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## **CHAPTER – II**

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CHAPTER - 2

REVIEW OF LITERATURE AND METHODOLOGY OF THE STUDY

2.1 INTRODUCTION :

In the post-Independent India, women who have been entering salaried remunerative occupations and professions, are increasing substantially. Women are absorbing themselves at present, in various occupations and enjoying equal status more or less on par with men. Women are working in almost all types of jobs such as technical, professional and non-professional in both private and public sectors. The attempt has been made to review the literature on working women. The review is limited to four books.

2.1 (a) CHANGING STATUS OF EDUCATED WORKING WOMEN  
RAGHUNADHA REDDY

Raghunadha Reddy<sup>1</sup> examined the conditions and social constraints that made women to come out of home and work in offices and industries. His study relates the attitudes opinions and behavioural patterns of educated working women in India. he has also made comparative study between women of pre and post Independence India.

His research work deals with the study of the semi-urban areas of Rayal Seema in Andhra Pradesh. Which consists of four districts Chittoor, Cuddapah, Anantapur and Karnool.

He has taken sample of 300 working women from three major occupations of each 100 namely (a) Office Staff (b) Teaching Staff (c) Medical Staff.

He has collected data through questionnaires and interview schedules. He has observed that highly educated women are likely to be more interested in the employment but by far the largest number of women work to support families and to contribute their pay to the family income to lift it above the poverty level.

In the earlier periods, women were only housewives and help males. They were dependents on their husbands providing food and economic obligations were the duties of male. But times have changed due to the advent of education job oriented and professional degrees. The attitude of women also changed.

The education and the employment of women, in turn, change her attitudes and opinions on the social aspects of various institutions such as marriage, family, education, customs, etc. Economic aspect plays an important role in determining the attitudes of an individual.

In the earlier stages, only male workers predominated in the working force in the factories. But now women workers have increasingly taken to industrial work both skilled and semi-skilled. Formerly, they were mostly confined to plantation and the textile-industry. Now young girls from middle class families are working in factories in increasing numbers.

Traditionally, marriage was made necessary for the attainment of goal of life. But with the development of education and modernisation of society, the educated women's particularly working women's, perception of marriage has considerably changed.

Reddy found that the marriage of a maiden is necessary in life. But the highly placed professional women are less favourable towards marriage than the lowly placed professional women. The marriage as a biological and social necessity, whereas the latter prefers it is a traditional necessity. It appears that the higher the position of the individual, the more modern her views and the lower the position of the individual the more traditional will be her views.

The women oriented towards modernity, are now opting for their mates themselves and due to their employment and economic independence the working women are very particular while selecting their life partners. Traditionally, wife is subordinate half of the couple. She has no right of decision making in any of the family matters and has no family responsibilities. She has to prepare food and nurture the infant and the rest of the duties remain vested in the hands of the husband. Her main duty is to attend the domestic tasks, to continue within the kitchens and to look after the home. Manu rightly calls her as the 'queen of the household'. But times have changed with the advent of women's education and lucrative employment outside the house.

Once the uneducated wife could not take any decision or take part in any family affairs, without the elders blessings.

Reddy has observed that the working women prefer their mates to be educated and lucratively employed. After their exposure to the urban life these working families are not inclined to go to villages due to insufficient privacy to lead happy married life, at least during tender years.

The working women plays very vital role in the policy making - decision regarding children, purchases and living standards - than does the non-working women. He observes that working women tend to take not only financial, budgetary, children's education and kitchen matters but also vital issues like their children's male selection, fixation of dowry, future plans for the family's welfare etc.

During the 19th century, the importance of women's education gained ground due to the social reformers like Pandit Vidyasagar, Raja Rammohan Ray, etc.

The Indian menfolk also realised the importance of female education. Industrial revolution, the employment of women outside the home etc. have awakened the village people to educate their children, particularly female. In the post-Independent India, the importance of female education and its momentum gained precedence. It was realised that education for women is necessary to further the goals of democracy and equality.

He observes that all the working women are aspiring for higher education and all the women wanted equal education with men.

During the vedic period, the position of women was far superior to the post-vedic and even to the modern women of the day. She was given equal rights and privileges. She was allowed to have education on par with to the male. This shows that women held status equal to men.

India is primarily an agricultural country, and women's working outside their home is not a new phenomenon as they have always been working in the fields side by side their men. The women from the economically least privilege stratum of society have also been working since long in factories, as manual servants and as unskilled labourers.

The importance of utilising the women power to the advantage of a nation has become so evident that even developing countries like India are recognising that due to various modern forces the outlook of their young women is changing.

Reddy strongly opinions that the working of mothers outside the home encourages the children to study and emulate mother, because when mother leaves for work, children also leave for schools and colleges and all of them come back home in the evening. Thus, there is no physical and emotional separation.

The problems and difficulties of working women are multidimensional and they need a deep probing. The problems are of three types : environmental, social and psychological. The socio-psycho-environmental problems and difficulties are faced by the working women both at home and at work. The problems are mainly two-fold. One is of inner conflict due to dual commitment and concern and the other is at the practical level practical difficulty of combining work commitment with their role at home. Reddy observed the educated working women have now become more assertive, more equality - conscious and independent after taking up employment.

Reddy supports that the women should not be brought up to gauge her status in terms of attracting a man and only by virtue of being wife or daughter of different individuals. She must learn to measure her status in terms of her individual assets and achievements. He likes to point out the dogmatic views and demands made by women's lib protagonists. He feels that the women must be respected and honoured and her work must be praised and rewarded.

2.1 (b) EMPLOYMENT OF EDUCATED MARRIED WOMEN IN INDIA :  
VINITA SRIVASTAVA

Vinita Srivastava<sup>2</sup> has examined why some married women, belonging to highly educated class, enter in gainful employment and choose to act as so bread winners of the family.

It is almostly universally accepted that the women's primary role is that of a home maker and it is for the man to provide subsistance to his family. In a developing country like India, a very small section of the population has access to education out of this still a smallar proportion has the prerogative of receiving higher education. Needless to say that this small section is also comparatively the most socio-economically privlaged.

Vinita Srivastava's investigation was conducted mainly to find out the causes and consequences associated with the employment of educated married women. In case it was required to obtain globle picture of the factors associated with the employment and life style of such women, a descriptive type of research design was followed.

She has taken a sample of already employed women as an experimental group and another sample of non-working women as a control group. In view of limitations, the experimental design, adopted in the case, may be considered more as a tentative one rather than a refined design.

She found that the behaviour of people changes with their socio-economic position and therefore, by controlling, it the influence of many important factors on their behaviour may be automatically controlled and to some extent an experimental situation may be obtained. With this consideration it was decided that for each class of working



women a control group of non-working from same socio-economic class should be selected so that the causal relationship can be tested at various levels.

Her study deals with the consequences that may follow when married women go out for paid employment. No doubt, as referred above that the behaviour of people varies with the change in social class position. But in case certain differences are observed between the behaviour of working and non-working women and the consistency of behaviour among the working women even if different strata, then, possibly, it may be claimed with greater validity that these variations are consequences of their employment rather than due to some other reason.

Her research work deals with the study of the causes and consequences of the employment of educated married women it would have been ideal to draw a sample from the total population of such women who are employed in the city of Chandigarh. In Chandigarh there are several other organisations like Punjab University, Post-Graduate Institute of Medical Education & Research. Where a large number of educated women are working. Each of these offices were visited personally and the names of only married women with their official designations were noted down. Similar information was obtained from Telephone Exchange, Offices of Chandigarh Administration and other Central Government Offices. Post-Institute of Medical Education and Research, Life Insurance

Corporation of India and Punjab University were personally contacted and names of all such women working in these institutions were also collected. While collecting the names of the working women their exact occupational designations were also noted down.

It was found that 23 different types of occupations fell in the list that was prepared for the study. Vinita Srivastava collected data through interview schedules. It took nearly eight months to complete the field work and the entire field work was done by the herself. Most of the employed women were interviewed at their place of work.

Vinita Srivastava found that family situation and age of the last child have little bearing on the women's decision to join the paid work or withdraw from it. The findings clearly indicates that married women's participation in the labour force is not geared to their family life cycle. By analysing the job histories of presently employed women and of those non-working women who have worked sometime in their life it has been shown that the reasons why women have ever withdrawn from their work are other than the presence of a young child in the family.

By comparing the occupational prestige of husband and wife, it has been found that at each socio-economic level wives are working in occupations which are consistent or only slightly lower in prestige than that of their husband's occupational prestige.

A few non-working women also have education comparable with that of their husbands, and interestingly it has been found that a substantial proportion out of these, fall in the category of those who have also worked sometime in their life but are unemployed at present. They withdraw from work for reasons like a temporary job, little pay or had to change the place because they got married.

Womens participation in the white collar occupations could also be viewed in relation to such factors as the availability of a wide range of suitable occupations within easy reach, good transport service, provision for care of young children, proper educational and training facilities and above all a favourable climate towards women's entry to the paid work.

The data have clearly demonstrated that the fact of women's participation in gainful activity acts as the most important determinant of low fertility, where as factors like duration of married life, level of education, time at which the use of family planning devices was begun, and how effectively these methods are used also influence the fertility performance but they act more as intervening variables.

It has also been found that working women significantly differ from non-working women in terms of their attitudes towards several issues. Comparatively, employed women are more favourably disposed towards the issue that women should

be free to work if they want to do so. They less often feel that women are not suitable for responsible positions involving important decision taking with regard to their perception of the consequences that may follow when women work, it has been found, that they think work craises their status in the family.

Vinita's study suggest that on the whole the most favourable conditions for married women to work are those where it is possible for them to enter the occupations which have more or less the same prestige as that of their husband's occupations which lends support to persons contentions that family is a unit of status in the system of stratification.

Vinita's study has well demonstrated that working women tend to develop friendship with their own colleagues and other members of their work group. It has also been found that even the husbands of working women become friendly with their wives' colleagues and they visit each other informally.

Moreover, on the basis of the findings of the present study it has been suggested that the general spread of women's education in India has implications for the future trends of female employment. More and more women are taking advantage of higher education. Gradually women would also become equally highly educated as men. In this way it could be predicted that the gap in the level of education of husband

and wife existing at present would be narrowed; as a consequence more married women would be able to work in occupations of their choice. Thus in years to come there may be an increasing tendency for educated married women to enter the paid work.

2.1 (c) STATUS AND EMPLOYMENT OF WOMEN IN INDIA  
U.LALITA DEVI

U Lalita Devi<sup>3</sup> has examined the role of white collar employment in increasing the status of women. Increase in white collar jobs and the induction of women in them are a contribution of industrialisation and modernisation. A necessary pre-requisite of these jobs is that they require a fair amount of education much higher than that of the average level of education in society. The contribution of occupation and education in increasing one's status - whether man or women is fairly well established in all societies. In a traditional society, there are other factors contributing to study.

Lalita Devi's study area is Trivandram city in Kerala. Trivandrum is the capital of Kerala State and as such as the best possible cross-section of white collar and other office based employees in the state. Trivandrum is an "Administrative" rather than an industrial city and the major employer in this city is the Government. Among the population, nearly one-fourth is women. Accordingly, while our population consisted of all white collar women employees

of Trivendrum city, for purposes of selecting the sample, she limited the population to the white collar employees in the Government Offices.

There were altogether 6036 women employees in the lists which she collected. Since she limited the sample size to 300. She selected one in every 20 by using systematic random sampling method. Her sample size was fixed at 300 as a happy compromise between limited resources and the need for large enough size for meaningful breakdown and analysis.

Since one of her objectives was to test whether there is any difference in status between employed and unemployed women. She selected for comparison, from the city another sample of 200 unemployed women who compared favourably with the women in the earlier sample in all characteristics except employment. She collected data from two categories; secondary and primary. While secondary data was collected almost entirely from the libraries of Trivandrum city including the Kerala University Library. Primary data was collected through interviews using an elaborate questionnaire. Her interviews were done mainly in three places - homes, hostels and offices. Most of the interviews were held in homes and some were held in hostels.

Lalita Devi aim in the study was to bring out the primary of employment in raising status and since several features are known to contribute to Social status. They wanted

to isolate the contribution of employment from these other possible factors. The most important of these are - age, education, place of residence, family type and family income. Cross-cultural studies have shown that all these are important determinants of women's status and factors like age and education are applicable to men as well.

She has examined the extent of changes in the position of women within the family brought about by her new role employment outside home. She found that a women's status in the family has no doubt changed for the better due to her employment outside home. She <sup>is</sup> status that employment of women has contributing to enhance her status within the family. While employment may not be the only factor contributing to this phenomenon, the unique role of employment in this is beyond dispute.

She found that the women employed in white collar occupations have a higher status in society than their unemployment counter parts and that employment enables them to engage in many ancillary activities which contribute to further status and other factors also help to increase women's status or power in society in moderatetimes.

She examined women's status in her place of work. her hypothesis in this area was that employment contributes to increase the status of the women employee in the estimation of her superiors, peers and subordinates and that the higher the

level of employment, the higher is the status of the incumbent. The major problem faced by a women in her office is the resistance of the male employees and this resistance comes out of a feeling that women are inferior and as such will not be able to perform their jobs as efficiently as men. Women in superior positions had the further problem of enforcing disipline on male subordinates who would revolt at the every idea of obedience to women.

Her study showed that as regards her respondents are concerned, they had faced hardly any problem of the sort expected in a traditional society from male employees whethers the latter were subordinates, calleagues or superiors.

The women employees were able to exert their power and show leadership qualities which suggest that men were willing to admit women's capacity in organizational matters and were also willing to accept their leadership. There are indications that the traditional nation about inferiority of women via-a-vis men has disappeared from men in white collar jobs.

The third area where she wanted to examine the improvement, if any, in the status of employed women was in matters which are outside of the home and office. This is the wider society in which a women has to move and play several roles and with which she has to establish several linkages. It is through the performance of new roles and establishments



of new contact points that she could secure for herself a new status. For this the woman should change her conception of society and of her role in it.

She found that employment has enabled women to become members of organizations which increase the scope for interaction with a wider circle of people than is possible without employment. These in turn enable them to develop their faculties and leadership qualities. Create in them a new confidence in their capacity and provide them an opportunity to show the male world that they are as good as men in those matters. She found significant difference between employed and unemployed women in the matter of clubmembership, degree of participation in club activities and perception of these activities as contributing to status. So also in moving outside of one's home, in eating in public restaurants, in going for shopping, and in the pursuit of leisure-time activities etc. the two categories of women differed significantly and the employed women followed the trend which was contributing to her esteem in the eyes of society.

#### 2.1 (D) WOMEN AT WORK : C.SWARAJYALAXMI

C.Swarajyalaxmi<sup>4</sup> observed that the working women are subjected to all sorts of humiliation, ill-treatment, harassment, injustice and victimisation and are not treated in par with men in several matters like pay and allowances, working conditions, professional growth etc., by their employers, inspite of all

the tall talk we are hearing day-in and day-out about the women's liberation movement and salvation of women from exploitation and perpetration of injustice on them by men.

Women workers are the worst victims of the traditional, social conflicts, taboos, beliefs and all sorts of conservative notions and thinking. This is particularly so in the case of women employed in industrial and commercial establishments. Their conditions of living and working are unique in character. They deserve all the sympathy and concern of all social scientists, administrators and law makers. Necessary amendments have to be made not only in the legal framework but also in the entire socio economic and political structure of our country in order to enable the women workers to enjoy the same status and privileges as their men colleagues. They have to be emancipated from the exploitation and perpetration of injustice without any further delay. It is this pathetic situation of the women workers that has motivated to Swarajlaxmi to take up this problem for her research work.

The scope of this research study is confined to the women working in the organized industrial sector in Chittoor district. Her study is further restricted to women workers in the production units of the industrial sector. Chittoor District is situated in Rayalaseema in Andhra Pradesh.

The sources of data collection for her research work are : the primary sources various records available in the

offices of industrial establishments in Chittor district, offices of Industries Department and Labour Department of the Government of Andhra Pradesh and also women's welfare organisations and Offices of the District and State levels. Secondary sources of data for her research work was from the published literature and records available in the Public Libraries and offices of the Commissioner of Labour, Director of Industries.

There were 463 registered factories in Chittor district, among which only 236 units have employed women workers and 227 units have not employed women at all.

There are 3 revenue divisions in Chittor district viz. Chittor, Chandragiri and Madanapalle and 15 talukas spread over these three revenue divisions. For the purpose of this research work, one industrially forward and one industrially backward taluka have been chosen, in each of three revenue divisions of the district.

In the six taluks so selected (Chandragiri, Chittor, Kuppam, Madanapalle, Puttar and Srikalahasti) there were altogether 130 industrial units. It was decided to select at random 50 percent of these units for a detailed study of research work.

There are altogether 815 women working in these 65 selected units. It was decided 25 percent of the total number of working women in each selected unit for the purpose of a detailed study. The exact number of women workers selected for administering the questionnaire and conducting interviews in

different units selected for this study were in proportion to the total number of women workers employed in different selected units. The random sample of 200 women workers was chosen for the research.

She found that women's job have been affected due to problems, of care of youngsters and difficulty in management of home and they are overburdened with both at home and job. With the onset of industrial revolution, new opportunities were created for women to be occupied gainfully. It is wellknown that women are supposed to stay at home and look after the youngsters. But once she goes to work she cannot sacrifice one for the other, yet she will have to continue to do both with adjustment. Carrying out almost single handedly all the duties and responsibilities of home over strains a working women and makes her tired and irritable which in turn is liable to make her an unpleasant and un-enjoyable company for her husband and children. With respect to emotional that the strains of work at home and office coupled with lack of household amenities and vanishing domestic help contribute to make trivial incidents, major causes of irritation for working women. Most of the working women were experiencing substantial difficulty in carrying out their household duties and the duties of this 'wife role' adequately including the care and attention given to the husband along with their jobs.

A women's status in the family is no doubt found to have changed for the better owing to her being employed, and she has more voice in the family matters and more privileges with regard to her own earned money than she had when she was not earning. But in a large number of instances the status of the working women vis-a-vis her husband is that of a second partner, and not that of a co-operation. Though her status is improved at home, her husband is still quite not prepared to relinquish his patriarchal privileges. He expects the same behaviour and looking after as he would from a full-time wife, still wants to control the money earned by this wife, and insists on her giving more importance to her wife's and mother's role than to her working women's role.

She found that a large number of working women, taking up gainful employment either out of economic compulsions or an account of any other reason. The problems faced by working women are indeed very ticklish and varied, e.g., they have to carry on all their household jobs along with their jobs undertaken in the course of gainful employment and the impact of their jobs on their marital life, and harmony with their husbands. The working women have to carry on all their household chores themselves single handedly, without any assistance from their husbands and other members of their families. Problems created over frictions arising from money matters reported to be common for working women who accepted

gainful employment on account of economic compulsions as well as those who have joined job just out of some fancy of doing a job.

She suggested that working women when they return from their duty after a prolonged work shift will naturally feel tired and irritated. The family members should understand the problems of these working women with more sympathy and should try to not rub them on the wrong shoulders, but give a patient hearing to their problems and extend their wholehearted co-operation in making their lives happy, contented and fruitful. They should not be made to feel that they have taken up jobs wrongly or it is their fate that they are involved in all unnecessary conflicts between domestic and official duties. Any unnecessary criticism should not be made about the working women spending lesser time with their family members on account of their taking up jobs. Instead the family members of the working women should express their feelings, sufferings and problems equally and should give an impression to the working women that the other members of their families are ready to co-operate with them, help them, encourage them and do their best in own way in solving their problems atleast on the domestic front.

## 2.2 METHODOLOGY OF THE STUDY:

The topic of working in Cosmos Watch Factory at Bidar (Karnataka) attracted researcher's attention while going through literature on women's work and their status.

### 2.3 THE OBJECTIVES OF THE STUDY:

The general objective of the present research work is to study the working women in watch factory at Kolhar from sociological point of view. The specific objectives of present study are as follows:

1. To describe socio-economic background of women workers.
2. To observe the working conditions in the watch factory.
3. To analyze the attitude of working women towards marriage, family, education and status in society.

### 2.4 THE FACTORY AND SELECTION OF RESPONDENTS:

The information for present work was collected from the office of Cosmos Watch Factory (Karnataka) Ltd., of Kolhar. The observation of the production process was done.

There were only 48 female workers and all of them were working as a assemblers. Since this number was a small one, it was decided to make a study by covering each and every female worker in the factory. So this is not sampled study but a census study. ✓

The total workers consists of the lady assemblers, the supervisors, other skilled workers clerical staff and the managerial personnel.

The company provides with tea to employees issued against the token paper sleeps. The lady assemblers have been provided with the necessary uniform in the form of an apron and head cover.

## 2.5 DATA COLLECTION THROUGH INTERVIEW SCHEDULE:

The interview schedule was prepared keeping in view of objectives of study and relevant data regarding women worker's socio-economic background, motivation for job, the working conditions in the watch factory, the attitudes towards marriage, family and education, present status within family, factory and society. The actual interviews were taken at cabin in complete privacy. As far as possible the atmosphere of the interview was informal.

The researcher preferred the interview schedule to that of questionnaire for the following reasons:

1. The interview schedule was prepared taking into consideration its well known advantages such as opportunity to observe the environment, to check the answers of respondents and to probe deeper and wider into the matter of investigation.
2. Since the researcher was living in Bidar, it was thought that it would be possible to contact all the respondents and the information could be obtained with the help of interview schedule.

It must be noted that since all the respondents under study were knowing Kannada, the interview schedule was prepared in Kannada and an English version of the same has been given in the Appendix. The recording of the responses was done in Kannada.



## 2.6 FIELD WORK:

The field work was conducted from 20th October 1995 to 20th November, 1995.

The nature, importance and purpose of research work was informed to Managing Director and the necessary permission from him was obtained to conduct the interview with women workers in the concerned units.

The researcher collected primary data with the help of schedule by interviewing 48 women workers, with the co-operation of managerial staff, who were having authority and responsibility of work. The researcher has constantly met Personnel Officer for guidance in taking interviews and the researcher followed their suggestions which were very important.

The workers were able to respond freely frankly without any hesitation and presence as the researcher personally explained to them the academic nature of research work. Due to this free exchange, the researcher did not face any difficulty in getting information. An average 20 to 30 minutes were required to interview each worker.

## 2.7 ATTITUDES TOWARDS THE RESEARCHER:

When the Managing Director officials were contacted and convinced about the purely academic nature of the study, they agreed to extend the required co-operation to the researcher. The Managing Director and officials examined the interview

schedule and then the researcher was granted necessary permission for collecting data from respondents under study.

Many women workers took the researcher as a government servant, while some workers considered the researcher as a member of from Board of Directors (Bangalore). One respondent asked that what is the use of our interview? Is there any financial benefit to them, or to the researcher; many respondents expressed feeling of satisfaction for dealing with such untapped topic of women workers, status of respondents in family, factory and society.

These comments show how respondent looked at researcher at the first sight but when the nature and objectives of study were made clear, they were kind enough to respond spontaneously.

## 2.8 ANALYSIS AND PRESENTATION OF DATA:

After the collection of data was over the interview schedules were properly edited and serially arranged. The data were manually processed, decoded and tables were prepared.

The data are presented in following chapters:

1. Socio-economic background of the working women
2. Employment of the working women.
3. Attitude towards Marriage, Family, Education and Status in Society.
4. Conclusions.

**REFERENCES:**

1. C.R. Reddy - Changing Status of Educated Working Women, p.p. 13-194.
2. Vinita Srivastava - Employment of Educated Married Women in India, p.p. 1036 & 152-164.
3. U.Lalita Devi - Status and Employment of Women in India, p.p. 28-151.
4. C.Swarajyalaxmi - Women at Work p.p. 24-217.

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