CHAPTER TWO

RESEARCH DESIGN

This chapter is mainly devoted to the description of the research procedure adopted for collecting data in the present study. The following points are discussed in this chapter.

1. The considerations involved in selecting the universe and the sample.
2. The technique used for data collection and the procedure followed for carrying out the actual field work.
3. Limitations of the present study.
4. A brief review of the important books which have influenced the study.
Universe and Sampling.

The study proposes to investigate and analyse the problems of employed women in rural areas. So the selection of the locale of research and of the sample was guided by the above delimitation of the problem of research.

Rural areas of Parbhani district were chosen as the locale for the present study. Parbhani district is a part of the Maharashtra State in India. "The district with an east-west extension of 128.72 km. (80 miles) and a north south one of 104.58 km. (65 miles) lies between 18°58' and 20°02'N latitude and between 76°4' and 77°42'E longitude, with an area of 12,552.9 km² (4,846.7 sq.miles) and a population of 12.06 lakhs. It ranks 8th in the Maharashtra State with regard to area and 17th in respect of population.

The population of the district is predominantly agricultural, industry, commerce and transport claiming only a small share of it. " 1. Parbhani and Hingoli are the only large towns in the district.

The following points were taken into consideration while selecting this particular locale for the present study.

1. The district is much less urbanized than Maharashtra as a whole. So it is predominantly rural in nature.
2. 86.16 percent of the total population of the district lives in rural areas.
3. As this part of Maharashtra is not much developed in respect of industry, commerce, transport, education etc., the process of modernization has not yet started functioning effectively. This part has still, more or less, retained its traditional rural structure.

Definitions:

Rural Area:

A rural area has been defined in the present work as an area having no municipality or having a population below 5,000. This definition is in line with the definition of an urban area given in the census Hand Book of Parbhani (1961). Urban area is defined there as

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2. Census of India 1961, District Census Hand Book Parbhani. (Published by the Director, Government Printing and Stationery, Maharashtra State, Bombay-4.) P. 11.

a place which either has a municipality or is a
cantonment or has been treated as a town as it has a
population of over 5,000 and 75 percent or more of male
workers engaged in non-agricultural occupations. 4
Naturally, places having population less than 5,000 and
having no municipalities and are categorized as rural
here.

Employed Woman :

An employed woman is defined here as one who
has been gainfully employed by Government or
semi-Government agencies like Zilla Parishad, Panchayat
Samiti etc. Women working on daily wages or women
employed by private agencies are not included here for
the study.

Sampling:

The selection of the sample was restricted to
gainfully employed women working in villages.

Big cities provide various types of employment
opportunities to many people. But rural areas have
limited employment potentials. Employed women are not
found in each and every village. Considering this factor
it was thought to be fruitless to adhere to any strict
sampling technique. Any particular sampling technique
was not contemplated due to the following reasons also:

4. Census of India 1961, ' District Census
Hand Book Parbhani. ' Explanatory note
Page. 3.
1. The employed women in rural areas were spread over the whole district and they were transferred very often from place to place. Also it was learnt that on many occasions, the posts, specially in the remote villages, created for women employees remained vacant as women employees were found reluctant to join on duty in these villages for several reasons.

2. Social research is a new thing in India. Even in cities the research student experiences various hurdles in contacting the subjects and in eliciting information from them. So certain number of refusals were anticipated in advance as these employed women were moderately educated and would not be mindful of the value of social research.

3. Certain questions in the schedule were related to the behaviour patterns of officers and villagers. So it was presumed that some women employees might refuse to furnish the information because of the fear of possible misuse of the same.

Any strict sampling technique was not followed due to the above mentioned reasons. However, every attempt was made to secure as large and as representative a sample as the circumstances permitted.

The entire rural population of the district comes under the jurisdiction of Zilla Parishad. So several attempts were made by the author to secure a list of employed women in rural areas from Parbhani Zilla Parishad authorities. The author personally approached the officers of different departments of the said body to get the consolidated list of employed women. Despite several efforts in this direction the author could not get the accurate and consolidated list of the women employees in rural areas. Then the author herself tapped various sources
and compiled a list of employed women in rural areas. The number of gainfully employed women in rural areas was roughly estimated to be 300 to 350. Out of these employed women, 163 respondents were actually secured for the interview.

A scrutiny of the occupational categories of working women in rural areas reveals that there exist three major categories of them:

Teachers.
Nurses.
Gramsevikas.

The present sampling includes these major categories of women workers.

Here, the term teacher includes:
1. Primary school teacher.
2. Secondary school teacher.

The term Nurse encompasses:
1. Nurse mid-wife.
3. Family planning worker.
4. Health visitor.

The term Gramsevika includes:
1. Gramsevika of family and child welfare scheme for villages.
2. Gramsevika employed by Panchayat Samiti.
3. Gramsevika belonging to Nutrition Scheme for villages.

The following table shows the category wise strength of the respondents secured as sample.
Table No. 1

Category-wise strength of women employees in the sample.

<table>
<thead>
<tr>
<th>Categories</th>
<th>Strength</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurses</td>
<td>57</td>
</tr>
<tr>
<td>Gramsevikas</td>
<td>44</td>
</tr>
<tr>
<td>Teachers</td>
<td>62</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td><strong>163</strong></td>
</tr>
</tbody>
</table>

The number of women employed by private agencies was quite negligible in these villages. So the scope of the sample was limited to the Government or semi-government women employees. (Zilla Parishad, Panchayat Samiti etc.)

Procedure followed in securing the data.

Every subject thus selected as a sample unit was personally and individually interviewed on the basis of well-prepared, structured interview schedule. (The schedule is given in the Appendix A.). The subjects were requested to be candid and honest in answering the questions and their anonymity was assured. They were given an assurance that the information given by them would be treated as strictly confidential and would be used for no other purpose than that of research.

Before it was finalised, the interview schedule was pre-tested. A small number of women (Approxly. 16) employed in family and child welfare department of Parbhani Panchayat Samiti, was selected for testing it.
The questions were re-framed both in the structure and in the content, whenever necessary, in the light of the above pre-testing.

The attention was paid to the following points in the preparation of the schedule.

1. The questions were framed in a simple language, so that the respondents could easily understand their meaning.

2. The questions were framed in Marathi Language which was the mother-tongue of most of the respondents.

3. Brevity of the questions was maintained to avoid confusion on the part of the respondents and to elicit exact and precise information.

4. The questions were arranged in a logical order and in a sequence so that response should slide automatically from one question to the other.

5. A full assurance of confidence in the use of information was given to the respondents.

6. The schedule was prepared in such a way that not more than an hour would be required to finish it up and the respondents would not feel bored. Normally the interview lasted for an hour.

The order of the presentation of the questions in the schedule is as follows:

1. The first part of the schedule is devoted to the bio-data of the respondents. Questions on age, caste, education, marital status etc. are included in this section. Questions regarding the general amenities in the village are also included herein.
These questions were set in this section to see the relationship between these variables and the problems of employed woman.

2. In the second section of the schedule, questions regarding employment problems are incorporated. Questions on motives of getting employed, transfer, promotions, relationships with the Officers etc. are covered in this section. These questions were set to gauge the reasons and the nature of her employment problems.

3. Questions regarding the familial problems of employed woman formed the third part of the schedule. Questions pertaining to the following things such as number and age of children, whether the respondent is living alone or with the family members, help from servants in household chores, co-operation from husband in domestic duties, labour-saving gadgets etc. are included in this section. These questions were set to comprehend her familial problems.

4. The fourth section of the schedule is devoted to the questions relating to the problems of employed woman which arise out of rural situation. Questions on village leader's behaviour pattern with her, her participation in village social activities, factions in the village, her knowledge of the aims of community Development, Panchayat Raj etc., her attitude towards the job, particular difficulties encountered due to village conditions etc. form the final part of the schedule.
Several authors who have contributed to this book, have tried to analyse this 'lag' between formal changes and informal status quo about the status of women in Asia.

"THE WESTERN EDUCATED HINDU WOMAN"

(1970)

- MEHTA RAMA.

This book by Rama Mehta seeks to find out to what extent the traditional customs and values are still operative in India society. It also examines whether any threat is there to the survival of the traditional Indian values. The study is based on the fifty western-educated Hindu women of elite class. It tries to discern the influence of western education on them. The study goes deeper than this. It attempts to find out whether the western education has resulted in merely a superficial imitation of the western ways of living or whether it went deeper and changed the traditional value system and led to the assimilation of western ways and thoughts.

The findings of the book helped me in assessing the impact of modernization of the traditional values about Indian women.
in reading the questions and answering them.

Various villages also were visited by the author to contact the employed women whom she had no opportunity to meet at the district place. Thus about 54 villages were visited. A map of Parbhani district showing the villages visited by the author is incorporated in the thesis. (Page No.) Quite a few times the author experienced reluctance on the part of the subjects to furnish information. The author revisited these villages. No stone was left unturned to gather necessary material despite various kinds of hurdles experienced by the author. During these visits to the villages and while attending the meetings, not only the information given by the respondents was noted down but also the impressions of the villagers, officers, co-workers etc. were taken note of.

The women employees shed their former reserve about the author as a stranger, as they saw the author mixing with them freely and started confiding with her. They candidly gave answers and in turn thanked her for taking such keen interest in them and studying their problems.

For the sake of maintaining complete anonymity it was intended to mail the questionnaire. But taking into consideration the general response to this technique of social research and the educational qualifications of the respondents the author turned to the contact method, for eliciting information.

In the face to face situation, the unwilling subjects could be patiently and successfully persuaded to supply information, which they would never do.
otherwise. Interview enables us to know and study even those events that are not open to observation, and are known to the respondents only. As interview provides the best method of social study the author adopted this technique of data collection.

Thus, the field work was carried out in period of two years; from October 1969 to October 1971.

Processing of data.

The entire data was coded and machine processed. The use of extremely precise statistical method was never aimed at. So at first the primary tables were prepared and then the simple method of cross-tabulation was adopted.

Limitations of the study.

1. The findings of this study, are based on expressed information of the respondents which may have its own limitations. The objectivity of the author is naturally circumscribed by the extent of the respondents readiness to give the real information. Possibility of hiding certain facts on the part of the respondents cannot be completely ruled out, although every possible effort had been made to elicit authentic information.

2. Some difficulties were also experienced in clarifying the purpose of the inquiry to the respondents. Many of them thought that the inquiry was directly related to some programme of solving their difficulties.
3. The technique for the collection of data employed by the author, was the structured interview schedule. All the respondents were interviewed on the basis of this schedule and necessary information was collected. Therefore the generalizations and the findings of the study are limited to this technique of data collection only.

4. The scope of this research is limited to the employed women in rural areas of Parbhani district. So, conclusions based on this study have their own limitations and can be made applicable elsewhere, with certain precautions.

5. To the best of the knowledge of the author, this study of employed women in rural areas is one of the pioneering sociological studies of its kind in India. So the Primary aim of this research is to focus attention on the broader aspects of their problems, and the present study will give the base for formulating the hypothesis to further research.
The present study of employed women in rural areas is one of the pioneering studies of its kind. So literature devoted to the sociological analysis of this particular problem was not adequately available. To add to her difficulties, the author was confronted with a notable lack of basic data on employed women in India, in general. However, some books have helped the author in gaining an insight into the research problem at hand. The author owes a deep sense of gratitude to them, and thinks it her duty to review them here, though concisely, as they have significantly influenced and moulded her thinking in writing the present report.

"WOMEN'S TWO ROLES" (1956)
- MYRDAL ALVA AND KLEIN VIOLA.

This book is one of the very rare books devoted to the study of the two roles of women-home and work from the sociological perspective. The authors discuss and examine the dilemma of home or work of modern wife in western countries. The authors have come to the conclusion that if certain changes occur in society such as, husband's and father's participation in the affairs of the families, reduction in working hours at home and at work and accepting the idea that working woman has right to have family life, the dilemma would be probably get solved. The book ends with the note that, "There is
no reason to suppose that in the sphere of women's employment, prejudices should be allowed to block the road to social advance.

The book guided me in understanding the different aspects of woman's two roles.

"MARRIED WOMEN WORKING." (1962)

- JEHPTCOTT PEARL ET. AL.

This study of married working women inspired me to undertake the present research. This is an intensive study of the problems of the home and the work-place of the working women in a London Community.

The study has attempted to disentangle the various considerations involved in woman's two roles. By studying the concrete example of Bermondsey working wives, the study has brought forth the fact that if favourable changes take place in the family, at the work place and in the attitude of the society about the employment of woman, it is possible for the woman to reconcile her two roles.

Though, the western situation discussed in the book is quite different from that in India, the approach and the method followed in this work proved to be very useful to me for the initial formulation of the problem of my research.
The impact of employment of married women on their marital relationships is the central theme of this book. The study has tried to test the popular assumption that employment of woman is a threat to her married life. The author with the help of intensive case studies, has proved that employment as such, has no relevance to the marital adjustment. It is the action and interaction of various factors working simultaneously that gives shape to marital relationships is its conclusion.

Dr. Kapoor's research work is confined to the urban area. Though my research was about the problems of employed women in rural areas, Dr. Kapoor's analysis of the problems of working women proved to be very useful to me.

In this book, Dr. Cormack has traced the roots of Hindu history and religious scriptures to explain the existing patterns of behaviour of modern Hindu woman. Though the book is a part of the author's Ph.D. thesis on 'Traditional patterns in the interiorization of the ideals of womanhood by Hindu
girls', it presents a comprehensive study about Hindu woman. The study has analysed the social roles of Hindu woman. Also it has thrown light on the factors related with the personality formation of Hindu woman.

The book, written by a foreigner about a social phenomenon has its own distinctive merit. It is generally free from the prejudices which the native mind may have while observing his own society. This enhances the value of the book.

The study provided me valuable information about the status and role of Hindu woman, from the scientific point of view.

"THE CHANGING ROLES OF MEN AND WOMEN."

(1967)

(ED.) DAHLSTROM EDMUND.

As suggested by the title, the book has enlarged its scope to encompass the two roles of men also. The book is the result of a symposium by a group of Scandinavian social scientists examining the sex role question from the vantage point of sociology, psychology, social psychology, industrial sociology and economics.

' Along with the study of the conflict between women's two roles, family and work, the debate has extended to the practical details of daily existence of men and women also.'
The scope of the book is limited to the changing roles of men and women in the developing countries. So, the things discussed in the debate cannot be fully applied to the Indian conditions in the context of sex roles. India is not witnessing rapid modernization yet, as the western countries, so the traditional roles of men and women in India are not undergoing rapid change. Indian working woman works in a different kind of environment. However, the study of the book helped me in gaining a perspective about the problems of employed woman.

"WOMEN OF INDIA" (1958)
- (Ed.) ALI-BEG TARA.

The book takes a broad survey of the life of Indian woman from ancient to the modern times. It has covered several topics relating to Indian woman. It has discussed such topics as 'woman in ancient India', 'In the middle period', 'In the struggle for freedom', 'At abroad', 'In political life', 'Women and legal measures' etc.

Though the book contained scanty material on employed woman, it was extremely useful in understanding the various facets of Indian womanhood in general.
This work deals with the status of woman in American society. There, in modern times, the forces of social change are making new standards of behaviour for women. The question is how far American women direct this change to the best interests of themselves, of men and of society in general. Is it a fact that the ambiguity which clouds the whole problem of women's role has differential effects on different women? Has the change denied the existence of change itself to some women? Do other women suffer because avenues of self-expression and individual development supposedly open to them are still inaccessible? The book has tried to answer these quarries.

The book guided the analysis of the sex role norms in the present research.

The purpose of this book is to analyse the impact of the newly emerging public status of woman on women of various countries in Asia. The modern era has witnessed changes in the political, legal, economic and educational status of women of different countries. The question is whether defacto changes have followed dejure changes in the status of woman.
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" AUXILIARY NURSE MIDWIFE."

- Dr. V. B. DAMLE.

This small booklet reprinted from the Bulletin of the Deccan College Research Institute, Poona, is a working paper on Auxiliary Nurse Midwife. It presents a systematic study of institutionalized change by analysing the concrete example of A.N.M. in India.

The method adopted in it for the analysis, is structural functional one. It has come to the conclusion that "institutionalized change would be or would not be functional for the people, depending on the congruence or otherwise between the prevailing social structure and the measure for change."

"Change in one area of social structure would not be operative unless other aspects of the same were taken into proper account," is its theoretical conclusion.

This study proved to be of immense value to me for gaining an insight into the methodology for analysing social facts.
Here, the Indian village life is dealt with through the western viewpoint. The book is the result of a case study of an Indian village. Alan Beals gives us the inside view of the village social panorama. The author in his superb style makes it possible for us to understand that 'Gopalpur is one of the many villages in a region of southern India, yet like no other and gives us an understanding of the forces working for and against the change.'

As I was interested in analysing the response patterns of villagers to the employed woman, this analytical study of rural life gave me an insight into the inner social currents in the Indian village.

The work seeks to examine the psychological aspects of the community development programme. It has examined whether motivational change had followed socio-economic changes in villages and whether high motivation has kept pace with material improvement.

The study helped me in understanding the motivations and aspirations of the people in a developing rural community.
"INDIAN VILLAGE" (1959)
- Dr. S.C. DUBE.

The book 'Indian village' is an analytical study of the village of Shamirpet in the vicinity of Hyderabad. It analyses the structural characteristics of an Indian village. The book was extremely useful for grasping the structural elements of rural life.

"INDIA'S CHANGING VILLAGES." (1960)
- Dr. S.C. DUBE.

This work analyses the impact of community development programme on the rural life. It has brought to light various conscious and unconscious effects of institutionalized changes on the Indian village.

This book helped me in analysing the impact of institutionalised changes in the context of the problems of employed women in rural areas.

"RURAL SOCIOLOGY IN INDIA." (1969)
- (Ed.) Dr. A.R. DESAI.

This pioneering work on rural sociology of India, covers various aspects of rural life in India. The study of this volume gave me clear cut understanding of village structure and how its elements affect and mould the social life there in. It enabled me to know the position of family, caste, pressure groups etc.
in Indian village. Also the essays on 'Community Development Projects, ' 'Panchayati Raj' and 'Rural society in transition' helped me in understanding the changing panorama of Indian village life these days. The various view points and the description of the complex facets of Indian rural community presented in this large volume, proved to be the mine of valuable literature on rural India.

These are some of the books which have made significant impact on the research in hand. It is not possible here to review all the books which have influenced this study. However, the author with due respect, acknowledges the debt of many other books from the reservoir of which consciously or unconsciously, she drew material and has woven the fabric of this research.