

# FINDINGS AND DISCUSSION

## CHAPTER 4

### FINDINGS AND DISCUSSION

This chapter comprises of the findings pertaining to the various objectives set for the investigation.

- 4.1 Description Of The Employed Women Of Jorhat, Assam.
- 4.2 Identification Of The Families Having Traditional And Modern Homemaking : Traditional and modern homemaking in selected areas of homemaking, correlations between modernity in homemaking and personal and demographic characteristics of respondents.
- 4.3 Use Of Equipment And Appliances In Homemaking : Use of equipment in selected areas of homemaking. Association between use of equipment and modernity in homemaking, personal characteristics of the employed women.
- 4.4 Reasons For Not Using Modern Equipment And Appliances In Homemaking : Differences in reasons identified according to selected variables of employed women.
- 4.5 Facilities Available At Home To Employed Women For Better Homemaking : Association between facilities available and modernity in homemaking, use of equipment in homemaking and personal and demographic characteristics of employed women.

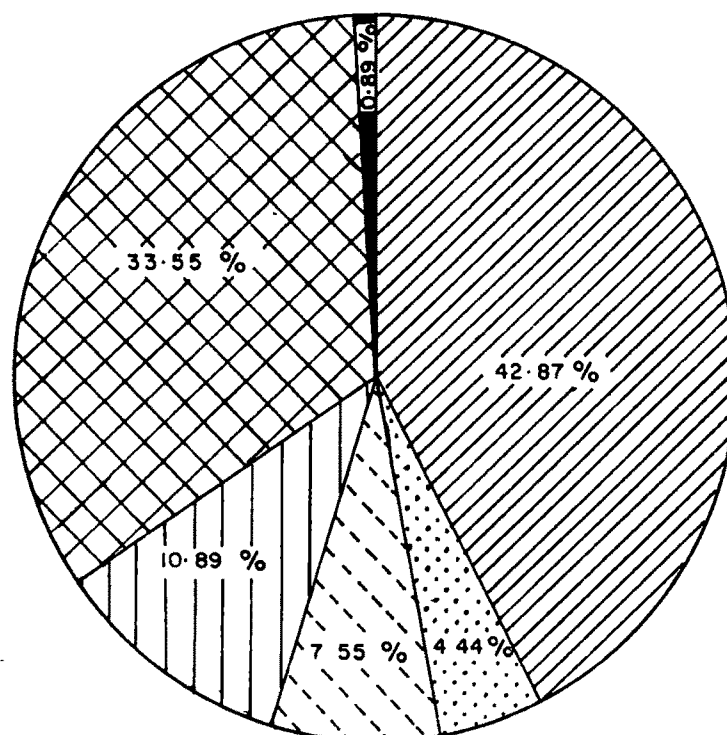
- 4.6 Attitudes Of Employed Women Towards Working Women :  
Percentage differences in attitude according to selected variables of employed women, co-relation between attitude of employed women and personal characteristics of employed women.
- 4.7 Problems Faced By The Employed Women Of Jorhat :  
Probelms faced in different areas, Differences in problems faced between modern and traditional families, Association between problems and personal characteristics of respondents, facilities at home, use of equipment in homemaking and attitude of employed women towards working women.
- 4.8 Development Of A Guideline For Home Science Curriculum To Take Measures Concerning The Problems of Employed Women.

#### 4.1 Description Of The Respondents

The respondents of the present investigation were the married, employed women of Jorhat city of Assam. These women were employed by different employing agencies such as State government, Stata Quasi government, Central government, Central Quasi government, Private Act Establishment and Local Bodies.

The total number of respondents who responded to the questionnaire were 450 women. These women were from different occupational classes from class I to class IV categories. The classes of employed women comprises of different designations

# DISTRIBUTION OF RESPONDENTS ACCORDING TO VARIOUS EMPLOYING AGENCIES



I N D E X

-  State Government
-  State Quasi-Government
-  Central Government
-  Central Quasi-Government
-  Private Act Establishment
-  Local Bodies

Fig. 5

such as doctors, engineers, scientists, principal of schools and colleges, administrative officers, college teachers, school teachers, extension officers, laboratory assistants, clerks, nurses, lady polices and attendents.

The percentages of women in each employing agencies are illustrated in the pie graph (Fig. 5).

#### 4.1.1. PERSONAL CHARACTERISTICS OF THE RESPONDENTS AND THEIR HUSBANDS :

Table 1 indicates the personal characteristics of the respondents and their husbands.

4.1.1.1 Occupational Class : Majority of the respondents belonged to class III category followed by class II, class I and class IV categories of employed women. It was clear from the distribution that employed women of Jorhat were predominately occupying the lower category posts compared to a small percentage of women occupying higher posts of class II and class I categories.

Little more than 50 percent of the husbands belonged to class III category followed by class I, class II and class IV categories of employed women. It was revealed from the Table 1 that more husbands were occupying higher category posts than their wives.

4.1.1.2. Educational Qualification : As far as educational qualification is concerned graduation was predominant for both, the respondents and their husbands.

Table 1. Frequency and Percentage Distribution Indicating the Personal Characteristics of the Respondents and their Husbands

Personal and Demographic characteristics	Employed Women N = 450		Husbands of employed women N = 387	
Occupational Class	f	%	f	%
Class I	26	5.8	127	32.8
Class II	53	11.8	54	14.0
Class III	361	80.2	200	51.6
Class IV	10	2.2	6	1.6
	(N = 450)		(N = 450)	
Educational qualification	f	%	f	%
High school and below	12	2.7	11	2.4
H.S.L.C exam passed	51	11.3	19	4.2
Under graduate	65	14.4	45	10.0
Graduate	215	47.8	237	52.7
Post graduate	107	23.8	138	30.7
	(N = 450)		(N = 449)	
Income Range	f	%	f	%
900 - 1500 (lower)	89	19.7	27	6.0
1501 - 2500 (lower middle)	215	47.8	134	29.8
2501 - 3500 (upper middle)	98	21.8	137	30.5
Above 3500 (higher)	48	10.7	151	33.6

Percentage of post graduation degree was found to be higher in case of the husbands (30.7%) compared to the respondents (23.8%). A negligible difference was found between the respondents and their husbands, having education below H.S.L.C. examination. Under graduate percentage was higher in case of respondents than their husbands. The percentage of H.S.L.C. examination passed was also higher in case of the respondents than their husbands. This is because the husbands of these employed women acquired higher qualification than their wives.

4.1.1.3 Income : With regards to income it was revealed that higher percentage of respondents were found in the category of lower middle income than the respondents having upper middle and lower income categories. It was noted that respondents earning higher income was much less (10.7%).

In case of husbands, almost equal percentages were found in the categories of upper middle and lower middle income. A little higher percentage was found in the category of higher income. Husbands earning low income were fewer than their wives. It can be concluded that the lowest percentage of respondents (10.7%) earned high income compared to highest percentage of husbands (33.6%) who earned high income. It is also to be noted that lowest percentage of husbands (6%) earned low income.

#### 4.1.2 FAMILY CHARACTERISTICS CONCERNING BOTH THE RESPONDENTS AND THEIR HUSBANDS.

Table 2 indicates the family characteristics concerning both the respondents and their husbands.

**4.1.2.1 Difference Of Age Between Husband AND Wife :** Table 2 reveals that the respondents having less difference of age with their husbands were more than the respondents having more difference of age with their husbands. It may be explained that the difference of age between husband and wife is generally less when the marriage takes place of one's own choice. A sizable percentage of marriages of the respondents in the present study took place out of the choice of the couple themselves (Table 2).

**4.1.2.2 Type Of Marriage :** The type of marriage of the respondents was mainly "arranged by others" compared to 39.6 per cent of respondents who arranged their marriage by themselves. The picture reveals a change towards modernity is creeping slowly, as a high percentage of respondents was seen to be independent to marry a person of their choice, unlike the traditional arranged marriages.

**4.1.2.3 Type Of Family :** Majority of the respondents belonged to nuclear families. A small percentage of respondents belonged to joint family. This is the common picture of urbanization and modernization where people, both husbands and wives are involved in white collar as well as blue collar jobs in urban areas.



Table 2    Frequency and Percentage Distribution Indicating  
Family Characteristics of Respondents and Their  
Husbands.

Personal and Demographic characteristics	Employed Women N=450	
	f	%
<hr/>		
Difference of age between husband and wife		
No difference	25	5.6
1 - 5 years	229	50.8
6 - 10 years	176	39.1
More than 10 years	20	4.4
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Type of Marriage		
Arranged by the couple	178	39.6
Arranged by others	272	60.4
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Type of Family		
Nuclear	357	79.3
Joint	93	20.7
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Size of Family		
Small	226	50.2
Medium	168	37.2
Large	56	12.4
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Table 2 contd....

Personal and Demographic characteristics	Employed Women N=450	
	f	%
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<b>Number of Children</b>		
No Children	48	10.6
One Child	36	8.0
Two Children	252	56.0
Three Children	95	21.0
Four Children	19	4.2
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<b>Presence of Young Children</b>		
Respondents having Children below 9 years.	282	62.7
Respondents not having Children below 9 years.	168	37.3
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<b>Type of residence</b>		
Own house	247	54.9
Rented house	109	24.2
Quarter provided by the employers	94	20.8
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4.1.2.4 Size Of Family : It was found that the percentage of respondents having small family was higher than the respondents having medium-size families. A minimum

percentage of respondents (12.4%) was consisting of large families. This may be because of breakdown of joint family system due to urbanization. The small size of family may be attributed to the impact of family planning in the families of employed women of Jorhat, Assam.

**4.1.2.5 Number Of Children :** It is revealed from Table 2 that a large percentage of respondents had two children, whereas, 21.1 per cent respondents had children as many as three and a minimum percentage of respondents had four children. It is clear from the picture that although a large percentage of respondents seems to practice family planning so far, still a sizable percentage of respondents had three children. In nuclear family system the working mothers with three to four children must have faced difficult situations in their upbringing. It seems family planning in Jorhat did not have any impact on these women.

Percentage of respondents (62.7%) having children below 9 years was more than the respondents who either did not have children or did not have children below 9 years.

**4.1.2.6 Type Of Residence :** More than 50 per cent of the respondents owned house. Respondents staying in rented house were more than respondents staying in quarter provided by the employers. It can be explained that a good number of respondents who stayed either in quarters or specifically in rented houses were not originally from Jorhat. They might have migrated from nearby towns and villages for the interest

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of their jobs and education of their children.

#### 4.1.3 PERSONAL AND DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS

Table 3 indicates the personal and demographic characteristics of the respondents.

**4.1.3.1 Age Of Respondents :** Most of the respondents belonged to younger age group, whereas, only 30 per cent respondents belonged to middle age group. Minimum percentage of respondents were found in the older age group. It may be inferred from this distribution of age group that women joining a labour force in more numbers is of recent origin in Jorhat Assam.

**4.1.3.2 Job Experience :** Majority of the respondents had job experience ranging from 5 to 10 years and more than 10 years. It may be inferred that the respondents were experienced employees.

**4.1.3.3 Hours Of Work at Work Place :** Most of the respondents worked for 6 to 8 hours a day at their work place. One third of the respondents worked for 3 to 5 hours a day. Again, a minimum number of respondents worked for more than 8 hours a day. It may be inferred that the professions of doctors and nurses which included in the group of employed women had to stay at work place for more than 8 hours a day.

Table 3 Frequency and Percentage Distribution Indicating Personal and Demographic Characteristics of the Employed Women.

Personal and Demographic Characteristics	Employed Women N = 450	
	f	%
<b>Age range</b>		
26-35 yrs.(Young age)	271	60.2
36-45 yrs.(middle age)	144	32.0
Above 45 yrs. (Older age)	35	7.8
<b>Job Experience</b>		
1-4 yrs.	71	15.8
5-10 yrs.	169	37.6
More than 10 yrs.	210	46.7
<b>Hours of work at work place</b>		
3-5 hours	144	32.0
6-8 hours	280	62.2
More than 8 hours	26	5.8
<b>Distance between home &amp; Workplace</b>		
Within walking Distance	213	47.3
Vehicle to be used	237	52.7
<b>Type of Vehicle Used</b>		
Own Vehicle	102	22.7
Public conveyance	167	37.1
No vehicle	181	40.2

4.1.3.4 Distance Between Home and Work Place : It was revealed that little less than 50 per cent of respondents stayed near their work place, whereas, 52.7 per cent of them stayed at far off places and used vehicle to come to their work place.

Most of the respondents used public conveyance to go to their work place. A little more than one fourth of the respondents owned vehicle which were used for going to their work place.

A conclusion can be drawn from the findings of Tables 1, 2 and 3 that majority of the respondents and their husbands belonged to class II and class III categories of occupations, earned Rs. 1501 to 3500 p.m. and had graduate and post graduate degrees. A majority of the respondents belonged to younger and middle age group with more than 5 to 10 years of job experience. The difference of age between the respondents and their husbands was mainly between 1 to 5 years and their marriages were arranged by others. The respondents were predominantly from small and nuclear families having 2 children. Majority of the respondents had children below 9 years.

#### **4.2 Identification Of Families Having Traditional And Modern Homemaking**

The traditional and modern homemaking responsibilities in the employed women's families are discussed in this

section with the following subsections :

- Traditional and modern homemaking responsibilities in different areas of homemaking.
- Significant relationship between modernity in homemaking and personal and demographic characteristics of employed women and their husbands.
- Conclusion

#### 4.2.1 TRADITIONAL AND MODERN HOMEMAKING RESPONSIBILITIES IN DIFFERENT AREAS OF HOMEMAKING.

The women of today, seek equality in all spheres of life. Many of the rights implied in the concept of legal, civic, or even economic equality can be legislated upon, in theory. But, it is always doubtful wheather in practice, the extent to which women exercise these rights, actually attain equality. Seeking and getting this equality depends on their own value frame work, their readiness to assert the rights available to them, the degree of social mobilization of the issue and the immediate familial and social context in which they function.

The coming out of women to join labour force along with the male folks is a big change in familial and social context. But, by getting this freedom to work out side the home is not always made them free from the so called homemaking. Many a times working women have to perform it solely. In short, women are permitted to work outside, but,

whether acceptance of her employment by the family members, especially the husband is really helping her in reducing her homemaking load or whether employment is an added burden to her, needs to be examined.

The group of employed women of the present investigation reveals the type of division of labour prevailing in their families as far as homemaking is concerned.

As already discussed in the chapter 3 of Methodology, the homemaking measured through this study is either traditional, moderately modern or modern. In the present investigation, the traditional homemaking was defined as one, where homemaking responsibilities were always performed by the women alone. But, in modern homemaking, on the other hand, the responsibilities were performed always by both husband and wife or performed always by the husbands. The moderately modern homemaking was, where the homemaking responsibilities were some time performed by the wife and some time by the husband or sometime by both the husband and wife together. Table 4 gives the percentage distribution of respondents regarding the type of homemaking they practised in their homes in different areas.

It is shown in Table 4 (Fig. 6) that in the area of food, majority of the families had traditional type of homemaking. A minimum percentage was found to have moderately modern homemaking in the area of food. Whereas,



not a single family was found to have modern homemaking, in

Table 4 Frequency and Percentage Distribution Indicating the Level of Modernity in Homemaking in Selected Areas of Employed Women's Families

Level of modernity in home-making	Areas of homemaking N = 450								Overall areas	
	Food		Clothing		Management of resources		Child Development & family relations.			
	f	%	f	%	f	%	f	%	f	%
Traditional	366	81.3	285	63.3	67	14.9	57	12.7	186	41.3
Moderately modern	84	18.7	165	36.7	360	80.0	390	86.6	264	58.3
Modern	0	0	0	0	23	5.1	3	0.7	0	0

the area of food. It can be inferred that tasks pertaining to food are generally considered to be a women's job. But some husbands or other male members do this activities jointly with their wives. Kaur and Punia (1986) also found that only 14.28 per cent of the husbands helped their working wives in cooking. Therefore, some families were found having moderately modern homemaking. It can be concluded from the findings of the present study that, the homemaking tasks in food area are still of traditional style inspite of women taking up employment.

As far as clothing aspect of homemaking is concerned, a high percentage of families practiced traditional homemaking. But, little more than one third of the respondents were found

# PERCENTAGE OF RESPONDENTS INDICATING LEVELS OF MODERNITY IN HOMEMAKING IN DIFFERENT HOMEMAKING AREAS

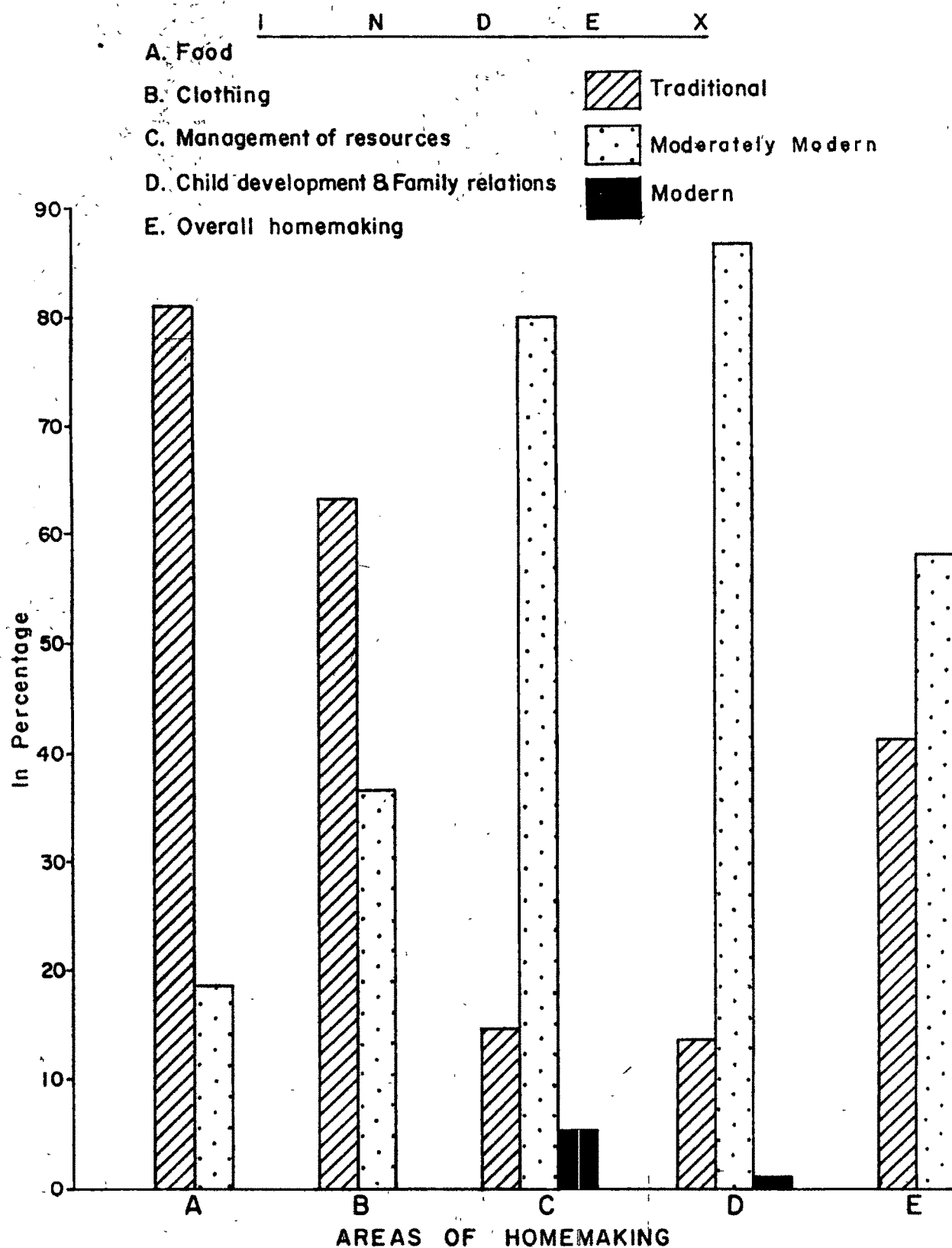


Fig. 6

to have moderately modern homemaking. Similar to the area of food, not a single family was practicing modern homemaking as far as clothing aspect of homemaking was concerned. Here, the picture is little better than the food area, because a good number of husbands shared the responsibilities with their wives.

Looking at the area of management of resources, a very different picture is revealed in the present investigation. Unlike food and clothing areas of homemaking, in the area of management of resources which includes time, energy and money management, a vast majority of the families was practicing moderately modern homemaking. Only 14.9 per cent families, approximately one-seventh of the present group of employed women, were having traditional homemaking. However, a few families (5.1%) followed modern homemaking, which shows that in these families the activities related to time, money and energy management were either always performed by the husband and wife together, or always by the husband. The percentage was not large although there was an indication of a turning away from traditional to moderately modern type of homemaking, in this area.

In the area of child development and family relation, a vast majority of the families was practicing moderately modern homemaking. Similar findings were reported by Kaur and Punia (1986) where 37 per cent of husbands alone helped the children in study and 24.05 per cent of both husband and wife helped the children in this matter.

Looking at the picture of overall homemaking, irrespective of the areas, it was found that 58.7 cent of the families were following moderately modern homemaking, whereas, 41.3 per cent, were following traditional homemaking. This picture shows that there were still a good number of families where women were not freed from their stereotype traditional homemaking, inspite of their employment. Bhoite (1988) in her study of employed women in lower middle class, also found that such employed women did not get help in homemaking from husband or relatives.

It can be concluded that although most of the employed women of Jorhat had traditional homemaking pattern, on basis on division of labour, between husband and wife, the women who were relieved partly from the stereotype homemaking were in greater number. This supports the findings of the study by Mani (1987) where 70 per cent of husbands helped their employed wives in household work.

The next section includes findings about the personal and demographic factors responsible for such a pattern of homemaking prevailing in the present group of employed women.

#### 4.2.2 SIGNIFICANT RELATIONSHIP BETWEEN MODERNITY IN HOME MAKING AND THE PERSONAL AND DEMOGRAPHIC CHARACTERISTICS OF EMPLOYED WOMEN AND THEIR HUSBANDS.

It was found in the present investigation that some families were practicing traditioonal homemaking and some others were practicing moderately modern homemaking. It was

necessary to find out which of the personal characteristics of respondents influencing the families to practice a particular type of homemaking. Product moment coefficients of correlation were computed to find out whether change in our variables was accompanied by a change in the other variables.

Table 5 Significant Correlation Between Selected Attributes of Employed Women and Modernity in Homemaking.

Sr. No.	Independent Variables	Correlation coefficient
1.	Respondents job experience	- 0.1590
2.	Age of the respondents	- 0.2226
3.	Age difference between husband and wife	- 0.1458
4.	Respondents having children below 9 years	- 0.1581

\*\*\* denotes significant at 0.001 level.

Table 5 indicates that there was a high negative correlation between job experience of the respondents and the modernity in homemaking. In other words, with the increase in job experience of the respondents, the homemaking became more traditional. Again, with the variable of age, it was also found that there was a high negative correlation between age of the respondents and the modernity in homemaking. It shows that younger the respondents, more modern their homemaking was.

It can be inferred from the above two findings that more the experience in job denotes older age of the respondents. The aged and experienced employed women were practiced traditional homemaking. This may be explained that joining in white collar jobs by more women is of recent origin. Seeing a large number of women joining labour force, the husbands of the young employed women realised the need to help their wives in homemaking, because, mostly they were from nuclear families. Therefore, the younger age group of employed women who were less experienced in job, practiced moderately modern homemaking whereas, the older generation with more experience in job used to practice traditional homemaking as they must have practiced this type of homemaking from the beginning of their married life.

Again, the age difference between husband and wife was also negatively correlated with modernity in homemaking. This shows that greater the age difference between husband and wife, more traditional the homemaking was. The study of Hicks and Platt (1970) had shown that similarity in age between husband and wife was positively correlated with marital happiness. Another study of Browman (1970) stressed that greater the age difference between husband and wife, the greater were the problems of adjustment. As it was found in the present findings also that less the gap of age between the husband and wife more was the division of labour in homemaking between the two, which indirectly implies better

adjustment and greater happiness between the husband and wife.

There was again, a negative correlation between the respondents having young children and modernity in homemaking. In other words, it implies that younger the children of the respondents, traditional was the homemaking. It may be explained that activities pertaining to young children are still considered to be a domain of women. The typical activities of bathing, feeding and making sleep to young children are generally performed by women. People generally consider that women have expertise in this field. This is true to some extent, because the upbringing of boys and girls in our families is biased. Girls are trained to practice so called womanly tasks of cooking, bathing & feeding of young brothers and sisters from the very beginning. Boys are not exposed to this kind of experiences. Therefore, families tended to become traditional when children were too young.

No significant relationship was found between the modernity in homemaking and the variables, like occupational class, income, educational qualification of respondents and their husbands, as well as the variables like respondent's total hours of work at work place, distance between home and work place, type of vehicle used, type of marriage and type and size of family (Appendix 6). Therefore, the null hypothesis was partially accepted. But, for the variables of job experience, age of respondents, age difference between

husband and wife, and respondents' having younger children, the null hypothesis was rejected.

A general conclusion can be drawn from the findings of section 4.2, that it is encouraging to see that a change towards modernity is creeping slowly and steadily in the minds of young husbands who helped their employed wives in household activities. Much more can be expected from these young generation of husbands by sensitizing them to consider homemaking a joint and co-operative venture.

Traditionality of homemaking was prevailed in employed women's families who had more years of job experience. The work load in homemaking of these women should also be reduced by motivating the husbands and children of these women so that homemaking can be shared and thereby, releasing them partly from the tedious tasks of homemaking.

The findings of the present study also indicate that husbands did not share in homemaking especially when children were small. The young fathers having new born babies should be given special training of fatherhood to take care of young children. They should be given a special 'faternity leave' commencing from the maturity of the maternity leave of the mothers. This will lessen the worry of the mother to leave her child in care of the father instead of solely depending on servants. Because upbringing of children is a joint responsibility of both the parents. Caring and socialising of children is although a primary responsibility of parents



but is also a responsibility of those who make policies to sanction leave for father hood in the form of fraternity leave. Therefore, a change towards modernity should originate from the grassroot level so that all the employed couples will be benefitted by the compulsion of availing such leave.

Employed wives can use promotional opportunities only when house work is shared. The women can enhance their career if husbands play supportive roles in homemaking. Vocational aspirations of both the husbands and wives also need to be shared and balanced between them. Sharing of homemaking will not only help the husband and wife in understanding the value of each other's careers, but this will create an atmosphere at home, where children of both sexes will get an opportunity to grow unprejudicially under a very different environment of socialization, which perhaps their (children's) parents did not get in their (parents) upbringing. The young parents should break the idea of demarcating the tasks under two different domains of sexes i.e. to be male's tasks or female's tasks, because there are no such water-tight compartments of male's world and female's world, as far as the performance of inside and outside home responsibilities are concerned.

#### **4.3 Use Of Equipment And Appliances In Homemaking.**

The possession of equipment and appliances and their use and non use in homemaking are discussed in this section. The

following subsections are made :

- Possession and use of different equipment and appliances in selected areas of homemaking.
- Relationship between use of equipment and appliances in selected areas of homemaking, and the modernity in homemaking.
- Relationship between use of equipment and appliances in homemaking, and the personal and demographic characteristics of the respondents.

#### 4.3.1 POSSESSION AND USE OF DIFFERENT EQUIPMENT AND APPLIANCES IN SELECTED AREAS OF HOMEMAKING.

The equipment and appliances used in the area of food, are presented in Table 6.

It is revealed from the Table 6 that in the area of food, all equipment possessed by the respondents were used by them. Some equipment like pressure cooker and gas stove were used by a vast majority of the respondents. Some other equipment like electric oven, refrigerator and hot case were used by 50% or more respondents. Equipment like milk cooker, rice cooker, electric grinder were used by approximately one third of the respondents. Little more than one-fourth of the respondents used mixie and thermos. Less than one fourth of the respondents used non stick pan, corning tea pot, electric heater, egg slicer and sandwich toaster. Only 10.7% respondents used electric toaster and a negligible per cent used electric chopper.

Table 6 Frequency and Percentage Distribution of the Respondents According to Their Use and Non Use of Equipment and Appliances in the Area of Food.

Sr. No.	Equipment and Appliances	Possession and Use N=450					
		Used		Not used		Not Possessed	
		f	%	f	%	f	%
1.	Pressure cooker	432	96.0	2	0.4	16	3.6
2.	Gas stove	407	90.4	1	0.2	42	9.3
3.	Electric Oven	257	57.1	12	2.7	181	40.2
4.	Refrigerator	233	51.8	8	1.8	209	46.4
5.	Hot case	227	50.4	30	6.7	193	42.9
6.	Milk cooker	164	36.4	104	23.1	182	40.0
7.	Rice cooker	149	33.1	73	16.2	228	50.7
8.	Electric grinder	149	33.1	15	3.3	286	63.6
9.	Mixie	129	28.7	21	4.7	300	66.7
10.	Tharmos	129	28.7	36	8.0	285	63.3
11.	Non stick pan	105	23.3	18	4.0	327	72.7
12.	Corning tea pot	64	14.2	39	8.7	347	77.1
13.	Electric heater	61	13.6	80	17.8	309	68.7
14.	Egg slicer	59	13.1	22	4.9	369	82.0
15.	Sandwich toaster	57	12.7	15	3.3	378	84.0
16.	Electric toaster	48	10.7	24	5.3	378	84.0
17.	Electric chopper	14	3.1	9	2.0	427	94.9

It was noted that respondents who possessed the equipment mostly used them. But a sizable percentage of respondents did not use some equipment possessed by them. Those were milk cooker (23.1%), electric heater (17.8%) and rice cooker (16.2%). Some more equipment like corning tea pot (8.7%), Thermos (8.0%) and hot case (6.7%) were also not used by some respondents.

It can be concluded from the Table 6 that most of the equipment in the area of food were not possessed by more than 40 per cent of the respondents. At the same time, whatever equipment the respondents had were used by them. In India, where employed women in urban areas are mostly of middle or lower middle class with limited amount of salary, any equipment that is bought, must be used, and should not prove to be a waste. The non use of milk cooker could be explained by the fact that, generally in Assam, people possess this equipment which they get as a gift in marriage or other occasion. But it has got little utility as Assam, especially Jorhat, is a place where milk is a scarcity. Here people mostly depend on powder milk. Therefore, such an equipment was not much of a use. Another equipment was the electric heater. This is also generally a gift commodity in Assam rather than buying it to use for food preparation, because of frequent electricity failure.

The electric iron and the sewing machine were used by majority of the respondents. Among the equipment and appliances related to sewing, approximately one-sixth of the

Table 7      Frequency      and      Percentage      Distribution      of  
Respondents According to Their Use and Non Use of  
Equipment and Appliances in the Area of Clothing.

		Possession and Use    N=450					
Sr. No.	Equipment and Appliances	Used		Not used		Not Poss- essed	
		f	%	f	%	f	%
1.	Electric Iron	387	86.0	23	5.1	40	8.9
2.	Sewing machine	368	81.8	23	5.1	59	13.1
3.	Ready made paper pattern	96	21.3	11	2.4	343	76.2
4.	Sewing machine attachment	79	17.6	25	5.6	346	76.9
5.	Tracing wheel	78	17.3	16	3.6	356	79.1
6.	Ironing board	75	16.7	11	2.4	364	80.9
7.	Button hole Scissor	60	13.3	12	2.7	378	84.0
8.	Hem maker	38	8.4	9	2.0	403	89.6
9.	Zipper Foot	28	6.2	8	1.8	414	92.0
10.	Stitch Opener	25	5.6	3	0.7	422	93.8
11.	Washing machine	14	3.1	1	0.2	435	96.7
12.	Electric dryer	6	1.3	2	0.4	442	98.2

respondents used sewing machine attachment and tracing wheel. Ironing board was used again by approximately one sixth of the respondents. Minimum numbers of respondents used buttonhole scissor, Home maker, Zipper foot and stitch opener. A negligible percentage of respondents used washing

machine and electric dryer.

It can be inferred that stitching of quality garments using different accessories needs a certain amount of skill which may be inborn or acquired out of interest. Therefore, this could be one inhibiting factor for not using stitching accessories. Moreover elaborate stitching needs time which was a scarcity with the employed women of the present study as most of them practiced their homemaking solely in traditional style.

Therefore, majority of the respondents did not possess almost any equipment and appliances related to clothing except the two, the electric iron and the sewing machine which probably they used for simple, routine stitching.

The absence of washing machine and electric dryer could be due to their high price with the middle income group like the employed women of the present study.

It can be concluded that absence and non use of equipment and appliance in clothing area could be the result of lack of ability to buy the equipment because of hardship of money or unavailability of time on the part of the women to stitch garments at home. Releasing the women from other homemaking duties and facilitating them to stitch various garments at home can save the family income and can be utilized for some other important expenditures. Therefore, equipment in this area should be popularised among women that

will lead the women or the whole family towards modernity. The tasks which can be done faster by the use of technology can save women's time for their personal and professional development. This idea should be popularised among the women.

Electric fan was most widely possessed and used by the respondents (99.31) Sundaram (1984) also found that majority of the employed women used fan in their homes. (Table 8)

Approximately one fourth and more of the respondents used emergency light, calculator and room heater. Mopper with long handle was used by only a minimum number of respondents. Electrically operated gadgets like geyser, generator and vaccum cleaner were again used by a very small percentage of respondents. A negligible percentage of respondents used air cooler.

Among the non used items, calculator was not used by a small percentage when compared with total number of respondents having it. But it was more than 50 per cent of respondents who possessed and did not use calculator. This shows calculator was not considered to be a useful item for home making by these employed women. The day to day account keeping was perhaps easier and simpler to do by hand than with a calculator.

To conclude, except the electric fan, almost all the equipment and appliances demarcated in the area of

Table 8      Frequency and Percentage Distribution of the Respondents According to Their Use and Non Use of Equipment and Appliances in the Area of Management of Resources.

		Possession and Use    N=450					
Sr. No.	Equipment & Appliances	Used		Not used		Not Possessed	
		f	%	f	%	f	%
1.	Electric Fan	411	91.3	16	3.6	23	5.1
2.	Room heater	150	33.3	20	4.4	280	62.2
3.	Calculator	126	28.0	73	16.2	251	55.8
4.	Emergency light	109	24.0	7	1.6	334	74.2
5.	Immersion heater	64	14.2	11	2.4	375	83.3
6.	Mopper with long handle	50	11.1	12	2.7	388	86.2
7.	Geyser	40	8.9	5	1.1	405	92.2
8.	Mopper with squeezable end	29	6.4	6	1.3	415	92.2
9.	Generator	26	5.8	3	0.7	421	13.6
10.	Vaccum cleaner	20	4.4	-	-	430	95.6
11.	Air cooler	4	0.9	-	-	446	99.1

management of resources were not possessed by most of the respondents.

It is revealed from Table 9 that majority of the respondents used the items related to entertainment such as radio, television and tap recorders. One fifth of the respondents used either a V.C.P or V.C.R. Sundaram (1984)



found that nine-tenth of the employed women in her study

Table 9 Frequency and Percentage Distribution of the Respondents According to Their Use and Non Use of Equipment and Appliances in the Area of Child Development and Family Relations.

		Possession and Use N=450					
Sr. No.	Equipment and Appliances and Items for games & entertainment.	Used		Not used		Not Possessed	
		f	%	f	%	f	%
1.	Radio	394	87.6	24	5.3	32	7.1
2.	Television	390	86.7	9	2.0	51	11.3
3.	Ludo...	353	78.4	15	3.3	82	18.2
4.	Tape recorder	336	74.7	10	2.2	104	23.1
5.	Carrom	255	56.7	12	2.7	183	40.7
6.	Badminton	238	52.9	17	3.8	195	43.3
7.	Chess	235	52.2	19	4.2	196	43.6
8.	Chinese Checker	211	46.9	10	2.2	229	50.9
9.	Educative block	189	42.0	10	2.2	251	55.8
10.	Word making game	166	36.9	9	2.0	275	61.1
11.	Foot ball	110	24.4	18	4.0	322	71.6
12.	Cricket	100	22.2	13	2.9	337	74.9
13.	VCR/VCP	94	20.9	2	0.4	354	78.7
14.	Table tennis	61	13.6	6	1.3	383	85.1
15.	Telephone	41	9.17	-	-	409	90.9

possessed radios. Among the play materials most commonly used

were ludo, carrom, Badminton and chess. Large number of respondents used chinese checker, educative block and word making game, Foot ball, cricket and table tennis were used by a small number of respondents. Telephone was the item which was not possessed by majority of the respondents as it can be borne by only a particular class of people with certain income. Certain play items such as foot ball, cricket and table tennis, were not possessed by majority of the respondents although maximum number of respondents had younger children.

Only a negligible percentage of respondents did not use items which they possessed. A minimum percentage of respondents did not use radio possessed by them. The reason could be that with the introduction of Television in Assam, some people preferred T.V. programme over the radio.

A conclusion can be drawn from the findings of all the above Tables under 4.3.1, that among all the areas of homemaking, the respondents had maximum number of equipment in the area of child development and family relation. This is a true picture in any class of society, especially middle class that people generally give more importance to items, that have entertainment value. There were number of reasons given by these employed women of Jorhat for not using modern equipment and appliances in home making. These are discussed in detail in the section, 4.4.

#### 4.3.2 ASSOCIATION BETWEEN USE OF EQUIPMENT AND APPLIANCES IN SELECTED AREAS OF HOMEMAKING AND THE MODERNITY IN HOMEMAKING.

Chi-square tests were applied to find out the association between the use of equipment and appliances in different areas of homemaking and the modernity in homemaking. The Chi-square values were not significant for all the four areas of homemaking as well as for overall association (Appendix 7).

This shows modernity in homemaking which in the present study referred to husband and wife's sharing of housework, did not have any association with the use of equipment and appliances in homemaking. Therefore, the null hypothesis that there was no significant association between the use of equipment and appliances in homemaking and the modernity in homemaking was accepted for the present study.

Though the Chi-square values did not show any association between use of equipment and division of labour, yet it is suggested that the families of employed women should keep as many number of equipment as possible that will ease their labour. As the homemaking was being practiced in traditional style in many employed women's families, the women will be of maximum help with the use of modern equipment. On the other hand, seeing the efficiency of work in terms of lightness and easiness with the help of an equipment, the males, especially the husbands might get attracted to perform the tasks by themselves. It was obvious

that the male folks, because of their different way of upbringing may not be used to doing the typical tasks of homemaking. No matter how easy the job was, it was probably perceived by the males to be a tough and labourious job. Therefore, perhaps most of the husbands did not come forward to perform homemaking activities in the present study. Emphasis should be given in any educative or training programme for women, that they should spend some money for buying equipment to make homemaking lighter.

#### 4.3.3 ASSOCIATION BETWEEN THE USE OF EQUIPMENT AND APPLIANCES IN HOMEMAKING AND THE SELECTED PERSONAL AND DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS.

Chi-square tests were computed to find out the association between equipment and appliances used in homemaking and selected personal and demographic characteristics.

It is clear from Table 10 that occupational classes, income and qualification of both the respondents and their husbands were highly significantly associated with the use of equipment and appliances in different areas of homemaking. The age of the respondents also was significantly associated with the use of equipment, appliances and games and entertainment items in the area of child development and family relations. Hence, the null hypothesis was partially accepted for the other selected variables which did not show any significant association with the use of equipment and appliance in the homemaking areas (Appendix 8).

Table 10 Significant Association Between Use of Equipment and Appliances in Homemaking and selected Personal Characteristics of the Respondents

Personal characteristics	Different Areas of Homemaking					
	Food	Clothing	Mgt of Resources		Child development and family relation	Overall areas
	Chi-square value df	Chi-square value df	Chi-square value df	Chi-square value df	Chi-square value df	Chi-square value df
1 Respondents' occupational class	120.43***	6 28.40***	6 25.33***	6	---	11.85** 3
2 Husbands' occupational class	102.28***	6 47.98***	6 48.81***	6	12.81*	20.05*** 3
3 Respondents' income	24.22***	6 15.67**	6 20.30***	6	21.15***	---
4 Husbands' income	74.71***	6 31.31***	6 33.91***	6	19.41**	14.99*** 3
5 Respondents' qualification	66.86***	8 ---	---	8	21.45**	---
6 Husbands' qualification	72.94***	8 16.20*	8 73.39***	8	30.26***	---
7 Age of the respondents	----	---	---	---	23.14***	---

\* denotes significant at 0.05 level

\*\* denotes significant at 0.01 level

\*\*\* denotes significant at 0.001 level

It is evident from Table 10 that occupational classes, income and qualification of the respondents and their husbands were the most determinant variables in the use of equipment and appliances in the different areas of homemaking. From the Chi-square Tables (Appendix 9) it was revealed that the respondents generally from high occupational classes, high income groups and from higher educational qualifications used more equipment and appliances in different areas of homemaking. But interestingly, the lower middle income categories of both the respondents and their husbands were found to use more equipment than the other income categories in the area of clothing. The under graduates seemed to use more equipment (Appendix 9.2).

Though it was found from the overview of the Chi-square Tables (Appendix 9) that income was the most determining variable for owning equipment and appliances, it is suggested that all women from various income categories should have more equipment. Therefore, some measures should be worked out to motivate women to value the importance of buying equipment as any other important expenditures incurred in the family. It is desirable that women should be sufficiently educated to qualify for a profession, and thereby earn more. Women and their husbands with sufficient income can use more equipment in the homemaking tasks and reduce drudgery of work.

Looking at the Chi-square Table (Appendix 9.4), the respondents of middle age group compared to young and old age

group had more equipment, appliances, games and entertainment items in the area of child development and family relations. It may be inferred that children of middle-age women are generally grown up, to be able to play different games inside and outside home. They also make themselves busy in entertainment through T.V., V.C.P. or V.C.R. The items demarcated under the area of child development and family relations mainly consisted of entertainment and game items. Therefore, probably middle-age respondents who had young children possessed more items in this area.

From the association of overall areas of homemaking in the use of equipment and appliances and the personal characteristics of respondents (Table 10) it may be concluded that no matter in which area of homemaking the equipment were used, use of equipment at home was always dependent on occupational class of the respondents and their husbands reflecting their level of income. Percentage of respondents using equipment was more from all occupational classes of husbands than the occupation classes of the respondents (Appendix 9.5), because in the present study occupational class and income of the husbands were better than the respondents (Table 1).

A general conclusion can be drawn from the findings of section 4.3 that employed women of Jorhat possessed equipment, appliances, items for games and entertainment etc., predominantly in the area of child development and family relations. Food was the next important area where

employed women used a number of equipment and appliances. Some of the equipment like milk cooker, electric heater and calculator were found to have less utility value. Hence the employed women should be motivated to become choosy buyers. These women need to be given consumer training to avoid impulsive buying.

Use of different equipment that accelerates one's efficiency of work and reduces drudgery is a sign of modernity. Employed women should be helped with these modern technologies. It can reduce labour of women in homemaking. Technology can attract the husbands to share in household work with ease, although the findings of the present investigation did not show any association between use of equipment in homemaking and division of labour. It is expected that division of labour will be more in employed women's families if some part of homemaking can be transferred to machine through the use of technology.

As occupational class, income and qualification of respondents and their husbands were found to be determinant variables in the use of equipment, it is suggested that women of all economic strata should be adequately educated to opt for higher posts and to earn money to lead a economically sound and better living with the use of all sorts of equipment and appliances in homemaking. For women who are already in lower occupational class and earning lower income should be encouraged and motivated to buy inexpensive,



locally made, innovative equipment.

#### 4.4 Reasons For Not Using Modern Equipment And Appliances In Homemaking.

This section is divided into following subsections :

- Respondents' reasons for not using modern equipment and appliances in homemaking.
- Differences in reasons given by the respondents of traditional families and moderately modern families.
- Differences in reasons given by the respondents of various occupational classes.

##### 4.1.1 RESPONDENTS' REASONS FOR NOT USING MODERN EQUIPMENT AND APPLIANCES IN HOMEMAKING.

The investigator had assumed that the employed women of the present investigator possessed certain modern equipment or appliances and never used them or they did not possess certain modern equipment and appliances for homemaking. A number of reasons for not using modern equipment and appliances were given in the questionnaire for the respondents to identify their own reasons if any. The percentage of respondents identifying the reasons are given in Table 11.

It reveals that the 'equipment-centred' reasons were given by the respondents for not using modern equipment and appliances in homemaking. These were mainly technological, mechanical and physical problems as reasons for not using modern equipment and appliances. A little less than 50 per

Table 11      Frequency and Percentage Distribution of      Employed Women Indicating the Equipment-Centred Reasons for Not Using Modern Equipment and Appliances in Homemaking.

Sr. No.	Reasons for Non use of equipment	N = 450	
		f	%
1.	The modern equipment and appliances need maximum care and soft handling.	403	89.6
2.	Most of the time and labour saving equipment are expensive	201	44.7
3.	I do not buy modern electric equipment because of frequent electricity failure in our town	127	28.2
4.	I do not have enough space in my rented house to install many time and labour saving equipment.	114	25.3
5.	I do not use the modern equipment as the consumer service is poor.	94	20.9
6.	The poor technology of the equipment causes frequent breakdown	82	18.2

cent respondents felt the monetary problems as reasons for not using modern equipment and appliances in homemaking.

Table 12 reveals the 'person-centred' reasons given by the employed women for not using modern equipment and appliances in homemaking. The reasons given in 1, 2, 5 and 8 were the reasons for personal problems faced by majority of the respondents to one-fourth of the respondents and a minimum percentage of respondents. Reasons given in the serial numbers 4 and 10 were the reasons due to the preferences given in other things than the equipment. These

reasons were given by approximately one-third of the respondents to a minimum percentage of respondents.

Some reasons such as reasons given in the serial numbers 3, 6, 7, 9, 11 and 12 were mainly due to the traditional outlook of the mothers-in-law and the husbands, were given by a minimum percentage of respondents.

From the findings of Table 11 and Table 12, it can be concluded that majority of the respondents either had technological and mechanical problems or personal problems for not using modern equipment. Approximately one-third of respondents had different priorities to spend for items other than equipment. Traditional outlook the family members also prevented them to use modern equipment and appliances in homemaking. Monetary problem was another important reason given by a large number of respondents. It is to be reminded that as a large number of respondents were practicing traditional homemaking, they had to manage their homemaking within limited time. Therefore, delicate care of certain equipment stand as a problem to these women rather than undergoing the drudgery. Hence, emphasis should be given to sensitize the male counterparts of these women, so that the availability of time could be fairly equal to both the partners. When homemaking is shared equally by both the husband and wife, the maximum utilization of equipment can be expected, that will cut-short the drudgery of homemaking tasks for both the partners. Traditional and orthodox mentality of mothers-in-law and husbands should also be

Table 12 Frequency and Percentage Distribution of Employed Women Indicating the 'Person-Centred' Reasons for Not Using Modern Equipment and Appliances in Homemaking.

Sr. No.	Reasons for Non use of equipment	N = 450	
		f	%
1.	Using conventional methods of household work involves more labour which is a good physical exercise	370	82.2
2.	It is convenient to use the old method of work than to work with modern equipment. e.g. mopping the floor with a cloth in hand, than a mopper with a long handle	328	72.9
3.	My husband believes in old traditional type of cooking and serving	161	35.8
4.	We cannot think of buying modern equipment as we have to buy a plot of land, construct a house or buy a vehicle for my husband.	146	32.4
5.	I do not know about many of these time and labour saving equipment and appliances	108	24.0
6.	Whenever any new equipment is bought in our house it is always to help the male members only.	71	15.8
7.	I have to depend on servants and they do not value the cost of these equipment while using, therefore I do not buy.	64	14.2
8.	Though I have some expensive equipment, I do not know how to use them	51	11.3
9.	My mother in-law wants to keep me fully occupied with household work, by using traditional methods only	41	9.1
10.	When some good amount of money is saved, I prefer to invest in gold ornaments rather than to buy equipment	41	9.1
11.	My mother in-law discourages me in buying modern equipment as she herself did household work without these equipment	31	6.9
12.	My husband wants to keep me fully occupied with household work, by traditional method	23	5.1

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changed by motivating them to develop positive attitude towards working women.

The reason of monetary problem is of course a common problem in middle class Indian families with their limited income. This problem can also be mitigated to some extent, through a planned budgeting. These women should be encouraged to buy at least one equipment if not every month but at least whenever they save some money. An equipment which can remove the drudgery of women's work is always worth buying. Recognizing the functional value of equipment should be inculcated among women.

#### 4.4.2 VARIATION IN REASONS OF TRADITIONAL AND MODERN FAMILIES FOR NOT USING MODERN EQUIPMENT AND APPLIANCES.

The investigator felt the necessity to scrutinize the reasons given by traditional and moderately modern families.

Table 13 reveals that majority of both the types of families felt the technological and personal problems in not using modern equipment (Reasons 1, 2 & 3). But the percentage of respondents perceiving a reason was more in the traditional families than in the moderately modern families. This is because respondents following traditional homemaking perceived the difficulties of task by using an equipment more than the respondents practicing moderately modern homemaking, as the later category of women had less experience with homemaking tasks than the former category. Interestingly, the traditional outlook of the husbands (Reason No 5) stood as a

Table 13 Frequency and Percentage Distribution of Respondents According to their Modernity in Homemaking Indicating their Reasons for Not Using Modern Equipment and Appliances in Homemaking.

Reasons for Non-use of equipment	Overall Modernity						Total (N=450)
	Traditional (N=186)			Moderately modern (N=264)			
	f	%	f	f	%	f	
1 The modern equipment and appliances need maximum care and soft handling.	169	90.9	234	88.6		403	89.6
2 Using conventional methods of household work involves more labour which is a good physical exercise	159	85.5	211	79.9		370	82.2
3 It is convenient to use the old method of work than to work with modern equipment eg. mopping the floor with a cloth in hand, than a moppper with a long handle.	144	77.4	184	69.7		328	72.9
4 Most of the time and labour saving equipment are expensive.	93	50.0	108	40.9		201	44.7
5 My husband believes in old, traditional type of cooking and serving.	80	43.0	81	30.7		161	35.8
6 We cannot think of buying modern equipment as we have to buy a plot of land, construct a house or buy a vehicle for my husband.	61	32.8	85	32.2		146	32.4

Table 13 contd.....

Reasons for Non-use of equipment	Overall Modernity						Total (N=450)
	Traditional (N=186)			Moderately modern (N=264)			
	f	%	f	%	f	%	
7 I do not buy modern electric equipment because of frequent electricity failure in our town.	59	31.7	68	25.8	127	28.2	
8 I do not have enough space in my rented house to install many time and labour saving equipment.	41	22.0	73	27.7	114	25.3	
9 I do not know about many of these time and labour saving equipment and appliances.	43	23.1	65	24.6	108	24.0	
10 I do not use the modern equipment as the consumer service is poor.	40	21.5	54	20.5	94	20.9	
11 The poor technology of the equipment causes frequent breakdown	41	22.0	41	15.5	82	18.2	
12 Whenever any new equipment is bought in house it is always to help the male member only.	36	19.4	35	13.3	71	15.8	
13 I have to depend on servants and they do not value the cost of these equipment while using, therefore I do not buy.	25	13.4	39	14.8	64	14.2	

Table 13 contd.....

Reasons for Non-use of equipment	Overall Modernity						Total (N=450)
	Traditional (N=186)		Moderately modern (N=264)				
	f	%	f	%	f	%	
14 Though I have some expensive equipment, I do not know how to use them.	22	11.8	29	11.0	51	11.3	
15 My mother-in-law wants to keep me fully occupied with household work, by using traditional methods only.	20	10.8	21	8.0	41	9.1	
16 When some good amount of money is saved, I prefer to invest in gold ornaments rather than to buy equipment.	14	7.5	27	10.2	41	9.1	
17 My mother-in-law discourages me in buying modern equipment as she herself did household work without these equipment.	14	7.5	17	6.4	31	6.9	
18 My husband wants to keep me fully occupied with household work, by traditional methods only.	11	5.9	12	4.5	23	5.1	



problem more in the traditional families than in the moderately modern families. As the traditionality and modernity in homemaking in the present study was based on division of labour between husband and wife, it was embarrassing and discouraging to know that husbands in traditional families neither helped their wives in carrying out home responsibilities, nor encouraged their wives to use modern equipment. It was really a bad state of affair. Rani (1976) also found in her study that inflexible attitude of inlaws and lack of positive support from husbands, were the main factors causing dissatisfaction and role conflict among working women.

Monetary problem for not using equipment was felt more by the traditional families than by the moderately modern families. This shows that families practicing moderately modern homemaking were economically in better position than the families practicing traditional homemaking. Therefore, strategies should be developed to sensitize the husbands of lower income category to practice shared homemaking. At the same time, certain inexpensive modern equipment should be introduced in the families of lower income group.

The employed women should be retrained to remove the fear of use of equipment. The husbands' help in maintaining the gadgets should be recognised and encouraged. By doing so, the employed women could be made a little free from household

drudgery, because she has already contributed in earning family income.

#### 4.4.3 VARIATIONS IN REASONS FOR NOT USING MODERN EQUIPMENT AND APPLIANCES IN HOMEMAKING GIVEN BY THE RESPONDENTS OF DIFFERENT OCCUPATIONAL CLASSES.

Variations in reasons for not using modern equipment and appliances in homemaking given by the respondents of different occupational classes was also felt important to be studied. Table 14 depicts such variations.

It is noted from Table 14 that some of the reasons for not using modern equipment and appliances in homemaking were not at all expressed by certain occupational classes of respondents. The reasons regarding male bias (reason no 12), traditional out look of mothers-in-law and husbands (reason no 15, 17 and 18) and different priorities of expenditure (Reason no 16) were not at all expressed by the respondents of class I posts. Whereas, these reasons were expressed more by class IV and III categories of respondents than those of class II. This may be because of the fact that higher the occupational class of the respondents, higher is their education. The exploitation of women by male members or the in-laws is generally less with the highly educated women than the women with low education and low income. Therefore, emphasis should be given to availing higher education, to more and more women thereby, taking higher prestigious jobs. In such a situation women can take independent decisions like their husbands or in-laws.

Table 14 Frequency and Percentage Distribution of Respondents According to their Occupational Class indicating their Reasons for Not Using Modern Equipment and Appliances in Homemaking

Reasons for Non-use of equipment	Occupational class									
	Class I (N=26)		Class II (N=53)		Class III (N=361)		Class IV (N=10)		Total (N=450)	
	f	%	f	%	f	%	f	%	f	%
1 The modern equipment and appliances need maximum care and soft handling	25	96.2	48	90.6	324	89.8	6	60.0	403	89.6
2 Using conventional methods of household work involves more labour which is a good physical exercise	18	69.2	38	71.7	309	85.6	5	50.0	370	82.2
3 It is convenient to use the old method of work than to work with modern equipment eg. mopping the floor with a cloth in hand, than a mopper with a long handle.	15	57.7	29	54.7	279	77.3	5	50.0	328	72.9
4 Most of the time and labour saving equipment are expensive.	7	26.9	13	24.5	172	47.6	9	90.0	201	44.7
5 My husband believes in old, traditional type of cooking and serving.	6	23.1	11	20.8	141	39.1	3	30.0	161	35.8
6 We cannot think of buying modern equipment as we have to buy a plot of land, construct a house or buy a vehicle for my husband.	6	23.1	7	13.2	130	36.0	3	30.0	146	32.4

Table 14 contd.....

Reasons for Non-use of equipment	Occupational class									
	Class I (N=26)		Class II (N=53)		Class III (N=361)		Class IV (N=10)		Total (N=450)	
	f	%	f	%	f	%	f	%	f	%
7 I do not buy modern electric equipment because of frequent electricity failure in our town.	6	23.1	16	30.2	104	28.8	1	10.0	127	28.2
8 I do not have enough space in my rented house to install many time and labour saving equipment.	4	15.4	12	22.6	95	26.3	3	30.0	114	25.3
9 I do not know about many of these time and labour saving equipment and appliances.	1	3.8	3	5.7	101	28.0	3	30.0	108	24.0
10 I do not use the modern equipment as the consumer service is poor.	6	23.1	10	18.9	78	21.6	0	0	94	20.9
11 The poor technology of the equipment causes frequent breakdown	4	15.4	14	26.4	64	17.7	0	0	82	18.2
12 Whenever any new equipment is bought in house it is always to help the male member only	0	0	3	5.7	64	17.7	4	40.0	71	15.8
13 I have to depend on servants and they do not value the cost of these equipment while using, therefore I do not buy.	9	34.6	13	24.5	42	11.6	0	0	64	14.2

Table 14 contd..

Reasons for Non-use of equipment	Occupational class										Total (N=450)
	Class I (N=26)		Class II (N=53)		Class III (N=361)		Class IV (N=10)				
	f	%	f	%	f	%	f	%	f	%	
14 Though I have some expensive equipment, I do not know how to use them.	1	3.8	1	1.9	46	12.7	3	30.0	51	11.3	
15 My mother-in-law wants to keep me fully occupied with household work, by using traditional methods only.	0	0	4	7.5	36	10.0	1	10.0	41	9.1	
16 When some good amount of money is saved, I prefer to invest in gold ornaments rather than to buy equipment.	0	0	2	3.8	38	10.5	1	10.0	41	9.1	
17 My mother-in-law discourages me in buying modern equipment as she herself did household work without these equipment.	0	0	2	3.8	29	8.0	0	0	31	6.9	
18 My husband wants to keep me fully occupied with household work, by traditional methods only.	0	0	1	1.9	22	6.1	0	0	23	5.1	

The reason for not using modern equipment due to lack of knowledge was expressed the by highest percentage of class IV followed by class III and a negligible percentage of class II and class I respondents. Hence, these women should be brought to greater exposures through some training programme or mass media approach regarding the use and usefulness of different time and labour saving equipment.

Some reasons like a technological problem, or servant problem, were not at all expressed by class IV category of respondents, as they could not afford technologies and servants.

It is obvious as when majority of these women expressed their inability to buy modern equipment, naturally problem of using does not arise. The reason as inability to buy equipment was also expressed more by class III category of women than those of class II and I. Here, not much could be done, except introduction of certain inexpensive, modern technologies that can remove drudgery of household work.

Interestingly, problem of having orthodox mothers-in-law and husbands not letting women use modern equipment and appliances, was not at all expressed by the class IV categories of women. This could be because they lived in nuclear families. They restrain themselves from exposing their problems.

It can be concluded from the above findings that there were variations in reasons expressed by different occupational class. Therefore, in implementing any developmental programmes for these women, care should be taken to know the class of employment of women to make such programmes fruitful.

#### **4.5 Facilities Available To Employed Women At Home For Better Homemaking.**

This section of the findings is divided into following subsections

- Various facilities available at home to employed women of Jorhat.
- Association between the facilities available to employed women at home and the modernity in homemaking.
- Association between the facilities available to employed women at home and use of equipment and appliances in homemaking.

##### **4.5.1 VARIOUS FACILITIES AVAILABLE AT HOME TO EMPLOYED WOMEN OF JORHAT.**

Over and above, the use of equipment and appliances in homemaking, certain kind of facilities available at one's place of residence is of utmost important requirement for carrying out homemaking responsibilities smoothly. Therefore, an attempt was made to examine the availability of various facilities at the place of residence of employed women of

Jorhat city. Table 15 represents such a picture.

The data in Table 15 depict that employed women of Jorhat were having all the facilities at their residence although in varying degrees. Certain facilities like running water, separte room for children were available to a small percentage of respondents. This could be because a small percentage of respondents stayed in rented house, more than 50 per cent in their own house and little less than one fourth of the respondents stayed in quarter provided by the

Table 15 Frequency and Percentage Distribution of Employed women Indicating the Facilities Available at Home for Better Homemaking.

Sr. No.	Facilities Available	N = 450	
		f	%
1.	A cupboard for storage in kitchen	422	93.8
2.	A platform in the kitchen for cooking	371	82.4
3.	Seperate storing facilities for storing dresses and household linnens	314	69.8
4.	A sink in the kitchen for washing utensils.	296	65.8
5.	Electric outlet in the Kitchen for gadget	267	59.3
6.	A seperate tubewell arrangement	232	51.6
7.	A running water facility with overhead tank	176	39.1
8.	A seperate room or corner for sewing clothes with all sewing facilities.	171	29.1
9.	A seperate room for children to play	106	23.6



employers. Generally, in rented house, rooms are limited in number and every facility cannot be expected within a reasonable amount of rent. In one's own house also, some of the facilities are always lacking if the house was not constructed after a proper planning. Therefore, absence of certain facilities were found in the houses of the employed women of Jorhat. But some efforts could be made to help these employed women by introducing some innovative techniques for the optimum utilization of each and every space and corner of the house.

#### 4.5.2 ASSOCIATION BETWEEN THE FACILITIES AVAILABLE TO EMPLOYED WOMEN AT HOME AND MODERNITY IN HOMEMAKING.

A further probe into the findings pertaining to facilities available to employed women and their association with type of homemaking was carried out. Chi-square test showed that there was no significant association between type of homemaking and the facilities available to employed women of Jorhat. (Appendix 10) In other words, the presence and absence of certain facilities for better homemaking had nothing to do with the nature of division of labour between husband and wife in carrying out household responsibilities. Hence, better facilities at home should be equally available to both the types of families regardless of traditional and modern homemaking.

#### 4.5.3 ASSOCIATION BETWEEN THE FACILITIES AVAILABLE TO EMPLOYED WOMEN AT HOME AND THE USE OF EQUIPMENT AND APPLIANCES IN HOMEMAKING.

It was assumed that use of certain equipment and appliances demands a certain amount of facilities at home for better homemaking. A well equipped house generally means optimum utilization of technologies available to the owner, in terms of some modern equipment and certain facilities. The investigator was interested to find out the relationship between the facilities available at home and use of equipment in homemaking. Chi-square test was computed to see such an association. The Chi-square value was 16.45 at 2 degrees of freedom which denoted the significance at .001 level indicating highly significant relationship between the facilities available to the respondents at home and their use of equipment and appliances in homemaking. The distribution of Chi-square Table (Appendix 13) showed that respondents with more equipment had more facilities at home for better homemaking. There is a tendency in every woman to increase the equipment and appliances when they get better facilities. On the other hand, lack of certain facilities at home decreases one's urge to buy equipment, because installation of certain equipment demands particular type of facilities. For example, if one has electric outlet at right place in the kitchen, the tendency to use more and more electric gadgets for cooking and preparation for cooking will be increased. On the other hand, absence of such facility will diminish the

urge to buy certain equipment for use in homemaking. Same is the case with sewing also. i.e. a proper room or a corner for sewing will enhance one to use different sewing accessories. Therefore, it is necessary to encourage the employed women to increase various facilities at home in order to maximize the use of equipment. It is an important pre-requisite to the use of equipment and appliances in home making, thereby helping the women in reducing the drudgery of work.

#### 4.5.4 ASSOCIATION BETWEEN THE FACILITIES AVAILABLE TO EMPLOYED WOMEN AT HOME AND THE PERSONAL AND DEMOGRAPHIC CHARACTERISTICS OF EMPLOYED WOMEN.

The data on facilities available to the employed women was closely examined further. It was pointed out that there

Table 16 Significant Association Between the Facilities Available at Home and the Personal and Demographic Characteristics of the Respondents and their Husbands.

Sr.No	Personal Characteristics	df	Chi-square value
			***
1	Respondents' occupational class	6	27.39
			***
2	Husbands' occupational class	6	33.82
			***
3	Respondents' income	6	34.57
			***
4	Husbands' income	6	49.35
			***
5	Respondents' qualification	8	42.11
			***
6	Husbands' qualification	8	31.28
			**
7	Place of residence	6	19.69

\*\* denotes significant at 0.01 level

\*\*\* denotes significant at 0.001 level

were significant associations between facilities available at home and certain personal and demographic characteristics of the respondents and their husbands. Table 16 displays such association.

Chi-square tests were computed to find out the association. On the basis of calculated chi-square values the null hypotheses were tested. The chi-square values in Table 16 were highly significant for occupational class, income and qualification of both the respondents and their husbands. The place of residence was also found to be significantly associated with facilities available to the employed women.

It was indicated that respondents differed significantly in availing certain facilities at home for better homemaking according to some specific personal and demographic attributes. The difference in availing the facilities among the respondents was found due to the varied occupational class, qualification and income of the respondents and their husbands. The standards of a house is generally based on the family income and more specifically the income of the husband because of the patriarchal family system. Therefore, facilities which are also an indicator of the standard of living, differed among the respondents according to their incomes. The distribution of chi-square table (Appendix 13) showed that the higher income group of the respondents and their husbands had more facilities than the lower income categories.

Occupational class of the respondents and their husbands was also an indicator of specific income range. Hence, occupational class of respondents and of their husbands showed significant association with facilities available to them. The distribution of chi-square table (Appendix -- 13) showed that the respondent with higher occupational class and the respondents whose husband were from higher occupational class had more facilities than the respondents of lower occupational classes.

Qualification of both, the respondents and their husbands was also playing a role in distinguishing the families significantly with the availability of facilities. It could be the reason that educated people both men and women, have better exposure to different types of modern amenities and facilities, generally prevailing in middle class families. This exposure they can get through reading magazine, visiting friend's house and through mass media like radio and T.V. Moreover, the educated people usually value the psychological and physical needs which are satisfied through certain facilities at home. They know the pros and cons of particular types of arrangement of home. For example, importance of a sink in the kitchen or a platform for cooking or water facility at easy reach, that reduce the drudgery of household tasks. Therefore, respondents significantly differed in availing facilities at home for better homemaking due to their differences in educational level. The

respondents with higher educational level, or the respondents whose husbands were from higher educational level had more equipment at home for better homemaking indicated in the distribution of Chi-square Table (Appendix 13).

Respondents' place of residence also showed significant association with the facilities available to them at their residence (Table 16). Those who stay in their own house can build more facilities as they wish, which is not possible with the respondents who stay in rented house. Generally people who stay in quarter provided by the employers also have certain amount of facilities for better homemaking than the respondents who stay in their house, because construction of these quarters are planned construction. Therefore, certain amount of basic facilities are always given priority in planning such quarters. This may not be true some time with one's own house. Creation and extension of some facilities even at one's own house sometimes gets delayed for some or other reason if the house was not constructed after due planning. As the respondents of the present investigation stayed in different types of residences, a significant difference was found in availing of facilities due their different types of residence. The distribution in Chi-square Table (Appendix 13) showed that largest percentage of respondents were having more facilities at home who stayed at their own residences followed by respondents staying in quarters provided by the employers and in rented houses.

Therefore, the null hypothesis that there was no

significant association between facilities available at home for better homemaking and the personal and demographic characteristics of respondents and their husbands, was partially rejected for the variables of occupational class, qualification and income of the respondents and their husbands and the type of residence of the employed women. The null hypothesis was partially accepted for the variables of type and size of family, respondents having children below 9 years and age of the respondents of which the chi-square results showed not significant (Appendix 14).

#### **4.6 Attitude Of Employed Women Towards Working Women**

The attitude scale used in the present study provided information regarding attitude of employed women towards working women. Following findings are reported in this section :

- Attitude of respondents towards working women :  
Distribution of the employed women in three categories of attitude.
- Extent of favourableness of attitude towards working women according to selected variables.
- Association between attitude of employed women towards working women and each of the following variables :
  - a) Modernity in homemaking
  - b) Use of equipment and appliances in

homemaking.

c) Availability of facilities at home for better homemaking.

- Relationship between attitude of employed women and the selected personal and demographic variables of respondents.

#### 4.6.1 ATTITUDE OF RESPONDENTS TOWARDS WORKING WOMEN

A standardized 5 point Likert type of attitude scale made by S. Sultan Akhtar (1974) was used to measure the attitude of the employed women of Jorhat city towards working women. The scale was of 19 attitude statements. The data were tabulated in frequency distribution of 5 point score class interval. The present investigation revealed that the respondents' attitude towards working women was positive. Table 17 depicts respondents' attitude towards working women.

Table 17 shows that the average mean score of all the attitude statements reflecting attitude towards working women ranged from 2.17 to 4.49 for individual mean score, and the overall mean attitude score of the whole cluster was 3.89 which was much above the neutral point. It showed that attitude of the respondents towards working women was positive.

The Table 17 shows that the statement highly agreed by the respondents (57.6%) was 'women, in our country, should be encouraged to think seriously in terms of having a vocation'



Table 17 Attitude of the respondents towards Working Women.

Attitude Statements	Frequency and percentage of attitude										
	Strongly Agree f	Agree %	Agree f	Undecided f	Undecided %	Disagree f	Strongly disagree f	Mean score			
1 Women was made by god to be a custodian of home and not a wage earner.	19	4.2	26	5.8	18	4.0	112	24.9	275	61.1	4.32
2 A working women can give the desired love and affection to her husband.	207	46.0	176	39.1	13	2.9	23	5.1	31	6.9	4.12
3 Working women are neglected of their social obligation.	17	3.8	33	7.3	13	2.9	166	36.9	221	49.1	4.20
4 Women, in our country, should be encouraged to think seriously in terms of having a vocation.	259	57.6	138	30.7	4	0.9	28	6.2	21	4.7	4.30
5 Working women do not find time to attend to their domestic duties.	132	29.3	228	50.7	0	0	60	13.3	30	6.7	2.17
6 Working women develop suspicions and jealousies	9	2.0	16	3.6	15	3.3	115	25.6	295	65.6	4.49
7 Working women hold high social positions in society	73	16.2	213	47.3	39	8.7	85	18.9	40	8.9	3.43

Table 17 contd.....

Attitude Statements	Frequency and percentage of attitude									
	Strongly Agree f	Strongly Agree %	Agree f	Agree %	Undecided f	Undecided %	Disagree f	Disagree %	Strongly disagree f	Strongly disagree %
8 Women should stay at home to take care of their families.	21	4.7	61	13.6	8	1.8	182	40.4	178	36.6
9 Women impress as efficient workers	228	50.7	189	42.0	13	2.9	13	2.9	7	1.6
10 Working women generally lead a happy married life.	132	29.3	238	52.9	28	6.2	38	8.4	14	3.1
11 Working women are suspected to have a doubtful morality.	19	4.2	20	4.4	16	3.6	122	27.1	273	60.7
12 Working women who have children, feel guilty of neglecting them.	66	14.7	163	36.2	13	2.9	117	26.0	91	20.2
13 Working women enjoy as much prestige in our society as do the non-working women.	131	29.1	203	45.1	28	6.2	74	16.4	14	3.1
14 It is not possible for women to work with full devotion.	35	7.8	86	19.1	14	3.1	168	37.3	147	32.7

Table 17 contd.....

Attitude Statements	Frequency and percentage of attitude							
	Strongly Agree f	Agree %	Undecided f	Disagree f	Strongly disagree f	Mean score		
15 Working women are deprived of the freedom which they have as a housewife.	38	8.4	20.7	15	3.3	167	37.1	137
16 Working women develop a realistic approach towards life.	169	37.6	218	48.4	26	5.8	20	4.4
17 Employment of women creates many problems for the employers.	20	4.4	67	14.9	34	7.6	191	42.4
18 It is not difficult for working women to divide her time between home and work.	151	33.6	249	55.3	10	2.2	30	6.7
19 I think that most of the employed women are frustrated in life.	8	1.8	47	10.4	23	5.1	196	43.6
Mean Average = 3.89								176
								39.1
								4.07

and the statement highly disagreed by the respondents (65.6%) was 'working women develop suspicions and jealousy' which showed that the attitude of respondents towards working women was positive. It is encouraging to see that the employed women were happy because they have got an occupation and it seems that they will encourage other women to take up a vocation. They were in a large number highly disagreed the negative statement given against women's employment. The employed women to-day must have realised that gainful work can give status to every woman. This is a good sign, therefore, attempt has to be made to sustain this attitude in all the employed women.

#### 4.6.2 DISTRIBUTION OF EMPLOYED WOMEN IN THREE CATEGORIES OF ATTITUDES.

On the basis of mean and standard deviation of the distribution, the employed women were categorised as having highly favourable, favourable and less favourable attitude.

The scores ranged between 19 to 95 and the mean attitude score for the total sample was 73.92 which indicates the positive attitude of the respondents towards working women, (Table 18). Kalia (1965) also found that employed women favoured the employment of married women with children more than the non employed ones, indicating the strong motives of women for being employed since many years.

Table 18 indicates that percentage of employed women varied in having 'highly favourable', 'favourable' and

Table 18 Frequency and percentage distribution of employed women's levels of attitude.

Sr. No.	Levels of attitude	N = 450	
		f	%
1.	Highly favourable attitude ( > 82.04)	16	3.6
2.	Favourable attitude (65.80 - 82.04)	266	59.1
3.	Less favourable attitude ( < 65.80)	168	37.3

Mean = 73.92, SD = 8.12

'less favourable' attitude towards working women. It appears clearly that percentage of respondents having favourable attitude was the largest. Only a minimum percentage of respondents (3.6%) was having highly favourable attitude towards working women and a large percentage of respondents were having less favourable attitude, which indicates that the employed women of Jorhat were not highly contented towards their employment, and thereby disclosed less favourable attitude. It can be explained that a large number of respondents in the present investigation were practicing traditional homemaking, (Section 4.2) meaning absence of division of labour in homemaking. Moreover, it was already reported that although various equipment and appliances in homemaking were used by these respondents in varying degrees, a large number of respondents did not use a number of equipment and appliance in different areas of homemaking

(Section 4.3). Some of the facilities also were not available to a large number of respondents (Section 4.5). Therefore, it can be inferred that unequal division of labour between husband and wife, less use of equipment and appliances in homemaking and absence of certain facilities at home for better homemaking could be the factors responsible for only a few respondents having highly favourable attitude, and a large percentage of respondents having less favourable attitude towards working women.

#### 4.6.3 EXTENT OF FAVOURABLENESS OF ATTITUDE TOWARDS WORKING WOMEN ACCORDING TO SELECTED VARIABLES.

It was found that the employed of Jorhat had favourable attitude toward working women. An attempt was made to further analyse the data to find out the extent of favourableness of the respondents' attitude towards working women according to the variables; as modern and traditional families, occupational class, income and years of job experience of the respondents.

Table 19 depicts that percentage of respondents having highly favourable attitude was more in the families practicing moderately modern homemaking than the families practicing traditional homemaking. This, in other words, can be explained that division of labour between husband and wife influences the employed women in shaping their strong attitude towards working women. Surprisingly, a contradictory finding was also noticed which may refute the

Table 19      Extent of Favourableness of Attitude Towards  
Working Women According to Traditional and  
Moderately Modern Families.

Extent of favourableness	Traditional families		Moderately modern families		Total	
	(N = 186)		(N = 204)		(N = 450)	
	f	%	f	%	f	%
Highly favourable	4	2.2	12	4.5	16	3.6
Favourable	116	62.4	150	56.8	266	59.1
Less favourable	66	35.5	102	38.6	168	37.3

previous findings. That, the percentage of respondents having less favourable attitude towards working women was slightly more from the families practicing moderately modern homemaking than the families practicing traditional homemaking. Here, the explanation can be that this division of families into traditional and moderately modern was not a sharp division having two extreme end of traditionality and modernity. Had the two groups been different from two extreme ends of modernity, the more distinct differences in their attitudes might have been reflected in the present investigation.

Table 20 reveals that the percentage of respondents having highly favourable attitude towards working women was predominately from class IV occupational category. Not a single respondent of class I category was having highly favourable attitude. Table 20 shows that class I respondents

Table 20 Extent of Favourableness of Attitude Towards Working Women According to Selected Personal Variables of the Respondents.

Extent of favourableness of attitude	Occupational classes of respondents								Total	
	Class I (N=26)		Class II (N=53)		Class III (N=361)		Class IV (N=10)		(N=450)	
	f	%	f	%	f	%	f	%	f	%
Highly favour-able	0	0	1	1.9	14	3.9	1	10.0	16	3.6
Favourable	19	73.1	33	62.3	208	57.6	6	60.0	266	59.1
Less favour-able	7	26.9	19	35.8	139	38.5	3	30.0	168	37.3

	Income of the respondents								Total	
	lower (N=89)		Lower middle (N=215)		Upper middle (N= .98)		Higher (N=48)		(N=450)	
	f	%	f	%	f	%	f	%	f	%
Highly favour-able	5	5.6	6	2.8	5	5.1	0	0	16	3.6
Favourable	43	48.3	127	59.1	66	67.3	30	62.5	266	59.1
Less favour-able	41	46.1	82	38.1	27	27.6	18	37.5	168	37.3

	Age of the respondents								Total	
	Young (N=271)		Middle (N=144)		old (N= 35)				(N=450)	
	f	%	f	%	f	%			f	%
Highly favour-able	9	3.3	7	4.9	0	0			16	3.6
Favourable	155	57.2	89	61.8	22	62.9			266	59.1
Less favour-able	107	39.5	48	33.3	13	37.1			168	37.3



Extent of favourableness of attitude	Year of Job Experience of Respondents						Total	
	1-4yrs		5-10yrs		more than 10 yrs		(N=450)	
	(N=71)		(N=169)		(N=210)			
	f	%	f	%	f	%	f	%
Highly favour- able	4	5.6	6	3.6	6	2.9	16	3.6
Favourable	39	54.9	99	58.6	128	61.0	266	59.1
Less favour- able	28	39.4	64	37.9	76	36.2	168	37.3

although did not have highly favourable attitude towards working women, were in the highest percentage having favourable attitude towards working women and were in lowest percentage having less favourable attitude towards working women. Within group comparison of respondents having different levels of attitude it was clear from the Table 20, that a large number of respondents from all the occupational classes were having favourable attitude towards working women. This indicates that no matter which occupational class it was, the respondents had favourable attitude towards working women with sizable percentages of respondents having less favourable attitude.

Table 20 also indicates that not a single respondent from higher income categories had highly favourable attitude towards working women. Highest percentage of lower income category had less favourable attitude towards working women. Surprisingly highest percentage of respondents again from

lower income category had highly favourable attitude compared to lower middle and upper-middle income categories. Looking at the contradictory picture of attitude of lower income category, it can be explained that it is not the income of the respondents which was responsible in shaping the attitude of the respondents towards working women.

Looking at the percentage differences in attitude levels according to the age of the respondents, it was the young and middle age group who had highly favourable attitude towards working women. The older respondents did not have highly favourable attitude towards working women.

It was also revealed that a large percentage of respondents had favourable attitude towards working women irrespective of their years of job experience.

It can be concluded that on an average, a large percentage of respondents from all the occupational classes, of different income categories, of different age groups and having different years of job experience, had favourable attitude and a sizable percentage of respondents approximately one third from all the above categories had less favourable attitude towards working women.

#### 4.6.4 ASSOCIATION BETWEEN THE ATTITUDE OF RESPONDENTS TOWARDS WORKING WOMEN AND MODERNITY IN HOMEMAKING, USE OF EQUIPMENT AND AVAILABILITY OF FACILITIES.

It was hypothesised that there was no significant association between the attitude of employed women and each

of the variables such as modernity in homemaking, use of equipment and appliances in homemaking, and the facilities available to employed women at home for better homemaking.

The Chi-square tests were computed to determine the aforesaid association. The Chi-square results showed that there were no significant associations among the attitude of employed women towards working women and all the selected variables (Appendix 11). Therefore, the null hypothesis was ~~accep~~ted for the present investigation. It can be concluded that it was not the modernity in homemaking or the use of equipment and appliances in homemaking or the facilities available at home for better homemaking were influencing the attitudes of these women towards working women.

#### 4.6.5 RELATIONSHIP BETWEEN THE ATTITUDE OF EMPLOYED WOMEN AND THE SELECTED PERSONAL AND DEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS AND THEIR HUSBANDS.

This section presents the findings of correlations among attitudes of employed women towards working women and the personal and demographic characteristics of the respondents and their husbands. Only significant correlations are explained here. The non significant correlation values have been put in Appendix 15.

The null hypothesis was formulated that there was no significant relationship between the attitudes of employed women and each of the selected personal and demographic characteristics of the respondents and their husbands.

Pearson product moment correlations were computed to determine the relationship.

Table 21 Significant Correlations Among Attitudes of Employed Women and the Selected Attributes of Employed Women.

Sr. No.	Independent variables	df	r values
1.	Respondent's qualification	448	0.1219
2.	Husband's qualification	448	0.1415
3.	Husband's income	448	0.1136

\*\* denotes r significant at 0.01 level

The data in Table 21 disclose that attitudes of employed women towards working women were related significantly to their qualification and income and the qualification of their husbands. Hence, the null hypothesis was partially rejected.

Positive correlations were found among the qualifications of both the respondents and their husbands and the attitudes of the respondents (Table 21). In other words, higher the educational level of the respondents and of their husbands, more favourable was the attitudes of the respondents towards working women. This can be explained that educated people develop broader views regarding different aspects, such as equal division of labour in household chores, better use of equipment in homemaking and

creating various facilities. The educated men and women valued education and thereby employment. Husbands' higher education was generally reflected in his behaviour towards his working wife. This, in turn helped women to develop better attitude towards working women. Moreover, higher the education better is the occupational class and thereby better income. Therefore, highly educated people earn higher income. With more income, some of the physical facilities can be increased at home which will lead to favourable attitudes towards employment of women.

A positive correlation was also found between the income of the husbands and the attitude of the respondents. Higher was the income of the husbands, more favourable was the attitude of employed women towards working women. The aforesaid paragraph also explain's this significant correlation of attitude with income of the husband. Respondents whose husband's income was more may lead a better standard of living by involving servants, availing outside agencies for care of children, using more equipment in homemaking and having better facilities at home. Obviously the wives of these husbands who earned high income must have developed favourable attitudes towards working women.

Thus, it can be concluded that qualification of both the husbands and wives had significant correlation with the attitude of employed women towards working women. It can be suggested to the younger generation to opt for higher education and to choose a life partner who is equally or more

qualified. Here, once again, one can realise the value of education in day to day living. Agarwal's (1983) study revealed that equal education of husband and wife was found to have a positive relation with sharing of household work by husbands. He also found that higher the role of women in economy of the family, higher was her status. There was a positive relationship between high education of wives and their contribution in child-centred decisions.

Hence, to develop a favourable attitude towards employment of women, one can not deny the value of education. This education may not always be an education with an academic degree, but some education to both men and women to be given either in nonformal or informal ways to sensitize men and women regarding the role of working mothers.

#### 4.7 Problems Faced by the Employed Women of Jorhat

The various problems faced by the employed women of Jorhat have been discussed in this section. This section is classified into following subsections :

- Frequency and percentage distribution of respondents indicating their problems under different areas.
- Problems faced in carrying out responsibility of household work.
- Problems with paid help.
- Problems due to undue rigidity of the family members.
- Problems with community facilities and services.

- Personal problems faced by the respondents.
- Differences in problems faced between moderately modern and traditional families.
- Association between problems of employed women and each of the variables, such as, use of equipment and appliances in homemaking, facilities available at home for better homemaking and attitude of employed women towards working women.
- Association between problems of employed women and each of the selected personal and demographic characteristics of respondents.

#### 4.7.1 FREQUENCY AND PERCENTAGE DISTRIBUTION OF RESPONDENTS INDICATING THEIR PROBLEMS UNDER DIFFERENT AREAS.

An exhaustive list of problems perceived from different angles, were provided to the respondents to recognise their own problems. On the basis of their response as to problems 'faced' and 'not faced', percentages of employed women facing the problems were calculated for different problems. On the basis of the percentage of respondents facing a problem, the most dominating problems were identified. The various problems under different areas are presented next.

##### 4.7.1.1 Problems In Carrying Out Responsibility Of Household Work

The employed women of Jorhat faced some problems in carrying out the responsibility of household chores. Table 22 depicts such problems.

Table 22 Frequency and Percentage Distribution of Respondents Facing Problems In Carrying Out Responsibility of Household Work.

Sr. No.	Problems	(N = 450)	
		f	%
1.	Children are too small to help	249	55.3
2.	Too many family responsibility.	216	48.0
3.	Lack of Co-operation from Children	112	24.9
4.	Lack of Co-operation from inlaws	90	20.0
5.	I never handled any responsibility as I was overprotected	83	18.4
6.	Husband posted in some other place	81	18.0
7.	Lack of Co-operation from husband	77	17.1
8.	I lack confidence in homemaking tasks	33	7.3
9.	Negligence of husband towards me	9	2.0

Table 22 reveals that the highest percentage of respondents faced the problem of carrying out household responsibility solely as their children were too small to help. As these women had small children, and many of the women did not get co-operation from inlaws and husbands, they had to perform many family responsibilities by themselves. That became a problem for them. Husbands of some respondents were posted in some other place and that was the cause of problem in performing household responsibilities alone. A small percentage of respondents did not get co-operation from their husbands. A few did not have confidence in homemaking tasks.



Though a small percentage of respondents did not get co-operation from their husbands and a large percentage of respondents complained about performing too many homemaking responsibilities, yet a negligible percentage of women perceived the negligence of husband towards them.

It may be explained that percentages of respondents facing the problems to carry out homemaking responsibility was in varied degree, still a large percentage of the respondents consciously wanted children's help and unconsciously they did not perceive the lack of help from their husbands in performing home making tasks. It may be because they never expected their husbands to share the homemaking activities. Had the husbands helped their working wives adequately, there would not have been any complaint about too many family responsibilities by a large percentage of respondents. This finding reflected women's own submissive nature and lack of courage to expect and ask for help from their husbands. Mani (1987) also reported similar findings. It was found in that study that 62 per cent of husbands insisted their wives to be at home between 5.30 and 6.0 p.m., irrespective of the pressure of work in the office. It was further revealed from the study that 49 per cent of the women also felt their first priority was only home (husband and children) and they themselves did not like to stay in office after 5 p.m., at any cost. This kind of mentality in women no matter whether caused by the suppression or domination of husbands or women's own

submissiveness is in no way helping women in their professional challenge. It is advisable that working women of all strata should be made partially free from the sole responsibility of performing household chores.

#### 4.7.1.2 Problems With Paid Help

Nearly 40 per cent and more respondents faced the problems with servant

Table 23 Frequency and Percentage Distribution Of the Respondents Facing Problem With Paid Help.

Sr. No.	Problems	(N = 450)	
		f	%
1.	Absence of servant in peak hours of work	199	44.2
2.	Servant is not efficient	188	41.8
3.	Not having a full time servant	182	40.4
4.	Servant is not reliable	169	37.6
5.	Not having a gardener	162	36.0
6.	Not having a part time servant	151	33.6
7.	Not having a sweeper	133	29.6
8.	Not having a driver	127	28.2
9.	Cannot afford a servant	61	13.6

The problems with paid help represented in Table 23 were either absence of servants, inefficiency of servants or lack of reliability in servants. More than one-fourth to one-third of the respondents faced the problems regarding absence of

driver, sweeper, part time servants and gardeners. Only a minimum percentage of respondents reported their inability to keep servants at home. It can be concluded that all the different problems regarding paid help were faced by the employed women of Jorhat although in varying degrees. Based on research studies as well as from general observation, it has been believed that the servant problem is not only a problem of Assamese employed women, it is a problem today almost everywhere in India. Bhoite (1988) found in her study with lower middle class employed women that they faced the problems of servant in performing household chores. There is a scarcity of efficient and reliable servants. Generally, domestic servants get less freedom and monetary security. They prefer to join factories, industries and other formal organizations, where the salary is definitely higher with other securities. They find it prestigious also to work in such organisations. Freedom is one's birth right, therefore, this class of people may gradually diminish from domestic field and start joining the formal organised field of work.

Hence, some arrangements should be made in our homes especially the homes of employed women to get rid of the problem of servants. It is suggested to mitigate the problem of servant by self help, ample co-operation, understanding of one another's time schedule, optimum use of modern gadgets and better facilities at home to do homemaking tasks comfortably.

#### 4.7.1.3 Problems Due to Undue Rigidity Of Family Members

It is not always true that the problems faced by the employed women are due to absence of certain facilities either in the form of division of labour or use of gadgets or certain physical facilities. There are some problems also resulting from the undue rigidity of the family members like certain compulsion or restriction to women. This is a hindrance - to women's self development. An attempt has been made to find out such problems faced by the employed women of Jorhat city Table 24 represents such problems.

It is clear from Table 24 that nearly 50 per cent respondents reported the problem of insistence that homemaking activities be done only by women. One-fifth of the respondents complained the problem regarding special importance of males in the family by giving first preference to them as far as food is concerned. Some respondents faced problems regarding the particular food habits of family members.

Some of the families were found to be still traditional as they put a number of restrictions on the women during their menstruation. Some respondents had to perform too many religious rituals at home. Some complained that their husbands never accepted homemaking as a joint activity and did not recognise their wives to be equal earners.

Table 24 Frequency and Percentage Distribution of Respondents Facing Problems Due to Undue Rigidity Of Family Members.

Sr. No.	Problems	(N = 450)	
		f	%
1.	Insistence on homemaking activities to be done by women only. e.g. food is to be cooked and served by females only	220	48.9
2.	Family members do not accept some meals prepared in pressure cooker	102	22.7
3.	Serving of food first to male members of the family	98	21.8
4.	Difficulty in changing meal pattern of our family due to traditional food habits.	80	17.8
5.	A number of do's and don'ts during menstruation to be followed.	77	17.1
6.	Too many religious rituals to be performed by me at home	74	16.4
7.	My husband does not accept that homemaking is a joint responsibility of both me and my husband	54	12.0
8.	My husband does not accept the fact that I too am a bread winner.	34	7.6

Looking at the data in Table 24, it can be explained that some of these problems were not completely peculiar problems of Assamese women only. It is the problems faced by every Indian employed women no matter whether she resided in East, West, South or North. Some similar and peculiar findings as far as restrictions were concerned were observed

in the studies of few researchers. Sinha and Prabha (1988) reported that the married women engaged in blue collar jobs were generally not allowed to talk to husband in presence of family adults, and to have male friends whom husbands disliked. The white collar working women encountered restriction mostly on having male friends, female friends whom husbands disliked and also on going out for recreation with friends. A study of Agarwal (1988) also revealed the husbands of the working women in his sample who tried to avoid household work which was considered an inferior and womanly job. Most of these women were not free to spend their own earnings.

The present study clearly showed that it was the rigidity in mental outlook of the husbands who did not recognise their wives to be professional persons like them. On the contrary, they demanded their wives many any responsibilities to be performed at home inspite of their employment. The studies of Chaudhary (1981) and Kapoor (1984) showed similar findings. Husbands of employed women in both the studies objected the employment of their wives mainly due to neglect of household work and inadequate care of children.

The problem of some restrictions during their menstruation faced by some of the women of the present study is indeed objectionable. Menstruation is a natural process in women. When certain unscientific and illogical restrictions were forced on these working women during this

period they found it difficult to cope up with their employment. The family members who are orthodox in their outlook need to be properly educated and counselled through some programmes--informal training through mass media that can change their beliefs, culturally inherited from ages. However, it is a difficult task to bring out people from traditional beliefs. Mani (1987) reported that as long as the family is not authoritarian and traditional and the husband is co-operative, the working women finds life smooth sailing, irrespective of the number of roles she has to play. The family structure of the sample of Mani's study was mostly modern and non traditional, hence there was no problem in this context.

#### 4.7.1.4 Problems With Community Facilities And Services :

Some of the problems arose due to lack of sufficient community facilities and services in the localities of the employed women of Jorhat. Such problems are depicted in Table 25.

It is revealed from Table 25 that a large number of respondents faced many problems regarding community facilities and services. It is a common talk among the people in Jorhat that this place is devoid of certain facilities like insufficient electricity supply, exorbitant price of eatables, scarcity of water, lack of day care centres, absence of parks for children etc. Majority of the

Table 25      Frequency and Percentage Distribution of the  
Respondents Facing Problem With Community  
Facilities And services.

Sr. No.	Problems	(N = 450)	
		f	%
1.	Frequent failure of electricity	341	75.8
2.	Lack of fast food centres	252	56.0
3.	Lack of communication facilities, specially after dark	247	54.9
4.	Lack of good quality hotels and restaurants at reasonable price	245	54.4
5.	Insufficient supply of cooking gas cylinder	243	54.0
6.	Lack of childrens' park nearby	233	51.8
7.	Insufficient water supply	216	48.0
8.	Odd hours of water supply	183	40.7
9.	Lack of fish market nearby	163	36.2
10.	Lack of day care centres or creches	143	31.8
11.	Lack of shopping centre	100	22.2
12.	Lack of laundry nearby	89	19.8

respondents faced electricity problem followed by more than 50 percent of respondents faced the problem of fast food centres, communication facility, in sufficient watersupply and absence of children's park. One- third of the respondents faced the problems of fish market nearby and lack of day care centres for children. some respondents complained about absence of shopping centres and laundry within their reach.



Looking at the findings of Table 25, it can be explained that Jorhat is an under developed place though it was declared a third class city only recently. Due to insufficient supply of basic requirements like water, electricity and cooking gas, the families had to undergo a tremendous distress especially where both the husbands and wives were engaged in job. However, some of these problems could be solved by Home Science graduates. The graduates of Home Science college can start certain enterprenureship projects like day care centres and fast food centres. Some other problems like problems of electricity, watersupply, shopping complex and communication facilities can be solved by organising local youths and adults to protest against the insufficient supply of the basic commodities and demand for the same in collaboration with other voluntary agencies like Mahila Mandals and Youth Clubs, which would activate local government.

#### 4.7.1.5. Personal Problems Faced By The Respondents:

The employed women of Jorhat had many personal problems which they found difficult to cope up with their employment. Table 26 represents the personal problems faced by the employed women.

Most of the respondents were not made free from their household responsibilities and at the same time some of the respondents were preoccupied with problems at job while at

Table 26 Frequency and Percentage Distribution Of The Respondents Indicating Their Personal Problems

Sr. No.	Problems	(N = 450)	
		f	%
1.	Inability to drive a vehicle like bicycle, scooter or a car	313	69.6
2.	Lack of time due to over burden of house keeping activities	276	61.3
3.	Feeling of tiredness	268	59.6
4.	Preoccupied with some problems at job while at home	161	35.8
5.	Loss of temperament	96	21.3
6.	Moodiness	65	14.4
7.	Mental tension in job	60	13.3
8.	Deteriorating health	59	13.1
9.	Loss of interest	45	10.0

home. That may be the reason why some of the respondents complained about loss of temperament, deteriorating health and loss of interest. Some of the respondents suffered from mental tension in job.

It can be inferred from the aforesaid findings that the employed women of Jorhat faced a multiple personal problems. These problems were mainly unequal distribution of household work which led to fatigue and tiredness in women. The women of this study perhaps were not recognised fully as professional persons by the family members and especially by

the husband. As most of the families in the present investigation were nuclear families, husband's lack of recognition of their wife's professional status resulted in overwork on the part of the wives. This might have resulted in health deterioration, mental tension and fatigue in women. The drudgery of work was also not reduced even outside home due to their over dependence on others for conveyance. Similar findings have been reported by other researchers. Coverman (1985) revealed the psychological problems of employed women. She found anxiety was the most common followed by emotional stress, depression and job dissatisfaction. She found in her sample that the most common physical problem was the headache.

The respondents of the present investigation also reported loss of interest, loss of temperament and mental tension in job. The reasons may be unequal treatment between men and women in job or lack of certain facilities at home and office. Study of Crowley (1988) also indicated that women of his sample had been appointed at a significantly lower level than men and remained at lower level. The problem of inadequate facilities was also reported by Chaudhary (1981) as long working hours and lack of proper transport facilities affecting the job satisfaction in employed women.

Therefore, to keep physical and psychological worlds of man and woman balanced, the women should be equally respected and treated as an individual. Recognition and appreciation of women's housework as well as professional

tasks, can accelerate the women's proficiency of work, both at home and in work place, and thereby reducing the problems they faced. Strategies should be made to lessen the problems perceived by these employed women through different innovative approaches. Husbands' supportive role, supply of personal vehicle or facilities for pool vehicles and special attention to the health of the employed women are important measures to lessen the problems of employed women. Therefore, a combination of different approaches such as psychological approach, emotional approach, physical approach, mechanical approach and technological approach. Whatever approach be made to tackle the problems of employed women.

#### 4.7.2 DIFFERENCES BETWEEN MODERATELY MODERN AND TRADITIONAL FAMILIES IN THREE PROBLEMS.

The t-test was applied to find out the significant differences in problem faced by moderately modern families and traditional families. It was found that the differences between moderately modern families and traditional families in the five different areas of problems were not significant (Appendix 16). Hence, the null hypothesis was accepted. When overall problems, irrespective of areas were seen between the two families, the t-value was 2.02 which was significant at 0.05 level. Therefore, the null hypothesis was rejected.

In the families practicing moderately modern homemaking, the number of problems was also expected to be lower. But surprisingly, the mean number of problems of

moderately modern families was slightly more than the mean number of problems in traditional families. This may be because the division of labour in these two groups of families was not different from two extreme ends of modernity and traditionality.

It may be concluded that problems were related not only to division of labour but also to other factors like use of equipment, facilities available and attitude of employed women. The problems in different areas were also due to servants, lack of community facilities, rigidity of family members, and of personal level. Further analysis of data showed the association of problems with other variables.

#### 4.7.3 ASSOCIATION BETWEEN PROBLEMS OF EMPLOYED WOMEN AND USE OF EQUIPMENT, FACILITIES AVAILABLE AND ATTITUDE OF EMPLOYED WOMEN TOWARDS WORKING WOMEN.

The Chi-square tests were applied to find out the association between problems of employed women and each of the above mentioned variables.

The Chi-square values depicted in Table 27 showed significant association between the problems faced and number of facilities available at home for better homemaking. Chi square value was also found to be highly significant with the attitude of employed women. Hence, the null hypothesis was partially rejected. Problems faced by the employed women and use of equipment in homemaking was not significantly associated (Appendix 12). Therefore the null hypothesis was partially accepted for this variable.

Table 27      Significant Association Between the Problems Faced by the Employed Women and Facilities Available at Home and Attitude of Employed Women Towards Working Women.

Sr. No.	Variables	df	Chi square value
1.	Facilities available at home for better homemaking	2	7.67
2.	Attitude of employed women towards working women	2	15.04

\*      Significant at 0.05 level  
 \*\*\*   Significant at 0.001 level

The distribution of respondents in the chi-square table (Appendix 18.5) showed interesting findings. The highest percentage of respondents having more facilities were faced with more problems followed by respondents having less facilities and no facility at all. Same was the case with attitude (Appendix 18.5). Hundred per cent of the respondents having highly favourable attitude towards working women were facing more problems followed by respondents having favourable and less favourable attitude. The absence of different types of paid help, lack of division of labour between husband and wife in homemaking and absence of certain community facilities such as electricity, cooking gas cylinder etc., compelled the respondents in not using certain facilities and equipment, resulting in having more problems.

The significant association between the attitude of employed women towards working women and their facing more problems gives rather an encouraging picture. This may be explained that even inspite of facing more problems these women still possessed more favourable attitude towards working women. Therefore, to sustain their attitude and to respect their sele towards their own employment, there lies the duty of all concerned to lessen the various problems of employed women. In turn, it will give them pleasure out of their employment.

#### 4.7.4 ASSOCIATION BETWEEN PROBLEMS OF EMPLOYED WOMEN AND THEIR PERSONAL AND DEMOGRAPHIC CHARACTERISTICS.

The Chi-square tests were applied to determine the association between the problems of employed women and the personal and demographic characteristics, for each problem area. Only the significant associations are given in this section. The non significant associations are given in Appendix 17.

Table 28 shows that problems in carrying out responsibilities of household work were significantly different according to age, qualification and income of the respondents. Singificant differences were also found according to occupational class, qualification and income of the respondents.

Table 28 Significant Association Between Problems of Employed Women and Their Personal Characteristics.

Personal characteristics	Different areas of problems				Problems faced in overall areas	
	Problems in carrying out responsibilities of Household work	Problems regarding undue rigidity of family members	Personal problems			
	Chi-square value	df	Chi-square value	df	Chi-square value	df
Husbands' occupation class	10.24*	3	--	16.42*	6	--
Husbands' income	11.51**	3	--	12.90*	6	8.66*
Husbands' qualification	18.70***	4	38.94***	8	--	9.50*
Respondents' income	18.93***	3	--	--	--	--
Respondents' qualification	10.20*	4	36.67***	8	--	9.98*
Respondents' age	6.53*	2	--	--	--	--

\* denotes significant at 0.05 level

\*\* denotes significant at 0.01 level

\*\*\* denotes significant at 0.001 level



The qualification of the respondents and their husbands were also significantly associated with problems regarding undue rigidity of the family members. Husbands' occupational class and income were significantly associated with the personal problem of the employed women. Looking at the overall picture it was only the husbands' income and qualification of both respondents and their husbands found to be significantly associated with the problems of employed women (Table 28). Therefore, the null hypotheses were partially rejected for the variables shown in Table 28. The other personal and demographic characteristics which did not show significant association with problems of employed women are given in Appendix 17.

The distribution of respondents in the Chi-square Tables, (Appendix 18) showed that larger percentage of respondents from higher occupational group, higher income and higher qualification level, faced more problems than the lower categories. This may be explained that respondents with higher qualification generally were in higher posts. They had greater responsibilities towards their jobs and therefore, perhaps had to stay at office for more than schedule period or they may have to do frequent tours. Same may be the case with the respondents whose husbands were in higher occupational group, higher qualification and higher income. These higher occupational employed women perhaps did not have time available to them to perform homemaking responsibilities at ease or might not have servant or

reliable servant and felt the absence of many community facilities. Division of labour was also probably less. These may be the reasons why these women faced more problems. Highly qualified women on the other hand, could not simply accept the unequal treatment to women or certain undue restriction put on women by family members. The higher levels of qualifications, occupation and income of employed women have stronger perception of unwanted environment created by the family members with traditional and orthodox mentality may be another reason of more problems faced by them.

There was no significant association between personal and demographic variables of respondents and the problem areas, such as problems with paid help and problems with community facilities and services (Appendix 17). This may be explained that the problems of paid help especially the problem of domestic servant was a genuine and a common problem with all employed women, irrespective of any background characteristics. Therefore, no significant association was found with personal characteristics of respondents. Similar was the case with community facilities and services. Both these problem areas may be explained as a common public problems for all socioeconomic groups.

All efforts should be made to increase various facilities in terms of equipment, division of labour, domestic servant and certain community facilities made available to employed women. Some facilities at work place

also need to be increased so that the jobs can be made attractive to women creating motivation of younger generation of women to insist for higher education and thereby to get a better gainful employment, should be the topmost needs of all concerned, right from the family to national level.

Reducing the problems of employed women and increasing the number of women in gainful employment should be the priority given in all spheres for the progress of the country. In this context Agrawal (1989) commented :

No country has developed rapidly over a long period without having been to some extent liberating women from their traditional household chores and without their close association in various socio-economic productive-oriented programmes.

(Agarwal, 1989 p-67)

#### 4.8 Guidelines For Development of a curriculum in Home Science Extension Education to Take Measures concerning the Problems of Employed Women.

##### Introduction

Issues of employed women should be considered as critical inputs in the curriculum of Home Science. Despite all the developmental measures and constitutional guarantees, women have lagged behind men in almost all walks of life. Women are subjected to both job discrimination as well as wage discrimination particularly in the unorganised sector. Women are not professionally recognised both at the work place and at home as their male counterparts. Work performed

by women, is always undervalued and no appreciation is given for their work. Several reasons or factors are responsible for the poor recognition of women in Indian society.

Women's participation in labour force affects every aspect of life including child rearing pattern, trends in fertility, marriages and divorce, patterns of marital power and decision making and demand for supportive services in the economy. Therefore, Rozen (1979) commented :

The greatest changes of the twentieth century may result not from atomic energy, the conquest of spaces or the depletion of resources - but rather from the tremendous increase in the proportion of women working outside the home.

(Rozen, 1979 p.1)

In past, family and locality operated as primary sources of identity of woman but it is not true today. In modern society, work is a source of personal identity of every woman. Hence, more and more women are attracted to work outside home. But women have to undergo a tremendous distress to make a balance between their home and job. Women's depressed status in labour force is one of the most significant aspects of subordination, and it is an area that can be pointed to, analysed and evaluated.

The Home Science curriculum includes activities with members of the community through its extension work. It puts special emphasis on encouraging all women to be self sufficient by taking a vocation or enterprenureship. Looking

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at the different physical conditions of employed women's families, their attitudes towards working women and various problems faced by them in the present investigation, the following aims and objectives are defined for the development of a guideline for a women-oriented home science curriculum.

### **Aims and Objectives**

The objectives for development of guidelines to deal with various issues of employed women through Home Science curriculum are given below :

1. To encourage college students for employment.
2. To develop supportive attitude towards employed women.
3. To sensitize the family, especially the man in our society to recognise the role and contribution of employed women.
4. To counsel the young boys and girls regarding family life education in the context of employed mothers and wives.
5. To develop awareness among employed women regarding various physical facilities for homemaking that can be acquired.
6. To recognise the problems of employed women and develop measures to minimise them.

Based on the major findings of the present investigation, suggested programmes for Home Science

curriculum are worked out.

#### 4.8.1 MAJOR FINDINGS AND SUGGESTED CURRICULA ON MODERNITY IN HOMEMAKING IN EMPLOYED WOMEN'S FAMILIES OF JORHAT.

- Majority of the respondents were practicing traditional homemaking in the area of food and clothing.
- Majority of the respondents were practicing moderately modern homemaking in the area of management of resources and child development and family relations.
- Families practicing moderately modern homemaking were more than the families practicing traditional homemaking in overall homemaking areas.
- Not a single family was practising modern homemaking.
- Modernity of homemaking was negatively correlated with age and job experience of respondents, difference of age between husband and the respondents and respondents having younger children.

#### Teaching

The following teaching programmes are suggested for undergraduates home science students

##### Objectives

- To develop the concept of traditional and modern homemaking on the basis of division of labour between man and woman.

- To develop awareness of the possibility of transforming traditional homemaking into modern homemaking by sharing the homemaking tasks among the family members.
- To develop the understanding among students that modern homemaking is superior to traditional homemaking in employed women's families.

### Content

The emphasis is on the performance of the homemaking work rather than the worker. The various tasks in homemaking such as activities in food, clothing, management of resources, and in the area of child development and family relations should be identified as tasks and should be divided among the members of the family mutually, especially between the husbands and wives of nuclear families when the children are small.

The impact of traditional homemaking and modern homemaking on the employed women's families : modern homemaking leads to recognise the women professionally whereas, traditional homemaking gives priority to the homemaking of the employed women rather than their professions.

In modern homemaking husbands need to support their wives to go for interview for better posts, encourage transfer with promotion and encourage professional tours and

retraining, whenever opportunities arise. Substitute arrangements are possible under certain circumstances.

### Learning Experiences

Debates and symposia for students followed by discussion on the topics concerning employed women, such as :

Importance and need for modern homemaking  
in the dual earner families.

-- Constraints to modern homemaking -  
New roles of husbands and wives

Invite some employed women to give first hand experiences about home and job situations.

### Research

To develop better understanding of concerns of employed women of specific categories of jobs.

- To identify the factors that push back the employed women to practice traditional homemaking.
- To study the impact of traditional and modern homemaking on the development of the women.
- To maximise resources for modern homemaking to prepare compilation of success stories of modern homemaking practiced by employed women.



### Extension

**Target :** Identify several small groups of employed women's families with similar characteristics such as age, age difference between husband and wife, occupation, etc. e.g. all older employed women or all employed women whose difference of age with their husbands' is more, or all nurses, or all school teachers, all clerks, etc.

**Input :** Advantages of modern homemaking over traditional one in employed women's families.

**Activities :** Prepare and distribute booklets or pamphlets consisting of comparative illustrations of dual earner families, practicing traditional homemaking and modern homemaking with their positive and negative consequences. The illustrations in booklet or pamphlet should carry role model of the group to whom it is distributed.

Distribution of booklets can be followed by a documentary film on - modern homemaking in employed women's families. The session should end with a lecture of a resource person drawn from the community. The resource persons can be the parents of the students whose mothers are working women. Such a discussion session should be accompanied by the husbands of the women participating in the discussion. Interaction with both the spouses will help one another in

accepting a changed pattern of homemaking i.e. Modern homemaking over the traditional one.

- Evaluation

1. A reaction scale should be administered among the participants after each session is over.
2. After an interval of a couple of months a questionnaire should be administered to the women in the families who participated in the programmes to know the changing role of the family members.

4.8.2 MAJOR FINDINGS AND SUGGESTED CURRICULA ON USE OF EQUIPMENT AND APPLIANCES IN DIFFERENT AREAS OF HOMEMAKING IN THE FAMILIES OF EMPLOYED WOMEN AND REASONS FOR NOT USING MODERN EQUIPMENT.

- On an average, majority of respondents used few equipment in homemaking activities.

- More equipment, appliances or games and entertainment items in the area of child development and family relations were used by highest percentage of respondents (45.3%) compared to the other areas. Food was the next important area where 22.9 per cent respondents had more equipment and appliances.

- A small percentages of respondents (7.8%) used maximum equipment in the area of clothing followed by an even smaller percentage of respondents (5.6%) using maximum equipment in the area of management of resources.

- Use of equipment and appliances in any area of homemaking was predominantly determined by occupational class, income and qualification of the respondents and their husbands. Respondents from higher income and higher level of educational qualification used more equipment and appliances than the lower categories.

Reasons for not using equipment

- Majority of the respondents from all occupational classes did not use some modern equipment as they found convenient to perform homemaking with traditional, conventional methods.

- Majority of respondents did not use certain modern equipment and appliance as they needed careful handling.

- Majority of the class IV employees and a large number of class III employees did not use modern equipment as these equipment were expensive.

- Reasons identified for not using modern equipment were more from the traditional families than the moderately modern families.

- The reasons for not using modern equipment due to discouragement from the husband and inlaws were identified by more respondents belonging to class III and, a few from class II employees.

- Lack of knowledge to use equipment was felt by large percentage of class IV employees, some of class III employees and a few from class II employees.

Based on the major findings related to use of equipment and reasons for not using equipment, following research and extension programmes are suggested to be incorporated in Home Science curriculum.

### Research

The research concerning household equipment and appliance in urban, employed women's families are given below.

- To explore the varieties of household equipment and appliances of different prices available in the renowned shops of Jorhat city.
- To conduct some case studies of specific employed women's families having similar characteristics, regarding their food habit, clothing practices, child caring and rearing practices and management of time, money and energy by them.

### Extension

Target : The specific groups of employed women having similar characteristics.

Input :

- Disseminate the knowledge of various inexpensive equipment available in the local market to the employed women.

- Develop the skill of employed women in using different equipment and appliances.

- Educate employed couples about work simplification methods using equipment in various areas of homemaking.

- Encourage the employed couples to go for higher education or training if possible to get a higher category of occupation.

- Motivate the employed couples to give higher education to their children so that the children will join a higher profession, earn more money and can lead a comfortable life with optimum use of equipment and appliances.

- Encourage women to save some money for buying equipment expecting that their husbands will be attracted to share homemaking with the use of equipment.

- Give detail information to the employed couples regarding the buying of equipment on installment and loan basis.

## Activities

- Distribute the handouts containing the list of household equipment and appliances along with their prices and source of availability to a small percentage of employed women of all categories of occupation. The handouts should carry the information regarding installment buying. It should also carry the address of the Department of Extension Education, college of Home Science, AAU to be contacted for more copies and further information if needed.
- Invite the employed women to be collected in small groups at a convenient venue for lecture, discussion and demonstration classes on importance and use of equipment in homemaking.
- Conduct a demonstration class on use of different equipment as required by the groups and discuss the work simplification method with the use of equipment.
- Conduct a role play depicting the families of the target group showing advantages in the use of equipment due to higher education or advanced training which will increase one's salary thereby enable one to buy more equipment. This idea can be given in the form of booklet or drama on T.V. or Radio.
- Have a discussion session on need of higher education of children especially the girl child. Involve if possible both the husband and wife of the employed couples. Similar

ideas can be introduced through booklets, T.V. serial or discussion session in radio. The undergraduate students of Home Science college should be involved in preparing different audio visual aids for introducing various inputs to the target group.

- Conduct a lecture or give a writeup in local news paper on "Save some money for equipment". The lecture can be given by a resource person preferably selected from the target group to share her positive experiences of saving some of her salary to buy equipment. Put colourful posters for the lecture e.g. "Save money for equipment today, tomorrow equipment will save your money".

Evaluation : After each session of extension activities distribute a small questionnaire to the participants to know their gains and experiences from the session.

#### 4.8.3 MAJOR FINDINGS AND SUGGESTED CURRICULA ON FACILITIES AVAILABLE TO EMPLOYED WOMEN AT HOME FOR BETTER HOME MAKING.

- The respondents had all the facilities in varying degrees except the facility of running water, separate sewing room and separate room for children, which were possessed by only a minimum percentage of respondents.

- Facilities available at home were highly significantly associated with the use of equipment in homemaking. Respondents with better facilities used more equipment.

- Facilities at home were associated with occupational class, income and qualification of respondents and their husbands. Respondents of higher occupational class, higher income and higher qualification possessed more facilities than those having the lower levels of all three variables.

Based on the above findings regarding facilities available to employed women, the following programmes are suggested for Home Science curriculum.

### Teaching

**Objective :** To develop awareness among the undergraduate students regarding varieties of facilities that can be availed according to the type of house one resides in, and their level of income.

**Content :** Different type of facilities can be made in one's place of residence for conducting homemaking at ease. Such facilities can be inbuilt and permanent or portable and temporary, having similar functional values. There are different ways of construction of such facilities. Facilities can be made suitable according to type of house, space limit and also according to one's level of income.

### Examples

1. Instead of a permanent washing basin fixed to a wall, one can have a portable basin if it is not one's own house. Portable basins are suitable for rented houses



with limited space.

2. Instead of a permanent dinning table, one can use the shutter of a rectangular wall cupboard opened for use as a dinning table whenever necessary, if space is scarce.
3. Use of folding chairs and tables.
4. Varieties of storing facilities with maximum use of space.
5. Tap fitted to a plastic bucket can be kept adjacent to a sink and can be used for washing utensils right in the Kitchen without realising the absence of a running water for washing utensils. Similar arrangement can be done in bathroom also. It is particularly suitable for rented houses where many such facilities are portable.
6. A wall hanging with number of pockets of different shapes and sizes to keep all sewing accessories, hanged near sewing machine can partially fill up the absence of seperate sewing room.

Many more such ideas can be transferred first to the students then through the students to the employed women of the community by extension programmes.

**Learning Experiences :** The students will listen to a lecture cum demonstration class in the college laboratory. With the supervision of the teacher and the help of a

carpenter the students will make models of different facilities preferably made with light weight wood. The students will construct variety of models of same facility having similar functional values. They will make both expensive and inexpensive models.

The students will work out with the carpenter the price of actual object, for people if they want to make. The students after preparing a model will make booklets to give detail instructions of preparing a particular facility at home. The booklets should carry as much of illustrations as required to understand the matter. There should be separate booklets for different ideas to be presented.

Home demonstration or community demonstration can also be conducted.

### Reasearch

Following survey work can be conducted taking a small sample of employed women families.

- To find out the sizes and number of rooms in rented houses for middle income groups.
- To find out the percentages of planned and unplanned houses of employed women whether rented or owned.

### Extension

- Target : Small groups of employed couples having similar characteristics such as, type of residence, level of

income, etc.

- Input : Easy to make, inexpensive facilities at home for better homemaking for employed women's families having limited space at home, limited income and limited time.

- Activities : Conduct demonstration cum lecture sessions with small groups of employed women, preferably with their husbands. Give lecture on advantages and use of various facilities that could be built in one's house for better homemaking.

Distribute the booklets for detail information for follow up of facilities.

Try out the facilities in one of the employed women's families preferably near the college campus. Use the house as a model house for motivating other employed women of similar economic background.

Emphasize on importance of facilities for optimum use of equipment.

Contact some carpenters who can construct the exact facilities demonstrated, at reasonable price for the employed women's families. Build a proper linkage between the carpenters and the employed women for orders of different types of facilities to be built.

Evaluation : Administer a reaction scale among the participants in the demonstration class for the evaluation of

the extension programme.

#### 4.8.4 MAJOR FINDINGS AND SUGGESTED CURRICULA ON ATTITUDE OF THE EMPLOYED WOMEN OF JORHAT TOWARDS WORKING WOMEN.

- The employed women of Jorhat had favourable attitude towards working women.
- Percentage of employed women having favourable attitude towards working women was more than those having less favourable attitude.
- Only a negligible percentage of respondents had highly favourable attitude towards working women.
- Respondents who had highly favourable attitude were predominantly from families practicing moderately modern homemaking.
- Respondents having favourable attitudes were more in higher income groups.
- The percentage of respondents having favourable attitude was more in older age group than the middle and younger age groups but percentage of respondents having highly favourable attitude was more in middle age group.
- Respondents with more than 10 years of Job experience were more in percentage having favourable attitude towards working women.
- The Percentage of respondents having favourable attitude

were more in class I occupation than other occupational classes.

- Attitudes of respondents towards working women were positively correlated with the qualification of both the respondents and their husbands and income of the husbands.

### Teaching

**Objective** : To develop a highly favourable attitude of home science undergraduate students towards working women.

**Content** : The undergraduate students of home science should be taught to develop understanding towards women's employment. They should be made to understand the advantages of being employed. The educational, social, psychological and economic gains of being employed should be emphasised. They should be made aware that employment is the only instrument that can provide status and independence and to every woman. The value of higher education and employment should be inculcated among students to develop highly positive attitude towards working women.

### **Learning Experiences**

The students should be exposed to various employed women occupying both conventional and unconventional occupations. The cuttings from magazine, articles and pictures where professionalism of women is highlighted should be asked to collect by the students and presented in the class.

Seminars or symposia on 'women and career' should be organised from time to time, inviting employees of different professions as resource persons. Right from the class I to class IV employees should be called to participate in the discussion session. This will give students the idea of being employed or it may strengthen the thought of those who already had aspiration for a vocation.

#### Research

- To determine the attitude of undergraduate students of home science college towards working women.
- To find the attitude of boy students towards working women.
- To identify factors that contribute to positive attitude towards working women.

#### Extension

- Target : Groups of employed women of young and middle-ages having similar characteristics such as qualification, type of occupation, etc.
- Input : Teaching of value of higher education qualification that can give better profession, more income and broader mental outlook in individual. The increase in educational qualification can be possible even though one is already employed. Source of various types of education, adult

education, education with study leave, refresher courses and various retraining courses of one's profession.

- **Activities :** Conduct different lecture cum discussion sessions with different target groups. Talk about importance and need of higher education, and its advantages in daily life.

Inform the group regarding various sources of education that can be availed even when one is employed. Distribute leaflets and pamphlets carrying such informations in detail.

Invite employed women who have already availed such opportunities to uplift their educational level and thereby occupying higher status posts.

Invite the husbands of those women who could avail higher education due to their co-operation and support of their husbands. Ask these husbands their opinion, experiences of higher education of their wives. This will motivate other husbands to encourage the professional upliftment of their wives. Because educational qualification proved to be positively correlated to the attitude of employed women of the present study towards working women.

#### 4.8.5 MAJOR FINDINGS AND SUGGESTED CURRICULA ON PROBLEMS OF EMPLOYED WOMEN OF JORHAT.

- The employed women of Jorhat city faced problems in all the five areas of problems in varying degrees.

- A large number of employed women faced problems regarding paid help community facilities, and services.
- The problems faced by the employed women were significantly associated with facilities available to employed women at home and attitude of employed women towards working women. Surprisingly, the percentage of respondents having more facilities and having highly favourable attitude towards working women were facing more problems.
- The overall problems of employed women were significantly associated with qualification of respondents and their husbands and the income of the husbands. Percentage of respondents who were highly qualified and whose husbands were highly qualified and earned high income were facing more problems..

### Teaching

#### Objectives

- To develop awareness in students regarding the problems faced by employed women.
- To extend the knowledge regarding some measures for solving or reducing the problems of employed women.

**Content :** The employed women face a variety of problems for which many factors are responsible. The problems faced by the employed women could be solved through various measures. It needs first to know what different type of problems the



employed women generally face. Guide the students critically analyse the problematic situations in employed women's families. Identify some major psychological reasons for problems as to non co-operation of husband, inlaws and children in homemaking activities, suppression and domination of women by males or inlaws, perception of women by males to be having expressive role rather than instrumental role, considering women to be a consumer and not a producer, considering women inferior to men and taking for granted of women to be a good cook, good mother or wife who silently work for the family. Many other such factors to be critically analysed and identify. There are other physical reasons also stands as a problem such as problem of paid help, and problems related to supporting community facilities and services.

The higher qualification of women and their problems in greater numbers may be explained in two ways : First the higher qualification of women give them opportunity to join better occupation and thereby to earn more money, but at the same time the women and their qualified husbands who are also occupying higher posts keep themselves busy for more hours beyond office hours for their greater responsibilities towards their works. Therefore carrying out of homemaking tasks becomes a problem. At this hour of emergent need of a servant, the same is not available or if available may not be reliable. Hence more problems arise. Secondly, women with higher qualification are in a position to perceive the faulty

and bias treatment of women by husband and other family members more strongly and analytically. They neither accept their treatment nor can accept them. They are in conflict. Hence faced more problem.

The students should be taught to tackle the conflicting situations at home by educating and motivating the husband and inlaws, as well as the wives.

The women should play an assertive role in the family where they will gradually change the husband and inlaws to accept the co-operative and supportive role and identify the employed women as having a professional identity as their male counterparts.

The family members should be taught to give up their traditionality and undue rigidity and to learn to accept the changing family environment at home.

### Learning Experiences

The students will be exposed to direct experiences of discussion with employed women who faced different problems to cope up with their employment. The student will try to identify the factors responsible for these problems.

The students should be asked to share their experiences of employed women's problems gathered through readings or observations.

The students would identify certain situation where

solution of some problems were possible.

Produce some literatures in the form of short stories or dramas to be presented on stage, or through radio, T.V or local news papers, depicting problematic situations in employed women's families and different ways of tackling them. This will develop in students a deeper thought into the matter. Emphasize sharing of household work. Change of time and place of meals of family members should also be made, if needed according to one's convenience.

#### Research

- To find out the opinion of husbands of employed women regarding shared homemaking, self help in house work and certain compulsion and restriction on women in the family.
- To find out the opinion of bachelors regarding husband-wife equality in division of labour in homemaking responsibilities, when wife is employed.

#### Extension

Target : Small groups of employed women with similar characteristics such as qualification, level of income, type of occupation, etc.

Input : The problems faced by the employed women were genuine and common to all employed women in Indian situations. There are number of factors responsible for these problematic situations both at home and outside home. Identify the

factors and think and decide for their solutions. The problems can be lessened to some extent if the situation can be tackled properly and intelligently. The husbands' cooperation is to be sought.

- Do not yield to undue, unlikely expectations from the family members especially the husband and in-laws, regarding demand of certain tasks, to be done by female sex only, but find alternative solutions.

- Try to analyse the situation and motivate and educate the husband, children and in-laws with proper justification. Remind them their roles to react with the changing environment where the wife or the mother is working outside home.

- Do not make yourself a fool by your subservient nature of being a docile woman who takes it for granted that the homemaking is a woman's job and should be performed by her at any cost. Justify your social and economic contribution towards your family to all the members of your family. Emphasize on shared home making.

- Be assertive, but, at the same time maintain your natural politeness and sobreness which you have got being from a female sex. This will help you in maintaining harmony of the family.

- An outward change in woman will not definitely change her mentally, but she must be a visible woman who can share with

men by her constructive and intelligent conversation.

- Get together with other women in the colony and work out some plans to demand the local government to increase or improve community facilities and services.

- Exchange your experiences with other working women which will help you to solve your problem. Emphasize on self help and sharing of household work to avoid the problems of servant. Assign tasks to all members in your family, suitable to their age, leisure and disposition.

#### Activities

The target group of employed women should get together to discuss solutions of their problems.

Invite husbands of employed women, some who may be employing authorities to give their valuable suggestions. Involvement of male folks to work out certain plans will be immense help because by doing so the males will be automatically obliged to their duties socially, both at home or at work place.

Prepare and distribute literatures on ways of solving family and office problems faced by the employed women.

Different types of folk methods can also be used in extension activities for employed women. These could be in the form of songs, street play or puppet shows, write-up on various issues concerning employed women, frequently

published through local news papers will perhaps develop the awareness in those who directly or indirectly are involved with the development of women.