Chapter 6

Findings and Suggestions

This study is related to the married and unmarried female telephone operators and primary school teachers under Patna Agglomeration area in terms of their economic status, work and family conflict.

We find in first chapter that women play pivotal economic role since long. It has been accepted that women’s economic activity is crucial for the development but their subordination resulted from cultural specific social regulations.

There are three important theories regarding women’s participation in workforce. They are neo-classical theory, segmentation theory and feminist or radical theories.

Neo-classical theory is based on the balancing of demand and supply in a capitalist economy. In this economy workers are paid according to their value of marginal product. We find differences in supply, wages and earning of male and female. The differences are due to the women’s family obligation, physical strength, educational and training hours and abscentism. This theory is related to developing countries where women are less educated.

Segmentation theory is based upon dual market theory. It divides labour market in primary and secondary sectors. Labour of primary sector is relatively in better condition in terms of pay, equity and opportunity but labour of secondary sector has low security and less possibility of advancement. Economic, social and institutional factors influence the stratification of labour market. Sex factor also put impact on differentiation. Females are discriminated due to their unequal access to employment, lower paid jobs and insecurity. This theory is mostly considered for developed countries. This theory does not highlight segmentation due to social and cultural factors.

Feminist or radical theories is the combination of market and non-market approach. The theory highlights the subordinate position of women in labour market.
due to social system in which female is subordinate to male. Marxist scholars are of the view that capitalism and patriarchy social system is responsible for lower earnings of female. Feminist theory put emphasis that social and cultural norms influence largely women’s discrimination in labour market.

There are various causes of entering women into work force. Though economic gain is considered as the prime cause but there are other causes also which compel married and unmarried women to go for employment.

Earning of wife makes possible to satisfy some urgent needs of the family. In some families unmarried girls are forced to go into employment for education of siblings and to make family out of starvation. Employment of women contributes in maintaining the external standered of the family. Purchasing flats, homes, car, television and travelling abroad also put impact on employment of women especially of married women.

Employment of wife is also considered as the security for the future of the family. In case of retirement, long illness, disability and in case of casualty, the employment of wife is highly beneficial.

Their employment enhances influence and respect of the family in society. Earning members also find respect in family and society. Higher investments in modern education for children compel women to go for job.

Married women and specially unmarried women want to utilize their higher education and training. In case of married women, whose children are young, utilization of leisure hour invoke them to go into employment.

Employment improves matrimonial prospect of girls as now employed boys and their guardian prefer employed bride not only for social respect but also for economic enhancement of the families. Desire of equal status at par male, force women to go into job.

Employment enhances the economic status of women. They now feel economically independent and autonomy to expense their income of their own choice.
They are now taking part in the decision making of the family in financial as well as general matter. Family budgeting, purchase of consumer durables, children’s education, health and family size are main items in which they exercise their decision power. Apart from that now they are taking part in investment, saving, borrowing, purchase of home, construction of house etc. In some cases they take decision alone while in many cases they have greater say in joint decision also. We find that in urban nuclear family women have emerged as benevolent dictator and exercise much greater authority in decision making than ever before.

It is true that women have opted for new paths and horizons to satisfy their quest for independence. They are utilizing their education and training. They have become economically and psychologically independent yet they are under stress and facing family conflict. The family conflict pertains to the situational setting where women want to remain an employee and carryout responsibilities of house.

Family conflict is mostly related to time, strain and behavior. A working woman cannot escape from all those.

The family conflict is prevalent not only in India but also in developed and developing countries and in all type of classes and societies but varies in degree as per time, place and society. Family conflict is more among married working women than unmarried. It is so because married women have more family responsibilities and obligations.

Economic factor also contribute to family conflict. Such conflicts arise where full income of the earner is taken away by the guardian or misutilization of the income by the earner.

Second chapter reads that social survey method has been adopted for this study. Structured scheduled has been used for collecting data from the field. 300 samples have been taken for interview randomly. Out of 300 samples 150 are primary school women teachers and 150 are women telephone operators. All the samples are from Patna municipal corporation area which is our study area. Apart from interview method participatory observation and secondary data has been used to make the study compact.
Third chapter is the presentation of work participation of women in India and Bihar. It was found that participation rate for female is not enhancing rapidly. It is a matter of hope that gap between male and female rate is decreasing at all India level and it some states also.

Fourth chapter deals with the work participation of women in Patna. It was found that women’s participation is enhancing as cultivators, household workers and other industrial workers but diminishing in agricultural labour work.

Fifth chapter is the presentation of analysis of empirical data and discussion. Section one of chapter five deals with the personal information of respondents. We find that in unmarried group maximum (73.3) respondents are in 21-25 age bracket while minimum (3.33%) in 26-30 but in married group maximum (60.00%) are in 31+ age group while minimum (16.00%) in 21-25 age group. In educational status in unmarried group maximum (75.33%) are graduates and minimum (10.67%) are M.A. in married group maximum (50.00%) are graduates and minimum (3.33%) are in other categories which includes technical education etc. Maximum (66.00%) unmarried women have urban birth place while maximum (51.67%) married women have rural birth place. Maximum (34.00%) unmarried woman have 2-4 lacs income per year while minimum (12.00%) up to one lac. In married group maximum (32.00%) are in 6-8 lacs income group and minimum (2.00%) are in 10 lacs+ income group. Maximum (58.00%) respondents fathers are graduates and minimum (2.66%) are in other categories. In the same way maximum (43.33%) married women respondent’s fathers are graduates while only (6.67%) are in other category. Maximum (68.00%) of unmarried respondent’s mothers are matric and only (1.33%) are M.A. In the same way maximum (56.00%) of respondent’s mother’s are matric and only (4.00%) are M.A. Maximum (54.00%) of respondents fathers are in service and minimum (10.67%) are unemployed. In married group maximum (67.33%) fathers are in service and minimum (11.33%) are unemployed. In both the groups maximum (82.67%) of unmarried respondent’s and (68.67%) of married respondents mothers are housewife while (1.33%) of unmarried and (2.00%) of married respondents mothers are in service. Maximum (62.67%) of unmarried women are from nuclear family while only (37.33%) are from joint family. In the same way maximum (66.00%) of
married respondents are from nuclear family but only (34.00%) are from joint family. In both the group (100.00%) of respondents family have more than three persons extra apart from wife, husband and two or three children in family. (93.33%) of unmarried respondents have two (2) sister but in married group (87.33%) respondents have two sons.

Section two of chapter five presents the social information of respondents. Maximum (58.67%) of respondents from unmarried group are from backward castes and minimum (1.33%) are from scheduled tribes. In married group maximum (45.33%) are from backward castes and minimum (4.67%) are scheduled tribes. Most (91.33%) respondents are Hindus and minimum (1.33%) are from Sikh community in unmarried group. In married group also maximum (57.33%) respondents are from Hindu religion and minimum (6.7%) are from Sikh religion.

Section three of chapter five presents the various causes of entering women into employment. They have been taken into account independently. 87.33% of unmarried women work for economic necessity while 12.67% do not find so. Maximum (98.67%) of married women work for economic necessity while (1.33%) do not feel so. Maximum (52.67%) of unmarried women work for economic support of the family while 47.33% do not do so. In married group (56.67%) work for economic support of the family but (43.33%) do not work for that. Maximum (60.67%) of unmarried women do not work for economic up gradation of family while (39.33%) work for that. In married group maximum (59.33%) do not work for family up gradation while (40.67%) work for that. (100.00%) of married women and (95.33%) of unmarried women are engaged into employment for the utilization of education and training. Maximum (90.00%) of unmarried women go for employment for good social contact but (10.00%) do not. In married group maximum (94.67%) work for good social contact but (5.33%) of them do not do for that. (97.33%) of unmarried women and (96.00%) of married women work for up gradation of social status while (2.67%) of unmarried and (4.00%) of married women do not work for that. Women also work for getting the status at par with male in the society. (70.67%) of unmarried and (60.00%) married women opts for employment for getting status at par with male while (29.33%) of unmarried and (40.00%) of married women do not work for getting status at par with male.
Employment is also an important factor for the better prospect of marriage. (52.00%) of unmarried and (60.67%) of married women feel so but (48.00%) of unmarried and (39.33%) of married respondents do not feel like that.

Section four of chapter five deals with the overview of the employment of respondents. It was found that maximum (80.67%) of unmarried and (76.67%) of married women are in employment in government sector while (19.33%) of unmarried and (23.33%) of married women are not in government sector job. Maximum (81.67%) of unmarried and (96.00%) of married women prefer job in government sector and (17.33%) of unmarried and (4.00%) of married women do not prefer government job. (94.35%) of unmarried and (76.38%) of married women prefer government job for security reason and minimum by some other reasons. Talented women do not prefer government job because in government sector there is less payment than private jobs. It is highly (96.15%) supported by unmarried and (66.67%) by married women while minimum was supported by some simple reasons. Maximum (78.67%) of unmarried women and (56.00%) of married women do not have vocational degree while (21.33%) of unmarried and (44.00%) of married women do not possess vocational degree. Unmarried women were highly (42.67%) motivated for job by their parents but in case of married women it was husband who motivated highly by (44.67%) and sister were the least motivated source in both the groups. (72.67%) of unmarried and (88.67%) of married women do not want to go for job against the will of guardian. (16.00%) of more married women do not want to go for job against the will of guardian. Maximum (68.67%) of unmarried and (74.00%) of married women prefer career than marriage while (31.33%) of unmarried and (25.33%) of married women prefer marriage than career. (57.33%) of unmarried women have found favorite job while (42.67%) have not found so. But in case of married women (52.00%) have not found favorite job while only (48.00%) of them have found. (56.00%) of unmarried and (20.67%) of married women want to quite job after marriage while (44.00%) of unmarried and (79.33%) of married women do not want to quite. (90.00%) of unmarried and (93.3%) of married women have found healthy environment at work place while (10.00%) of unmarried and (6.67%) of married women have not found so. Cent per cent of women of both the groups want to quit the job in unhealthy environment. (75.33%) of unmarried and (74.00%) of married women have got co-operative boss/colleagues while (24.67%) of
unmarried (26.00%) of married women have not got so. For coping up conflicting situation at work place due to non-co-operation of colleagues/ boss maximum (51.35%) of unmarried women stop talking with their boss/ colleagues but maximum married women avoid circumstances in such condition. (90.67%) of unmarried and (68.00%) married women do not like night duty. It reads that approx (25.00%) of unmarried women do not like night duty due to risky condition. Maximum (71.42%) of unmarried and (75.00%) of married women remain fearful at night duty while (28.58%) of unmarried and (25.00%) married women do not find night duty as fearful. Maximum (45.33%) of unmarried and (61.33%) of married women would like to quit job when their guardians will not support them while least (2.67%) unmarried women will quit job due to night duty but (8.67%) of married women will quit job due to stress of dual role. Maximum (80.00%) of unmarried and (93.33%) of married women are not harassed at work place. It shows that unmarried women are more harassed at work place than that of married women. (62.00%) of unmarried and (66.00%) of married women do not find themselves at par with male employee. But more than married women unmarried women find themselves at par with male employee. Maximum (50.67%) of unmarried and (20.67%) of married women find themselves not less competent than male employees. It shows that unmarried women are for ahead in feeling not less competent than male employees. It brings into notice than younger generation finds themselves not less competent.

Section five of chapter five presents the scenario of role of employment in enhancing the economic status of women. Maximum (92.67%) of unmarried and (98.67%) of married women feel that employment has enhanced their economic status while (7.33%) of unmarried and (1.33%) of married women do not feel so. Maximum (55.33%) of unmarried and (71.33%) of married women feel that they are being respected more than before while (44.67%) of unmarried and (28.67%) of married women do not feel so. (94.67%) of unmarried and (92.67%) of married women feel economically independent while only (5.33%) of unmarried and (7.33%) of married women do not feel economically independent. Among various ways of feeling of economic independence feeling of ownness of income is the prime one. (91.54%) of unmarried and (74.10%) of married women feel ownness in their earning. Maximum (56.67%) of unmarried women find difference of family members after employment
while (43.33%) do not feel so. But in case of married women it is just reverse. (58.67%) of married women do not find any difference in behavior of family members after employment while (41.33%) feel such difference in the behavior of family members. (71.00%) of unmarried and (70.00%) of married women’s family members were happy after their employment while (28.67%) of unmarried and (30.00%) of married women’s family members were not happy. (61.33%) of unmarried and (92.00%) of married women feel that unmarried women have less economic burden than that of married women. More than (30.00%) more of married women have such feelings about unmarried women but (38.67%) of unmarried and (8.00%) of married women feel that unmarried working women have not less burden than married women.

Section six of chapter five presents role of working women in family and economic decision making. Maximum (59.33%) of unmarried and (88.00%) of married women are of the view that they have say in family and economic decision while (40.67%) of unmarried and (12.00%) of married women do not feel so. Maximum (39.00%) of unmarried women are consulted frequently on purchase of household goods while maximum (74.67%) of married women consulted on education of their children. Consultation of unmarried is minimum (19.33%) on education of children and in case of married women it is minimum (46.00%) in purchase of gift items. Maximum (78.69%) of unmarried and (77.78%) of married women are consulted on outside activities while minimum (47.54%) are not consulted on property purchase and married on decision of paternal property by only (50.81%) maximum (65.33%) parents have find say in decision making. In case of unmarried women parents while in case of married women it is husband who have (53.33%) share in final say in decision making. Minimum (16.00%) is joint say in case of married women and (6.67%) of brother/sister in case of unmarried women. Maximum (72.00%) of unmarried and (84.00%) of married women do not have say in family economic decision.

Section seven of chapter five presents the scenario of freedom of expenditure of working women after their employment. Maximum (76.67%) of unmarried and (69.33%) of married women feel free in spending their own income. (8.00%) of unmarried women are more free in spending their own income than married women. Maximum (45.33%) of unmarried women contribute only (25.00%) of their income on
family expenditure while it is maximum (30.66%) of married women by (50.00%).
(49.33%) of unmarried and (66.67%) of married women spent more than normal budget
of the family after their employment. In the areas of expenditure on more than normal
budget maximum (45.94%) of unmarried women spent on medical needs of the family
while maximum (39.00%) of married women spent on education of their children.
Maximum (97.33%) of unmarried and (88.00%) of married women do not feel their
earning in the family as extra. (62.67%) of unmarried women do not feel than they have
more liberty of expanse of their income. On the contradiction maximum (78.00%) of
married women agree that unmarried women have more liberty of expanse than married
women. (53.33%) of unmarried and (80.00%) of married women feel that unmarried
women expense more on self while (46.67%) of unmarried and (20.00%) of married
women do not agree.

Section eight of chapter five deals with bearing of the family obligations by
working women. Maximum (80.00%) of unmarried and (84.00%) of married women
feel that women have more family obligation than men. Maximum (96.67%) of
unmarried and (98.00%) of married feel that women bears family obligation seriously.
Only (3.33%) of unmarried and (2.00%) of married women do feel so. Maximum
(84.67%) of unmarried and (92.00%) of married women agree that women is the central
point of the family. (89.33%) of unmarried and (94.00%) of married women agree that
married women have more obligations.

Section nine of chapter five presents the discussion of family conflicts faced by
working women due to economic causes and dual role situation. Dual role creates
conflicts to working women as both the roles are incompatible. Maximum (80.67%) of
unmarried and (61.33%) of married women look after their family while (19.33%) and
(38.67%) of married women could not look after their family properly. (82.00%) of
unmarried and (63.33%) of married women can look after their household chores
properly while (18.00%) of unmarried and (36.67%) of married women could not do
household chores properly. (86.00%) of unmarried and (78.00%) of married women do
not have family grievances but (14.00%) of unmarried and (22.00%) of married women
have to face family grievances. (42.00%) of unmarried and (78.00%) of married women
get hurt from the family grievances. (84.67%) of unmarried and (76.00%) of married
women do not feel that their employment is not a cause of conflict but (15.33%) of unmarried and (24.00%) of married women feel that their employment is a cause of conflict in family.(12.00%) of unmarried women and (20.67%) of married women have to give full money to family members by force. (52.00%)of unmarried and (21.33%) of married women never agree to give the full income to head of the family. (87.32%) and (27.88%) of married women are of the view that not giving full income to family head is a major cause of family conflict. (12.00%) unmarried and (17.33%) of married women feel that only getting pocket money from family head is a cause of dissatisfaction and cause of conflict.(43.33%) of unmarried and (61.33%) of married women agree that unmarried working women is a cause of family conflict.(58.00%) of unmarried and (80.67%) of married women feel that married working women have more family conflict than non-working women.

We may conclude that hypothesis of our study have been supported by the field study. As per section five of chapter five it was found that unmarried working women have better economic status than married women (ref. table 5.5.1). As per section six of chapter married working women have more say in family and economic decision making than unmarried working women (ref. table 5.6.1and 5.6.5). In section seven of chapter five we find that unmarried working women have more liberty in expense of their income than married women (ref. table 5.7.1/5.7.6). In section eight of chapter five it was found that married working women have more family obligations as they are pivot of the family (ref. table 5.8.3/5.8.4) As per section nine of chapter five married women have more family conflict due to time constraint and family members expectations from them (ref. table 5.9.1- 5.9.3) Economic factor seems to be vital cause of family conflict among married women than unmarried women (ref. table 5.9.5, 5.9.6, 5.9.9 and 5.9.11)

Suggestions

On the basis of this study following suggestions may be recommended for further studies-
• A study comparing the official statistics and the actual extent of married and unmarried women’s participation in work force of the both of rural and urban areas may be done.
• A study analyzing the problematic relationship between women’s participation in formal work force in relation to exploitation and family conflict may be done.
• A historical analysis of division of labour between the sexes and the effect of women’s employment on economic status and family conflict may be done.
• A study of the effect of wage labour on women’s family and economic decision power may be done.
• A study of various factors determining women’s entry and exit from the different sectors of paid labour force of different social classes and income group in relation to married and unmarried working women may be done.
• A comparative study of the impact of women’s wage labour participation on economic status and decision making power may be done.
• A Comparative study of married and unmarried working women of high and middle income group in terms of family conflict and economic decision making power may be x-rayed.