
HAPTER - THREE

ANALYSIS AND INTERPRETATION

Table A-1: Religionwise distribution of the respondents

Sr. No.	Religion	Respondents	Percentage
1	Hindu	92	92
2	Jain	03	3
3	Christian	03	3
4	Muslim	02	2
Total		100	100

Table A-1

It is seen from Table No. A-1 that in Kolhapur city Hindu educated working women are predominant and in terms of percentage they are 92%. The lowest percentage in religionwise distribution of respondents is of Muslims (2%), Christians and Jains are 3% each. The lowest percentage of educated working women in Kolhapur city is found in Muslim women. The percentage is only 2%. It shows that, the Muslim women still bear traditional views. They have not come forward to educate themselves and try for employment. The table further suggests that still there is similar illiteracy among Christian and Jain women. Therefore, their percentage is very low. Perhaps, the larger proportion of Hindu women represents dominance of Hindu population in the city.

Table A-2: Castewise classification of the Respondents

Sr. No.	Religion	Respondents	Percentage
1	Brahmin	50	54.35
2	Maratha	29	31.52
3	Others	13	14.13
Total		92	100.00

Table A-2

The classification of this table shows that 50 respondents come from Brahmin community and in terms of percentage of the educated working women belonging to Brahmin community represent 54.35%. From the traditional period the Brahmin community is a educationally well advanced community; because during the early years following World War II, only Brahmin women ventured out in employment. Because in post-independence period they had no other go but to take employment due to circumstances. After independence different laws of the country changed. The Brahmin community in the villages had their agricultural lands. But due to the reforms in different acts the Brahmins as a educated class had either to sell the agricultural lands or their agricultural lands were taken up by the cultivators. They migrated to cities. The Brahmin community had no alternative

in cities other than to educate themselves and to seek employment for their livelihood. The Brahmin ladies likewise had to take employment to supplement the meagre earnings of their menfolk. Naturally, the percentage of Brahmin educated working women in Kolhapur city is more. Working in different undertakings Maratha women were 31.52% and others 14.13%. The Maratha caste is also trying to come out from its own traditional views because the cost of living is increasing day-by-day. Traditionally Maratha community is considered as brave community and this community is named as Kshatriya. The word Kshatriya literally means one who saves others from calamities. But now Marathas are also changing, with the pressure of times. Even if Maratha community in Kolhapur city is in majority, the percentage of educated working women from Marathas is only 31.52%. This percentage is lower considering the Maratha population in Kolhapur city. Nevertheless, this shows that Maratha women are also trying to 'catch up' socially advanced caste women in education.

'Other castes' consisted of Barber, Mahar, Banjari Halba and Chambhar. Their percentage is very low (14.13) because of illiteracy. It means that women from lower rungs of society are neither educated nor earning. It shows that the Backward Class women are still not aware of importance of education. Brahmin and Maratha women are trying to get employment by taking

higher education but it is very hard for them to get the employment. The reverse case is that the government has given a number of opportunities in employment for Backward Classes but due to their less education, the government finds it difficult to get a suitable candidate from lower communities for employment.

Table-3: Age grades of the respondents

Sr. No.	Age Group	Total sample	Percentage
1	20 to 30 years	35	35
2	31 to 40 ,,	42	42
3	41 to 50 ,,	18	18
4	51 and above	05	05
Total		100	100

Table-3

This table indicates the age group of the respondents. It is seen that 77% of the women are of the age between 20 and 40 years. Among them 20 to 30 year age group percentage is 35%, 31 to 40 age group 42%, 41 to 50 age group 18% and above 51 age group 5%. From this information we can conclude that women in 20 to 40 years have to face double responsibility. As this age is a productive age they will have to nourish and bring up their children and on the other hand they will have to serve faithfully and sincerely in their employment. This is a very difficult problem faced by educated working women of this city.

Table-4: Educational qualifications of the respondents

Educational qualifications			Respondents	Percentage
1	S.S.C.	...	26	26
2	H.S.C.	...	04	04
3	Intermediate	...	03	03
4	Diploma	...	02	02
5	Degree	...	38	38
6	Post-graduates and other qualifications		27	27
Total			100	100

Table-4

This table describes the educational qualifications of the respondents. It is clear from the above table that all respondents were educated at least upto S.S.C. Out of hundred respondents 38 per cent respondents were graduates. Nearly 27% respondents were postgraduates. They had taken degrees or postgraduate degrees for higher promotions or for getting better jobs. Some 2% of the respondents were intermediate. Some 2% of the respondents were diploma holders. It is clear from the above table that women can get education upto S.S.C. very easily. The percentage of women, leaving their education mid-way is negligible (9%). They reach their target of first degree facing all odds.

Table-5: Number of earning members in the respondent's family

Sr. No.	Earning members	Respondents	Percentage
1	One earning member	06	06
2	Two earning members	79	79
3	Three ,, ,,	11	11
4	Four ,, ,,	03	03
5	Five and more earning members	01	01
Total		100	100

Table-5

From this table it is clear that a majority of the families, that is, 79% have only two wage earners including the respondent. Some 11% respondents have three earning members in family, four and above earning members are in 4% families, 6% of the respondents have one earning member. It shows that woman is working for the supplementary income of the family. It is also indicative of the fact that one member's salary is insufficient to carry on the family. In other way it can be said that the educated working women are not happy in their fields but they have to earn to support their families. Circumstances are changing fast and the days have come where every member of the family has to earn so as to live and to carry on the family

affairs smoothly. It is really a sacrifice on the part of the educated working women because they have to work in double capacity - one, to carry on family responsibility and to bring up their children and another, their office duties. Only 15% of the respondents are having three or more earning members in the family. This clearly proved that a majority of the respondents employ themselves in one or other capacity to support their families.

Table-6: Hours of work got per day by the respondents
for the household duties

Sr. No.	No. of hours	Respondents	Percentage
1	One hour	01	01
2	Two hours	14	14
3	Three hours	12	12
4	Four hours	20	20
5	Five and more hours	53	53
Total		100	100

Table-6

From the above table it is clear that there is not even a single respondent who has no household work to do. At least they have to spend the time in the supervision of servants. A majority of the respondents, that is, 53% have to work for five or more than 5 hours. The Table-5 further shows that 79% of respondents have two earning members in the family and they have to work in the office as well as they have to work in house. Fourteen respondents spent 2 hours in household duties. This may be due to the help from servant or other members of the family. And 12% of the respondents spent three hours per day for household purpose and 20% of the respondents spend

4 hours per day. It indicates that a majority of the respondents work more than five hours per day. They have to work in the office as well as in house.

Table-7: Classification of the respondents according to the nature of household work they do

Sr. No.	Household work	No.of respondents / %
1	To prepare meals	84 (45.41%)
2	To do domestic work	73 (39.46%)
3	To work at home when other members are sick	26 (14.05)
4	No household work except supervising the servants	02 (1.08%)
Total:		185 (100%)

Table-7

From the above table it is clear that a majority of the respondents have to do household work. This indicates that the educated working women have to perform two full time roles which often leads to role conflict. Some 84 respondents had to prepare the means for the family before going to the office and after coming from the office and, they are all housewives and mothers in the families. (Out of hundred respondents 83 respondents are married and 17 are unmarried.) The unmarried women also prefer to do domestic work. Seventy-three respondents are doing the domestic work. Twenty-six respondents have to work when other members are sick. Only 2

respondents have no household work except supervising the servants. The reaction of the respondents shows that all the women whether employed or unemployed, have to do some type of household work. The nature of work in Kolhapur city is such that it can be done better by women. Especially cooking food. So, there is no opportunity for the self development.

Table-8: Classification of respondents for or against Family Planning

Sr. No.	Family Planning	Response	Percentage
1	In favour of Family Planning	96	96
2	Against Family Planning	04	04
Total:		100	100

Table-8

This table shows that 96% of the respondents are in favour of family planning, which shows a great change in ideology and behaviour pattern of women. Most of the women felt that more children were a botheration to them in economically difficult days. It confirms their commitment to wifely roles. Only 4% show disinclination to Family Planning. They must either be tradition-bound or Muslim respondents. A thumping majority of working women is for family planning, though a small minority of them finds it difficult to bring it in practice because of various reasons.

Table-9: Respondents' opinions regarding responsibility of training and guiding the children.

Serial No.	Response	Respondents	Percentage
1	Father	05	05
2	Mother	12	12
3	Father and mother	74	74
4	Tuition class	09	09
Total:		100	100

Table-9

From this table it is clear that a majority of the respondents (74%) expressed that socialization of children is their joint responsibility. Twelve per cent of the respondents felt that this is the duty of mother alone. Five per cent of the respondents said that father should give training and guidance to the children, 9% of the respondents opined that children should go for tuition classes. In modern days both the father and mother are working. They have to go to office early in the morning and come from the office in the evening. They have no time to teach or guide the children. Therefore, 9 per cent of the respondents desire children to depend on tuition classes. It shows a trend towards joint responsibility as also it hints that modern father's trend to overlook his duty towards children.

Table-10: Views of the women in the sample on who should discipline the children

Serial No.		Response	Respondents
1	...	Father	-
2	...	Mother	12
3	...	Father and mother	73
4	...	Grand parents	15
Total:			100

Table-10

This table shows that 73 respondents express that responsibility to discipline the children is a joint responsibility of father and mother. In Nuclear family both have to share this responsibility. In Nuclear family mother's role has changed to the position of authority on children due to her education and employment. Nearly 15 per cent of the respondents felt that the discipline of the children is the responsibility of grandparents, because they can afford to spend more time on them. No respondent felt that father should discipline the children. Twelve respondents replied that mother should discipline the children. It indicates that in Nuclear family both have to share the responsibility.

Table-11: Views of the respondents on who should give religious instructions to the children.

Sr. No.	Response	Respondents	Percentage
1	Father	01	00.90
2	Mother	16	14.28
3	Father and mother	70	62.50
4	Grand parents	24	21.42
5	Priest	01	00.90
Total:		112	100.00

Table-11

This table shows that 62.50 per cent of the respondents express that to give religious instructions to children, is a joint responsibility of father and mother. They are aware that without religious instructions the children would have no base in their lives. Religion, they feel, gives them a sense of belonging. The respondents show that father alone has no value in this respect (00.90%). It is surprising to note that the respondents, only 00.90 per cent, felt that priest should give religious instructions to the children because the respondents realize that the priest has no value in modern developing world. Now-a-days it is a dead institution. Some 21.42 per cent of the respondents felt that grandparents should give religious

instructions to children and 14.28 per cent of the respondents felt that mother should give religious instructions to children. It indicates that for the emotional security in later life both husband and wife have to share joint responsibility in giving religious instructions to children.

Table-12: Opinions of respondents on the ideal size of the family.

Sr. No.	No. of children	Respondents	Percentage
1	One child	02	02
2	Two children	60	60
3	Three ..	27	27
4	Four ..	08	08
5	Five ..	03	03
6	More than five children	-	-
Total:		100	100

Table-12

It is clear from Table-12 that women do not want more children. Sixty respondents felt that the ideal size of the family is $2 + 2 = 4$. It means two children formula is accepted by a majority of educated working women. The respondents are conscious of their role in nation-building. Including Muslim respondents, no respondent felt that the ideal number of children is more than five. Twentyseven per cent of the respondents reported three children as the ideal. Three respondents felt that five children is the ideal. Eightynine per cent of the respondents want to have a planned family and

they prefer less number of children. One respondent felt that the ideal number of children should be more than three children, we feel insecurity with two-three children. The respondent had high rate of infant mortality in mind. Some beget more children because they can rely on them in old age.

Table-13: Classification of the married employed women according to their number of children.

Sr. No.	Number of children	No. of employed Women
1	One child	26 31.32%
2	Two children	28 33.74%
3	Three children	15 18.07%
4	Four & above children	06 7.23%
5	No children	08 9.64%
Total:		83 100%

Table-13

From this table it is clear that a majority (33.74%) of women have two children only. Some 31.32 per cent married women have one child. Some 18.07 per cent women are having three children and 7.23 per cent women have more than four and above children. Some 9.64 per cent respondents have no children. It shows that most of the women have two children because they are from Nuclear families. They know that their income is sufficient to support their limited children only. Out of 29 (34.94 per cent) women, who want three or more children, 23 are above 40 in age and 6 are having first three issues female only. The women who had no son, wanted it, at any cost. Perhaps, they had such pressures from their in-laws

and their own views hardly mattered.

Women who had young children below the age of five years felt very unhappy to leave them at home with servant. They had to work because of their economic need. They had to face more problems than women with no children or grown up ones. Even those who had teen-age daughters were unhappy to leave them alone. They preferred such jobs as would enable them to be at home, when their daughters come home from schools or colleges. It shows that the traditional thought of protecting girls until they are married was uppermost in their minds.

Table-14: Status of women in the family

Sr. No.	Status	Respondents	Percentage
1	Mother of the family	70	70
2	Wife	12	12
3	Unmarried daughter	18	18
4	Widowed daughter	00	00
5	Daughter-in-law	00	00
6	Widowed daughter-in-law	00	00
Total:		100	100

Table-14

This table shows that out of hundred respondents, 70 per cent of the married women expressed themselves as mothers of the family because they have kids. They are from the Nuclear families. They are proud of their role as mothers. They socialize their children. Twelve per cent of the respondents expressed themselves as wives. To them the role of wife was more important than any other role. Eighteen per cent of the respondents are unmarried daughters. Here, some of the respondents said, "I prefer to be called the wife because the wife gets the status

of her husband". "In my family, I feel the role of wife is more important than any other role. These replies show that they gave preference to the wife's role, though they performed various other roles in the family. It means even educated working women prefer to be subordinates to their husbands.

Table-15: Type of accommodation of the respondents

Type of accommodation	No. of respondents	Percentage
Own house ...	45	45
Rented house ...	55	55
Total:		100

Table-15

This table shows that ~~55~~ 45 per cent of the respondents are living in rented house, because of migration. They have no funds to purchase or to build their own houses. The cost of construction is beyond their reach. They face the problems of lack of latrines, privacy, and ventilation in rented houses. It creates a strain on the mind of the respondents. Fortyfive per cent of the respondents have their own houses. They are either local or have striven so much as to build a small house with savings and borrowed money. The distance upto work places in such cases is very large from their own house because they have constructed houses on the outskirts of the city, out of necessity.

Table-16: Leisure time per day

Sr. No.		No. of hours	Respondents
1	...	1 to 3 hours	79
2	...	3 to 6 hours	08
3	...	More than 6 hours	-
4	...	No leisure time	13
			Total: 100

Table-16

As per the above table 79 respondents have only 1 to 3 hours leisure time, 13 respondents have no leisure time and only 8 respondents have 3 to 6 hours leisure time. It is said, "All work and no play makes Jack a dull boy". This is true for all. All work and no recreation kills the pleasure of life. Her life is like a machine. On an average the employed woman has no more than three hours leisure. Unless the employed women take part in some recreational activities they would find their life miserable with continuous work. Leisure is a releaser of tension without which life becomes unbearable. It affects health and mind also. It is often noticed that men and women after returning from office, are generally very irritable unless they have some leisure time.

Table-17: Reading material used by the respondents during their leizure time.

Sr. No.	Reading material	Respondents	Percentage
1	Newspaper only	25	24.27
2	Novels	02	01.94
3	Magazines	01	00.97
4	Novels and magazines	00	00
5	Newspapers, novels and magazines	74	71.85
6	No reading	01	00.97
Total:		103	100.00

Table-17

As per the above table 24.27 per cent of the respondents spend their time in reading the newspapers only, as newspapers are easily available in the house. Even those who have very little time, at least glance at some news items. Most of the families buy newspapers as they are cheap and other members want them. Some 71.85 per cent of the respondents spend leisure time in reading newspapers, novels and magazines. There is no

clear-cut preference for the type of reading material. No respondent has time to read novels and magazines. One per cent (1.94) of the respondents read only novels and 1% (0.97%), magazines and 1 per cent (0.97%) of the respondents have no time to read anything.

To these educated working women reading is a relaxation from their dry, routine work and is also an intellectual stimulus. It seems that no one has habit of serious reading because they have no time. Therefore, it hampers the intellectual life of working women. There is no habit of purchasing good novels for their home library and no family has its own library. It shows that habit of reading is decreasing day by day.

Table-18: The hobbies pursued by the women during their leisure time

Sr. No.	Hobby	No.of respondents	Percentage
1	Reading	63	21.43
2	Gardening	30	10.20
3	Social work	07	2.38
4	Embroidery	39	13.28
5	Cooking	62	21.09
6	Music	22	7.48
7	Dance	02	0.68
8	Painting	18	6.12
9	Studying	16	5.44
10	Pictures and dramas	31	10.54
11	Picnic	02	0.68
12	Sports	02	0.68
Total:		294	100.00

Table-18

From this table it is evident that 63 respondents have hobby of reading. The following are some respondents' replies showing the type of reading they do in leisure time:

- (I) "I am interested in light reading and magazines, so I spend my time in reading stories from magazines."
- (II) "I read short novels and short stories only because of the lack of time".
- (III) "I like to read light articles as I have small children and they disturb a lot".
- (IV) "I do not have a calm atmosphere in the house to do any serious reading".

The magazines they read, were mostly 'Manohar', 'Femina', 'Eve's Weekly' that are brought from office or purchased from market. Even from newspapers they preferred light informative news items to serious editorial articles. Sixtytwo respondents spent their spare time for cooking. They have no choice to have other hobbies. They are tired with office work and household work. Thirtynine respondents have a hobby of embroidery. Thirtyone respondents have a hobby of movies and dramas. They spend leizure time in seeing movies and dramas.

Now-a-days in many houses they have Television or their neighbours have Television. They see cinemas on the T.V. sets only. Due to this they save money on movies. Thirty of the respondents are interested in gardening but cannot pursue it for the lack of place. In Kolhapur city spatial accommodation is a problem. So, it is impossible to cultivate a hobby like gardening. Only 24 respondents spend their leisure time in music and dancing. Many respondents expressed a liking for music but said that they could not pursue it as it needed regular hours of practice and more time. Eighteen respondents spent their time on painting and 16 respondents who had not yet married, spend their time on studying. Only 7 respondents who are well established, spend their time on social work. Only 4 respondents spend their time on picnics and sports. They scarcely go for picnics because of lack of money and time.

Table-19: Approximate amount spent on servant per month
by the employed women

Sr. No.	Money spent on servants	Respondents
1	Re. 1 to 20	02
2	Rs. 21 to 50	44
3	Rs. 51 to 80	11
4	Rs. 81 to 100	08
5	Rs. 101 and above	13
6	No servant	22
Total:		100

Table-19

This table shows that 44 per cent of the respondents spend between 21 and 50 rupees on servants and 22 per cent of them are not in a position to spend a single paisa on servant. Eleven of the respondents spend Rs. 51 to 80 on servant and 13 per cent of the respondents spend Rs. 100 and above. Eight per cent of the respondents spend Rs. 81 to 100 on servants, 2 per cent of the respondents spend Rs. 10 to 20 on servant. It shows that most of the women do not employ full time servants at home. They spend on servant for washing

of the clothes and to clean the utensils. The fact that most of the educated working women did not spend much money on servant, shows that employment was a necessity for them and they took jobs not with the intention of leading a luxurious life for themselves but to contribute to their family budgets.

The employed women, though they cannot spend much on themselves, continue to do double work, at home and outside, for simple reason that they were fully aware that if they do not earn, they would not be able to spend whatever little they spend now and this would add to their worries.

Table-20: Distribution of reasons of women for taking job

Sr. No.	Reasons for taking a job	No. of respondents	Percentage
1	To supplement family income	65	40.37
2	To have better standard of living	21	13.04
3	To use educational qualification	27	16.77
4	Interest in the particular work	17	10.57
5	For better status	29	18.01
6	To pass time	02	1.24
Total:		161	100.00

Table-20

To supplement the family income was the reason given by a large number (40.37 per cent) of women for taking the employment. The life of respondents has become an acute struggle. They cannot afford to sit idle if they desire to bring up their children in a particular fashion. They wanted

to contribute to the family resources in order to be equal partners in life. Some 13.04 per cent of respondents are employed for better standard of living. It shows that from husbands' or parents' income, it is difficult to improve standard of living. Some 10.57 per cent of the respondents were those who had obtained employment for interest in a particular work. Some 18.01 per cent of the respondents felt that their status increased in the society and house by working outside the house for contributing to the family resources. If they don't earn they don't have status in family. It shows that only earning women have status in house. Women's efforts in terms of domestic work go unnoticed.

Table-21: Income grouping of the respondents

Sr. No.	Income of the family	Respondents	Percentage
1	Upto Rs. 400 per month	06	6
2 401 to 600 p.m.	05	5
3 601 to 800 p.m.	14	14
4 801 to 1,000 p.m.	16	16
5 1,001 to 1,200 p.m.	13	13
6 1,201 to 1,400 p.m.	20	20
7	Rs. 1,401 and above	26	26
Total:		100	100

Table-21

This table shows that most dominant group earns Rs. 1,200 and above. Some 59 per cent of the respondents earn more than Rs. 1,000 per month. Only 6 per cent of the respondents get below Rs. 400 per month. Twenty-six per cent of the respondents earn above Rs. 1,400 per month. Twenty per cent of the respondents earn between Rs. 1,200 and 1,400, 16 per cent of the respondents earn between 801 and 1,000

and 14 per cent of the respondents earn between 601 and 800 rupees per month. Only 5 per cent respondents earn between Rs. 401 and 600 per month. This shows the desire of women to be an equal partner on economic front. She puts extra efforts because she earns besides doing her routine household duties.

Table-22: Various professions of the respondents.

Sr. No.	Professions	Respondents	Percentage
1	Teaching	30	30
2	Clerical	30	30
3	Executive	10	10
4	Professional	15	15
5	Technical	10	10
6	Others	05	5
Total:		100	100

Table-22

The Table-22 shows that most of the women are in teaching and clerical work (60 per cent). Only 10 per cent of the respondents have executive jobs. Fifteen per cent of the respondents have professional work. Ten per cent and 5 per cent of the respondents are employed in technical and other work, respectively. Most of the women are found in teaching and clerical work. It shows that it is a secure job. They do not want to enter into competitive life. As yet women want

only clerical and teaching profession where there is not much responsibility because their main responsibility is to carry the family. There are better chances to the women to get top executive positions, if they are ready to give competitive examinations. Only 10 per cent of the respondents have executive work. It shows that woman gets no cooperation from her male co-workers. If she is in an executive position, there is no chance for her to show her full talents because she is female. Fifteen per cent of the respondents have professional work. It shows that women are ready to do other than clerical work to supplement income for the family, but the circumstances around deter them from doing so.

Table-23: Hours of work in office

Sr. No.	Response	No. of Respondents	Percentage
1	Regular fixed hours	80	80
2	Indefinite hours	08	08
3	Shift duties	12	12
Total:		100	100

Table-23

This table shows that 80 per cent women prefer to work for regular fixed hours because they can adjust their household and office work in such a way that the two do not conflict. Earning woman today is not only earning woman but she also continues her traditional role of housewife. Only 8 per cent respondents have indefinite working hours, i.e., in hospitals and in Police department. Twelve per cent of the respondents have shift duties. In Telephone office and in hospital the respondents have shift duty. The married women in these departments express dissatisfaction about the night duties, as they disrupt their family schedule. A respondent who had

to do shift, invariably felt undue strain.

The parents and husbands of respondents do not like such duties as it would affect the safety of the respondents. They also affect the family life. The respondents themselves did not like employment with shift duties. A lady Doctor said that they were called at any odd time by their patients which leads to destroy the peace of the family. This also shows that women want to maintain harmony between home and office by working at regular working hours in the office.

Table-24: Reasons given by the employed women for taking Casual Leave

Sr. No.	Reasons for Casual Leave	Respondents	Percentage
1	For studies	09	4.95
2	For marriage	15	8.24
3	Ill-health	59	32.42
4	Preparations for festivals	38	20.88
5	Any domestic reason	61	33.51
Total:		182	100.00

Table-24

From this table it is found that a majority of the women respondents, i.e., 33.51 per cent utilize their casual leave for the sake of their family (domestic reason) and not for their own pleasure. They invariably take casual leave when they have guest in their house. Some of the respondents expressed that, "Some times my husband also takes casual leave when guest comes to our house, but it is holiday for him, as he enjoys his time without doing any household work". Another respondent expressed, "It is the duty of the housewife

to feed the guest properly. She has to do additional work when guest comes to her place. Some 4.95 per cent respondents take Casual Leave for the preparation of the children's examination. It shows that her another important responsibility is with regard to her children's prospects. Some 32.42 per cent of the respondents had taken casual leave due to ill health. It shows heavy strain of office work and house work. Some 20.88 per cent of respondents take casual leave for the preparation of festivals. It shows that the parents and husbands ask the working women to take casual leave for the preparation of festivals. Some 8.24 per cent of the respondents who are married and unmarried take leave for the marriage ceremony. Here it shows that husband asks his wife to participate in a marriage ceremony by taking casual leave. It means the families are mostly dependent on working women. The working woman has to serve for the family but she has no time to look after herself.

Table-25: Types of co-workers in the respondents' office

Sr. No.	Type of co-workers	Respondents	Percentage
1	Mostly gents	29	29
2	Mostly ladies	37	37
3	Mixed group of ladies and gents	28	28
4	The only lady in the office	05	05
5	The only one or two men in the office	01	01
Total:		100	100

Table-25

This table shows that 37 per cent of the respondents worked where most of the co-workers are women. It indicates that they prefer to work where there are only lady co-workers. It means traditional pattern of segregation of sexes still continues. Twentynine per cent of the respondents work with mostly gent co-workers and 28 per cent of the respondents have to work with mix group of ladies and gents and 5 per cent of the respondents have only women workers in their offices.

The women who are teachers, prefer to work in Girls' school. There also, especially unmarried women prefer to teach younger boys in lower classes. Here are some replies:

1) "I prefer to work in Girls' School only ", 2) "Even though I work in Boys' School, I want to change to a Girls school if I can get a job there", 3) "I do not want to teach grown up boys because they may talk rudely or make fun of me".

These responses clearly show that working women prefer to work in Girls' School than in Boys' school. The lecturers in colleges were found quite independent. They mixed freely with their co-workers. They never thought themselves as women so long as they were in the college. They thought themselves as a teacher first. In government offices a majority of the workers were male. It was noticed that there were separate canteens and recreation rooms for men and women. One respondent said, "Not that I am afraid of talking with men, but I cannot be free if there are men in the canteen and recreation room, where we want to have a fun. There was not much scope for social life in government office; even in places where there was some scope, women hesitated to take part, because they were afraid that some men might take undue advantage of them.

Table-26: Classification of respondents according to their services before or after marriage

Sr. No.	Response	Respondents	Percentage
1	After marriage	34	34
2	Before marriage	66	66
Total		100	100

Table-26

This table shows that 66 per cent of working women were in service before marriage. It indicates that, service is an asset to marriage. The parents also ask the daughters to work anywhere because the family income is insufficient to arrange their marriages. Therefore, they want to collect money enough to bear the expenses of dowry and marriage. Here the main aim of the service is to get married, in due course. Thirty-four per cent of the respondents are employed after the marriage. It indicates that they want to assist the family in income because family income is insufficient to meet family expenditure.

Table-27: Classification of the replies of the respondents in regard to equality

<u>Sr. No.</u>	<u>Response</u>	<u>No. of Respondents</u>
1	In favour of equality	84
2	No equality	10
3	No response	06
		<hr/>
		Total: 100
		<hr/>

Table-27

It is clear from this table that 84 respondents are in favour of equality with equal privileges of correcting husbands when at fault, 10 respondents are not in favour of equality and from 6 respondents we have no response. Because of education and talent of the working women, the males have accepted equality between men and women. Here are some of their replies which speak of their mind:

- A) "Even though I do not want equality, I expect my husband to treat me as a human being".
- B) "I want my husband to treat me as equal as I am

in no way inferior to him. I am also earner contributing to the family resources in all respects".

Many of the respondents stated that the provision for divorce due to mutual incompatibility might give equality to them. Secondly, the fear of divorce might make realise the importance of companionship and mutual understanding. In traditional joint family women do not speak with their husbands in the presence of other members of the household, but modern educated working women address their husbands by their names. They consider it a sign of equality of men and women.

Table-28: Classification of employed women's responses
as to what they have lost, what their mother had.

Sr. No.	Response	Respondents	Percentage
1	Emotional security	28	24.35
2	Peace	43	37.39
3	Pleasure of life	21	18.26
4	Intimate association with children	23	20.00
5	Other reasons	-	-
Total:		115	100.00

Table-28

This table shows that, 37.39 per cent of the respondents have lost peace of mind, which their mothers had because they had to work at home as well as in office. There is no sufficient time to devote on their children. Some times they have to go to office even if their kids want company of the mother. Some 24.35 per cent of the respondents replied that they lost emotional security, 20 per cent respondents indicated that it is

pleasure of life that they lost, because they had no pleasure at home. They feel that their educational talent is actually not used in practice. They had no job satisfaction.

Earning women today have become conscious of their rights, because of education, but they do not get them in actuality. Hence they are restless.

Table-29: Respondents' opinions about the women's work outside the house

<u>Sr. No.</u>	<u>Response</u>	<u>No. of Respondents</u>
1	An obstacle to peaceful family life	09
2	Results in inadequate attention towards children and family	29
3	Leads to tensions	48
4	Leads to their assertive tendencies	14
5	Any other	-
<u>Total:</u>		<u>100</u>

Table-29:

The above table shows that 48 respondents expressed that the work out of the house leads to tensions and 29 respondents replied that, it results in inadequate attention towards children and family. Fourteen respondents' opinion is that it leads to their assertive tendencies and 9 respondents' opinion is that it is an obstacle to peaceful family

life. It indicates that woman today is staggering under the heavy load of domestic and office duty and this is the cause of the tensions. Woman is primarily a mother and she still enjoys her role. Unfortunately she is being deprived of her role as a socializing agent. Due to the office duty and house duty they have no time to discipline the children and to look after them.

Table-30: Assessment of the difference in status made by employment

<u>Sr. No.</u>	<u>Response</u>	<u>Respondents</u>
1	Increase in status	77
2	Decrease in status	22
3	No change in status	00
4	No response	01
		<hr/>
		Total: 100
		<hr/>

Table-30

This table indicates that 77 respondents express their opinion that, due to employment their status has been increased. Because money is power. Twentytwo respondents expressed that their status is decreased due to employment, because neither in office nor in house she has absolute power. She is treated as appendix. They express that they had to do whole household work as other unemployed housewives did and yet get dominated by men. They reply that they are not consulted in major issues. But many working women felt that their status was elevated as they shared economic burden of running the household equally with their husbands.

Table-31: Classification of the respondents in connection with visit to office friends

Sr. No.	Response	No. of Respondents	Percentage
1	Single	54	47.37
2	With husband	45	39.47
3	With some family members	15	13.16
Total:		114	100.00

Table-31

This table shows that 60 respondents visit their office friends with husbands or some members of the family, because the pressures of the society still exist. A woman moving alone is not tolerated. She becomes an object of ridicule. Fiftyfour respondents are trying to break their customs, but they have to fear the criticism.

Table-32: Respondents' husbands' feeling about visiting of the office friends

<u>Sr. No.</u>	<u>Response</u>	<u>No. of respondents</u>
1	Like it	75
2	Do not like it	05
3	Indifferent	10
4	No response	10
		<hr/>
		Total: 100
		<hr/>

Table-32

It is clear from this table that 75 respondents express that their husbands like to visit their office friends. Ten respondents' husbands are indifferent and 10 give no response to this question. Only 5 respondents' husbands do not like it because they come from joint families and are not ready to break the customs.

A majority of the respondents' husbands have to tolerate the visitors and office friends. He necessarily has to put up a show that he likes them. Again, husbands are at least equally educated persons. For the sake of courtesy they welcome wife's office friends. It shows that the husbands are treating the wives as equals. This is a good indication. Some times due to this, there is a conflict between husband and wife because of suspicious feeling of the husband about his wife, but percentage of such respondents is negligible.

Table-33: Classification of the replies of the respondents about special privileges for women

Sr. No.	Response	No. of Respondents	Percentage
1	Separate colleges	27	13.57
2	Separate schools	27	13.57
3	Separate hostels	78	39.19
4	Special accommodation in trains	17	8.54
5	Buses	18	09.05
6	Theatre	20	10.05
7	Not necessary	12	6.03
Total:		199	100.00

Table-33

This table shows that 78 respondents want separate hostels for women. It is a biological necessity. They require separate institutions because now-a-days mothers feel insecure in sending their daughters to Boys' school. Twenty-seven respondents want separate college for the same reason.

Seventeen respondents want special accommodation in trains. Eighteen respondents want reservation in buses and 20 respondents want reservation in theatre also. Only 12 respondents say that such facilities are not necessary. A majority of the women want separate colleges, schools, reservations in trains, buses and theatres, hostels. They still feel insecure in society.

Table-34: The harmony achieved between home and office work

Sr. No.	Degree of harmony	Respondents	Percentage
1	Full	42	42
2	Partial	53	53
3	Both conflict	05	5
Total:		100	100

Table-34

From this table it is clearly seen that 42% of the respondents adjusted themselves to both the duties in such a way as to achieve full harmony between them. Fiftythree per cent of respondents achieved partial harmony with special efforts. Only 5% of the respondents have a conflict. In the traditional joint families even partial harmony is difficult because of the conflict between the mother-in-law and daughter-in-law. The dominating attitude of mothers over their children also caused disharmony. The treatment given to wife by the husband and the inferior position allotted to her also caused tensions in the family. In fact there appears to be a role-conflict. It shows that women are trying to adjust. The importance given by woman to both family and outside work is a major change. It has changed not only the position of women but also the family type. It is a sign of advance in the history of emancipation of women in India

Table-35: Respondents' opinion about whether service affects sex life

Sr. No.	Respondents' opinion	No. of respondents
1	It affects sex	15
2	It does not affect sex	65
3	Cannot say	20
Total:		100

Table-35

The above table shows that 65 respondents say that service is not affecting the sex life and 15 respondents say that service affects the sex and 20 respondents have not given any response for this. It indicates the traditional attitude that women are not supposed to comment on sex in public. But some women say that due to heavy tension on mind in office and house, sex-life is affected.

Table-36: Classification of Respondents' opinions regarding education coming in the way of their family duties

<u>Sr. No.</u>	<u>Response</u>	<u>No. of Respondents</u>
1	Yes	13
2	No	87
		<hr/>
		Total: 100
		<hr/>

Table-36

This table indicates that education does not come in the way of family duties as 87 per cent of the respondents take education before marriage. The orientation of families only gives them facilities in taking education. Thirteen per cent say that education does come in the way of their doing successfully household duties because after education, they feel it a waste of time to pass time in doing worthless household chores.

Table-37: Participation in various activities by educated working women

Sr. No.	Activities	Respondents	Percentage
1	Clubs	52	37.96
2	Dieting	36	26.28
3	Dancing	24	17.52
4	Wearing high-heeled footwear	25	18.24
Total:		137	100.00

Table-37

This table shows that 37.96 per cent of the respondents are in favour of going to clubs. Some 26.28 per cent of the respondents are in favour of dieting and 17.52 per cent respondents are in favour of wearing high-heeled footwear. It indicates a change from the traditional pattern to modernization. Educated employed women on the attitudinal level preferred these western patterns. Some of the women who could not find money or time, did not feel adverse to these changes. The women themselves did not wear high-heeled footwear, but they did not mind their children adopting them. But extra-modern patterns like dieting, dancing had less approval even from these educated women.

Table-38: The distribution of married and unmarried women according to the mode of addressing the partners

Mode of address	Respondents	Percentage	Married women	Percentage	Unmarried women	Percentage
Both address each other by name	40	40	26	31.33	14	82.35
Only wife should be addressed by first name	02	2	02	2.40	-	-
Only husband should address wives by name	30	30	27	32.54	03	17.65
Using indirect terms	28	28	28	33.73	-	-
No response	-	-	-	-	-	-
Total:	100	100	83	100.00	17	100.00

Table-38

It is clear from the above table that 40 married respondents expressed that mode of address should be addressing

each other by name. Only 2 married respondents say that only wife should be addressed by first name and 30 married respondents say that husbands should address wives by name. Twentyeight married respondents want indirect terms to be used in addressing. Fourteen unmarried respondents say that both should address each other by names and 3 unmarried respondents say that only husband should address by name.

The impact of the customs and traditions was manifest in the answer of respondent to question on the desirable mode of addressing the partner. Still they observe conservative approach, especially in married women. They do not want to approve man chauvinism. Even from unmarried women there are no signs of relations. The responses by both married and unmarried women were same that the couple should address each other by name.

Table-39: Respondents' mode of coming to office

Sr. No.	Vehicle	Respondents
1	Walking	33
2	Cycle	05
3	Two wheeled auto vehicles	17
4	Car	04
5	Autorickshaws	07
6	Bus	34
Total :		100

Table-39

This table shows that 34 respondents come by Bus, 33 respondents by walking, 17 respondents by two-wheeled auto-vehicles, 5 by cycles, 7 by autorickshaws and 4 respondents by car. It shows that a majority of the working women preferred the cheapest mode only. Seventeen per cent have their own vehicles. Four per cent of them have office cars or their own cars. It seems that a majority of working women are living far away from the office and money earned is spent for family and not for their own comforts. Therefore, many of them do not possess their own vehicles. Due to coming by bus, autorickshaws and two-wheeled auto-vehicles, if the vehicle breaks down during the transit, the late attendance problem arises. There is no organisation in Kolhapur city which provides its own bus for the transportation of its employees.

Table-40: Distribution of respondents' distance from office to residence

Sr. No.	Distance from office to residence	No. of respondents
1	0 to 1 Km.	33
2	1 to 3 Km.	34
3	3 to 5 Km.	29
4	5 and above	04
Total:		100

Table-40

This table shows that 33 respondents are living 1 Km. away from the office, 34% of the respondents are living upto 3 Km. away from the office, 29% of them are living 3 to 5 Km. away from office and 40% of the respondents are living 9 Km. away from the office. It indicates that those who are living nearby, within 1 Kg., come to the office on foot and the remaining 67% of the respondents come by cycles, buses, cars and autorickshaws. It is difficult. One respondent expressed, "I am coming from 12 Km. distance to my office because it is very difficult to get house in the city". It indicates that in Kolhapur city the main problem is of finding accommodation. Organisations are not providing housing facilities. Therefore, respondents expressed that there must be separate ladies hostels for educated working women.