CHAPTER VII

FINDINGS AND CONCLUSION

VII.1 SUMMARY
VII.2 SALIENT FINDINGS
VII.3 CONTINUING DEBATE
CHAPTER VII
FINDINGS AND CONCLUSION

In the previous chapter we journeyed through the endeavours of the Government to ameliorate the status of women though in a skeletal form. Committees set up by the Government evaluated the effect it had on women. The Maharashtra State Policy for Women, the first of its kind amongst all the Indian States, has very systematically attempted to reach the cause of the gender inequity. It further contains the analysis of factors which contribute to the inequity and also the amendments preferred by the respondents.

Many of the technically qualified women studied are married with children. They shared that everyday only after completing their domestic chores, they are able to attend the office. They had children while in service and worked hard to rear them and their career graph is not extremely promising. The feedback from the employers too indicate that they are happy with the performance of women's work and it would be wrong to say that men are better than women.
In the context of National as well as International bodies attempting to introduce gender perspective in the development process, the grasp of the ground reality is required/essential. Foremost in this is the realisation that women constitute nearly half of the national human resource; and next is the acceptance of the fact that women have been working all through, since time immemorial. Women's participation in the economic activity has been substantial and in various form yet irony is that their contribution is neither recognised nor appreciated.

Work participation of women is assessed by the Census Statistics. It lacks regular updation and so the new emerging professions like Computer and Electronics do not find a mention in the classified occupation. At such a juncture when women are seeking technical education and venturing into 'male dominated' fields such as Engineering and the new emerging field of Computers, the sociological appraisal of the gender dynamics is relevant and significant.
As this chapter title indicates, it is the concluding and hence the last chapter of the study. Instead of regarding it as the concluding chapter I would more aptly perceive it as a chapter which gives rise to more questions, with reference to the society and even the protective legislation bestowed by the Government. A new thinking has to prevail, much beyond what the Government 'thinks' the women require; to what in actuality the women themselves would want and prefer.

1 Ursula Sharma notes,-

Social Scientists conducting research in the third world have been much more skeptical of the emancipatory potential of women's participation in public industry. Typically, working class women in the III world are absorbed into highly segregated labour markets and allocated to low paid industrial and service tasks. Often little credit is given to the skills they possess and few opportunities are provided for them to learn new ones. The fact that some Third World countries elite women are very visible in professions such as medicine, law and administration compared to their sisters in the west is highly encouraging but should not blind us to the fact that the reality of employment for most women is quite different. The low wages of working-class women ensure that they remain dependent on male earners in the household and that independent survival is precarious for a women.

VII.1 SUMMARY

The first chapter introduces us to the economic participation of working women and the gender dynamics involved in it. Gender perspective on the newer emerging professions and the increasing participation of the women in these fields is highlighted in this chapter. Value assigned to the work of women and men differ. It is based on the gender division of labour. Traditionally India followed the jajmani system of reciprocity within a society. Also women were actively involved in the household production of certain items and their contribution was substantial. With the coming up of industries, the household production declined drastically. The women were thus rendered effectively with no income of their own. The industries too absorbed the labour but they required certain skills which the men learnt. This led to the women being sidelined.

After Independence, the policy planners chalked out certain programmes and policies for women. The constitution guaranteed equality of sexes and certain protective legislations for the benefit of working women, were also made. Along with the
legislation a conducive social milieu needs to be created and opportunities for earning income should be made available. The idea is to make women economically self dependent and in control of their own lives. Human resource of a country has to be developed very consciously. The international bodies have given a global recognition to the economic contribution made by women. They have focussed their attention to gender division of labour which exists in the society, in the family and the labour market. They advocate a conscious effort to be undertaken at the policy planning level and project implementation level in order to reach the women and their especial needs.

The Maharashtra State's Policy for Women has outlined a framework for coping with the changing societal needs which have in fact been triggered by the change of the economy of the society. It recognised the fact that due to coming up of factories and endrepreneuring ventures, the traditional household industry has faced a set back. Due to which women have been forced to pick up jobs outside their homes. Further it has strategised to give technical education to girls. Some
percentage of seats is reserved for girls in technical institutes. The policy also contains a detailed section on "Improvement in the Economic Status" where it states "Women's contribution to the economy has mostly gone unnoticed, as a result of which they are unable to reap the economic benefits of their work." 

Rise of industries and factories gave rise to employment opportunities for men and women both at various levels. Women left with no traditional household income earning venture turned towards these employment generating factories. They gradually acquired education to equip themselves to the standards required in the factory setting. The State on their part having recognised the vital contribution, women make in reproduction as well as production sector have come forward with 'policy for women' aimed at minimizing the struggle of women trying to balance the domestic responsibility and the career demands.

In the second chapter the objective of the thesis and the review of literature has been studied. The concept of 'gender' and the usage of this word in writings

has emerged more prominently in the late eighties. It is more prevalent in the developed countries and has began to be used in India in the last one decade.

Due to Industrialisation the traditional way of functioning of the economy, namely the Jajmani system slowly became redundant. With it the household enterprise where women made a major contribution too was overpowered by the factory product. Women were thus rendered without work which would accrue monetary gains to them. Men, at this juncture realised that there was a demand for educated, technically skilled workmen in the factories; they learnt the new skills which were required. Women on the other hand, due to constraints of social norms, values and the domestic responsibilities of bearing and rearing children along with managing the home, the women were left behind in the houses. Gradually, though much later they acquired education and began working outside the house. Many picked up unskilled work in the factories.

Industrialisation gave rise to new type of work environment. The place of work is away from home, has fixed hours and most important it employs human
resource who are formally educated and trained. The employment generated are thus opened to qualified professionals whether women or men. Gradually, industrialisation has affected the type of jobs women are absorbed in. Women are now not only employed in jobs which have been traditionally regarded as feminine, but are also venturing into newer fields. Women are now opting for Engineering courses and Computers which are regarded as masculine professions.

The study examines the impact of industrialisation on the employment of women in the technical profession. Women have gradually educated themselves in technical field which earlier was known as men's domain. Also there is a shift in attitude of the employers. Women are being accepted as Engineers without the employees doubting their capabilities. Women too are willing to come forward to take up such professions. Women have thus not confined themselves to the so called feminine professions and ventured to enter the masculine profession. This study focuses on two professions, namely, Engineering and Computers which were earlier the men's domain. The women on their own or due to external influences are
opting for such newer job categories. This study examines the reasons for such change in the attitude of the society and the women's eagerness to venture in new fields.

Till late seventies majority of the writings focussed their attention on the familial role of women. Developmental issues brought forth the recognition of women's work. Women are major economic contributors, though not directly. They are responsible for bearing, rearing the children and also managing the house. The literature in the eighties shifted their focus to the problems of working women. By this time the policies too shifted their concentration from 'women in development' to 'women and development'.

'Towards Equality' (1974), the report submitted on the Status of Women in India in 1971 focussed on issues pertaining to women's economic and social conditions and its findings suggested that women are major contributors to the economy but not directly. Hence it is not recognised either by the family or by the society at the larger extent. Also uneducated women or women with less education constitute majority of the
workers who are concentrated in the unorganised sector. It brought to the surface the division of labour and the inequity of the sexes in work, in the distribution of economic benefit and recognition. It further suggested that women should not be mere recipients of development but rather be participants; hence the focus should be on 'women and development'.

The third chapter focussed on the understanding of gender, and the implication of gender inequity in the employment sphere. Distinct biological sex is what the nature has created while the gender inequity based on the sex is created by the society. Ann Oakley associates gender with culture; meaning thereby that sex differences are 'natural' but gender differences have their source in culture.

Like Ann Oakley many other scholars too have expressed their interpretation of gender. There are certain beliefs around which the understanding of gender are based. One, gender conveys that social meanings are attached to the biological sex. The word thus denotes the social and cultural understandings of the biologically determined sex of female and male. Two, gender also denotes the hierarchy of the sexes.
Certain tracts, activities associated with men are regarded as signs of masculinity and hence considered superior to those associated with women. Three, this hierarchy of the sexes too is perpetuated and generated by gender. It assigns higher importance and value to masculinity than to feminity. Four, with the result the men attain a privileged position while women get a degraded status.

Gender roles as prescribed by the society indicates the sex of the individual. The characteristics are one, the females and males each follow distinct codes of conduct which is prescribed by the society. Second, the gender roles have in-built gender biases which places 'masculinity' on a pedestal. Third, the gender roles change over time. The men are seen as the breadwinner of the house yet like in the present study the women were earning as much as men and also were the decision makers; the women's economic contribution is substantial. Fourth, different cultures prescribe different gender roles for females and males. For example, in a matriarchal family, the eldest female heads the household whereas in a patriarchal family, the eldest male heads the household. Fifth, social and economic class too influences gender roles. In Indian
society the women belonging to lower social strata/caste worked outside the house while those of higher caste did not venture out to earn money. Like wise women of the lower economic class may pick up heavy loads in a quarry or at construction sites to make the ends meet as do the men. Sixth, ethnic background too affects the gender role. Thus, there is a wide variation in the understanding of gender; yet every society believes that its definition of gender corresponds to the two biological distinct sexes.

The social construction of gender for every individual begins at birth where depending on its sex it may be given a pink or a blue colour clothing. Further, it permeates their lives through different modes - dressing sense, type of education, employment preference, control of resources, power and extent of authority.

Traditions and rituals which are regarded as the appropriate gender behaviour in a particular society has immense effect on women's lives. It acts like a reinforcing agent of gendered social structure. Puberty for instance indicates that the girl is ready for marriage and hence certain rituals are performed.
Likewise in Indian society widowhood for women and men may denote different meanings. For a women it is the beginning of a struggle for the rest of her life where she has to cope up with the contradictory demands of the society. On one hand, she is expected to single handedly meet the economic demands of the house and children with her 'non-marketable' labour and on the other hand, remarrying is considered as unchaste. Yet the society may sympathise with a widower and his remarriage is acceptable.

In terms of social authority women as a social group are subordinate. Socially women are expected to follow what others feel is correct. As a result they are not in control or in a position to take decision concerning their lives. The unquestioning acceptance of authority on their part combined with tutoring of the society is extended to employment conditions too. Where their low position is visible due to indiscriminate hiring practices, in pay scales, in job security and promotion schedules. The social subordination gets channelised to effect economic subordination. The employers (who are mostly men) decide on what work women should do. This work may include temporary or unskilled jobs like temporary
resource for increasing productivity, packaging, labeling etc.

As women’s group began planning development programmes for women at the world level, they realised the limitation of the word ‘women’. A women from a different community and class may have her specific needs which may not coincide with women of other community. Hence, ‘women’ is not a homogeneous group in itself. But it displays heterogeneity in terms of classes, ethnic background, age, etc. At this juncture the word ‘gender’ denoted social roles of both women and men. Whereby the needs of a class or community were distinguished for both the sexes instead of a blanket category supposedly covering the requirements of all women in general.

Initially ‘Women in Development’ was the focus of the Programmes. This movement pronounced the fact that women are a powerful and important resource in development. The roots of this movement was in the modernization paradigm which advocated the integration of women into the world process of development WID was used to propagate egalitarianism and development programmes that would negate the subordination of women
in the productive sector of employment. The programmes under WID were basically income generating which taught them skills. Also it carried a welfare outlook. The most limiting factor of the WID approach lay in their thinking that economic independence to woman would on its own lead to equality between the sexes. Also under the influence of modernization theory it prescribed to the ideology which suggested that development affected by external finances to a country would automatically develop women and men equally. But this did not yield the desired results of empowering women and ameliorating their condition.

In the later half of 1970's a conscious effort to include women in the development project was followed under the approach 'Women and Development'. It grew as an alternative to WID where development was implanted from outside in a society or nation with the view that it would positively influence the women's conditions. WAD, drawing from Dependency theory assumes that women's position will become equitable when the international structure becomes equitable. Like WID, WAD too does not focus attention on the patriarchal structure which subordinates women and is the agent of gender inequity.
Gender and Development approach came up in 1980's and drew its base from socialist feminism. Besides considering the productive aspect, they also recognised the reproductive lives of women. They identified the gendered patriarchal relations as the basis for women's subordination. The emerging social construction of production and reproduction along with the gendered roles are examined and questioned by this approach. Its impact is visible in the programmes undertaken where it follows a holistic approach taking into account the social, economic and political aspect of the society.

The Human Capital theory differentiates the labour of women and men on the basis of capital invested on them. The differentiation is with regard to variables such as family responsibilities, education, training, physical strength, hours of work and turnover. Neoclassical theorists reason out that women earn less than men because they have low levels of human capital like education, training, work experience and hence the productivity is less.

The segmented labour market theories explain the
division in the labour market on the basis of gender and even ethnic groups. They also believe that women are generally involved in secondary jobs which is categorised by its temporary nature, unskilled job, low pay scales and lack of upward vertical movement. Gender division of labour percolates in all spheres of activity of a society. In this study the interest is developed in linking gender pattern of the participation of women in technical job market. Women who were earlier discouraged rather prohibited from entering the 'male professions' are now accepted well by the employers and they too feel more confident and carry a better self image.

In the fourth chapter the trends in work participation of women is traced at the All India level, Maharashtra level, Pune district and at Pune Urban Agglomerate level. Maharashtra is regarded as one of the most industrialised States of India. Nearly fifteen percent of the total number of registered factories in the country are located in Maharashtra. So is sixteen percent of country's workers employed in Maharashtra. Pune Urban Agglomerate, the region specific of this study is the second largest Urban Agglomerate of the
State next only to Greater Bombay in the State. The literacy rate of women in Pune Urban Agglomerate is 73.45 percent which is even higher than the State average of 70.87 percent.

Maharashtra has the highest share (14.04 percent) of urban population of the country. Pune district accounts for the third largest urban population of the State 50.74 percent of Pune district's population is urban. Female urban workers in Pune district as well as Pune Urban Agglomerate is nearly 18.40 percent which is much higher than the all India average of 14.29 percent.

Work Participation Rate of urban female workers in Maharashtra is 10.37 percent. From the decade 1981 to 1991, a sharp decline of minus 36.27 percent took place in the category of 'household industry'. On the other hand a positive shift of 20.53 percent and 21.32 percent towards Constructions and 'trade and commerce' respectively took place from 1981 to 1991. These are the certain indicators of change in occupation due to industrialisation and change in the economy of the society. This trend is also seen in urban male workers of Maharashtra. The trend to pick up work in
Construction and 'trade and commerce' is also true for females and males in Pune district.

Analysing statistics of Pune urban region for the year 1971 and 1981 it is evident that women in the occupational category of 'administrative and executive' and 'clerical' have shown a considerable increase. They have very marginally declined in the occupational category of 'professionals' though in absolute numbers they have increased. Men on the other hand have shown a distinct increase in 'professional' and 'production' workers. Inspite of increase of women participation in 'administrative and executive' category in absolute numbers, even now they constitute only 0.33 percent of the total main workers as against 6.14 percent of men in the same category.

In 1971, 11.21 percent were women amongst the urban workers which increased to 13.79 percent in 1981. Due to this percentage share of men in urban workers declined from 88.77 percent in 1971 to 85.81 percent in 1981. It indicates that more women are taking up employment.

Two remaining chapters, namely, fifth and sixth are
devoted to examining the objective of this study by analysing the data assimilated from the field study conducted. It examines the role of society, education, economic conditions.

The fifth and the sixth chapter exclusively concentrates on the survey conducted in Pune city. In Maharashtra and specifically in Pune, the industrialisation took firm roots after the 1950's. Brahmin women were the first to take up professional education. The Marathas were generally politically and economically powerful; hence did not find the need to serve others. Thus their lack of interest in education. Women in this region took up medicine in large numbers and they were accepted very readily. Already women were in abundance as nurses. They were accepted as doctors very easily. Gradually women took up technical education with Engineering as their profession. Majority of the women in this study belong to the middle class family who are in the management cadre except a few who are at the supervisory level. The trend of women gaining technical education and their acceptance tends to be restricted to an economic class.
The respondents were Engineers and computer professionals. They moved away from the typical feminine job as they felt they had the capacity and the aptitude to do Engineering, a masculine perceived job. They wanted to be self dependent and had an urge to possess a distinct identity. Majority of the respondents were below the age of 25 years and were Maharashtrian Hindus belonging to the higher castes of Brahmins. Also majority were married staying in nuclear families. Nearly 70 percent perceived 'men' as the head of their household though 21 percent perceived 'both' as the head of the family. More than 88 percent of respondents had a precedence of women working outside their homes from amongst their family and community too. They opined that women should work for their personality development as also to utilise education. Working makes women self confident and economically independent. Neera Desai and Sharayu 3 Anantram opine that,


341
Education which was earlier considered to be helpful in spending time before marriage and also assuring as alliance with educated man, gradually came to be looked upon as equipping women for the possibility of her entrance into gainful employment. By 1970s employment of educated women was accepted as useful particularly in times of domestic economic crisis and those taking professional education and yet not working began to be considered as wasting their education.

From the qualitative data gathered through the interview it is evident that women are breaking away from entering the traditionally regarded ‘feminine’ jobs like teaching and nursing. With due encouragement for education they are successfully competent to enter the professional institutes to gain technical education. Further their persistence presence as an equipped human resource combined with their results at the work place has now given confidence to the employers whether female or male that they are as expert and competent as other’s (men) are. Now that they have already made a niche in the technical labour market they do not see any possibility of reversal. While the employers too recognise their positive characteristics such as being sincere, no job jumping, steady in their work and most important reliable. Their only hitch is with regard to marriage and child bearing, neither of which they find easy to predict.
the exact time, to make alternate arrangement.

According to Veronika Thomsen in Western society, there are two approaches to understand the question of women's work. One, 'womens' labour capacity' approach and two, womens' labour as forced labour'. Womens's labour capacity' approach determines womens' labour by housework. Beck Gernsheim divides the society into two spheres: that of employment: male; and that of housework: female. She further elaborates by saying "womens' paid employment is, therefore, essentially a kind of incursion into alien territory, possibly only because women possess special skills and knowledge which men do not have and which are needed for certain occupations". Veronika Bennholdt Thomsen points out that she does not ask why women are neither suitably rewarded nor highly remunerated in respect of their special abilities but rather seem to be penalised for those abilities, by being especially poorly paid and held in low esteem . This study


5. Ibid Pg.115
6. Ibid Pg.116
reveals that no where either amongst the management or in the responses of the respondents does the grudge had (of incursion into alien territory) against women surface.

The approach 'women's labour as forced labour' specifies that "the jobs which women do in this society are neither freely chosen nor are they specifically female and even less so particularly meaningful". This includes both domestic and paid labour. It is further described as "a natural human resource equally a good for any type of activity free of charge or for the lowest possible pay. The status of housewife is imposed on women and that it belongs to the low social status. It is compared to a colony where the dirtier exhausting tasks are carried out by the serf-caste; in a capitalist set up the women are forced into this serf-caste. Hence this approach propagates that the women are forced to do housework as well as to work as paid worker outside the house. It is difficult to accept such a conclusion for a society such as undertaken in

---

7. Ibid Pg. 119
8. Ibid.

344
this study as women are being educated, are taking up employment in technical fields and most important the employers have confidence in them. This may not be the case in the Indian society. After being technically qualified the women do have their own mind to chose their own job and also it may not be influenced by external (other than selves) factors.

At this juncture women on their own are entering the main stream economic activity along with successfully carrying out their familial responsibility. It is a struggle for them to look after the house and also ensure that their career graph continues to go upwards. The policy makers should know what women are doing in the market and the household sphere, what interaction exists between their house work and the economic activity and most important the factors which influence women's entrance into formal economic activity. This information is difficult to get from the census. The census restricts itself to the definition of an occupation as specified, years ago. To elaborate, take the example of computers and the electronic item manufacturing and assembling industry; the census
lacks this specification.

In the Pune city, increasing number of women are gaining technical education. They are being encouraged by their families and are influenced by the other women whose work is being admired. Taking the plunge in the market too is much easier now as the employers are readily accepting them and entrusting tough tasks to them. The government is on its own attempting to implement measures which they think would positively influence their participation in the mainstream formal economic activity.

VII.2 SALIENT FINDINGS

* Impact of value systems and other institutional compulsions on female participation fields.

In India, value system is patriarchal in orientation. Traditional Indian society prescribes the ways and manners for women to conduct themselves in the society. The mainstream sociology refers to women only in the section of 'role of family'. Women are primarily seen as agents of perpetuate the lineage and the socialisation process. The respondents shared that they had a conductive atmosphere at home even though the patriarchal values had to be adhered. The
respondents were good in academics and this was the trump card. They were encouraged to study. Yet they had to inform the patriarchal values which come more often than not from their mother first and later from their mother-in-law. They were repeatedly told that women have to adjust to the whims and fancies of their husbands. Only if they allowed the women were to continue workings. Socialisation taught them to 'please' the menfolk of the family and only then could they indulge on other activities. The husband carried the maximum importance. Home came first and only after they fulfilled the needs here, they could step out.

* The process of industrialisation in its various phases and forms has had an impact on the type of job women are employed in, specifically Engineering and Computers. Before the industries and factories come up women were included in the household enterprises. With the coming up of factories which was readily supplied by the man who learnt the skills. Women, at this juncture were side tracked and were rendered without an occupation. They were thus enable to earn any income either from the household enterprise or by seeking employment. The women in financial distress gradually took up unskilled
jobs or were included in on the job training. The women from the higher class took up education enter the employment market. They were initially accepted as they are seen akin to nurturing role of the women. Gradually in the last two decades the women in this region have began to acquire technical education which makes them eligible in male dominated occupations in the employment market. Here it should be noted that due to rise in industries the opportunities to increased and a lack of qualified male human resources resulted in the absorption (though initially only on trail basis) of female technically qualified human resources. The reasons for mentioning 'on trial basis' is that women were traditionally thought of as suitable for feminine, nurturing roles are not for 'masculine professions especially the technical side such as Engineering. In, this profession, the first generation women Engineers had to prove their worth so that the employers would shed their inhibition in employing women. The organisation as well as these women became the trend setters.

Development in technology opened doors to newer avenues. One such field is computers and Electronics. This study focussed attention on the computer
professionals. Initially computer seemed a profession which was neither regarded as masculine nor feminine. But it cannot be denied that initially first the women took more to computer training as typing work, data entry operator etc, yet at the higher specialised level the men have a strong hold. Earlier because it was similar to typing, it seen closer to being 'feminine job' computers have a distinct advantage which the respondents were shared. The use of internet helps them to do the job from the house and also that they can indulge in any business activity from home itself.

* Role of social construct of general patterns.
Women have been working since time immemorial at home or outside, as prescribed by the patriarchal values. Socialisation process has a strong bent towards patriarchy. Hence the behaviour patterns, norms values and the thinking process of women and men too is strongly affected by patriarchal structure. Women are expected to be subordinate to the men folk in status, economic, political and social. The women do not have a status of their own. They acquire the status either of their father or their husbands. With reference to the contemporary world, even when women are well qualified, holding important decision making positions
in the work place they are not privileged to carry this achieved status which they acquire after so much of struggle. On the other hand, men acquire their status by their work place position. Women are primarily regarded as home makers.

The gender differentiation is a social construct and percolates in all spheres of activity likewise gender division of labour exists in both the private and the public sphere. The respondents share that even though their husbands may help in the domestic work, the main responsibility of running the house smoothly remain with them. In doing so they may even have to forego a promotion or other chances of vertical mobility. The respondents strongly believe that if one has to be truly career oriented them, the only way out is to struggle and manage both the places efficiently. Because complaining won't result in support either from the husband or the office colleagues.

* Role of Education
When women were not educated, the labour market rejected them outright. The forest and foremost trump card of the respondents were their qualification and their brilliant academic record. The employers in the
beginning were unwilling to even try the women Engineers. They felt they were incapable as it was a masculine job. But gradually the employers started absorbing the technically qualified women, this also could be due to lack of adequate male technically qualified human resources. The employers then realized that technically qualified women are as much capable.

Education has empowered these respondents they are economically independent and to a greater extent, in control of their own lives.

The employers too now feel that if they do not employ technical qualified women they would be termed as 'Old fashioned' and would not like to lag behind. The audio-usual media to has played a vital role in shading their misconception regarding their abilities. Less education leads to less participation in industries. Traditionally, the education is restrictive. Technical education was associated with men and women. Also not much encouragement was given to women's technical education. When finally women's polytechnic were opened they had courses like sewing, drafting, signal operations which again handicapped women on the technical field. Only recently some changes have
occurred in their course and electronics, computer, tele communication etc has been included.

* Role of Economic development

Earlier in a joint family in a household enterprise both men and women worked. They followed the gender division of work where some jobs were exclusively done by women while other by a men. At that time there was no monetisation of work even though each worked according to one's ability and then needs were met. Industries gave rise to monetisation. But the women's work within the house continue to be non- monetised. The women are thus not paid for their house work.

Rise in the industries resulted in bifurcation of workplace and home. Hence, earning income meant seeking employment outside the house. The respondents opined that with rising cost of living it is essential that both husband and wife earn. But there is no respite from the household responsibilities. The respondents were carry up the dual role burden of a housewife and an earner. The gendered value system identifies the housework as feminine and hence women as the care taker, while job as the masculine prerogative men were regarded as bread earner.
Role of Government Policies

Even though the society plays a major role in the shaping of an individual yet the legal role of the Government can be a major trend setter. Attitude of the society is built over many years yet legislation can save the injustice done to half of the population. An example here can be given - that of the age of marriage which now stands at 18 years. With the threat of punitive actions and viewing of audio visual advertisements, the attitude of the society as a whole is now changing though it has taken number of years rather decades. Likewise, the respondents opine that the Government should make legislation which would facilitate the employment of women. Otherwise, like the patriarchal society, it would continue to be perpetuating the hierarchical social as structure when women are placed as subordinate to men.

The bar on the night shift which begins at 7p.m. has a negative impact on the long term career prospects. This was specially true of computer professionals who were not permitted to stay after office hours to finish the assignment.
The factors which affect the chain of occupation include family background, educational level, financial returns, social status accorded to the job, and the socio-economic profile of the clan group. Society perceives women as daughter, daughter-in-law, mother, wife and the place was inside the house doing the housework. But with education women stepped out doing the jobs of teachers, nurses, and even doctors. The second generation of educated women have better avenues in the social set up. If the father is educated, they get the advantage of at least acquiring the minimum education in school. But if mother is educated and may be working their daughter get a clear cut advantage in acquiring more specialised education and choice of job. The respondents viewed that a working mother makes a lot of difference as she has struggled to make the family accept her working life. Also, it should be noted that if the man's income is sufficient in running the house then the women's income (which is considered as supplementary) is used for the overall development of the family. Hence education level of the mother seems a very crucial factor and has a favourable impact on the daughter. The respondents affirmed that in the male dominated labour market, education & qualification can boost the
employment of women. Uptill now technically qualified women have proved their abilities & efficiency.

Financial returns of a job of men and women are utilised differently in middle class families. Income of men who are the bread earner, are utilised in meeting the basic needs of the family. While that of women is diverted to health, nutrition, and education and other emergencies. Computer professionals or even the data entry operator get a substantial salary as compared to other professions. The respondents claimed that a short course in computers also helps them get a job with good financial returns. The starting pay packer of an Engineer is substantial. In the case of Engineers the respondents said that good financial returns is a part of the technical job but what carries more weight is the status accorded is this profession: - The response from the lower middle class of both profession indicate that financial compensation was an important factor for opting for such a profession - The middle class and the higher middle class opined that they worked to utilize education as it was natural process.

* Two process visible are, one, women are
increasingly being accepted in jobs which were not traditionally considered "suitable feminine job" and second, women are either on their own or under external influence opting for such newer jobs categories. Earlier the occupations which employed women included teaching, nursing etc which were infact extension of their nurturing roles; this was after they gained some education. The women began to acquire technical education which it self was a deviance from the general cause opted by women. Also at that time about 15-20 yrs back when computers and later electronics (Engineering) was introduced, not many new its future - hence, they were taken up by these women. Due to which they infact did not very strictly indicate a 'masculine profession'. Computer even today is not strongly associated with either of the genders. It can hence be safely inferred that women entered or find entry to 'occupations which mostly include new ones and are not identified to any of the genders.

On the part of the women, they to realize that they had capabilities to do some work which was different from the 'feminine' regarded work. They called the jobs as very routine and as they consciously wanted to do something different. In their quest for 'non-traditional', 'non - feminine' jobs they come across
such avenues which infact were at the beginning not sought after, but satisfied their desire. Undoubtedly they were holding a good academic record. So their admission was taken care of sincerity & capability made the employers change their view about technical women.

VII.3 CONTINUING DEBATE

Gender division of labour exists in every aspect of work. Even at home, women’s labour is utilized which is still the preserve of women while men earn wages for their labour. The debate manner in which this gendered role differentiation has been culturally ingrained in each individual of the society since the childhood shows its worst fact in a job situation.

Women carry the dual responsibility of home and the workplace. Men are expected to be wage-earners only. The gender division of work begins at home and percolates to all the institutions and organisations of the society. They are denied training because it is men who would be getting a job. But when a tragedy occurs or economic constraint increase, then those women who were till then confirmed within the four walls of a house are forced to take up job. They the fall in the category of unskilled labour or 'no-
experience which reduces their wages drastically. What makes it worse is that her income is given the of 'supplementary income'. So, the net result is that women are first confirmed to home work, is she then goes to work out inspite of looking after the house, she does not get her due.

In case of women from the middle class or higher middle class the situations takes a different form. It is felt that the household work has reduced due to new gadgets but it is not so. The responsibility still remains hers and the work to be done by her. She continues to carry the dual role burden inspire of earning equal salary. But they have to atleast pretend to be subordinate to their husband to boost his ego as it would result in a discard. They may even negotiate issues in their own favours such that it has been suggested by him, this saves her from confronting him with the issue and he feels she has obeyed him.

The sincerity of a women towards her work is many a times measured by her unwillingness to stay after office hours. The man can afford to stay much after office hours are over because they do not have the responsibility of preparing hot meals and catering to
the other demands of the family members. All this is
shouldered by women.

Men invariably allege that "women are not so efficient
after marriage ". Does this convey that women are
efficient only before? Does this also mean that men
are always very efficient? and that efficiency is
linked to marriage in case of women and not in case of
men, it is important to note that a person achieves
higher and more important positions only after the age
of 30, by which time one is married. So, is marriage
truly inversely proportional to efficiency? Such a
notion require to be examined.

Often one hear "women should work like a man or " if
you wish to compete in a man's world, work like a
man". They indicate a strange idea - women should be
like a man! Within a family, all members understand
that women would bear the child and in the process she
has to be taken care of. But the same process is
conveniently questioned for a women colleague in a
work place -
... Why can't they continue to perform their usual
(strenuous) activity ?
... Why should they be granted concessions? They are
paid as much as we (men are paid).

Thus a negative connotation is attached for considerations towards her special needs. Yet on other hand, many a times they are not assigned crucial responsibilities or a technically skilled job because "they are women". Implying thereby, that their capabilities are undermined which is rooted in the traditional belief that women are inferior to men.

With the rise on cost of living the number of children has reduced to two. This implies that the reproductive age has reduced from 30 yrs to 10 yrs. After the age of 35 or so she is free of work. The labour market should give concession and allow such women is join an occupations as a career.

When the children are small, the women are forced to give up job as there is no one to take care of the children. At such periods women should be allowed to work half day, or part time work. According to the profession, flexible working hours too can be worked out.
Another alternative could be the availability of creche. The children from 3 or 6 months onwards can be put there. The location of a creche is crucial. It need not necessarily be attached to the workplace but may be to a school. Also instead of forcing workplace to open a creche, it can be region wise according to population and area. As each region has its own kinder garden or necessary schools, they would be the best places to attach a creche. With reference to the present legislation regarding creche; there is in fact no practical logic to the number of women being 30. The industries, offices circumvent it by employing only 29. This also becomes an inhibition for the employer to employ women. This is a lacuna in the legislation. Another leacuna being that creche is associated with women alone. The men too can carry children to creche above 1 year of age. This shows the gender bias in the legislation.

Uuptil now neither science nor a supernatural power has been able to predict the time of birth of a child. Compulsory 6 weeks leave before and after delivery - the rational behind it remains a mastery. The compulsion of 6 weeks before delivery should be
removed. It should be at the discretion of the women. Much root is required after the delivery. Also basically 3 months of leave is very less. It should be raised to 6 months so that the child can be breast feed. The medical science and also the UN propagates that the breast feed is the best for child up till 1 year of age. The UN should also look into the maternity leave prescribed by the Government.

Further 6 months leave can adversely affect the women´s employment as the employer will not like to waste so much salary money, some scheme similar to ESIS can be evolved where in the Insurance company pays for the maternity leave period. Paternity leave can also be a solution in helping the women which can be taken after the child is 4,5 months or more.

Some areas which are worth exploring further are the issue of whether women should not have a family because she is qualified and working. Simultaneously what role does the Government play in developing the new human resource of the country when mothers have inadequate leave and facility for maternity. It is equally relevant to explore the possibility of reserving certain jobs for women having small
children and only part time to spare.

To sum up, women have moved from household work to employment outside their homes. Contemporary trends indicate that women are increasing gaining technical education and also are being accepted in the job market as efficient workers without doubting their capabilities. Yet on the other hand women have to struggle managing both home and office efficiently. This is more due to strategic policy reasons rather than simply social constraints.