
CHAPTER - FOUR

CONCLUSIONS AND SUGGESTIONS

From the analysis of the data done in the last chapter, the following conclusions emerge automatically:

- 1 Religionwise classification shows that there is predominance of Hindu women in Kolhapur city. They are followed by Jain, Christian and Muslim women. Perhaps the predominance of Hindu women indicates their dominance in the city population.
- 2 The castewise break up shows that there is a majority of Brahmin women, among working women followed by Maratha caste women. The percentage of other castes is almost negligible.
- 3 As regards the age grades of the respondents it is found that most of the respondents are between 20 and 40 years of age. The respondents between 41 and 50 are very small in number and above 51 are negligible in number.
- 4 Educationally the respondents are found degree holders in majority, followed by post-graduates and other qualification holders. The number of S.S.C. holders come after it. The working women having qualifications between S.S.C. and Degree are found negligible in number.
- 5 As regards the number of earning members in the respondents' family, it can be concluded that a majority

of the families have two wage earners including the respondent, in the family. There are some families in which the number of earning members is either one or three. The families wherein the number of earning members is 4 or 5 are almost negligible in number.

6 Most of the working women (53 per cent) get five or more hours for household work per day. There are quite a few respondents who get only four hours (20 per cent), three hours (12 per cent) and two hours (14 per cent) for household work. It indicates that a majority of respondents work more than five hours per day in the house in addition to their duty hours in office.

7 The duties of household work done by the respondents mostly include preparation of meals (45.41 per cent) followed by doing of domestic work (39.46 per cent). Some women have also to work when other members of the family are sick (14.05 per cent). Thus no working woman is exempted from the household work.

8 Most of the respondents (96 per cent) were in favour of family planning. Only 4 per cent were against family planning. Thus, it is clear that most of the working women feel that more children are a botheration in

economically difficult days.

- 9 Most of the respondents feel that the responsibility of guiding and training the children is a joint responsibility of father and mother (74 per cent). A few of them (12 per cent) feel that it is the responsibility of mother alone. Five per cent felt that it is a responsibility of father alone, while 09 per cent of the respondents felt that children should be trained and guided by the tuition classes. In short the answers given show a trend towards joint responsibility.
- 10 About disciplining the children most of the respondents feel that it is a joint responsibility of father and mother. Twelve per cent of the respondents think it to be the responsibility of mother, while 15 per cent feel that the grandparents should take this responsibility. The answers given here again indicate joint responsibility in nuclear family.
- 11 It is observed that the parents have no time to look after their children so far as religious instructions are concerned. But at the same time the respondents are overwhelmingly aware of the fact that religious instructions are necessary for the child to have base in life, but both of them together should address themselves to this work (62.50 per cent). Further, the

institution of priesthood is almost denied by almost all respondents as only 00.90% endorse for it.

- 12 As regards the ideal size of family, two children per couple appears to be the ideal held by a majority of respondents (60 per cent) followed by three children per family (27 per cent). It means that two children formula is accepted by a majority of women.
- 13 Asked about the number of their children, a majority of women (33.74 per cent) said that they have two children. They were followed by the respondents who said that they have either one (31.32 percent) or three children (18.07 per cent) . The respondents having four and above children and no children at all may not be taken into consideration.
- 14 Seventy per cent of women declared themselves as mothers of family while 12 per cent called themselves wives. Eighteen per cent called themselves unmarried daughters. It shows that a majority of women enjoyed the proud role of mother in nuclear family.
- 15 A majority of working women stayed in the rented houses (55 per cent) and 45 per cent had their own houses. It shows that a majority of women stay in rented houses and

face the inconvenience there.

- 16 A majority of working women get leisure of 1 to 3 hours (79 per cent). Eight per cent respondents get leisure of 3 to 6 hours. There are 13 respondents who get no leisure. From this it is clear that most of the time the working women keep working either inside or outside their houses.
- 17 Most of the ladies like to read something. They read newspapers, novels and magazines (71 .85 per cent). twentyfive per cent respondents read only newspapers. The women reading magazines, novels, novels and magazines or those who are not reading at all are insignificant in number. A conclusion emerges that most of the women like light reading.
- 18 Being asked about the hobbies in the leisure time the respondents answered in a majority that they have hobbies of reading and cooking. Embroidery, movies and dramas and gardening were also the hobbies quoted by some respondents. This also confirms the earlier conclusion that they do not spend time in doing any thing serious.
- 19 A majority (44 per cent) of women spend between Rs. 21 and 50 per month on servants. The respondents spending over

Rs. 100 on servant are only 13 in number and those who cannot afford servants are 22 in number. This shows that servant is a necessity for a majority of them but a few of them can afford full time servant.

- 20 On being asked the reasons for taking a job, 40.37 per cent said that it is to supplement family income. The rest of them take job to make use of their educational qualifications for better status or standard of living, or for interest in a particular work. It shows that only earning women get status in house.
- 21 The income grouping of the respondents shows that a majority of them earn Rs. 1,200 and above (59 per cent). The income grouping of the respondents shows the desire of women to be equal partners on economic front.
- 22 The professionwise grouping shows that most of the women are in teaching and clerical work (60 per cent). It shows that the women do not want to enter competitive life because along with career, they want to pursue their duties towards their families.
- 23 A majority of women (80 per cent) work for regular fixed hours. The number of respondents wherein duties are for indefinite hours or where shift duties are there, is almost negligible.

- 24 A majority of women take casual leave for ill-health (32.42 per cent), followed by 20.88 per cent who take casual leave for preparation of festivals. The reasons given show that because of heavy strain the respondents fall ill and have to take casual leave.
- 25 Most of the respondents work in offices where there are mostly ladies (37 per cent). Twentyeight per cent women work in mixed group and 29 per cent have to work wherein mostly gents are there. This shows that most of the respondents prefer to work wherein female colleagues are there.
- 26 Sixtysix per cent of the respondents took employment before marriage. Only 34 per cent took the same after marriage. It can be concluded that most of the ladies take employment before marriage in order to collect money for marriage.
- 27 A majority of women, i.e., 84 per cent, are in favour of equality. This majority shows that women are struggling to get equality with men. It is significant that there were only 6 per cent ladies who did not talk anything about this problem and only ten per cent declared themselves against equality.

- 28 On being asked what they have lost as compared to their mothers, 37.39 per cent, i.e., a majority, said that they have lost peace of mind. Some 24.35% said that they have lost emotional security, 20 per cent said that they have lost intimate association with children and 18.27 per cent said that they lost pleasure of life. These answers exactly highlight the problems of modern working women. Because of these problems they get no satisfaction.
- 29 A majority of women, i.e., 48 per cent, said that their outside work leads to tensions in the family. Twentynine per cent said that it results in inadequate attention towards children and 14 per cent said that it leads to their assertive tendency. Thus, the modern working women are staggering under a heavy load of office work and domestic work. Besides work outside takes them away from their own children and family, which they do not want. The assertive tendencies created in them by independence lead to conflicts with male partners.
- 30 A majority of the respondents feel that their status has increased because of employment (77 per cent). However, a small minority does feel that their status is decreased due to employment; because neither in office nor in house, she has absolute power. She has to work as an

appendix.

- 31 A majority of respondents, i.e., 47.37 per cent, go to see their office friends single. But almost equal number of them make it a point to go with their husbands (39.47 per cent). This shows that working women are trying to assert their rights regarding their friends but still a women moving alone is not tolerated. That is why considerable majority of them have to go out to their friends with their husbands.
- 32 A majority of the respondents' (75 per cent) husbands like going with their wives to office friends. Only a small minority of them are either indifferent or give no response regarding this question. These answers show that educated husbands at least for the sake of courtesy welcome wives' office friends.
- 33 A majority of women want special privileges for women. In the special privileges a majority of them (39.19 per cent) want separate hostels. It is a biological necessity for them. Separate schools and colleges are demanded by some. Some demand special accommodation in trains, buses and theatres. The data show that working women still feel insecure in the world outside.

- 34 A majority of women opined that they have attained partial harmony between home and office (53 per cent). Fortytwo per cent said that they have full harmony. Conflict between the two is reported by only 5 per cent. This shows that women are trying to adjust with their new roles but still they have to face the tensions.
- 35 Sixtyfive per cent of the respondents said that their service does not affect their sex. Only 15 per cent said that it does affect and 20 per cent remained silent. The data indicate the traditional view of the women that they are not supposed to comment on sex life in public and if at all they do, they must speak satisfaction.
- 36 Eightyseven per cent of the respondents said that education does not come in the way of their family duties. Thirteen per cent say that education does come in the way of their doing household duties. Probably there are different angles of looking towards service. The respondents who took education before marriage feel that education is not an obstacle in family duties.
- 37 Most of the educated women (37.96 per cent) were in favour of going to clubs. Some 26.28 per cent were for dieting but very few of them opined in favour of dancing

and wearing of high-heeled footwear. It shows that educated employed women preferred western patterns on attitudinal level but many of them did not practise it.

- 38 It can be concluded that 40 respondents preferred addressing each other by name. Thirty respondents said that only husband should address wife by name. Twenty-eight respondents opined in favour of using indirect terms to address each other. The data show that there is still an impact of conservatism on women and to some extent they bow down to male chauvinism.
- 39 A majority of women come to office by bus (34 per cent). Thirtythree per cent come to office by walking, 17 per cent use two wheeled auto-vehicles. It shows that a majority of working women prefer cheapest mode of transport, giving major portion of their earning towards family expenditure.
- 40 A majority of respondents live 1 to 3 Km. away from their office (34 per cent), followed by 33 respondents who stay within 0 to 1 Km. from office. Twentynine respondents live 3 to 5 Km. away from the office. This shows that a majority of the respondents stay away from their working places. Finding an accommodation in

the vicinity of office is a problem for working women.

SUGGESTIONS

The following are the suggestions to overcome the problems of educated working women:

- 1 The Central Government should give free education to all women on all stages of education.
- 2 To compensate for the tension of office work and household work, for the working women the duration of lunch hour should be increased by half an hour.
- 3 It should be made compulsory for every organisation employing women to have a separate ladies room.
- 4 The Government should give instructions to the various organisations and government offices that every year the employees should be given one month family tour leave. The expenditure of the family tour should be borne by the concerned organisation.
- 5 The Government should establish one health clinic for every town which will be exclusively for women.
- 6 The Government should give housing finance for the working

women at a low interest rate, or otherwise the employer should provide housing facilities to the working women.

- 7 There should be working women's hostel for unmarried and widowed women.
- 8 The working women who are employed and studying should be given one month leave for study by the organizations.
- 9 The organisations should provide subsidised meals to working women which will reduce the tension of preparation of the meals at home.
- 10 The women who have an ideal size of family, should be given promotion and who do not follow the ideal size family rule, their increment should be stopped.
- 11 The employer should provide a transport bus for their women employees.
- 12 The organisations should provide creches for educated working women.

