
CHAPTER— VI

CHAPTER - 6

CONCLUSIONS

6.1 INTRODUCTION:

The present chapter deals with conclusions, which are based on analysis of the data and personal observation.

6.2 SOCIO-ECONOMIC BACKGROUND OF THE WORKING WOMEN:

Modern education and economic obligations are responsible for women's employment, they have taken-to-out of home gainful vocation and they are now the contributing financially to their families. On this background, the information about working women at the Cosmos Watch Factory Ltd., can be seen.

Majority of the women were in the age group of 20-25 years. 21 women were married and 27 were unmarried. It was observed that all working women were below age of 40, they were efficient.

The majority of working women were Hindus and remaining were Muslims and Christians. The majority of working women use to speak Kannada and Hindi languages.

The majority of women were born in Bidar town and were having residence in Bidar and only few workers were staying in Naubad, 5 Kms. from Bidar.

All women were educated and were having secondary to degree level education. The data shows that educated women were able to get the employment in Cosmos Watch Factory. Some of them have completed typing course. Only few workers have taken I.T.I. course. But majority of the workers have not done any courses in this factory.

The majority of women workers left their school / college for getting job in Cosmos Watch Factory. Some of the women workers reported that they were not interested in education. Only 2 women left their education due to family problems.

The majority of women accepted the job due to economic necessity and 14 workers accepted the jobs for their personal satisfaction. Few workers have accepted jobs for ambition of career and status in society.

Majority of the families were having upto 50 members. When the relation between type of family and number of family members was seen, it shows that the family members in joint families was more and in the nuclear families there were less members in the families.

Most of the workers were coming from the middle class urban families of Bidar and they had background of salaried or self employment families. The majority of workers were living in own houses and nearly half of the working women were living in rented houses.

The data regarding monthly income and years of service shows that the majority of the working women had monthly salary of Rs. 1001/- to Rs. 2000/-. Only one had salary of more than Rs. 2001/- to Rs. 3000/- due to her skill and seniority. This shows that the skill is the most important factor in such type of factory which is rewarded.

The majority of workers were fully satisfied with their salary whereas the remaining workers were partially or fully dissatisfied. The salary is ultimate goal of employment and it largely influences the satisfaction of the workers. Many of workers were having saving in Bhishi. Apart from this, 11 workers were having savings in Banks, 12 workers were having savings in house. It can be said that in Cosmos Watch Factory, all working women were having savings from their salary.

The majority of workers have received bonus of Rs. 600 to 1000/- many of the workers have received Rs. 1001 to 2000/-. In Cosmos Watch Factory bonus is given by workers seniority.

6.3 EMPLOYMENT OF THE WORKING WOMEN

The increased opportunities for training and education of women have enhanced their employment potential. However, opportunities for entering an occupation and progressing in it have not increased proportionately. It is indeed a very happy trend that educated women in India today aspire for a professional career.

In Cosmos Watch Factory Ltd., there is a big air conditioned hall for work and every workers wear white apron and white cap for cleanliness. Every worker has a separate chair with big tube light. The majority of working women were fully satisfied with working conditions and only few women were partly satisfied with working conditions in the factory.

The majority of women workers reported that they were not feeling mental and physical fatigue, after the work. Those who felt mental and physical fatigue said that it was due to only one hour rest in the shift.

The majority of the female employees were having friendly and co-operative relations with other workers and only few women workers reported that their relations with other workers were confined with work only. Thus the women workers in Cosmos Watch Factory have created a net-work of friendly and co-operative relations in the factory.

The majority of the workers were having informal groups among the co-workers and the remaining working women were not having any informal group among them. The majority of women workers were taking help and helping their co-workers and only two workers were not receiving help and not doing any type of help to their co-workers.

The majority of workers were having friendly relations with the supervisors and only 8 workers were having relations confined to work only. Thus the supervisor in the factory is treating workers as friends and the workers are giving respect to their supervisor.

All workers reported that their male supervisor is good. Manager and other male supervisors were polite, kind and maintain pleasant relations with them.

All married women's were having strains of household work due to employment and all the unmarried women's were not having any type of strains due to employment in household duty. In the case of unmarried working women their mother had time and energy to for the fulfilment of the demands of the family responsibilities. But married working women engages herself in an occupation and they had to fulfil the expectations and demands of their family members. So they experience strain in household work.

The opinion of the working women is taken into consideration at the time of spending family. Majority of workers have expressed dissatisfaction with the amount of time that they are not able to spend in their families. Women's employment in jobs outside their homes naturally means that most of their day is spent in the work. As a consequence of this, working women will have less time for their household chores. The remaining workers felt they are able to devote

as much time as they want and not felt that they are neglecting their family members.

6.4 ATTITUDE TOWARDS MARRIAGE, FAMILY, EDUCATION AND STATUS IN SOCIETY

Majority of workers reported that parents selection would be preferred for their marriages. Two women's wanted parents and individual selection for marriage partner. Only few of workers reported that individual selection would be their choice of partner. This is due to their employment and economic independence.

The job in factory may be an asset in getting good marriage relationship. The question was asked on this point. Majority of workers opined positively, whereas only two workers reported negatively with this view.

Majority of workers preferred their husband in government service and remaining workers reported that they were not preferring any specific type of occupation for their husbands. Few workers preferred lawyers as their husbands.

Majority of workers who had secondary level of education, were expecting that their husband should be graduate, post-graduate or diploma holder. The graduate women preferred that their husbands should be post-graduate.

Majority of workers preferred that their husbands income should be in the range of Rs. 3000/- to Rs. 4000/- and some workers preferred in the range of Rs. 2000/- to

Rs. 3000/-. Only few workers preferred upto Rs. 2000/-. Thus majority of the workers preferred more monthly income from their husband than their monthly salary. Only few workers preferred their husbands monthly income to match their monthly income.

The data on continuation of job after marriage indicates that majority of the workers would like to continue the job and some of the workers were not interested in continuing the job. Those who wanted to continue the employment have given reasons like economic necessity, to enhance the family / husbands income, to utilise the education and to gain status in the society. All the married women's address their husbands by respectable words.

The data on opinions on intercaste marriage, indicates that all unmarried women were willingness towards intercaste marriage and is married workers were not favourable of intercaste marriages and only 3 married respondents were favourable towards intercaste marriage.

Majority of workers were of negative opinion towards dowry system. The remaining workers were having indifferent opinion on dowry system.

Majority of workers were in favour of widow remarriage. Only two workers were not favourable to widow remarriage. It is a modern trend being a human being a widow too needs a companion throughout her life.

The data regarding whether there was any effect on children's life and education due to the employment showed that 18 workers reported that there was some bad effect on children's life and education. Only three respondents have not agreed with this view.

Majority of workers obey their mother-in-laws superiority and only one respondent do not obey her mother-in-law superiority. This data indicates that the working women were infavour of adjusting with the mother-in-laws and they like to be friendly and cordial towards them.

Majority of workers reported that their husband assist in the household duties and the remaining workers reported that the house work was not shared by their husbands.

Majority of workers preferred nuclear family as the best form of family and 4 workers preferred joint family. The majority of workers preferred only 1 to 2 children and they had 1 to 2 children. So the actual situation and opinion are matching with each other. Only one worker preferred 3 to 4 children and she had actually 3 to 4 children.

All the working women were respected from their family members. 30 of the workers reported that their opinion was taken into consideration by their family members with respect of family matters. The remaining respondents from joint family reported that this question was not applicable.

The data regarding attitude towards women's employment shows that all workers were favourable to employment of women. This is an attitude borne out of their experience.

The opinion of the workers is taken into consideration in majority of the cases irrespective of whether they are coming from nuclear or joint families. The data also indicates that in only some of the joint families the opinion of workers is not taken into consideration.

When nature of family and spending family income were cross-tabulated, majority of the workers reported that their opinion is more pronounced in nuclear than joint families. In the joint families some of the respondents have reported that their father-in-law and mother-in-law spends family income.

In the sample 37 of the workers were having interest in the domestic work like cleaning, washing, cooking in the house. They told they had more interest in household duties and the remaining workers do not have interest in the house work.

The data regarding aspiration for higher education indicates that majority of workers aspired for higher education and remaining 2 respondents have not aspired for higher education.

Majority of the workers preferred post-graduate education for women and many preferred graduate level education and only few workers preferred secondary level education for women.

When asked whether employment of women was a status factor in society, all the answered affirmatively.

All workers reported that they were not participating in cultural organizations. All of them were interested for participation in cultural and social organisations but they had no time. Thus the trend shows of no participation in cultural organization activities by working women of Cosmos Watch Factory. All respondents believe in the concept of equality of status.

Majority of workers were facing the problem of long distance of factory. 18 respondents were facing other problems like, bad economic position, maintenance of finance in family, more family members, etc. 4 of the workers were facing problems like unsuitable timing of factory and family problems.

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"A Sociological Study of Working Women in COSMOS Watch Factory
at BIDAR."

INTERVIEW SCHEDULEI SOCIO-ECONOMIC BACKGROUNDS :

- 1) Name :
- 2) Age :
- 3) Caste :
- 4) Religion
- 5) Native Place :
- 6) Place of residence :
- 7) Marital status :
 - (a) Married (b) un-married (c) Divorced
- 8) Educational levels :
 - (a) Primary (b) Secondary (c) Graduate
- 9) Any other courses :
 - (a) III (b) Typing (c) Any other (d) No
- 10) Reasons for leaving school/college :
 - (a) Got job (b) Order of parents (c) Family set-up
 - (d) Not interested in Education
- 11) Give the information about your family members :

<u>Relationship</u>	<u>Occupation</u>	<u>Monthly income</u>
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- 12) Your house is -
 - (a) Owned (b) Rented (c) Owned by relatives
- 13) What are the reasons for doing this Job ?
 - (a) Economic necessity (b) Status in society
 - (c) Ambition of career (d) Personal satisfaction

- 14) Name of the section :
- (a) Number of years in service :
- (b) Monthly salary :
- (c) Bonus :
- (d) Other :
- 15) Is monthly salary sufficient for you ?
- (a) (a) Yes (b) No
- 16) Do you save ?
- (a) Yes (b) No
- (a) If yes - (1) In Bank, (2) In Bhishi, (3) In house

II WORKING CONDITIONS :

- 17) What type of work you are doing in Factory ?
- 18) Are you satisfied with your working condition ?
- (a) fully satisfied (b) Partly satisfied (c) un-satisfied
- 19) Do you feel mentally tired due to this work ?
- (a) Yes (b) No
- 20) Do you feel Physically tired due to this work ?
- (a) Yes (b) No
- 21) How are your relations with your Co-workers ?
- a) Friendly and Co-operative, (b) Confined only to work.
- 22) Is there an informal group of friends among your Co-workers?
- (a) Yes (b) No
- 23) Do you help other workers in their difficulties outside the Factory ?
- (a) Yes (b) No
- 24) Do you receive help from other workers in your difficulties outside the Factory ?
- (a) Yes (b) No
- 25) How are your relations with supervisor :
- (a) Friendly (b) Confined only to work.
- 26) Do you like one permanent supervisor or changing supervisor?
- (a) Permanent supervisor (b) Changing supervisor
- 27) Can you meet directly the Manager of Factory ?
- (a) Yes (b) No

28) How do you get the treatment from your male supervisor like Personal Officer, Manager.

(a) Good (b) Bad (c) so-so

29) Do you feel strain in household work due to employment ?

(a) Yes (b) No

III. ATTITUDE TOWARDS MARRIAGE, FAMILY LIVING AND EDUCATION:

1) Attitude towards Marriage :

A) For unmarried woman :

30) What is your attitudes towards choice of partner ?

a) Parent's selection b) Individual selection
c) Parents and Individual selection.

31) Do you feel that Job in this unit is an asset in getting good marriage relations ?

a) Yes (b) No

32) You would prefer your husband from occupation of :

a) Government servant (b) Non-Government servant
(c) Lawyer (d) Doctor (e) Non-specific occupation

33) Your husband's Education should be

(a) Upto Graduate (b) Post-Graduate (c) Any other

34) Your Husband's monthly Income should be -

(a) Upto Rs. 1000/- (b) Rs. 1001 to Rs. 2000/-
(c) Rs.2001/- to Rs.4000/- (d) Rs. more than 4001/-

35) Would you like to continue in the present job after marriage

a) Yes b) No

a) If yes - a) For helpful to husband's Income
b) Other c) No Reply.

b) If No - a) Time is not suitable

b) Tiredness due this job

c) Are you want to spend time house hold duties

B) For Married Women :

36) Your husband's Education

a) Upto Graduate (b) Post-Graduate (c) Any other

- 37) What is your way of addressing husband ?
 a) With name b) With respectable word.
- 38) Your Husband's Monthly Income.
 a) Upto Rs. 1000/- b) Rs.1001/- to Rs.2000/-
 c) Rs.2001/- to Rs. 4000/- d) Rs. more than 4001/-.
- C) Unmarried and Married Women :
- 39) Do you favour intercaste marriage ?
 a) Yes b) No.
- 40) What is your Opinion on dowry System ?
 a) Favourable b) Not favourable c) Indifferent.
- 41) Do you favour Widow remarriage ?
 a) Yes b) No
2. Attitude towards Family :
- A) For Married Women :
- 42) Is there effect of Employment on Education of Children ?
 a) Yes b) No.
- 43) Any bad effect on childrens life due to employment?
- 44) Do you obey Mother-in-laws superiority ?
 (a) Yes (b) No (c) Not applicable
- 45) Does your husband share house work with you ?
 (a) Yes (b) No (c) not applicable
- 46) What type of family do you prefer ?
 (a) Nuclear family (b) Joint family (c) Extended family.
- 47) What ideal number of children do you prefer ?
 (a) 1 to 2 childrens (b) 2 to 4 childrens
 (c) More than 4 childrens.
- 48) Actual number of children in your family ?
 (a) 1 to 2 children (b) 2 to 4 children
 (c) More than 4 childrens.
- B) Un-Married and Married Womens :
- 49) In your family who takes the final decision in family matter?
 a) Father b) Mother c) Brother d) Father and
 mother e) Husband f) Husband and respondent

- 50) How do you manage your household responsibility ?
(a) Father (b) Mother (c) Father and mother (d) Husband
(e) Husband and respondent (f) Brother.
- 51) Your salary is spent by
(a) Respondent (b) Respondent and husband
(c) Respondent and family members
- 52) What is your attitudes towards employment of woman ?
(a) favourable (b) un-favourable
- 53) How do the family members look upon you as an earning member of the family ?
(a) gives me respect (b) do not give me respect
- 54) How much you spend in household duties ?
(a) upto 2 hours (b) 3 to 4 hours (c) more than 5 hours.
- 55) Do you feel against to do the house works ?
a) Yes (b) No
- 56) Your actual living family
(a) Nuclear family (b) Joint family (c) extended faily
- 57) Do you take any individual decision in the family affairs ?
(a) Yes (b) No (c) Not applicable
- 58) Are you able to devote as much time to your family as you want ?
(a) Yes (b) No
- 3) Attitudes towards education :
- 59) Do you have aspiration for higher education ?
(a) Yes (b) No
- 60) What level of education do you prefer for women ?
(a) Primary (b) Secondary (c) Graduate
- 61) What is your attitude towards co-education.
(a) favourable (b) unfavourable (c) indifferent.

IV STATUS OF WORKING WOMEN

- 61) Do you think employment of women given them higher status in society ?
(a) Yes (b) No
- 63) Do you feel that your job has enriched your status in your family ?
(a) Yes (b) No
- 64) Do you feel that you have high status in society as you are doing job ?
(a) Yes (b) No
- 65) Are you a member of any professionally cultural organisation?
(a) Yes (b) No
a) If yes type of organisation.
- 66) Do you participate in the activities of organisation ?
(a) Yes (b) No
- 67) Do you think that your participation in such organisation activities will increase your status ?
(a) Yes (b) No
a) If yes in what way ?
- 68) Do you agree that women enjoy equal status with men in society ?
(a) Yes (b) No

V. Problems of working women :

- 69) What are the problems you are facing now ?
