

APPENDIX - B

CASE HISTORIES

Case study 1

Mrs M.S. is thin average looking. She is a graduate. She works as a clerk in Canara bank. Now she is 36. She married six years ago. Her husband is also a clerk in another bank. He passed M.Com and earns Rs. 1,500 p.m. He is the eldest son of his family and has substantial economic obligation to it. As his parents live in a distant village he has to live separately in an apartment within the city with his wife and two sons. One of his sister who is mentally abnormal lives with him.

Mrs M.S. parents were liberal and they wanted to see her educated and economically self-sufficient. Mrs. M.S. wanted to be a teacher. But after passing the B.A. Examination she wrote bank exam and surprisingly she got it. All these happened without any plan or determination. Mrs M.S. is traditional values oriented. She believes strongly that it is impossible to carry on the dual role simultaneously. But as she has a substantial economic obligation, she cannot think of giving up the job.

Mrs M.S. possesses only a pressure cooker. She has no servant to help her at home. Mrs M.S. admits that she has failed to effect an adjustment between her two roles. Her

family life and particularly her relation with her husband is suffering because of her work. Mr M.S. does like her working outside and in his dealing with Mr M.S. he is very unsympathetic, unco-operative and unhelpful. Though he is well educated he is very conservative and believes in the traditional division of labour between the sexes. Mrs. M.S. says that if she fails to serve her husband or child due to exhaustion or lack of time, her husband misunderstands her. He takes it for an act of negligence or disrespect for him.

Mrs. M.S. is traditional. She is non-committed to her job. She is, however, moderately satisfied with her job. Her role conflict is due to her own values and her husband's non-co-operation and opposition. Her economic condition does not permit her to take the help of modern equipments or employ servants which could lessen her burden of work and could give her some relieve from anxiety for her child and from her feeling of guilt for inefficiency.

Case study 2

Fair complexioned, well built Mrs K.M. (42 - yrs) is joyful, even-tempered frank and co-operative in her behaviour. She is an M.A. She is employed as officer and draws Rs. 3,500 p.m. Her husband (45yrs) is a business man. Mrs K.M. has been married for 15 yrs. She has two children. She lives in a rented house with her husband, children widowed mother-in-law, two employed brother-in law and one unmarried sister-in-law.

Mr K.M.'s father was a professor. He wanted to make her properly educated. The members of her husband's family are liberal. They gave her all facilities for continuing her job. Mrs.K.M. believes that economic independence is a necessary condition for making women emancipated and free from bondage. She says both the family and work place of ordinary middle-class working mothers suffer, as they can pay due attention to none of their roles. Mrs K.M. opines that women workers in ordinary office-jobs are less efficient, attentive, serious and dutiful than male ones, and have a minimum degree of commitment to their job.

Mrs. K.M. has a high degree of job satisfaction. She is committed to her career. However, she seems to be a bit home oriented as she thinks that the home should be given priority over the career if any clash arises. Her mother-in-law is active and very much helpful to her so she does not face any difficulty. Moreover she has servants, her husband is very much considerate, she has no problem of conveyance, her job is prestigious and well remunerated. The conditions have helped her very much in successfully combining her roles.

CASE STUDY 3

Mrs S.N. frankly narrated her experience and expressed her opinions. She is a clerk and draws a monthly salary of Rs.1,200. She is a graduate. She has been working before her marriage. Her husband is also a graduate working in the same bank as clerk. They have one daughter (6) and one son aged one

year. Her farther-in-law and three brother-in-laws are staying with them. One of them is employed one is handicapped and the other is studying in college. Both Mr. & Mrs. S.N. have a heavy financial obligation because Mrs. S.N. has to contribute to her mother's family.

They live in a rented house. They possess no modern equipment. It takes one hour to reach her office from her residence. Mrs. S.N. has one part-time servant for looking after the children and helping her in the performance of household chores. But as she is the only woman in her family, she feels a heavy pressure on her time, energy and physical endurance as her husband dislikes to perform 'womanly' jobs. Moreover, her husband has a 'demanding' nature.

If and whenever any lapse occurs, and such lapses occur many times, she is blamed for it by her husbands. As a result she is considered as an inefficient, unsuccessful homemaker. She is soft-hearted. She cannot command her servant and get proper service from her. For this she is rebuked by her husband and brother-in-law as a tactless personality and thus ineffective as a housewife.

Mrs. S.N. admits that she has failed partially to achieve a successful combination of her roles. She is frustrated too. She feels that working women become neither a good wife, mother or homemaker, nor an efficient worker and if she is a bit conscientious and soft-hearted and has consideration for others' disadvantages. She has to suffer from a feeling of guilt which impairs her mental peace because all the time she feels

that she is failing to do her duties towards other in the family.

Mrs.S.N. has modified many of her former views under the pressure of circumstances. Contrary to views she had earlier held, her views have now become some what "traditional" so far as the division of labour on the basis of sex is concerned. She has tried to remain satisfied with her present job an occupational stauts. She thinks that her major role is that of a housewife and to this role she devotes her time and energy. But the tragedy is that inspite of all this, she finds that she has failed. Her children occasionally fall ill, her husband often complains; her home too does not run smoothly. These occur because, Mrs. S.N. says, she gets very little help from others. The success in the resolution of conflict does not depend solely on the wife.

CASE STUDY 4

Mrs. C.B. aged 29 is a clerk. She attended college for one and half year. After getting this job she left college. She earns Rs.1,200per month. Her husband works in a firm and draws Rs. 1000 p.m. They were married 11 years back and have three children, two daughters 10 yrs and 8 yrs and one son 4 yrs. Mr. C.B.'s mother lives with him. She uses a gas stove and a pressure- cooker among modern equipments.

Mrs. C.B. joined her work before marriage. She sought employment mainly from economic reasons. Her husband's family

was indifferent to the fact of her working outside. Her husband does not like her to be employed as it interferes with the household tasks, particularly the child-rearing. Mrs, C.B.'s mother-in-law looks after her children. This arrangement is only partially satisfactory to her.

Her son's health is not good. She feels that it has happened because she cannot personally take care of him. She feels that due to her absence her children becoming sensitive and stubborn and disobedient. Mrs C.B believes that as she is a working mother, her children do not get adequate attention, affection, care and supervision from her and hence their development suffers. She herself always suffers from a feeling of guilt for such a development of her children.

She says that she cannot properly serve her husband too as she becomes tired after returning from her office. She does not get any help in cooking. Her mother-in-law has become old and she cannot help her very much. Her husband strongly believes that it is the sole duty of the mother to take care of home and children. He also expects that his wife should always pay attention to his conveniences and inconveniences.

Due to heavy pressure of work Mrs C.B cannot manage her home well. She herself is traditional values - oriented. She is working primarily because of an economic necessity, though the goal has not achieved. She enjoys a moderate degree of job satisfaction. She strongly believes that it is impossible to

equally dutiful to both home and work place. She finds that the homes of working mothers suffers most of the time.

It seems that the reasons behind Mrs C.B's perception of role conflict are both external and internal. Her husband does not help her, they are not economically well-off, their children are too young. Naturally, Mrs C.B has the maximum pressure of work upon her.

Case study 5

Mrs C.C (29) is a graduate. She works as a steno and draws Rs. 1500 p.m. She married four years ago. Her husband is a clerk in a private firm and earns Rs. 1000. They have been married for 7 years and have a son (7) and a daughter (3). She lives with her mother, elder brother (unmarried, ill), mother-in-law.

She possess none of the modern labour saving equipments. Mrs C.C was born in a lower middle-class family. Her husband also belongs to a lower-middle class family. The economic condition of one his married sisters is stringent and he has to help her regularly. Besides, most of the relatives of both Mr and Mrs C.C are either poor or belong to the lower middle class. They often have to help these relatives not only financially but in other respects. Among the relatives only Mrs C.C is employed and better off than her relatives and educated. As she lives with in the city, her home acts as a centre for her relatives. Mrs C.C has no servant and hence her pressure of work at home is tremendous.

Mrs C.C cannot spend adequate time and attention on her children. The members of her family look after them and she is dissatisfied with this arrangement. Her children feel strongly the absence of their mother. Her son's health is delicate, his social and emotional development is poor and academic performance is average. He is becoming absent - minded, defiant, disobedient, impulsive, irresponsible, inattentive to study and nervous, he lacks ambition and affection for others. Mrs C.C. traces all these abnormalities to her absence and lack of her personal care.

Case study 6

Living in a joint family has proved advantageous to Mrs J. working as a reelar in the mill and earning Rs. 900/ per month Married to a teacher at the age of 19 yrs she started living in a joint family of nine members including parents-in-law, sisters-in-law and co-sister. They share all domestic chores and responsibilities. The mother-in-law is old and sick, yet she assists in cooking and marketing and looking after her grand children.

She took to working, owing to the sudden death of her father before marriage and continues to work, encouraged by her husband and parents-in-law in order to improve the family's standard of living. The joint family system has proved beneficial by way of providing sufficient surrogate support to take care of the children and share the domestic responsibili-

ties. Although it is a joint family, husband and wife maintain a high level of interaction and discuss all important matters before taking a decision. They have a part-time servant. She feels guilty for leaving the children to old and sick mother-in-law. At times other members of the family may beat the children or scold them. This makes pain for her.

Case study 7

Mrs N.A 29 is short and thin. She passed S.S.L.C and is employed as reelar in the mill. As she was studying S.S.L.C her father died and instead of her father she was given employment. Being the eldest daughter in the family she took employment at the age of 17 years. She got married to her maternal uncle at the age of 23. She has two sons.

Mr N.A has conservative outlook and does not like his wife working outside. But he needs her earnings and cannot therefore ask her to leave the job. But, at the same time, he will not share with Mrs N.A the household activities and the rearing of the child. As she has to go for work by 70'clock she has to start by 6 from her house. She has to leave the children in neighbours care. This makes her feel guilty very much. The canveyance facility is not proper. There is only one bus which comes to her place of residence and if she miss the bus she cannot go for work.

In the evening she will be reaching home by 4.30 p.m. By the time she feels very tired. The children will be playing in mud. Again she has to do all the works by herself. By the time

she finish her cooking the children might have slept down. So proper care is not given for the children. She frankly admits that she failed to make a successful mother and home maker. She feels that her children are being deprived of her care and loving attention.

Case study 8

Mrs A.S (47) is a stout lady. She is an illiterate. She works as a reelar. She has five children. Her husband at present is an unemployed. He is also a drinker. Her children are between 15 to 5. They are school going ones. So she has to do all the works by herself. She draws Rs. 1,100 p.m. It is a very in sufficient icome. At times her husband works for cooli and gives her money.

They are living in rented house. Her elder daughter age 9 takes some responsibilities at home. She helps her mother in washing utensils, cleaning floor and in fetching water. Mrs A.S has to attend all the functions, ceremoneious at homes. It adds burden to her. If she goes for wedding, others may ask about her husband. She feels guilty for that and gets irritation against her husband.

Mrs A.S is traditional. She has low level of job satisfaction. Her role conflict is due to her husband's non-cooperation, poor economic condition heavy burden of work and difficulty in performing it.

Case study 9

Mrs C.E (34) is a winder she got married 16 years back and has been working for 10 years. She has 3 children, 9, 7 and 5 years respectively. Her husband a graduate works in a private firm and earns Rs. 900 p.m. She lives with her mother-in-law, two brothers-in-law and two sisters-in-law . She possesses only a pressure cooker.

Mrs C.E has economic responsibility only towards her children. At her home she gets help for all the things. But her husband is not co-operative. Mrs CE has to depend on her mother-in-law for looking after her children in her absence. She is not satisfied with this arrangement. Also, her mother-in-law is aged and cannot properly look after the children.

Mrs C.E admits that she has failed to combine successfully her roles. She is not happy with present performance and position. She always suffers from a feeling of guilt and anxiety for her children. She has become frustrated to some extent. Though she has to depend on her in-laws she is not affectionate and grateful to them. Mrs C.E is not systematic and smart in her work . She cannot work hard. This may be cause of her role conflict.

Case study 10

Mrs V.S (50) is tall, stout lady. She works as a winder and draws Rs 1,100 p.m. Her husband is also a mill worker. She got married before 33 years and has two daughter and two sons.

Total family income is Rs 2,200/-. Her elder son is studying in college and her youngest daughter is studying in school. One daughter has got married and her husband is without job. So she is living with her mother's family.

Mrs V.S married daughter got three children. Mrs V.S. second son does not like the fact that the married daughter living in this place. Many quarrels starts because of this. Her husband also does not like this. But V.S. has no other go. She has to do all the work at home. Only a little help is got from her daughter.

The condition of Mrs V.S health is not good. After the birth of her last baby she could not take adequate rest. She is a bit traditional and she does not allow her husband to participate in the household chores. The family expenditure is high, the income is insufficient. Moreover many of her husband's relatives use to come to their house. So she has to attend them also. This is a big overload to her. These relatives will not go very easily. They may stay back more than seven days like. If she fails to look after them they may speak evil of her.

Her second son has become absent minded , deficient, impulsive, lazy, nervous, quarrelsome and irresponsible. He has fallen into bad company. This makes Mrs V.S worry about his development. Mrs V.S is dissatisfied with both her home and work role. She is quite frustrated and disgusted. She herself expresses her condition as being on the verge of ruin .