Working Women in Emerging Cities

A Sociological Study

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Preface

Role conflict arises when incompatible demands are placed upon a person relating to their job or position. A person experience role- conflict when he find himself to be pulled in various duties/ roles relating to the statuses/ position he holds. Role conflict has been described as "a feeling of being torn in multiple directions, unable to find a way to make every role partner satisfied." It arises when participation in one role, scarifies the other, making it difficult or even impossible to participate in another.

One of the most common examples of role conflict is the role adjustment of a working woman between family life and professional life. The working women such as Nurses who are likely to perform their duty for long hours at hospitals, even at night hours in case of shift wise services, taking themselves away from their children at home and also have to manage their responsibilities at home as a mother, as a wife or as a daughter-in-law. Such working women find themselves torn and conflicted between both the roles being a family member who values her responsibility at home and her professional obligations that identifies her as a Nurse.

The consequences of role-conflict or role adjustment as found from various case studies and researches are related to individual personality, their physical and mental health, work efficiency, social status and on their inter-personal relations.

This book is an attempt to explore the effect of role conflict and role adjustment of working women working

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as Nurses and Professors by explaining their role conflict in detail which is divided in seven chapters.

In order to give a historical perspective, in the first chapter entitled "Introduction", it presents in brief about sociological, economical, cultural and political status of women in the society. It gives a brief insight about the successful accomplishments of professional obligations as well as family responsibilities by working women. It also discuss about the importance of working women in sociological transformation. The research & studies conducted related to this issue are also mentioned in this chapter. Further, the difficulties faced during this study and objectives of this study are mentioned in detail.

The second chapter entitled "Social & Economic background of the Respondents" deals with the age, caste, religion, mother tongue, education, marital status, position, duration of service, monthly income, etc. of the respondents. It also discuss about the family background of the respondents along with gathering knowledge about the personal & general information of the respondents.

The third chapter entitled "Condition of the work place & Nature of work" covers in details about the duration of work, hours of extra duty, facilities available at work place, types of works and impact of additional work on the primary work of the respondents. It provides information about the opportunities provided to the respondents to participate in training programs arranged by the Government. This chapter also discuss about the work experience, action being taken against them for negligence in work and about getting promotion in their service.

The forth chapter entitled "A comparative study of the status of domestic, social and professional role adjustment among working women" exclusively talks about the distance of the work place from residence,

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cooperation of higher authorities in performing extra duty, ability of the respondents to inform work related difficulties to their higher authorities and relation with the colleagues. This chapter also discuss about cooperation and adjustment of the colleagues with each other, point of view of the male colleagues and exploitation by officers/ colleagues at the work place. Along with the above, the issues like presence of tension in family life and adjustment between work place & the family by the respondents, point of view of family members on arriving late at home from office are also thoroughly presented in this chapter.

The fifth chapter entitled "Impact of night shift work on health and work efficiency" is about the problems of working women working in night shift duty and its impact on them. It includes the duration of night duty, facilities available at the work place, the mode of conveyance for commuting from home to office in night shift service, the number of nurses and patients in a ward and getting time for rest in night duty by working nurses. It also discusses about the type of impact on the health of the working women for not getting time for rest, and about the solution of problems of nurses working in night shift services.

In the sixth chapter entitled "Status of role struggle among working women in shift wise & non-shift wise services", it is tried to ascertain the status of role struggle of lady professors & nurses working in non-shift services. Here, it is tried to analyze the problems arising out of double role, spending of earned income and the difficulties related to that, problems arising at work place with colleagues & family members and the psychological status of the respondents.

The seventh chapter is the "Conclusion & Suggestion" that sums up the problems arises and the sufferings faced by the working women engaged in shift

wise and non shift wise services. It also put forward our conclusion from the data gathered from Nurses and Lady Professors of this study that most of the working women feel themselves financially secure, but the nurses have to face many problems due to night shift services. The main issues that the nurses faces are having family tension partially, heavy domestic works, concern for development of personality. It also throws light on the suggestions on issues of lack of modern facilities that are found at the work place of most of the Nurses and Lady Professors. If computers with internet facilities are provided to them, than they can utilize their skill in a better way. There should be one legal cell at Colleges and Hospitals in order to provide security to women workers. There should be minimum two nurses assigned on duty in a single ward in night shift service by which their self confidence may increase and possibility of misbehave may decrease.

I take this opportunity to thank all those who have directly or indirectly helped me in bringing out this book in such a nice form. I am particularly grateful to my research guide Prof.L.S. Gajpal for his constant encouragement to complete this book. I am deeply indebted to my father, Mr. Devendra Kumar Patel, who has been a great motivational inspiration to me. My mother, Smt. Ratna Patel's moral support enabled me to accomplish the task. I am grateful to her. I acknowledge with thanks the relentless cooperation of my husband, Mr. Chandrakanta Patel whose constant encouragement helped me in this process of writing this book. I also appreciate the cooperation of my brother Dr. Abhishek Patel. I would like to extend my special thanks to Mr. Virendra Kumar Yadav and his entire team for their invaluable cooperation.

Dr. Geetanjali Patel

PREVIEW

1

Introduction

In every society, the place of women is determined on the basis of the economic, political, social, and cultural situation of the society. Society also expects the fulfilment of some defined duties and responsibilities from them. Different expectation are being raised from them in different eras. The image that was imagined of their position, the situation has become just opposite of that. In such a differential situation, it is felt the necessity of a sociological study about the women.

"In 1972 an investigation committee was framed by Indian government whose job is to study the situation of women. According to the report is published by the committee in 1974 the mortality rate of women is more than that of man, the average age of women is less than that of men. The representation of women in education and politics is less than that of men." (Robert Bistied 1957)

From the beginning of the development of civilisation till today, women have in managing their role in every environment. In spite of being the men oriented society women are nowhere less than men.

"The growth of any country depends upon the state of women in that country. Before independence, where the condition of women education is miserable, their

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right in matter of wealth is also nil and no right to franchise, in such a situation the development of Indian society is also not possible."(Meikaiwar, 1992). Economic development influences the growth of women employment. Today in the in the industrial society there is significant change in the role of women and expectation from them. Today women have to manage double responsibilities."(Robert, 1957) "In the research conducted in Meriland University, America, the conception is found wrong that working women could not spare time for their kids. Rather they are giving more time to their kids." (Meriland University). "In 1950 the population of working women in America is one-third which is now increased to two-third now. This percentage of working women is 40 percent in Italy and Japan, and more than 80 percent women are working women in South-East Asia."(Gupta Subhaschandra,2004)

Role adjustment gives rise to many consequences. When a person passes through role adjustment tiredness, stress, callousness, tension in family etc. are found. Nurse's profession is such a profession in which duty is given in night hours. The period of such duty is also changes. She discharges her duty sometimes in day and sometimes in night hours, it also impacts her family, this is the reason that most of the nurses are found leading their life with full of tension. But this situation is found more in those nurses in whose families there is lack of people to help in family works and lake of people to take care of children. She struggle with the patients in the hospital and with the children in the family, consequently she struggle with role adjustment.

"Transformation has happened in cultures of Indian society but modernisation is not completely accepted till now. For which a situation of conflict has arisen in between the social, cultural and moral values, as a result human relations are also affected." (Gupta

Subhaschandra, 2004)

"The contribution of women is increased in service sector, in new sectors like retail, catering, information technology, education, health, call centres the women have achieved 40 percent success." (Kapoor Pramila, 1974) "On an average one nurses works in a population of 8500. The number of nurses is less in comparison to the population of India. The main reason behind this is less facilities, less salary, in attractive profession, more work and bad condition of work." (Hinduja, 1996)

Present study is a comparative study of shift-wise and none shift-wise working women. Study is primarily focussed on topic that, what is the impact of shift-wise and non-shift wise duty on working women, on their work efficiency, on their physical and mental status and on their family situation. How the nature of job and the condition of their workplace affected their working capability is also an important point of the study. In this way how the working women has succeed in making adjustment in their family, society and workplace in today's environment, in this matter also it is studied carefully. It is tried to clarify through the study, what is the volume of role-adjustment in nurses and college professors.

Keeping in mind the lacunas of earlier research studies, accepting the sociological theories especially theories related to role conflict as base, it is tried to analyse the status of role conflict through this study. In fact this study is subjective from the point that women keep doing the duty of nurses and professors since long time. But how the changes has taken place in their professional environment and how the availability of technologies has succeed in lowering their volume of role- conflict, in that matter it is tried to throw light through this study.

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The main base of selecting the working women engaged in shift-wise and non-shift wise duties for this study can be accepted to the very limited research studies that are conducted in this subject, because most of the research studies conducted on working women is limited only to some areas. In very few studies the comparative study is tried to conduct on problems of working women, their state and volume of their role struggle. This is the reason that I have selected this subject for my study.

Sociological significance of the study

Due to the achievement of success in the field of education by women they have caught the attention of people in every field towards themselves. Discharging of responsibilities in workplace and duties of family successfully in both field makes a conducive environment for them. Due to the transformation in social system there is increase in the importance of responsibilities of working women and their review. In the present study this fact is being reviewed.

In the process of social transition now-a-days the elderly members also have expectation along with the young members towards the working daughter-in-law. Being the member independent section what is the position of working women? To study the view point of family and society towards the nurses and professors makes the importance of the study more subjective.

Between the family life and profession in which to make adjustment is a difficult task for a working woman. Finally she has to make adjustment compromising family responsibilities and professional expectations also.

The family members have expectations from the working women that they help them in financial works. Due the financial greediness they are being provided freedom for moving out of the family and doing job by the family members. But on the other side it is also

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