CHAPTER - III

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In order to enable to make a thorough comprehensive and analytical study and also to explore the varied roles played by the educated working women of Manipur particularly of Imphal and Ukhrul districts the present study had adopted certain designs and methodology. Basing on historical approach the study was statistical, scientific and analytical. The method of approach was, in short, multi-approach. It had been designed in a scientific way by adopting certain samples, taking up certain populations of the two districts. Sampling had been done on the population of these two variables.

A number of hypotheses had been framed and had been tested in order to enable to ascertain the various roles played by the educated working women. The hypotheses were tested with the help of chi-square and other statistical techniques. The facts or results could be obtained only through a relevant method with a systematic procedure. The method applied depended upon the nature of the problem. In order to make a thorough study of the problem a descriptive survey method with analytic approach had also been adopted.
Taking into account of the merits of the multiple methods the present study adopted it. For, "in any specific study although it is more common to apply any one method in research, yet there is no reason why there cannot be a combination of two methods in a particular study, if necessary." For some researchers who have become pre-occupied with one method of enquiry leads sometimes to a neglect of the potentiality of others. There was probably too much dependence upon single methods of enquiry. Each data-gathering procedure or device had its own particular weakness or bias. There was merit in using multiple methods, supplementing one with others to counteract bias and generate more adequate data.

The present study would also apply the Discrete analysis of the methods of research by Dewey, Francis Bacon and others which yielded research. It consisted of (1) the recognition of a problem area and the searching out of the related questions which, when answered, would offer an explanation of the problem, (2) a compiling of the facts relevant to the questions which had been developed, (3) formulation of a hypothesis that was consistent with the facts previously assembled and the lend itself to a deductive analysis in which new facts might be predicted and (4) Verification: the observation of new facts which were consistent with the hypothesis.

Accordingly, the investigator had selected the present problem acknowledging fully well of the different roles of the educated working women of Manipur. In order to enable to find out the real problem faced by the educated working women a number of related questions were framed which offered an explanation. Questions had been standardized after applying it twice. A number of hypotheses had been assumed and tested for purpose of verification. As such, the present study had applied the multi-approach method only with the Discrete analysis and survey method.

Descriptive research involved events that have already taken place and may be related to a present condition. But the present study was not a mere description of the events but to go deep into the situation very intimately. So, a combination of both descriptive and survey method had been chosen. The survey method gathered data from a relatively large number of cases at a particular time. It was not concerned with characteristics of individuals as individuals. It was concerned with the generalised statistics that resulted when data were abstracted from a number of cases. It was essentially cross-sectional.

OBJECTIVES OF THE STUDY

The present study had 10 (ten) objectives in view. Each of the objectives were laid down as follows:

43. Ibid. pp. 94-95.
First, to describe in brief the social, economic, political scenario along with the participation and role played by women during the pre-independence and post-independence period in Manipur.

Second, to assess and determine the number of literate persons of the state as well as of the two districts of Imphal and Ukhrul.

Third, to assess the number of employed persons including the number of male and female classifications of Imphal and Ukhrul districts as well as of the state.

Fourth, to determine the level of literacy and employment on sexwise basis in both districts of Imphal and Ukhrul.

Fifth, to assess the role played by the educated working women of both the districts in the family.

Sixth, to assess the role played by the educated working women of both the districts in the working place.

Seventh, to assess the role played by the educated working women of both the districts in the society.

Eighth, to assess the extent of participation of the educated working women for the development of the society in both the districts.

Nineth, to make a comparative study of the roles played by the educated working women of the valley area with those of the hills particularly of Imphal with that of Urkhl district of Manipur.

Tenth, to assess the status of educated working women of both the districts in the society.
HYPOTHESIS

With the objectives given above the investigator framed the following hypotheses in the present study.

1. The educated working women of Manipur played important roles in the family, in the working place and in the society.
2. Considering the roles played by the educated working women of Manipur in the family, in the working place and in the society the status enjoyed by them was not high.

SCOPE AND LIMITATIONS

The scope of the present study had been limited to the following:

1. The present study had taken up the educated working women of Imphal and Ukhrul Districts of Manipur.
2. The present study would not cover districts other than Imphal and Ukhrul. For, Imphal being the capital of the state had the highest number of educated working women while its rate of literacy was also highest among all the districts. The district had also been populated by different groups of people representing Meiteis, Manipuri Muslims, Tribals, Bengalis, Assamese, Biharis, Nepalis etcetera. But the Meiteis were in majority in Imphal district. Moreover, most of the government offices and institutions of the State and Centre had been established in Imphal
district. As such, the number of educated working women representing different strata of the society were in majority in Imphal district.

Ukhrul district, on other hand, was one of the five hill districts of Manipur and had the highest rate of literacy among the five hill districts. The Tangkhuls were in majority in Ukhrul district although other groups of people populated because of employment, posting, business or so.

Taking into account of the highest rate of literacy of the two districts-one representing the valley and the other representing the hill districts, the present study had taken up these two districts as the area of study.

3. The study was concerned only with those working women of the area who were engaged in non-manual occupations. Women engaged in manual occupations had not been considered due to the reason that some of them did not have any formal education and services of most of them were not regular.

**CRITERIA FOR THE SELECTION OF THE SAMPLE**

The following criteria were adopted in selecting the sample for the present study:
(i) In the present study the educated working women were those whose formal education was not below class VIII. The reason for taking class VIII was because of the fact that while recruiting in any grade IV post or any lowest post of the government the minimum qualification was class VIII pass. Since the present study were based on educated female employees, the grade IV employees were also taken into consideration.

(ii) The study had taken working women whose chronological age was not below the age of 25 years and not beyond the age of 58 years. The reason for fixing 25 years of age was because of the fact that most of the women by this age must have had passed their minimum educational qualification and might have had some experience of working and also because of the fact that by attaining the age of 25 the working ladies might have married. And the reason for fixing the age limit to 58 years was because of the retaining age in the government offices although there was provision for 60 and 62 years for teachers in the higher education and the prospect for re-

(iii) employment.

The study had also taken those educated working women whether it was permanent or temporary but in job for more than one year irrespective of government, semi-government or private institutions. In other words, the study had not taken into consideration of those women employees who had been in the job below one year. This had been done in order to avoid irregularities in the sampling. It had also been made one of the criteria for selection of sample.
(iv) It also had taken into account only those educated working women whose monthly salary was below Rs 850. This had been taken into consideration since it was the minimum salary for the lowest category of employees.

Before designing for sampling, the total number of educated working women in the state was found out from the various records and documents maintained by the Directorate of Employment of the Government of Manipur. The state had a number of 8781 educated working women up to 31st December, 1991. Out of the total number of 8781 educated women employees 4860 were in Imphal District and 395 were in Ukhrul District. The classification of the women employees was made on the basis of the public sector and private sector. Under public sector it included Central government, State government, Quasi-Central government, Quasi-State government and Local Bodies. The Private Sector included Act Establishment (Larger) and Non-Act Establishment (Smaller).

SAMPLING

Out of 4860 educated working women of Imphal district 500 were selected for purpose of interview and questionnaire. The Sampling was made on 9 percent basis of the number of educated working women

of Imphal district. The sampling was done on random basis for purpose of convenience of the investigator.

In Ukhrul district also out of a total of 395 educated working women 75 were selected for the purpose of interview and questionnaire. The selection was made on a 5 percent sampling basis of a total number of educated working women of Ukhrul district. The sampling was done on random basis for the purpose of interview and questionnaire.

The random sampling was adopted in order to enable to represent almost all sections of educated working women of the State irrespective of caste and creed. It excluded plus minus figure of the retired persons both from Imphal district and Ukhrul district.

The selection was made for both the districts of Imphal and Ukhrul not on the basis of departments or institutions or whether State government or Central government or whether semi-government or private institutions. The selection was made on the number of institutions where there were many female employees. It did not mean that institutions or departments where there were few educated working women were excluded. This had been done in both the districts.

Out of the Departments located at Imphal district the investigator had taken up the Directorate of Education Regional Institute
of Medical Sciences, Public Health Engineering Department, Life Insurance Corporation, Co-operative Department, Public Works Department, Irrigation and Flood Control Department, Labour and Employment office, State Bank of India, Imphal Urban Co-operative Bank, Forest Department, Department of Agriculture, Department of Horticulture and Soil Conservation, Electricity Department, Indian Council of Agricultural Research (ICAR), District Industries Centre, Lamphelpat, Treasury office, Post and Telegraph Department, Directorate of Economics and Statistics, Directorate of Information and Public Relations, Fishery Department, State Museum, State Central Library, High and Higher Secondary Schools, Colleges and University.

Contacting the above Departments in Imphal district had been made according to the convenience of the investigator. These Departments had been taken up for sampling the opinions given by women employees. As such the investigator had taken up 500 educated working women out of a total 4860 as sample for interviewing in Imphal district. The sampling was made on 9 percent random basis. This was made purely for the educated working women and not for other groups.

For Urkhul district out of a total of 395 educated working women the sampling was made on 75 educated working women of the different departments according to the convenience of the investigator by visiting the hill district personally and interviewing them. The sampling was made on 5 percent random basis.
While sampling for Urkhu district the Zonal Education Office (ZEO), District Autonomous Council, Public Works Department, District Industries Centre, Agriculture Department, Horticulture Department, Sub-Divisional Office, Forest Department, Deputy Commissioner’s Office (Mini Secretariat), Electricity Department etcetera were taken up. Selection and contact of these Departments were made according to the convenience of the investigator.

In order to enable to make the study more concrete, elaborate and enhance in analytical process 50 male members who were the husbands or male family members of the working women of Imphal district were also selected for interview. This was done on a random basis. While selecting and interviewing the husbands the criteria was not on whether they were educated or uneducated and also not on whether they were employed or unemployed. Their views on the employment of their wives or sisters or daughters were studied and analysed in the present investigation. This was also done in assessing the view of the male members on the role played the educated working women and on the status accorded to them and enjoyed by them.

Similarly, in Urkhu district also 15 male family members or husbands of the working women were selected for interview. This was also done on random basis as it was done in Imphal District. While selecting for interview it did not consider whether the male respondents, that is the
husbands or male family members of the working women, were literate or illiterate and also whether they were employed or unemployed. Their views on the employment of their wives or sisters or daughters were studied and analysed in order to assess the status of the working women.

In addition to the above two sampling basis, that is, one at 9 percent random basis and another at 5 percent random basis, and also the selection of 65 male members who were the husbands or male family members of the educated working women, another 10 Head of the Departments or Sectional Heads were also taken up in order to enable to assess the performance, punctuality, sincerity, etcetera of the working women in their respective Departments.

Thus, the study had taken up 575 working women of the two districts for purpose of assessing the varied roles played by them in the family, in working place and in the society, and also the opinions of 65 male members belonging to different categories or variables like husbands or family members and 10 Sectional Heads or male colleagues of the educated working women of the two districts. This had been done in order to enable to make a thorough, comprehensive and analytical assessment of the present study.
METHODS OF DATA COLLECTION

In order to enable to make an in depth study of the present work the investigator had collected data from various sources including institutions, departments, libraries etcetera through the development of various research tools and techniques. Informations and data had been collected through various records, informations and interviews. As such data had been collected from various libraries like the Manipur University, Manipur Secretariat Libeary of the Government of Manipur, Guwahati University, Delhi University, Indian Council of Social science and Research, New Delhi.

Besides, the investigator collected data from the offices of Manipur like the Directorate of Economics and Statistics, Directorate of Census Operation, Directorate of Employment, Election Department, Department of Information and Public Relation.

Data and informations also had been collected from the educated women employees who had been working in various departments of the Government, Semi-government and Private institutions of Imphal and Ukhrul district with the help of Questionnaire Schedules. Data were also collected from the male members and Sectional Heads of the various Departments of both the districts with the help of Interview Schedule and Information Sheet.
Tools like Questionnaire Schedule for the Educated working women, Interview Schedule for the male family members of educated working women and Information Sheet for the Heads of the Department or Section were employed in the collection of data.

While collecting data and informations the investigator had interviewed 500 educated working women of Imphal and 75 educated working women of Ukhrul district. In Imphal district interviews were done not only from the educated Meitei working women but also from other working women like that of Manipuri Muslims, Bengalis, Assamese, Nepalis etcetera. This had been made in order to have a comprehensive and heterogeneous group of population representing their opinions in order to assess the role of educated working women of Manipur. The same process was followed while collecting information and data from Ukhrul district.

**MECHANICS OF DATA COLLECTION**

The study had utilised certain tools and techniques designed and developed for the purpose of investigation. The tools were (a) Questionnaire Schedule for the Educated working women, (b) Interview Schedule for the Husband or Male family Members of the Working Women and (c) Information Sheet for the Head of Department.
These Questionnaire Scheduled had been framed and tested and found it reliable and valid. Questionnaire Schedule for Educated working women consisted 31 major questions and 15 minor questions at the first instance. It excluded sub-questions. Before final administration of the questionnaire, it was pre-tested with 20 working women who were selected randomly. After this try out, the investigator found some loopholes in the arrangement of the items. Some items were found to be quite irrelevant whereas it was found necessary to include a few new items. As such the items of the questionnaire were modified without destroying the original format.

For standardising the questionnaire schedule it was modified for the second time. After applying, some of the questions which were not found appropriate were dropped and some questions were modified. The number was fixed to 50 questions consisting of 35 major questions. The questionnaire schedule for educated working women had been classified into two sections - Questionnaire No. 1 and Questionnaire No. 2. Under Questionnaire No (1) four groups had been classified. Under Group A of Questionnaire No. (1), it consisted of 16 questions, under Group B of the same body it included 6 questions, under Group C it included 8 questions and under Group D it included 4 questions. Questionnaire No. 2 consisted of 16 questions. Thus the questionnaire had now been formed standard, valid and reliable. Hence after applying it for the second time the Schedule had been formed reliable and valid and as such it was standardised at the third instance.
The Interview Schedule for the Male Family Members of the Educated Working Women consisted of 19 questions. It excluded sub-questions. The schedule had been standardised after application and after due modification on the same process as done in Questionnaire Schedule for Educated Working Women.

Information Sheet for the Head of the Institution of the educated working women consisted of 12 questions. It had also been standardised on the same process as done in the Questionnaire Schedule.

The investigator collected data and informations through interviews. Questionnaire schedules were at first distributed on personal basis and sometimes through mediator where it was found it difficult to reach. The collection of filled up questionnaire was, however, not an easy task. Some of the informants did not like the idea of filling up the questionnaire by themselves. They requested the investigator or the mediator to read out the same and to record their answers. Most of the informations and questionnaire schedule could be collected when the respondents were interviewed personally. The place and time of interview could be fixed according to the convenience of the respondents. Some of them were interviewed at their respective homes and some of them in their offices and work places. However, some respondents had scheduled for collecting them after three or four days or even a week. When the investigator went for collecting the interview schedule on the appointed
day of the respondent which was normally three or four days another appointment was refixed. Thus, in collecting the questionnaire schedule the investigator had to go at least twice or thrice. Very few working women responded on the appointed date of the first instance. Those who had not responded on the appointed day the investigator interviewed if the respondents could spare some time. In case of interview schedule distributed through friend circles or mediator also some were submitted within the prescribed date of three or four days or one week while some took more time.

The investigator personally went to various offices of Ukhrul also for interviewing the women employees and some male family members of the working women. Informations as such were collected through interview from that hill district.

While interviewing the investigator took care in handling the respondents. Sometimes, the investigator had to act psychologically like interviewing at the same level, sometimes the investigator had to come down to the level of the respondents and interview the respondents with respect. While interviewing, the responses given by the teachers were very frank. In case of the working women in the offices some of the respondents were not frank at first. However, after discussion and explaining the reason for interview they become free and frank. Some working women in the offices encouraged the investigator while some of them questioned the investigator like “What is the use of this questionnaire?”.
The male respondents both in the valley and in the hill district were very encouraging. The responses from the male family members of the educated working women were also collected in order to assess the opinions or views of the husband or male members towards their wife’s employment. When the responses of both male and female were taken the investigator was able to draw a correct judgement in the present study.

While interviewing in the hill district most of the respondents were very co-operative, free and frank. They even encouraged the investigator for undertaking the research work. The male employees were also very co-operative in supplying information to the investigator through the Information Sheet.

FIELD SURVEY TOOLS

The field survey tools utilised for collecting of data were Questionnaire Schedule for Educated Working Women, Interview Schedule for Male Family Members of Educated Working Women and Information Sheet for the Head of the Department / Section.

QUESTIONNAIRE SCHEDULE FOR THE EDUCATED WORKING WOMEN

The questionnaire schedule for the educated working women have two sections, that is, Questionnaire No.1 and Questionnaire No.2.
Questionnaire No.1 consisted of four parts. Part A consisted of 16 questions with minor classifications for pinpointing the answer. It aimed at eliciting information regarding the personal background of the respondents and the factors relating to the cause of employment. It included name, address, age, official designation, nature of job, working hours, length of service, monthly income, marital status, number of children, educational qualification, husband's or father's or mother's occupational designation along with income structure of the family, size of the family, structure of the family of the educated working women. It also included main incentive for joining the job like supplementing the family income, avoiding the domestic drudgery, using of higher education facility, economic independence, rendering service to humanity, love for a particular vocation and any other.

Part B consisted of six major questions including optional answers. It included questions on the reaction of husband towards wife's employment, reaction of parents towards daughter's employment, cooperation from husband and male family members in carrying out household work, power to decide at the times of marriage, selection of life-partner, number of children, education of children, purchasing of movable property, purchasing of immovable property, family budget, important decision of the family and any other. It also included questions on exercising full authority over one's own earning.
Part C of the Questionnaire Schedule consisted of eight major questions including reaction of male colleagues, reaction of male superiors, cooperation and help from male colleagues in performing official duties, difficulty in maintaining discipline among subordinate, satisfaction in present job, justice to the job, getting promotions in time and participation in workshop, seminars and conferences.

Part D consisted of four major questions including minor questions. It consisted of reactions of neighbours towards employment, reaction of relatives towards employment, participation in social organisations, freedom to get amusement programme, visit to neighbours, visit to relatives, visit to friends, shopping alone and any other.

Questionnaire No.2 consisted of 16 major questions including four minor questions and seven major alternatives. It included demand from family members to look after them, performing of domestic chores alone, looking after children when one was out for work, anxiety for children when one was out for work, feeling of insecurity in mind for children when one was absent at home, heading and exercising authority, playing the dominant role in the maintenance of household in case of the death of the household, extending of full cooperation to the widows who heads the household in case of the death of the male head, taking final decisions about the financial affiars of the household, contribution to the family, extent of enjoying rights in our country, changing the standard of
living of the family due to women’s employment, views on equal property rights of women, participation of women in politics, reservation of seats, dowry system, leisure time activities at home. It also included minor questions relating to major questions.

INTERVIEW SCHEDULE FOR THE MALE FAMILY MEMBERS OF THE EDUCATED WORKING WOMEN

The Interview Schedule for the Male Family Members of the Working Women consisted of nineteen questions. The schedule had been designed to assess the personal data with age, address, educational qualification, occupational status, opinion on women’s employment with reasons, opinions on women’s employment for good mothership and household management and maintenance, opinion on the relationship between the working women and standard of the family along with its explanations, liberty to join in the decision making of the family matter and any other reasons thereof, prejudice against free mixing of the working women with male colleagues, opinions in the participation in the social organisations with reasons and impact of employment upon the temperment of the working women.
INFORMATION SHEET FOR THE HEAD OF THE DEPARTMENT / SECTION

Information Sheet for the Head of Department / Section of the educated working women consisted of 12 questions. The first question was of the name of the Department where the educated working women was employed. Name, designation and educational qualification of the Head of the Department was included. It also included the total number of women employees along with the nature of job, categories of the women employees, assessment of their performance on the work assigned and punctuality in attendance. It also mentioned about the training and number of times they were sent for training and it also sought comments from the respondents.

STATISTICAL TREATMENT OF DATA

The techniques employed by the investigator in the present study were varied. In order to enable to explore and bring an analytical study on the problem simple arithmetical calculations and statistical applications were made. Percentage were found out in classification of marital status like married, unmarried, divorced and widows.

It was also used in finding out the length of service and structure of the family like nuclear, joint and large. Percentages were
also found out in the classification on the nature of job like permanent, temporary, part-time, casual etcetera. Percentages were also found on the number of responses made by the educated working women classifying on educational qualifications like undermatric, matriculate, under-graduate, gratude, post-graduate, technical and others. On main incentive for joining the job like to supplement the family income, to avoid domestic drudgery, to make use of higher education, for economic independence, to render service to humanity, love for particular vocation and interest on work percentages were found out. In this way, on various items wherever applicable percentages were found out.

The number of responses on each items were tallied and frequencies were made. When the total number of frequencies were found out the value of mean on each category were also found out. The value of mean was found out in income groups, classification on the basis of age, structure of the family etcetera. In finding out the value of mean the short method was used.

The formula for mean was
\[ \text{Mean} = \bar{AM} + \bar{c} \]

Regarding classification of working women on the basis of employment like gazetted, non-gazetted, technical, ministrial, University, College and School teachers and others for two districts the co-efficient of correlation was applied in order to test the responses. The formula employed in this test was:

\[ r = 1 - \frac{6 \sum d^2}{N(N^2 - 1)} \]  \hspace{1cm} (46)

Regarding the question on 'heading and exercising authority in the family' and also on the final decision about the financial affairs of the household, the co-efficient of correlation had been applied particularly in finding out whether the responses given by the respondents of the two districts were correlated or not.

Comparative studies on the responses made on different items of the two Districts were also made wherever feasible and practicable. Hypothesis on the items wherever applicable were framed and tested with the help of chi-square.

Hypotheses were tested by utilising the formula of Chi-Square on the attitude of husband towards the employment of their wives, cooperation extended by husbands towards working women in carrying out household work, participation in decision making at the time of marriage

\[\text{Ibid. P.}\]
of the educated working women, power to decide the number of children by the educated working women, power to decide the education of brother or sisters or children by the educated working women etcetera. These hypotheses had been tested for both the districts jointly as well as separately for each of the items.

Further, hypotheses were also tested with the help of Chi-square on various aspects like power to decide in purchase of movable property by the educated working women, power to decide in purchase of immovable property by the educated working women, power to decide on any important decision of the family by the educated working women, exercising full authority over the earnings of educated working women, attitudes and responses of male colleagues towards working women etcetera. These hypotheses had been tested jointly and separately for each districts.

Hypothesis were also tested on the attitude and responses of male superiors towards working women. While testing the hypothesis each district had been taken care of. It had been tested seperately for each district. The formula for Chi-square was:

\[ X^2 = \sum \left( \frac{(fo-fe)^2}{fe} \right) \]  

\[ \ldots \ldots \ldots \ldots \quad \text{(47)} \]

47. Ibid. p.253
Similarly simple statistical and arithmetical calculations were applied whenever possible in enabling to explore, assess and test on each item included in the Questionnaire Schedule. Percentages on opinions given by respondents were also calculated and given wherever possible and applicable.

In addition to the above testings on different hypothesis for each districts and also for testing it jointly other statistical applications were also made wherever possible. Co-efficient of correlations were applied wherever applicable. Percentages were also found out. Values of mean were found out with tallying of frequencies on the opinions. Graphical representations including histogram and polygon were made wherever required. Values of Mean were also followed by application of standard deviations wherever applicable on the opinions given by the different respondents on the role of educated working women.

With the research designs adopted and tools developed the investigator made an attempt to explore the varied roles played by the educated working women of Manipur particularly of Imphal and Urkhol. With this tools and designs the varied roles played by the educated working women of Manipur in different fields would be explored, studied and analysed in the next chapters.