CHAPTER - II
REVIEW OF LITERATURE

A review of literature was added to this study by referring to different journal and studies conducted by different individuals to show relevance to the study. The studies on women can be classified as follows.

1. Status of women in ancient India
2. Changing status of women
3. Women education and social life
4. Women and family life
5. Working women and their problems.

STUDIES RELATED TO STATUS OF WOMEN IN ANCIENT INDIA

Researchers like Mittra (1913), Badar (1925), Altekar (1938) and Indra (1940) have studied the status of women in ancient India. These studies enable other researchers to become familiar about the status of women in different historical periods.

STUDIES RELATED TO CHANGING STATUS OF WOMEN

Few studies have been carried out in the area of changing status of women. Studies of Besant (1932), Dutt (1937), National council of women in India (1943),
Cormack (1953), Appadorai (1954), Desai (1957), Chakraborty (1963), Thomas (1964), Shridevi (1965), Saran (1966), Chitnis (1975), Minattur (1975), Patel (1975), Saradomni (1975), Murricken (1975), Baig (1976), Verma and Verma (1976), Mitra, Srimony and Pathak (1979), Desai and Krishnaraj (1987), Agarwal (1988) and others highlight the changes in the socio-economic status of women in India in different historical phases. Such studies however do not specifically study their changing status but made generalization on the scientific observations made by them. The inherent nature of such studies are that they do not have any adequate empirical data and hence this area of research is to be explored with a view to study different factors related to these changing status of women.

Madula Sherwani (1975) in her studies on “Why more women entering work force” have observed Indian women still operate under creation limitation and hardship. One of the most common problems faced by a woman was the dual role, she had to play on the domestic front and the shop floor. Particularly the married working women with the small children found that dual responsibility a source of great mental and physical strain. For them the working hours were long 8 hours at the place of employment and at least 4 hours at home. Usually husbands and sometimes even in-laws did not extend any help in the household chores. Again after all these hard work, tragedy was that working women couldn’t claim independent economic assets. Most of the salary earners had to surrender their pay pockets to their husbands in the case of married women and to their parents in the
case of unmarried girls. They were allowed to hold back only a small amount for spending on transport and tea.

M.M. Desai (1975) conducted a study on "Economic Opportunities for Women". Had been managed the dual roles of homemaker and worker, poses serious problems without working women in large cities, particularly with young mothers who often get no help of supportive services such as day care, community creche, foster day care etc. Their difficulties got further eventuated when they had to commute from long distances. Under these circumstances the traditional pattern of mutual help by in-laws, friends, neighbours had been found extremely helpful whenever possible. However, it was not always available.

Dr.L.Krishnaveni (1997) in her report on "Status of Indian Women", She mentioned that a "working women" referred to a woman who works outside her home for a wage or salary. Now-a-days most of the women had been coming forward to work in order to create a meaning for themselves or out of economic necessity. Generally the women work equally along with men in informal sector. They were facing so many problems especially household responsibilities like cooking, cleaning, washing, child care, etc. were causes for low female work participation in informal sector had no job security and maternity benefits like women engaged in the organized sector.
WOMEN’S EDUCATION AND SOCIAL LIFE

Studies have also been conducted on women’s education and its impact on their social life by the researchers. Bose (1921), Besant (1932), Dasgupta (1938), Sen (1966), Y.W.C.A. (1971), Kalpagam (1980), Desai (1982, 1988), Krishnaswamy (1983) conducted their researches on women’s education and its impact on their social life.

Vinlta Srivastava (1978) conducted a study on “Employment of educated married women in India”. In this study by comparing the occupational prestige of husband and wife, it has been found that at each socio-economic level wives were working in occupations which were consistent or only slightly lower in prestige than that of their husband’s occupational prestige. It is never found that wife was working in an occupation which was very much lower in rank as compared to her husband’s occupational rank. Moreover in a good majority of the cases husband and wife were working same kind of occupations.

Miss. Jaya Arunachalam (1997) in her report on “Empowering Women for a positive revolution” revealed attitude of families towards women’s domestic responsibilities, the unsympathetic attitude of employers, lack of training, limiting employment opportunities and above all, women’s low perception in the labour market and had provided ample impressions both to employers and the society that women work only to make subsidiary income to the families, whereas the principal
breadwinner were still men. It had also given rise to belief that women were not
career-minded and therefore does not mind dead and hobs without promotion
options. The facts mentioned precede that even those small percentage of women
who get into formal sector, face discrimination and exploitation in their factories and
were pushed to accept jobs not accepted by men. A critical examination of these
facts would reveal how labour intensive industries had more women workers on low
schedule of payment leading to capital accumulation.

STUDIES RELATED TO WOMEN AND FAMILY

The roles and the changing structure and functions of family have been
studied by Arlene and Jerome (1933), Kapadia (1958), Ross (1961), Gore (1968),

Lalitha K. Nair (1970) conducted a study on "Women's two Roles" and said
Women's occupational status had always been closely associated with the home and
the family. There was a clear conflict between the socially approved status of
women, as housewives and mother of children on the one hand, and their status as
more productive worker on the other. Children of 20% respondents were looked after
by their parents when the respondents were at work, 26% by the husband's parents,
18% by servants, 20% were school going children and 16% had no children. 30%
reported that their children were too young to judge their scholastic performance.
86% families had strong economic support due to respondents income, which was
spent to meet family needs. 50% felt it was necessary to work. 46% had satisfactory relations with their supervisors and colleagues. 52% liked both home and their job as against 25% who liked only their home and 28% liked only their office. 62% were fully satisfied with their dual role of working and housewife.

Rajender Kumar Mansingh (1975) conducted a study on “The Institution of Marriage and Family”. A married woman with a career had really two fronts to guard. The professional and the domestic. The picture becomes more complicated, if she happens to be a mother. Life was really not very easy for her and at times is trying to balance and harmonise these two, finds herself under stress and strain. The pulls of the traditional role and meeting the expectations of the career could create emotional tension. It might be like having her feet in two different boats, which makes her tense and afraid of losing her hold and successfully completing the tasks of life.

STUDIES RELATED TO WORKING WOMEN AND THEIR PROBLEMS

Studies on working women are mostly limited to mines, factories and urban areas. These studies cover their roles, socio-economic status, psychological and sociological aspects of working women. Ray (1945) conducted a study on working women in the mines and concluded that women were facing problems while they took to employment in mines. Similar views were expressed in the studies conducted by Kumar (1964), Davies (1972), Srivastava (1978), Sharma (1981), Geerken and Gore (1983), Ghosh (1984) and Breman (1990).
Nusrath. F (1975) : "Problems of Married Working Women" has the following findings. 50 trunk telephone operators were selected and interviewed for this study. All were working in shifts. Majority of the respondents came from low middle income group with an income between Rs.401.00 and Rs.500.00 had been working before their marriage, took jobs more out of necessity than out of choice as there were no basic antagonism in the middle class families towards married women's employment, were satisfied with their jobs, but not with travel facilities. Night shift, insufficient number of holidays and leave were their major problems. The attitude of husbands had changed considerably and they helped in household work. Most respondents felt that they did not give enough attention to their children as most of the time they had to leave them in the care of parents and relatives of parents. They also felt that there was conflict between the two roles. They felt deprived of leisure time activities and opined that they do not face much criticism.

Mani Kamerkar (1997) highlights some of the important problems of women workers arising out of the following factors.

1. The attitude of the husband and the other family members, who insisted that the working women should give more importance to her role as a wife and mother than to her work role.

2. In case of most working women (nearly 70%) her social status in the family had not changed, even after taking up a job.
3. In the case of unmarried working girls, some parents often showed some difference to their marriage because of the fear that their monetary contributions to the family would cease after marriage.

4. Attitude to male in the office might be at three levels, to supervisors, colleagues and subordinates.

5. Many employers had prejudice against women employees, as could be seen from discrimination in recruitment and retirement.

6. Often women might think it undesirable to accept a job higher in economic and social status than that of her husband.

7. The attitude of non-working women was normally of prejudice, jealousy and hatred.

8. There were also problems of transfer, accommodation and lack of work facilities.

Role conflict is one of the main problems that a married working woman faces in the society. She is required to perform simultaneously two or more roles that present contradictory and exclusive expectations. The problem of role conflict has attracted the attention of many researchers in recent years. There are few studies regarding role conflict and a review of such studies are discussed here.

In the year 1956, Libermann undertook a study on the effects of changes in roles on the attitudes of role occupants. The main finding is that there are changes in
the attitudes of married working women with regard to role performance, whereas no such change in attitude found among male respondents. Hence the study implies that working women have to make adjustment due to role performance as role conflict.

Kapur (1970) observes that more adjustment problems are created and faced by working women and hence they expect their spouses to accommodate and adjust. She also indicates the role conflict and the adjustment problems in the area of family.

Role conflict and non-fulfillment of expected roles by the working women are also pointed out by Nye and Hoffman (1963), Myrdaland Klein (1968), Nevil and Demico (1974, 1975), Batty (1971), Kumar (1964), Dhingra (1972), Singh (1972), Rani (1976) and Sinha (1987).

Sociological as well as psychological factors have been taken for study by the researchers. Kapur (1970) in his study concludes that working women do have problems in upbringing of children while they go for work. This point has been supported by the other studies conducted by Schnieder (1946), Briffault (1959), Sengupta (1960), Thomas (1961), Desai (1963), Nye and Hoffman (1963), D'souza (1968), Yarrow (1968), Hate (1969), Reed (1970), Bhatti (1974), Nevil and Demico (1975), Rani (1976), Chakraborty (1978), Blumberg and Dwaraki (1978), Holahan and Gilbert (1979), Kaur and Punia (1981), Mathews (1984), Saraswathy and Gupta (1986).
Dual responsibilities causing some serious problems in the family life was revealed by the studies conducted by Devadoss (1957), Blood (1963), Nischol (1975). Time constraints was considered to be one of the problems of working women and this was supported by Bowman (1954), Nair (1970), Gorden and Hall (1977), Chakraborty (1978), Sexton (1979), Kaur and Punia (1981), O'Neil (1981), Borman and Quarm (1984), Sinha (1987), Pal (1987). Attitudes towards job and job satisfaction are also studied by the researcher like Paul and Mitchell (1978), Richard and Reuben (1978), Arthur and Raman (1979), Muthiah (1981). The findings of the above studies revealed that, though the working women were economically well off, they face different levels of adjustment problems. Working women too suffer with job stress and adjustment problems. This in turn affect their social and emotional well being. This was pointed out by Cottrel (1942), Feld (1963), Phandke (1967), Booth (1977), Wright (1978), Eileen (1982), Reiss (1983), Venkatamurugan (1989), Muralidhar (1989).

A careful examination and analysis of the above mentioned studies on working women and their findings are useful and informative to explore specific areas of research. But, inspite of so many studies, research attempt in India on women, and their problems remain at the exploratory state due to various reasons. Each of the above research work deals with just one or two variables. The problems faced by working women are varied. Therefore, it is important and meaningful to study personality dimensions, adjustment problems, insecurity feelings, job satisfaction and life satisfaction so as to study and prepare a comprehensive profile of working
women particularly in industries. Therefore an attempt has been made in this descriptive research work to find out the relationship between the selected variables in order to understand the profile of women especially of textile workers.