

## CHAPTER-V

### JOB ROLE

The work outside the home has become a necessity for women in the modern age. The important factors responsible for such a condition can be summarised as given below.

1) Rapid industrialization and urbanization has brought a continuing shift from family centered to factory centered production. A large number of women have started working in the newly developed production process. There has been a shift for married women, from the work in the family to work outside the family because of the new economic situations brought by factory oriented production system and growth of cities in the last few decades.

2) The new economic atmosphere is demanding the women's contribution for to supplant the family income. The husband's or a single bread winner's income is not sufficient for the maintenance of the family.

3) Spread of education has developed talents among women and they want to develop their careers and personalities in the open market. The use of their talents and educational qualifications help them in accepting jobs outside home and earn status alongwith money.

4) The important reason in case of socio-economically less developed section of the society, for accepting job outside home is bare economic necessity.

These are some of the reasons for married women to accept jobs outside the home.

The group under study shows that, these working women have accepted jobs for economic reason as the major reason. It is the money which is the major constraint for accepting the work outside the home. The working woman is subject to many factors around her as far as satisfaction of the job is concerned.

#### WORKING ATMOSPHERE :

The happiness or satisfaction of the job depends upon the general atmosphere at their work place. The table No. 18 given below gives us the information about the place of work of the respondents.

**TABLE No. 18**  
**PLACE OF WORK OF RESPONDENTS**

Sr. No.	Place of work	Number of Respondents
1.	<u>Market (Petty Traders)</u>	
	a) Laxmipuri Vegetable market	30 (54.54%)
	b) Rajarampuri Vegetable market	20 (36.36%)
	c) Udyam Nagar Vegetable market	5 (9.09%)
		55 (50.00%)
2.	<u>Nurses</u>	
	Civil Hospital, Kolhapur	30 (27.27%)
3.	<u>Teachers</u>	
	Nehru Vidyalaya, Kolhapur	15 (13.63%)
4.	<u>Clerks</u>	
	Government Office Tarabal Park, Kolhapur	03 (2.72%)
5.	Shiva Shakti Co-operative Credit Society	07 (6.36%)
		10 (9.09%)
<b>Total :</b>		<b>110</b>

The number of petty traders is 55, and they are doing their trading job at three different places.

Laxmipuri vegetable market is located in the heart of the city. It is the business area having grain wholesale shops, grocery wholesale shops, tobacco and pan shops, fruit market and vegetable market. The area is always crowded and transporting of goods, grains and fruits and vegetables is going on throughout the day. The area is full of dust, noise and in the rainy season muddy and dirty.

There are 30 respondents working in this area. They are used to such atmosphere. They find no alternative as this area is beneficial for their business.

Rajarampuri vegetable market, is a newly developed Kolhapur Municipal Corporation's market. It is a newly constructed and well-protected from rain and sunshine. There are twenty respondents doing their business in this area. The area is composed of middle class migrants from various places. It is a composition of government servants, businessmen, school and college teachers and other professionals. These are the customers for vegetables and though the number of customers is comparatively less, they are good customers and give good business.

The Udyam Nager vegetable market is comparatively smaller one. The area is full of industrial workers and small scale oil and other industries and garages, painting works are their work places. This area is full of noise, dirt and the working atmosphere is full of all these disturbances.

The other group of working women in our sample is of nurses. They are working in the Civil Hospital, where the atmosphere for work is comparatively better.

The teachers groups working in the Nehru Vidyalaya, located at Laxmipuri, in the heart of the city. Though the school has its own building, it is located in the area where no ample space has been provided for school activities. Teachers have to work with inadequate facilities and are required to work as per the wish of the management. The school is a grantable school, but it finds shortage of funds, space is not adequate and teachers are humiliated by higher authorities.

The atmosphere in the government office and in the co-operative credit society are influencing the working capacity of the 10 respondents. The Government office is in the newly constructed central building in the outskirts of the city and has a pleasant atmosphere. The co-operative credit society is located in a rented house. It does not give the appearance of a Government office, but the infrastructure of the office is up to the mark and gives a pleasing atmosphere for these women workers. Their colleagues are co-operative and sportive.

Thus, it is seen that except the petty traders other white collar jobs and nursing job has been in the better working atmosphere.

#### WORKING HOURS :

Working women's working hours differ according to the nature of professions. Petty traders have to be in the market early in the morning for the wholesale purchases of vegetables. The Chhatrapati Shahu Market Yard in Kolhapur is the place where the vegetables from

different places come for sale. There are commission agents who are the middle-men for such purchases. The petty traders go in the morning at six <sup>and</sup> ~~and~~ purchase the vegetable for retail sale <sup>and</sup> ~~and~~ start their business at seven or eight in the morning. In the morning till 9.30 to 10.00 a.m. are the peak hours for vegetable business. The purchases are done during this period. Then till 12 in the noon, there are petty purchases. The evening hours for marketing are from 5 to 7. The working women get often time for their lunch and rest. During this slack afternoon period, the husbands or other relatives come at the resque, and look after the business. However, the petty trader women is engaged fully throughout the day in marketing activities.

School teachers have to be in the school for six hours and on some occasions they have to spend more time in extra-curricular activities. However, they enjoy weekly holidays, casual leaves, medical leaves and long holidays like Diwali and summer vacations.

The nurses have also afixed duty. Their duty hours are fixed by the hospital and they can enjoy holidays and casual and medical leave facilities.

The clerks in the Government office have eight hours duty with a lunch break. The women working in the co-operative credit societies have eight hours duty. These women are able to enjoy weekly holidays and medical and casual leave facilities.

The petty traders have no leave or any other chance to remain absent from their work. If they remain absent from the work, they are at a financial loss.

**LENGTH OF SERVICE :**

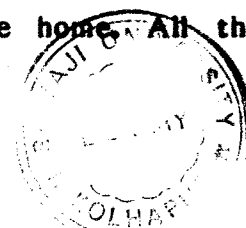
The table No. 18 given below shows the length of service or work outside home accepted by the respondents.

**TABLE No. 18****LENGTH OF SERVICE/WORK OUTSIDE HOME**

<b>Sr. No.</b>	<b>Length in years</b>	<b>Number of Respondents</b>
1.	Below 5 years	34 (30.90%)
2.	6 to 10 years	34 (30.90%)
3.	11 to 15 years	27 (24.54%)
4.	16 years ad above	15 (13.63%)
		110

There are 34 (30.90%) married women who have be in the job outside home from last 5 years. They are all from the younger generation and are below the age group of 30 years. The number of women in the outside jobs/services for 6 to 10 years is 34 (30.90%) and for 11 to 15 years is 27 (24.54%). The number having job or service for more than 16 years is 15 (13.63%).

This shows that the older members of the group are less in number as far as the outside jobs are concerned. The young generation is more and more involved in the work outside the family. There are 95 (86.36%) working women from the younger and middle age group who need the job outside their families. It is also revealed that none of the respondent had discontinued her job outside the home. All these



working women are in the job for the earning and the economic reason is the major cause for their acceptance of job.

**PERFORMANCE OF THE JOB :**

These working women are in the roles demanding their absence from home for a considerable period of time per day. Since they are earning for the family it was necessary to know the attitudes of their family members about their jobs.

**TABLE No. 19**

**ATTITUDE OF THE HUSBANDS TOWARDS WORKING  
WOMEN'S ROLES OUTSIDE FAMILY**

<b>Sr. No.</b>	<b>Nature of the attitude</b>	<b>Number of husbands</b>
1.	Most favourable	65 (59.09%)
2.	Favourable	25 (22.72%)
3.	Indifferent	10 (9.09%)
4.	Not favourable	06 (5.45%)
5.	Irritating	04 (3.63%)
<b>Total :</b>		<b>110</b>

The number of husbands having most favourable attitude is more and it is reported that they help their wives in their activities promptly. The nature of help extended by the husbands include taking their wives to the market place early in the morning in case of petty traders, to escort them while coming from the night duties in case of

nurses, and doing their petty works without making it a point that women's works are not to be performed by men.

Those who are favourable to the job of their wives outside the home are also co-operative and have recognised their contribution to family income.

There are 10 members who are indifferent about their wife's job, in the sense that they did not show any positive or negative response. They say that it is the wish and will of the wife, whether she continues the job or leaves it, it makes no difference in their lives. These are the husbands who do not require the economic support from their wives.

There are 6 members who do not want that their lives should go outside <sup>and</sup> work for money. They are conservative type of personalities. Their values are traditional and are particular about the woman's behaviour within the family and say that her major role is to look after household duties only. Asked <sup>about</sup> ~~about~~, why they continue to allow their women to work outside and why the money earned by them ~~is~~ utilized for family expenses, these members were not able to answer. They need money at the same time they expect that their wives should serve them <sup>and</sup> other family members.

There are 4 members, who showed irritating type of attitudes towards their wives going outside the home. They suspect their wives about their character and behaviour. They do not like that male members from the office where the women are working <sup>should</sup> come to home, talk freely <sup>and</sup> show friendship with them.



**TABLE No. 20**  
**ATTITUDES OF THE FAMILY MEMBERS**  
**(OTHER THAN HUSBANDS)**

Sr. No	Nature of Attitude	Number of Families	Percentage
1.	Most favourable	58	(52.72%)
2.	Favourable	35	(31.81%)
3.	Indifferent	07	(6.36%)
4.	Not favourable	06	(5.45%)
5.	Irritating	04	(3.63%)
		110	

The above table signifies that, most of the family members (84.54%) are most favourable and favourable to the job of the woman from the house. The number of children and parent-in-laws from the 93 families have shown positive attitude towards the job of their mothers and daughters-in-laws.

There are 7 families whose members are indifferent showing no response to the enquiry about the happiness of unhappiness of the women's jobs.

The number of families showing unfavourable or non-favourable attitude is six and those who do not favour women's job outside home are from the 4 families.

Thus, it is seen that, the number of respondents getting favourable support from their family members is more.

### ATTITUDE OF THE EMPLOYER :

The behaviour of the employer or the local boss is extremely important for working women. This is more so if the employer is a male boss.

In case of petty traders there is no formal boss or employer. They are coming in contact with commission agents and middle men in the market. The petty traders say that these middle men are mostly from the Muslim community. Most of them are having fair dealing with trading women. Out of 55 petty traders under study, 45 say that, they have good and co-operative experience to the middle men. While 10 of them feel that, they sometimes try to take disadvantage of their womenness. They feel that if the middle men are pleased they get more benefits from them, in the form of good stock at a reasonable price.

There are some petty traders in the market other than those under study, which are given more facilities as they indulge and have close ties with the middle men.

The teachers say that, their bosses are co-operative and help them in their difficulties. The head master is particularly co-operative to them. They are allotted the duties in such a manner that they can do them without disturbing their family responsibilities.

The nurses say that, the staff nurse is co-operative, but sometimes they find difficulties while dealing with medical officers and other male staff. However, the employer (R.M.O.) is helpful to them, he himself being the Government servant. They say that their

services are protected by the State Government's rules and hence they do not find any difficulty in carrying their duties properly.

The working women in the Government office find that their higher officers are indifferent and try to behave as per rules. Though they are not harmful to these women, they are not also helpful at times of difficulties.

Thus, in general, the nature of attitudes of the employer or boss is of a mixed nature. The nature of behaviour and attitudes towards the working women changes as the boss or the employer changes.

#### ATTITUDE OF COLLEAGUES :

Regarding the attitudes of men and women colleagues towards the respondents under study, we find that they had the following type of attitudes.

TABLE No. 21

#### ATTITUDES OF THE COLLEAGUES

Sr. No.	Nature of the attitude	Number of Respondents
1.	Helpful	45
2.	Indifferent	29
3.	Formal	20
4.	Responses not clear	12
5.	Irritating	04
Total :		110

The figures in the table No. 21 show that 45 colleagues are helpful and have good relations with each other. In case of petty traders the number of co-operative and helpful colleagues is more. They need each others help at every moment. Due to professional jealousy some are indifferent while some do not give clear responses. There are 4 working women colleagues of petty traders who's behaviour is not helpful but irritating one.

In case of teachers, nurses and clerks the number of respondents having indifferent and formal attitudes is more. Some of them do not reveal their attitudes clearly.

The attitudes of the colleagues pay important role in the process of job performances outside home.

TABLE No. 22

ATTITUDES OF THE MEMBERS OF THE NEIGHBOURHOOD  
TOWARDS RESPONDENTS

Sr.	Sr. No.	Attitude	Number of Respondents
	1.	Favourable	25
	2.	Indifferent	45
	3.	Not favourable	40
Total :			110

As far as the attitude of the neighbours towards the working women under study is concerned we find that only 25 respondents could get co-operation and help from their neighbours.

The number of indifferent and not favourable to our respondent is 85 ( 77.29 ). The nature of help includes, keeping messages from the guests, looking at the children at times, helping in giving water and sometimes extend co-operation for medical help.

The reasons for not getting co-operation are the neighbours feel that, these women earn a lot and can spend more on luxury than others. They are more independent and can lead a better life. The jealousy for the working woman by the non-working is a permanent factor responsible for non-co-operation.

Taking into consideration all the above mentioned points when an account of the performance of job role was taken we find that the respondents have given the following answers. Table No. 23 given below signifies the degree of job role performances by the working women under study.

**TABLE No. 23**  
**PERFORMANCE OF JOB ROLES**

Sr. No.	Profession	Performance of Job Role			Total
		Very satis- factorily	Satis- factorily	Unsatis- factory	
1.	Petty Traders	10 (18.18)*	25 (45.45)	20 (36.36) ✓	55 (50.00)
2.	Nursing	02 (6.66)	20 (66.66)	08 (26.66)	30 (27.27)
3.	Teachers	02 (13.33)	08 (53.33) ✓	05 (33.33)	15 (13.63)
4.	Clerk	02 (20.00) ✓	05 (50.00)	03 (30.00)	10 (9.09)
Total :		16	58	36	110

\*Percentage to the total in the category.

\*\*Percentage to the total respondents.

The respondents who are happy with their job and profession are 74 (67.18), out of which 16 are very satisfactorily performing their jobs while 58 (52.72) perform satisfactorily.

The petty traders performing the job very satisfactorily are 10, and those performing satisfactorily are 25. The number of respondents not happy with their performance of job is 20. They give the reasons that they are finding it more difficult to bring equilibrium between the home role and the job role.

The number of nurses having very satisfactorily performing the job is 2, while 20 nurses say that they are performing their jobs satisfactorily. Those who are not performing it with satisfaction are 8 in number.

Among the teachers two perform the job very satisfactorily, while 8 are doing it satisfactorily and 5 teachers feel that their jobs are not performed satisfactorily.

As far as the clerks are concerned, two of them perform their jobs very satisfactorily. There are five, who perform satisfactorily and three do not perform satisfactorily.

It is generally the impression that the job satisfaction is directly connected with the income. But in the case of respondents under study we notice that the income they receive is not comparatively higher one, even though most of our respondents perform their jobs with satisfaction. They say that they are contributing to the family income and the members of the family have recognised their efforts and have

been very much co-operative to them. This is the major cause for the job satisfaction among working women under study.

### LEISURE TIME ACTIVITIES :

The nature of leisure time activities signify the interest of the respondents. Table No. 24 given below shows how the group under study utilizes their leisure time. Most of the respondents have some leisure in the market place, and in the office and hospital. They were asked about their leisure time activities and responses were gathered.

TABLE No. 24

### LEISURE TIME ACTIVITIES

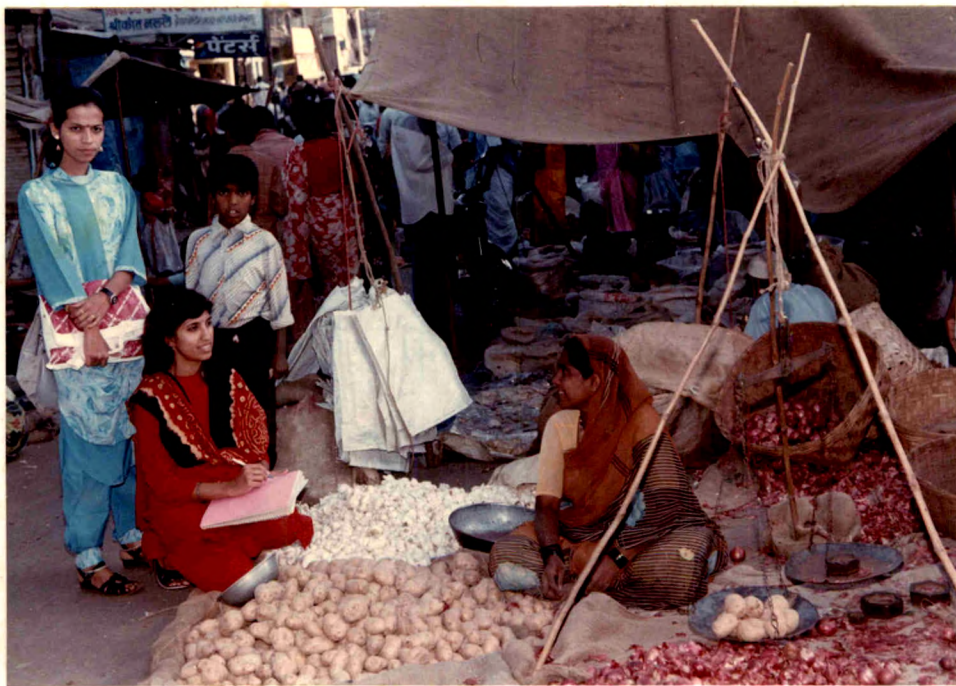
Sr. No.	Nature of Activity	No. of Respondents
1.	Discuss about job/occupation money matters	45
2.	Discuss interesting topics Cinema, T.V. serials, apt jokes Discuss about other relatives and friends, Read books, News paper etc.	45
3.	Tease some one	20
4.	Gossiping	25
5.	Take Rest	45

The respondents have given responses to all questions. Petty traders either discuss about market situation or take rest in most of the cases. Some of them are also interested in cinema and other things. It is noticed that gossiping is not liked by most of them.



Teachers and clerks find more time and they are interested more in cinema, T.V. programmes, gossiping and leaving the others. While nurses are interested more in taking rest as they have stand on their feet in the hospital. Some of the teachers, and nurses use their leisure time for reading of books and news papers, magazines etc.





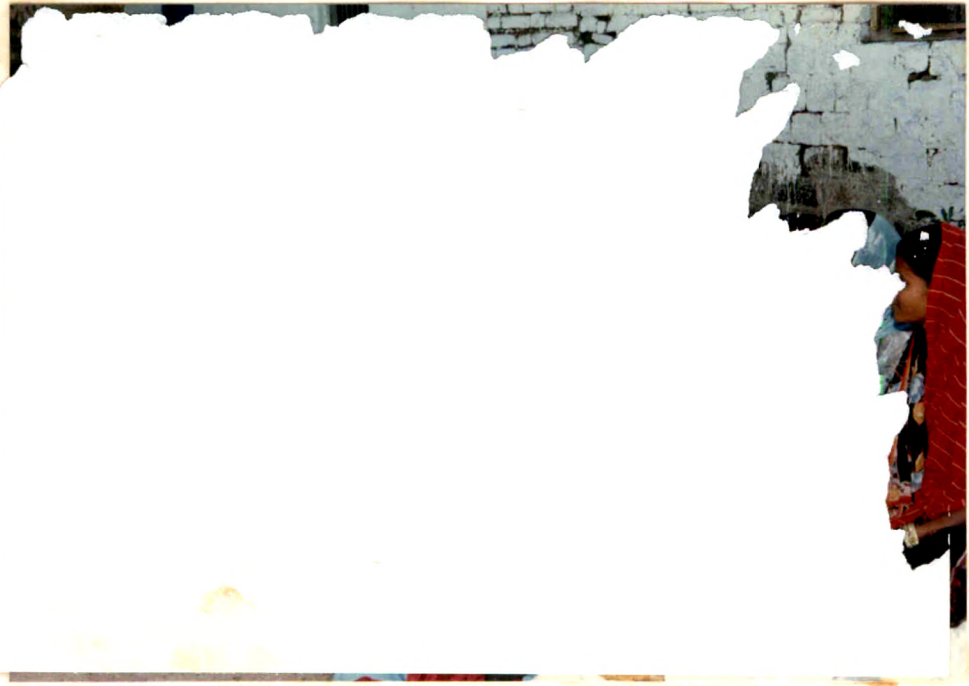
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