CHAPTER II

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Women in Indian Societies till sixties had extremely limited options to play their role outside the domestic domain. Women enjoyed considerable freedom outside their homes among some lower socio-economic communities but they too were often subjected to pressures from high caste ideology male domination. Today, average educated women, working and non-working faced continuous discrimination stemming from patriarchal culture and its appurtenant sexual preference for male children, prejudice towards daughters, inheritance rights and unequal access to job-oriented education and professional fields.¹

The role of women outside the home had become an important feature of the social and political life of the country. The analysis of the view points made by the Report of the National Committee on Women’s Education that “Women was first the mistress of the home and anything else afterwards” and also “home was no special responsibility of women only was a thing of the past.” However, the first view point argued that outside the home, women had no part or very little part to play and if there was anything it was definitely secondary and subject to the demand and exigencies of her role within the home. The other view

was that home was no special responsibility of women only. If she was a companion of man, the companionship obviously could not end at the precincts of home. It definitely extended the wider field of life, in all its stresses and strain, in all its joys and sorrows in the factory and on the farm, in the shop as well as in the office. Therefore, women could have opened to her all avenues of life which was open to men. The emphasis, however, was on equality rather than identity though at times it became difficult to make a distinction between equality and identity.  

The two arguments were concerned with the duties and responsibilities of motherhood and also to the maintenance of that moral standard which might be said to be representing the great heritage and highest and noblest tradition of India womanhood. Although the two points of recommendations were interesting to refer. It was to be pointed out that many changes had taken place after 1952 Report. The various commissions and committees were formed at the National and International level came with new challenges. The Jakarta Declaration for the advancement of women in Asia and Pacific, the Asian and Pacific symposium on N.G.O's on Women in Development, the World Conference on Women at Beijing were some of the few committees which came up with new challenges.

The formation of new committees and commissions at the National and International level were made with new challenges starting from the development

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2 Reports of the National Committee on Women’s Education (May 1958 - January 1959), Ministry of Education, P. 7.
and gender issues to participation to empowerment. New innovations were invariably accompanied by new threats and fresh challenges.

While Indian women were slowly emerging as active agents participating in and guiding their own destinies there were certain global development with major domestic implications which again threaten to marginalize women economically and technologically. The international economic order with its accompanying reverse flow of resources from the poor South to the rich North, the globalization of media and economic restructuring process that invariably accompanies the race towards a free market economy, today have the potential of imposing a disproportionately high burden in our poor women’s labour market changes resulting in greater casualization of employment, the cutting down of social services on account of budget compression, increasing food prices accompanying increasing export orientation, marginalization of women with low levels of skills and the debasement of women in an increasing commercial orientation of a globalized media, call for counter measures such as expanding safety nets, gender orientation of macro-economic policy makers emphasis on training and re-orientation of social attitude.3

This would assume last proportions affecting the majority of women. It was because of this that even the Education Commission Report of 1964 had emphasized the necessity to pay adequate attention to the problems of training and employment of women. The important problems faced by women in carrying

out their dual role of homemaking and following a suitable career needed a thorough study.

Coming to the Indian soil it was to be pointed out that women always played an integral part in any society. But due to social structure, cultural norms and value system they never enjoyed the same status, privileges and rights as men. They had been accorded an unequal or inferior position to that of men in the society. They had been denied equal opportunities for participation in the economic, social and political activities.

The role of men and women were defined; women being primarily associated with the home and men with occupational responsibilities outside the home. The woman was expected to look after domestic chores such as cooking, serving food, washing, cleaning, and looking after children etcetera. However, the social and cultural set up of India had changed rapidly in the last three decades after independence.

One of the most important development in India since independence in 1947 had been an unprecedentedly rapid and sweeping entrance of women into occupational structure. The traditional Indian system was being profoundly shaken and the women's life style was being rewritten because of numerous forces. Social values were changing and the normative structures were practically loosing their forces and grip in sustaining the traditional system. The family could be pictured as a system of rules. Who gets what roles, how they were distributed and functions of the role were to a great extent influenced by
sex, age, kinship occupational structure and the level of technology. For the existence and survival of the family unit, its functions were divided and grouped into roles and each member was cast in a particular set of roles. These roles were interdependent and mutually affected.

With the gradual social transformation and progress taken place in India, education had acquired significant importance for women in their role as homemaker and as an individual person participating in various social and cultural activities. Premilla V. Thackersey remarked that “in the family it is women in their role as wife and mother who will inculcate and stimulate adequate social goals in the rising generation. It is the educated mother who will urge the child to utilize its energy in proper channels and will soon sow the seeds of responsibility and rational action in the building child.”

Since the women’s personal attitude to work was more consequential than other factors, it might be more correct to classify women as the working or the non-working type. Whether women were educated or not should have the freedom to choose between a purely domestic deal and one where she could combine both work and family or even choose a career at the expense of family life.

Since 1970 studies, investigation and research works in the field of women had not only gained momentum but also given rise to new questions in the field of employment such as supply characteristics of women workers, impact of technology on women, female headed institutions or departments, female poverty, authority and power in the family etcetera. New dimensions were
suggested in understanding women’s position in the past. Agarwal’s remarks in this context were relevant: “Women’s Studies can play a significant role in expanding the scope of theoretical research in social science.”

 Majority of the problems arose out of the double responsibility of the working mothers as house work and office work. The educated working women have now become more assertive, more equality conscious and independent after taking up employment. But on the other hand according to various studies and observations made by different social scientists and particularly sociologists, majority of husbands did not accept the changed life pattern of working wife.

 Kapur’s study stated that though majority of the husbands wanted their wives to work mainly for financial gains to the family, by and large, they were not yet prepared to share the household responsibilities and looking after children. Married working women were experiencing substantial difficulty in carrying out these household duties and the duties of their wife’s role adequately. If the working wife neglected and her home and children, then she was not only accused of being vain, inefficient and useless as a wife, housewife and mother, but was made to feel guilty for her being so. And she felt torn between the duties of her home and vocational work because she wanted to be very efficient and successful both as a worker and as a housewife. While background information were studied the actual definition along with the dictionary meanings were required to be referred for making it convenient to explore, study and analyses the problem.
DEFINITIONS

COMPARATIVE

According to Webster's Third New International Dictionary, "Comparative" meant (1) "One that compares with another especially on equal footing: Rival; specific: One that makes witty or mocking comparisons. (2) (a). the comparative degree in a language (b). a comparative form of an adjective or adverb."

STUDY

According to Webster's Third New International Dictionary, "Study" meant (1) (a) "To apply the mind to the acquirement of knowledge through reading and reflection, observation or experiment (b). to undertake formal study of a subject or course."

EDUCATED

According to Webster's Third New International Dictionary, "Educated" meant (a) Possessing an education especially having information or knowledge beyond the average (b) marked by perfection of performance, that is, the result of training and practice (c) benefiting one that is education especially by much formal schooling (d) based on some knowledge of facts (e) consisting of people of education.  

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In the present study the word ‘educated’ would mean those who passed class VIII at the minimum and above. For, passing class VIII was the minimum essential qualification for employment of the Grade IV employees in Manipur.

WORKING

According to Webster’s Third New International Dictionary “Working” meant (a) Adequate to permit work to be done, sufficient in strength or number to accomplish results, (b) assumed or adopted to permit or facilitate further work or activity.⁵

According to Oxford Advanced Learner’s Dictionary “Working” meant (a) having a job for which you are paid or employed (b) having a job that involved hard physical work rather office work, studying etcetera.⁶

In the present study the ‘working’ would mean those women who had been working either in the public or private sector after passing class VIII at the minimum.

WORKING WOMEN

According to Webster’s Third New International Dictionary “Working women” meant (a) “a woman who is gainfully employed (b) the wife of a working man.⁷ The term “working women” referred to the women “who is earning full or part of livelihood by engaging herself in any occupation or work

⁵ ibid. P.2635.
⁷ ibid P. 2636.
for pay or profit. It also refers to women engaged in white collar jobs like teaching, service and practice in medicine."

EDUCATED WORKING WOMEN

The term ‘educated working women’ in the present study meant those women who passed class VIII and above and those who had been in the job for more than one year and above whether under the Central Government or State Government or Quasi-Central or Quasi-State or Private institutions. The age ranged from 30-50 years. The word ladies would be interchangeably used with the word women. It also signified both married and unmarried women.

NON-WORKING

According to Webster’s Third New International Dictionary, ‘Non working’ meant (a) person who does not work, (b) a person (as a self employed man) who is not employee.⁸

NON-WORKING WOMEN

The term non-working women in the present study meant those women who passed class VIII and above and those who had not been in any job whether government or private. It would mean those women who were not employed but contributed their service at home at various capacities as a mother and as a wife. It also meant those who had been as vegetable vendor, pan dukan, shopkeeper

⁸Ibid : P. 1539.
etcetera. The term non-working women also referred to those women who were not working but able to work.

**OPERATING**

According to Webster’s Third New International Dictionary, “Operating” meant (1) “engaged in some form of operation: engaged in active business (as manufacture, transportation, merchandising) (2) (i) arising out of or concerned with the current operations of a concern engaged in transportation or manufacturing as distinct from its financial transactions and its permanent improvements (ii) of or dealing with profit and loss or income and expenses (3) used for or operation.”

**DUAL**

According to Webster’s Third New International Dictionary “Dual” meant (a) a pair of dual wheels or dual tries serving two purposes, (b) a chess problem for which two solution exists.\(^9\) It also meant double, two fold having two parts.

**RESPONSIBILITIES**

According to Webster’s Third New International Dictionary “Responsibilities” meant (1) “the quality or state of being responsible: as (a) moral, legal, or mental accountability (b) Reliability, Trust worthiness;

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\(^9\) Webster’s Third New International Dictionary and Seven Languages Dictionary, P. 697. Vol.-II.
sometimes: ability to pay (2) something for which anyone is responsible or accountable.”

**WIFE**

According to Webster’s Third New International Dictionary “Wife” meant “a women acting in a specific capacity used in combination as (1) one who sells something: vendor (2) one who has charge of something: keeper (3) a woman worker.”

**MOTHER**

According to Webster’s Third New International Dictionary “Mother” meant “a woman who has given birth to a child; a female parent.”

Various studies have been carried out in India and abroad related to this aspect but such informations pertaining to this region were scanty. So, some of the relevant studies in connection with “A comparative study of working and non-working women in operating dual responsibilities as wife and as mother” conducted in India and abroad were reviewed in the light of the objectives of the present study.

Most dual career wives and husbands reported that they shared most of the household duties. In some instances couple rigidly define their duties. Studies of the division of household labour in families where wives work at full time job showed that wives took on more labour. Wage-earning responsibilities to their

[^10]: Ibid.
husband shared most of the household task. Various studies of time budget showed that husbands contribute the same amount of time to household tasks whether their wives work outside home or not. It was also found that husbands of non-working did 15 percent of the total household work while husbands of working women wives did 25 percent.

Various studies revealed that there had been a corresponding increase in the father's participation in child-rearing and household task and a decrease in the mother's performance in the household task and decision making. Roach (1975) pointed out that when there was effective cooperation between the husband and the wife, both partners might feel a deep satisfaction when they finally were able to rest in the evening after having shared the day’s duties.

Fai-Ming Wong (1977) conducted a study in Hongkong on the "Effects of Mothers Gainful Employment on the Patterns of Marital Role and Power Differentiation Among Chinese Family in Hongkong." Studies found that working mother generally participated less in the performance of overall household task and in particular more in instrumental task and less in expressive task as compared with the housewives. Working mothers were found to have practiced relatively more equalitarianism and less dominance by either partner than the housewives. The relationship with the husband had shifted from one individual autonomy or dominance to that of mutual collaboration. Working
mothers generally made fewer decisions about over all household matters as compared with housewives.\textsuperscript{11}

\textit{Das Man Singh} (1989) in his book \textit{“Woman in Third World”} pointed out that there was general consistency in reporting that wife-mother’s household labour decreases when she entered the labour market. There was a tendency in an employed wife’s home for the husband to share household chores with her. However, the amount of household duties shared by co-providers was not always equal. In many cases, working women handle the lions share of domestic work.\textsuperscript{12}

\textit{Sapru, R.K.} (1989) in his book \textit{“Women and Development”} pointed out that women of today, in general, shifted from passive position to an active status and from domestic sphere to the outside world, regardless of their nationality had to reevaluate their familial roles and reassess their use of energy and priority of household duties. It was particularly true for women employed outside the home to consider this matter. He further pointed out that “a wife’s entrance to the labour force requires a new decision of household responsibilities between couples.”

Sapru also pointed out that women played multiple roles as housewife, mother and wage earner. It was said that in one way the children of working mothers tend to become more independent, mature and full of initiatives of the full time housewives. The status of women in India had undergone considerable


\textsuperscript{12} Das Man Singh (1989) : Women in Third World.
change, but the problem continued to remain unchanged. The housekeeping, child care and keeping the family together had too long been on the women. Time came for the men to share the household works, care of the child and other household responsibilities.

G. Narayana Reddy and Seema Narayana Reddy (1987) in their book "Women and Child Development" wrote “The working pattern of women largely depends on two factors namely (1) the need for augmenting the family income and (2) opportunities available for participation in economic activities. However domestic work is also essential to the smooth running of and for the socio-economic achievement of the family, even though women are not paid for their domestic work. In this context they had noted that “Sex-role prescription had traditionally freed husbands from many daily household tasks. They were in an advanced position regarding their dimension in labour force, relative to wives.” It also revealed that there had been a corresponding increase in the husband's participation in the child rearing and household task and decrease in the mother's performance in the household task and decision making.

Leslie Gerald R. and Leslie Elizabeth (1977) in their book entitled "Marriage in a Changing World" pointed out that when there was effective cooperation between the husband and the wife, both partners might feel a deep satisfaction when they finally were able to rest in the evening after having shared the day’s duties. It was also found that mother's employment led to her decrease

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in household task performance and decision making and a corresponding increase of her husband in assuming some of the routine household duties and making decision about them.

Leslie Gerald and Leslie Elizabeth also found that division of labour between husband and wife differed greatly from time to time and from society to society. They also found that division of labour had been adapted to the activities pursued in the family. They also referred to a national survey conducted in 1973 fewer than one quarter of the women said that they wanted more help from their husband in household tasks, and the response of working women were not much different from those of the full time housewives. Some women subordinated their careers to their husbands and children’s needs. Being wives and mothers were their primary concern while being professional persons took second place. Leslie Gerald and Leslie Elizabeth in another study found that employed mothers were more likely to mention some aspects of their job than they were to mention either housework or their role in the family as wife and mother. A series of studies had noted that there was lack of day care for the children of working mother. The substitute care was provided by friends, neighbour and relatives.\footnote{Leslie Gerald; Leslie Elizabeth (1977): Marriage in a Changing World.}

The study done by David-E-Jorgenson (1977) in his “The Effect of Social Position and Wife/Mother Employment on Family Leisure Time” found that mother’s gainful employment at or out of home might exert some pressure towards the father’s increased participation and decision making in household
task. The increased involvement of the husband in the household task might in turn facilitate the wife's employment by reducing demands on her conventional homemaking role. It was also found that the working mother will undergo a decrease in the participation in overall household task and increase in her husband's household participation. The study further revealed that wife/mother employment outside the house was positively associated with father-children leisure time but was negatively associated with the husband-wife leisure time. It was also found that the wife/mother employment was positively associated with the husband - wife leisure time as they shared hobbies and leisure time activities as compared to the non-employed mothers.¹⁶

The study done by Satnam, Kaur and Dr. R.K. Punia on "Balancing Dual Roles" found greater cooperation and sharing domestic responsibilities by members of the family including the husband. Husband helped in the education of children, bathing, dressing of children, attending to guests and shopping for household needs. It was also found that the roles performed by the most employed housewives were cooking, cleaning house, washing clothes and attending sick persons in the family. A more recent study found that 10 to 18 percent of husbands of working wives aged 18 to 35 shared equally with their wives tasks such as shopping, cooking, washing dishes, and cleaning. It also

found that among younger husbands and wives, there was more acceptance of the idea of sharing of household task when the wife was employed.\textsuperscript{17}

Gallup in his survey made during 1976 found that majority of young husbands agreed that task should be shared when the wife work and most young employed wives paid their husband and children as much attention as non-working mother did.

When mother was employed full time away from home, father usually become somewhat more involved in household work and child rearing, but domestic responsibilities were seldom divided equally. Employed mothers were typically more satisfied with themselves and their roles than the non-employed mothers. This was found out by Paul Henry Mussen, John Janeway Conger, Jerome Kagan and Alstha Carol Huston in their book “Child Development and Personality.”\textsuperscript{18}

\textit{Farkas (1976) conducted a study on “Education, Wage Rate and the Division of Labour Between Husband and Wife”} found that the educational level had greater effect on the household division for labour between husband and wife. The number of children was an intriguing factor for sharing of the child care and household cleanings between husband and wife. It was also found that

\textsuperscript{18} Paul Henry Mussen, John Janeway Conger, Jerome Kagan and Alstha Carol Huston: Child Development and Personality.
women's employment was the contributing factor for the husbands involvement in the area of repairing, laundry, mending and shopping.\footnote{Farkas (1976): Education, Wage Rates and the Division of Labour Between Husband and Wife. Journal of Marriage and the Family, Vol. (41).}

A study conducted by Madras School of Social Work (1978) has also revealed that the husband of working mothers in the middle class families participate in household task to a far greater extent than the husband of non-working women. It was reported that professional mother spend as many hours with children as did the non-working mother.

Chitra, Ramachandran's in her "Maternal employment and Educational Development of Children" found out that in working mother's families the husband's help was more in household task than their husband because of the traditional value system, the division of household task tended to be more equalitarian when mother was employed.

A study done by Sushila, K and et al. (1970) revealed that father from the employed mother's families were "significantly more active than his counterparts in feeding, bathing, dressing, toilet training, sleep activities child care, care during mother's absence and play activities of the children. Regardless of employed or non-employed, women also expect their husband to help in child rearing and find maximum satisfaction from their husband's help.\footnote{Sushila, K and et al. (1970): Child Rearing Practices of Employed and Unemployed Mother's; Indian Journal of Home Science.}"
Gutale J.K. (1998) on “Father’s Involvement in Child Rearing in Working and Non-Working Mother’s Families” found that fathers’ of the working wives were more involved in putting children to bed, telling them stories and attending them to wake up during night. They were also more active in taking their children to doctor for immunization check up and giving them medicine.

Many studies had revealed the relationship between the involvement of women in paid work and their husband’s task in sharing household work. The study also revealed that fathers from the working mother families were more involved in feeding their children than their counterpart. Maternal employment also showed significant impact on father’s participation in bathing, dressing and toilet training of their children.

The studies done by Hoffman, L.W. (1960) on “Parental Power Relationship and Division of Household Task” found that father’s involvement in child rearing activities likes feeding, bathing, dressing, toilet training, putting to bed, health care and play activities was significantly higher in the working mother’s families.

Promilla, Kapur (1970) in her study “Married and Working Women in India” found that more number of working women had been able to combine their dual roles as a worker and housewife successfully. In 1971, a survey made

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by the Tata Institute of Social Science on "Women and Employment" reported that 70 percent of women denied the adverse effect in terms of child care.

In 1971 the pilot survey on "The attitude of women on part time employment" were conducted by the Delhi School of Social Work and Tata Institute of Social Sciences. One of the most important findings of the survey was that majority of working women were of the view that there were no adverse effects on the care of children, domestic responsibilities, women's health etcetera.

Study done by Kwang Chung Kin, Hei Chu Kin and Won Moo Hurh on "Division of Household Task in Korean Immigrant Families in Unites States" showed that husband of working women performed household tasks more frequently than husband of the non-working wives. Among the mothers who were employed full time said that the child's father was the principal caregiver when they were employed. Father's education had shown positively related to the participation in child care task when mothers were employed.23


greatest responsibilities for the household management and the child care." Having small children in the home increase the number of hours spends by both husband and wife in family work. It was found that the wife’s employment increase the amount of time the husband devotes to housework.²⁴

Joipal, L. Rooprami, Enayet Talukdar, Deepa Jain, Priti Joshi conducted a study on “Family Structure and Parent Child Interaction.” The result reported that husband of dual wage families were more likely to care for their infant during the night than husbands in single wage families. Employed wives however in single wage families experienced difficulties in performing dual roles of employed and home maker. They also studied on the aspect of women as employee and home maker. The study found that employed wives had less time for household task than non-working mother. The study also found that father with an internal locus of control, high level of interpersonal trust and an active copying style displayed higher level of warmth, acceptance, helpfulness and lower level of disapproval during interaction with either pre-school children.²⁵

Brenda L. Volling and Belsky (1992) carried out a study on the “Father’s Involvement with Single and Dual Earner Families.” The result found that high quality marital relation predicted greater husband’s participation in childcare while an absence of marital problem predicted more playfulness and parenting satisfaction. In the study interview was conducted to both husband and wife

regarding the childcare task as diapering, bathing and feeding of the infant. Both the spouse reported that they shared equally.\textsuperscript{26}

A study done by Ninio and Rinott (1992) on "Father's Role in Infant Development" found that talking and playing with the baby was still the most common care activity for the father while picking up the baby when he cried was still second most common regularly performed activity. It was found that 50 percent of the father regularly fed their babies and 35 percent regularly changed nappies at 12 months. In the late 60's Walker in her study found that women who worked 30 hours or more per week spent an average of 4 to 8 hours per day doing housework. Men spent an average of one and half hours per day doing household task whether their wives were employed or not. Non-employed wives tended to do about the same total amount of work as their husband, but employed wives employed worked at least 15 hours per week more than their husbands. It happened especially when they had young children. Having younger children in the family increased men's as well as women's involvement in household work.\textsuperscript{27}

Richard R. Peterson and Kathleen Gerson on "Determinants of Responsibility for Child Care Arrangement Among Dual Earner Couple" found that since women were biologically committed to bearing and rearing children, they were more efficient than man at household work. The results showed that wives involvement in domestic work declined and husband's participation in

\textsuperscript{26} Brenda L. Volling (1992): Father Involvement with in Single and Dual Earner Families; Journal of Marriage and the Family, Vol. (34), N (3).
\textsuperscript{27} Ninio and Rinott (1992): Father's Role in Infant Development; Journal of Marriage and the Family, Vol. (34), N (3).
domestic work increased only when the wife's time bound paid work interfere significantly in household work. When the demands of household work were very high and wife's availability was limited, men were more likely to participate. It was also found that number of dual earner couples' children who later on became parents took more responsibility for child care arrangement and also increased in sharing the responsibility of the household task.²⁸

The study done by Elizabeth G. Menaghan and Toby L. Parcel (1982) on "Determining Children's Home Environment – The Impact of Maternal Characteristics and Occupation and Family Condition" found that mother's working condition at office also affected their capacity to provide appropriate and responsive nurturing to their young children when they were present with them. Maternal working conditions also influenced the home environment. It was also found that father's absolute level of time spent in household work and child care did not differ significantly across the dual earner and single earner household. Several studies suggested that men's involvement in household work and child care varied as one of the activities of family earner status²⁹.

The study done by Brenda L. Volling and Belsky on "Father's Involvement with Infant in Single and Dual Earner Families" (1992) found that the fathers were more affectionate, caring and more playful in interaction with their young children. It was also found that man with higher marital satisfaction

²⁸ Richard R. Peterson and Kathleen Gerson (1992); Determinants of Responsibilities for Child Care Arrangement Among Dual Earner Couple; Journal of Marriage and the Family, Vol. (34), N (3).
were more involved in caring and playing with their young infant. It was also found that men with more child centered attitude participated more in child-care and that men with higher self esteem before the birth of the baby were more satisfied with the role of caregiving for their children than men with lower self esteem who reported stress in their parenting role. Many researchers like Gurken and Gove (1983); Pleck (1938); Robenson (1977) found that men and women's total work load were about equal with men spending more hours in paid work and women in the family work.

A child's potential for learning was determined to a greater extent by his early childhood experiences. The kind and quality of experience encountered by the child during his early years would determine the extent to which his potential could be developed. The child who had been deprived of experiences would have many handicaps to overcome regardless of his potential at birth. Children develop standards of performance for themselves from their parents depending on the ways in which the parents encourage them and offer them opportunities. They took parents as models for achievement behaviour and aspiration; just as they did in others (R. Chitra 1989).

It was also found that the daughter of working mother with positive career tended to have higher educational achievement than those children whose mother did not work. It was also reported that in kindergarten, girls achievement was found to be related to maternal employment. Over the past two decade, empirical

studies of father-child relationship were increased drastically. Extensive reviews made by the J. Kevin Nugent (1992) on “Father’s Role in Infant Development” found that the more fathers were involved in infant care during the first year, the more likely they were to attribute to the intelligence development of their young children.\(^{31}\)

_Yelza (1959)_ in her study of the “Employment Problem of the Working Women in the Textile Industry of Baroda” found that the problem common to the majority of the working mother was centered round their children’s educational development.

_Jones and et. al (1967)_ found that professional mothers spent more time in reading with their sixth grade children than did with the non-working mothers. Miller (1975) also reported that in kindergarten, girls educational achievement was found to be related to maternal employment.

There was some evidence that child rearing practices of working mothers differed from those of unemployed mothers particularly in the area of independence training. Employed mothers encouraged their children to become self-sufficient and independent at an earlier age. These children were capable to care for themselves and their belongings more than the children in families with non-working mothers. This early independence training was particularly beneficial in leading to high achievement motivation, achievement behaviour and

competence to both sons and daughters. It had also been found that children of working mothers were generally under more firm control than were the children of non-working mothers. This was revealed by the studies done by Hock, E. (1978) Rodgen and Gralweski (1977) Etangh (1974); Hoffman (1974), Howell (1973) Woods (1972) Walker and Woods (1972) Hartley (1966) Yarow, Scott (1962) and Hoffman (1961).

Study conducted by Stein (1973), Banducci (1967), Nye and Hoffman (1963) on "Effects of Maternal Employment on Children" showed that the educational achievement of the children from the middle class families were highly related to maternal employment.\[32\]

The experiences a child had during his early year had a lasting impression on his personality. Any emotional damage inflicted during childhood had far greater effect upon the development of personality than a similar damage done at a later period. (Bartemaeier, 1953). The type of home life of the child was largely determined by the parents. Families where there was lack of interests in the child and lack of affectionate relations among family members lead to the development of emotional instability and poor adjustment on the part of the child. (Watson, 1957; Rusel 1957). Erikson (1950) spoke the necessity for a child to develop a sense of basic trust in his relationship with his parents. This was required for the development of a healthy personality. From this basic trust in parents stem a basic trust in the world, in the Universe, in other people and

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most of all, in oneself. With this comes, sense of security, self acceptance, and it all went back to early acceptance by parents.

Another study done by Gold and Andres (1978) showed that children of working mother had better social and emotional adjustment than children of their age mate whose mother did not work. Men with higher marital satisfaction were more involved in care giving and play with their young infants. He provided more emotional support to their young children and less aggravated by parenting.

Role of mother in providing emotional security to her growing child was found very important. The working mother provided a different role model than the non-working mother. It also indicated that maternal employment caused detrimental effects on emotional and cognitive development. It was also seen that non-working mothers who had a sense of satisfaction and competence in their home-making role and working mothers, showed more positive relations with their children than unhappy non-working mothers who would like to be employed. As such it was not the employment and non-employment that affect the relationship between mother and the child. Working mothers tend to spend less time with their children than the non-working mother. Working mothers of middle class families tried to compensate for their time by keeping regular time available and planning special activities with their children. They were also reported to be more helpful, warm and satisfied in a family situation.

A study done by Indrajit Khanna (1993) on “Participation of Husband in Household Activities in Baroda and Ludhiana” found that women working
outside home changed attitudes towards men, reduced outside help and technical changes in the home led to sharing of men in the home making task including physical care and intellectual guidance of children. Studies of maternal employment revealed consistent relationship between employment and both maternal attitudes and care taking behaviour. Employed mothers were found to have supplementary care taken to look after the children than were unemployed mothers. They received less support from families and friend for their childcare plans and only marginally more help from their husband than did the non-employed mothers. Working mothers with children from 3-6 yrs. old found that the home-environment played a very important role in the development of children’s physical development.

From the studies, it could be concluded that the wife did not contribute more than the husband in caring for the physical needs of children, as revealed by the studies done by Thompson et. al (1982); Hock (1978); Burke and Weir (1976); Becas (1976). In Ausubel David Sullivan Edmund V; Ives S. Williams (1980) book on “Theory and Problem of Child Development.” It mentioned that fathers were involved in taking physical care such as changing diaper, feeding or bathing of infant. Positive affection was scored high when any expressed positive emotions on the part of the fathers towards the infant for example hug, kiss or smile. An environment that provides appropriate warm and emotional support also facilitated the child’s physical development. The adverse socio-economic

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conditions associated with low occupational standing produce psychological distress which also affected the emotional and physical development of young children.\textsuperscript{34}

Dual career couples discussed their work with one another, discussed matters related to partners interests and shared hobbies and also considered themselves as "team workers" as compared to the couples wherein the wife did not work. These was revealed by the studies done by Bebbington, 1973; Holmstrom, 1972; Rapoport and Rapoport 1971; V.V. Prakasha Rao and V. Nandini Rao, 1967; Danglas, 1965.

Some of the studies done by Bebbington, 1973; Holmstorm, 1972; Rapoport, 1971 said that the dual career couple often denied themselves in visiting friends while other studies done by V.V. Prakasha Rao and V. Nandini Rao, 1967 revealed that the employed mothers went to movies together with husbands, visited friends together. Some of the dual career couples also planned more lengthy vacations and planned them more frequently than most other couples did.

Handerson & et. al (1984) study found that father involved more leisure time with children. The leisure activities which involved mainly were reading, watching T.V., listening to radio. From the study it was found that fathers who were highly responsive, stimulating and affectionate in his interaction with their

children engaged in a moderate amount of care giving and spent little time in leisure activities.

Study done by *Das Man Singh* (1989) on "Women in Third World" found that husband’s education also influenced the pattern of decision making for family leisure activities. Husband having high school and college education tended to dominant the decision making more than those having either less education or higher education. The study also revealed that mother’s employment lead to her decreasing in household task performance and decision making and correspondingly increased her husband’s in assumptions of some of the routine duties and making decision about them. The working women spent some hours on leisure time with husband and children together.\(^3\)

A positive association between the employment and status of women was found in Lalitha Devi’s investigation conducted upon the educated employed women in Trivandrum city (1982). In Indu Menon’s study education was a contributing factor in raising the status of Muslim women. Souza (1971) found a remarkable association between the occupational prestige of wives and husbands. It was found as a general trend that working wives had occupations either of the same prestige level or of one step lower than those of their husbands.

A similar trend was found in the subsequent study of Srivastava. In her Chandigarh study where respondents decided to work because they were able to secure jobs which were consistent with their jobs. Hence, family was regarded as

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a status unit. Wood's study on employment and family change in women in contemporary India found that the most fundamental effect of a women's employment was on her attitude which the behavioural changes reflect.

Among the American studies the finding of Blood and Wolfe on "The Dynamics of Married Living," 1960 was an important one. They studied about the husband and wife relationship in America, women's entry into the gainful activities and its impact upon their marital satisfaction. From the interviews of 731 city families and 178 farm families, they reported that although house-keeping was an expected role of American women and employment strained them, yet an increasing trend of their entry into work-force could be noticed. Their confrontation between the desire for high standard of living through employment and desire for children were also depicted in the study. So, they choose employment before the child-birth, to withdraw after the baby's birth and to work again when the child grows up\(^\text{36}\).

A positive correlation was found between higher education, employment and status of women. Financial contribution of the wife had given her status and respect from the family members. The study made by the conservation of the Human Resource Project at Columbia University "Linzberg Eli-Life styles of Educated Women" 1966 was based on the opinions and informations presented by the women themselves. Education was found to have positive impact upon the life of those women. Inspite of the discrimination and prejudice, they were fond

\(^{36}\)Blood and Wolfe (1960): The Dynamics of Married Living.
of employment and many of them were able to maintain balance between their home role and work role.

Thompson and Finalyson’s study on “Married Women Who Worked in Early Motherhood” showed that the domestic life of women workers had an adverse effect upon the quality, quantity as well as duration of their work. Kala Rani in her investigation “Role Conflict in Working Women” 1976 upon the educated married working women at Patna found that conflict was not a function of either the professional income or education of the respondents, but it was largely psychological.

Nirmala Banerjee did a good deal of work upon the problems of women, especially women workers in the unorganized sector in Calcutta. The study was conducted with the intention to examine women’s experience in employment and its impact on their status at home as well as in the society. It was found by the author that a full time job could not give those women any added status in their families. Their position was largely determined by their social background and the tradition of the family regardless of the kind of work they did or their relative contribution to the family income. It was also observed that a women’s job did not get some importance as that of man since she received little or no help in carrying out household duties.

37 Thompson and Finalyson: A Married Women Who Worked in Early Motherhood; British Journal of Sociology.
38 Kala Rani (1976): Role Conflict in Working Women.
Khanna and Varghese in “Indian Women Today” (1978) made an elaborate study about the role played by the Indian women as housewife and as a working person. Although economic necessity was found to be the main cause of employment, yet, some non-economic motives like use of talents, use of free time and interests for a particular job induced women to take up employment. Besides a positive association were found between education and attitude of respondents. Thus lot of literature had been published in India and abroad on the status of women in general and working women in particular. It had been observed that most of those were concerned with the married working women where marital adjustment, child-care and role-conflict got high priority.

In the studies on educated working women in India more emphasis had been given upon the married women, their position in the society, attitudes towards different social issues and problem of role conflicts. Besides, consistency between the occupational prestige of husband and wife and marital adjustment of educated working women living in urban areas was also highlighted in the study.\(^{39}\)