Chapter VI

CONCLUSION

6.1 Conclusion

6.2 Limitations of Present Study

6.3 Suggestions for Future

6.4 Appendix:

   (a) Interview Schedule

   (b) Case Studies
6.1 Conclusion:

The present exploratory study is undertaken to make a comparative study of Hindu and Muslim working women in organised sectors in urban Kashmir. The study among other things, seeks to examine the nature and dimensions of role conflict in working women. Although there can be no doubt that Kashmiri culture generally is still heavily male dominated. Potential for change is obvious in the high proportion favoring less role differentiation and more equality of decision making between husband and wife in the family.

The proportion of women working in the different sectors of economic activities is not great at present in Kashmir. The increasing number of women in educational institutions, working in modern service sectors, and sharing in the family decision making, as well as tendency of young educated men to share in the house-hold tasks and to favour the participation of women in economic activities shows a major shift towards understanding of modern roles especially women’s roles and can be seen as a sign of modernization.

Traditionally in Kashmir society like other societies, sex roles are centered around the division of labor in the family. Sex roles are most centrally concerned with the bread-winner versus home maker specialization. But now the strong positive relationship between the education and employment is a significant sign in the change of role and status of women. In the mean time, the co-existence of traditional and modern attitudes and living patterns is an obstacle to wider participation by women in many of the social, economic and political activities in Kashmir society.

Respondents of this study are working women in organized sectors, but their official role performance is not expected to be replicated at home. The
syndrome of the home and domestic life, whether one is married or single or unmarried or divorced, has its characteristics. Life is totality and it would be counter productive if one were to isolate the life at home and life at work place. A working women would ignore nad relegate one or the other only at her peril. The duality of role at home and outside, therefore is not ambivalent, but relative to the environment and the extent of fulfillment one gets at home as a pre-condition to satisfactory professional role performance. This way a potential is needed to syncritise the essentials of the two seemingly different roles.

In the present study a sample of 255 respondents stand selected from among the six districts of Kashmir region, namely Anantnag, Pulwama, Budgam, Baramullah, Srinagar and Kupwara. The study is confined to urban areas. The sample comprises of 121 Hindu respondents and 134 Muslim respondents. Among them, 96 are in teaching, 86 in social welfare, 63 in medicine and 10 are in banking sector. Out of the total sample 255 respondents 60 percent are married, while 40 percent are unmarried. The main source of the data is the interview schedule, supplemented by four case-studies (two from each community), besides literature search supplemented the data.

The present study is designed as a comparative study in view of the fact that the response of the Hindu and Muslim communities is known to be historically different towards women’s employment. Traditionally woman’s occupational status has always been closely associated with the home and family activities in the recent times education, social legislations changing values and notions of equality and gender justice etc, have necessitated a change in the status and role of woman, which was hitherto resisted by
religions restrictions. Due to more education and awareness of the second sex especially after independence, more and more women got education and subsequent employment. This has made women better conscious about their rights and duties. The working women, thus have to perform dual roles which expose them to conflicting expectations because of multiple role demands. Working women experience incompatibility between their conception of women’s role and new occupational role. The professional role of women outside the home has not relieved them of domestic chores but has added to their duties and functions. When a working women does not perform up to these incompatible expectations, it leads to the role conflict problem.

Working women themselves find it difficult to carry on the two roles together and some of them have succeeded in managing the two roles, some of them are not altogether happy to work.

The problems related to working women in our society, in much of the contemporary sociological literature, is explained in terms of long standing stereotypes. For some sociologist it is their religion, for still others it is the economic inequality, socio-culture background, especially purdah system. The present work believes that these stereotypic are incorrect because the problem is located in the issue of gender, and not in faith.

The study demonstrates that social background of respondents place an important role in managing the dual role responsibilities. A greater number of respondents state that the dual roles did not cause imbalance and clash of responsibility because their parents are educated. The study also notes that there are no significant differences between the Hindu and Muslim respondents so far as their parental background is concerned. Regarding the degree of role
conflict which concerned few respondents, they are not forth coming though their dissatisfaction is not kept hidden. So far as family type as a variable of social background is concerned, the study shows that a majority of the respondents belong to joint families (50.2 percent) rather than small families irrespective of their religious background. The study has belied the assumption that difference in the religious background affects the family size of respondents. Most of the married women felt that their husbands are found willing to extend a helping hand and share domestic chores, which is reflective of a positive perception of mutual obligations. It is not a surprising response, that spouses, in greater number, are found satisfied with marital harmony. In a few cases of adverse responses, the causes are generally ascribed to dissimilar background of spouses, lack of understanding on the part of the in-laws and accumulated tensions. There is correspondence of working hours in case of greater number of spouses, mainly because of the nature of their occupation. Those who are affected in this regard are well served by domestic help and other members of family.

The problem of role conflict is more in spouses who are not known to each other before marriage while those who have contracted their marriages at their own will as well as recognized by respective parents are more adjusted.

The study has found that the relationship between the working experiences and the number of women is inversely proportional. The longer the working experience, the lesser is the number of women, which holds equally true for both Hindu and Muslim working women.
Those respondents are far off posted either because of promotion or transfers experience higher degree of role conflict as compared to those who are posted near by their residence.

Only few number of respondents have infants requiring special look after, which is once again done by domestic help and elders of the family. In most cases the mother or sisters of the respondents come to their rescue in this regard. A large number of respondents have school going children but few find it difficult to adjust in this regard because again elders, that is, in-laws help in discharging this duty. Where as large number of respondents state that their working out side the home do not negatively effect the domestic obligations, a greater number of teachers (Respondents in teaching profession) and doctors (Respondents in medical profession) think other wise.

A major cause identified is full time mother care in the context of socialization and home working of children but are deprived owing to the mother being away for considerable time.

The study reveals that greater number of respondents perceive their children’s full support and approval of their being working mothers, which is also reflected in respondent’s perception of their husbands approval in support to work.

In few cases, however, it seems that, husbands have yet to reconcile to the necessity and reality of working wives. The pattern of favorable response is also seen in respondent’s perception of the attitude of their in-laws. Majority of the respondents show their satisfaction with the behavior of the in-laws. Though there are reverse responses also in this regard, which are frankly
expressed, one could perceive the general harmony reported on the domestic front.

At the substantive level the present study generates large amount of data bearing not only on the nature and degree of role conflict among working women but also in ancillary fields such as motivation for employment, role models, choice of profession, exploitation of working women, nature of discrimination, nature of role conflict, dimensions of role conflict and coping mechanisms of role conflict problem.

The motivational pattern indicate that most of the respondents decided to work out of gross necessity, for gaining better position in the society due to economic incentives as well as for getting a better spouse.

Analysis of the role models of the respondent’s opinions reveals that majority of the respondents followed their parents and friends and teachers for taking up jobs. Some of the respondents who are unmarried use to perform job roles to make use of their professional competency. These working women had sufficient time to spare for home work and recreation unlike those of the married respondents.

How a working women perceives her job role in the society which is male dominated, determines the nature and extent of exploitation and discrimination to which she is faced with. It could be conferred from the nature of the of respondent’s perceptions, that they are happily placed so far as the home front is concerned. There are voices of apparent dissatisfaction about some issues related to gender, which could not be identified among insurmountable problems of working women. One can hope that with the
passage of time, more enlightened behavior trends would emerge and consolidate gender reciprocity and understanding.

The majority of the respondents believe that they have succeeded in managing the two roles. The study shows that role conflict faced by working women is not because of profession, income or education but it is largely socio psychological in nature. As the decision to work is concerned, the findings of the study are in conformity with the Hoffman’s (1963 A.D.) finding that it depends upon personality factors of the respondents. In case of role conflict faced due to incompatibility of two roles, this finding agrees with the study of Kelsall, Poole and Kuhn (1972 A.D.) in the U.K.

The working woman is faced with the dilemma of her work and also with the conflicting ideas of being good wife and good mother confirms the finding of Rapaport (1971 A.D.) in U.K.

The study also shows that the respondents in most cases are first generation earners and the respondents of urban origin held more modern attitudes towards employment because of urban way of life.

As the respondents are taken from the same socio-cultural background in Urban Kashmir, it is seen that inspite of religious differences, the respondents do not differ in terms of personality traits, role models, motives for work and life orientation. They tend to come from urban middle classes and groups and newly rich rural strata.

Despite religious differences, both Hindu and Muslim respondents share a common social outlook and awareness.
At the methodological level the present study reveals that the kind of data for such work can be collected through interview schedule and case studies. The questionnaire will not yield the ultimate details. Moreover, the limitation of time and resources do not allow, interviews of the husbands, children and inlaws. Their attitudes perceived by the respondents are taken into account.

6.2 Limitations of Present Study:

The present study is conducted in the urban areas of Kashmir region and that too in the organized sectors. We have not taken into account the rural working women and informal sectors. The problems related with non-working women or women working in informal sectors have also not been discussed, which amounts to the limitations of present study. We hope, present study, if limited, shall have demonstrated that the problem of role conflict and related problems of working women is the part of general malaise of our society. If it is to settle for the three most important issues rather variables that explain the problem, it is, economic inequality, cultural values, and, gender inequality. Gender inequality is a problem that affects not just the Muslim women but Hindu women too, or generally all women in our society. We have hopefully succeeded in exposing the nature and dimensions of role conflict among working women in urban Kashmir in two communities, that it is located in terms of gender and socio Psychological attributes.

6.3 Suggestions for Future:

In the changing situation in which women come out of their domestic spheres in large numbers for obtaining education, skill and entrepreneurship for performing subsequent remunerative jobs, there is a need for detailed study
of various aspects of women’s employment. In order to pursue the goal of total change and development among women in Kashmir, they need sound development of personality and social recognition. In the context of Kashmir, women belonging to the upper socio-economic groups have undergone significant degree of change and development as opposed to those belonging to lower socio-economic groups.

Since women in Kashmir have started working outside their home recently, they face various problems, within and outside the home. Within the family and home, the working women face problems such as custody of children during the day time, socialization of children, maladjustment with the in-laws, competition and conflict between family members, overload of work due to dual roles and many other problems. Outside their homes, the working women face problems which include harassment by seniors, situation of tension, exposure to and interactions with the unknown male colleagues, lesser time for family responsibilities and entertainment and public ridicule etc. These problems need to be tackled within and outside the family framework. We hope that present study will be a humble and primary attempt towards women-related problems in Kashmir. Nevertheless, on the basis of the findings of present study, it appears that Kashmir society in relation to sex roles or women issues is moving towards gender equality.

6.4 Appendix : Interview Schedule and Case Studies

(a) Interview schedule:

The information sought through this Interview schedule is needed for academic purpose only and will form a part of Ph.D thesis. We would like to assure you that it will be used for research purpose only and will be kept confidential. We hope that you will cooperate us while providing valuable information.

**Part A : Personal Background of Respondent**

Respondent No. ............................

1. Name.........................................................

2. Age........................................

3. Place of birth.................................
   - Rural........................................
   - Urban......................................

4. Religion............................... Sect *(if any) ........................................

5. Caste*(if any) ............... Beradri*(if any) ........................................

6. Educational Qualification.........................

7. Occupation..............................organization.................................
   specialization.................................

8. Monthly Salary............................... Rs. any other source of income
   ............................................... Rs.

9. Marital status : Married( ) Un married( ) Divorced( ) Single( )

10. If married, were you working at the time of marriage, yes( ) No( )

11. How many brothers and sisters do you have?

   Brothers( ), sisters( ).
Part ‘B’: Family Background of the Respondent

12) Please give details.
   (a) Husband’s educational qualification (highest degree obtained (……..)
   (b) Husband’s occupation .........................
   (c) Husband’s monthly salary .......................
   (d) How many children do you have ..................
   (e) Specify the age and sex of children

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<th>S.NO.</th>
<th>MALE</th>
<th>FEMALE</th>
<th>AGE IN YEARS</th>
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(F) After how many years your first child was born ? ..........years.

(g) Type of family you belong:

   Nuclear family( ), Joint family( ), Extended family( )

13) please give details:

   (a) Father’s educational qualification (Highest degree ..................
   (b) Father’s occupation .........................
   (c) Mother’s Educational Qualification (highest degree obtained):

      .............................
   (d) Mother’s occupation: ...........................
   (e) Is any of your sister working?   Yes (  ) No (  )
14. Who motivated and encouraged you most in taking up your job? Specify
   a) Father ( )   b) Mother ( )
   c) Husband ( )   d) Teacher ( )
   e) Friend ( )   f) None of the above ( )

15. To enter the job, who discouraged you most? Specify
   a) Parents ( )   b) Parents in-law ( )
   c) Husband ( )   d) Friends ( )
   e) None of the above ( )

Part 'C' : Operative Questions:

16. How long you have been working in the present occupation? No.of Years ( )

17. What factors, you consider played an important role in the selection and choice of your present occupation? Specify any one:
   a) Closer to your locality ( )
   b) Nothing better available ( )
   c) Personal interset ( )
   d) Technical Qualification ( )
   e) Family background ( )
   f) Any other (please specify) ( )

18. Why did you go in job? Specify
   a) For better status ( )
   b) Get good spouse ( )
19. Please give details:
   a) Who is your head of family ( )
   b) In your family who actually control and guide the family income ( )
   c) To what extent you can have freedom to spend your own income
      1. Fully  2. Partially  3. ( )
      4. Not at all ( )

20. In your family who has major role in making decision regarding schooling of children, marriage of children and house building etc.? Specify:
    1) Collective  2) Male members
    3) Female Members  4) Any other (please mention) ( )

21. A) Are you satisfied with your present job?
    Yes ( )    No ( )

   b) Do you want to change your job?
      Yes ( )    No ( )

   c) If yes, please assign reason
      i) Longer hours of work.
      ii) To enhance the salary and income.
      iii) Inconvenient location of work place.
      iv) Risk of the job.
      v) Any other (please specify) ( )
d) If No, what other occupations do you suggest for a women to be suitable?

i) Teaching   ii) Nursing   iii) Social welfare services
iv) Administrative  v) Banking  vi) Library
vii) Any other (please specify)  

22. What is your point of view regarding the status relationships with men and women?

a) For proper care and control of family men should have higher status.

b) Women’s status should be higher than men?

c) There should be equality of status among both the sexes 

23. As working women, to what extent you are able to maintain your social contacts and obligations with your relatives, neighbors and friends?

a) Fully   b) Partially   c) Negligible 

24. How do you respond to general social acquitation to observe purdah?

a) Neither at home nor at work place

b) At home not at work place.

c) Both at home and work place 

25. It is generally said that religious beliefs and traditions create hindrances and problems in the adjustment of women’s role as a working women. Do you agree?

Yes  No  indifferent
26. a) Are you along with your office responsibilities able to carry out your domestic responsibility satisfactorily?
   Yes ( )  No ( )  Difficult ( )

b) If no, suggest the reason/reasons:
   1) Lack of time     2) Strain of work
   3) Feeling of tiredness
   4) Any other (please specify) ( )

27. A) Who among the following assists you in carrying out your domestic work?
   a) Servant       b) Husband       c) in-laws

   B) What is the attitude of your husband towards work?
   a) Favourable   b) Unfavourable   c) Indifferent ( )

   C) What is the attitude of your children towards your work?
   a) Favourable   b) Unfavourable   c) Indifferent

   D) What is the attitude of your in-laws forwards your working situation?
      a) Favourableb) Unfavourable   c) indifferent ( )

   E) Do you think that employment of woman has an adverse effect on the family relationships (marital and children)?
      a) yes       b) No       c) Indifferent ( )

28. A) Being a working women, do you experienced any sort of exploitation while working outside the home?
   1) Generally       2) Occasionally
   3) Rarely           4) Never ( )
B) If yes, who generally tries to exploit you during working hours?

1) Superiors  
2) Fellow male workers  
3) General public  
4) Any other (Specify) ( )

C) How working women is generally exploited in day today business of work?

i. Sexual abuse  
ii) Mental torture  
iii. Teasing  
iv. Through language and gestures  
v. Physical abuse  
vi. Any other (Specify) ( )

D) How do working women cope with these situations?

1) Avoidance  
2) Bear with  
3) Protest  
4) Any other (Specify) ( )

29. While performing multiple roles, working women experience role conflict situation. Is there any such possibility that you can tell us from your own experience?

a) Yes  
b) No  
c) Indifferent ( )

30. If yes, what is the nature of role conflict?

a) Social  
b) Psychological  
c) Socio-psychological  
d) Any other (Specify) ( )

31. When did you experienced higher degree of role conflict?

a) Un-married  
b) Married  
c) Working  
d) Non working  
e) Any other (specify) ( )
32. In your opinion what are the dimensions of role conflict as experienced by you. Specify.
   a) Familial       b) Individual       c) Social
   d) Cultural       e) Economic       f) Any other (specify) (   )

33. In your opinion what is the effect of role conflict on family relationships?
   a) Disintegrating b) Hazardous
d) Adoptable       d) No effect at all (   )

34. Do you experience any clash between your domestic and official obligations?
   a) Yes       b) No       c) Indifferent (   )

35. What do you think that role conflict is because of:
   a) Conflict due to non-cooperation of family members
   b) Conflict due to non-cooperation at work place
   c) No conflict
d) Indifferent (   )

36. What is your perception about your dual role performance?
   a) Satisfactory.
   b) Unsatisfactory
   c) Difficult (   )

37. A) Do you think that role conflict in working women can be minimized?
   1) Yes  2) No  c) Indifferent
B) If yes, mention the means of coping it
i) Cooperative attitude of family members
ii) Giving away the job
iii) Role substitution mechanism
iv) Any other (specify) ( )

38. Do you avail the opportunities and privileges of legal benefits conferred upon working women by constitution and laws of land?
a) Yes  b) No  C) Indifferent

39) Our social structure, working conditions and sexual division of labour are largely determined by the patriarchal structure. Do you agree that the very existence of patriarchy is oppressive to women workers?
a) Yes  b) No  C) Indifferent

40) Generally the exploitative attitude of males is attributed to a particular type of socialization backed by patriarchy. Do you agree that the very existence of patriarchy is oppressive to women workers?
a) Yes  b) No  c) Indifferent ( )

41) Generally the exploitative attitude of males is attributed to a particular type of socialization backed by patriarchy. Do you agree that by changing the socialization practices of male children, we can reduce the forces of patriarchy and social structure?
a) Yes  b) No  c) Indifferent ( )
42) There is a strong tendency to eliminate the discriminatory and exploitative measures regarding working women. Which among the following could you suggest as the best solutions? Mention

a) Reforming the value system
b) Restructuring the roles of women.
c) Adoption of legislation to ensure equality and equity in respect of working conditions
d) Effective family welfare programs.
e) Any other (please specify) ( )

43) Are you satisfied with your lifestyle?

a) Yes  b) No  c) Indifferent ( )

44) Any suggestion, please specify ......................

Dated ..........................

Time ..........................

Researcher's observation: ..........................
(b) **Case Studies of Four Respondents**

Case (I)

Name: - Mrs V.P.

Age: - 39

Occupation: - Teaching.

Mrs. V.P is a working women, employed in the education department as a teacher. She was born in a middle class Hindu family. Her father is a lawyer and her mother is educated but housewife. Mrs V.P was educated in government schools and she completed her University education in the subject of psychology in Punjob University. She has two brothers and one sister. All of her brothers and sisters got high education and are all employed in governmental organizations. Her husband is lecturer in zoology in a college. Her children comprise of two sons and two daughters. The elder son is passing M.M.B.S and other three children are studying in the college. Mrs V.P’s family is nuclear family and they have a servent to carry out domestic chores.

Mrs V.P. during her college days had many friends but she was not permitted by her parents to go far outside for tours and shopping etc. Her father liked her co-education but her mother did not. Mrs. V.P passed her matriculation examination from a higher secondary school, where both boys and girls were studying. After passing the senior secondary class from the same school, she was admitted in a women’s college where she completed her honour’s degree in arts subjects.
For passing masters degree in psychology she was sent to Punjab University with her maternal uncle who was already pursuing his doctor's degree in psychology in the same university.

Mrs. V.P. after passing her master's degree wanted to join doctoral degree in the same university but in the mean time, she luckily got appointed as a teacher in her own town and thus had to discontinue her further studies.

Mrs. V.P.'s father was in search of a good spouse for her daughter, as he thought that the ultimate identity of the girl's life is marriage. Fortunately he was able to find out a lecturer in the same town, who was also from the pandit community with the same caste, and, soon got her daughter married.

Mrs V.P. did not took dowry as her parents in-law and the husband refused to accept dowry. Mrs V.P. accepted that perhaps her in-laws and husband compensated the dowry for her job.

After two years of marriage she got a child in her natal home, as a tradition in our society, women generally go to their family of orientation for delivery. When she came to her conjugal home, it was not difficult for her to adjust. She admitted that her parents in-law were very kind and considerate as her husband was the youngest son of her parents in-law and loved them very much. Mrs V.P.'s husband was promoted as university lecturer and was allotted a quarter in the university campus. He along with his wife and child now had to shift there. Her husband used to visit parents weekly. When Mrs V.P. was expected to give birth to second child her husband was sent to Delhi for some training on deputation. After joining his new assignment, when he returned to see his family and wife, he found that his father has collapsed due to heart failure. The separation of husband and passing away of father in-law made
Mrs. V.P. to face many problems in carrying out her duties both domestic and professional. She was perturbed as how to adjust both the roles. In the meantime she delivered her second child and her husband owned a servant (maid servant) to look after his wife, children and domestic activities. Her children are so small that they need constant care and attention. When there is no maid servant sometimes, in such circumstances she leaves her children at parents in-law’s house before going to school and her way back she picks them up. Her mother in-law had to see her own house and could not come to stay with Mrs. V.P. to look after her children there.

Sometimes Mrs. V.P. thought that she should give up her job but at the same time, she is too much devoted to her profession as well as professional qualification. Mrs. V.P. was worried for her husband’s separation for herself as well as for the children.

Mrs. V.P. is sincere and all her relatives, friends, neighbors and colleagues like her. Mrs. V.P. had a servant who looked upon the domestic work and she does not worry about the kitchen. Mrs. V.P. is fond of teaching and listening music. She prefers to go out for holidays with her children to enjoy the beauty of Kashmir, especially Mughal Gardens in Srinagar. She loves to look after both her daughters personally but she feels the absence of her husband.

Mrs. V.P. reported that she was extremely happy when her husband came from Delhi and started living with his family again. Mrs. V.P. admitted that it is quite difficult to take up job, especially, when children are very small. She admitted that if her third child is boy, she can get herself sterilized. Mrs. V.P. was able to give birth to her twin sons. She said that when her children
would grow up. Then she would be able to do full justice to her job, otherwise her mind remains at home.

Mrs. V.P. argued that her husband does not object her employment. He is of the opinion that a women should be able to do some thing more worthwhile than house keeping. According to him a women can not ignore her biology. But she should carve out her firm identity in the society. He is very helpful to his wife as he does not expect his wife to do everything for him.

Mrs. V.P’s. in-laws are satisfied with her as she manages to fulfill her obligations towards them. She is happy in her school atmosphere, her principal is very kind and considerate. She is granted leave and managed to get salary at the school.

The neighbours and friends of Mrs. V.P. are good and affectionate because Mrs. V.P. is herself a good person.

**Conclusion: (Researcher’s Observation)**

Though economic independance and enough money is presumed as the satisfaction of life but conflicts are certainly present in carrying out the dual role. This case shows that Mrs. V.P. has also a lot of conflict though there is role substituion mechanism as the arrangement for domestic duties, but sometimes the situation becomes so tense that she thinks of leaving the job for sublimating herself. But as she is very keen about doing her job, so she manages to carry out her both roles inspite of her many difficulties while balancing the traditional domestic role and the modern professional role.

Remarks:- Mrs. V.P.is psychologically sound woman. When I visited to her home she gladly argued to her discussion with me on his historical
background. It took me half an hour to know her about my problem and purpose of interview. On this day she was going anywhere else to attend the school function and she fixed the next day for interview. Next day it took me three and half hours for interview to gather the necessary information about her personal, familial and social background.

**Case II:**

**Name:** Mrs. N.K.

**Age:** 45 years.

**Occupation:** Medicine (Lady Doctor)

Mrs. N.K. is the only daughter of her parents having two brothers. Her father is big business man in the city of Srinagar, and her mother is a house wife but educated. Mrs. N.K. received professional education while her brothers after passing intermediate entered the business of father. Her brothers and parents motivated and encouraged her to become a doctor. Mrs. N.K. accepts that her mother remained determinant motive force for daughter’s ambition of becoming doctor.

Mrs. N.K. determines that their family pattern is as such that there have been equality among daughters and sons in every respect. Her family members give respect to her profession and status.

The childhood experiences of Mrs. N.K. were comfortable. She had no need of looking after domestic chores because her family owned a servant. Mrs. N.K. and her brothers loved to play with each other and they together used to decorate the house on festive occasions. Mrs. N.K. after passing her M.B.B.S. Degree was selected as the lady doctor in a hospital in Srinagar. After
three years of job she was married to a pandit boy who belonged to other profession (Lecturer). Mrs. N.K. did not objected to the match. Luckily after marriage she found her husband noble and considerate. Her husband encouraged her to do the job honestly. Mrs. N.K. completed her M.D. in Gynecology with the encouragement and cooperation of her husband. Mrs. N.K. is senior consultant in the department of Gynecology in the city hospital besides her handsome salary, she earns much by private practice in the nearby clinic.

Mrs. N.K. had now two daughters and only son who are studying in different classes in different schools of repute.

Mrs. N.K. determines that she is the only student among her batchmats in her present position. She has little time for meeting her friends and relatives due to her engagement both at workplace and home. Mrs. N.K. has sober and polite nature and everybody likes her. She is sincere and friendly with all people who come to consult her. Mrs. N.K. helps the poor people by free medicine and free consultation. She gives due respect and consideration to her professional role but she is not wholly satisfied with her household role. Mrs. N.K. has nuclear family but she gives due consideration to the relatives of her husband. Everybody in her natal and conjugal relations are satisfied with her. Mrs. N.K. accepted that initially she faced some difficulties in adjusting and managing the two roles but due to her considerate husband she managed the two roles.

Mrs. N.K. takes care of her family members efficiently. In her absence her own mother and maid servant takes care of them.
Mrs. N.K.’s parents in-law are considerate and satisfied with her, although they reside with their younger son. They never interfere in any household affair. They are proud in having such a qualified daughter in law.

Mrs. N.K.is highly sociable, she tries to keep social contacts with known people. She is good with her neighbours, friends and relatives. They take help from her when they need. She does not insist on payment from all patients but at times she give medicine from her own stock to those patients who could not afford to purchase them from the market.

Mrs. N.K. is keen about the future of her children. She often enquires from them about their studies and progress. Mrs. N.K. wants her daughters to be teachers instead of doctors because doctor’s job is very engage job which leaves little room for social contacts and emotional satisfaction.

Conclusion: (Researcher’s observation)

Mrs. N.K. accepted that professional and domestic roles are incompatible and there are conflicts and clashes in balancing them. She argues that for performing both roles, cooperation of better half / half partner (husband) is very important, without which working women can not make justice with her roles. This means that when the husband is of demanding temperament, then there would be greater chance of role conflict in working women.

Remarks: Mrs.N.K. was very cooperative. By consulting her at her clinic, she was extremely hospitable and humble. Though at that time she had private practice and the interview was interrupted many times but she cooperated fully. It take us two hours to complete the interview for necessary information about the historical background of Mrs. N.K.
Case III:-

Name: Mrs. S.J.

Age: 46 years.

Occupation: Social Welfare (Supervisor)

Mrs. S.J. is presently posted as supervisor in the department of social welfare. She belongs to the shah beraderi (an endogamous caste like category among Muslims) her father is a retired session judge and her mother is a house wife who has primary education. Mrs. S.J. is the eldest among the two brothers and sisters. From her very childhood she was motivated to read and write. She completed her matriculation examination in a government school and was admitted in girl’s higher secondary school in Anantnag for intermediate course. After completing her intermediate class, she got appointed in the social welfare department. The brothers and sisters of Mrs. S.J. were studying in lower middle classes when she got employed. At that time her father was posted in Srinagar city, he used to stay at the place of posting while his family remained at home in Anantnag.

Mrs. S.J.’s father decided to arrange the marriage of her daughter with a shah boy who was a teacher. Shah beradari among Muslims in Kashmir is an endogamous group so far as marriage is concerned. Mrs. S.J. was not aware about her marriage. She used to go her office freely and was quite happy. She had a male colleague who was unmarried. Mrs. S.J. fell in love with him and both of them decided to marry. The male colleague of Mrs. S.J. was not of her beradari. When he sent proposal to her father, he refused and informed him that arrangement of Mrs. S.J.’s marriage has already been made.
Mrs. S.J. tried to convince her father about her liaisons with her friend and insisted her parents to accept the proposal. Ultimately Mrs. S.J. was married to her interested friend, by breaking the cake of endogamy; a departure from traditional marriage.

There was great resentment against this marriage from her relatives. Although it was an inter-caste marriage, but they were determined and did not listen to any one. Her parents in-law were happy in having earning daughter in-law.

Mrs. S.J. has three children now which are all grown up. When she was expected to give birth to the first child, she continued in her job work. She was assisted by in-laws in carrying out domestic duties because they had not any servant to look after the domestic chores.

Mrs. S.J. accepts that her husband is very considerate towards her. He does not expect much from her as she was doing her job before marriage, her husband has no objection in her continuing with job.

Mrs. S.J. claims that they are able to maintain the higher standard of life in comparison to her relatives and friends because both of them are working and earning for comfortable living.

Mrs. S.J. is very lucky in having such a helpful husband who helps her in carrying out domestic duties as well as office work. Her husband never blames her in neglecting him, her children and relatives on account of her job. Her husband at times faces many difficulties as both of them being working, but he did not mind it; partly because of his wife's financial contribution and, partly of his love and affection for his beloved wife.
Mrs. S.J. accepts that at number of occasions, she faces the problem of balancing her domestic role and job role, especially when the children were immature. But as her in-laws are very considerate, so she manages to strike balance between her multiple role demands.

Mrs. S.J. is very friendly and hospitable, she is able to keep contacts with relatives, friends and neighbours. She is also considerate towards her colleagues and subordinates who are proud of her supervisoriship.

Mrs. S.J. has developed the habit of working and she admits that it would have been the waste of her talents, if she has to look after household affairs only.

**Conclusion:** (Researcher's observation)

Mrs. S.J. admits that there is conflict in accommodating job role and domestic role but cooperative atmosphere of family and workplace helps a lot in adjustment. The professional competency and moral attitudes help in resolving the mental tensions of working women.

**Remarks:** Mrs. S.J. was cooperative during interview time she was all formal and requested to visit her house again. It took one and half an hour for interviewing her. Mrs. S.J. is very humble and considerate, when ever she meets, she enquires about the progress of the research.

**Case IV:-**

Name: Mrs. N.D.

Age: 37 years.

Occupation: Clerk (Jammu and kashmir bank limited)
Mrs. N.D. is a bank Clerk in Jammu and Kashmir bank Limited. She belongs to a middle class Muslim family. Her father is senior teacher and her mother is also teacher in a primary school. Mrs. N.D. has three sisters and one brother. All of her sisters are educated but unemployed while as her brother is a doctor.

Mrs. N.D. passed the matriculation and Intermediate classes from a convent School of education. She was admitted in a women’s college from where she completed her honours degree in commerce, she appeared in an examination held by Jammu and Kashmir Bank and was declared successful. She was so happy when she learnt that she has got the job.

After two years of her service career she was married to her cousin brother who was a teacher in a nearby school.

Mrs. N.D. had no objection to marry her cousin brother. She thought that now both of them would be able to earn a lot for standard living. Mrs. N.D. gave birth to her first child after one year of marriage. She had to live in a joint family where she had to care for three sisters and one brother of her husband and parents-in-law.

Mrs. N.D. was again expected to bear a child, and at the same time she had to face certain difficulties from her mother-in-law and husband.

Mrs. N.D. suspected that her mother-in-law must have told her husband something else. Even then Mrs. N.D. did not pay any heed to her husband’s attitude and she continued to work as usual.

Mrs. N.D. said that from then the behavior of her in-laws changed. All the time they used to blame her for ignoring the household responsibilities. She
was so much tortured that for some time she used to live with her parents. Fortunately her brother is very considerate forwards her, who never wants to see his sister in distress and sadness.

Mrs. N.D. got the second child, when she used to live separately from her husband.

By this time Mrs. N.D.'s parents in-law succeeded in convincing her to come back to her husband's house. She was made to leave the job but she refused to discontinue her job. Her husband and in-laws were not satisfied with her, but she managed to balance the situations for the sake of children and reputation. The time passed and Mrs. N.D. got another child and now she had three children, two sons and one daughter.

Mrs. N.D. is very much concerned about the education and future of children and she uses to save money for them.

Mrs. N.D. uses to carry out domestic work early in the morning and late in the evening and nobody helps her. She requested for servant but her parents in-law refused to hire the servant.

Mrs. N.D. is living a miserable life but she is happy that she is giving good education to her children. What ever time she gets, she spends in teaching and guiding her children.

Her married life is not at all happy. Her in-laws are not cooperative, her husband is relatively jealousy of her career. He does not help her to educate the children, even though he is a teacher. Above all, Mrs. N.D. claims that her husband is very demanding and expect everything from her.
Mrs. N.D. had no say in the family matters because her mother in-law is all decisive and dictative in the home. Mrs. N.D. suspects that her mother in-law is responsible for all trouble.

Mrs. N.D. believes that women’s traditional role is to remain at home and look after her children, husband and in-laws. She opines that a women should enter the new professional role depending upon the family conditions and cooperation of family members especially husband.

Mrs. N.D. always suffers mental tension due to her non-cooperative husband. Mrs. N.D. has very good relations with her relatives, neighbours and friends but she rarely visits them due to lack of time, strain of work and fear of in-laws.

Mrs. N.D. has very good relations with her colleagues and boss who are considerate forwards her pitiable condition. Her boss is quite pleased with her and allows her to come and go when she wants because of work load.

Mrs. N.D. has high regards for her boss who treats her as his daughter.

Mrs. N.D. wants her children especially daughter to be economically independent out of her own experiance.

Mrs. N.D. expects that after completing good studies her children would be able to get good jobs. She is keen that her daughter must be well educated, employed and married to a good considerate boy.

She admits that if her daughter begins to work, she may attract some good boy as in these days a working wife is an asset. Moreover Mrs. N.D. prefers romantic love marriage instead of arranged marriage for her children.
Conclusion: (Researcher's observation)

Mrs. N.D. admits that working women experience not only role conflict situations but mental tortures also. Yet degree of role conflict is much higher when children are immature and husband and in-laws are not cooperative. She argued that role conflict has adverse effect on marital relations which may even lead to separation. She accepts that role substitution mechanism is not a remedy for minimizing the role conflict but role sharing and cooperation of family members are necessary for coping the problem of role conflict.

Remarks: Mrs. N.D. is a nice lady. She cooperated with great interest and caution during the interview. We managed to discuss in her office in extra time when transactions were off on those two days. The information provided by her was confirmed by her colleagues and boss who are considerate towards her. She talked free and frank in the office which would have not, had the interview been conducted in her house because of the circumstances. The interview lasted for three hours.