

CHAPTER-VI

CONFLICT AND ACCOMMODATION

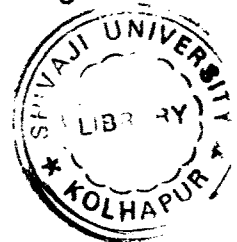
In the last few decades there has been a continuous change in the social and cultural life of the Indian society. It is in transition. Traditional way of life is under going continuous change. The need for the maintenance of family is demanding the woman to work outside the close walls of the family. This has brought the women in the labour market. But there has been reluctance in accepting the modern way of life fully. The economic role of a woman is in a conflicting situation with the traditional role. The new economic situation has forced the womenfolk to accept remunerative work roles outside the family, but the traditional set-up of values and norms do not allow her to get rid of her roles in the family and in the society as a mother and wife. Home and job outside the home are two different worlds. The roles performed at these two worlds are different and demanding behaviourful devotion by the role player woman. The woman concerned has to perform dual roles. Role conflict occurs whenever a woman is required to perform both the roles at the same level of performance. The expectations from the family members and the employer may not be fulfilled efficiently by her all the time.

FACTORS CONTRIBUTING ROLE CONFLICT :

In India, the family as an institution is in transitory phase. The traditional form of family was required to perform duties concerned with children, care of old parents-in-laws, looking at the guests and

SHRI. ...
SHIVAJI ...

LIBRARY
KOLHAPUR



do the things within the fourwalls of the house. The modern age has made the family a dual careered family. A woman has to perform economic roles outside the family. The traditionally prescribed functions have to be performed by her alongwith the new economic responsibilities. Husband and children expect the role of a wife and that of a mother to be performed by a woman. They are not accepting her role outside the family as a full time role and think that it is a secondary duty of the woman concerned. They are not clear about her role as a working woman. There is a ambiguous conception and uncertainty about the work of a woman outside her home. The working woman develops her ego and thinks that since she earns by working outside the family she should be understood by her husband. The need occurs for adjustment between husband and wife. The expectations from husband and other members are made for such adjustments. The role of a husband especially is redefined and in this process mal-adjustment takes place.

The problem of adjustment becomes more severe and difficult for working wives when their husbands are not able to modify their roles within the family. They are not able to adjust with their wives new roles. The traditional conception about the women's role is that, they having less prestige than those of male roles and when the men of the house stick to the same conception conflict becomes the part of the life.

The group under study reveals that almost all the husband's have accepted the new role of their wives. 80 husbands are either most favourable or favourable towards the working of their spouses.

They are co-operative and helpful. They perform home roles and have been able to adjust with the new situation. 10 husbands are indifferent, 6 not favourable and 4 are in conflicting situation. It is seen that almost all the husbands require that cooking for the family is wives responsibility. They are not ready to share this responsibility, though they are helpful in other respects.

The working woman has to make efforts to achieve marital adjustments when their men are not adaptive to new situation. The husbands are happy when the wives do not demand any help from them in household activities.

The children of such families where traditional roles of the working women are insisted upon, do not adjust with the mother's role and expect that mothers should perform their roles in the traditional form only.

The other members of the family, especially parents-in-laws are also not in a position to adjust with the new roles of their daughter-in-laws, and do not show any sympathy to her.

This shows that working wives have to make efforts to achieve adjustments at all levels in the family.

The combining of two different roles is a difficult task requiring physical and psychological acceptance of the situation and roles. The group of working women under study have been able to do it with the co-operation of their family members. Acceptance of the goals of home and work simultaneously ^{away} ~~way~~ lead to conflict and it is seen in some cases under study.

The petty traders have been successful in adjusting more happily with dual roles because, their husbands and other family members have accepted the need for their work outside the home. The money they bring supplants the family. It is required for family needs. These working women are helped by their family members to perform both the roles more successfully.

The teachers, nurses and clerks are finding the adjustment between dual roles not so easy as the petty traders are.

Though they are financially supporting their husbands' families, their work is not taken with equal importance like their husbands. They are always treated as subordinates and secondary in the family. The parents-in-laws are also not sympathetic and expect that the traditional roles of a woman in the family are important than her role giving economic benefits.

The attitudes of the husbands, children and parents-in-laws play an important role in this context. In case of teachers, clerks and nurses the adjustment with dual roles is not as smooth as it is in case with the petty traders.