CHAPTER – VI
CONCLUSION

The overall review of this study reveals that the Kashmiri women have undergone a lot of change. Going to the past her level in the medical profession was zero and role was limited to the nursing in this field. However, the study has revealed that a tremendous change has occurred to the women and they have reached to this present stage. After undergoing lot of hardships and have fought traditional social system and came victorious by adjusting herself in the medical profession working neck to neck with male professionals, reached to capture one specialty perfectly i.e. Gynaecology and Obstetrics and thus succeeded to cross fire the male dominance in this profession. Not only this but the study reveals that some of the Kashmiri women medics have become administrators and have run the administration successfully, apart from the professional skills the women medic possessed which I have revealed in the previous chapters. The study has revealed that wherever they are in the medical profession they have never shown inability to prove unsuccessful professional during practicing their profession, be it a class room instructions to the medical students or usual practical rounds made admitted patients in a wards in a hospital displaying the skills while teaching practicality of skills to students, use of modern equipment and procedures conduct of exams as examiners (practical as well a theory) or skilled professional practice in other than teaching institutions of medical profession i.e. while working in the far flung areas to treat the patients and proved successful social and preventive medical profession; treat the diseases be it epidemic or a normal disease women have proved successful professional. Although facing the lot of difficulties on social front yet they cut the barriers, came out of home, latter got encouragement reached to the extent that they made it to the medical profession. Not only this she had to compromise and keep balance with the two roles at home as well as work place without letting any one of the two that they have lacked. The growing social influence, role of media, awareness of women, elsewhere other than Kashmir have encouraged Kashmiri women to adopt medical
profession. The present trend which she sees in the other professions, they developed aptitude and longing goals to this bright one (medical profession) although being and becoming a doctor is a hectic job, yet they are all set to adopt this profession. I am of the opinion that apart from these social factors, personal approach of thinking, Kashmiri women have changed and side by side her family approach too changed in favour of girl child. The change which the study has revealed is that female medical students are encouraged by the male colleagues/staff treating them equal to men. A recent and latest trend is that women medics are getting admission for higher specialities of medical profession.

This alone is not the only factor for encouragement of women in this field, the economical factor as the study reveals is that lot of money is spent on going to the medical studies by the parent, financial assistance is provided to the female students too by the government and other financial institutions in order to encourage the women to study the medical sciences. The desire to become a specialist or a super-specialist made Kashmiri women prepare for postgraduation course and is ready to spend lot of money on the studies yet they are paid a stipend during the postgraduation course by the government. Besides, working in private clinics, they make themselves economically sound so that they can utilize this money on further studies.

But for all this, better education, better schooling, new trends for accumulating the knowledge, modern scientific development, social encouragement and above all personal enthusiasm in the women have led her to acquire the medical profession. Now a days Kashmiri women are taken as important members in the family and unlike the past enjoy their virtual place in the family. They are free to decide about their futures generations career development programmes and life’s most important aspect i.e. marriage of their children.

Thus the study reveals that medical profession though more recent and new in Kashmiri society yet the professionals put themselves in the direction of modern ways. This profession accepted the trends of electronic ‘Era’ where most of the professional functions are taken by the computers and internet networking system. This electronic
networking technology has revolutionized the medical sciences and at present tele-
medicine helps the medics/medicos in improving the patient care according to modern
ways.

Thus the reality is that by coming out of dreaded ‘kitchen drudge’ image, women
medics have broken the traditional notion and accepted the more challenging profession
to fulfill their personal hopes, desires, express themselves fully to the outside world and
utilize the potential for the welfare of human society.

The overall analysis reveals that women medics have undergone a remarkable
change in their status and role. The present investigation made an attempt to know
sociologically about position and role of women in medical profession. The variables
which have been studied and analyzed in a sociological study of the Kashmiri women in
medical profession are medical education, careers in academic medicine, occupational/
professional satisfaction, relation with colleague community, referrals and reciprocity,
women medics and discrimination, women medics and area of concern, women medics
occupational mobility and impact and women medics and problems experienced.

The major conclusions which emerged from all the findings of the study are
presented in summarized form as under:

The majority i.e. 74.00 percent of the women medics in the sample of the study
were married and only 26.00 percent women medics were unmarried. As far as the age of
women medics is concerned, 50.00 percent belong to the age group of 36-45 years
followed by 40.00 percent age group of 25-35 years. The lowest percentage of women
medics i.e. only 1.00 percent belong ot age group of 46 and above years. The majority i.e.
59.00 percent of women medics belong to nuclear families and 41.00 percent belong to
joint families. The women medics enjoyed happy family life and spent time with their
family members. The family obligations were given due importance but not at the cost of
their professional responsibilities. The majority of women medics i.e. 80.50 percent
preferred nuclear families with small number of children while there are only 19.50
percent of women medics with large number of children in their families. The majority of
women kept balance between two roles and therefore devoted attention towards their
professional role. As far as economic position of women medics is concerned, 58.00 percent earned an income of Rs. upto 15000 per month, 39.50 percent women medics earned an income of Rs. 15001 – 30000 per month. The lowest percentage i.e. 2.50 percent respondents earned a self income of above Rs. 30,000 per month. Thus the sound and higher income of women medics has created a change in the economic power structure of the family. The women medics have full authority and independence in spending their income for the purpose of getting higher medical degrees. The income status of women medics’ family play an important role in moulding their careers. About 64.50 percent women medics total family earnings are Rs. 30001 – 50000 per month, followed by 27.00 percent with upto Rs. 30,000 per month. The total family income of 8.50 percent women medics are above Rs. 50,000 per month. Thus the majority of women medics got full fledged financial assistance of family for further studies. As far as the professional educational background of women medics is concerned, out of total sample, 60.00 percent are with basic medical degrees i.e. MBBS degree while 40.00 percent women medics are with Postgraduate/Diploma degrees. Only 33.00 percent are the permanent job holders, 14.00 percent are working on contractual or adhoc basis and the majority of women medics i.e. 53.00 percent are without any permanent job or are working in valley’s private health and medical establishments on very small perks. The women medics prefer the medical profession due to family encouragement and personal interest in the medical studies. They use the valuable learning experiences earned through the medical specializations for the welfare of diseased people. As far as the occupational status of the parents (father and mother) and husbands fo the women medics is concerned, among fathers, 27.50 percent are government employees, 24.50 percent are business executives, 45.50 percent are retired employees, 1.50 percent are doctors and 1.00 percent are bank and media professionals. Thus the majority of women medics’ parents earn and are highly qualified thereby produce an influence on their girl children. Among mothers, 32.50 percent are in government service, 55.00 percent are housewives, 12.00 percent are retired employees and 0.50 percent in doctor’s profession. Thus majority of mothers of women medics are housewives and all of them were literate and
exercised a strong influence on the career development of their children by their attitudes. Among husbands, 49.50 percent are in medical profession, 15.00 percent are engineers, 7.50 percent are business executives and only 2.00 percent are bank professionals. Thus majority of women medics’ husbands are in same profession thereby understand the duty schedules and patterns and help their wives in performing the professional role without any hindrance. The women medics get full support from their husbands for further continuation of the medical studies. The economy and education of parents and later husbands are the two important determinants that encourage and mould Kashmiri women into medical profession. Besides, women’s own interest, brilliant academic records, aspirations for social mobility and feeling of obligation to oneself or to society to use one’s potential, expertise and skills are also important. As far as the experience of women medics is concerned 78.50 percent worked inside the state, 5.00 percent worked outside the state, 9.50 percent got experienced outside the country and 7.00 percent are with very little experience inside the state. Thus majority of women medics work inside the state show interest in serving and providing the treatment to the people of Kashmiri society. Besides, the women medics are more committed to their professional role and know about the responsibilities fully. As far as demographic background of women medics is concerned, 78.50 percent belong to urban areas, 19.50 percent belong to rural area and only lowest proportion i.e. 2.00 percent are migratory. Thus majority of women medics live in urban areas and are fully acquainted and familiar with latest developments in medical profession.

Regarding the themes, the study revealed the following information:

**Medical Education**

- The majority of women medics i.e. 84.00 percent faced problems during undergraduate medical training. Rest of the respondents faced no problems during undergraduate medical training.
Out of total sample i.e. 200 respondents, only 80 i.e. 40.00 percent have done post-graduate and diploma degrees and thus are with specializations at their back. All these post-graduate degree holders are supported by their family in choosing the specializations for post-graduation. 21.25 percent are self supported, 3.75 percent supported by fathers, 17.50 percent supported by husbands, 2.50 percent stimulated by seniors, another 21.25 percent supported by both self and father, 31.25 percent supported by self, father and husband and only 2.50 percent supported by self, father and seniors.

The only 40.00 percent women medic respondents are with post-graduate degrees. Out of 80, i.e. 40.00 percent respondents, the majority i.e. 73.75 percent got motivated for post graduation by the sense of feeling to be complete and competent doctors, 7.50 percent got motivations from teachers and faculty members and through a sense of feeling of to be complete after postgraduate degree, 10.00 percent got motivated from teachers only.

The majority of women medics i.e. 71.00 percent were devaluated and considered inferior on the basis of their competitive nature. 25.00 percent were devalued for not remaining committed to their professional role. Only small proportion i.e. 4.00 percent were devalued on the basis of their gender.

In case of majority of women medics i.e. 66.50 percent the achievement and performance level got effected due to attainment of higher degrees.

Out of total 200 respondents, 67.00 percent women medic said that family circumstances act as major impediments in their professional career, 21.00 percent reply lack of ambition act as main barrier and 12.00 percent believe that both family commitments and lack of ambition are main hindrances in the professional success. Thus it is concluded from the above findings, that generally women medics face problems at undergraduate training course which has many difficulties at the start for an average student. The medical profession needs hard working people with sound basic schooling, excellent records and grading and ready wit for its smooth functioning. The women medics are with independent quality of
decision making which is due to their own desire and dedication in the medical studies. The triple support of self, parents and husbands supported them a lot in choosing specialization at post-graduation which are later utilized for the benefit of sick people. The women medics desire to be recognized by their own identity and show their competence which involves the sense of feeling of obligation to oneself or society to use advanced knowledge and skills for diseased persons. The women medics’ career development is not regular and progressive. The family responsibilities drop the performance level of women medics after marriage. The family and career development show close relationship. The professional success needs continuous dedication in order to get the same results as their male counterparts.

**Careers in Academic medicine**

- The majority of respondents i.e. 71.00 percent in the sample reply that they can become the head of the medical institution whereas a small proportion of women i.e. 29.00 percent reveal that these positions are time consuming and further cannot pay much attention due to family obligations.
- The majority of women medics i.e. 60.00 percent desire that there should be separate medical institutions and hospitals while 40.00 percent of the respondents desire that there should be different curriculum and experienced medical faculty for their training.
- The majority of married women medics i.e. 75.00 percent are satisfied with their marriage whereas 25.00 percent are not satisfied with marriage.
- The majority of unmarried medics i.e. 76.93 percent prefer marriage with qualified medics. While 23.07 percent prefer marriage after getting postgraduation degrees.
- The majority of unmarried medics i.e. 84.61 percent like to marry medico sons of medico families whereas only 15.39 percent respondents do not like to marry medico-sons of medico families.

Thus it may be further concluded from above findings that women medics by and large have desire to become head of the medical institution inspite of the
family obligations. Provision of separate medical institution helps them to choose male dominated institution and thus acquire the administrative quality which is necessary for running the institution. The women medics feel happiness, with their married life for most of them are married with same professionals who understand the duty patterns and schedules and also provide an atmosphere to their spouses that eases their tension in their families. The majority of unmarried women medics prefer marriage with medico-sons of medico families, possessing higher medical degrees. They desire to marry after completion of their postgraduate degrees.

**Occupational/Professional Mobility**

- The majority of women medics i.e. 90.00 percent are satisfied with their profession where as 6.00 percent are not satisfied with the profession. The small proportion of women medics i.e. 4.00 percent are indifferent.

- The major proportion of women medics i.e. 64.00 percent desire to serve sick people of the society whereas small portion of women medics i.e. 36.00 percent desire to become financially better and to do something creative that benefits people in society. Thus from the above findings the women medics are satisfied with their profession and desire to serve the sick people in the society. Through this profession they desire to show their own identity and human nature towards people. The financial gain has secondary position in their lives. Their satisfaction is due to influence of the parents, in-laws and husbands. The husbands in the same profession help the wives in making choice of the specializations for postgraduation which after completion help in treating the patients in and outside the hospital setup.
Relationship with Colleague Community

- The major proportion of respondents i.e. 83.50 percent reply that para-medical assistance is important during the treatment provided to patients in the hospital setup whereas 16.50 percent of women medics are able to have capability to handle the patients in the hospitals.

- The majority of women medics i.e. 57.00 percent find it difficult to treat patients without senior colleague’s advice and guidance especially during night shifts whereas 43.00 percent are confident about the treatment provided to the patients during night shifts. The conclusion arises from the above findings that the women medics without specializations and little experience feel that senior colleague’s opinion and advice on difficult patients during night duty is very important. Moreover, the assistance of para-medical staff is also very important because medical profession requires coordination of various personnel which is essential for the smooth working atmosphere. Therefore experience of senior colleague matters a lot while treating the patients in the hospital.

Referrals and Reciprocity

- The majority of women medics i.e. 58.50 percent do not practice on the private clinics whereas 41.50 percent are doing private practice after hospital hours.

- The major proportion of women medics i.e. 66.50 percent give family duties a higher priority whereas 33.50 percent do not take professional activities seriously. The above findings lead to conclusion that women medics take family duties very seriously. Sometimes the professional activities are attended by their husbands also. The women medics are doing private practice to provide help
to the people who need immediate care and cure of their ailments. They give first priority to private practice to become financially more sound, independent and change their life style in a modernized way.

**Women Medics and Differentiation**

- The majority of women medics i.e. 74.00 percent do not face any kind of opposition from male members of the family regarding being in medical profession while very small proportion of women medics 26.00 percent face opposition from male members regarding being in medical profession.
- In majority of women medics’ families i.e. 55.00 percent, decision making involves elder persons. Whereas in 46.00 percent, decision making involves both husband and wife.
- The majority of women medics i.e. 91.89 percent decide marriage of children themselves. The above findings lead us to conclude that content of opposition in women medic families is very small which is due to exposure, broad mindedness and intelligent nature of family members. The decision making mostly is done by elder members because their experience is valued. The women medics have full authority in deciding the marriage of their children. Thus conservative nature of male people decreased due to their exposure and therefore control also came in the hands of females which made them responsible persons in the family.

**Women Medics and Area of Concern**

- The major portion of women medics i.e. 46.50 percent are interested in serving the patients and side by side in earning the money. 21.00 percentage of women medics are interested in teaching of medical
undergraduates and postgraduation, 32.50 percent are interested in research and administration.

- The majority of women medics 85.50 percent are in favour of doing private practice.
- The majority of women medics’ i.e. 65.00 percent patients are interested in immediate treatment of their diseases.
- The major proportion of women medics i.e. 69.50 percent provide equal treatment to both rural and urban patients. The conclusion drawn from above findings indicate that women medics are mostly interested in serving the people and are in favour of private practice. This is because that at private clinics both rural and urban patients are treated equally and immediately. This shows that the primary belief of medical profession is fulfilled by medics completely.

**Women Medics, Occupational Mobility and Impact**

- The major proportion of women medics i.e. 92.50 percent find change in their status while working abroad.
- The major percentage of women medics i.e. 61.50 percent feel that promotional prospects and acquiring of higher medical education get disturbed while working abroad for a long time.
- The large proportion of women medics i.e. 65.50 percent create positive influence on family due to their being in medical profession.
- The majority of respondents i.e. 92.00 percent produce favourable influence on the society.
- The majority of respondents i.e. 86.50 percent feel discouragement from people of the conservative society to enter into difficult and challenging areas.
- The major percentage of women medics i.e. 68.00 percent regret for being in medical profession. From the above findings it may be concluded that women in medical profession produce positive and
favourable influence on the family and society and while their stay in abroad cause change in the social status but disturb their promotional prospects and acquiring of higher education.

**Women Medics and Problems Experienced**

- The majority of married women medics i.e. 73.74 percent with their spouse in the same profession experience shortage of time attend the children, household duties and other social obligations.
- The majority of respondents i.e. 61.25 percent with their spouse in other professions experience the problems in understanding the duty patterns and difficulty in social get-to-gathers.
- The majority of married women medics i.e. 68.25 percent leave their children in the hands of maids and servants.
- A large percentage of respondents i.e. 86.00 percent face problems while pursuing higher studies.
- The majority of women medics i.e. 71.50 percent face problems in the fields of specializations and in the top positions.
- The major proportion of women medics i.e. 82.50 percent face psychological stress during professional lives. The conclusion from the above findings indicate that women medics experience number of problems during the professional life. All these problems are due to shortage of time and over burden of hectic hospital schedules. The women medics work for long hours thereby face more psychological stress during professional lives.

Thus it is finally concluded that women medics have family obligations on the one hand and on the other hand they have more obligations towards the people in distress and diseases. The commitment towards professional role make women medics to think more about the benefit of the
people. The medics keep aside their own interest and work only for the welfare of human beings. The parental support, flexible attitude of in-laws and spouses help to remain inclined towards the primary belief of medical profession that is to think for the welfare and betterment of patients.