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CHAPTER II

REVIEW OF LITERATURE

2.1. Introduction

Any worthwhile research in any field or knowledge requires an adequate familiarity with the work which has been done already in the same area. A summary of the writing of recognized authorities and of previous research provides sufficient evidence that the research is familiar with what is already known and what is still unknown. Since effective research is based upon previous knowledge, this step helps to eliminate the duplication of what has been done. Only those studies that are plainly relevant, completely executed and clearly reported should be included in the review of related research.

This step places the current study into context of previous, related to research. As such, the title review emphasises the relatedness between the current study and the work of other authors. Research should be familiarised with the points of agreement and disagreement among the previous studies, as well as with the theoretical, and empirical relevance of each to the present research. Of central importance the literature review provide a thematic narrative which guides the formulation of the topic and suggests strategies for making operational the independent and dependent variables considered in the study.

2.2. Studies in India

Though the investigator has found studies pertaining to the problems of working women in India enormous in number, twenty nine studies have been chosen to be relevant to the present study.
2.2.1. Tharakan, PNO. (1992) Occupational Stress and Job Satisfaction among Working Women.¹

It was hypothesised that professional women and non professional working women would differ in their job related stress and level of job satisfaction. A sample of 90 technocrats working women (Doctors, Engineers and Lawyers) were compared with 90 non-technocrats working women (Clerks, Officers, and Teachers) on these variables. Occupational Stress Indicator (OSI) Scale developed by Cooper was administered to measure occupational stress and job satisfaction. The relationship between occupational stress and job satisfaction has been found to be significantly associated with professional women and non-professional women. It is observed that professional working women experience greater work related stress than non-professional working women, because the expectations of technocrats were much higher than the non-technocrats.


The objective is to identify the marital adjustment and subjective well-being in Indian-educated housewives and working women. Marital adjustment and subjective well-being in Indian-educated housewives (N = 200) and working women (N = 200) who were administered a Marital Adjustment Questionnaire (Kumar & Rastogi, 1976) and 10 measures of subjective well-being (Warr, 1984). Results indicated significantly better marital adjustment and subjective well-being for the working women than for the house wives. Specifically, working women reported higher scores on general health, life satisfaction and self-esteem measures and lower scores on hopelessness, insecurity, and anxiety, compared with the housewives,
although the housewives had lower scores on negative affect than the working women.


The present research was carried out to study the spillover effect of inter-role conflict experienced by women on their marital relations and interpersonal communication. The study was conducted on 220 higher secondary teachers of Lucknow, U.P., between the age ranges of 17 to 40 years. Regression analysis revealed that conflict between multiple roles certainly has spill-over effects penetrating into their marital life but the extent varied with the area of marital relations.


The objective of the study was to identify the influence of women’s work status on the well-being of Indian couples. The Subjective Well-Being Inventory was administered to 46 'one-working' (only husband employed) and 51 'both-working' (both spouses employed) randomly selected urban, middle-class couples. In one-working as well as both-working families, wives experienced less well-being than their husbands. Working wives experienced more confidence in coping than non-working wives.


The objective of the study was to understand stress in family and at work and its mechanism of transfer across family-work interface. Using empirically based generalizations cited in literature a conceptual frame work and a stress model
was synthesized. The model considered the family, work and individual as three primaries. Integrated three module intervention model had been formulated. In Module 1, interventions were at both the individual and organization levels. Module-2 focused on intervening on behalf of employees and their families in various work and nonworking settings. Module-3 focused on specific family problems. Individuals were trained to change their lifestyles to minimize stress related situations, whereas steps to reduce stress in the work setting were taken at the organization level. Awareness of each other’s work, responsibilities, hazards and consequences of failure or success was enhanced along with training in stress management techniques.


The present study was conducted to study the background of women academic scientists in selected institutes of higher learning and research; to explore the formal environment of work and its impact on women academic scientists; study the importance of and participation in informal activities, contacts and networking by women in academic study; the presence of gender related stress on women academic scientists; and the impact of multiple roles, on their career. Triangulation method was used to collect quantitative and qualitative data. Four institutes, namely IIT Delhi, IIT Kharagpur, Jadavpur University and University of Roorkee were selected. The pressure of a joint family and the burden of managing both home and career fell disproportionately on women. Women were almost absent at the higher levels of administration in the institutes. Within Institutes, the clerical staff, though courteous, was usually less willing to take orders from women than from men. Women scientists suffered from lack of contacts and visibility due to lack of informal interactions.
Gender related issues were raised in interview committees for appointments and promotions, directly or indirectly. Academic scientists considered success futile if career and family could not be balanced.


Sex discrimination still persists in the police force and status of women is not very high. The study tried to fill this information gap and scale the status, role and role conflict of police women in Delhi. It is based on the descriptive analysis of the survey data. Police women lost feminine traits due to their profession such as shyness, politeness, sensitivity, tenderness, etc. and developed boyish temperament. Being a part of the police force, they became bolder. Women in Delhi police need a better working environment and basic amenities, and regular workshops and meetings to hear their problems would help a lot.

2.2.8. Gupta, Namrata and Sharma, Arun, k. (2002) Women Academic Scientists in India.\(^8\)

The objectives of this study were to analyse the experiences of women Faculty members in institutes of science and technology, to understand the nature of the dual burden faced by women, and to study their coping strategies. Four institutes, namely The Indian institute of technology (IIT), Delhi; the Indian institute of technology (IIT), Kharagpur; Jadavpur University (JU); and the University of Roorkee (UOR) were covered. Data was collected using triangulation method, i.e. a combination of questionnaires, interviews, case studies and unobtrusive methods. Findings indicated that single women or divorced or widowed women did not necessarily perform better professionally. Though a majority of women had the
support of their spouses, yet they had to shoulder a large share of domestic responsibilities. The strategies adopted by women academic scientists to cope with gender-related stress at work and dual burden included compromise with career, postponing research and finding satisfaction through a re-definition of ‘success’. This resulted in women being exhausted physically, emotionally and mentally.


This study examined the socio-cultural determinants of the low representation of women in top managerial positions in Asian organizations and also studied the issues from individual and organizational perspective. 129 male and 71 female managers working in South-East Asian countries participated in the study, of which 32 were from Sri Lanka, 20 each from Nepal and Bangladesh, 15 from Korea and 113 from India. Efforts were made to get responses from a wide range of organizations ranging from IT consultancy, financial consultancy, banking and hard-core manufacturing. Data was collected using structured interviews and questionnaires. Findings revealed that both male and female respondents perceived that societal culture has an important bearing on our thought processes and nature. Managers reported organizational culture to be favourable to men. Women managers reported family to be central in their lives, whereas male managers mentioned it was work. Often it was women who sacrificed promotions for family commitments.

2.2.10. Uma Rani et al. (2003) Women, Work and Insecurities in India.¹⁰

This study focused on poor informal workers and their insecurities and vulnerability. Globalization and flexibilization process has changed the structure of employment the world over. The study was conducted in Ahmedabad city. Of a total labor force of 1.5 million workers, over 75 percent about 1.15 million worked in the informal
sector. Insecurities faced by women workers, both within and outside the home due to their
dual responsibilities were empirically analyzed. Women with their dual burden, low levels of
education, skills and access to capital, found it difficult to cope with their responsibilities.
The pressure of earning an income, along with the house responsibility, affected their health.
There is a need to reform the social security system to recognize the value of women’s labor
at home.

Case Study of Kozhikode District.

The present study examined the trends of female employment in the
organized sector of Kerala and assessed the working conditions in this sector. Primary
data was collected from 495 women (292 from rural areas and 203 from urban areas)
employees in the organized (public and private) sector through a questionnaire.
Secondary data was collected from publications of the department of Economics and
Statistics, State and District Planning Boards, Department of Census and Reports of
national sample survey records. There was greater need for women to work in the
nuclear family set-up, in order to meet the family expenses. Employment also gave
women more decision-making powers and an improved status at home. In the public
sector, women in police, nursing profession and managerial posts had to work for
longer hours than others, whereas in the private sector nurses, clerks, managers and
last grade employees had to work for more than 8 hours a day. Also, salaries of
private sector employees were not in tune with their qualifications and working hours.
Most of the organized sector employees were from rural background, but more urban
respondents were found in high category posts (managers, lecturers, etc.) owing to
better educational backgrounds.

This paper investigates the intensity of organisational role stress among women informational technology professionals in the Indian private sector. Organisational role stress scale is used on a sample of 264 to explore the level of role stress. Resource inadequacy has emerged as the most potent role stressor, followed by role overload and personal inadequacy. The research finds differences in the level of stress between married and unmarried employees on several role stressors. However, level of education does not emerge as a significant differentiator of stressors.

2.2.13. Benni, Basavaraj, S. (2004) Socio-Economic Impact of Role Conflict of Working Women in Urban Western Maharashtra.\textsuperscript{13}

The study aimed to find out the socio-economic impact of role conflict of working women. 300 women working in government, semi-government and private institutions were selected from district headquarters of western Maharashtra namely Ahmednagar, Kolhapur, Pune, Sangli, Satara and Solapur. The survey revealed that the number of married working women was 6 times higher than that of unmarried women. Respondents above 45 years of age managed the two different roles successfully. Role conflict (RC) was more common among women in younger age groups.

2.2.14. Bhandan, Mala, (2004) Women in Two Work Roles and the Quality of Their Life.\textsuperscript{14}

The present study adopted a different approach and examined the two roles in terms of their independence as well as joint contributions to the quality of life of working women. A preliminary survey of women clerks in Delhi city, showed that
they faced many problems in their daily lives including transportation, long working hours, worry about children, etc. A stratified random sample of 100 married women clerks working in central government departments in Delhi was chosen for the study. Women clerks in the sample belonged to Haryana, Punjab and Uttar Pradesh. Interview methods were used for collecting data. At office, respondents were seated in small, overcrowded and ill-maintained rooms with very little space to move around. Most of them reported that running between office and home, traveling by irregular and crowded city transport, and endless household chores caused them physical and mental fatigue.


The present study was carried out to understand the role and contribution of women in the information technology (IT) field. 229 women and 104 men across 20 companies were selected for the study. A Group of respondents assembled in a discussion room for about 45 to 60 minutes and were asked to fill up the questionnaire. Majority of women listed family, health and maternity aspects as the most important reasons for not advancing in careers at the same rate as men. The age profile of women respondents ranged from 21 to 53 years, with a median age of 27 years. Reason for getting attracted to the IT industry was challenging profession. The IT industry also gives immense satisfaction, a sense of achievement, tremendous opportunity for creative freedom and independence for women.


The present paper attempted to raise the issue of sex segregation of jobs and its perpetuation over time to the disadvantage of women workers. In the
context of the nineties, the period of globalization in India, attention was also drawn to the female work participation rates in Kerala. Data from Time Utilisation Survey (TUS), the combined estimates for states was analysed, it was found that women in Kerala enjoyed higher wage rate (casual) in both rural and urban areas than in other parts of the country, and hence their annual earnings may be still higher. Kerala had highest Female Literacy Rates among all states of India, yet it scored poorly in non-conventional indicators, attempting to capture power and subordination.

2.2.17. George, Alex, (2004) Globalization and Loss of Employment of Women: A Case Study of Nellore, Secunderabad.\textsuperscript{17}

The objective was to study the impact of commercial cultivation for the global market on women. This survey was conducted in six Mandals of Nellore district, where the shift in cultivation from paddy to aquaculture, horticulture and floriculture was being experienced. The study covered 100 women labourers in each of the 12 villages in six mandals. Thus 1200 women labourers aged 15-60 years were taken and data was collected through interviews. New crops not only reduced employment but had in no way helped in pushing up wages, and \textit{women were the main Sufferers}.

2.2.18. Sunita Malhotra and Sapna Sachdeva, (2005) Social Roles and Role Conflict: An Interprofessional Study among Women.\textsuperscript{18}

The present research was carried out to study the effect of different professions and multiplicity of social (familial) roles on the role conflict amongst working women. For this purpose, a 3x3 factorial design was used. Results revealed significant main effects of women’s professions and social roles as well as an interaction effect on the role conflict. Women are more vulnerable after disaster:
Socio cultural and psycho-physiological vulnerability increases after the disaster. Women are in need of special care. **Women workers get exposed to various situations, hence need for special care.**

2.2.19. Asim Saha et al. (2006) **Occupational Injury Proneness in Indian Women: a Survey in Fish Processing Industries.**

The objective was to understand the frequency of occupational injury occurrence and the associated factors in the fish processing industries of western India. A cross sectional survey was initiated involving 185 randomly selected women subjects. All the subjects were interviewed with the help of an interviewer-administered questionnaire to collect information regarding their personal, occupational and work related morbidity details (including details of occupational injuries). Logistic regression method was used to analyze the data in order to obtain the contribution of individual factors on occupational injuries. Apart from nature of job of fish processing workers occupational hazards prevailing in the work environment contribute significantly to the occurrence of work related injuries and prevention of such occupational hazards may help in protecting workers from occupational injuries also.

2.2.20. Jannet, JV. and Jeyanthi, GP. (2006) **Pulmonary Health Status of Ginning Factory Women Laborers in Tirupur.**

Ginning factories discharge large amounts of cotton dust, which leads to decrease pulmonary function in the exposed subjects. An attempt was made to study the pulmonary functions of women laborers employed in ginning factory located in Tirupur, a textile based city in Coimbatore district of Tamil Nadu, India. The women were subjected to spirometric analysis and chest X-ray examinations.
Occupational lung disorders that included byssinosis, chronic bronchitis and occupational asthma were studied in these women by assessing their pulmonary function tests, clinical symptoms, age and duration of exposure to cotton dust. Standard normal distribution, Chi-square analysis and multiple correlation analysis were the statistical methods applied in this study. Significant occupational acute and chronic pulmonary changes were observed in these women. Both age and duration of exposure together had a significant impact on their pulmonary function. There was a significant distribution of women with pulmonary impairment in all the sections of the ginning factory.

2.2.21. Ritu Singh et al. (2006) Assessment of Marital Adjustment among Couples with respect to Women’s Educational Level and Employment Status.21

In this study, families with employed and non-employed women across different educational levels from Ludhiana city were compared on their existing level of marital adjustment. For it 300 Sikh families (N = 300) were selected according to the working status of woman in the family and divided into two categories of families, that is, families with employed women (n1= 150) and families with non-employed women (n2= 150). These two categories of families were selected by drawing equal numbers of families (n1i, n2i = 50) from each of the three levels of education (with reference to woman in the family) viz. post graduation and above (Level I), upto graduation (Level II) and matric and below excluding illiterate (Level III). A socio-demographic questionnaire was used to identify families for the sample under study. Level of marital adjustment in the selected families was assessed using marital adjustment questionnaire. Arithmetic mean, standard deviation and t-test were used to analyse the data. The findings revealed that sexual dimension of marital adjustment among husbands and wives was unaffected by wives’ education level and
employment status. Husbands showed no variation on the emotional dimension of marital adjustment with wives’ educational level and employment status, whereas, wives were seem to be more emotionally dependent on their husbands when they were educated up to Level III or were nonemployees.

2.2.22. Harshpinder and Paramjit Aujla, (2006) Physiological and Psychological Stressors among Working and Non Working Women.\textsuperscript{22}

The objective was to examine the psychological and physiological stressors among working and non-working women. Data were collected from 75 working and 75 non-working women from four localities of Ludhiana city. The data were collected through interview schedule, which was having questions to find the background information of the respondents and questions were made to know various physiological and psychological factors of stress among the women. Chi-square test was applied for determining the association between the two categories of respondents. This study shows that working women were more stressed as compared to non-working women.


The present study was carried out to assess what measures could provide a safe and secure working environment to women working in call centers. Methodology is based on software analysis of women employees in the Information Technology industry. Call centre employees were under constant stress because of their workload, competitive pressure and surveillance. Night shift work has also been cited as one of the major reasons for women leaving their jobs along with high stress levels and long working hours. Public transport service facilities during night hours
are minimal, and normally call centre employees are provided company contract transport that allows them to travel to and from their workplace. Safety of the transportation provided by employers is an emerging concern.


To review trend of problems faced by women managers, the ways in which the problems affect them and the coping strategies used by them to overcome their problems. In-depth personal interviews were conducted with the help of a structured questionnaire using open-ended questions. The narratives of managers have provided a broad base in understanding managerial life and profession of women. The implications are underlined for better organizational health and performance.


This study investigates the issues of graduate women in agriculture in India. It is intended to help planners and policy-makers to effectively utilise the increasing number of graduate women in the country. The study uses output from brainstorming sessions, workshop and survey data from women graduates besides official records from educational institutions and employing organisations. Although women constitute minority work force in most organisations, there are no marked differences in their approach to work and competence. **Women’s career is affected more by their family responsibilities,** i.e., dual role. Physical facilities are, by and large, not compatible to working women, and women participation is low in professional and employees association, training, seminars and conferences. The study identifies organisational shortcomings specific to working women. The
integration of women into traditionally male-dominated agricultural systems poses challenges to build their careers.


The objective is to analyze the status and familial problems of working women in Thoothukudi Municipal area, Tamil Nadu. The statistical techniques employed were critical ratio test, analysis of variance and scheffe test. 665 respondents were used. The questions were under the components - income and denial of status, denial of support from family and denial of decision making rights. Working women above 30 years have more familial problems than their counterparts. Working women of SC community grappled with familial problems significantly. Working women with only school level education are affected significantly with more familial problems relating to income and status, and family support, than their counterparts, the working women with collegiate education. To solve the challenging problems, efforts should be made collectively with the mutual cooperation and understanding of family members and working women.

2.2.27. Sima Roy and Aparajita Dasgupta, (2008) A Study on Health Status of Women Engaged in a Home-Based “Papad-Making” Industry in a Slum Area of Kolkata.27

The objectives of the study were to find out the health status of the women, to find out the factors in the working conditions, influencing their health status and to assess their felt needs. A slum was chosen by random sampling method. Following this complete enumeration method was adopted. Data were collected by interview clinical examination of the women engaged in this occupation with a pre-
designed and pretested schedule. Proportions and Chi-square test were used for statistical analysis. Most of the women belonged to poor socioeconomic status. Sixty percent were in this occupation for more than 10 years and they spent 5 hours for this work daily over and above their household job. Musculoskeletal problem was their commonest health problem. Pallor, angular stomatitis, Pedal edema, chronic energy deficiencies were found on examination. Personal hygienic measures taken were far from satisfactory.

2.2.28. **Rajarshi Roy and Anjana Paira, (2009) Exploration of Impact of Age on Professional Stress and Allied Psycho pedagogical Status of Female Engineering Educators in India.**

The present study attempts to explore the level and interrelationship of the psycho pedagogical attributes as apparent among the female teachers. Attempt was also made to explore the impact of age of the female teachers over these psycho educational-attributes. The female teachers of engineering colleges and universities, teaching through distance education, from selected states of Eastern-India were taken as samples. Findings of the study reveal that age of the respondents possesses significant impact over the major psycho pedagogical attributes viz., professional-interest, job-satisfaction, collectivism and professional-stress.


The objectives were to study the job related and household work related problems of working women of Baroda and to study the differences in the overall problems, job related problems and household work related problems of working women in relation to their age, type of family, experience and distance from the workplace. The sample consisted of 120 working women from Baroda. A
structured questionnaire was developed by the investigator. It was found that most of the working women came from nuclear family because the nuclear family is free from most of the traditional restriction about female behaviour and there is more freedom for women to seek employment. Majority of the respondents had more job related and household work related problems.

2.3 Studies Abroad

Altogether fifteen studies have been reviewed and furnished under the study from abroad. These studies have been presented in short.

2.3.1. Mary Beth Mann & Kathy R. Thornburg, (1987) Guilt of Working Women with Infants and Toddlers in Day Care.33

The objective is to study the guilt of mothers of infants and toddlers who use day care. 89 white, middle-class mothers were used as the sample. A questionnaire was administered to them which included a Maternal Guilt Scale and a Maternal Satisfaction Scale. Mothers who reported more satisfaction with child care also reported feeling less guilt about leaving their child in day care. Mothers who reported more satisfaction with child care also reported feeling less guilt about leaving their child in day care. Mothers who reported more satisfaction with home-school communication reported feeling more guilt. Mothers with girls reported feeling more guilt about leaving their child than mothers with boys.


The objective is to identify women's work conditions and marital adjustment in two-earner couples. It evaluated structural model of women's work conditions, women's stress, and marital adjustment using path analysis. 86 two-earner couples with adolescents were used as the sample. Support for spillover model in
which women's work stress and global stress mediated link between their work conditions and their perceptions of marital adjustment.


This study was conducted to clarify Japanese female workers' psychosomatic symptoms including women-specific complaints and their need for stress management as part of Occupational Health Services (OHS). In 1997, a survey was conducted in which a questionnaire was sent to 1108 full-time female workers. Amount of overtime works, marital status in the 30-44 age group, the presence of children were found to be important factors in determining health status. Workers who performed frequent overtime work had a greater need for Mental Health Management (MHM).


To identify the relationship of economic factors and stress among employed, married women with children. A convenience sample of 62 married women with children at home was measured on five economic variables and three stress-related variables: mother / marital role satisfaction, mother work role fulfillment and physical indicators of stress. Regression analysis also was used to model the relationship among economic and stress-related variables. The analysis revealed several significant relationships between the economic variables and satisfaction, with fewer significant relationships for the fulfillment and stress variables.
2.3.5. William M. Pick, Mary H. Ross and Yasmin Dada, (1982) The Reproductive and Occupational Health of Women Street Vendors in Johannesburg, South Africa.\(^\text{37}\)

The objective is to identify the reproductive and occupational health of women street vendors. This paper reports on 422 women street vendors trading in 323 city blocks in Johannesburg, South Africa. Those over 40 years and the self-employed complained of a work-related illness or injury, mainly burns, cuts, headaches and musculoskeletal problems. The type of health problem was related to age. They were not comfortable with the working environment, for reasons ranging from lack of shelter and dirt, noise and having to clean the area themselves. They felt unsafe, violence and abuse was ever present. Women reported some form of abuse, either verbal or physical.

2.3.6. Susanna, Lo., Raymond Stone & Catherine, W. Ng. (2003) Work-Family Conflict and Coping Strategies adopted by Female Married Professionals in Hong Kong.\(^\text{38}\)

This study examined the kinds of work-family conflict experienced by female married professionals with children in Hong Kong and the coping strategies they had adopted. Data were obtained through 50 in-depth interviews. The results revealed the general ineffectiveness of coping strategies being used by married women professionals. The percentage of women who attempted to use positive coping strategies designed around job changes was low, possibly due to their reluctance in negotiating for family-friendly organizational policies. It appears that companies in Hong Kong extend little support to working mothers in managing the work-family interface.
2.3.7. Afroza Hossain Rahman, (2004) A Study on Psychological Adjustment of Women Garments Workers in Bangladesh in their New Identities.\textsuperscript{39}

This study is an attempt to focus on the psychological adjustment on home, work and social situations of women workers in garments sector. The sample consisted of 100 adult women from garments in Bangladesh. To obtain the data, the researcher has developed one questionnaire including 30 items (home=10, social=10 and work=10) on adjustment. The investigator collected data from the respondents by visiting their working places. Respondents were interviewed personally by the investigator. Arithmetic mean, standard deviation and t-test were used to analyse the data. Due to long duration of work they cannot bare the burden of household works. Women workers are coming from low socio-economic background. Every day they are striving for their food and cloth. Married women are actively participating in their household works, bearing children and taking decision about their own children and themselves as compared to unmarried women.

2.3.8. Ceballo, Rosario; Lozoff, Betsy Ramirez, Cynthia; Castillo, Marcela; Caballero, Gabriela Alejandra, (2004) Domestic Violence and Women's Mental Health in Chile.\textsuperscript{40}

This study investigates the correlates and psychological outcomes of domestic abuse among women in a semi-industrial country. The participants included 215 mothers residing in working-class communities located on the outskirts of Santiago, Chile. They utilized structural equation modeling to test the hypothesis that poverty and other structural inequalities would be related to incidents of domestic abuse in Chile, as they are in the United States. Results suggest that lower socioeconomic status, even within poor communities, and stressful life events have a direct relationship to domestic conflict. Domestic abuse was, in turn, associated with
women's mental health such that greater domestic conflict was related to higher reports of depressive affect and symptoms of posttraumatic stress disorder.

2.3.9. Volkmar, John and Westbrook, Kate, L. (2005) Kate’ Does a Decade Make a Difference? A Second Look at Western Women Working in Japan.\(^{41}\)

The objective is to assess changes over the past decade in the self-reported levels of adjustment, job performance, and professional acceptance of western women professionals working in Japan. Napier and Taylor's benchmark 1995 study of western women working in Japan is replicated ten years later on a similar sample group of women in Japan. Questionnaire responses to questions about cultural adjustment, job performance, and professional acceptance are compared for the original and new samples. Despite increased westernization of business practices in Japan and a greater representation of Japanese women in management positions, no statistically significant change is found in the scores for the three measures examined over the ten years period. The incidence of formal training, preparation, and support provided by employers was higher for the more recent sample.


This paper theorizes on the concept of the women's leisure and examines the situation of the urban working women in Dhaka-Bangladesh. Based on the qualitative approach, this report presents the leisure scenario of the white-collar working women of Bangladesh. The major findings of this report are very similar to other situations prevailing all over the world. The working women have less time for leisure activities. The women with children face more time constraints than their unmarried counterparts. Though the unmarried working women have no marital
obligation but in most cases they are subjected to the obligations of the parental family.


To examine how perception of work-family conflict and work related factors served as predictor of employees’ work attitude, 500 non-professionals married working women from the selected manufacturing and electronic industries in Malaysia were taken as sample. The results hypothesized that work-family conflict and work related factors perceptions were negatively related to employees’ work attitude. Aspect of work commitment of work related factors was correlated positively with employees’ work attitude. Among all the variables, role ambiguity appeared as the most significant predictor of employees’ work attitude. Both work-family-conflict and work related factors made significant contribution to employees’ work attitude.


This cross-sectional survey was conducted to explore the working conditions, psychological distress, and self-reported health status in domestic workers in Taiwan. A total of 231 female domestic workers (83 Vietnamese, 41 Indonesians and 107 Filipinos) agreed to participate in an anonymous survey and completed questionnaires. Information obtained by the questionnaire included averaged working hours, time for rest, mental health status, burnout status, and frequency of various psychosomatic health problems. As expected, working hours were long for these workers, with an average of 13 hours per day. Feelings of home sickness and loneliness were common, and a great majority of these women reported having
muscular-skeletal discomforts, menstrual pain, headache, and irritating stomach. Their mental health status and burnout status, however, were comparable and even better as compared to that of the general working women in Taiwan. Unexpectedly, findings of this study indicated that the health status of foreign domestic workers varied substantially across nationalities.


The objective was to identify the health and work of mid life women. Data from the Canadian Labour Force Survey (1997) reveal that relatively few mid-life women offer ill health as a reason for leaving their job or downshifting to part-time employment, implying that the role of ill health may be inconsequential in effecting changing patterns in mid-life women's labour force activity. In contrast, interviews with 30 mid-life women (aged 40 to 54 years) illustrate that, although they do not offer illness as their main reason for leaving their job or working part-time, health is a determining factor. This research also maps the complex relationship between work and ill health, showing that stressful working conditions (due to funding cuts and policy changes) affected the mental and physical health of this group of mid-life women, which, in turn, influenced their decision to change their labour force activity. The author concludes that policy makers must recognize that ill health may be under-reported among mid-life women in large surveys and that research is needed that specifically examines women's working conditions as they relate to health.

The objective is to study the impact of working status on the lives of working women. A questionnaire based cross sectional survey was conducted at the Family Practice Center, Aga Khan University Hospital, Karachi, Pakistan, from July to December 2006. The Questionnaire included data on the demographic profile of the patient and questions in line with study objectives. Two hundred working women were interviewed. SPSS computer software was used for data analysis. Working women find it difficult to carry out their home responsibilities. There is a need for further studies on how to improve the working conditions and home situation for working women in our society.


To explore the psychopathology of foreign domestic workers (FDWs) who had an acute psychiatric disorder in Hong Kong. This was a retrospective chart review. Demographic and clinical data were extracted from case records of FDWs who were admitted for the first time as inpatients for psychiatric treatment to three regional hospitals of the same catchment area in Hong Kong between 2000 and 2004. Relevant socio-demographic data on local FDWs and the general population of Hong Kong were obtained from local government departments. Home sickness and marital problems were more commonly identified as stressors rather than work related difficulties.
2.4. Analogy of the studies

2.4.1. Facts deduced from the studies in India

2.4.2 Facts deduced from the studies abroad


From the above studies, it is very clear that dual role is the basic reason for their problems. The investigator comes to the conclusion from the above studies that the ways to remove the problems of working women are to be attended universally all over the world. The researchers all over the world attempted to study the problems of working women.
2.5 Conclusion

The survey of related literature has helped the investigator to have a clear perspective of the problem chosen for the present investigation. The review of related research gives potentialities to bring out the different dimensions of problems of working women and the related variables. It also helps in providing insight into the selections and use of effective method of study, tool development, data gathering device and appropriate statistical techniques to be followed for her study. This analysis had paved way to the investigator to proceed successfully without any repetition or duplication.

Thoothukudi is an industrial area. It is famous for salt and fishing as its major occupation. Most of the women are working in salt pans and fishing related jobs. Their working time extends from 8 to 12 hours. If so how could they spend their time for their children? This is a big question to be solved. Again the women cannot find time for attending to their children and others in the family and for her. Dual burden not only affects the health of herself but also her family. Their problems directly or indirectly affects their children’s education, health etc. So it is the need of the hour to find out the solution for their problems. Hence the investigator decided to take up the empirical study on the problems of working women in Thoothukudi district.

Next chapter elaborates the plan and procedure of the study.
CHAPTER REFERENCES


8. Ibid, p.16.


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