

**REVIEW
OF
LITERATURE**

CHAPTER 2

REVIEW OF LITERATURE

An extensive review of the previous work related to the present investigation was done by evaluating reports of research, observations and opinions of different authors and, also of theoretical papers published by different social scientists from time to time.

In this chapter an attempt has been made to conceptualise the theoretical as well as the empirical foundation of the present investigation as adequately as possible.

A discussion on the conceptual foundations on changes which reflect the positive aspects and, the conceptual foundations on problems which reflect the negative aspect of women's employment followed by empirical evidences gathered from various research reports are presented here.

2.1 Conceptual foundation of changes brought about by employed women.

2.1.1 Changes brought about by employed women at various levels.

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employed women.

2.2.1 Researches conducted outside India.

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2.4.1 Researches conducted outside India.

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2.1 Conceptual Foundation of Changes Brought About by Employed Women

'Progress need change but all changes are not necessarily progress' says an English proverb. In this section the investigator attempts to highlight and discuss those changes which are progressive for the women themselves and their families in particular as well as the society and the nation, in general.

2.1.1 CHANGES BROUGHT ABOUT BY EMPLOYED WOMEN IN VARIOUS SPHERES

The changes at various socioeconomic sphere resulting from women's employment are as follows.

2.1.1.1 Occupational Change. The process of modernisation enables women to strive for and achieve greater equality in occupational, educational, political and social spheres of activities. We now have women in many human endeavours so far as economic activity is concerned. In addition to school teachers, college teachers, nurses, matrons, doctors, banker, entrepreneurs, the entry of women into other unconventional fields has increased. Public relations, advertising, civil aviation, management, engineering and science are other areas, where women are employed in small numbers according to census of India (1991) shown in Appendix .

2.1.1.2 Educational Change. The above occupational change is due to educational change. All attempts to improve or strengthen women's participation in economic or other activities, have emphasised the significance of minimum skill formation through education. The female literacy rate increased from 8 per cent to 18.6 per cent between 1951 and 1971 and it is 28.80 per cent in 1981. Yet it is not desirable as the number of illiterate females in India is still large as three out of every four women are illiterate.

Although, the literacy rate among women is still low,

it should be remembered that there is no single educational institution where female students are not found. The Constitution of India enables woman to opt for any education she likes as their male counterparts. However, the slower rate of literacy among women is due to cultural and regional problems in general, and familial problems in particular.

2.1.1.3 Political Change. Another change is found in the political field. Women are increasingly participating in the political process, as indicated by the shrinking gap of per cent of actual voters by sex. In 1962 the gap was more than 15 per cent. This declined steadily over different elections. In 1980 the gap was little over 6 per cent, but in 1984 it again went up to about 10 per cent (Singh and Dutt, Year not mentioned p.14).

The number of women contestants to the Lok Sabha rose steadily between 1962 and 1980, but number of successful female candidates progressively declined till 1977 (from 33 in 1962 to 19 in 1977). But in elections of 1980 and 1984 the number of successful female candidates again increased to 28 in 1980 and 42 in 1984. However, women members now constitute less than 10 per cent of the Lok Sabha. (Singh and Dutt. Year not mentioned p.14).

2.1.1.4 Attitudinal Change. Literature revealed that working women and their socio-economic role in the family led them to attitudinal changes towards social aspects namely, social norms and customs of marriage, family and education.

The change in the attitude of women towards various issues of life has in turn affected their behaviour patterns in various spheres of life. Kapur (1973) aimed to find out the change in the attitudes of young, urban, middle class, educated working women in India towards three vital aspects of life - love, marriage and sex. She found a considerable change in the attitudes to be less traditional and less conservative in their ways of feeling, perceiving, thinking and behaving in regard to sex, marriage and love.

2.1.1.5 Familial Change. Some spectacular changes have taken place within the family resulting from women's employment. A brief discussion of such changes is given below :

a. Changes in Division of Labour between men and women

With the entering of women in labour force, the concept of traditional division of labour under which men had the responsibility for earning money, while women's labour was mainly devoted to producing goods and services for home consumption, has undergone a tremendous change. In fact, it has lost its definition. Because working women now have less time to spend at home unlike the unemployed ones, their male counterparts are increasingly doing household activities. It is due to a combination of negative and positive factors of compulsion and choice.

Within the family, the woman bears and nurses the children and in the process develops a close bond with them.

Therefore, Parsons (1959) characterised the role of a woman in the family as "expressive" and that of the man as "instrumental". He believed that a social system can function efficiently only if there is a clear division of labour on the basis of sex and the instrumental and expressive roles complement one another. On the other hand, Oakley (1974) felt that the division of labour based on sex, not a universal phenomenon and it should not be regarded as such. She criticised Parsons and showed that the socialization of the young can be undertaken by the institutions other than the family. She also provided research evidence to show that employment of the mother does not have any detrimental effect on the development of the child.

The rationale of a sharp division of tasks between male and female gradually disappears as economic development moves some tasks from the home and transforms them into specialised occupation. In order to attain status and economic independence women started working outside their homes. They began to realise that career and marriage can be compatible as it is always with men. This new role of bread winning of women forces the husband, children and other family members to perform some homemaking activities, which they did not have to do previously when the women were full time housewives. In a national poll, men and women were asked what kind of life style would give them the most satisfaction and interest. A majority of women chose a married life with husband and wife sharing responsibilities - both working and

sharing homemaking and child care responsibilities. Nearly half the men also chose the life style (Roper, 1980). The dual activities of women i.e. homemaking and paid work lead modern homemaking where both husband and wife share household work as both have equal amount of time available for homemaking.

b. Changes in Standard of Living

Another distinguishing feature resulting from women's employment is the improving standard of living. An addition to family income by wives' employment, the standard of living is improving in the employed women's families. Scanzoni (1978) observed that women who were career oriented, self confident and continuous in labour force participation, were likely to contribute a substantial increment to the family's living standard. The working women were able to lessen the economic responsibilities of their husbands.

c. Changes in Education of Children

The working mothers are compelled to send their children to formal school at an early stage (Preparatory class) in comparison to children of non working mothers. In fact, these schools are products of the new environment where both the parents are employed. Moreover, children of working women get more attention in their education and consequently they get better employment. An additional advantage of female child lies in the fact that being daughters of working

mothers, they get a chance to continue their studies and choose a better vocation. Realising her own social status an working mother would like to bear the expenditure on her daughter's education which is partly looked upon as an investment or contribution to social security.

d. Use of Modern Equipment

Literature revealed that modern labour-saving devices have revolutionized the kitchen in Western countries and have proved a real boon to the working wives. A study in Indian context also showed that employed women used modern home appliances like mixie and pressure cooker to complete their daily routine as quickly as possible (Sundaram et al. 1984). Another study also revealed that, the employed mothers differed significantly in their role performance in terms of level of living-ownership or use of household items when compared to the non-employed mothers (Rao and Rao, 1982). Since both the husband and wife worked and earned more money in the employed woman's family they spent money in buying more household equipment compared to non-employed women's family. This shows that adoption of household technology in urban families is the result of women's employment.

e. Changes in making use of Different Services

Along with the entry of married women to the labour force, the deligation of some household responsibilities to people outside the family has post-war growth of the service sector. With modernization, some of the tasks previously

performed by the women of the household move into the market place. Bread baking, fuel and water provision, garment making, and other similar services are progressively taken over by commercial enterprises.

The expansion of the service sector creates a strong demand for female labour, thus reinforcing the need for additional services. One of the solutions for lessening burden of work in the house of employed women is seen by employing servants. Another aspect of dependence in employed woman's family is found with the use of creches and Day Care Centres for rearing of young children. Soon (1989) in his speech at the Asian Regional Association for Home Economics Biennial Conference, emphasised that support services in the community in the form of child care centres, nurseries, domestic help if available are all useful and helpful for working couples.

2.2 Empirical Foundation of Changes Brought About by Employed Women

This part of the present chapter deals with the research evidences related to the present issue of investigation conducted by different researchers of India and the foreign countries.

2.2.1 RESEARCHES CONDUCTED ON EMPLOYED WOMEN OUTSIDE INDIA.

Relevant research findings pertaining to the present problem of investigation conducted in countries other than

India, which reflected the changes in homemaking in the families of employed women are presented below.

Blood and Wolf (1960) found that greater the employed women's contribution to the provider role, the more help she received.

Rappoport and Rappoport (1976) noted that husbands of high status career women were quite active in family chores.

Scanzoni (1978) observed women who were career oriented, self confident, and continuous in labour force participation, are both more likely to contribute a substantial increment to the family living standard and to share housework with their spouses.

Bryson and Bryson (1980) reported that the income differential between husband and wife was inversely related to the amount of household responsibility accepted.

Hoerbelt (1987), reported in his study of maternal employment, mothering and outcome of children could not support the hypothesis that more mothers work, the less time they have to inculcate their children and their particular attitudes and conversely, the more time the children are in some one else's care, the more influential, the attitude of caretakers should be. The study could not support the hypothesis that maternal employment patterns should be especially important to the sex role orientation of daughters.

Smith (1988) found in his study on division of household labour and marital adjustment in two earner families, that both husbands and wives androgyny and congruence in sex role attitudes predicted higher marital adjustment more strongly than demographic factors or household labour division.

Daniewicz (1988), reported on the basis of study of changing attitudes towards women's employment, that women in the labour force were more likely to change from disapproval to approval than were other women at all points in the study. It was revealed from the findings of the above studies that the professional status of the employed women which placed them in higher position with better salaries gained substantial division of labour in household chores from their husbands. It was also observed that the employed women were prone to change more than the women who were not employed.

2.2.2 RESEARCHES CONDUCTED ON EMPLOYED WOMEN IN INDIA.

A number of researches were conducted in India on various issues of employment of women during the years of 1970 and 1980. In this part, studies conducted during last 10 years are presented. The findings reflecting the positive changes of women's employment are highlighted.

Lalitha (1982), in her study on Status of employment of women in India, found that the employment has contributed significantly to raise the status of women in the family and

that the employed woman has higher status in the family than her unemployed counterpart. It was also reported that employed women received ample co-operation from male members in office. They were also recognised and appreciated for their good work in office.

Rao and Rao (1982), conducted a study on forty pairs of employed and non employed women in the city of Hyderabad. The employed women were teachers in high school and both the groups of women held bachelor's degree as their qualification. The study hypothesised that the employed mothers will have less their home responsibilities than non-employed mothers, in order to reduce role conflict resulting from their employment.

The findings of the study revealed that the attitude of employed mother was affected in favour of those agencies that lessen her responsibility by taking part time care of her children. The non-employed mother, however, being full time home maker was not likely to have a positive attitude towards such agencies. There was also evidence of dissatisfaction with household chores on the part of non-working mothers. The employed mother was more satisfied with her new role as compared with the satisfaction of non-employed who were engaged full time in the traditional household chores.

Rao and Rao (1982) in another study with employed women came to a conclusion that the employed mothers differed significantly in their role performance in terms of level of

living-ownership or use of household items - when compared to the non-employed mothers. It was also found that the employed mothers exercise more decision making power on matters of investment and budget control than the non-employed mothers.

Sundaram, et al. (1984), undertook a study with 80 working women of an urban area of Tamil Nadu. He found that the entire working women community without any single exception lived in pucca and decent houses with good ventilation facilities. It was revealed that nine-tenth of them were found to possess fans and radios. The researcher wrote that the standard of living of these working women was far superior. Majority of them employed maid servants to assist them in their domestic work. The advantages of their employment were : additional income to the family, better status in society, and moral satisfaction.

Rao and Prasad (1985), conducted a comparative study between educated employed and unemployed women to examine whether education and employment of women has resulted in equalitarian conjugal relationship in urban Hindu families of Vishakhapatnam city of Andhra Pradesh. The findings of the study revealed that education of women has helped to intimate changes in the inegalitarian traditional pattern of role performance. decision making, and behaviour patterns of spouses. Employment of women and her contribution to family resources accelerated the process, and helped to usher in equalitarian ethos in conjugal relationships.

Reddy (1985), reported that the higher the position of the individual, the modern her views and lower the position of the individual, the more traditional will be her views. The entire sample of his study on working women appeared to be modern with regard to age at marriage. All the working women regardless of their professional position stressed the understandability and adjustability of respective future mates. The study also revealed that highly placed women were found more favourable towards intercaste marriage than the women occupying lower position. Regarding love marriage, little more than half of the respondents had given favourable opinion. The researcher observed that eighty percent of the working women were against dowry system. All the working women favoured widow remarriage, showing high degree of modernity influenced by their employment. Another finding was revealed that all the categories of working women would prefer divorce in the event their husbands want to marry again in addition to existing wives.

Rath (1987) on the basis of a sample of Cuttack city, observed that the employed women living in nuclear families, had a better adjusted married life than those living in joint families. Attitudinal changes were found from the employed women of the study when their opinions were asked for the solution of their problems. It was thus revealed that the working women had opined that all the work and responsibilities should be distributed among all the family members. They also wanted that men should improve their

attitudes towards the working women. To lead a happy and prosperous family and to improve their status, the husband, other members of the family and the society should co-operate with her in every walk of life.

Agarwal (1988), conducted a study on urban employed women - teachers of colleges and universities and Doctors in Meerut city. His aim was to find out that how far the gender equality concept has been inculcated in the members of the family - husbands, wives, children and parent-in-law, how far household responsibility, child care and family decision are being equally shared between husband and wife. He also studied the factors influencing the desired goal of equality of sexes.

Interview cum questionnaire method of data collection was used for the study. The sample consisting of 90 teachers out of a total of 257 and 10 doctors out of 103 randomly selected consisting both rural and urban background. Rating scale was used. Quantitative as well as qualitative analysis were computed with frequency and percentages. Correlation between variables and status indices was found out.

Findings of the study revealed that, although traditionally it was women's domain of work a little change in men's mind is creeping in and a small percentage of husbands had started helping wives in household work. It was also revealed, that nuclear family structure went in favour of the equality of husband and wife in comparison to joint

family structure. A higher percentage of husbands in urban families help wives in household work as compared to those in rural families. The study also revealed, that equal education of husband and wife was found to have a positive relation with the sharing of household work by husbands. It was also found that higher the role of women in the 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. As far as profession was concerned it was revealed, that husbands and wives having same profession were more co-operative than those who had different professions. One encouraging and important finding of the study revealed, that some husbands though small in percentage (30%), supported women's own development.

Reviews of the studies conducted in India established that employment gave power and prestige to women raising their status in the society. Working women developed better views towards various issues of life, developed favourable attitude towards outside agencies. They also sought co-operation and equality like the employed women of foreign countries. The findings of some research studies also revealed that, the general standard of living in employed women's families was high with the possession of more household items. It was further revealed that a change was creeping slowly and steadily in the minds of Indian husbands whose wives were employed.

2.3 Conceptual foundation of problems of employed women

Although a tremendous change has taken place in India by women joining the labour force, either by women's own desire for work or government's effort for women's development through employment, there are always problems faced by working women. In this section an attempt is made to discuss various problems faced by employed women and the underlying factors responsible for these problems. Mascarinhus (1988) beautifully pinpointed the issue of working women as:

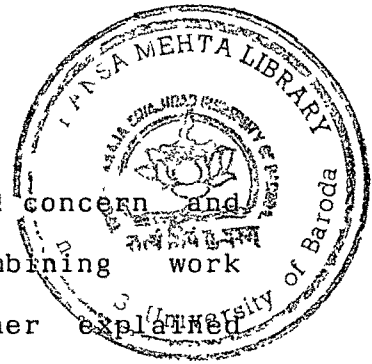
A married male worker is seldom called a working husband or father, but terms like 'working women', and especially working wife and mother, are mentioned with emphasis on 'working', since work outside the home for a woman is seen as a distinctive phenomenon, hardly anything to do with work in the home.

(Mascarinhus 1988, p-12)

2.3.1 PROBLEMS AT HOME

The difficulties faced at familial level by employed women were well depicted by different authors from time to time which are described below.

Reddy (1986) explained that the problems of employed women are of three types : environmental, social and psychological. These problems emerge in two situations - at home and at work place. The problems are mainly two fold. One



is of inner conflict due to dual commitment and concern and the other is practical difficulty of combining work commitment with their role at home. Reddy further explained that the educated working women have now become assertive, more equality conscious and independent, but majority of husbands do not accept the changed life pattern of their working wives. Soon (1988) stated that it must be recognised that there are deep-seated cultural or habitual obstacles working against this change. For example: many men nowadays do help in the home, but some do not want to do because they fear criticism by their mothers. In their upbringing they never had to help in the house.

Carrying out almost single handedly all the duties and responsibilities of home, overstrains a working woman and makes her tired and irritable, which in turn is liable to make her an unpleasant and unenjoyable company to her husband and children (Reddy, 1986). Hofferth and Moore (1979) state that although they gain power and contribute to family status, working wives did not obtain significantly more help in household work from their husbands than do non working wives.

The problems of a working woman can be met by creating supportive services in the form of creches, day care centres, maternity leave facilities, parental leave, flex time etc. But there are more important attitudinal problems as well. If a married woman has to enter upon a job outside the home, she

has to see how to modify or meet the demands of her mother housekeeper role. (Gore, 1988). Literature reveals that the slow rate of behavioural change in the distribution of family work may be due as much to female reluctance to share the home role as it is to male resistance to taking on new responsibility. A study of professional women (Yogev, 1981) showed that these women, who felt equal to their husbands in terms of ability and intelligence, still perceived housework and child care as their own responsibilities and spent much time at these tasks than did their husbands. The women feel guilty for neglecting the duties of housewife. They try to put in more and more work, spend more hours at work. To satisfy herself and the family members they take extra care and in long run deteriorate their health.*

Literature further revealed that there are other related problems faced by employed women such as absence of paid help or unreliable servants, absence of creches or day care centres nearest to her work place, lack of conveyance to go to her work place and ability to buy time and labour saving equipment in maximum numbers especially working women of lower strata.

Lack of co-operation from husband on other family members, inability to buy modern gadgets or absence of servant or day care centre nearby, whatever is the cause of problem of employed women, it always ends up with some psychological problems on the women. Problems such as anxiety, restlessness, tension, guilty feeling, conflict with

husband and children affects women's own health as well as their satisfaction.

2.3.2 PROBLEMS AT WORK PLACE

A review on the concept of problems faced at work place by the employed women as depicted by different authors are described below.

Gore (1988) stated that at the work place women may face problems of relationships. The married women are doing two jobs though are paid for only one. He explained that at the level of routine jobs or clerical jobs they can leave their work worries in the office, but if they are working at the creative, competitive level in an executive or professional career the demands made, on them can become heavy. They are at a disadvantage competing with men who are not expected to carry any domestic responsibilities. He also writes that the idea that a man is totally absorbed in his work and can leave the home entirely to his wife is socially accepted: the idea of woman leaving the home totally to her husband - even if the children are grown up - is still not accepted.

The another problem that the employed women face, is that the efficiency of a working women is always suspected. Patel (1988) discussed that qualification being the same the authorities prefer a man than a woman especially in upper cadre with the doubt whether she would be able to handle many

subordinates, take independent decisions, cope up with crisis and manage her duties. The co-workers in the office cannot mentally accept the superiority of the women workers. Women boss face some other kind of problems too. The subordinate males do not like to accept the authority of a woman. This type of problems may not last long. Swarnalata (1986) wrote that a Senior Deputy Director of the Academy (Training Centre) said:

Though women are providing their best, they were not accepted as their equal by the male superiors as well as colleagues because of our certain entrenched attitude.

(Swarnalate 1986, p.14)

Therefore, the problem is not with the women as officer or in any other post but the very attitude of men and sometime of the women themselves, which is not changed, is the problem.

Giri (1984) writes :

Traditional practices are not unchangeable but those which are the most convenient to those who claim to be traditionalists are always the most difficult to change.

(Giri, 1984, p-5)

Literature revealed that women employees face the problem of transfer in job placement because they cannot get rid of household responsibilities. Since the women in our

country, especially, the married ones are not free to move anywhere in the country and join their jobs, another notable problem arise that they do not get jobs in the field of their interest :

Thus, from the foregoing reviews it is understood that the problems of employed women are of varied nature irrespective of their place of occurrence.

2.4 Empirical foundation of problems faced by women as a result of their employment

This part carries the research studies concerning problems of employed women which were carried out in India as well as outside India.

2.4.1 RESEARCHES CONDUCTED OUTSIDE INDIA

Research studies related to the present investigation which were carried out in foreign countries are presented below.

The investigation undertaken by Coverman (1985) showed persistence of the unequal contribution by males and females to the division of labour in household work and child care. It was revealed that males still spent more time than female in work outside the home and make a far smaller contribution than their wives to child care and household responsibilities.

In a survey by the Japanese Prime Minister's Office reported by Kyodo report, Tokyo (1990), it was found that a

majority of women (56%) now believed that household chores should be shared by their husbands, up from 45% in a similar survey in 1983. The men did not share the new view. However, with over half (53%) saying housework and child care are primarily the responsibility of woman.

The nationwide survey conducted by interviewing 3,677 men and women between ages 20 and 60, indicated that while women feel they have more job opportunities than before, lack of adequate child care programmes and facilities for the elderly continue to impede employment. Traditional attitudes that woman belongs at home and unequal opportunities for job training promotions were also among the obstacles cited.

Both the above studies conducted in 80's and 90's showed that no matter how far women were coming out of their house for employment, the husbands still considered the household responsibilities were to be of women. The employed women also felt the absence of support services to solve their problems adequately.

2.4.2 RESEARCHES CONDUCTED IN INDIA

In India, research studies on various issues of employed women were conducted by different researchers since early and mid of 1970, which gained their momentum in 1980. A number of contemporary researchers had dealt with the problem of employed women in India. Findings of some of these studies related to the present investigation are highlighted below.

Rani (1976) on the basis of a sample from Patna city observed that ill health, inflexible attitude of in-laws, unfriendly behaviour of friends and neighbours and lack of positive support from the husbands were the main factors causing dissatisfaction and role conflict among working women.

Kapoor (1984) attempted to study the job satisfaction/stress and coping styles of educated mothers gainfully employed outside the home. The findings of the study revealed that the husbands were satisfied to have working wife. Major reasons for objection were neglect of household, less care of children and burden of household responsibilities. Among the psychological problems, the study revealed that anxiety was the most common followed by emotional stress, depression and job satisfaction. It was further revealed that the major physical problem was headache. The findings also showed that the job satisfaction decreased and stress increased with increasing occupational status.

Swarnalata (1986) in her study with women IAS officers revealed that, they faced the problems of adjustment with the surroundings, jealousy of male officers, problems of being accepted, the twin problems of job and family, and the problem of over protective behaviour of the bosses, only in the beginning of the career. But with the passage of time and as they gained experience, few difficulties came in the way.

of their working.

These women officers also felt the problem of field posting which needed lot of touring. The problem of accepting the junior post to satisfy the ego of the husband was also felt by some of the officers. Some of the officers found it a problem to work with senior women officers as they were very rude in their behaviour.

A sample of working women of varied socio-economic and cultural background of Madras city were studied by Mani (1987). The findings did pinpoint some of the problems faced by these women. 80 per cent of the husbands expected their wives to hand over the complete salary to them. 68 per cent felt that home and children were neglected, though the standard of living is slightly better. 62 per cent insisted that their wives should be at home between 5.30 and 6.00 p.m., irrespective of the pressure of the work in the office. The findings of the study further revealed that 49 per cent of the women also felt that their first priority was only home (husband and children) and they did not like to stay in the office after 5 p.m. at any cost. The data also indicated that these women did not like to go out with colleagues and friends like their male counterparts but only with members of their own family.

Rath (1987) undertook a study with sample of teachers, clerks and typists, nurses, doctors and advocates of Cuttack. The findings of her study revealed that most of the women who

were married complained encountering conflicting situations because of difficulty in adjusting two roles: house and work. The study further revealed that highest number of working women belonged to higher income category (2500-3000). The women who belonged to lower income group had to face a lot of difficulty to resolve the role conflict.

Agarwal (1988) in his study of status and role of middle class educated earning women found that the husbands who were placed in a superior position did not co-operate with their wives as good as the husbands of same profession. Different working hours or different nature of job of husband was also the hindering factor to give much help to the wife even if both possessed equal status in job. Another problem pertaining to handling of money was felt by many women. Most of the wives were not free to spend even their own earnings.

Sinha and Prabha (1988) attempted to examine the status of working women who were gainfully employed in two sectors: the blue collar and the white collar occupations. For the purpose of the study status was conceptualised as multi-facet construct and denoted not only the "Conjunctions of rights and duties" as reflected in women's different roles as mother, wife, daughter-in-law but also the degree of her subordination at home, her education and her degree of participation in public life, her role in decision making in family affairs and herself perceived status in the home.

As far as respondents' restrictions on activities were

concerned it was revealed that the married women engaged in blue collar jobs were generally not allowed to talk to husband in presence of family adults, have male friends whom husband disliked. The white collar working women encountered restrictions mostly on having male friends, female friends whom husband disliked and also on going out for recreation with friends. A comparative analysis revealed that in almost all activities, the white collar working women encountered greater restriction than those of blue collar working women. However, the later category faces greater restriction on one activity : they do not talk to husband in presence of elder members of the family.

The findings also revealed that wives enjoy less power in respect of economic activities of their families like purchase of clothings. The white collar women were allowed to work outside but were restricted in spending their earnings at will.

Bhoite (1988) undertook an investigation to survey the familial problems of employed women in lower middle class category. She found that no servants to help, no modern gadgets to save labour and time, no help from relatives or husband, responsibility of young children, pressure of religious rituals and full time job outside the home were the main problems faced by these employed women.

From the foregoing Indian studies reviewed so far it was evident that employed women of Indian society faced the

problem of non co-operation, non-acceptance and objectionable treatment from the male community i.e. the husbands at home and the colleagues at office. Jobs are opened to women but not the conducive environment through right behaviour of people as well as proper facilities and services to support correspondingly.

2.5 Brief Resume of Reviews and its Relevance to the Present Investigation

The review of the conceptual foundation and empirical evidence has thrown light on various issues of women's employment. Both theory and research studies were of analytical in nature which explained impact of women's employment, in terms of the positive trends and gains, as well as imbalances and gaps in the growth of women's development.

Among the positive sides of women's employment the highlights were as follows - improve in standard of living (Scanzoni 1978, Sundaram, et al. 1984, Rao and Rao 1982), co-operation in domestic affairs by husband and children and factors affecting the co-operation (Agarawal, 1988, Blood and Wolf 1960, Rappoport and Rappoport 1976, Bryson and Bryson 1980, Chaudhary 1989). Employment helped women in gaining decision making power in family financial matter (Rao and Prasad, 1985). Moreover, some of the studies showed attitudinal change in employed women towards marriage and dowry or outside agencies that lessens women's domestic work

(Reddy 1986, Rao and Rao 1982).

Looking at the opposite side of women's employment, it was revealed that a number of researchers attempted to find out the loops and discrepancies of various people: family members and colleagues and also of facilities and support services. These in simple language stand as 'problems of employed women'. To highlight some of these were as follows : At family level - unequal division of labour (Coverman 1985, Kyodo Report 1990, Agarwal 1988), husband's psychological distress, his objection for wife's employment (Wethington 1988, Chaudary 1981, Kapoor 1984) were some of the problems.

Role conflict in women and dominance of husband on wife were also highlighted in the studies of Kapur 1974, Rath 1987; Mani 1987 and Sinha and Prabha 1988). Another type of problem like absence of facilities and labour saving devices (Kyodo Report, 1990, Bhoite 1988) were also reported in some studies.

The -problems at professional level such as problem of low prestigious job, problem of adjustment with colleagues, problem of getting womanly treatment hampering professional advancement were the few to highlight (Crowley 1988, Swarnalata 1986). An interesting finding was found in Mani's study (1987) where some problems were created by women due to their own submissive nature.

From the overview of the reviews presented above it was clear that the employed women have created certain changes

which were of advantages to them. No matter how big or good these changes were, these newly emerging employed women were always at some disadvantage which they perceived as problems. Thus the investigator was motivated to examine the pattern of homemaking in employed women's families of Jorhat city of Assam as to modern or traditional on the basis of division of labour. It was further thought to find out the equipment used in homemaking, facilities possessed at home, attitudes expressed towards working women and the problems of these employed women. However, there was a dearth of research data pertaining to the actual cause of not using or inability of using the time and labour saving devices/gadgets in homemaking, which the present study was also taking care of. Variables like income, type of occupation which showed their significance in some studies reviewed above are also present in this investigation.