

CHAPTER-II

RESEARCH DESIGN

The Problem:

Our society has evolved as a dominant life style, a 'conventional pattern' of sex-roles and division of labour between home and work. This conventional pattern has been characterized by a specialized division of labour in which only men have been defined as 'working.'¹ A women's role has been seen largely dependent on traditions guided by religious ethos. Her place has been seen as in the home, removed as far from the work place and, therefor, the entire sphere of female activity in our society is limited within the four walls of the house. The male has been seen as the provider and the female are expected to manage the household affairs, to look after the children and to take care of other units of the house under the guidance and domination of males. In this course they had to live at the mercy of male members and had to face injustices, inequalities and exploitations.

1. Rapport Rhona and Robert N. Rapport, Working Couples, (ed) Routledge and Kegan Paul, London, 1971.

Initially this was seen as a privileged role, in which the wife was protected from a world in which woman's participation was viewed as unsuitable unnecessary. In the last century and early part of this century, women's removal from the outside world of work and concentration in the home was seen as a reflection of what was 'right' and 'good'. It was seen as 'right' in terms of natural order of sexualdivision of labour; and 'good' in terms of greater happiness and well-being of the family.²

Traditional role of women was, therefore, confined to home. However, there is often a lack of clarity in the present day generalizations about women's economic function. History reveals that women have always been engaged in economic activity along with men. As a matter of fact the economic function has been the joint responsibility of both sexes in all ages. Before industrial revolution women had at all times played a very active part in the economic life of society, as they do in agricultural communities to this day.

Up to the beginning of the nineteenth century, spinning, weaving, making clothes, baking bread, making soap, preserving fruit and many other processes now

2. Ibid.

usually carried out in factories, as well as a good deal of teaching and nursing were part of a woman's household routine.³ Thus, the importance of a woman's contribution could not be in question. Their two roles raising a family and doing economically productive work, were fused into one way of life, work at home. It was only the coming of Industrial Era that contributed to a change in this condition. When the equilibrium of Pre-industrial society was upset by new technical and social developments the external conditions of women's lives were radically changed. Industrialization forced a separation between household work and economic activity. It was initially thought that women can carry on only one function, namely the family function and, therefore, were eliminated from economically active positions. And as such the role of women was confined to the household work.

Yet, while the nineteenth-century ideal of bourgeois women (when the task of an upper-middle class wife was chiefly to be an ornament to her husband and a living testimony to his wealth and her idleness was one of the prerequisites) has been kept alive to this day

3. Alva Myrdal and Viola Klein, 'Women's Two Roles', Routledge and Kegan Paul, Ltd., 1971.

and has become accepted in all social classes, the futility of feminine existence in the upper middle class was the very mainspring which motivated the social revolution usually called the 'emancipation of women'. This movement was not simply a revolt of the weaker sex against the shackles imposed on it throughout the centuries by the strong, free male-effective though the emotional appeal of this image may be. The fact is rather that women lagged one step behind men in the process of social evolution. This is true both in the fields of economics and politics.⁴

It took women longer than men to achieve political freedom and democratic rights, access to education and opportunity for employment. In their clamour for the 'Right to work' their aim was to regain the position of economic productivity and the sense of social usefulness they had lost when the centre of production was moved from the home to the factory. However, revolutionary women's demand for the right to work may have apperaed at the time, in fact they were not striving for a new thing but for the restitution of their lost share in the scheme of economic affairs. If

4. Ibid.

women now made an articulate and conscious request to go out into the world, they were not driven out by a sudden wave of perversity, or fashion but by the simple logic of economics. The work had been moved from the home and women wanted to move after it, as men had done not so long before.⁵

The social position of women has undergone a series of profound changes during the present century. Firstly, women have got admission to a variety of hitherto 'masculine' jobs, which on the whole provided that women were unencumbered by family ties. Secondly, there is endeavour of a growing number of women to combine family and employment. This social change, altogether, amounts to a gradual recapture of positions which were lost when women were squeezed out of economic process by Industrial Revolution.

The dawn of modern era, brought social, political and economic consciousness and acquainted the people with concepts of human right, equality, fraternity, justice and democracy. Consequently these changes made the people more and more conscious of their political and social rights. It is said that no society can

5. Ibid.

progress until it creates such a situation in which all of its members lead life as a human being.

Indian society also underwent a basic metamorphosis at the dawn of modern era, western education, legal system, political ideology and socio-cultural values gradually came to India with the Britishers and they began to cut at the root of the traditional value-system and ritualistic order of the Indian society.⁶ The achievement of independence from foreign yoke and establishment of a democratic society coupled with a planned economy and social reconstruction programmes further resulted into the change of traditional social structure"⁷.

The whole gamut of modern social forces and factors of social change has affected the value-system and the institutional complex of the Indian society. The criteria of status determination, the hierarchy of statuses in society, the role attached with each status system have all been affected by the process of change⁸.

-
6. Srinivas, M.N. 'Social Change in Modern India'.
 7. Jain Shashi, Status and Role perception of Middle Class Women', Puja Publishers, New Delhi, 1988.
 8. Kapur, Promilla, Marriage and the working Woman in India, Vikas Publications, New Delhi, 1970.

After independence India struggled hard to develop its structure and introduced different lives of modernization. Literacy was increased, communication was developed and people began to struggle for economic freedom. India adopted parliamentary democracy based on adult franchise and adopted different measures to bear the speed of development.

The developmental process called upon different segments of people to perform new role in new context. the process has not left women untouched. In this changing situation women were also called upon to perform new role in new situations. The traditional position she enjoyed in society, the roles she was expected to perform and the status she carried in her family and the society have all been altered by these factors influencing social change. India made efforts to give them economic freedom and make them a potential member of the family and broader society. This brought a great change in the life of women influencing their attitudes, values, inspirations, ways of feeling and acting for effective participation in all walks of life. Thus one of the main enduring consequences of the recent social evolution for women has been their

emancipation from their tradition bound ethos both legally and politically by the virtue of various acts and statues. The role of housewife has been expanded now into a dominant, mature feminine role.

In India, urban educated population in general and the women of middle class in particular have been affected by these social changes. Urbanisation, education and employment which are the contributions of social evolution, have provided them with new avenues to express and assert themselves⁹. Working woman, however, is not a new addition to the Indian scene. Women in the lower strata of society have been working since long for wages in factories, as menial servants or as unskilled labourers. It is only the women of middle or upper classes who were confined to homes and taking up jobs was considered derogatory for them. Various socio-economic and politico-legal factors have brought about a newly emerging middle class of working women in India¹⁰.

By coming out of their homes in the gainful employment, women have broken the traditional notion

9. Sinha Pushpa, Role Conflict Among Working Women. Janaki Prakashan, New Delhi, 1976.

10. Rani kala, Role Conflict in Working Women, Chetna Publications, New Delhi, 1978, p. 1.

that working outside is derogatory to them or that only under gross economic necessity they can work outside homes. No longer does the smug middle class look down upon a woman doing a job, whether it is to express herself or to utilize her talents or be economically independent¹¹.

People now increasingly feel that work provides opportunity for self-fulfilment and it is perceived as the way creativity, responsibility, and self-actualization can be achieved. Women now want to work in order to develop their potential and have now realized that work is their 'right' which is reversal of older values. Women are choosing to work because they are looking for egocentric gratification. Female liberation and the emphasis on the search for personal fulfillment have altered every women's awareness of her place in society. Women now attempt to shed old values and try to create new ones. Thus the post independent Indian society has witnessed a variety of macro and micro structural changes which lead to the 'accretion' and institutionalization of new roles and group structure based on concomitant norms of

11. Ibid.

modernization¹².

By taking up a gainful employment, married women have assumed novel responsibilities, now a new role has been added to their older role of mother and wife, i.e. the modern role of wage earner. As such working mother is subject to dual demands of homes and work. These demands are often antagonistic in nature, with the result, the working mother often experiences role conflict in performing her dual duties. In addition to the biological function which she has to perform because of her sex and culturally defined woman's in which she has to act, she is confronted with the additional duties and responsibilities connected with her employment¹³.

The fact is that tradition still makes housework less acceptable for a man than wage earning is for woman. Reared with a conception of the 'normal' family pattern as one in which male provider is head of the household and the housewife is his helpmeet,, it is difficult to think otherwise with any depth of

12. Singh Yogendra, Modenization of 'Indian Tradition', Thomson press (India) Ltd. Delhi, 1973.

13. op. cit., Promilla Kapur.

conviction though the idea of a superficial level of equality for all is very modish¹⁴. The social and cultural fabric of our society has been so structured that when any given couple departs from the conventional pattern they encounter resistances and strains of various kinds. These range from practical time-table difficulties to difficulties associates with other critical attitudes towards them in relation to deviating from expectation in specific situations¹⁵.

The new pattern of working couples tends to be a stressful one, despite the fact that it has been to some extent legitimised and has recently achieved broader prevalence. In more and more households, including those with some children, both husband and wives have paid jobs. But though behavioural problems have changed, there are many lags in values and social institutions have not changed correspondingly. In fact, strong counter arguments based on selected data indicating potential damage to children and to marriage as a consequence of wife's working are widely heard. Many couples who both opt to work find in difficult.

14. op.cit., Promilla Kapur.

15. op.cit., Rapport roma and Robert N. Rapport (ed.)

Some abandon the dual-work pattern; others sustain it but suffer a heavier emotional toll than is necessary; many couples are reluctant to try the pattern because of a distaste for possible criticism, a lack of social encouragement and fear of deleterious consequences in their personal lives¹⁶.

In Indian society, the working woman's problems are enhanced by the multiple normative confusion which relates to role expectation. In the joint family system, the parents-in-law still have the expectations from their daughter-in-law in the matter of looking after their household affairs or serving them. In most cases, the husband also expects the same kind of attention from her, as he would have had she not been in gainful employment. She does not receive much consideration for the additional income she brings home. The emergence of working women as an earning member has, thus, created an abnormal situation because the expectations attached to women's role in our society is not drastically changed. Most of the Indian people expect that women's activity be performed in religious and traditional framework¹⁷.

16. Ibid.

17. op.cit., Kala rani

With the multiplicity of her roles the behaviour of working woman becomes complex in terms of expected and actual conduct and lot of confusion is faced by working women with regard to her role and status¹⁸. The dual responsibilities not only overload the wage earning wife but may be so incompatible that they can not be performed properly. Having less time and more incongruent demands of dual roles, the working woman is experiencing more and more role conflict in modern situations¹⁹.

Objectives of the Study:

The changing situation of our contemporary society has posed great challenges to women and afflicted their roles. In modern society women work under certain forces, pressures and complex expectations. The present study investigates into the changing pattern of woman's roles. The role of a woman is a cluster of many subsidiary roles which she performs as a wife, housewife, mother and employee. The present enquiry tries to explore all these dimensions of women's roles. The demands of the new situation and the age-old requirements of womanhood are often in conflict and

18. op. cit., Sinha Pushpa.

19.

call for adjustment and accommodations. The study also aims to find out how a woman reconciles, accommodates and adjusts to the changing situations.

The major concern of the present investigation is to assess and find out factors that facilitate or impede role conflict among married working women. The analysis of the existing literature on this subject and the studies conducted indicate variety of factors which in one or the other way influence role conflict. The present study concentrates on some of these factors such as : Age, occupation, education, age of children, attitude of husband and in-laws and perception of the two roles which influence the role conflict among the married working women. Thus the present investigation aims at achieving the following objectives:-

1. To study the socio-economic characteristics of the married working women under study and to understand the variations among them.
2. To examine the changes in the status-role set of working women in the family.
3. To analyze the nature and extent of domestic duties carried out by the married working women.

4. To analyse the perception of working women about their home role performance.
5. To assess the time conflict experienced by married working women. in carrying out her domestic responsibilities.
6. To analyze the attitude of husband towards the domestic responsibilities of working wife.
7. To study the impact of employment of working women over their mother-role.
8. To find out the satisfaction of In-laws with regard to the management of household affairs by working women.
9. To analyze the reasons motivating a married woman to be in gainful employment.
10. To study the perception of married working women about their job role performance.
11. To assess the orientation of married working womens towards occupational mobility.
12. To assess the attitude of husband towards the employment of working wife.
13. To analyze the attitude of in-laws towards the employment of working daughter-in-law.

14. To evaluate the role of employer in the dual-role performance of married working women.
15. To find out the impact of employment of wife on marital relationship.
16. To examine whether the extent of role conflict is related to age, occupation, education and age of children of the working women.
17. To discover the keys of accomodation to minimize the role conflict experienced by working women.

HYPOTHESES:

In the context of above objectives, it is proposed to test the following hypothesis:-

1. No major variations lies among the working women in terms of their socio-economic characteristics.
 - 2.1 Employment of woman outside her home increases her status in the family.
 - 2.2 Employment of woman contributes to greater decision making power of woman in the family.
 - 2.3 Employment of woman outside home functions to increase her economic power in the family, expressed in terms of a share in the capacity to spend her own as well as the family income.

- 3.1 Employment does not relieve woman from her traditional domestic responsibilities.
4. Working women carry out their household responsibilities to their individual satisfaction.
- 5.1 Employed women are unable to spend sufficient time with their family members.
- 5.2 Married working women are unable to discharge the social responsibility of keeping contact with relatives and friends.
- 5.3 Employment causes time-strain in working women to participate in extra-cocurricular activities of the family like outing, shoppingetc.
- 6.1 The husband, of employed women generally remain satisfied with their wife's management of husehold responsibilities.
- 6.2 The husbands, of working women remain stick to their traditional role-status and do not generally share household responsibilities with the wives.
7. Working women with children of younger age face problem in carrying out their mother-role effectively as compared to working mothers with grown-up children.

8. The in-laws are generally dissatisfied with the management of household affairs by the working daughter-in law.
9. To have an independent income and to raise economic status of the family are important motives for working women to be in gainful employment.
- 10.1 Married working women are unable to perform their job role satisfactorily.
- 10.2 Married working women generally percieve job role to be of secondary and home role of primary significance in the order of their priorities.
11. Better salary encourages the occupational mobility among the married working women.
- 12.1 The attitude of husband is generally favourable towards the employment of working wife.
- 12.2 The husband, of working women are not grateful for their wive's financial contribution.
- 13.1 The attitude of in-laws is favourable towards the employment of working daughter-in-law.
- 13.2 The in-laws of working women generally feel that employment has an adverse impact on domestic duties of daughter-in-law.

14. The employer does not play any significant role in the satisfactory dual role performance of the married working women.
15. Employment of women does not necessarily put a strain on marital harmony and happiness.
- 16.1 Role conflict decreases with the increase in age.
- 16.2 Role conflict varies according to the nature of profession. It is experienced more by working women in strenuous professions demanding more and hectic job hours.
- 16.5 Role conflict is higher where working women are with lower educational qualification.
- 10.4 Younger age of children creates more role conflict in working women.
17. Positive support from husband, cooperative attitude of in-laws and availability of domestic helpers play significant role in minimizing the role conflict experienced by married working women.

THE UNIVERSE AND SAMPLING PLAN:

The present study relates to Muslim Married working women spread over the major city of Jammu and Kashmir State i.e. Srinagar. The study was conducted in

Srinagar city in the district Srinagar of J. & K State. Srinagar which falls in the Kashmir province is the summer capital of J. & K and as such has the best possible cross-section of white collar and other office-based employees in the State. The breakdown of occupational structure by sex as per 1981 census shows that a large percentage of women (51.51 per cent) are in the category "other services" which are dominated by white collar jobs. (Percentage of men is 67.33% in the category of other services). The choice of Srinagar city for the study was therefore considered most appropriate from the point of view of employment of women.

A characteristic of the female employment situation in Srinagar city is that most of the women work as teachers either in schools or colleges according to qualification. The next largest concentration is in various Government departments especially in civil-secretariat, Tele-communication department etc. Where they work on various ministerial posts. The heavy concentration of women is also seen in the health department where women hold the posts of doctors, Technicians and nurses. A substantial

proportion of women is also employed in various commercial establishments like Banks etc. very few women are in high Government service.

Accordingly, our population consisted of all married white collar women employees of Srinagar city, however for purpose of selecting the sample, we limited the population to the married white collar women employees in the various Educational institutions, Government offices, Health department, and Banks. Only such women as were at least matriculate were chosen as respondents. There was no limit to higher qualifications. Another important criteria was that these women should live with their husbands and children. Our presumption is that only such women have to carry on both the house and job roles. In maintaining the balance between the two they have to face conflicts. They have to look after the kitchen, marketing etc. Along with all these, husband, in-laws, guests and friends also have expectations from them. In this way they have more than one role to carry out. Thus they have conflicts which cause tension in their minds.

There are altogether 4228²⁰ women employers in the lists which researcher collected from various sources. Out of this 1797²¹ are married with children women employees [which is 41.12% of the total population] who constitute the universe for present study. However, no official records were readily available of the married working women with children. For making the study systematic and scientific the researcher prepared a separate list of married with children women employers, by making a personal interview with working women. From this universe the researcher selected a sample of 400 respondents [which is 22.5 of the universe] for the administration of present study. As the universe was large and the sample to be selected very small, the problem emerged with regard to the selection of actual sample units. Keeping in view the purpose of the study and broad characteristics of the universe it was decided to choose 400 respondents from different age groups, educational backgrounds and professions by

 20. Sources : 1. Education depeartment J & K.
 2. District Handbook J & K Bank - 1994
 3. District Statistical handbook Srinagar 1992-93.
 4. Annual Teachers Directory - University of Kashmir - 1992-93

21. Researcher

purposive stratified sampling. Furthermore, the sample size was fixed at 400 as a happy compromise between limited resources [including human capability and time] and the need for large enough size for meaningful breakdown and analysis. The data of multidimensional sampling plan is presented in Table 2.1.

TABLE 2.1.

MULTI-STAGE SAMPLING PLAN

OCCUPATION	TOTAL NUMBER OF WOMEN EMPLOYEES	TOTAL NUMBER OF MARRIED [WITH CHILDREN] WOMEN EMPLOYEES	SAMPLE STRENGTH
Univ. Teacher	48	31	20
College Teacher	206	145	100
School Teacher	2051	1101	110
Bank Employees	449	152	40
Office Employees	402	107	60
Doctors	311	98	30
Nurses	741	151	30
Admin. Officers	18	12	10
Total	4226	1797[42.12%]	400[22.25%]

Tools and Techniques of Investigation:

Interviewing was the principal method of data collection. For the purpose of collecting and recording the primary data an interview guide was prepared in English which aimed at eliciting information on the process of socialisation of the respondent, name, birthplace, marital status, age, education, husbands job, income and education. Part II of the guide was designed to get an idea of the perception of traditional and modern role of the women by the respondent, spelling out the duties of a good housewife, the number and age of children and dependents, availability of the servant, nature of household duties and attitude of the husband, parent's-in-law and other members of family to her working. The respondent was also asked whether she carried out her household duties and responsibilities satisfactorily. Part III of the guide was devoted to the respondent's job, motivations for job, her commitment to it, satisfaction with the job, husband's approval or other wise for working, the attitude of the employer and her own adjustment with them. The last part of the guide elicited information on role conflict and the nature

of accomodation, if any, the role of the husband in this contect, the attitude of family members and the impact of the situation on the respondents temperament and general life orientation.

In the interview guide, most of the questions were structured listing alternative answers. The respondents had to choose the appropriate ones according to their own judgement, understanding and experience. Some of the questions were open. In such questions, the respondents gave answers as they wished.

The interview guide was constructed on the basis of an outline prepared earlier including the desirable items to be included for the analysis of role and role conflict. It was tried on 20 cases. The pretesting helped in formulating the final shape of the interview guide. The wording of some questions was changed in order to make them understandable to the respondents. Pre-testing helped much in selectng the items and structuring the responses listed in the guide.

For the purpose of collecting secondary data concerning the topic, information was also obtained from census reports, books and journals related to the topic of the study. As the present study is based on

primary data, the secondary data have been collected only to supplement, clarify and elucidate the primary data and not to supplant them.

The Collection of Data:

After finalising the interview guide the field investigation was started.

a) Finding the Sample Members:

Quota on the basis of nature of job was fixed before going to the field. The actual selection of the sample units within each category was done by the investigator during field work. The investigator obtained the names of respondents from various educational institutions, hospitals, Banks and government offices. After obtaining the preliminary information, the respondents were chosen on random basis.

b) Obtaining the interview and the interview Situation:

After identifying the respondents, the problem was to obtain the interview. The investigator introduced her-self to the respondents. To secure cooperation, a brief statement of why the study was being conducted, was made to the respondents. The confidential and

academic nature of study was also explained.

After establishing rapport, each respondent was interviewed and wherever difficulty arose, as the meaning of questions, the same was explained to them. The interview situation in almost all the cases was similar. Almost all the respondents were interviewed at their job places.

c) Recording the interview:

The interview guide was used not only as a guide for interviewing but also as an instrument for recording the interview. The interview guide was filled in by the investigator personally.

Problems in Data Collection

The spell of field work was not entirely smooth and the investigator had to face situations at times pleasant and unpleasant. The investigator found it too difficult to work with educated and sophisticated respondents as it is difficult to pierce through the protective mechanisms which hides their personality. Many women especially on the lower educational levels, were not able to appreciate or understand the value of such research and were, therefore, reluctant to respond. Many respondents were not willing to give out intimate

details of inter personal relations in their family and their frank views on many items. Some respondents were, however, deeply touched by the sympathetic interview being conducted by the researcher and as such opened their hearts before her. As the extended interviews sometimes took more than an hour, many respondents were unwilling to spare too much of time. Thus the investigator had to fix appointment according to their willingness. Sometimes even after fixing the appointment, the respondents were not available. Some respondents at times were too rude in their behaviour and it was too difficult for the researcher to convince them. Many a time interview guide was not shown to the respondents as they were scared of loosing their secrets and as such in such case the entire interview took the form of a chat. It was a tedious job from the Bank employees at their office, since they remained loaded with public dealings for almost the whole day. In such cases the researcher sought the help of heads of respective branches who used to relieve the respondent from her duty for as long as the investigator wanted for the interview. Furthermore, at the time of data collection the socio-political

conditions of the valley were uncondusive due to which the investigator had to face a lot of problems. Due to imposition of regular curfew, and Hartals, it took investigator comparatively much time to collect data. On the whole the investigator gained a lot of insight through interviews and can count many among the respondents as friends.

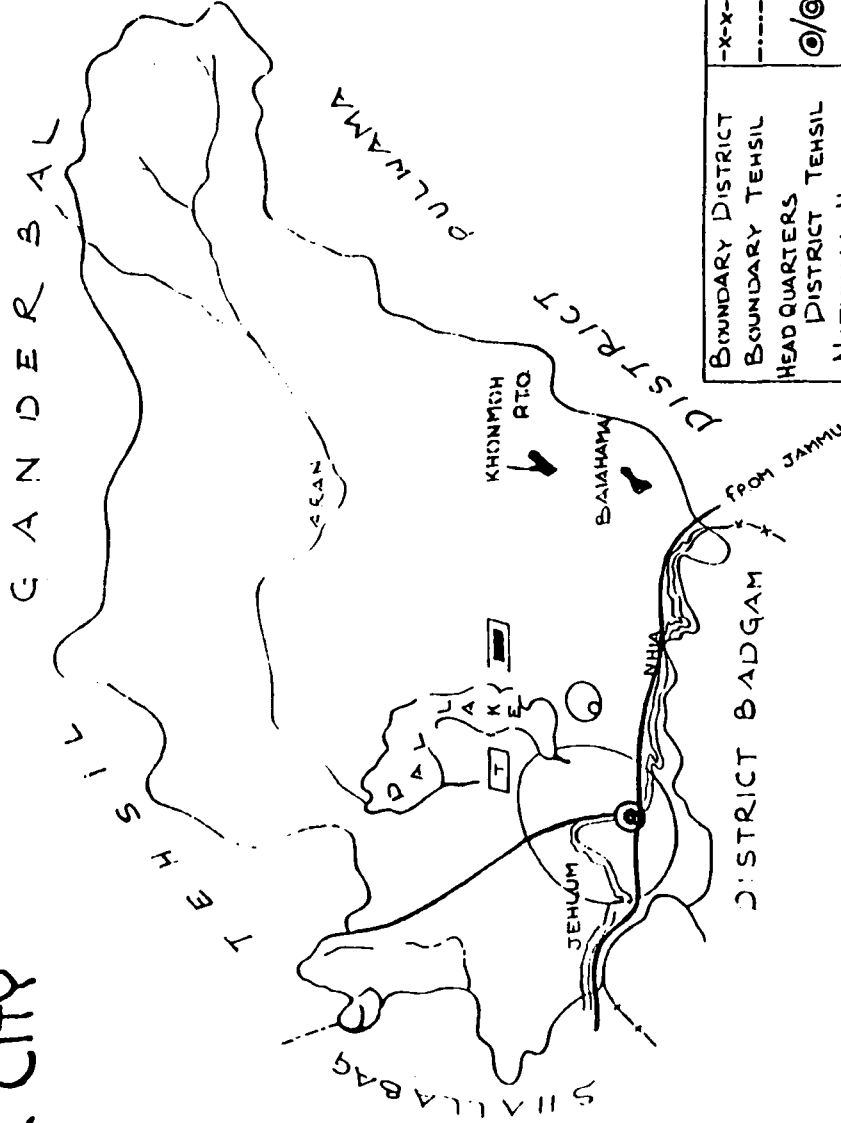
Data Processing

After completing the investigation and recording the interviews, the processing of the data and the task of analyzing started. At first, interview guide was checked and edited. Errors and Omissions in recording the answers were located. It was found that they were few and of minor nature.

The data collected were categorised with the help of the categorisation plan prepared for the purpose. Code numbers were assigned to each question and each response. The interview guide were coded, the responses were transferred on code sheets and then the data was analyzed, percentages were calculated and inferences drawn accordingly.

DISTRICT SRINAGAR

SRINAGAR CITY



-x-x-	BOUNDARY DISTRICT
----	BOUNDARY TEHSIL
◎/◎	HEAD QUARTERS
—	DISTRICT TEHSIL
—	NATIONAL HIGHWAY
—	METAL ROAD
	RIVER/STREAM/LAKE
☐	POST OFFICE
☐	POST AND TELEGRAPH OFF.

