

**ISSUES AND CHALLENGES OF WORKING MOTHERS  
AND PARENTING IN SIVAGANGAI DISTRICT**

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## **CHAPTER - VI**

### **SUMMARY OF FINDINGS, CONCLUSION AND SUGGESTIONS**

The summary, findings, conclusions, and recommendations for future research are exhibited in this chapter. Respondents in the organized sector were selected for the study. The primary purpose of this research is to examine the impact of respondents on parenting and emotional influence on work-life balance by investigating the role of work-life balance towards work engagement and work performance and to measure the mediating effects of spousal support on work-life balance towards childcare.

Factors of life-work balance and factors of work-life balance of parenting are analyzed in-depth in the previous chapter. The influence of demographics on life-work balance and work-life balance were explored. Relationships between personal life satisfaction with life-work balance and relationships between work-life satisfaction and work-life balance were established. The study includes 300 selected respondents in the organized sector who have participated and expressed their views over life-work balance and work-life balance. The respondents were selected and the responses were collected in the form of a well-structured questionnaire that was conducted to get their opinions. The results found in the previous chapter are recapitulated in this chapter.

#### **5.1 RATIONAL**

The conceptual framework built Chapter I gives a meaningful direction and a logical base for the analysis. The key concepts, important variables and relevant programme used. Chapter II in the study are explained and grouped under parenting relatedness and development relatedness. The literature on respondents is reviewed in Chapter III and generally, the studies are parenting-specific and covered the publication over a period of two decades. The studies on respondents are mostly on the general

socio-economic status of women in India. Studies on respondents and parenting were of late origin and lack a gender perspective.

Chapter IV is related to the research methodology and feminist theoretical perspective adapted in the study. The present study has adopted diagnostic research design. The study is designed to examine the plight of respondents and their children in Sivagangai district. The present study makes an attempt to study the social structure, activities, and problems of respondents, deprivations and compromises of respondents and their children and their strategy of overcoming role conflict and deprivation. The researcher has made an attempt to present and interpret the collected facts supported by quantitative analysis. A simple random sampling technique was adopted for this study. As the population is indefinite. The questionnaire was administered to a non-probability sample of 300 working women of the organized sector belong to a Class IV service (secretarial assistant) using a mixed-methods approach that includes case study and Structured Questionnaire.

Feminist research is an emancipatory type of inquiry. It means not only aspects of reality are documented but a personal, political and engaging stance to the words is taken by the researcher. The present study engages gender as an analytical category cutting across the whole analysis. It talks about, the feminist theories – Liberal and Socialist is used.

## **5.2 SUMMARY OF FINDINGS**

**Age** - Age is an important variable in the case of women in India. Among the respondents studied, majority of the respondents in the age group (54%) of 31-40 years. A minimum of only 9 percent of the respondents belongs to the age group of 51-60 years.

**Education** - On analyzing the educational background of the respondents, it was found that the educational level of the respondents, 32 percent of them have studied up to graduation. A minimum of only 10 percent of the respondents has studied up to ITI and Diploma courses.

**Income** - A considerable proportion of the respondents (46%) have received a monthly salary of above Rs.22001. This is the maximum salary amount of the respondents. The analyzed observation shows that only 11 percent of the respondents have a monthly income of Rs.16000-18000 as lowest. It reveals that all the respondents are receiving a considerable salary to lead a decent life because they are all in government service.

**Religion** - Life is organized around religion, rituals, and rites in the traditional society such as the one to which the respondents belong. The three major religions in the study area are Hindus, Christians, and Muslims. In this study, a preponderant number of respondents, 87 percent belongs to Hindus. Muslims respondents constituted 7 percent and Christian were of a meager number 6 percent. This negligible representation from among Muslim women may be accounted by the fact that a lot of social constraints restrict their movement outside the household. It is inevitable that Hindu respondents exceed in number as Hinduism is the major religion among the district.

**Marital status** - In traditional society, a married woman has more social acceptance and freedom of functioning than the widowhood and divorced women. It is observed that irrespective of their age 97 percent of respondents are married. It is shown that there are seven widows and only one divorce respondent.

**Family type** - With reference to Indian society, families are of two types- joint family and nuclear family. The majority of the respondents 71 percent of them are living in a nuclear family. While 29 percent of the respondents have joint family where cooking and

maintenance of the household will share. Respondents are compelled to migrate to place of their work away from their in-laws.

**Head of the Family** - Household heads usually bear major responsibilities for providing the necessities of life and in making major family decisions. In the patriarchy structure of society, women are marginalized and devalued. The study shows that the majority (83%) of the household heads is a spouse and only 5 percent of the women are acting as heads of their families.

**Spouse Education** - In traditional society, the status of women is derivate. A wife's value decreases or enhances according to the husband's status particularly with regard to education and employment. In the case of respondents, majority of the spouse completed their graduation 48 percent as the highest qualification and a minimum of 12 percent respondents studied up to secondary education.

**Spouse Occupation** - Professionally, 46 percent of the respondents' spouse is working as officers in different government services, followed by 28 percent of spouses are private employees, 16 percent of spouses are entrepreneurs (small traders/businessmen), and only 10 percent spouses are working for daily wages.

**Spouse Income** - A majority proportion of the respondent's spouse (55%) has a family monthly income of above Rs.25001 and only 2 percent of the respondent's spouse earns monthly income of Rs.5000 to 10000.

**Type of House** - There is 44 percent of the respondents are living in rental houses, one-fourth of the respondents are residing in own house (26.7%), 16 percent of the respondents are living in lease house and 13 percent of the respondents live in Quarters.

The respondents those who are living in rental/lease/quarters are migrated from their native place for employment purpose.

**Children** - The number of children in the family is one of the important factors that determine the standard of living of the respondents. It may have its own impact on the expectation and their earning capacity. The majority of respondents (44.7%) having two children and only (5%) respondents are having more than three children in their family.

### **Support by Spouse**

The support given by the spouse of the respondents does not carry equal importance. It is proved that the purchase of vegetables and fruits (29%) maintain the kitchen clean (7%), concentrate on children studies (11%), spouse care for picking/dropping the children (27%), spouse help for pickup/drop to my office (32%), assistance to purchase grocery items (29%). It clearly shows that the majority of the spouse not given support to the respondents, she has to take care of everything.

### **Childcare / eldercare**

Most of the respondents make the children ready for school (96%), Support for children's homework (80%), Taking care of aged parents (98%) and Full attention towards children (75%) of the respondents. This shows that all aspects under childcare/eldercare need not play an equal role. While due to stress factor the respondents not talking to the children politely (69%), patience to hear children's conversation (69%), and chat and play with children' (72%), it examined the influence of family and work specific determinants of multiple forms of family interference with childcare.

### **Self Development**

The result shows that the respondents have less time to take care of themselves. It is proved that the respondents do not equip for career development (78%), do not plan

for daily activities (94%), do not have sufficient time to take care of herself (97%), no leisure activities (97%), they cannot do prayer either in the morning/evening (62%), and they don't have sufficient time to relax and undergo physical exercise regularly (97%). The main reason is that they not just have to maintain household activities but are expected to do a little more in both areas.

### **Work Load**

The study finding concluded that the dual responsibilities of respondents lead to a need for a balance between work and family life. Their attempt to justify the different roles simultaneously puts them under tremendous pressure. The extent of stress and the factors impact on ‘ job keeps away from children’ (97%), ‘ have more to do than handle comfortably’ (83%), ‘ often come home late in the evening’ (88%), and ‘ disturbed when there is a delay in completion of work’ (95%). In all aspects of the workload faced by the respondents’ in the study, areas do not carry equal importance.

### **Financial Assistance**

The study finding concluded that all the aspects of financial assistance offered to the respondents’ in the study areas do not carry equal importance. It is proved though the organization do not provide good compensation for the work (65%), enrich home by financial support from job (63%), repayment of loans is not easier for through package (94%), and satisfied with income level (94%). It shows that respondents are not satisfied with the compensation benefits from their own organizations.

### **Age and Childcare / eldercare**

The respondents’ with age of 21-30 years are concentrating more on childcare/eldercare (56%). Respondents with age of 51-60 years are concentrating less on childcare/eldercare (7%) in personal life.

### **Salary and Childcare / eldercare**

The respondents' monthly salary Rs.16000-18000 are having less satisfaction (12%) in childcare/eldercare, compare with respondents' with a monthly salary of Rs.22001 and above are having more satisfaction (46%) in childcare/eldercare.

### **Marital Status and Childcare/eldercare**

The respondents' living as single (widow/divorced) is facing problems than married women (18%) in Childcare/eldercare. The study shows that marital status differentiated housework, leisure, and sleep time influence the amount of time that mothers provided for childcare/eldercare, in case of Divorce / Widow mothers, they have to do all housework and their sleeping hours are less than married mothers. Married and cohabiting mothers reported more sedentary leisure time than Divorce/Widow mothers.

### **Number of Children and Childcare / eldercare**

The respondents' number on childcare/eldercare is observed. Respondents' with more than two to three children are concentrating high (54%) on childcare/eldercare and the respondents with up to one child are concentrating (28%) less on childcare/eldercare.

## **5.3 CONCLUSION**

Women have undergone a considerable change due to rapid industrialization and the growth of multifarious professions in India. Women today are not only considered as mothers. Managing both career and motherhood create a dilemma in women's life. Women are no longer confined to their role as 'perfect wives' but multiple identities can be observed while they come forward to take up the challenges of the larger society. Besides motherhood, which is the woman's privileged role, she performs

multiple roles like men to be on par with the ever-changing contemporary society (Pramanick and Manna, 2010). Greehaus et. al., (1989) documented that in the case of men work salience was unrelated and it was observed that it was indeed the strong predictor in case of women as the work salience to be a strong predictor of work-family conflict for the women. It was found that basically for career couples the indifferent work domain pressures acted as a cause. The different types of work domain pressures are sources of work-family conflict among two-career couples. Gutek et al, (1991) mentioned that factors such as work interference to family and family invading work tended to be separate and independent. It was observed that women faced more work interference with family than men and family had less interference with work as perceived by the individuals.

The study concludes that role of respondents is ideal for children. The children of mothers realize the importance of work in the early part of life. They understand the value of time they spent with mothers more than children of household mothers. The studies proved those children of respondents are socialized, emotional and more aggressive. The increasing trend of respondents' employment has its meaning in the life of their children. Hence spouses should equally share household chores and childcare/eldercare.

#### **5.4 SUGGESTIONS**

The balance between personal and professional life in parenting varies from person to person. The best individual work-life balance will vary over time.

Based on the findings of the study the following suggestions are drawn.

- A counsellor should be appointed by the organization to give counseling to the problems of respondents.

- Childcare facilities and childcare leave for respondents should be increased by every organization. All child is admitted in the pre kinder garden class.
- Flexible timing and the possibility to work from home are required for respondents. The role of respondents in organizations should be very clear and known to them so that they can manage their work at the office as well as at home.
- Organizations should take care of the health issue of respondents mainly as they have a burden at both ends i.e. home and office. Therefore routine checkups and other health care policies should be implemented by the organizations.
- Gym, women common room, yoga room are some of the facilities which can be incorporated in the organizations infrastructure facility to make respondents relaxed and peaceful to tackle the new and challenging issues faced by the organizations.
- Stress is also an issue that is rising fast from few years thus stress management techniques should be adopted by the organizations or experts in the field can also be invited from the outside to address the women and understand the issues of women related to work at home or at office.
- If an employee needs to stay office late then the organizations should inform her prior so that she can take care of her home responsibilities accordingly and avoid the problems.
- The family should also support the respondents, as the family is the backbone of the members and gives them support to stand them firmly. Family can support woman member by helping her in her family routine work, so that she can be relaxed from the home side and can give her maximum to the office and also concentrate freely on her office work.

- The work environment at the office should be healthy and women should be equally treated.
- The family members should also pay attention and give their ears to listen to the problems faced by respondents' and also try to give suggestions and options to resolve the problems.
- Any gathering or outing can be organized by the organizations in which family members of employees should also be invited by the organizations once in six month. It will help the working women to make their family members to understand her working environment and how she is treated by her colleges in the office.
- A women employee club can be formed. It can meet once in a month and discuss the important matters and give possible solutions to the personal problems.
- Organisation can arrange an awareness meeting on different emerging issues every month such as health issues like Breast, Cervical and Ovarian Cancer, Pregnancy issues, Depression and Anxiety, Gynecological Health, Self Employment, Educational opportunities, Problems of children, Child Psychology, and Child abuse.
- Creche is very much essential to keep their children in the workplace.

## **5.5 SCOPE FOR FURTHER RESEARCH**

In the present scenario, most of the mothers are employed. They have to take care of both personal life and working life. Thus the concept of work-life balance has become inevitable in their life. The present study ascertains the perceived life-work balance and work-life balance in the personal environment and works environment respectively. The model created in the study may help the respondents in the organized sector to attain personal life satisfaction like childcare/eldercare as well as work

satisfaction. The study also attempts to measure the expectations and satisfaction of the respondents in their personal environment and work environment. This study can be conducted with the respondents of other states or on an international basis. The study can be conducted for both male and female employees in order to get generalized results.

The development of work-life balance programmes and awareness of work-life balance, life work balance and some areas which are not covered in this study are interesting and needed to be explored. In addition to this, the limitations and shortcomings of this study also provide implications for future research. Future research could be done in several sectors of the current study. This represents the number of samples that restricts the development of findings. The study could be conducted with more number of samples and different findings could be drawn. However, the results of the present study are based on both qualitative and quantitative methods and sample size may not affect the conclusions derived from this research. A comparative study on the work-life balance of respondents in the private sector may be done in the near future.