CHAPTER-7

CONCLUSION

A close association exists between occupation and family. The kind of occupation a person is engaged in, affects his social status, his type of family and his behavioural pattern. The research was carried out in Delhi in four zones. The data were collected from among 320 respondents with the help of a questionnaire. Twenty working couples were chosen for intensive survey. In order to determine the profile of the respondents, data was collected on three basic headings:

i) General Information, i.e. age, gender, education, place of origin etc.

ii) Information regarding occupations, i.e. occupation, length of service, income and form of savings.

iii) Information regarding family: age at marriage, number of children, type of family and relationship with the kinship group.

It has been seen that most of the respondents are in the working age group. Only 0.9% of the respondents are above 60 years of age. In the type of organization, it has been seen that 60 per cent of the respondents are in private service. Private service is preferred by the majority in all age categories, except in the age group of 46-60 years of age. Women seek employment at a higher age than men. About
53 per cent of women sought employment only after marriage. This was due to the early marriageable age of girls and also the responsibility of bearing children. In the various educational categories, there is an uneven distribution of female respondents. There are 71 per cent females among the illiterate, which shows the lack of importance of education among the lower income group. There are equal number of men and women in the graduate category. A correlation of education with occupation has been examined and it is observed that individuals who are matriculates and above are more in government service, whereas exception exists in case of graduates. Respondents have migrated from other urban centres to Delhi. Among the people who have migrated from rural areas, the category of money-lenders in the village is absent. Most of them migrated with a close relative or community or village member. They do keep in contact with them even in Delhi. Respondents have migrated to Delhi as better avenues are available here and they are better off than their counterparts at their place of origin. Migration from rural areas is more in the case of lower income group.

There are eight broad occupational categories in the study which is based on the nature of occupations the individuals are involved in. The unskilled workers are more in number followed by the professional, technical and
related workers. The length of service of the respondents is an indicator of their experience and status. Gender-wise differentials exist in the length of service. More females are found in the group having less than 15 years of experience. As the number of years experience increases more number of males are found. Among the income group of 1000 and below 1000 there are no respondents employed in government service. This shows the lack of education in this income group. Again in the income group of Rs.10,000-15,000 and above Rs.15,000, very few respondents are engaged in government service. This shows the lack of higher monetary remuneration in government service, this is one of the reason for people opting for private service. The form of savings which an individual does depends on the income and length of service. Except one, all respondents save in one form or the other.

By governmental legislation the legally marriageable age for boys is 21 years and girls is 18 years of age. In the sample there are 48 females who have got married before 18 years of age. They belonged to the lower strata of society. Only 24 females got married above 25 years of age. Whereas in the case of males, above 25 is the most common age of marriage. Males have to be economically independent to get married. The number of children has also reduced. Only in the older couples do we find that they have more than 3 children. Education has an effect on the number of
children of the respondents. By and large, the graduates and above follow the two-child norm. Income and occupation also have a relationship with the number of children. People in the upper rung of the occupational ladder have only two children and even in the higher income category the two-child norm is most prevalent. Different types of family forms exist in India. Broadly three forms of family have been identified: i) the nuclear family, ii) the extended family and iii) the joint family. The extended family is more prevalent than the other two types. The general notion that joint family is dying out is not true in this case. The individuals engaged in unskilled work maintain strong ties with their kinship groups. As most of them are from rural background and maintain links with their place of origin.

After the socio-demographic profile of the sample, the occupational or work world was examined. In the occupational work the first thing for gaining entry into it is through occupational selection. Various background factors have an effect on occupational selection. The main timing is while studying when decision about an occupation is taken, followed by economic compulsions. People in occupations which required some amount of education and training took up occupation at a later age than others. In the lower occupational categories people were not educated and economic compulsions were the main reason. Most married women took up employment due to economic reasons. After
occupational entry is gained, the individuals have to feel satisfied with their job in order to be committed to their job. The main reason for job satisfaction is the nature of work. The number of people opting for nature of work increases with income and as we climb higher on the occupational ladder. Income is the reason for job satisfaction generally in the lower-income group. Power and prestige associated with their occupation has been cited as the cause for job satisfaction by very few respondents. Most of them were either in teaching or administrative, executive and managerial workers category. Other factors which have a bearing on the satisfaction level of individuals engaged in various occupations are: i) compatibility of qualification and experience with income, ii) facilities at work-place, iii) working hours and iv) promotional prospects. Keeping all these factors in mind, it has been found that commitment to job is a product of various factors. Commitment to job is also affected by gender-differentials. Males are more committed to their job than females. Respondents on the higher rung of the occupational ladder are more committed than individuals belonging to the lower rungs of the occupational ladder. Another important part of the work world is time schedule. A particular cycle of time has to be followed by the individuals. As in most of the cases, working hours are fixed. The other activities have to be adjusted on the basis of the working hours. Respondents generally have 8 and less than 8 hours as working hours.
Some respondents have long and erratic working hours. People having to work in shifts or having erratic hours are supposed to be less satisfied with their work. This is so in the case of factory workers, etc. On the other hand, professionals, senior corporate executives and high-profile businessmen have to spend long hours at work. Identity formation is an important aspect of one's occupational world. Identity formation starts from childhood; continues to crystallise as one gets inducted into the particular occupation and is reinforced as one climbs up the particular occupational ladder. The way an individual perceives his identity has an impact both on his work and family world. The work and family world are overlapping. The occupation in which an individual is engaged has an effect on the various aspects of familial life other than the work world. The family world; other non-work worlds like community and religious world and the personal worlds are affected by the overlapping of work and family world. The tendency of the working couples is to have lesser number of children. They have children due to cultural conditioning otherwise they would not have so. Some couples wait even till 35 years to settle down in their careers and then have children. The number of children is more in the lower occupational categories. The individuals even in this category are conscious about having lesser number of children. People in extended and joint families do not have much problem looking after children in comparison to nuclear families.
In various activities concerning children and household, women have to shoulder more responsibility than men. In spite of their hectic schedule, professionals still manage to take part in community associations etc. The unskilled workers have interaction with their community members, only at informal level they have no idea of the formal association. Almost everybody takes part in religious functions at public or personal level. Men tend to help their dependants or siblings monetarily more than females. In case of separation of two spheres men find it easier to separate than females. Females have been able to gain some economic independence but still, by and large, they are traditional in their outlook about marriage, marital discord etc.

Some of the major findings of the present study have been that: i) In case of individuals who sought employment after marriage there is a preponderance of women. The two major reasons for seeking employment after marriage are that they only completed their studies after marriage and economic necessity, ii) Individuals after retiring from one form of occupation are changing into another in a full-fledged form after 60 years of age. iii) The dual-earner family gives an image of two extremes, one floating in wealth and luxury and the other where the children become drug addicts and marital discord exists.
Things seem to be at the intermediate level. The couples make certain adjustment and compromises in order to have a normal life. Still, largely they follow the traditional norms and hold traditional views. iv) The buying power of the couples has increased and all of them have luxury items and investment in one form or the other. The newly acquired economic independence, has given women the authority to be the decision-maker but still in some cases the patriarchal system of male dominance prevails. v) Respondents who had support in the form of parents or grown-up children were grown-up did not face any problem as working couples. In cases, where children were small and stayed in nuclear or extended families, the problem of looking after the children was pronounced.

The areas in which future research can be carried out are, i) Have individuals been able to select occupation of their choice? What is the difference in level of commitment between the individuals who have entered an occupation of their choice or otherwise. ii) A comparative study can be conducted of various occupations to analyze the similarities and differences between them. iii) Progress of children in working couples family with single-earner household should be compared. The attitude of the children to working mothers could also be analyzed. iv) Actual performance of the couple at the work place in relation to other factors like nature of occupation, work-pattern and styles and facilities at the
work place. v) In cases, where both the husband and wife are working, what about the aged and sick people? What arrangements will be made to care for them? vi) Cross-cultural studies have to be carried out in order to understand the role of culture on the behaviour of individuals at both work and family worlds.