CHAPTER-VII

Summary, Conclusion and Suggestions
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"Woman is the companion of man, gifted with equal mental capacities. She has the right to participate in minutest details of the activities of man, and she has the same right of freedom and liberty as he. She is entitled to a supreme place in her own sphere of activity as man is in him. Man and woman are equal in status, but are not identical. They are a peerless pair being complementary to one another; each helps the other, so that without the one, the existence to the other cannot be conceived, and, therefore, it follows as a necessary corollary from these facts that anything that will impair the status of either of them will involve the equal ruin to both."

- M. K. Gandhi (1918)

Women represent half the resources and half the potential in all societies. Women and men together can contribute to the overall development of human society. In Indian culture and civilization, the women represent beauty, auspiciousness and prosperity. She is the mother of mankind, the backbone of human society, who supports, nourishes and strengthens the future. Irrespective of culture and its temporal changes, women have been exhibiting them as the symbol of power of tolerance, affection, responsibilities and patience. But oppressive operations through different codes (restrictive) of conduct or taboos which are bestowed upon the female members of the society not only at the present but through historical times. Yet she is not empowered with justifiable rights for enjoyment and to exercise her power. She is chained everywhere for biological and social reasons.
Since independence, India has made strong strides on the path of development and also achieved remarkable success in various fields but there is yet to go long way to achieve the goal in the sphere of women (development) empowerment. Though the Government has continued to allocate resources formulated policies for empowerment of women; it has became clear that political and social forces that resist women rights in the name of religious, culture or ethnic traditions, have contributed to the process of marginalization and oppression of women. The basic issue that prevents women from playing full participatory role building is the lack of economic independence. Economic independence gives an amazing confidence in the women’s concerned. Keeping the facts in view in early 70’s emphasis has been given on the rights of women in India for their empowerment and gender equality. The empowerment of women concerns women gaining control and power over their own lives, which involves awareness raising, building self-confidence, expansion of choices, increased access to and control over resources. The gender mainstreaming strategy, evolved in the 1980’s and adopted by the countries all over world is aimed at making the goal of “gender equality central to all development activities”. In India the development policies and programmes give emphasis to improving women’s social and economic status. The traditional role of a housewife has gradually changed into “working women and housewife” both. There is greater need to accept their roles in society and economy. Women now are working as professionals, and constitute a major portion in India’s labour force which well indicates that the women are no less than the men. But the Indian social order expects its women to ensure the familial and societal obligations on the basis of economic self-sufficient. Their economic empowerment leads to their political empowerment, and there by affect their social status.
‘Status’ is a very illusive term, which means (as per dictionary) the condition, standing position, rank, power, position and importance of the person in the society or a group in multiple fields like socio-cultural, political, economic, intellectual (academic) etc. Both progressive and reactionary trends are taken into consideration. In India reactionary trends are more prevalent in determining the socio-cultural and other related or dependent status. As the women in general play the pivotal role in the society are to be respected and at the same time should be empowered or they should be economically independent and participate in decision-making in all spheres of life.

In the past, in India women had a dignified place when they were honoured as ‘power’ worshipped as goddess etc. may not be in average they were highly educated and directly engaged in gainful work. They had the special status playing the role of mother, wife and sister. There are also the examples of talented women famous in different fields. During the vedic period, the position of women was far superior than the post vedic and to the modern women of the day. She was given equal rights and enjoyed all facilities given to male, but there is no exact evidence of the deterioration of the status of women. With the invasion of Mughal’s the position of women became lower, and the situation became worst during the regime of Manu. With the advent of British rule, the women occupied a subjugated and inferior position in the society. The evil of female infanticide was prevailed in the country. The educations of women obstruct because of some ignorance, superstitions, which helped to spread illiteracy and ignorance among the women. But due to establishment of political institutions by the British Government, the enunciation of principle of equality of all citizens brought some hope for development of women. Some enlightened reformers of India, tried to change the status of women, afterwards the women themselves organised for the upliftment of their kind. With the beginning of 20th century, the
women's movement in India had spread rapidly and with the advent of independence began a new era for Indian women. Now the women in the country no doubt have developed with regional variation, which is well indicated by their demographic composition at the national and state level so also in Orissa. Demographic composition of women in Orissa shows their status through sex ratio, literacy, occupational pattern, work participation etc.

With increase in size, economic development, expansion of diversified job opportunities, increasing urbanization, development of transport facilities, the pattern of employment is changing. Changing social factors like expansion of women education and training, relaxation of caste rigidity and other social restriction on employment of women and their increasing mobility enable women to avail job opportunities in different places and various spheres of economic activities. Possibilities of employment of women with these types of changes now are taking place at present are vast.

According to 2001 census India has crossed 1 (one) billion with 48.27% of females. The female's exhibit inferior to male in all respect particularly starting from sex ratio (933), literacy rates (54.16) and Maternal Mortality Rate (MMR) i.e. 540 and work participation rate 25.68%. Women in Orissa have the same situation i.e. unfavourable sex ratio (972), lower literacy rate (50.51) Maternal Mortality Rate (573) and work participation rate (24.62). This situation shows improvement in comparison to the previous decades due to implementation of different programmes but the result is not satisfactory. Though the women are marching ahead in education and employment they are not free in their social conditions. Particularly women in Orissa, are in many ways behind national level and they are suffering from social harassment, dowry death, poor health status etc. in general and sex discrimination since mother’s womb. When
employment is the indicator of women development, the question is what is the 'status' of the working women in the family, then society and at workplace? Is this status is same par to men?

Keeping the above facts in view as the "employment is an index of women status" and economic emancipation is the goal of the women development, this research work titled "Status Of Working Women In Bhubaneswar; A Socio-Demographic Profile" was undertaken among the women engaged in various types of gainful employment outside the house in Capital city of Orissa. Bhubaneswar was selected as field to conduct the research among the working women as the women here get the better opportunity to study and employment. So the women here better represent the status of the women in the city and the states at large. As already has been described there are many institutions and social organizations, administrative blocks whose the women work. Bhubaneswar gives shelter to 648,032 as per 2001 census and women constitute 22.36%, their literacy rate is 72%, sex 796 and work participated rates is 10.14%. The status of the working women in the city may be assumed as the best indicator of their "status describing their problems and prospectus" in particular and of the state in general. The major objectives were to study their status through socio-demographic parameters to highlight their position in the society, their role in the developmental process, their problems and prospects in all sphere of life i.s. in the family front and at workplace, by playing the dual role relating to production and reproduction.

In addition to this, many questions arise need to be analysed. Whether the employed women are free from all harassment against them as the women in general? In nutshell the attitude of the people, co-workers and different members of the family towards them, their expectance and so on and on the other hand the attitude of the working women
towards their family, society and their responsibilities. Are the working women are free from social constraints, like torture, violence, harassment etc? Are they not dominated by the husbands, parents (when are unmarried) and free to lead their life according to their own choice? How far they are contributing towards country’s development like control of family size, health care, economic activities i.e. performing their role as part of the labour force? How far they fulfill their aspirations and how far they are successful in playing their role in different situations? In short how far the working women (adding to the family economy) prove themselves playing their role as daughter, wife, daughter-in-law, mother, colleague in the workplace, maintaining working quality, health status of own and children, upto the level of expectance or face any problem which can be well indicated by their socio-demographic status through different parameters.

Basing on the objectives the researcher has attempted her best to reveal the facts on the status of working women in Bhubaneswar in particular and Orissa in general when the evidences are more of the suffering of women even among employed women which comes out daily in the newspapers and some also remain unreported. This chapter contents the summary of the previous chapters containing the findings on the status of the working women with possible reasons to highlight their problems and prospects, along with the change in attitude of the women towards different sphere of life, which indicate the socio-economic state of their move towards development, identity and empowerment through economic independence.

**Research design and methods adopted in data collection**

Methods adopted in any research or to reach at a goal is a very important step and accordingly the result becomes more authentic and qualitable. The study being an analytical study, tried to analyse the
status of working women, their problems and prospects by qualitative and quantitative indicators. The field work was conducted using the different anthropological approaches and statistical methods for analysis of the findings of the research. The conceptual frame work, evolved, basing on existing literature (already mentioned in earlier chapter) and the objectives were framed. The objectives were framed basing on different issues related to women. The research was conducted in the capital city, Bhubaneswar among 600 (six hundred) Hindu Oriya working women belonging of age group '15 years to 50 years and above' who are doing their job outside the house. The data was collected in distinct phases using as shown in the chapter-II starting from research design, establishment of rapport and data collection through different methods. Data collection was done by using the schedule method containing the questions pertaining to the objectives, through observations and typical case studies. Certainty of the answers of the women has been done by using all possible cross checking methods and keen observation. The schedule content the information on the demographic profile i.e. age, family type, marital status, education, type of occupation, income, fertility (if married), and then their social status i.e. status in the family, relation with family members, participation in the social activities, role in decision-making and so on. The steps were taken to study about their satisfaction, problems in family front and at workplace. The next step was to know attitudinal change of the respondents towards different spheres of life like marriage, family etc. Data was collected from institutions, offices (Government and private) and the follow up study was made visiting their houses according to their convenience to collect information on their social life. After completion of data collection, the findings were presented in the tabular form for analysis mostly basing on their age, employment status and marital status where necessary. The analysis was done using the statistics according to necessity to highlight the status of women under study both qualitatively and quantitatively.
The study was conducted among the Oriya Hindu Women to control effect of religion on women. To control economic gap the women were included in the sample having monthly income from within Rs. 2,000/- to Rs. 10,000/- and more. Therefore no Class-I employees have been included in the sample. The women of Class-I service belong to the highest economic group and make a wide gap between Class-IV and women working in unorganised sector. Therefore, with a view to maintain uniformity in economic conditions or to have reasonable gap and employment level, the women are included in the sample from lower to middle income group i.e. from “upto Rs. 2,000/- to Rs. 10,000/- and more” per month.

**Demographic profile of working women**

This Chapter-IV describes the demographic profile of the working women under study. ‘Demography’ as a basic discipline to all disciplines implies the population size, composition, and different changes through time by birth, death, migration, along with the causes behind changes. In short it gives an account of quantity and quality of the population groups. Therefore Demography is defined in different ways depending on the area of the authorities like Barckley, Hauser and Duncan, Horrison and Boyce, and many others. The multilingual Demographic Dictionary defines “Demography as the scientific study of human population, primarily with respect to their size, structure and their development”. Therefore to assess the status of working women under study needs the knowledge of their demographic profile which can throw light on their position at a particular point of time.

Age structure of a population group is the most important character which determines the achievements and affects the thinking capacity through experience. The women under study when classified
according to their present age then it is found that highest percentage of women (17.33) belong to the age group 40 to 44 years and lowest percentage of them (6.17) belong to the age group 15-19 years. The next lowest percentage of women i.e. 8.83% belong to the age group 50 years and above. The distribution of women in the age groups from 20-24 years, 25-29 years, 30-34 years, 35-39 years, 40-44 years and 45 to 49 years are 10.83%, 16.83%, 13.17%, 15.67%, 17.33% and 11.17%. Differences in distribution of women in the age groups do not exhibit any remarkable situation. Less percentage of women (8.83%) belongs to the eldest age group and lowest percentage (6.17) of women belongs to the youngest age group of 15-19 years. The women in the youngest age group mostly work in the unorganised sector. No one belongs to public sector and only 1 (One) woman belongs to the private sector. This is well exhibit the necessity to work due to poor economic condition of the parents. On total 44.83% of women work in public sector and 24.67% women work in private sector and the rest of women work in the unorganised sector.

The working women though add to the family income but they vary in their purpose of working. A large number of women do the job because of economic constraint and necessity (27.50%), to enhance the family income, 13.00% of them work to achieve independency in income, 9.17% women work to achieve the status in the society. 10.67% of women do work to make use of their education and they are very much ambitious to improve their career. Least percentages of women i.e. 4.67% work to get freedom to mix with people, to keep them from family tension.

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independency in independency, 9.17% women were to achieve the states in the society.

On the basis of specific type of work, it is found that they are mostly the working women are as class-III employee (23.50%), then class-IV (11.17%) and less in class-II grade (10.17%). In the organised private sector highest percentages of women are work as teachers (15.33%). In the unorganised sector more women work as daily labour (17.83%) followed by domestic workers (10.17%) and women doing small business constitute only 2.50%. On total highest proportion of women are Class-III employees and lowest percentage of women do small business.

For Hindu woman marriage is regarded as the actual commencement of life with responsibility. Therefore woman’s status is more affected by her marital status and her living status is affected by shouldering the dual responsibility, when she is employed. At the same time the unmarried working women have different type of impact on the attitude towards their life and face specific types of problems. Among the studied group 62.17% are married and the rest 37.83% are unmarried. Among the married 81.23% have done arrange marriage and 18.77% have done love marriage. Out of total married women 15.28% have done intercaste marriage. Love marriage is less in youngest age group and in the elder age groups, so also the intercaste marriages. Now the women prefer more love marriage to know the attitude of their life partner. So that it will not create any problem in future. The women also do not give more importance to caste. Women belonging to age group from 20 to 34 years more prefer love marriage. Their proportion decreases with the increase of present age. But in all age groups arrange marriage is more common, which well indicate the feature of Hindu religion.
Age at marriage is an important issue in women’s life which affect the role in fertility, accordingly health status, increase of responsibilities particularly dual responsibilities of working women. Age at marriage of working women understudy found 23.33% years in average. The women who belong to age group 15-19 years their average age at marriage is 17 years. But in other age groups the women have married after 20 years. More percentage women have married between 23-24 years. Even the women belonging to age group above 50 years also have the average age at marriage 21.14 years. The finding shows that the working women marry at a higher age that to women belonging to lower age group marry at higher age than the elders, except in the youngest age group i.e. 15-19 years. The working women have higher average age at marriage than the legal age at marriage and age at marriage of the women as per 2001 census.

Education is the important factor that affects the status of women. Gender equality and sustainable development are possible with the development in the field of education, health and employment; by the equitable access of both the sexes; particularly of the women who can give very positive return to the family and nation. Education has much importance role in the status of women as it changes the mind-set and attitudes. So women differ among themselves in economic and social front according to their educational status.

The working women under study reveal that 17.17% illiterate others are educated, though 6.00% have no formal education. Highest percentages of women are graduates (31.33), 19.33% have done post-graduation, 3.17% have extra qualification. Only 8.17% and 8.33% have passed matriculation and +2 respectively. Among the women of different age groups; highest percentage i.e. 75.68 are illiterates belonging to the age group 15-19 years. This highlights the socio-economic constraints of the women who could not get the
chance of being educated; rather started earning for them or for their family.

Illiteracy also prevailed in the eldest age group i.e. 50 years and above. The most important fact is illiteracy is found among the women belonging to all age group in lower and varied proportion.

The living pattern of women or family is the most important institution which regulates the way of life by affecting the socio-economic condition of its members. The working women under study mostly 413 (68.83%) live in nuclear family. Joint families are very less i.e. 83 (13.83%) in comparison to nuclear families. There are some women who live in the hostel specifically unmarried women and their percentage is only i.e. 19 (3.17). There are some women who are living in rented house sharing with friends or with any of the family member or relatives and their percentages are 8.83% (53) and 5.33% (32) respectively.

The size of the household depends on type of house. Joint families are usually larger in size. Highest percentage of women has the household size four (28.00). Five member households (19.33), three member households (17.17) then two (12.17), six member households (11.17% of women), seven member (5.83%), eight members families are (2.00%), 9 member families are only 1.33%. Only 0.67 and 0.50% women have 10 members and 11 members in the family respectively. The economy of the families depends on the size of the household. The highest percentages of working women have households with 4 (four) members.

Mostly the earning members of the family are '2' (66.33%), only 16.33% of women have only single earning person which shows that the women are managing their house by their income. Families with
earning members three (3), four (4) and five (5) are 10.17%, 4.67% and 2.50% respectively. The findings reveals the fact that 16.33% of women are sole earning members of their family.

Income of the women is the important factor which affects their status in the family. Their attitude and scope for fulfilling their desire and leading better standard of life. Distribution of the women according to their income shows that 6.00 percentages of women belong to lower income group and 2.00 percentage women belong to higher income group. Highest percentages of women 29.50 have monthly income Rs. 2001/- to Rs. 3,500/- followed by women having monthly income Rs. 3,501/- to Rs. 5,000/- and Rs. 5,001/- to Rs. 6,500/-.

Women having the dual responsibilities of social productions and biological reproduction play important role at the present juncture of population growth i.e. their quantity and quality. Women have sustained the growth of the society and molded the future of the nations. Employment of women outside the house is the way to enter into the limelight for taking proper decision. The studies conducted by different authorities have already shown the impact of education and employment on their fertility performances.

The fertility performance of working women under study also shows the impact of employment on fertility level. Among 600 women, 354 women were included in fertility study because they satisfy the basic characteristic features i.e. married, having at least one live birth. Among them 315 belong to the age group 15-49 years. These women in average conceived for 2.8 times and given birth to 2.76 children with 0.04 pregnancy wastage. These women in average have 2.61 living children and average child loss is 0.15. The working women above 50 years are 39 who have higher average conception i.e. 3.23, live birth i.e. 3.08, pregnancy wastage i.e. 0.15, living children 2.87
and 0.20 child death. The working women in total (354) have average conception of 2.85 and child birth 2.79 having 0.06 pregnancy loss, 2.64 living children and 0.16 child loss. The finding shows that the fertility rate of the working women is less than women in Orissa in general. The rate is higher in the higher age group than in the lower age groups. The average child loss is also less and pregnancy wastage is negligible. Women belonging to age group up to 34 years have their average fertility rate within 1 to 2 children. Women of aged between 35 to 39 years have the average fertility rate 3.09.

Age at marriage affects the fertility rate which shows that when age at marriage increases the fertility rate decreases. It is found that the women married by 15-19 years have the highest fertility rate i.e. 3.07 and with increase or age at marriage average fertility rate decreases and limited to less than ‘3’. Those who have married within 20 to 24 years have their average fertility rate 2.88 and when married by 25 to 29 years it reduced to 2.45 when the woman married after 30 years (30-34 years) the fertility rate decrease to 1.93. One woman within the sample was found, who married at the age of 35 years and has ‘2’ children. Taking into account the present age of the women and age at marriage it is found that those who have married at lower age have highest fertility rate and gradually decrease with the increase of age at marriage. The women who have married at the higher age have lower fertility rate.

Family structure has some impact on the members in general so also the fertility performance of the women. The working women though are more free in taking their decision even then the studied group shows that the women living in joint families have higher fertility rate (3.03) than the women living in nuclear families (2.77).
The employment pattern of the women also exhibits some difference in fertility performance of the women. Women working in organised public sector have lower average fertility rate (2.63).

Women in organised private sector have illiterate rate (2.28) and it is 3.34 i.e. highest among the women working in unorganised sector. The fertility rate of the women working in public sector varies as lowest among the women in Class – II (2.02) and highest among the Class IV employees (3.14). Among the women working in private sector, the teachers have lowest average fertility rate (2.12) than the women working in private organizations (2.42). Among the women in unorganised sector, the women working as daily labourer have the average fertility rate 3.28, women working as domestic helper or domestic worker have the average fertility rate 3.74, women having small business have lowest average fertility rate i.e. 2.42. The finding well speak the relation between fertility rate and occupational status of the women. Higher the employment status lowers the fertility rate.

'Education' is the most important indicator of status of the population in general which affect the quality of life through awareness, attitude, proper utilization of the resources, facilities and also the activities. The fertility performance of working women under study, is also influenced by their educational level. The findings well exhibit decline in average fertility rate with the increase of education of the women. The average fertility rate varies as 4.12, 4.05, 4.00, 3.67, 3.40, 3.00, 2.83, 2.37, 2.08, 1.85, 1.91 according to the educational level of women starting from illiterate, non formal education, lower primary, Upper Primary, Middle School education, Under Matric, Matric, Intermediate (+2), Graduation, Post Graduation and any higher degree than P.G. Fertility performance is affected in six distinct phases i.e. illiterates, lower primary education, above UP to under Matric, Matric, college education and post graduation.
Limitation of family size is the most important decision of the couples which has been taken as the National Programme of “Family planning and Family welfare”. Accordingly the target was 60% couple protection by 2000 A.D. now shifted to 2010. Acceptance of family planning techniques at any time among the studied women group is 63.56% (225 women) and the rest (36.44%) have never used any family planning technique. Those who have ever used family planning method have 2.49 children in average. The women those who have never used any family planning techniques have 3.32 children in average. The women who have ever used the birth control technique among them (95) 42.22% have done sterilization i.e. tubecotomy.

Opposition to use of birth control technique is not at all found among the women belonging to the age group 15 to 24 years. In total only 7.63% women opposed to use the birth control technique. It is highest among the women of age group 50 years above (17.95%).

Decision taken for acceptance of family planning method is more (out of 225 women) by both the husband and wife i.e. 88.89%. 6.67% acceptances were decided by family members (all). Only 4.44% women had taken the decision by themselves. It shows that in patriarchal society the decision is more taken by the husbands. In this case of course the wives are also involved in taking the decision.

The demographic composition of the women under study briefly highlight the following facts of concern:-

- The age group wise distributions well mark the employment of women at young age; that to in unorganised sector, when they should be at educational institute. This is due to poor economic condition of their parents and women work under compulsion or for necessity.
Distribution of women in different age group shows that the proportion of working women in the younger age group is higher than the eldest age group 50 years and above. Highest percentage of women belonging to the age group 40-44 years shows increasing attitude towards employment. “Women of the age group 15-19 years; working in the unorganised sector is not at all appreciated; but they constitute lowest proportion among the lot”.

The employment of women in different sector reveals that more women work in organised sector than in the unorganised sector and the proportion is 2:1.

Among the women working in organised Sector, more of them work in the public sector than in the private sector.

Considering the age of the respondents more women work in the organised sector than is the unorganised sector in each age group. Their proportion is more among the women above 35 years.

Taking into account the situation of women in each age group working in organised sector reveals that women working in private sector are more among the younger age groups i.e. 15-29 years then the percentage decreases being lowest in the eldest age group. The finding shows non availability of service in public sector, so more women work in the private sector.

Type of employment of women highlight that in organised public sector highest percentages of women are Class-III employees and in organised private sector more are engaged in teaching and in the un organised sector are daily labourers.

The marital status of women shows that almost all the women are married by 35 to 39 years. Those who are not married
stated the different reasons like family responsibility, not interested for some personal reasons (did not disclose). More than 80% women are found unmarried between 15 to 24 years which indicate preference for late marriage.

- The average age at marriage for working women is more (23.33 years) than the average age at marriage for women in Orissa and India as per 2001 census. Age at marriage according to present age of women shows that women in the higher age group marry at higher age but again it decline with the increase of age of women above 40 years. But the average age of marriage for women is more than 21 years, which well establishes the fact that working women marry at a late age than women in general. In the youngest age i.e. in 15-19 years women have married earlier for lower literacy or illiteracy and poor economic condition.

- Type of marriage through more traditional pattern i.e. arrange marriage, love marriage is preferred by the young mass. Intercaste marriage is also accepted in arrange and love marriages.

- Educational status of the women reveals that illiteracy still exists among the working women, which well indicate ignorance and poor economic condition of the parents. More illiteracy is found among the youngest age group as they are working to meet the need.

- Nuclear family system is gaining its importance over the joint family system. For employment, women are also making adjustment to stay in different ways i.e. hostel, sharing with friends, with any family member or relatives.

- Average household size is '4' i.e. middle family size.
16.33 percent women are single working member in the family therefore taking all the family responsibilities.

Income of the women varies from upto Rs. 2,000/- to more than Rs. 10,000/- per month. Highest percentages of women have their income more than Rs.2,000/- to within Rs. 3,500/- per month. Mostly their income varies from Rs. 3,500/- to Rs. 6,500/- or Rs. 4,000/- to Rs. 7,000/-. Women are doing lots of labour for less amount of income.

Women play important role in reproduction. Their contribution to family size or population growth indicate their awareness, consciousness, decision making etc. The working women understudy have in average 2.61 children (15 to 49 years) and women 50 years and above have 2.87 children in average. All women, on total given birth to 2.64 children in average. The fertility rate is lower among the working women in comparision to women in general in Orissa. Women between 15-49 years have lower average fertility rate than the women “50 years and above”. The finding highlights decrease in fertility among the younger than the elders. Still birth and child loss also less among them and exhibits the same trend as fertility rate.

Age at marriage shows negative relation between fertility rate and increase of age at marriage. The same trend is found among the women of all age groups.

Little difference is in fertility rate according to family structure. Joint families have little higher fertility rate than women living in nuclear families.

Women in higher economic sector have lower fertility rate. But it is same among the youngest and highest economic group.
Educational status of women shows distinct negative relation between education and fertility rate. Higher the educational status lower is the fertility rate. Illiterates have highest average fertility rate i.e. 4.12 and lowest among the post graduates or more than that (1.85 and 1.91 respectively).

Use of birth control techniques is more than 60% (i.e. 63.56%) is found among the working women which is more than the state level, national level and even more than the target of 2000 A.D. The women who have ever used the birth control technique have average fertility rate 2.49 or 2.5 and those who have never used have the average fertility rate 3.32. Among the acceptors 42.22% have done Tubectomy and the rest are using the temporary methods.

All most all the women are in favour of control of family size and use of birth control technique and only 7.63% women oppose it belonging to highest age group who are more traditional in nature and youngest age group who have not yet attended the required family size.

Using of birth control technique is the decision of both the spouses (88.89%) and only 4.44% women have their own decision. 6.67% family members are also in support of using of family planning methods. Large proportion of women accept family planning method by the decision of both the spouses which indicate the importance of husbands in patriarchal society but at the same time women are included in the decision making.
**Status in the family and workplace: problems and prospects**

Women as the mother sustain the growth of the society and mould the future of the nation. They play the central role to give birth to a healthy society or are the symbol of power and progress. Therefore the quality of population depends on quality or status of the women. When the women are no more confined to household work and shoulder the responsibility of earning, their quality of living depends on their status in the family, society and workplace. All the responsibilities all together affect the “health status” of women physically and mentally who need to be healthy to produce healthy future.

Women face different types of favourable and unfavourable situations while playing the dual roles. Therefore, to assess the status of working women in this chapter the researcher has taken an attempt to highlight the problems and prospects of the women; they face in the family front and at work place through some parameters. Women vary among themselves depending on their age, own caliber and living environment. Therefore the socio-cultural, economic and health problems have been discussed in two major groups i.e. married and unmarried in respect to their demographic situations and type of employment.

Taking into account the status of women, now the employment scenario has changed. The women are working in different fields and their parents, husbands even the in-laws are in favour of women working outside for economic benefit. But at the same time expectance of them has not fully changed though varies from person to person. This leads to problems of varying degrees, both in domestic life and workplace. So also it happens among the studied group of working women.
The women those who are married have the responsibilities as wife, mother, daughter-in-law or sister-in-law in the house and employee in the office. When they try to be good at home then the office work is neglected. She runs from house to office and from office to house with tension by that she loses the charm of life and gradually despaired. The working hours for women in the house varies for more than one hour to 12 hours. Highest percentage of women work for 7-9 hours (58.67%), 8.67% work for 10-12 hours, 22.00% work for 4-6 hours and 10.67% work for 1-3 hours. Women working in public sector mostly work for 7-9 hours (67.66%), in private sector 43.92% work for 7-9 hours. Women working in unorganised sector highest percentage of them i.e. 57.38% work for 7-9 hours followed by 23.50% who work for 4-6 hours. In total very less percentage of women (8.67%) work for 10-12 hours. The women under study in average work for 6.96 hours per day in the house. Of course it varies according to type of work. The women in average are employed for more than 14 years and working in average for 8.5 hours at work place.

Marriage is the important sociological issue related to women in many ways. 166 (44.50%) of the married women stated that their father-in-law demanded dowry in cash during their marriage which they did not like. 80 (21.45%) women told that their in-laws though did not demand anything but had high expectation of getting something else from girl’s parents. The rest 127 (34.05%) marriages occurred where there was no demand and no expectance to get something from the girl’s house. Demand of dowry and expectance to get something else or to get dowry has not lost identity. It existence in Hindu society is prevailing even if the women are earning. The unmarried 197 (86.78%) are against dowry. 8.81% (20) of them stated that they don’t want their in-laws get cash or any property from their parents but they will bring their parent’s property as their share for the future. The rest 4.41% (10) are in favour of taking care of their parents and
give some amount of their earning to them. The married have to take 
care of the family but 63 (27.75%) of the unmarried spend the money 
for the family. The unmarried also spent the money for the family 
when father is either dead or has no income and so also brothers .The 
money matters lead to difference in opinion. The married women 
(23%) help their parents, brother and sisters with sometimes also 
without the knowledge of their husbands.

Due to the work pattern women have to stay being separated from 
husband and family members. 80 (21.45%) women agreed that 
staying separately from husband, family members creates problem in 
the married life. But 48 (12.87%) of the women reported that their 
nature of work is such that it is very difficult to stay together (husband 
and wife). 245 (65.68%) of women stated that they do not stay 
separately from their husband and family very frequently.

The next problem of the mothers is child rearing. 280 (75.07%) of 
married working women opined that to give birth baby is necessary 
otherwise have to tolerate the criticism of the women saying them 
barren. 71 (31.27%) of unmarried stated that to give birth and rearing 
of child is a difficult task .

It was found from the study that temperamental adjustment is very 
important which causes marital conflict. 82 (21.98%) of women stated 
that temperament of their husband was very different and difficult to 
adjust.

Living pattern has some impact on working women’s life style. Those 
who are living in nuclear families 95 (25.47%) of them stated that 
joint family system is better because there are other members to take 
care of children and house. But the women staying in joint families 38 
(10.19%) complained that they extra burden of the family members
Family type has mixed impact on working women, because it depends on the adjustment and understanding between the women and family members. Working women face problem when they stay separately from their family members, particularly the unmarried women stay in the working hostels, "paying guest accommodation etc.", which are not much available or common and the problems becomes acute when they transfer to village or semi-urban area.

Parents of unmarried women do not prefer to send their daughters to such places and do not allow them to join in those types of jobs. They like that their daughters join locally with less salary or lower grade.

The respondents also complained that sometimes the house owners do not like to let out their house to bachelors, permanent employees (who may not leave the house when the owner wants or cannot increase the rent when they like). Among the studied women 19 (3.17%) are staying in the working women hostel. 58 (8.83%) of women staying in the rented house with any of the family members out of which 6.43% are married and 12.78% are unmarried. 5.36% and 5.29% of the married and unmarried women are living in the rented house with any of the family member respectively. 78.02% of the married women and 53.74% of the unmarried women are living in the nuclear family and the rest 10.19% of the married women and 19.82% of the unmarried women are living in the joint family.

Women by working outside house no doubt shoulder the dual responsibility and at the same time face the problem for reaching the workplace and coming back that to in different seasons, depending on distance and mode of transportation. The women stated that due to high rent of the houses in the central place they remain at distant places. They take 15 minutes to one hour to reach at the office. Mostly they move by public buses or share auto which is now very common. Some of them also go by two wheelers of their own. The husbands or any family members also drop them in the workplace. The living place
which are not well connected in those cases they have to change the auto or town bus or have to walk some distance. They face more problems during the rainy season. The women go to their workplace by walking.

Women after finishing their work at work place when returns, then again they have to do the usual day to day work at home. Accordingly depending on work pattern at both the places. They get the leisure hours and they utilize it as they like. Usually the women get 4.26 hours as their leisure time in average. During that period 55.00% women do multifarious work, which include the pending household work etc. But 12.17% women like to do stitching and reading. 7.50% women stated they like to take rest. 11.33% women stated that they do some social work and visit the relative's house 12.50% women like entertainment. The women work for more hours including work place and house.

The working women under study doing lot of labour and adjustment with the family members and the work place utilize their pay. Among the married women 105 (28.15%) have total freedom in spending their amount where as rest 226 (60.59%) have partial freedom in spending their earnings, out of which, 152 (67.26%) handover their earnings to their husband, 33 (14.60%) to their parents or guardians and 41 (18.14%) to their in-laws.

The unmarried have more liberty in spending their earnings. Among them 118 (51.98%) have full freedom while 100 (44.05%) have partial freedom and they are more controlled by their parents or by brothers. The women who have freedom in spending their earning they spend the amount for their house, children, relatives, for their own but nothing is binding on them. Among the married 42 (11.26%)
and 9 (3.97%) among the unmarried have no freedom in spending their earnings.

Working women in comparison to the housewife are economically sound i.e. they afford to spend their earning for different purposes though in some cases there is restriction either due to poor economic condition or due to the male ego.

Working women face the problem in reaching at the workplace and returning from office to house also sometimes creates problem. The women stated that usually they return in time. 70.5% women stated that their family members do not complain much when they return late and try to know the reason. But the rest 29.5% women face problem, criticism from family members, misunderstanding, suspicious etc from family members i.e. husbands, in-laws in case of marrieds; parents in case of unmarrieds and neighbours in case of both marrieds and unmarried. The respondents 262 (43.67%) rather stated that when they return late from workplace due to some extra work or some other reasons they feel very much tired and particularly the married women become more worried of their household responsibilities and children.

Child birth though is a normal biological process. Carrying the baby and performing dual responsibilities. Sometimes create problems for working women. But they like to have a child for continuation of families. 75.07% (280) women stated that a child is required or they will be criticized by the family members, societies and neighbours. The working mothers depend on others and after child birth make different arrangements for their babies. Highest percentages (20.34) of them depend on in-laws (mother and sister), servants (19.49%), own mother or relatives (8.19%) least percentage depend on neighbours. Highest percentage of women 37.57 depend only on them having no other scope for assistance.
The working women are criticized for not keeping regular contact with relatives due to shortage of time. Unmarried women keep better contact with the relatives (74.89%) than married women (69.14%).

The working women suffer from shortage of time to take care of their own and satisfy their desire for other activities like painting, dancing, singing, stitching, art etc. They can not also take proper health care and natural beauty care, for which they go to beauty parlour use chemical cosmetics, for which the married women are criticised as extravagant and fashionable lady 69.97% (251) marrieds and 15.86% (36) unmarried women expressed their dissatisfaction for not getting time for personal care but try to remain fit.

Husband expects all sorts of care from wife. She works from the morning to night but when any irregularity occurs then the husband blames the wife for not giving timely tea, tiffin, launch, dinner etc. then she is rebuked. Sometimes the husband doubts her integrity and things his wife has relation with boss, if she is appreciated by the boss. Problem also arises when they work in same field and wife becomes more efficient. Then all her activities are watched and husband becomes suspicious which leads to quarrel, sometimes beating and then threatening of diverse. 71.58% women get whole heartedly cooperation but i.e. 4.56% of women are insulted and abused by the husbands.

88.74% of working women say that family members are cooperative, 6.70% remain silent and 4.56% women answer was negative.

Family members of unmarried women support them. They like that their daughter to be self sufficient (59.47%), 25.11% women stated that their father, brother and sister consider them as their helping
hand. 15.42% of unmarried women are disliked by their family members because of their friend circle, dress pattern etc.

The neighbours have also have different attitude towards working women. 67.16% women’s neighbours are cooperative, sympathetic and helpful to them. 9.17% women stated that their neighbours are non cooperative, 11.17% are suspicious and 12.50% are jealous towards them.

Women are required to be healthy for giving birth to healthy babies and work load of dual responsibilities. The women are found “last and least” enter. 14.21% married women adjust with whatever food remains after serving to family members. 75.07% women stated that boys need better food to be stronger. But the unmarried women are against this type of discrimination. 57.27% of them, from their experience stated the discrimination attitude of their mothers. 80.18% unmarrieds stated that they will not discriminate in future when they will be the mother where as 19.82% women remain silent, which well indicate the discriminating attitude of women against women.

Health status of women is the best indicator of their effect of stress and stain. Except 37.00% of working women others are found suffering from one or more health problems. More of them suffer form gastric problem (35.50%) and psychological dissatisfaction (35.17%). Women working in private sector are found suffering more from different types of health problems, for more stress and strain followed by women in public sector and less women of unorganised sector. More women in unorganised sector feel weakness and suffer from urinary infections which highlight their poor economic condition and unhygienic living condition.
In decision making the married women (31.64%) have no say in family matters specifically those who are mainly from unorganised sector, where as 58.98% women actively participate with their husband in family matters. 9.38% of the married respondents remain silent. Among the unmarried 62.11% consulted by their family members in matters related to them.

Job environment is an important issue in working women's life; 69.00% women are satisfied with their job and 31.0% expressed their dissatisfaction for no prospect in promotion, work load, inadequate remuneration, bossism, ill treatment of boss and unhealthy atmosphere.

Attitude of the Boss to the women workers reveals that 10.67% of bosses are egoistic, 32.67% are polite, 23.50% are courteous, 17.50% are helpful, 15.66% are of demanding nature. When the boss is female this male colleagues do not like it. The colleagues critised her if she sticks to the principle. Women particularly younger women suffer more for relation with male colleagues which creates unnecessary tensions (28.5%), 71.50% women have good relation with their male colleagues, 23.35% unmarried women complained against their male colleagues. Women working in unorganised sector suffer more.

Relation among female colleagues is usually good. 49.16% are cooperative and sympathetic, 10.16% are non cooperative, 19.50% are suspicious, 5.50 % have bad motives in their gossip. 15.67 % are envious or relation with boss.

Working women are more in need of leave above the sanctioned leave for different types of family problems. 17.96% of married and 21.58% unmarried women stated that the sanctioned leave are sufficient.
Women with work outside the house face lots of problem in the family front and at work place. They are adding to family income and help in increasing the standard of living of her family. But economically self-sufficient has brought prosperity to working women in many spheres like independence, utilization of potentiality, increase of awareness, exposure to outer world and friendship. They play better role in decision making, can provide better health status, get better status in the family and society and above all hope of future development in economic condition. But the degrees of prosperity vary according to employment pattern. As the findings shows women working in private sector have better prospects than women working in public sector. Because more young women work in private sector. The women in unorganised sector have less future prospects.

The women with the conflict between duties in 'household' and at 'work place' when try to prove their efficiency, face different problems and at the same time have specific status in the society in comparison to women in general. The analysis of the findings well exhibits the following facts in short.

- Women work more hours in a day i.e. including '7' hours in the house and 8.5 hours at work place in average (15 hours or more).
- The workload and socio-environmental conditions create problems for working women. Dowry system has still persist. The unmarried women are mostly against dowry (87%). Both the married and unmarried women frankly stated that they are helping or will help their parents, brothers and sisters when required, 23% of married women help their parents sometimes with or sometimes without the knowledge of husbands and in-laws.
Women face the problem of child rearing but it is necessary or will be stamped as barren. The unmarried women stated it as “a difficult task”.

Staying separate for employment create problems between the spouses and they loss their time of staying together.

Working women mostly prefer nuclear family. Women prefer joint family because the in-laws take care of the children and house in their absence. Among them 10.19% also complained that in-laws are extra burden on them.

Working women face the problem of accommodation. This is the major problem for unmarried working women. Nonavailability of housing facilities is one of the major problems for working women.

The working women get less time for recreation. The women get 4.26 leisure hours in a day (excluding sleeping hour). During the leisure hour they have to do all pending works, particularly the working mothers. T.V. is now has become the important source of pleasure or entertainment. Many also like to ‘sleep’ i.e. to take rest. Unmarried women as have less family duties get more leisure hours and marketing etc., they prefer to go cinema. Working women when get leisure utilize them as per their liking. Women working in unorganised sector get very less time as they have to do all the household works.

The working women in general share their earning with the family members. Only 37.17% women have full freedom in spending their earning. Mostly they handover the earnings to husband, parents and parents-in-laws.

Transportation is also a problem for the working women. They take 15 minutes to one hour to reach at the work place.

Delay in returning from office create problem for the family members, and the children. They are critised by family members, relatives and neighbour. The working wives and
mothers face a lot of problem to perform their household duties, when return late. The unmarried women also face the equal problem of being criticized and it create suspicion among the family members.

• Child care is most important duties of the mothers. The working women depend on servants mother-in-law, sister-in-law, own mother or relatives and also on neighbours but more on in-laws in the family (20.34%) both mother and sister-in-law. So they feel guilty and unhappy.

• Due to lack of time those who can not maintain proper relation with the relatives, some times are criticized. Most of the married (69.14%) and unmarried women (74.89%) in spite of all problems keep good relation with the relatives.

• Working women do not get much time to take personal care. In spite of that they try to maintain themselves by going to parlour and using chemical cosmetics.

• Participation of women in decision making in family affairs varies according to education and employment status.

• Husband's cooperation is the important aspect in working women's life. Highest percentage of working women get whole hearted cooperation (almost 71%) from their husbands where as others are suspicious of male co-working use harsh words, abuse and restrain from normal communication (not always). Husbands accept their wives to give priority to household and relatives.

• Husbands do not prefer that their wives should be in better position in employment position than them. Husbands also became suspicious about the wives if they get early promotions and keep good relation with the boss. Misunderstanding between the spouses leads to quarrel, sometimes beating, threatening to diverse.
The family members (excluding husbands in case of married women) also sometimes became very reactionary towards the working women when they become late or keep relation with male coworkers.

Parents and parent-in-laws want their daughter or daughter-in-law should be obedient, submissive and good wives or future wives.

Family member do not like the individualistic attitude and decision to be taken by them alone in their personal life.

Family members of the married women and particularly the parents of the unmarried women like their daughter-in-law or daughter respectively to excel in their field of work.

The working women also are victimized by nonworking women neighbours as they are jealous and make the stories in different issues.

More neighbours also are very co-operative and give support to them.

The women are discriminated in nutrition. Women themselves discriminate among son and daughter. They eat last and least.

Except 37.00% women others complain one or more types of health problems. Suffering is found more among women in private sector and least in unorganised sector. Health problem of women in unorganised well indicates their poor economic and unhygienic living condition.

Educated and well employed women actively participate in decision making.

Job environment plays important role in working condition of the women. Highest proportion of women expressed their job satisfaction (69%) and others stated the problems like no future promotion, work load is more in comparison to remuneration, bossism, ill treatment of the boss, demanding nature of the boss, unhealthy atmosphere and sex discrimination.
Higher percentage of women expressed that their boss are polite to subordinates.

When the women are the boss, the male colleagues suffer from their ego. They comment when she is strict and also when she is very friendly.

Behaviour with the male colleagues is found to be good and sometimes also the relationship is misunderstood by the person concerned and the society. Female employees need to deal more carefully with male colleagues.

The female colleagues are helpful and cooperative with each other (49.17%)

Female colleagues sometimes became envious to each other for the relation with the Boss and one supercedes the other.

The women workers also suffer from the adverse comment or relation with their boss. Women working in unorganised sector suffer more for the demanding nature of the employer (51.06%).

The women get overall development like independence, special status in the family and society, role in decision making and above all better hope for future development in economic condition due to their gainful employment.

**Attitude of the working women towards different related issues**

Women in India by getting the opportunity for education are gradually becoming aware of the situation and like to serve gainful employment, not because only that they are educated but also to overcome the economic strain of the family for better standard of living. This desire or liking developed among women is a first step in change of attitude of women. When the women enter into the gainful employment depending on the family structure, education, type of work, income, working environment etc. their attitude towards different spheres of
life is affected. So individual's background plays a significant role in the formation of attitudes and beliefs. Attitude of a person therefore is the expression of his or her thoughts, feelings and behaviour etc. Attitude of an individual particularly of a group describe the social change or direction towards which the society is moving or the development which is favourable or unfavourable for the group or society or state or nation in broader prospective. Women with the attitude to work; for any reason and their empowerment no doubt have been changed in general and is in varying degree among the group; depending on their socio-demographic situation. This chapter of the report describes the attitude of working women under study towards different spheres of life which highlight their status and on the other way how their status has been affected or changed. The employment of women started with necessity but now they work to utilize the potentiality, prove efficiency, to have better standard of life and above all self independence that to economic independence. No more women like to be dominated by male counterpart.

'Marriage' is a necessary event of life and through marriage man covers all stages of life and every society has some social norms and customs to be followed in marriage. Now the emancipation of women the attitude of them towards marriage has changed. Marriage was considered as a ritual and a sacramental union, and as stated by P.A. Sorokin "For a large majority of men and women, marriage is the most vital, the most intimate and most complete unification of body, mind and spirit into one socially approved individual". Marriage which was considered traditionally as sole necessity but now notion has changed. The study among the 600 working women as shown in the table 94.00% stated that marriage is necessary, only 3.67% opined that it is not necessary where as 2.33% gave no comment or remained silent. 97.27% women in the unorganised sector said marriage is necessary where as 91.82% women in organised public sector and 93.92% in
organised private sector, feel marriage is necessary. It reveals that women having more secured job do not feel that marriage is always a necessity event of life though the percentage is less but highlights the change of attitude of working Hindu women.

Reasons of marriage as stated by the women that 25.67% stated that it is due to “companionship and share the happiness and sorrow”. 19.33% women opined that it is necessary because of “biological and social necessity and status”. Among the studied women 21.67% said that marriage is necessary “to have family of her own, to get security and respect in the society” and highest percentage of women i.e. 33.33 feel it is for “traditional necessity and to have children” for future support.

Among the working women in average preferred to marry at a late age due to their education, work pressure, and prefer to settle before marriage. Highest percentage of women (56.67%) prefer the age at marriage should be between 21-24 years, 36.50% women like it should be 25-28 years, 6.00% preferred that the women should be married by 20 years, only 0.83% preferred the age at marriage to be 29-32 years. On total according to more working women, the women should marry between 21 to 28 years i.e. 93.17% (56.67+36.5) and the mean preferred age at marriage are 23.78 or 24 years.

The working women prefer late marriage as they like to finish their education, well settled, have their own saving and enjoy the life freely. Because after marriage they can not lead free life and to listen others and obey their words. The married women and the unmarried women both had the same reason. So the economic empowerment or indirectly the education can change the attitude towards late marriage which is necessary for the state or the country.
Selection of mate by the parents for the daughters now has almost changed. The girls are consulted before saying 'yes' to a proposal. Now the girl and the boy not only see each other before finalization. The boy and the girl are talking with each other to test the compatibility. The women when asked about their choice then their answers are that the husbands should have good "understanding and adjustable" (20.77%), husbands should be "well educated and have Remunerative employment" (50.46%), they should be equal to woman's status, (28.78%) and 8.50% women did not give any specific comment. Highest percentage of women working in all sectors of employment preferred partners to be "well educated having remunerative employment". More women working in public sector stated that their husbands should be equal or more than to their status (23.05%).

In Hindu marriage 'caste' is the important criteria to proceed marriage negotiation. There are many instances of couples suffering from different problems in their village or society when any one particularly the woman (in patriarchal society) belongs to different caste or religions like the family members cut relation with them, the woman is not allowed to perform the religious activities or they have to pay in cash or kind to village organization in the rural areas. Now in the changing culture or so to say in this modern culture the caste is gradually loosing its identity and particularly when the women are working. The respondents under study more prefer (47.50%) marriage in their own caste or do not like inter-caste marriage. 29.33% women agree or accept inter caste if the boy is of own choice. 23.17% women did not give any comment on this issue. Women working (34.20%) in public sector more favour inter-caste marriage than working in private sector (31.08%) and lowest (20.77%) working in unorganised sector and they rather preferred marriage within caste (49.73%). Highest percentage women working private sector (53.38%) say no to inter caste marriage. This study among working women shows that 39.33%
support love marriage, 43.33% are in favour of arrange marriage and the rest 17.34% remained silent in this issue because they are in dilemma and thinks it is the fate.

The women prefer love marriage because they can know the person beforehand, can know each others attitude. Their spouses can better adjust by knowing their working situation duty they have to perform.

“Dowry” as a custom and token of love prevalent since ancestral period; gradually has become rigid and cause of all sorts controversy even to death. Dowry now has become a social evil. The parents with limited resources are suffering more for the dowry system. Fathers of working women are also facing dowry problem.

Widow marriage though is evidenced in the history of Hindu religion (as found in Ramayan) but socially it is not very much accepted today particularly in higher caste groups like Brahmins and Karans. But now the educated women have changed their attitude towards widow remarriage. 48.50% of working women support widow marriage, 42.67% women do not prefer it on religious ground and according to them it is the effect of western culture. The rest 8.83% women had given no comment on this aspect.

The analysis of the findings shows that 76.00% of working women stated that dowry system is unfavourable for the society, 12.33% women still have positive opinion towards dowry system, and 11.67% women remained silent on this issue. Women working in unorganised sector are more against the dowry system as it is really very difficult task for their parents to give dowry. As per the news in the newspaper more women are dying belonging to lower economic group even for 10 to 15 thousands.
"Family" as the basic social institution plays an important role in describing the status of women in the family. At the same time, it is a debatable issue i.e., which is better? The working women respondents have given their opinion, favourable to the nuclear family. 66.76% of married respondents prefer nuclear family and 33.24% prefer joint family. Among the unmarried, 67.84% prefer nuclear family and 32.16% prefer joint family. The women prefer nuclear family because they cannot take the responsibility of all the family members. Women working in the unorganised sector more prefer the joint family system and the lowest preference is found among women working in the organised public sector. Women in higher economic groups do not like the "joint family system" rather they have more preference for nuclear families. The working women stay in joint family because of having no capacity to pay house rent and also to minimize the monthly expenditure and safety.

Non-working women are dependant on their husbands and had to obey them and living according to their desire. The working women with some independence and adding to family economy have better say in their family. From the findings, it shows that the working women are free to lead their lives and have some negative remarks towards their sister-in-law and mother-in-law. According to them, the in-laws are envious of them even they do not tolerate the relationship with their husbands at the same time the in-laws have complained against them, complaining their dominance and selfish attitude. From the findings, it is clear that 49.06% of married women and 34.36% unmarried women are not in favour of women to obey mother-in-laws superiority and differs in each category of working women. There are families have good relations with in-laws without conflict.

Even the unmarried women also stated that they can tolerate mother-in-laws superiority (51.98%) unless she is genuine. Both the married
17.69% and unmarried women 13.66% remained silent as they did not like to disclose their views.

Mother-in-law pampers their children in her absence. In joint family when the daughter-in-laws are employed then also they become jealous. The women also stated that they obey their mother-in-law because “she is her husband’s mother.”

Women under study as are earning for family as their husband and rear the children expect that their husbands should also help them in their household work. In Hindu family structure due to gender discrimination husbands even the other male members do not perform household work and it is the duty of women. Women after working outside have to cook, clean the house, take care of children, and teach the children etc. expect their husbands to work. Among the married working women 48.26% argued that husband should help the wives on their work. 38.34% told husbands should not do the household work which has bad effect on them.

Among the unmarried 39.21% stated that as the women have to take so much of responsibilities so the men or husbands should also share some household duties with their wives and there is no harm or nothing to be worried. But 43.17% argued that after all husbands are head of household and superior so they should not do the household works being male person.

‘Education’ is the most important indicator of awareness and ‘status’ of the person. The women under study also like to have better education par to their husband’s or more than them. To have equality or to have no discrimination they also prefer co-education as they are aspiring equality with men in all respects.
Women in the unorganised sector, those who are illiterate express their bad luck for getting no chance of education or no scope for better education. Mostly the women like to do graduation at least to be matriculate. It is found from the study that 61.17% favour co-education while 23.17% are against it and 5.67% remained silent.

In Hindu religion uttering the name of the husband is prohibited and by that husband's life spans decreases. Now the idea has changed, among the married working women 21.98% under study address their husband by name but more i.e. 78.02% call their husbands by some signs and in reference to other members like by children's name. Among the unmarried 51.54% prefer to address husbands by name and 48.46% prefer to call by some verbal sign.

Use of surname of husband behind the name is the normal phenomena without any legal procedure. But for working women if like this it is done through some legal procedure. Among the married respondents 35.92% prefer to use their surname as per their husbands. While 54.96% of women do not feel its necessity and do not prefer. Among the unmarried women 27.31% are in favour of using the husband's surname while 59.03% deny and the married 9.12% and unmarried 13.66% remained silent.

Taking into account the work status more women belonging to 'unorganised sector' have more traditional faith so agree to obey the superiority and command of mother-in-law, not to address the husband's by name.

Since historical women are participating in politics. But their number and attitude is gradually increasing. 48.00% working women under study advocated in favour of womens' participation in politics. They also like women to work in voluntary organizations, National and
international women’s organizations. The favouring attitudes women’s participation in politics is less among the women in lower strata of income and education i.e. working in unorganised sector.

Married women mostly preferred only saree (42.36%) followed by both saree and salwar (30.83%). Unmarried women mostly preferred both saree and salwar (33.92%) followed by other dresses (27.75%) like jeans and western wear.

Regarding Sex Preference of the children, among the married women (52.82%) given their preference for son and 33.51% viewed not for any specific sex of their children. Among the unmarried women highest percentages i.e 45.37% have not given specific choice for son or daughter and 39.65% preferred son. Least percentages of both married and unmarried women preferred only daughter. Now-a-days the women are restricting their families size on the basis of number of children but on the basis of sex of the children.

Women as the earning member do not enjoy equal status in the family par to their counterparts may be husband (married women) and brothers (in case of unmarried women).

Among the married respondents 31.37% stated that they are enjoying equal status where as 45.58% denied the fact rest women remained silent. Among the unmarried women 29.96% stated the positive answer where as 46.26% feel negligence of the parents towards them in comparison to their brothers. In both the cases the women are not enjoying equality in the family.

The conflict between working and household responsibilities are due to rigid social structure above family structure which stands in the way of realization of these goals. These conditions lead to social change, not
only in the sphere of manifest behaviour but moreover in the sphere of conscious and basic social structures. At the same time the working women like to fulfill their individual ambitions and desires, which change their attitude towards different sphere of life. The summary of findings reveals the following important facts.

- Education is the instrument in development and all the working women like to be educated that to higher degrees. They also opt for co-education to compete with males. Among the respondents those are illiterate or less educated blame their luck. Women now have very positive attitude for education.
- The notion towards 'marriage is necessity' continues.
- Prefer late marriage after completion of education.
- They like their husbands should be educated par to them or more than that and they like to know each other before marriage.
- More women prefer marriage in their own caste but inter-caste marriage is accepted.
- Working women have unfavourable attitude towards dowry.
- Working women mostly prefer nuclear family. Joint family system is more preferred by the women working in unorganised sector for economic benefit.
- The attitude towards in-laws is not positive in laws complain the selfish attitude of the women and the women complain that in-laws are envious of them.
- Working women’s like to finish their responsibilities by paying the money to the in-laws (not all). Complain against mother-in-law is more than father-in-law. Some also respect them as husband’s parents.
- The unmarried women stated that they would obey the father-in-law and mother-in-law if they will be justified.
Both married and unmarried working women of all sectors are in favour of husband to share the household work. Women also stated that "being husband" and the male members should not do the household work. Some women also remained silent.

The modern trend of addressing the husband by name is in practice but the traditional way of addressing the husband is found more among the aged women.

Family size decided on the basis of number of children but not on the basis of sex. Women prefer to have one or two children.

Both married and unmarried women mostly prefer both saree and salwar.

Working women have developed positive attitude towards participation in politics, getting equal status with males. Both the married and unmarried working women do not get equal status in the family. Even the mother's differential among the sons and daughters indicating the women are the enemies of women.

Women working in unorganised sector are more traditional in nature and then followed by women working in public sector and then private sector, which shows change in attitude of the younger mass as more work in private sector.
Conclusion

Indian society has accorded different status to women throughout the history. But there has been a significant change in the status of women in modern India. Educating women is critical to socio-economic development. Development of a nation is defined in terms of material things. Development, can be defined in terms of per capita income (according to UNDP Report). According to Dr. Mahbub-Ul Hoq, the eminent economist of Pakistan "described human development as development that enlarges peoples cherries and improves their lives". The basic goals in development therefore to create conditions, that people must be healthy, able to develop their talent, participate in society and to be free to achieve their goals so that can live meaningful lives with some purpose. According to Prof. Amartya Sen, eminent economist from India gave emphasis on peoples capabilities in the areas of health, education and access to resources, which enlarges their choices.

As any building is supported by pillars, the idea of human development is supported by the concept of equality, sustainability, productivity and empowerment, which refers to equal access to opportunities available to every body irrespective of gender, race, income and caste etc. So a nation would not march forward if the women are left behind (swami Vivekananda), the role of women and their potentialities should be recognized. But in India larger number of women is lagged behind and suffers from.

The problems of women are problems of the society as they constitute about 50% of the society. Keeping the facts in view that women as the agents of sustainable development, and have not actively participated in their own emancipation mainly due to low economic independence, number of programmes have been initiated by the
Indian Government for empowering women particularly after 1974 and 2001 was declared as "Year of women empowerment". The major objectives are to make the women educated healthy, and economically independent to improve their 'status'. In the recent years the empowerment of women has been recognized as the central issue in determining the status of women. The empowerment of women is possible when they will be economically independent.

By now though progress has been made in the situation, women have entered to workforce and shouldering the dual role as "housewife and working woman"; are not free from the discrimination and traditional Oriya Hindu attitude. Every day media brings the news of women's problem. Dowry death, sexual harassment at the work etc. Women like Mrs. Pramila Mallick, Minister of Women and Child Welfare, Government of Orissa, Miss. Gayatri Panda, Lady Marshal, Orissa Legislative Assembly and Sanghamitra Singh, running a NGO having special status and reputation are not spare from sexual harassment (State Newspaper and Media News). Divorce now has become very common for different reasons including the maladjustment between the spouses either due to ego of the husband or wife; dominance of husbands in patriarchal society and ill treatment by in-laws. The working women also are not free from these problems.

In this research project "Status of working women in Bhubaneswar; A socio demographic profile" conducted among the Hindu Oriya Woman an attempt has been made to assess the status of working women through the socio-demographic indicators with the hope that their problems and prospect and the lacuna in the process of development which need to be solved, the findings have been described in different chapters. In nutshell the findings reveal that the working women understudy vary among themselves in age, type of employment and marital status. In general these women are affected by the socio-
economic status of the parents. The women at a young age work in the unorganised sector and are mostly illiterate. As the findings show women more work in public sector, though the younger women work in private sector and unorganised sector for non-availability of jobs. Women working in public sector more belong to Class-III grade.

Employment status of women can be analysed in the basis of work participation rate, status of employment and economic sectors of employment. On this basis, the work participation rate of women in Orissa is increasing but proportion of women is less in comparison to men and mostly work in the lower to middle grade of services. The women with double responsibilities face the problems at house and at work place. The problems are illiteracy, poor economic condition, type of employment, remuneration, accommodation, transportation, child care, responsibilities of family members, health status, nutritional, relationship with husband, in-laws, parents, brothers and sisters, dominance, sharing of earnings, demanding nature of husband, in-laws and family members (parents, brothers and sisters), physical and psychological stress, working hour in workplace and house, job environment, relation with boss, relation with other colleagues (male and female), neighbours. The women though are suffering from different problems at the same time they have their special status in family, society and work place. They have the prospect of fulfillment of desire, independence, marriage according to choice, better opportunity for development of children and of own, limitation of family size and above all the role in decision-making.

The problems vary according to age, marital status and employment status. The young and unmarried women are more victimized at work place. The unmarried women in their parents house shoulder the responsibilities depending on family environment.
Economic independence has also changed the attitude of the working women towards different sphere of life. Like type of marriage, age at marriage, dowry, widow remarriage, education, child birth, family size, sex of the child, health care, participation in politics and relationship with husband, in laws and parents, working in different types of work than the traditional, highlight the development among women. The women are gradually changing their attitude towards different aspects of life suitable to them. They also like equal participation of the husbands in their life style. At the same time, the women feel guilty for not paying proper attention to children, husband so on. The unmarried women are found to be more rigid and conscious of their status and future planning to prosper. But the women working in unorganised sector are more victims of different problems due to illiteracy, ignorance and poor economic condition. The unmarried in all level of employment lead more free life and enjoy their economic independent status in comparision to married women.

Working women as a whole give economic support to the family, shoulder the dual responsibilities but at the same time face one or more problems in varying degrees.

Women live in the society around them. They are important bond between past and future. They conserve preserve and pass values, ethics, heritage, culture and traditions from previous generations to next generations. They are not only form a part of economic activity but also work as agents for difficulting knowledge and perceptions to other women for betterment. Therefore, their role and potentially should be recognized. There is need to focus attention on the evaluation and solution of this problems. Many Government policies are being made and implemented for the betterment of women. The cause of success and failure need examination and accordingly steps should be taken to improve their status by revising the procedure.
Respecting adoring, admiring and empowering of women is the first major milestone in development and they should be integrated in the main stream of development having social and economic upliftment.

The analysis of the finding well exhibit as mixed status of the working women understudy. In some respect they are found to have better status in comparison to women in general particularly in demographic composition and improvement in work participation as per the Census Report. The status of the women under study also has increased in comparison to findings of Dr. J. Kanungo conducted among the Oriya Hindu Women of Bhubaneswar during early part of 1980s (Ref. Women in the Twin Cities of Orissa, by Mayur Publications, 2001) They have increased their awareness, consciousness of their responsibilities and also managing dual roles. Particularly the unmarried young working women are found to be more advance, changed their traditional attitude and trying to improve their 'status' par to men having economic independence. At the same time women are not free from the gender discrimination and social harassment. Women with illiteracy or less education and working in the unorganised sector are still facing problem and lagging behind the other women having better education and employment. Education is found to be the most important instrument in the development of women leading to employment and then achieving proper status in the society. Taking into account, the problems of women as a whole and the way how they are marching towards future prospects, there is urgent need to adopt the proper steps for eradication of the problems, they are facing in the family front and at work place. Getting the opportunity women can utilize their potentiality to have a sustainable development and improve their socio-economic status.
Suggestions

The problems of working women are multifarious and multidimensional. It can be solved by changing the attitude of family, society and nation towards women. Taking into account the findings and views of the women respondents, the researcher has made the following suggestions to ameliorate the status of working women in general and women under study in the capital city of Orissa in particular.

- Women should be supplied with privileges from very childhood rather from time of birth.
- Education facilities to all.
- Improvement in economic condition of parents.
- Improving the access of women to resources.
- Need improvement in nutritional and health status.
- Increase of awareness.
- Eradication of gender based discrimination.
- Should be protected from occupational hazards like provision of canteens, rest rooms, drinking water and separate toilets etc.
- The work postures, work methods, should be improved to increase work efficiency.
- Job and employment opportunity at all level must be guaranteed.
- Attitude of the husband and family members should be changed.
- Husbands should come forward to share the burden of the wife, give protection and justice.

"Women will gain power only when both men and women begin to respect and accept the contribution of women".

- There should be shift duty for women and husband should adjust with the wife so that child care will not be hampered.
She should be given financial freedom.

Baby care centre should be opened at work place where she can leave the child.

There should be provision for accommodation and transport facilities.

Transfer of women employees should be restricted.

Maternity benefit scheme should be introduced in private sector and unorganised sector.

Women in unorganised sector should be provided with all the facilities for women - by law.

There should not be any discrimination in food, education, liberty and decision making etc.

Job environment should be favourable to women which can provide mental peace.

Employer and employee should have friendly relationship. There should and no exploitation, nor any kind of harassment and too much of bossism at work place. They should not be ill treated, humiliated or insulted at work place. They should not be discriminated in promotional and professional growth.

There should be good relationship with male and female colleagues at work place and also with neighbours in family front.

There should be strong and quick punishment for dowry death, sexual harassment etc.

The women should be very careful on their part and try to improve their status in the house and at work place.

Women should live with dignity.

Working women should also have tolerance, responsibility, punctuality and loyalty.

Women should give justice to all members in the family, and maintain peace and they should be given justice at domestic front and work place to remain healthy.
Enhancement of managerial capacity and autonomy to women.

Exact magnitude of woman’s involvement in different activities should be assessed.

Limitation of women activities to existing socio-economic set up should be identified.

In a specific activity the strength and weakness of the woman should be evaluated accordingly steps should be taken.

Well defined, time framed and practical oriented programmes may be evolved at all levels and their implementations at the grassroot level may be ensured to improve socio-economic status of women which empowers them to find a respectable niche in the society.

Women should be given vocational training in their work so that their efficiency will increase. They should be trained to develop their capabilities of decision making and individual thinking.

Women should be made aware of their constitutional and legal rights both in their work and social sphere.

Short and long term programmes are to be implemented for social and financial empowerment of women.

"Women should not be their own enemy".

Attitude of women particularly of unmarried women towards politics, marriage, family size, working in different fields like dancing, acting, journalism, decision making etc. well indicates the development among women i.e. change of traditional outlook. But at the same time they should try to excel in the field they like by their own and have self confidence and live with dignity. Education would emancipate and endow women with ability to control her life, accomplish her dreams and enhance her status. Education and empowerment of women are both essential and indispensable for prosperous of women.
Women empowerment should not be vested with power to be dominant but not to be dominated by males but equal status or dependent on each other and work in a proper way to make the society healthy. The movement towards empowerment of women by education and employment need to be accelerated through opportunity and justice.

"Empowering women is a prerequisite for creating a good nation, when women are empowered, society with stability is assumed. Empowerment of women is essential as their thoughts and their value systems lead the development of a good family, good society and ultimately good nation"

- Dr. Abdul Kalam (Ex-President)