CHAPTER II

REVIEW OF LITERATURE AND RESEARCH METHODOLOGY

II.1 REVIEW OF LITERATURE
II.2 OBJECTIVE AND SCOPE
II.3 CHAPTER SCHEMA
II.4 RESEARCH METHOD AND DESIGN
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RESEARCH METHODOLOGY

Women's work has always been viewed in relation to their familial and nurturing roles. The gender division of labour which exists within the house gets transmitted to the labour market also. Prior to industrialisation women were largely involved in household economic activities. After gaining education they have started seeking jobs outside the house. Women's work whether at home or outside have now gained recognition to a considerable extent. The policy planners at the International level and in India now consciously attempt to develop their programmes and projects such that women's participation increase. Yet there remain serious limitation within their planning due to which they are unable to reach the needy women and give conducive atmosphere to women to be able to learn, be economically independent and hence be in control of their own lives.

Researchers too have now focussed their attention to the economic contribution of the women towards the
household expenditure. It has destroyed the myth that men are the bread earners and women's income are solely supplementary, hence insignificant. Policy planners too have emphasised the formulation and designing of income generating programmes exclusively for women. The issues and problems which affect women's employment and the sector of employment have been debated by various researchers.

II.1 REVIEW OF LITERATURE

In this section a review of existing literature will be attempted. It is by no means exhaustive but is done with the intention of developing the central focus of this study. Initially, studies on women were mostly focussed on their traditional familial role. Gradually the developmental issues have had an impact on the focus of women's studies. A shift was visible, thus women's economic roles came to be recognised and attempts to study why women do take up or do not take up job outside home were undertaken. Traditionally women were major contributors in the household enterprise. Maithreyi Krishnaraj notes, "a handful of outstanding studies link women's employment opportunities to broader social processes,"
but we need more work along these lines.

There has been a substantial collection of empirical evidence with respect to many aspects of women's work. The census has brought out women's work participation in the major categories of employment. The census has also been very effective in showing the variation of work participation rate of women across different regions.

The diverse work participation rate of women in various regions was studied by different methods and explanation for the divergence was attributed to social and cultural factors. Ester Boserup while referring to women's work participation rate says:

The contrasting patterns of female work participation in Northern and Southern India has a corollary in the different ratios between female and male wages in agriculture. The difference between the wages paid to women and to men for the same agricultural tasks is less in many parts of Northern India than is usual in Southern


2. Ibid Pg275.
India and it seems reasonable to explain this as a result of the disinclination of North Indian women to leave the domestic sphere and temporarily accept the low status of an agricultural wage labourer.

In a work place sex-typing of job was prominent which reflected the nature of work carried out by the women and men in their homes. What pushed these women to seek employment in the labour market? They carried the responsibility of household, the incomes were insufficient which impelled them to take up low paying jobs and last but not the least, the technological changes adversely affected the home-based production of women. Some studies have specifically attempted to correlate women's employment opportunities with the macro social processes. Maithreyi Krishnaraj notes, "no tool has yet been evolved to measure the intensity and productivity of women's work, the complementarity of much of their work; the relation of women's activities to that of men's and to the production structure in general". Many unanswered questions

still need an depth study but the studies together have demonstrated that women make substantial contribution to family income yet the myth of men as bread winners continue.

"Married and Working Women in India" authored by Promila Kapur (1970) focused on the reasons of why married women take up job. The study found that educated women take up job not only out of sheer economic necessity but also due to other socio-psychological reasons imposed by circumstances. Further it was noted that increasingly working women are able to combine their dual role, i.e., as housewives and workers successfully.

Sinha (1972) carries the same analysis as of Ambannavar; that is a declining trend in women's participation in non-agricultural activities due to lack of job opportunities. His period of study extended from 1901 to 1961. Reasons are attributed to


technological development, change in job preference and the lack of keenness of women to continue in low status jobs.

7 Government of India, (1974), published a report 'Towards Equality', which is an essential source of statistical data concerning women. Extensive primary and secondary research was conducted to bring out this report. It gives the trends in women's education, employment and health standards and also their participation in the political arena. Valuable summary of key issues and a set of recommendations is included which serve as a guideline for the policy makers.

8 Ambannavar, 1975 studied the census data indicating the trend in the employment of women and men. He further bifurcated the employment on the basis of the service preference. He noted that less women were now being employed in non-agricultural activities; this


came up due to the urbanisation and technological progress. Prakash (1975) also conducted trend analysis of occupational changes based on census data.

The international women's year 1975, caused women and men from varied countries to contribute articles on women workers which was compiled by ILO (1975). The theme which runs across this book in varied forms is the social inequality faced by women. Women experience the differentiated status not only in pay packets and employment but also in political life, trade union representation and social security protection. Besides questioning the persistent lack of equity these articles also suggest social policy changes which can effectively eliminate them. They mainly reflect on the experiences of women in their own societies, possible solutions and an official recommendations for effective social policy changes.

11 Krishnaraj (1977), concentrated on the changing

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composition of industry in the State of Maharashtra. Further, it evaluated the employment of women in factories.

12 Banerjee (1978) brought out a link between family income and women's economic efforts. Low earning capacity of the male wage earner force women to take up any kind of job at any wage so as to just remain above the subsistence level. This leads to other issues. Low wage to male earners make women earners even more vulnerable to lower wage. The general wage rate in the market thus declines and at the employer's end, accumulation of capital takes place. It puts the worker category into a severe circle of poverty where from they are unable to come out.

13 Acharya (1979) stressed that technological innovations has been the main cause of displacement of women as the job previously done by women were discarded. These changes were prominent during the


58
period 1950-74. Household industries where women worked in large numbers also were forced to close down. Due to the process of economic growth, the secondary sector grew employing mainly men, the tertiary sector was still forming grounds, while primary sector was felt to absorb all the unskilled labour which in major proportion included women.

14 Jacob (1982) and, Ghosh and Mukhopadhyaya (1982), attribute declining female labour to the slow rate of economic growth and industrial changes which have displaced women completely. Also the household production of goods like clothing to food too lost its importance, hence rendering women unemployed. The services rendered under "jajmani system" traditionally too did not continue.

15 Banerjee (1982) analysed the employment of women in Bengal over the period 1911 to 1961. She stressed on the supply side of the female labour and concluded that


women were not employed in the modern industry because they did not possess the "skills". Further she states that women are thus only required in unskilled jobs where they are ready to accept low wages. The industry on the other hand prefers this arrangement because of uncertainty of the value of their goods in the unstable market.

16 V.M. Dandekar in his article "Integration of Women in Economic Development" (1982), explores the possibilities of women's contribution in economic activity. The author emphasises the thesis that to be completely integrated in the economic development women must enter paid labour market on terms of equality. The major step towards egalitarian relations would mean a change in policy for women's employment. The author feels that economic employment of women would elevate their status, prestige and self image. In other words, this would make their own perception and others perception about them positive. Along with economic participation, women's political and social participation is also necessary. His analysis was

based on the 1961 and 1971 census data with reference to the male-female ratios in different occupational categories. Women were employed in greater numbers in household industry than in occupations where remuneration was comparatively high. As a solution to this disparity he emphasised the role of a family, facilities of child care centers, processed foods etc. He did not seem optimistic of the sexual division of labour coming to an end.

In "Women Lace Workers" Maria Mies (1981), reveals that women's lower social position in the patriarchal society induces 'home-based' production where they can devote time for domestic work as well as marketable productive work. Middle men make profit by buying from these home-based women workers at low rates and selling them in the market at higher rates. 'Home-based' production is perpetuated as it is cheaper than the factory production where infrastructure costs and overheads are high. Moreover it helps them easily evade all obligations under the 'Factories Act' and

In her book which is again on lace makers Maria Mies depicts how women piece-rate workers' 'handicrafts' industry has been transformed into a major capitalist export-oriented industry through the use of low paid household based workers. Yet their contribution to the household, the national and the international economy is camouflaged falsely in the assumptions about their status as non-working housewives.

Braverman (1984) states that women have been drawn into unskilled low paying jobs in the course of capitalist accumulation. It has a number of components such as (1) work and workplace is a terrain of conflict, as between capital and labour. (2) Capitalism has a tendency to de-skill and degrade jobs as accumulation substitutes machinery for labour; (3)


definition of skill is socially constructed neither independent of, nor determined by, the requirements of job itself -- and dependent upon conflict and negotiation over what shall be defined as higher or lower grades; and (4) each of these processes is gendered, creating both a sexual division of labour and skills. Hence, Braverman disregards the tendency of re-skilling, as jobs are changing to suit modern technologies and automation of production processes. It is equally important to learn the use, control and maintenance of machinery, for better adaptation to new situation. Since the skills are socially constructed, the changing processes are not gender neutral.

21 Ann Oakley (1985) in her book "Sex, Gender and Society" traces the understanding of biological sex and the socially pronounced behaviour befitting the two sexes. The socially prescribed norms of conducting for the two sex are called as gender. This definitely results in different treatment by the society to them. This debate has been carried on to much extent. It seems to be revived at time when the existing roles and

statuses of male and female are changing, and three periods in particular stand out; the century from about 1540 to 1640, the Victorian era, and the present times.

22 The same year Ann Oakley brought out a reprint of her earlier book entitled 'The Sociology of Housework'. It was originally published in 1974. Ann Oakley interviews housewives on the perception of their role on the unpaid work they do at home. She pioneered the work on women and housework. She questions them on their attitudes, feeling and perception about the various tasks done by them at home; how they look at the combined role of motherhood and housework; and most vital is how the domestic work and responsibility is spilt if at-all between the wife and husband. This brings out the satisfaction/dissatisfaction of the housewives. On sharing of housework by their husbands, the women showed a sense of gratitude towards their husbands and also remarked that the husbands were very helpful. It brought out the fact that housework is seen only as the sole responsibility of the housewife while men

may be seen as the major breadwinner of the house. Ann Oakley criticizes sociology by saying,

The conventional sociological approach to housework could be termed "sexist": it has treated housework merely as an aspect of the feminine role in the family - as apart of woman's role in marriage, or as a dimension of child-rearing - not as a work role. The study of housework as work is a topic entirely missing from sociology.

Veronica Beechey in her book entitled "Unequal Work" (1987) expresses her concern with the changing structure of work in capitalist societies, especially women's work. The large scale increase in women's employment in the post-war world is a continuing trend. Veronica Beechey asserts that women have not disappeared from the labour market on a larger-scale than men, during the years of recession, and the feminization of the labour force has become a fact of life throughout the modern capitalist world. She states that while a few (mainly professionals) women have undoubtedly gained from the growth in equal opportunities policies, moving into management and into traditionally masculine occupations, most women - manual and white collar workers and women professionals

23. Ibid., Pg.2.

like Teachers and Nurses - continue to work in segregated jobs which are mostly not defined as skilled, and large numbers work part-time.

Maria Mies's (1987) book, 'Patriarchy and Accumulation on a World Scale,' attempts an analysis of gender within a developmental framework at a world level. It draws from the Marxist perspectives on development and underdevelopment and from the systems theory.

"Analysing Gender: A Hand-book of Social Science Research", 1989, provides a major synthesis of current social science research on issues involving gender. It reassesses the current state of knowledge about the role of women in society. The different roles which are addressed refer to the social structure, the socialisation process, and most important is the perception towards women's work.


The impact of the industrial society and its technology service sector, on women, on their expectations, values, personality and achievements in the labour force is studied in depth by Bernard Carl Rosen in the book titled "Women, Work and Achievement: the Endless Revolution" (1989). It explores the changes that have occurred in the female sex role, in the personality of women and its origins in the family and peer group, in the quantity and quality of positions available to women in the paid labour force, and in the occupational achievement of women in Western industrial society.

Ester Boserup, (1989) investigates the impact of economic development on the status and position of women specially in the underdeveloped and developing countries, in her book aptly titled "Woman's Role in Economic Development". It begins from the traditional role held by women; how modernisation of agriculture affects women and men differently and later when


industrialisation begins to take root how either menfolk migrate to towns leaving behind the families to be taken care of by the wives or the entire family shifts to the town where the woman faces discrimination in job and her own home-based production does not hold any value as against the factory production. In her words it can be summarised thus:

Economic and social development unavoidably entails the disintegration of the division of labour among the two sexes traditionally established in the village. With modernization of agriculture and with migration to the towns, a new sex pattern of productive work must emerge, for better or for worse. The obvious danger is, however, that in the course of this transition women will be deprived of their productive functions, and the whole process of growth will thereby be retarded.

A gender analysis of women's participation in decision-making in different countries in undertaken by Mino Vianello and Renata Siemienska (1990). The book examines the role of women in politics (public participation), family (domestic chores) and economy.

29. Ibid Pg.5

at work) in four countries with very different cultural, economic and political structures. Two countries are from democratic west and two from the erstwhile communist west. The author analyses the extent of women's and men's participation in key aspects of public and private life, and the major influences or progress towards gender equality. It hence presents the status of women in socialist and capitalist countries and describes to what extent women's movements have been effective in eroding inequalities. It demonstrates that achieving equality in political participation and representation is related to complex social structures, rather than acceptance of an ideology of equality.

31 Sharon Stichter and Jane L. Parpart (1990), in their book entitled 'Women, Employment and the Family in the International Division of Labour' focus on a collection of articles mainly on working women, their family and the impact of Industrialisation on the employment levels of women. Alison M. Scott studies the 'patterns

of patriarchy in the Peruvian working class. Ursula Sharma in her article 'Public Employment and Private Relations: Women and Work in India' in the above mentioned book, debates on Friedrich Engels writings on the subordinate position of women and the contemporary impact of industrialisation and capitalism on women's employment and the household productivity. On women's waged work she writes that,

"...for an educated middle-class daughter, obtaining professional work might encourage her a better choice of husband. Equally, waged employment for a daughter could mean having to take up tedious office work so as to provide for younger siblings on the death or retirement of her father while her friends and contemporaries are enjoying the last delights of girlhood before marriage."

"Managing to Discriminate" authored by D.L. Collinson, D. Knights & M. Collinson, 1990, examines whether, and if so how, the recruitment process can contribute to the continuation of gender divisions and inequalities in employment. This book presents detailed qualitative material that makes it a landmark in the research of the recruitment process and sex

32. Ibid Pg.241.

discrimination in employment. It examines whether and how the recruitment process of any organisation contribute to the continuation of gender division and inequalities in employment. The author regards capitalists organisation as those which manage to discriminate in spite of anti-discrimination legislation like in United Kingdom. The Marxists approach towards employment of women is that of a reserve army of labour. When required women workers can be called in, to contribute in the economic production. But when the need of the hour is over they are indicated to leave. This forces women to continue working harder for less pay in order to show their worthiness. They are also likely to act as cheap substitute for male labour. They further refer to "dual labour market" Theory which basically divides the labour market into two segments, that of Primary Sector workers which are essential and less dispensable while Secondary sector workers are characterised as unstable, low paid with poor condition of employment.

Paid employment and child care facilities would tend to enhance the position of working class women in particular. Creche facilities provide the conditions for a radical transformation in conventional gender
identity, and power relations. This not only recognises the mutually reinforcing nature of women's subordination in paid and unpaid work, but also fundamentally challenges conventional assumptions and practices in capitalist organisations.

"The Gendered Economy: Work, Careers, and Success" authored by Rita Mae Kelly (1991) examines socialization and career paths. It describes the interaction between what women see as possible and work towards and what society allows and facilitates. This book explores those factors that impede or facilitate women's advancement in business and professions in the United States. Further, it calls attention to the organizational and societal supports available for women which would enable them to carve a place for themselves in the society.

Linda McDowell and Rosemary Pringle (Ed.), (1992) contains a selection of essays which focuses on the


ways in which social institutions, their practices and discourses define women and their position. The essays deals with the above mentioned issues and are drawn from United States, British and Australian feminist writings. The book deals with three main dichotomous concepts - the public and private, dependence and independence; and equality and difference. These concepts are studied with reference to power relations, type of gender division in families as well as labour markets and in State policies. The underlying theme in the entire book is to trace the gradual change and development in the feminist thought and process. Attention has been given to the fact that women amongst themselves too, differ as the grounds of class position, their ethnic identity, age and also the part of the country in which they live. This realisation is a challenge faced by the women's movement and women's studies through its development as a discipline.

Division of labour is clearly seen in the labour market. Work is defined variously. Feminist question the unpaid work women undertake at home "for love". In industrial society the gender division of labour is constructed to perceive "home-work" of women as
private and the men's work in industrial setting as public, paid and hence masculine. Whenever women have sought employment outside their homes, it has been as secondary workers, with low status and low pay. The last section of the book constitutes the feminist's struggle for equality and for differential treatment based on their particular circumstances and needs as women.

37 Ben Fine (1992) in her book "Women's Employment and Capitalist Family" exerts to write on the domestic labour debate. The role of patriarchy theory and its understanding of gender, determine the position of women. The capitalist family which is on the lines of the so-called gender neutral Marxism have re-positioned women in the labour market. The division of labour and the segregation of work/job has left women in an disadvantages state where they are relegated as secondary workers in the industrial worker category and


as unpaid domestic labour in the homes. They are further used as the reserve army of labour which is cheap and can be utilised as well as sent back to their domain of feminine work in the domestic arena when not required. It is examined by studying the specific position of women working in the British economy. It examines from a Marxist feminist perspective, the increasing dependence of women on wage work and the complexity of the changing position of women in and out of the labour market.

Biological sex of female is understood to encompass the complete domestic chores/household work. The book looks at the position and condition of women throughout the world. It tries to explain how discrimination actually operates within different societies, the reasons why women are disadvantaged in so many ways and why development initiatives have much failed to help women. The author gives vital clues for successful involvement of women in development programs and projects. This would definitely have a long term percolation effect within the society.

In the decade of eighties, feminist movement in South Asia came together on common issues and sought to analyse the roles played by different institutions, to perpetuate gender inequity from a political economic perspective. Alice W. Clark (1993) makes a global attempt to understand the social transformations of gender which flow out of such world processes such as the emergence of colonialism, the development of market economies and the confluence of world economic systems. The essays represent the process of social

change, which also results in political economic dominance of women by the men folk of their family and the (patriarchal) institution in the public arena. They have given useful insights on the lives of women in select countries of South Asia. It has been further studied in depth to differentiate as well as draw similarities between the women of rural and urban areas, different class hierarchies and also different ethnic background. An exception remains that women and men of similar class and ethnicity may experience similar measures of dominance than women of different classes.

The book 'Women and Work: Changing Scenario in India', edited by A.N Sharma and Seema Singh (1993) gives a comprehensive view of women workers in the rural areas, unorganised sector and also the educated women workers. It addresses theoretical and methodological issues of wage differentials, demand for labour and time constraints for female labour. Economic constraint, lack of technical skills and

other factors lead to migration of women. Yet women's labour and their work productivity is not recognised by the market and hence they remain marginalised. Uma Ramaswamy contributing to this book in the article 'women and development' opines that "until recently, their contribution to the economy through self-employed and homebased work has gone unnoticed".  

The Polity Reader in Gender Studies (1994) is a collection of essays on various topics concerning different aspects of the functioning of gender. It deals with theorizing gender, gendered work, gendered identity, sexuality and power. Patriarchal values are deeply embedded in the sexual division of labour; universally women find themselves with the responsibility of child care and domestic work. How far this is changing and the likely prospects for further transformation constitute important issues of current social research. In all the industrialized countries, women are in the paid labour force in large numbers. But child care and domestic duties still remain a core responsibility for most women. Women  

41. Ibid. Pg.323.  

have lower average incomes than men, even while working in very similar paid jobs; and they tend to be clustered in occupations characterized by routine work, poor job security and few promotion chances. A third transition has occurred in the academy, away from women's studies and towards 'gender studies'. Gender studies means focusing upon men as well as women, masculinity as well as femininity. This book is a comprehensive introduction to work on gender. It offers empirical and theoretical writing.

The writings in India in the nineteen seventies indicate the women were being seen as contributors to the economy, though not in any significant way. The studies which were conducted attempted to highlight women's homebased work; and in the factories the demand for unskilled women labour. The participation rate of women and men began to be compared by scholars who mainly took the census statistics as the base. In the next decade studies on women mainly focussed on specific case studies. Such studies were drawn from the informal unorganised sector as well as from the organised sector. To illustrate, lace makers of Narsapur, women sericulturists, textile and pharmaceutical industry from Bombay e.t.c. Scholars
also concentrated on the question of women's labour which was marginalised and the development process undertaken by the Government and the Non Governmental Organisations (NGOs). Theoretical issues, the perceptions and the understanding of the concept of gender and gender studies were more confined to non-Indian scholars. They examined the women's low social as well as economic status not only in the context of their immediate surroundings for eg., the society but also in the much larger context of a prominent universal phenomena. Industrialisation, patriarchal structure of the society, capitalist market forces e.t.c. contribute to women's subordination and its perpetuation. Yet the developmental processes where women and men are involved and affected equally seem to have a positive effect on the women's status, though it is not being appreciated or noticed strongly. This particular lacunas in the writings on gender studies is focussed in this study. The changing role of women in the economic sphere is as much a result of her development, as is the acceptability of technically qualified women workers in the employment market.

There is lack of substantial research in the areas of
working women venturing into newer professions. Until now there were studies conducted on the professions which essentially were extensions of the nurturing and familial roles like teaching, nursing, doctors, etc. The uniqueness of this work lies in the exploratory study undertaken to highlight women's growing preference for emerging profession like computers and their eagerness to venture in a 'traditionally regarded masculine' profession, namely Engineering. Women are finding newer job opportunities in this fields.

II.2 OBJECTIVE AND SCOPE
The main objective is to see the impact of value systems and other institutional compulsions on female participation in Engineering and Computer fields. This study addresses the gendered value system in detail. The field study too attempts a careful examination of the role of society, education, government policies and financial position of the respondents on their choice of occupation.

The central issues, which this study focuses on include -- "the process of industrialization in its various phases and form has had an impact on the type of job women are employed in". There is a distinct
shift towards new professions and jobs which women are taking up. The stereotyped image of woman and her propensity to take important feminine work is changing to include newer job opportunities and vocations which did not earlier exist.

This thesis focuses on the impact of industrialization and the recent emergence of new sectors in Pune with regard to the type of jobs which women and men opt for. It addresses two new professions where women are increasingly being employed, namely Engineering and Computers. The study also examines two prominent processes. 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. Hence, this shift in the thinking process of the women in particular and society in general needs to be studied in-depth. The questions which arise thus are:-

Q. How and where does the gendered value system

operate?

----- Role of social construct of gender patterns
----- Role of education
----- Role of economic development
----- Role of government policies

Q. What are the factors which affect the choice of professions/work.

----- Family background
----- Educational level
----- Financial returns
----- Social status accorded to the job
----- Socio-economic profile of the clan/group/community

A Qualitative examination is attempted to findout the reasons which gave the working women understudy a conducive atmosphere to take up technical education and eventually a pursuit of a career.

Finally, the study will identify areas in legislation, education and Governments policy planning where amendments would have a favourable impact on women's participation in the socio-economic development of self and society. It would identify the needs and requirements of the technically qualified working women suggesting appropriate
strategies to overcome the difficulties.

II.3 CHAPTER SCHEMA

This thesis is divided into seven chapters with further sub-divisions within them. The introductory chapter enlightens us on women's work participation and the gender perspective of the society. It also takes a cursory look on the international and National policies and programmes which aim at improving the status of women. It briefly retrospects on the measures taken by the Government of India for amelioration of women. It also includes the suggestion and observations from India Country Report of the Beijing Conference, 1995. A critical analysis of Maharashtra's policy on women is also included.

The second chapter first explores the relevance of this study to the contemporary situation. The objective of the study is detailed out and a broad schema of the chapterization presented. It contains an exclusive section on the review of literature pertaining to this study. The research methodology undertaken for the field study is also discussed here. The chapter also indicates the limitations of the study.
Chapter three, titled, 'Gendered Employment: A Conceptual Framework' explores the concept of gender and its usage in different social contents. The understanding has been drawn from the works of various eminent authors. It further traces the distinction between the approaches which focused on changing the status and position of women. This includes the understanding of 'Women in Development', 'Women and Development' and 'Gender and Development'. Theories on gender are also discussed in this chapter. The last section discusses the impact of gendered value system on the employment opportunities of women and thus the labour market.

Chapter four deals with the primary sources of the Government of India, namely the Census statistics. It is titled, 'Employment Patterns and Trends of Work Participation of Women'. It deals extensively with the profile of India, Maharashtra and Pune district. It includes the population density, sex ratio, literacy, rural-urban distribution of population and most important sex-wise distribution of workers and non-workers. It then focuses on distribution of workers (i) sex-wise, (ii) industry-wise, (iii) sector-wise,
and in (iv) six main non-agricultural occupations. These relate to Maharashtra State, Pune district and Pune Urban Agglomerate. A detailed examination of distribution of workers by Industrial Category in Pune Urban Agglomerate is undertaken. This chapter focuses on the specificity of Pune, its distinctions from the rest of Maharashtra State as well as from the other Indian states.

The fifth chapter is addressed to the 'Employment of Women in Pune' in select occupations. This incorporates the field under study, namely Pune city, traces its socio-economic culture to the contemporary period and presents the results of the study with gender analysis. It focuses on women's position in society, the acceptance to women as technical professionals and the importance of their economic contribution to the family and society.

Chapter six is also based on field study. It includes the responses of the women employees, few management personnels, and entrepreneurs, a couple of whom were women also. The respondents have shared their views on various aspects. To name a few - reason of choosing this profession, suitability of jobs for women and men,
who is the head of the household, managing home and office. It thus reflects the attitude of the women employees themselves, of the employers, of the family and of the society at large. Comparative analysis of the observations and suggestions given by the respondents is conducted in the light of the Government's policies and social structure. The last chapter titled 'Findings and Conclusion' summarizes the findings of the study, putting it in the perspective of the overall observation of this study. The salient findings are highlighted in this chapter along with a debate on the position of women in the Indian social structure.

II.4 RESEARCH METHOD AND DESIGN

The research method followed has been discussed in the following sub-heads -
1. Sample Selection
2. Tools of Enquiry
3. Fieldwork Experience
4. Tabulation and Interpretation

II.4.1. Sample Selection

This involved selection of the region for study and the selection of the respondents. Selection of the
region involved gaining information on various industrialised regions which employed large number of women and at different levels. This information was collected from the latest census data from Registrar General’s (Census) Office, New Delhi and from the Ministry of labour, New Delhi. Additional information was gathered from Labour Office, Mumbai and Pune. The idea was to identify and also confirm statistics on the technically qualified women. While analysing the secondary data it was found that one, in June 1996, the 1991 census for the Maharashtra State was yet to be printed hence some of the latest statistics used for this study is from 1981 census; second, the occupational bifurcation does not include ‘computer’ and ‘electronics’ as a profession, which was of relevance to this study. During the discussions with the concerning officers in the Labour Office it was learnt that women management personnel were highly qualified professionals and were found in nearly all Engineering and Computer (Software as well as Hardware) Companies. Also discussions with the Administrative Officer of some renowned educational institutions of Pune highlighted that a highly increasing number of women are taking up Engineering and Computers.
Also, in Engineering they area mainly found in Electronics and Computers.

Finally, keeping to the Pune-Bombay industrial belt, Pune was selected as the region specific for the study. The latest trend where in more women were taking up education in different branches of Engineering and Computers highlighted the need for some sociological study.

Selection of respondents began with contacting various academic institutes, research institutes such as National Institute on Information, C-DAC, Bhartiya Vidhyapeth, Cummins College of Engineering for Women, Department of Computer Science and Application (University of Poona), College of Engineering Poona, ITI, Apple Computers, NIIT, Computers and Statistical Section (Collectorate of Pune).

The researcher approached the public relations officer or the Personnel Department or some senior officer of the organisation. Few respondents were contacted directly. The objective of the study was discussed with the officer concerned in each
organisation and also the identity of the researcher. The researcher took this opportunity to discuss their views on women and their work at length. Chapter five of the thesis is devoted to this issue. Nearly 25 per cent of the Questionnaire were incomplete.

II.4.2. Tools of Enquiry

Both the primary as well as the secondary data is required for analysing the objectives of the study. Information on the Industrialised State was found first. Increasing employment of women was of relevance to our study hence statistics pertaining to it was found from the employment statistics.

Secondary data was collected from books and journals. Census data was the main source of primary data collection besides the questionnaires and the interviews conducted. Census data was used for statistical analysis at the Pune Urban Agglomerate, Pune district, Maharashtra State and at the all-India level. Census and national income accounting methodologies often disregard production that cannot be traded in formal markets. The problems become more
acute when it comes to recording women's activities. Boserup notes that 'the subsistence activities usually omitted in the statistics of production and incomes are largely women's work.'

Individual interviews gave an in-depth knowledge and background of how the respondent has reached the present position. Besides these women respondents, personnel and Human Resource Development managers were also interviewed. Few entrepreneurs, both men and women also shared their views on women as technical human resource, their ability to work in office as well as govern the home front effectively. The findings have been systematically portrayed in Chapter 4 and Chapter 5 of this thesis.

For the collection of primary data a questionnaire as well as a unstructured interview schedule was developed. The questionnaire was developed keeping in mind that the attitudes of the individuals as well as of the society is essential. Initial questions focussed on their socio-economic statue. Question 13 to 26 are primarily based on their profession and

issues. The aim here was to cull out information on the need, preference and the attitude of the respondent and the society on women's employment in general and the professions they are engaged in. Question 27 to 33 pertained to their role and status within the family. It also gave insight on the role and work done by the men and other members of the family in the household chores. Remaining questions aimed at gaining knowledge on what is expected from women in general and how are employed women looked at. It also attempts to learn if any perception difference in women occur if they are professionals and are conscious of developing their career.

Nearly 200 were circulated, fifty percent of them were returned duly filled. 25 per cent of the filled in Questionnaire were incomplete. The Questionnaire were then compiled and analysed. Questionnaires (see Appendix No. I) were personally administered to women who were technically qualified in the field of computers and engineering. Some of the questionnaires were also filled by the male members of the organisation. The questionnaires were complied and studied by the researcher. Then came the
selection of the respondents for an in-depth study. Out of them 75 correctly filled questionnaires were used for analysis. From the responses, 12 select respondents were contacted for further interviews. They were selected on the basis of number of years of service, in order to get a better summation of views and experiences which vary with the number of years of service put in. They were representative samples of the questionnaires, based on the number of years of service. Two respondents were chosen from each bracket which indicated number of years of service with a frequency of five years. In addition, one respondent was chosen each from the two fields of study who have reached the top of the hierarchy in their respective organisations. The 'years of service' was chosen as the criterion for the selection of in depth interviews because varied knowledge and experience could be gathered from them. The views of younger respondents who thus had less years of experience as well as those who were forty or fifty years of age and hence had vast experience could be compared.

As the respondents were educated and well aware of the Indian social setting it was inevitable for the
researcher to pursue an unstructured interview (Appendix II) where the answers were open ended. The researcher was aware that the conversation/interview tends to get drifted in the direction chosen by the interviewee and hence attempted as much as possible to follow a particular serial while asking questions. Many answers surfaced on their own during the course of the interview. It focused on locating the role of different institutions of the society like family and education: in making of the career and choice of their professions. Series of attitudinal questions were asked on the professions in general followed by their profession. Questions were asked on their role and status in the family was asked. In nearly 67 percent of the cases, one family member of the respondent was also interviewed.

To test the adequacy of the schedule, a pilot study was carried out. Ten professional were interviewed from three Companies. Some modifications were necessary in the format of the Questionnaire to ensure that the Questions are appropriate to cull out information. Necessary alteration were hence made before finally administering them. Being a
sociological study, field observation and analysis and understanding of the responses were given due weightage.

II.4.3. Fieldwork Experience

During June- July 1995, the Questionnaire and Interview schedule was devised in the light of social techniques. The questionnaire contained closed and open ended questions. The unstructured interview schedule tends to create difficulties in coding but it also allows for flexibility and originality of the respondent.

The researcher was asked questions like, why have you chosen this topic, what part does your university play in this kind of research, what kind of conclusions would you draw from these interviews and questionnaires, do you disclose our identity, you came to us- is it because someone said women are made to lag behind in our organisation or they are facing some problem due to us. Some were a bit cautious in the beginning but after satisfying their questions, they were cooperative and shared their views. They possessed a positive note while talking, meaning that they
were not defensive. The researcher got the opportunity to meet these officer four or five times. This gave time and opportunity to check the views of the officers on one hand and the respondents on the other hand. Largely, no disparity was found in what they shared and the researchers observation. The women were confident, had a position which carried due respect. They felt they would leave a mark in the organisation.

Gaining entry to research settings can be difficult unless already aware of them and able to overcome them. The field-work conducted for this thesis could be termed as a short-term research. One very apparent advantage it has, is because it involves comparatively less time, thus the respondents may be willing to spare time. Gurney notes, "in short-term researches, the intrusion into the host's setting is relatively brief; therefore, they may be less reluctant to participate because it will not involve a significant time commitment on their part". Yet it is not such an

easy process. While meeting the respondents at home even with a prior appointment, they are reluctant to trust a stranger who would ask probing questions and leave after an hour or two, never to be seen again.

In an office, it is little different. The researcher first took efforts to develop a rapport with the respondents. The respondents in this study were technical professionals from whom the researcher took prior appointments and also had to tell them the span of time that would be required. Further, dress code too had to be a little formal and the researcher also had to stiffen her personality. To begin with, the first impression the researcher had to set was her credentials which began from the University she belonged to. They were very time conscious and hence, the answers were very crisp.

Few respondents were either introvert or a bit too busy, hence the researcher met them couple of times before she could satisfy her research requirements. At times, the researcher did feel that being a woman, it gave an advantage in terms of receiving a cordial welcome rather than a cold shoulder. Though for this claim, she is unable to substantiate with any concrete
claim, she is unable to substantiate with any concrete example. In such situations, the presence of female researcher may be a definite asset, especially in a male-dominated setting, because females generally are perceived as a woman and less threatening than males.

Quantitative and qualitative data collection are also influenced by the timings of interviews, the length of the reference period and the language in which interviews are conducted. The researcher should be familiar with the local language in which the respondents may feel more comfortable. In urban areas February, March, April seem to be crucial months as March is the closing of the financial year and also the annual examination of students.

II.4.4. Tabulation, Analysis and Interpretation
The data collected with the help of the questionnaire and by interviews was coded with the help of a coding frame. It was designed to suitably quantify

the qualitative aspects also besides the factual data. The data was analysed using recognised research procedures. The numerical data was subjected to frequency, percentages and rank_order coding. The data was quantified on a five point scale with median as '3' on the score. The respondents were asked to give rank-order assessment of the factors. Pie charts helped depict the data more clearly. Keeping in view the nature of the present study, greater emphasis was laid on the qualitative analysis.

In the next chapter attempts will be made to clarify the concept of gender, and its different usage in society. Theories on gender are also discussed along with an emphasis on the economic contribution of women. Division of labour in the employment sphere and the response of the labour market towards women is also examined.