

## CHAPTER-II

### REVIEW OF RELATED LITERATURE

There have been significant studies on working women by social scientists and especially from Sociologists in India and at the global level. Some important works have been taken into consideration for the purpose of present study.

The studies regarding women mainly deal with the changing nature of social and economic status of the working women. Some others are concerned with the motivation of women to work outside the family. There are some scholars who have given attention to working mothers while studies regarding the effect of work outside the home by the wife on her marital life and her relations with her husband, children and other relatives like parents-in-laws, brother and sister-in-law and other members in the family and also their relations with neighbours as such.

Promilla Kapur,<sup>1</sup> has done lot of work regarding working women in India. Her work "Marriage and the Working Woman in India", mainly deals with discovering and analysing factors that contribute to maladjustment or adjustment in marriage of the educated working women and seeks indirectly to find out ways of harmonising and increasing need of educated Indian women for achievement and self-expression, on the one hand, and their pressing economic need, on the other, with the call of their duties towards their husbands, homes and children. The important aspect of this study is to find out, empirically, what factors, circumstances, situations and processes of adjustment or maladjustment are prevalent in working women's well-adjusted or poorly adjusted marriages.

Nye and Hoffman<sup>2</sup> have edited a book titled "The Employed Mother in America." The study covered the changing economic organization and its impact on the domestic front. Due to industrialization how the wife's role has been minimised and how she has to accept the roles outside the family. It is also studied, what factors are involved in the women's decision to work. The study also examines the commitment to work in terms of the length of time which a woman plans to work. The examination of the effect of mother's employment on the child and parental power relations and division in household tasks is done by the authors in this study. Study of the question of dominance and working wife is done by Heer in this book. It has been observed that, in the working class and in the middle class the working wife exerts more influence in decision making than non-working wife. Researches made by Nye and Hoffman support the idea that employment of wives increased marital conflict. If the income of the wife is equal or exceeds that of the husband which is contrary to the norm, the wife's employment may become a cause of conflict, because of her superior economic position. Dissatisfaction with the occupational role either by the wife or the husband is related to poor marital adjustment.

In this book, part of it deals with conflict between home and work. The principal area of conflict for working wives are children - their illness, accidents, general care and preparation for school. Another area of conflict is related to the husband's adjustment to his wife, home and children. Indirect conflict exists when the husband is ambivalent towards his wife's working.

Shashi Jain<sup>3</sup> in her book "Status and Role Perception of Middle Class Women" deals with the changing pattern of women's status and roles. It mainly explores the different aspects of women's roles. The role of a woman is a cluster of many subsidiary roles which she performs as a daughter, wife, housewife, mother and employee. The study tries to explore all these dimensions of woman's roles. A major aim of Shashi Jain is to find out how a woman reconciles, accommodates and adjusts to the changing situations.

The demands of the new situation and the age-old requirements of womanhood are often in conflict and call for adjustment and accommodation. Jain's study is based on the educated Hindu middle class women of the four important cities of Uttar Pradesh representing the cross-cultural view of the State. It has found certain important changes in the role and status of the women as a wife. Pre-arranged marriage is still a dominant form, but there is an increasing involvement of boys and girls, often at their own initiative, in the mate selection process. There is a slow but constant change in the process of mate-selection. With regard to husband-wife relationship the traditional norms persist to a very large extent. The woman in her attitude towards her husband may broadly be termed as tradition-oriented rather than modern-oriented. The study further suggests that the marital roles of wife and husband are still segregated as they were, with marginal changes only. The mother's role has also undergone changes and in general the role and status of the womenfolk has undergone substantial changes. The study has also shown that working women faces difficulties in performing her familial roles. The study has shown that there exists a revolution in the attitudes, which can be easily

seen in the rising expectations amongst women. They are eager to change their status and infact there have occured marked changes in their participation in socio-political and economic life.

Vidyarthi,<sup>4</sup> has taken a survey of married women and their attitudes towards parental authority, marriage preferences and free mixing, qualaities required in a husband, opinion towards divorce and participation of economic activity.

Vina Muzumdar,<sup>5</sup> as the member of the committee on the status of the women in India constituted by the Union Government to survey the problems of working women, including discrimination in employment and remuneration --- has studied women workers, and in her article in Yojana, she has shown that, for 94% of the working women of India, the State offers no support or assistance. The structural changes in the economy and the decay of traditional industries and services have resulted in massive displacement of women, particularly in the unorganised sector. It is further shown that, new opportunities in the organised sector cannot automatically help the class which is being displaced because of their illiteracy and lack of skills to adopt themselves to the changing production and marketing processes. The large number of working women in India are not, and have never been marginal or supplementary earners. They have always been an integral and essential members of the family endeavouring to earn living. Many of them are sole supporters of families. Their increasing displacement from the economic process is the main cause of the high level of malnutrition and mortality among women and children.

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B.S.S.Rao, in the article titled, the changing Indian woman has shown that there have been considerable changes among Indian woman-folk. With a quick survey of 120 women in and around Hyderabad picked up randomly from different walks of life has come to a conclusion that, the society has failed to frame new norms and institutions to enable women to fulfil the multiple roles expected of them in the present society. The majority do not enjoy the rights and the opportunities guranteed by the constitution. Increasing dowry and other phenomena, which lower woman's status further indicate a regression from the norms developed during the freedom movement. The new social laws have remained unknown to the large mass of women.

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A.K. Lal in his article, "Status of Women in an Urban setting: An Analysis of Role Differentiation in the Family". In this paper an attempt is made to analyse the status of women in the urban families of Patna. Analysis has been made of the sex patterning of the tasks in the family. Attempts have been made to identify the extent of attitude for expectations in sex-type tasks as it indicates a change towards 'symmetrical family'. The analysis of status of women, as revealed through the discussion of pattern of task allocation in the family reveals that inspite of deep rooted attitudes, rote expectations, values and habits, there is lesser segregation between male and females in a number of cases. Conceptions with regard to sex-type tasks are undergoing changes. Though changes have not permeated every aspect of family life, new horizones have been opened up for Indian women.

In the report of the national committee on Status of Women in India,<sup>8</sup> it has been shown that, specific roles like housewife's role, child bearing and child rearing and domestic works have been culturally identified with femininity. The tasks assigned to women are treated inferior. Their roles in the outside world has not yet been accepted in the same manner as men's. In the middle class, however, the spheres of men and women are more sharply demarcated. There is a clear distinction between work done for one's household and that done for others. Women are supposed to the work of their households only and it is taken as less prestigious to work outside the household. Among the well-to-do, women are spared by the ruelgery of house work because of domestic help, but they are expected to run the house and bring up the children.

These distinctions in roles within and outside the family in decision making, in management of expenditure and incomes were clearly indicated in the survey.

In the journal social change, Jyoti Verma<sup>9</sup> in her article, Women Education - A Media of Social Change, shows that to promote the status and role of the Indian women education should be used as a media of social change. Education is the motivator for self-analysis and has been a means of personal growth and emanicipation for many changes.

Gurmeet Dhillon,<sup>10</sup> in the article, "The Changing Role of Rural Women", registers that, women's work in the household registered little change. Negligible effort was made to adopt equipment for household work simplification. Exposure to the market lead to adoption of ready made articles and services. Dairy has essentially been a women's responsibility. Economic development in the rural area has its impact on the women's

roles and the shift from traditional roles of housewives to modern different roles as supervising farm activities, market decisions etc. are seen in the rural areas.

R.C. Aggrawal,<sup>11</sup> deals with Role of Women in Socio-economic development. In this connection, Aggrawal says that, women are not a weaker sex and her role as a mother and housewife is indispensable. They have contributed a lot in the national development. They perform the monotonous house work and have maintained the integration of family and ultimately the nation. Their role in the socio-economic development is discussed at a length in this research paper.

Women are engaged in many fields other than their traditional roles within the family. There are women entrepreneurs and traders in many urban centres. One such study of women entrepreneurs in the slums of Hyderabad and Secunderabad is done by K. Indra<sup>12</sup> with specific objectives to ascertain the personal background of entrepreneurs, their socio-economic status, the nature and the type of self-employment selected by women, the examination of the strength of the support systems of these women, through the family, colleagues and community and the problems they face in their endeavour. The study of 300 self-employed women entrepreneurs was conducted with sociological perspectives and the conclusion drawn was that, though the earning was meagere it supported the family and these women have a better position and active participation in the decision-making process of the family. With the low level of income she earned the slum woman was often forced to run a family. Very often she was the only earning member in the entire family.

Devika Jain,<sup>13</sup> deals with the problems of Women Pavement Vendors when they try to assert their rights to work and earn livelihood. Mohinder Singh<sup>14</sup> in his article, Women and Development process in India, examines their role in the overall development of the nation through direct participation. He says that, without the involvement of women the country cannot go a long way in the process of socio-economic transformation.

Abusaleh Shariff<sup>15</sup> deals with the issue of Status of Women and Employment. He finds out that, the Indian women in the recent past have been increasingly resorting to productive occupations and paid employment in the modern sector. He discusses about women's work in the familial mode of production, in the labour market mode of production with the study of 650 women workers in the urban area of Bangalore city the survey of which was conducted by the Institute for Social and Economic Change.

P.P. Koli,<sup>16</sup> studies Socio-Economic Conditions of Female Bidi Workers in Solapur District to analyse their social and economic status and the roles they have to perform as housewives and as bidi workers. It is concluded that these women workers are being exploited by husbands and also by the businessmen owing bidi business.

Raj Mohini Sethi<sup>17</sup> of Punjab University examines women and Development in the agricultural sector. She says that, though the women are engaged in the production activities are not getting dominant role in decision making in the family at all levels.



Sen Gupta<sup>18</sup> published a book on Women Workers in India, covering women employed in mines, factories, plantations and agriculture and also in services, trades and professions. Chandrakala Hate<sup>19</sup> has produced a number of works on Women in India concerning about their socio-economic conditions, marriage and changing nature of their roles within and outside the family. Mrs. K.P.Singh<sup>20</sup> has studied working Women in Punjab and come to the conclusion that the motivation to employment and role conflict are closely related. Zarina Bhatt<sup>21</sup> points out the problems faced by educated working women in India. However, Vimla Patil<sup>22</sup> comes to the conclusion that the woman executive face conflicting situation in the married life.

Shashi Jain in her Status and Role Perception of Middle Class Women has taken an extensive review of the position of women in the past and present day Indian society. She has taken an account of literature on women by the writers like Alatekar, Apte, Kapadia and the legal provisions made by the then British Government.

This brief account of the important works on working women in India provides a valuable insight to the problems of working women and the role-conflict arising out of the diverse situation in India.

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