with their official work and stress related to it at their workplace only. Most of them consciously tried hard to ignore the stress and problems because positive thinking is an effective method to over-come stress. More percentage of respondents (76.3%) shared their worries with family to minimize stress. Most of the working women (64.3%) relied on changing the stressful situations with cracking some jokes and making use of humorous activities at their workplace. Few percent (38%) of respondents opted for listening to music while as 48.8% of women opted for get-togethers more often for de-stressing. Many job conditions cause stress among women. The prevention and management of workplace stress requires organizational level interventions, because it is the organization that creates the stress. In the present study, majority (59.8%) of the respondents were managing their time properly by prioritizing things in order to perform their tasks efficiently. Most of the women (52.75%) relied on labour saving devices like computers, mobile phones, health-care equipments etc to cope up with occupational stress. 39.5% of women seeked help from their co-workers. Less percentage of women (23.5%) opted for vacations

regularly to avoid stress at workplace.

It was observed that in all the four districts viz. Srinagar ($r=0.38$), Anantnag ($r=0.42$), Ganderbal ($r=0.27$) and Baramulla ($r=0.25$), a significant positive correlation was found between mothers occupational stress and neuroticism in children. Similarly, in district Srinagar ($r=0.27$), Anantnag ($r=0.32$) and Baramulla ($r=0.21$), a significant positive correlation was seen in mothers pending work which was brought home by them and neuroticism in children. In Srinagar a positive significant relation was found between the location of mother's workplace which was far away from home and neuroticism in children ($r=0.24$). Other variables such as mothers finishing work on time, paid extra money for overtime and conveyance provided for overtime, showed insignificant correlation with neuroticism in children. In district Srinagar, a significant positive correlation was found between mother's nature of job in terms of work being finished on time and extraversion in children ($r=0.23$). Other variables such as mothers carrying work to home, paid extra money for overtime, workplace away from home, conveyance provided for overtime and stress because of work, seemed to have insignificant correlation with extraversion in children. A significant positive relationship appears in mother's money from overtime and openness to experience in children in Srinagar ($r=0.25$). Other variables of mother's nature of job showed an insignificant correlation with openness to experience in children. In Srinagar ($r=0.42$) and Anantnag ($r=0.24$), a significant positive relationship was depicted between mothers work being carried to home and conscientiousness in children. Other variables of mother's nature of job showed an insignificant correlation with conscientiousness in children. Agreeableness in children was significantly positive with mothers work that was carried to home for completion, in Srinagar ($r=0.31$) and Baramulla ($r=0.22$). Further, mother's location of work also had positive significance with agreeableness in children in Srinagar ($r=0.26$) and Baramulla ($r=0.28$). Rest of the variables related to mother's nature of job had an insignificant relation with agreeableness in children.

In the present study, a significant positive relation was seen between mental and emotional harassment of mother on the neurotic behaviour of her children in Srinagar ($r=0.34$) and Anantnag ($r=0.25$). Working mother's health problems also had a significant relation on neuroticism in children in Srinagar ($r=0.21$) while as other

dimensions of occupational health safety in mothers had insignificant correlation with neuroticism in children. A significant positive correlation was found between mother's health problems associated with work ($r=0.24$) and headaches caused by the burnout at workplace ($r=0.33$) in district Anantnag. However other variables of mother's occupational health safety were found to have an insignificant relation with the extraversion in children. Openness to experience in children had no significant relationship with mother's occupational health safety in any of the districts in Kashmir division. However other variables of mother's occupational health safety were found to have an insignificant relation with the conscientiousness in children. It was revealed that there was no significant relationship between mother's occupational health safety and agreeableness in children in any of the districts of Kashmir division. In the present study, a significant positive correlation was observed in Srinagar ($r=0.34$) between mother's job and cognitive development of children. However, an insignificant relationship was seen in other districts between the same. The results of the present study also revealed that there exists a significant relationship between mother's job and non-cognitive development of children in Srinagar ($r=0.30$) and Anantnag ($r=0.21$), while as other districts show an insignificant relationship.

In an attempt to study the relationship between mother's nature of job and academic achievement of children, the results revealed a significant correlation ($r=0.22$) in district Baramulla while as in other districts, the correlation was found to be insignificant. The relationship between mother's occupational health safety and academic achievement of children was found to have no impact on one another as the correlation was found to be insignificant in all the districts.

5.2. Conclusion

Various conclusions have been drawn from the inferences which arose from the intensive investigations of this study. The results of the study can be concluded as follows:

The study revealed that most of the working mothers who were selected for the study were in the age group of 30-35 years and mostly had female children between 5-6 years of age. Most of the working mothers were graduates and were presently in teaching profession with working hours of 6 to 7 hours a day. Joint family structure was prevalent in most of the families. Women were prompt enough in finishing their

official work on proper time so that they don't carry it to their home. Although the workplace was not far from the home but women were neither paid extra nor were provided with any conveyance when they stayed back for overtime at their work place. The overall facilities for women at workplace were satisfactory as they had proper arrangement of female washrooms, clean drinking water and appropriate room temperature. The benefits needed to sustain and retain a job like insurance & medical allowance, housing & travel allowance; maternity leave and gratuity were provided well enough to the women employees. Also there was not any sort of emotional or sexual harassment at workplace and women did not report any health problem associated with work. However certain facilities like improvised electronic gadgets, capacity building programmes, child care facility or crèches, GSCASH were not present at workplaces.

Crises and daily disappointments of life are eased when family acts as a support system. Women in the present study had supportive families too. They were provided with every possible support and had cooperative in-laws. They felt proud when the women from their family opted for work. Although domestic help was not available but still problems were not faced by working women in upbringing children. Women were also partially satisfied about the time they gave to their children.

Stress is being experienced by almost everyone in certain fields of life, however dealing with it helps in achieving control over situations. Physical stress at workplace can also be dealt with proper coping strategies. Women in the present study also adopted certain strategies like setting priorities, taking time for leisure and frequent correction of posture to reduce physical stress caused by work. However few other strategies like taking brisk walks between working hours, opting for vacations regularly or use of drugs was not used to reduce physical stress at workplace. Mental stress caused by work was reduced by indulging in religious and humorous activities and by sharing problems with family members but attending social gatherings and listening to music was considered by few women only. Also, women relied on time management techniques and labour saving devices for keeping themselves away from occupational stress. Taking help from co-workers and relying on absenteeism was not preferred by working women.

Mother's nature of job in terms of occupational stress was closely related with

negative feelings in children in all the selected districts of Kashmir division. Also, in Srinagar, Anantnag and Baramulla, neurotic behaviour was observed in children when mothers carried pending work to home. Location of workplace of mother also had a significant relation with neuroticism in children in Srinagar district. Mother's work being finished on time had a significant relation with extraversion in children in Srinagar. Openness to experience in children and mother's earning from overtime in Srinagar also had a relation with each other. Conscientiousness of children in Srinagar and Anantnag and agreeableness in Srinagar and Baramulla was being affected when mothers carried their official backlog work to home. Further, mother's location of work was also related with the agreeableness in children in Srinagar and Baramulla. Mental and emotional harassment of mother in Srinagar and Anantnag was significantly related with the neurotic behaviour of her children. Also, in Srinagar, health problems of mother were related with the neuroticism in children. Working mother's health problems and headaches caused by the workload at workplace in Anantnag were related with the extraversion in children. Openness to experience in children had no significant relationship with mother's occupational health safety in Kashmir. It was also seen that in Srinagar, conscientiousness in children was significantly related with constant headaches because of workload and harassment at workplace. No significant relationship between mother's occupational health safety and agreeableness in children was found in Kashmir.

Mother's job and cognitive development of children was related with each other only in Srinagar while as non-cognitive development was significantly related with mother's job in Srinagar and Anantnag. Academic achievement of children had a significant relationship with mother's nature of job in Baramulla but occupational health safety had no impact on academic achievement of children in Kashmir.

5.3. Recommendations

Improvements have a scope in every field of life, especially when it comes to working of a woman who is a mother also. She has to face tons of problems in managing the dual roles of her life, which can be accomplished successfully with a slight modification of attitudes by the members of society. Based on results of the present study the following recommendations are put forth for better policy implications:

- It is important for employers to take into consideration the new needs of mothers
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and make adjustments accordingly. Maternity policies are vital to ensure that women are comfortable to fit into their dual roles.

- The concept of bringing children to work on specific days, and in-house childcare facilities can be introduced by Government, so that women can manage their career easily. Crèches must also be within the premises of workplace.
 - It would be an effective incentive for working mothers if placed near their residences. Special provisions should be laid down by the Government to make such provisions at least till the child is grown up. This will help women in taking care of their children and other household activities efficiently.
 - Government should consider renewing women related policies regularly in order to check the scope for improvement for their welfare.
 - Equal employment opportunity law should be strengthened so that it can help in eradicating gender discrimination.
 - Arrangement of counseling sessions should be made by the employer in order to deal with emotional and mental turmoil of women employees.
 - There is a need to develop cooperative working attitude among men in order to understand the heavy load of dual responsibilities of women.
 - Superiors need to develop ethical attitude towards their subordinate working women so that she would love to work at her workplace.
 - Incentives should be given for working overtime and when working late, pick and drop facility should be provided to them in order to make sure that they reach back home safe and secure.
 - Working women should be provided with every possible facility at office like modern electronic gadgets etc, so that they complete their work efficiently on time.
 - The number of working hours and the way these hours are organized can affect the day-to-day life of the women worker. Therefore, it is essential for the working women to have some free time for rest and leisure if she is working for long duration at her work place.
 - There should be capacity building programmes, skill development workshops and stress management programmes at the workplace for women as they are more prone to such issues.
 - Working women need to know that no matter how much they plan but sometimes
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they have to cope up with unexpected eventualities.

- Women should also find some time for physical exercise to be mentally and physically fit.
- When it comes to parenting, women should not hesitate to share the load of responsibilities with their partner.
- There should be proper arrangement of crèches at workplace for the children of working mothers so that proper development of children
- Women should develop skills to manage and balance their personal and professional life efficiently
- Women should make some memories with kids by a surprise vacation day once a quarter, if work allows.
- Women should increase social support and time devoted to development stimulating activities, such as reading, supervising home work, etc., it is only the time devoted to educational activities that seem to improve children's cognitive development.
- Mothers should realize the fact that quality of time they spend with their children is much more important than the quantity of time.
- Individual attention should be given to the development of children because healthy personality development is fostered by parenting that is sensitive and responsive to the individual strengths and needs of the child.
- Mothers should encourage play of children as it helps kids to develop physically, mentally and emotionally. It teaches them to work in groups, settle conflicts, develop their imagination and try on different roles.
- Mother is probably the person that a preschooler sees and imitates the most. So it's up to her to model politeness, sharing and patience in them.

To sum up all, the present study entitled, "Effect of maternal work conditions on personality development of children", is a devoted attempt, on the part of the researcher, taken up in the valley of Kashmir. The findings, suggestions and recommendations of the study shall serve as a data base to the educationists, planners and policy makers of the state to intervene programmes for working mothers and their pre-school children, taking due cognizance of their woes, grievances and harrowing episodes observed in the study. The achievements, positive results and coping

strategies used by working mothers highlighted in the study shall serve as a motivational source to the aspiring women workers in improving and modifying their need based strategies. It will also provide a guiding hint to other embarking researchers to carry further work in the field of working mothers and their conditions at work. In short, the study shall be noteworthy to all the people who are concerned for the status of women's work in Kashmir.