

**INFLUENCE OF FEMALE EMPLOYMENT
ON THE FUNCTIONING OF FAMILY
[A Study on Government Employed Women]**

RESEARCH REPORT

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***INFLUENCE OF FEMALE EMPLOYMENT
ON THE FUNCTIONING OF FAMILY
[A Study on Government Employed Women]***

Dedicated to...

Pappa, Amma and Vava

CERTIFICATE

Certified that the dissertation entitled “*Influence of Female Employment on the functioning of family – A study on Government employed women*” is a record of the research work done by Miss Shereena Y.S of fourth semester MA Sociology under my supervision and guidance and that it is here by approved for submission.

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Preface

Women have been working inside and outside the home for centuries; rural India has had millions of women toiling at home and in the fields for the simple satisfaction of family life. Marked changes have been brought about in the urban setting as education and proliferation of opportunities for gainful employment have provided women an economic emancipation, which is perhaps unparalleled in recent history. The dynamics of the modern working woman encompasses equal opportunity, job situations; employers preference for women in select posts requiring quite dignity and pause along with dedication loyalty and tact; increasing appreciation of the dignity of labour, rendering even traditional occupations and professions such as teaching and nursing more attractive and presently also more remunerative; and the ongoing electronic revolution and globalization which have opened up a new range of opportunities and options for the educated women equipped with professional skills and aptitudes. Science and technology have been working in tandem with education and the media to create a new awareness among the modern generation of women. The image of women in society is fast changing; but it has been difficult to define clearly or describe the changing shape of the image. One thing is, however clear; women are entering the labour force in large numbers. The present study reveals the positive aspects of women employment and problem faced by them.

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Chapter 1
Introductory Section

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Introduction

Much is being talked about women and their liberation. With the passage of time, women all over the globe are becoming more and more aware of their equality with men; especially career women seek equal rights with their individual and collective efforts. There had been several instances in history where by women both individually and collectively through various movements had enhanced their position to the same level as occupied by men.

The traditional concept of woman's role is gradually changing. According to 2001 census, there are 24.5 lakhs women workers in Kerala (www.kerala.gov.in). Today, there is no profession in which women are not entered.

A career-oriented women's family life is a total change from that of her ancestors. She is financially independent and plays the role of a mother as well as workingwoman. Behind every successful woman is confidence and perseverance.

However, there are frustrations involved as well. These, never seems to be time to do sufficient justice to both their roles, especially a married woman. A married professional has multiple roles. In addition to her traditional roles as wife and mother, guardian of the household and keeper of cultural traditions, she is now becoming a professional fast, being subjected to the dual demands of home and work. She is liable to face a crisis of adjustment lack of sympathy, support from the husband, children, and in laws contributing to a psychological stress among the workingwomen. The situation of women tossed between work and home leads to a role-conflict.

The role of women was clearly defined as to lead the life of emotion and feelings to sacrifice their individuality and potentiality to the interest of the larger social unit to which they belonged!

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The increasing concentration of the women's movement on social welfare has satisfied the aspiration of the great majority of the middle class women who wish for a more active and useful life than of the housewives.

The perception of working women about the new roles both, on the domestic as well as employment front include social, legislation, industrialization, urbanization, education, mobility and their exposure to development that have been taking place for the last two centuries, [Conflict and Society by P.K. Kar (2003)]

During the last few decades, the problem of women and work and of women's role in society has completely changed. [Conflict and society by P.K Kar (2003)]. It is no longer a question of what women are physically and mentally capable of doing. Experience has settled the long controversy about feminine abilities and has proved that women are fit for a wide range of activities than merely those compatible with the commonly accepted idea of the "weaker sex" [conflict and society by P.K Kar (2003)].

The problems of married professional women are three-fold environment, social and psychological. In each of them, the problems crop up due to the strained situations at home and work place. The problems are manifested in couples of ways one is the conflict due to dual commitments and concern and the other is the practical difficulty of combing the dual commitment.

After the International Woman's Year (1975) and the Woman's Decade (1975-85) a lot of awareness and interest was generated in important women's issues [Article by R.C Khwaja and Shanta Kohli Chandra. Social welfare, Vol. 46 issue may 1999]. The government and the voluntary organizations had a large number of programmes for women's development; steps were taken to improve the status of women.

Indian women have been making their way to positions of responsibility. If a comparison were made, India would perhaps be the only country where women have headed reputed firms, institutes, universities and research organization. [Conflict and

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Society by P.K Kar, (2003)]. They have been dealing with the most difficult situations. We have had women as a Prime Minister, Minister, chief of the University Grant Commission, Vice Chancellors, Director of the All India Institute of Medical Science, Indian Police Service, and Secretaries to the Government of India, Judges and advocates. The Indian women are doing very well in the corporate sector also. They work shoulder to shoulder with men in almost all spheres. They occupy top positions in professional fields.

The gender roles are based on societal practices, socio-cultural, economic and religious beliefs. Gender issues concern both men and women and therefore it is the duty of a family, community and society to see that injustice is not noted out to either sex women or men. If an understanding develops, the attitudinal change would be easier and gradually women's problems would disappear. Women should have equal opportunity in the fields of education, employment; share in development like men so that they may contribute equally to national development.

While a strong political will is necessary, the communities and society's acceptance and support goes a long way to make place for the change. [Conflict and Society by P.K Kar (2003)]. It facilitates attitudinal change.

The Central Government recently issued order granting 15 days paternity leave to male employees. The leave can be availed by men on the eve of their wives delivery. In addition, maternity leave of female employees has been increased from 90 days to 135 days. [Conflict and Society by P.K Kar (2003)]. These leaves can be availed by an employee having not more than 2 children. It is a fact that men will have to attend their wives when they are to be confined. Especially in nuclear families in urban areas, the husband has to look after the wife and children, when the woman is bed ridden. The paternity leave is justified in that it will create better awareness in men with regard to their duties towards their families.

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Review of literature

Indian studies

There is a dearth of Indian studies on the specific subject. Most of the literature by Indian authors on Marriage and Family deals with the status of women in India, especially that of married and workingwomen in Indian society. Very few of them have attempted to evolve any theory from their empirical findings.

In his far-sighted vision of India emerging as a strong developed nation, Pandit Jawaharlal Nehru (1947) accorded a significant role to women in the planned economy. “We do not wish to turn woman into a cheap imitation of man or to render her useless for the great tasks of motherhood and nation-building. But in demanding equal status and equal opportunity, we desire to achieve for women, the possibility of development under favorable circumstances of education and opportunity and while so doing, urge upon the state its responsibility towards women in this respect”.

We would like to displace the picture, so deeply impressed up on the racial imagination, of man standing forward to conquer new works women following wearily behind with a baby in her arms. The picture, which we now envisage is that of man and woman comracler on the road going forward together, the child joyously shared by both. Such a reality, we feel, cannot but raise the manhood and womanhood of any nation, “Human fulfillment in marriage is the realization of this great dream”.

Dr. Promila Kapoor (1970) studied marriage and the problem of workingwomen in Indian. She studies various factors, which contribute to adjustment in marriage in the context of multiple roles they have to play in marriage, family and occupation. The study conducted among 300 married workingwomen shows that as a consequence of the multiple roles that they play as wives, mothers, house wise and employees they are liable to confront crises of adjustment at home and at work. In addition to the biological

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functions they have to perform, due to the culturally defined sex roles, married women are forced to take up the dual responsibility of managing their home and employment.

Adjustment in marriage was co-related with educational difference of husband and wife, differential income, occupational status, length and pattern of service, age differences at the time of marriage, family composition, number of children economic obligations and job satisfaction. Other factors contributing to marital adjustment were sharing of household tasks and agreement on vital issues. Though each factor had its own relationship with marital adjustment, it was found that they were all closely associated with each other.

Kapur (1972) conducted a study on dual employed couples in Delhi to assess marital adjustment among working couples. She found that the tendency of husband to act on the belief that household jobs and childcare were wives duties, was one of the most significant factor in marital discord among working couples and others were attitudes of in-laws, number of people living in the family, number of children and educational and occupational status of husbands.

Ramanamma (1974) reported the role-conflict experienced by Indian workingwomen. She observed that traditional employed women wanted to be at home when their children and husband came home. If for any reason she got delayed, she felt unhappy. Ramanamma felt that 50% of the workingwomen considered motherhood more important than employment, workingwomen with children below the age of five felt very unhappy and even guilty about leaving them. She also reported that husbands who earned less than their wives abused them to assert their superiority.

Sharon K Araji (1977) examined role attitude behaviour congruence for 7 family roles findings indicated that there exist a substantial number of husband and wives experiencing role attitude behaviour group. More women than men express egalitarian attitude towards the performance of family roles.

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Isha M. Apte (1978) and Atlekar stress the sacramental character of Hindu marriage and the hesitation of modern youth to perform the religious sites; they advocate the need of giving religious orientation to youth on marriage, so that, they would be more conscientised about the sanctity meaning and permanence of marriage and esteem the dignity of woman and her right to equality at home and in society.

Shukla's finding confirmed a previous observation by Srinivas (1978) that conjugal relations became more and more and more egalitarian, as the couple grows older.

Jeffrey Patricia (1979) studying Muslim women in Delhi, states that Muslim women deplore the fact that they were able to reform their roles as wife, mother, and domestic worker adequately.

Latha (1980) conducted a study on the adjustment of married women in reference to their work status. Using in person interview methodology. Latha studies 60 working and 60 non-working women with working husband for the presence of psychological disturbance. She found no significant difference between married working and non-working women in the upper middle class, in reference to their personal and social adjustment. However in the lower middle class, more psychological disturbance was seen in non-working women than in working women.

U Lalitha Devi (1982) shows that the relationship of employment and decision-making by women who are employed is more obvious than among unemployed women. Employment the new roles, higher status and creates new attitudes.

Dr. Promila Kapoor (1982) in her study of conflict between adolescence girl and parents reviews the situation of urban society and notes the emphasis media gives to changing morals, life styles and outlook on sexuality. The laxity in sexual mores, growing desire for independence in all aspects of life, revolt against preferential treatment to males and the inability of parents to cope with the emotional and

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psychological problems of youth are objectively analyzed by the authors using case studies. The study does not throw light on the problems of adolescent sons.

Kanur [1983] examines the changes taking place in the value orientation of Hindu women in the urban setting. An important finding of her study is that though there is marked change in their attitude towards marriage, husband-wife relationship, aspirations, career preferences, and religious outlook, still remain very traditional.

Marriage is essentially in the view of N.J Usha Rao (1983) a matter of adjustment; common interest and cultural background help, but is not sufficient. An amicable sharing of duties and income between the partners, each complementing and supporting the other will alone help. When one tends to be highly dominant, there is either incompatibility or exploitation.

Hussain Freda (1984) and Bribhushan (1980) through their studies on Muslim communities examine the extent to which role behaviour dictates behavioural norms and bring to light the obvious contradiction between the Islamic ideal of woman role and the contextual realities.

Kalpana Shah (1984) raised the question whether woman should develop an independent identity of her own. Her study revealed that 55 percent would submerge their identity in their husband.

Channabasavanna and Bhati (1985) noted that in case where the husband was neither clear about the role expectation of the family of orientation, nor the family of procreation, the wife manifested anxiety features. When he was clear about the role expectations of the family of procreation but not of family of orientation, the wife exhibited depressive symptoms. And when he was clear about the role expectations of the family of orientation, but not the family of procreation the wife showed hysterical features, which led to marital disharmony. This study reveal that due to the inaccurate

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perception of self-role by the spouses, there is a possibility of marital problems, which can sometimes be a reason for divorce.

Malladi Subamma (1985). She stresses the need of formal education as well as awareness creation on the position of women. Employment for women is not merely a source of income but a means of personality development and fulfillment; relationship in marriage is not an end in itself but should enhance the growth of their individual potentialities and capabilities.

Meera Desai and Vibhuti (1985) try to get a balanced picture of the changes and challenges Indian women face. Beside employment, socio-cultural life, legal reforms and the media are reviewed in order to get a correct picture.

P.N. Tikoo (1985) admits that we are definitely oriental in our apprehensions. In the content of male dominance there is an urgent need to create an atmosphere of mutual trust and understanding between man and woman for equal status. This alone will bring about peace and harmony in the household.

The mental health of the husband in the U.S study was influenced by both job satisfaction and life satisfaction, where as that of the wives was influenced by life satisfaction. (Sekaran-1985).

Shukla 1987) in her study of working couples measured the decision-making role of spouses in single and dual employed families in India. She reported that older couples have egalitarian relationship and that wives exercised substantial power in household matters.

M.H Rao (1990) examined the influence of wife's employment on husband's participation in house work by identifying nine common household chores and concluded that even in the families of working wives, husbands participation is confined mainly to

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the care of children and shopping and that full-time domestic help and relatives in the extended family come to the care of children and shopping.

Alenchery J (1991) conducted a study on dual employed migrant couples from India presently living in Chicago. These migrant couples did not report significant distress due to dual employed situations. On the contrary they reported better life satisfaction. (Life satisfaction and distress of dual employed couples. A study of the Indian immigrant families in Chicago. Un published manuscript).

Mane (1991) content analyzed 4 autobiographies books to examine women's socialization and its consequences for wife's role, husband-wife relationship and motherhood. She noted that women's adaptation is influenced to a great extent by their childhood socialization; education and availability of enlighten supporters.

In a study of female's attitude towards equality of role status in women, Dr. Vijaya Lekshmi (1992) of A.N. College Patna explored the difference in attitude of women from different categories. She had taken 4 different variables to formulate the hypothesis. In her study, she made a comparison between urban and rural women, high and low educated women, women from liberal or conservative type of families. The exploration was on how far these women had moved away from the traditional belief that women have an inferior role compared, to their male counterparts. The study was conducted on the sample of 200 female (100 rural and 100 urban). Subjects in the age group of 20-30 years, selected randomly from Patna district in Bihar. The data were collected using ERS.Scale (Shina and Singh 1990) to measure equality of role status in women, highly educated women, service group of women and those who are daughter of liberal parents who are positively influenced by the changing virus with respect to women and they have more egalitarian prospective about the role of women. Women belong to the other group, that is, the rural women, less educated women, women from the agricultural and conservative families held a submissive role perception due to their traditionality followed submissive and oppressed role and lack of exposure to the mainstream society. In summary, the study concludes that the place of residence,

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education and parental characteristics have a significant influence on women's attitude formation.

We feel that the cultural theory of male dominance, the role theory, exchange theory and resource theory would provide as with a most suitable theoretical framework for the analysis of role perception, role-performance, role-congruence and material quality.

Western studies

Ahrons, Centance R. (1976) examined the perceptions of female and male vocational and social role with particular interest in the meaning of career and other female roles. Result indicated that there was more similarity among the male social and vocational role concepts and less similarity among the female role concepts besides difference in perception between male and female roles. The existence of these differences in perceptions of sex rates suggests that subjects hold a traditional view of women's role, which incorporate a home career conflict.

Barhara Lohodnika (1977) conducted a study on married women in Poland. In Poland over 7% of married women were gainfully employed performing the traditional female roles as wives mothers and housekeepers as well as modern role of employee. The large percentage of women employed indicated that women were fulfilling their emancipatory aspirations as well as helping their families financially.

Husband wife relationship in dual career families has been studied by Robert Blood (1963). According to him dual income couples expect more interaction and joint activity in their leisure time.

Bowman point out that the married working women encounters the problem of making adjustment between her multiple as well as varied roles in her efforts to make her marriage and family happy and satisfied.

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Brandt Susan John (1977) studied personality changes of women in relation to their traditional modern roles. The findings suggest that women who assume new kinds of roles are likely to show fuller and more flexible personality constellations.

Bruce Nordstrom (1982) conducted a study at St. Louis, with a sample of 71 men who were more traditional or less traditional in their gender behaviour and attitudes on their feeling about getting married and being married. The men in this study were divided in to five categories from most traditional to most untraditional based on both (a) their attitudes about men's and women's roles, masculinity and the women's movement and (b) whether their behaviour with in the family and their choice of occupation were 'more' on 'less' traditional. He found that in spite of the difference in choice of partners and the wants from the marital relationship, both types of men (more traditional and less traditional) liked being married. He also probed in to the reasons why the men like being married and found that companionship and sense of security were the main reasons stated by the men. For most men, the kind of companionship, sharing and acceptance and the deep sense of a place where one can be one self were the source of marital satisfaction.

The feeling of being accepted and emotionally supported, of being listened and taken seriously, having a comfortable place to relax and being with a person who is trustworthy provided a sense of security for many men.

There were differences between the more traditional and less traditional men, with regard to their liking about marriage and this has a tremendous impact on how they organize their married lives and their attitude towards the wives. Bruce's findings suggest that the more traditional men were looking forward to marriage, had decided to marry, and then, were looking for some one to marry. This some one had to have some general criteria like similar social, educational and religions backgrounds she should support and love him as a person; and accept his ideas about what their family life should be together. The more traditional men were looking not just for companions and wives, but also for housewives.

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The less traditional men value marriage forms some of the same reasons as the more traditional men do, but they have different reasons as well. They consider shared values and feeling and the ability to get along well as important aspects while choosing the partner. They described the qualities of the woman whom they married as the major reason to get married to her.

In short, Bruce's study revealed that the more traditional men gave greater importance to the roles, which the future wife had to play in married life. Where as the less traditional men considered the qualities of the women far more important while selecting the future partner.

The findings of David's study reveal that the working wife has a greater influence in decision making among the working and middle class families. He also found that working wives of working class would have better say about family decisions than those belonging to the middle class. The findings shows that the wife's work status and social class is significantly related to family decision making beyond level of significance families in which the wife had greater influence would tend to have fewer number of children.

Deth Ensminger Van Fossen (1977) found in a study that mother's education and employment patterns are positively associated with contemporary sex role values.

Donna Brogan and Nanuj G Kutner (1976) developed as 36 item like type sex role orientation scale (SRO) for female undergraduate and found several potential correlates of SRO in which mothers education, employment and attitudes influence on the subjects career plan.

Francine F Garden and Douglas T Hall (1974) conducted a study to see the relationship of self-image, the female image of a feminine woman to role conflict, coping

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behaviour, satisfaction and happiness. It was found that self-images were also associated with satisfaction and happiness.

A third major source of role-conflict arises from conflicting demands of roles either in the same position or in different position Good 1960). Thus mother may experience conflict between their provider and children's roles.

Another area of conflict is related to the husband's adjustment to his wife, home and children. In direct conflict exists when the husband is ambivalent towards his wife's working.

A highly intelligent women is seldom a threat to her husband because highly educated married couples trend to preserve a division of labour on traditional lines and this arrangement appears to be generally regards and as satisfactory by both partners.

Chapter II

Methodology

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Synopsis

Title

Statement of the problem/scope and relevance

Objectives

General objectives

Specific objectives

Hypothesis

Concepts

Design

Pilot study

Universe and unit

Sampling

Tools

Pre-test

Analysis

Limitations

Chapterisation

Influence of Female Employment on the Functioning of Family-(A Study on Government Employed Women

1. Title of the study

Influence of female employment on the functioning of family- A study on government employed women.

2. Statement of the problem

Traditionally, in India woman's role has essentially been defined as that of a wife and mother, while her male counterpart was sanctioned the role of a provider. Such demarcation was accompanied with hierarchical power relations between the spouses. More specifically spouses role have been defines by the patriarchal norms of a patriarchal society. The ideal husband is one who provides for his wife and children; while the ideal wife is one who unquestionably fulfills the expectations of the husbands and children, to grow up to be good wives and mother, in like manner.

Legitimization of such role differentiation has been found in the three major religious teachings Hinduism, Christianity and Islam. However, in the word of the noted social scientist Asghan Ali-Engineer, **“Religion itself is the end product of patriarchal and so is male domination”**.

The changes that have been taking place in the larger, social system due to industrialization and urbanization opened the vistas of educational institution to the Indian women. Making use of the opportunity, the women of Kerala largely acquired educational achievement and the educated girls came out of the traditional role as housewife alone.

Thus an ever-growing number of educated in Kerala are increasing their foray in the employment. Also, under the threat of diminishing economic scenario, many families expect their women to contribute to the maintenance of the family. However, such legitimate social change has not been accompanied by ideological and structural changes.

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In this traditional phase of “**educated working-wife families**” in Urban India when the traditional role is not being adhered to rigidly and the modern is not yet settled, there is a vacuum, which make the member of such families cling stead fastly to the fulfillment of their own demands and claims. There is great uncertainly regarding the specific role of husband and wife because, except a few, the roles are no more distinct and differentiated for each of them. Their roles are no more distinct and differentiated for each of them. These roles one rather intermingled. In the absence of specifically prescribed roles, duties, and responsibilities for each member of the family. One is apt to be unmindful of ones duties and tibe unduly conscious of other obligations. Kuppuswamy remarks that in playing the social role, one must know that to do and one must also know what to expect other to do. He writes: ”This interdependence gives rise to the right and obligations. Rights are what one is entitled to except from others and obligations are what others one entitled to expect from us. Thus WC finds that the individuals become familiar with social role through perception and interception. But during this traditional period both perception and interaction is rather blurriest one is more aware of what to expect from others rather than what others expect from one.

Indeed, intra-spatial and intra-familial role performance and role expectations have acquired subtle ramifications. Studies have brought out that conflict work out always when educated working wives, through their egalitarian, ideas and attitude threaten the culturally determined order of priorities family before profession. Studies have also revealed that conflict are avoided when the husband accepts the demand for egalitarian relationships made by his wife who is equal in status and both of them invent new definitions of intra-family status and role complexes. On the other hand another type is when the wife has a high external status corresponding to that of the husband, she doesn't try to change the prescribed status hierarchy in the family. This explains the motivation of many women to enter in to socially conformist occupation or jobs. Which will result in the minimal conflict with their traditional role with in the house, self imposed restriction on the personal achievement of women has implications for family relationship keeping a low profile in ones own career enable these women to be in both the worrier of work and

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family.” The inquisitive mind of the researcher asks how far this will affect the marital quality for attaining high marital quality is the goal of any couple.

Relevance of the study

The lightening technological wave, the incessant industrialization, growing urban cities and the unstable economic scenario all point to presumption of increase in the future dual work couples-especially in the middle class group. The middle class dual working couple may be perceived as a sub-social system within the larger social system, reflecting their particularistic role perception, role performance and marital quality throwing up complex intra-familial life partners and social behaviours. It was thus a fact that in the rapidly changing society of Kerala a study in the spectrum of marital life of the women employees is very relevant. The present study intends to find out the problems found by Government employed married women in Thiruvananthapuram city and the contributions they were able to make in family due to employment. The study will throw light on the aspects of women's life where adjustments are necessary and also helps and a woman in future. It may also motivate a woman to take employment as the study highlights the positive aspects of women employment.

3. Objectives

General objectives

- 1 To find out the factors and conditions under which women employment influences family functioning.

Specific objectives

- 2 To find out the influence of female employment on the economic condition of family.
- 3 To find out the difference in influences emerging from the nature of occupation on the life of the children.

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- 4 To find out the problems emerging due to women employment in family and the steps taken by women to cope with it.

4. Hypothesis

- 1 Higher the occupational position of the employed mother less will be their involvement in child caring.
- 2 Employed women are given freedom in decision making at home.
- 3 Female employment is positively related to the economic condition of the family.

5. Concepts

1 Influence:

The power to effect a voluntary change in a person's attitude or opinion through per successive action. Influence is different from power in that power is coercive and influence is persuasive.

2 Function: -

The consequences of the existence or operation of a unit (a custom, attitude, institution etc) for other units in a (social, cultural or personality system or for the system as a whole).

3 Attitude: -

An orientation towards certain objects [including persons-others or oneself or situations that is emotionally toned and relatively persistent. An attitude is learned, and may be regarded as a more specific expression of a value or belief in that an attitude results form the application of a general value to concrete objects or situation.

A tendency to act in a consistent manner toward certain related objects and situation.

4 Performance:

Performance is equivalent to achievement

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5 Status: -

A defined position in the social structure of a group or society that is distinguished from and at the same time related to other position through its designed rights and obligations.

6 Role: -

A pattern of behaviour, structural around specific rights and duties and associated with a particular status position within a group of social situation. Ralph Linton has referred to role as the dynamic aspects of status.

6. Research design

The design used in this study is descriptive. It is descriptive as it tries to explain the influence of women's employment on the economic condition of the family, matters of children and the problems faced by these women due to their job.

7. Pilot study: A pilot-study was conducted in order to arrive at an idea on the feasibility of the study for conducting the research.

8. Universe and unit

7 Universe

The total married women work force employed in the government sector of Trivandrum Corporation constitute the universe of the study.

8 Unit

A single married women employee forms the unit of study.

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9. Sampling

From the various government offices in Thiruvananthapuram city one office was selected using lottery method. Thus Vikas Bhavan was selected for study. Employees in Vikas Bhavan were classified in to 4 division Class I, ClassII, ClassIII and Class IV.

A total list of all the categories was prepared in advance. The sample was selected from each stratum; in the ratio of 1:2:2:1 using stratified random sampling method. Thus 60 respondents formed the sample of study.

10. Tools

Data was collected from primary and secondary sources. Primary data was collected through the help of questionnaire, as the respondent found it more comfortable. However group discussion at interval time was also conducted. It gives more freedom and involvement while answering the question.

11. Pre-test

After the pilot study questionnaire was prepared. This questionnaire was pre-tested on 6 respondents to make it legible and feasible to the situation. After the pre-test, modifications were brought in the tool and data was collected.

12. Analysis

The data collected during the questionnaire were tabulated and classified according to the variables in the study. The various tables thus formulated helped in the analysis and interpretation of the data.

13. Limitations of study

The researcher found that the respondent find it difficult to open up in front of a stranger. They were hesitant to revel to their family issues. However when group discussion was conducted may issues come to light.

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14. Chapterisation

The study was divided into six chapters. Chapter I dealt with the introductory part and literature review. Chapter II analyzes the introductory part. Chapter III, IV, and V are the analytical part. The study ends in Chapter VI with the researcher providing her own suggestions, summary and conclusion.

Chapter - III

Socio-economic profile of the respondents

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Introduction

This chapter presents a comprehensive picture of the respondents' personal and family data. Personal and family background has been included here since a proper understanding of the workingwomen is however not possible with out a consideration of their background factors. In the first part of the present chapter the basic social characteristics for the respondents is described.

Personal data

The personal details taken for this study include age, family type, education, monthly family income, ownership of residence, land and facilities.

Age-age is an important factor, which influence or regulates an individual's activity with in or outside the family. Experience and knowledge increases with age, there by causing change in ones attitude and opinions. Hence it would produce meaningful information by analyzing the response with regard to the respondent's age.

Socio economic profile of the Respondent

Table: 3.1

Age wise distribution of the respondents

Age	Frequency	Percentage
20-30	7	11.7%
31-40	26	43.3%
41-50	20	33.3%
51-60	7	11.7%
Total	60	100.0%

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The above table reveals that women employee in Govt sector between the age group of 31-40 is very high (43.3%). Where as in the age group of 20-30 and 51-60 have equal representation their percentage being 11.7% each.

The analysis shows that most of the women belong to the young age group. Due to family responsibilities and due to the high standard of living they enter in to job market.

Table: 3.2
Family type

	Frequency	Percentage
Nuclear family	59	98.3
Extended family	1	1.7
Total	60	100.0

There is only 1.7% of extended family in the present study. This clearly shows that joint family system in Kerala has totally crumbled down and is paving the way for nuclear families. Another aspect is that most of the families in Trivandrum city are those who are migrated from rural area in search of job and might have left their kinds and relatives behind.

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Table: 3.3

Education

	Frequency	Percentage
Up to SSLC	3	5.0
PDC	9	15.0
Degree	33	55.0
PG	12	20.0
Other	3	5.0
Total	60	100.0

About 5.5% of the respondents were graduates. It is higher representation of educational level. 25% of the respondents were either postgraduates or had higher degree of education. Degree is the minimum qualification for most of the government job. Most of the women try to secure a job instead of pursuing higher education.

The state of Kerala with its high literacy rate (92%) has always given importance to women literacy right from the days of independence. It has the highest number of publications, which clearly shows the reading habit of women.

Table: 3.4

Monthly family income

	Frequency	Percentage
Below 10000	30	50.0
10000-20000	26	43.3
20000-30000	4	6.7
Total	60	100.00

Only 6.7% of the total population have monthly income between 20000-30000. 50% of the people have monthly salary below 10000. It reveals that about half of the

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population belongs to middle class category. Growth of middle class is a common future of any developing city.

Table: 3.5
Age at when join the service

	Frequency	Percentage
18-25	23	38.3
25-35	37	61.7
Total	60	100.0

	Frequency	Percentage
Before marriage	23	38.3
After marriage	37	61.7
Total	60	100.0

These table shows that 61.75 of the people got job at the age of 25-35. That means after marriage. Most of the women due to increased standard of living and due to high pressure due to family responsibilities are forced to take a job. Some of the respondent have takes up the career even after the birth of a child.

Table: 3.6
Occupation of Husband

	Frequency	Percentage
Govt employee	47	78.3
Private	3	5
Business	4	6.7
Others	6	10
Total	60	100

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The above table represents that about 78.3% of the respondent have government employed husbands were as 21.7% of the respondents husband were working in other sectors such as private, business and others.

Government employed women are more likely to marry government employed men. The security and the pension scheme associated with the government job force many people to enter this profession.

Trivandrum being the capital city of Kerala has also the highest concentration of government offices which could be another reason for the high rate of government employees in.

The study also revealed about 70% of the respondent's husbands have higher job than their wife. Normally women like to select spouse, having higher and more respectable job than the wife.

Table: 3.7
Ownership of residence

	Frequency	Percentage
Own house	51	85.0
Rental	9	15.0
Total	60	100.0

85% of the respondents have their own house. 15% of the respondent were lived either rental houses or their relatives houses. Due to the availability of loans in the government section and those ample provided number of them provided through the banks, an own house is no more a dream to be realized for many government employees.

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Table: 3.8

Land

	Frequency	Percentage
Up to 10	14	23.3
10-20	21	35.0
20-30	7	11.7
30 above	13	21.7
No land	5	8.3
	60	100.0

Only 8.3% of the respondents have no land of their own. The others have land in and around the city. In order to make the children's future secure many of them buy land in and around the city, which remains as an asset.

Table: 3.9

Facilities

	Frequency	Percentage
TV	60	100
Computer	15	25
AC	1	1.7
Washing machine	27	45.0
Fridge	47	78.3

Most of the government employees own modern home equipment like fridge. Computer, TV and computer. This clearly indicates the high rate of consumerism prevalent in the state of Kerala. The middle class always try to imitate the upper class

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people by spending huge amount of money of luxury item which ultimately lead their life to complete choose mess.

Conclusion

Chapter III dealt with the socio-economic profile of the respondents on the personal background of the respondents were looked. Age of the respondent showed that a little more than half were in the 31-40 age group. Majority was college educators. The major motivating factor motivation factor to seek employed was better standard of living. The next chapter will look in to the positive aspects of women's employment

Chapter IV

Positive aspects of women's employment

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The place of women in the economic life of a country is undergoing far-reaching changes everywhere. These changes in terms of their diversity appear to be more marked in developing economies, which generally happen to be tradition-bound. In the Indian context, as in the other developing economies, we have to make a distinction between rural and urban attitude to employment of women as also attitude of organized and unorganized employers towards such employment. In recent years, in international gatherings the question of women's employment has come into prominence as a result of changes, which have taken place in the scope and character of the economic life of the society. One of the most important findings of the surveys conducted by TATA institute of Social Sciences was that, a majority of the respondents feel that women should work if it was necessitated by economic conditions of the family. The economic factor as the main consideration for women's being in employment demonstrated by the Bombay and Delhi surveys are not a special feature of Indian conditions. The second most important reason was the view that, women's employment helped in making them economically independent. Many relations had the feeling that such an employment provided a purposeful activity to them. Still others favored the respondents' employment because it could offer the opportunity for a good career. The opinion of the few was that, such employment improved the matrimonial prospects. In few cases, the relations attitude was reported to enhance the family prestige or because their employment experience was looked upon as a preparation for unforeseen circumstances. A few respondents had a liking for the job, because it helped to increase their knowledge or because it helped the in getting good social contacts or even because employment helped them to be busy. In this chapter reveals the positive aspects of women employment.

In modern period, the status of women of our country has undergone profound changes. Women are now coming under from he four walls of their homes in search of economic gain and fulfillment of their personal desires. As a result, a significant change has been noticed in their attitude of men and women towards women, education and employment. The present socio-economic emancipation of women in our country has brought about a number of changes in their status, role, and outlook. Ideas on women have gradually changed. A number of women, both married and unmarried have now

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come outside their home for employment. Women as group, specially married women, have certainly become an important an important part of the workforce in al countries. Women now have identified that; unequal social and economic status is the major factor that has driven and compelled them to be marked as a vulnerable section.

About 2/3 of the women employee's husband have higher job than the respondent. It is because of the facts that in the contemporary society the social life are vary much different than the past, and there is high rate of consumerism. In order to cope with such environment women employee prefers to have high salaried husband.

Table: 4.1
Salary rate and owning house

	Home		
	Yes	No	
Below 3050	7 70%	3 30%	10
3050-4800	15 75%	5 25%	20
4801-9000	19 95%	1 5%	20
Above 9000	10 100%	0	10
Total	51 85%	9 15%	60

The above table explains that as salary rate increases the number of respondents who have home are also increases. It is because of the facts that in the present situation people need large amount of money in order to build a house. The salary of a woman could aid a man in the building of a house.

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Table: 4.2
Salary rate and type of house

	Type of house				
	Concrete	Tailed	Sheet	Others	
Below 3050	4 40%	5 50%	1 10%	0	10
3050-4800	12 60%	6 30%	1 5%	1 5%	20
4801-9000	17 85%	3 15%	0	0	20
Above 9000	9 90%	1 10%	0	0	10
Total	42 70%	15 25%	2 33%	1 1.7%	60

As salary rate decreases the number of people who have good houses decreases. It is clear that the first class people have only concrete and tiled houses where as the salary rate decreases. People having low cost houses are increases. They have both sheet type and tiled houses. In this cross table we end in a conclusion that money is one of the influencing factors for home making.

25% of the respondents now live away from their own house, of them 13.3% of the respondents live in rented house. 6.6% are in cotters and 5% of the respondents live in relative's houses. This is because of their convenience. Most of the respondents prefer cotters because the residence is away from the work place. People take rental house for children's education and other family purposes.

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Table: 4.3
Salary rate and facilities available at home

	Facilities					
	TV	Computer	AC	WM	Fridge	Home theater
Below 3050	10 100%	1 10%	0 0%	3 5%	5 50%	0
3050-4800	20 100%	30%	0 0%	11 55%	16 80%	0
4801-9000	20 100%	5 25%	1 5%	7 35%	16 80%	1
Above 9000	10 100%	3 5%	0 0%	6 60%	10 100%	2
Total	60	15	1	27	47	3

The table reveals the facilities of home. It is clear that all respondents have television in their house and fridge in all most all houses where as computer, air condition, washing Machine and Home theater etc are seen common in second class and first class family than the other. According to the respondents they have taken care to buy these facilities in order to reduce the workload. Their salary, which is usually pooled to the family income, has helped the families in achieving these facilities.

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Table: 4.4
Salary rate and owning a vehicle

	Vehicle		
	Yes	No	
Below 3050	3 30%	7 70%	10
3050-4800	10 50%	10 50%	20
4800-9000	11 55%	9 45%	20
9000 above	7 70%	3 30%	10
Total	31	29	60

From the 60 respondent 31 families have vehicle, which is either two-wheeler on four-wheeler. The percentage decreases with respect to the decrease in salary rate. Vehicle is one of the instruments that help man to save money because of the time saved. In the other way sometimes it is the sign of status, because we live in a consumer culture. More over due to the increasing loan culture people are able to more easily acquire vehicles. For that also occupational certificate is a necessity.

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Table: 4.5
Salary rate and Type of school your children studies

	Type of school			
	Government	Aided	Un aided	
Below 3050	5 50%	2 20%	3 30%	10 100%
3050-4800	9 45%	6 30%	5 25%	20
4801-9000	3 15%	10 50%	7 35%	20
Above 9000	2 20%	4 40%	4 40%	10
Total	19	22	19	60

As the salary of the women increases they are able to provided good education to the students. When 80% of the women having a salary of over 9000 are able to send their children to English medium pot school their number was on 50% in the low-income group.

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Table: 4.6

Salary rate and extra curricular activities of children

	Extra curricular activities of children		
	Yes	No	
Below 3050	7 70%	3 30%	10
3050-4800	17 85%	3 15%	20
4801-9000	14 70%	6 30%	20
Above 9000	9 (90%)	1(10%)	10
Total	47	13	60

As the women earn more salary they are able to keep aside a particular amount for the extra curricular activities of the children. This also should the difference in the outlook of these women companied to the women having less salary.

Table: 4.7

Salary rate and Lack of interest of children

Salary rate	Lack of interest	Lack of money	Total
Below 3050	1(33.3%)	2(66.7%)	3
3050-4800	4(57.1 %)	3(42.9 %)	7
4801-9000	3(37.5%)	5(62.5%)	8
Above 9000	2(66.7%)	1(33.3 %)	3
Total	10	11	21

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The above table reveals that ¼ of the respondents could not give practice for extracurricular activities. It is because of two different reasons, the first is lack of interest the second is lack of money. In this study the researchers find that the lack of interest is very high in the case of people’s who have very high salary were as 62.5% of the middle-income group responds that lack of money is the factor

Table: 4.8
Salary rate cum census of the children staying in hostel

	Are your children staying in hostel		
	Yes	No	
Below 3050	1 10%	9 1%	10
3050-4800	5 25%	15 75%	20
4801-9000	2 10%	18 90%	20
Above 9000	4 40%	6 60%	10
Total	12	40	60

The table reveals that about 40% of the respondent’s children’s who have salary above 9000 are studying in hostel. This is the highest percentage.

Where the other respondent were 25 and 10% each. It is because of the facts that high-class education need more money is not affordable to people who have less income. So they prefer to government education according to their situation. Here the researcher has come to the conclusion that economic condition of the respondent influences their children’s education.

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Table: 4.9
Salary rate and provision of facilities for your children

	You provide all facilities for your children		
	Yes	No	
Below 3050	5 50%	5 50%	10
3050-4800	14 70%	6 30%	20
4801-9000	11 55%	9 45%	20
Above	9 90%	1 10%	10
Total	39	21	60

Only 10% of the respondents belonging to the Ist class category responded that they are not satisfied with the facilities for children's.

The percentage of the above group of respondents increases according to the decrease of salary rate. When the respondents often find it difficult to meet both ends they are least concerned about the facilities offered to children. But for the high-income group of women. They are able to set aside a part of their salary, as the other needs of home will be taken care by the husband's salary.

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Table: 4.10
Salary rate and servant

	Servant		
	Yes	No	
Below 3050	0	10 100%	10
3050-4800	6 30%	14 10%	20
4801-9000	10 50%	10 50%	20
Above 9000	4 40%	6 60%	10 100%

The people who have more income and salary like to depend on servants. They do child caring, washing cloth and other works.

Due to availability of servant the workingwomen have less works. Have the table explain that women with high-income group like to prefer servant in their houses. It a because of the fact that, they have more work and very small time. So the people having more money like to dependent on servants. It is clear that salary rate influence presence of servants.

Conclusion

In this chapter, the researcher finds out the positive aspects of women's employment. She found that, women employment influenced he family very much. With their salary, they were able to buy a house for themselves, acquire most of the facilities at home, own a vehicle and give good education and other provisions for their children. The

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women say that, these were only possible due to their income supplementing their family income. Thus, the third hypothesis is proved and accepted.

Chapter V

▶ Problems faced by women due to employment

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► Problems faced by women due to employment

Introduction

Indian society has been unduly characterized as a society with tremendous persistence and stability of tradition. . In fact, those who made such an assertion tends to forget that a great deal of change is deliberately initiated both by social reformers and intellectuals as well as politicians. There has been a considerable amount of dissatisfaction with the state of affairs, which was sharpened by the contact with the western civilization. Exposure to western education technology any science as well as ideologies and values meant a critical examination of existing social arrangements; while importance to men's education was felt a prime necessary, it was equally well felt that, women should also receive their share of education which make them effective partners in life. Women's education and employment thus played a pivotal role in initiating far reaching change in the Indian social structure. As mentioned earlier, there has been a considerable confusion arising from the over emphasis on the persistence and stability of tradition- particularly the tradition culture. What is not usually appreciated is the amount of change which has come about in various institutions such a marriage and family, women's status etc. ...

Our society at present is in a traditional stage. The old traditional image of women as helper to their men folk, as wives, mothers and home makers has not changed completely or has the role of the modern women as men's partners and co-worker in different walks of life and as additional bread winners been fully accepted. Women's are new entrants in to the employment field, yet repercussions of their entry are perceivable. Their education and employment outside the home has led to social change but at the same time widened the area of role conflict. It was, therefore, considered worthwhile to access the changes brought in the social structure, the area of role conflicts that developed and the status women have attained in the society.

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Women employment, changing position of women make structural change into behaviours institutions such as family, marriage. It creates so many problems. In this chapter reveals the problems faced by women employers.

The workingwoman however is not a new addition to the Indian scene. Women in the lower strata of society have been working since long for wages in factories, as menial servants or as unskilled labourers and at construction sites. It was only the women of middle or upper class who were confined to homes and taking up jobs was considered degrading for them. Various socio-economic and politico-legal factors have brought about a newly emerging middle class of working women in India. With this the working women have to perform different roles, due to the multiplicity of roles, her behaviour becomes complex in terms of expected/perceived and actual/performed roles. In this section, explains the problems faced by working women.

Table: 5.1
Distance of office from house

	Frequency	Percentage
Up to 10	18	30
10-20	12	20
20-30	15	25
30-40	7	11.7
40 above	8	13.3
Total	60	100

The above table shows that most of the employee's houses are locate near to their office, that means with in 10 km and the percentage is 30%. From this the researcher reach in an interpretation that employed women like to settle in suburban and urban areas for children's education and better living conditions. Where as the others live away from the office. The long distance and the household duties pose difficult to many.

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Table: 5.2
Mode of Transport and Difficulties

	Frequency	Percentage
Bus	41	68.3
Vehicle	7	11.7
Walking	4	6.7
Train	8	13.3
Total	60	100

The above table reveals that only 6.7% of the respondents go to office by walking. The others depend on different methods for going office, of these 68.3% of the respondents depends on bus for traveling. Finally the researcher reach in a conclusion that most of the employees suffer problem in the morning and evening due to the unavailability of bus. Some times they never reach the office at the right time. Some get back home very late, after which they have to look after the daily household duties. Some have to take 2 buses to reach home. This makes them physically and mentally tired. But due to economic difficulties at home they again go back to work the next morning.

Table: 5.3
Punctuality in office

	Frequency	Percentage
Yes	53	88.3
No	7	11.7
Total	60	100

About 1/5th of the respondents have the problem in which they did not reach the office at right time. From this the researcher interpret that the office is located away from the house traveling is a major problem. They have more duty in home. This create

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problem related to punctuality at office. Nuclear families have become common in Kerala. Lack of elderly members and relatives at home to help them pose serious difficulties to many.

Table: 5.4
Residence of children

Hostel	Frequency	Percentage
Yes	12	20
No	48	80
Total	60	100

The above table reveals that about 20% of the respondent's children's stay hostel. It is because of the fact that it is for the better education for children. Most of the higher education centers are far away from house because that reason they prefer to send their children in hostel. Some of the respondents have the opinion that they did not have enough time to look after their children. Because of that reason they prefer hostels for children's safety. Form this the researcher reach in a conclusion that hostel play an important role in children's education and protection. Due to the less availability of time, children's are forced to live away from their parents.

Table: 5.5
Difficulties in house hold job

Time	Frequency	Percentage
1-4	46	76.7
5-8	14	23.4

The above table reveals that most of the women employee spends 1-4 hours daily for household job. Each house have more work but they do not have enough time to do all things with in 4 hours, they are very quick to do house works. It creates more tension

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and weakness. Lack of a suitable person to help these women also creates problem for them.

Table: 5.6
Assisting Children

Time in hours	Frequency	Percentage
0	8	13.3
0.5	4	6.7
1.00	12	35
2.00	27	45
Total	60	100

From the table it is clear that 4/5 of the respondents spend two hours daily for helping their children for doing home work. These women are very anxious about their children's education and future. This also creates tension and physical weakness of the respondent the feeling of guilt that they would not afford enough time for these women worsens the situation.

Table 5.7
Spending Leisure Time

Time	Frequency	Percentage
0	29	48.3
1	14	23.3
2	11	18.3
3	6	10.0
Total	60	100

From the table it is quite evident that 4/5th of the respondents do not use time to watching radio and TV programme with their children's. The main reason is lack of time.

Because of their workload they involve most of the time in their work. From the

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researcher analysis it is find out only10% of the respondents spend time with their children for watching. TV and radio programme. On reaching home, they change their role to that of a housewife. They get not time for relaxation.

Table: 5.8
Provision of facilities to children

	Frequency	Percentage
Yes	39	65
No	21	35
Total	60	100

The above table reveals that 35% of the respondents are not satisfied with their children condition. Lack of time and money are some of the reason for this condition. But 65% of the respondents replay that they are able to give better facilities to their children.

Table: 5.9
Help in household jobs

Assistance	Frequency	Percentage
Yes	20	33.3
No	40	66.7
Total	60	100

The above table shows that about 3/5 of the respondents do not have servant at home. Where as the 33.3% of respondent have servant at home. The servant does duties of child caring washing cloth and cleaning. But most of the women employee do all this work alone so it create so many physical problems like back pain, head ache, weakness etc.

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Table: 5.10
Spending salary

Spending Salary	Frequency	Percentage
Yes	9	15
No	51	85
Total	6	100

The table shows that 85% of the respondents give salary to their husband. It explains that in the contemporary situation also they give more importance to their husband, their protection and caring.

Table: 5.11
Health problems of family members

Health Problem	Frequency	Percentage
Yes	12	20
No	48	80
Total	60	100

Table: 5.12
Permanently hospitalized

Permanently hospitalized	Frequency	Percentage
Yes	5	8.3
No	7	11.7
Total	12	100

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The above tables' reveals that about 1/5th of the respondents close relatives have diseased State. Because of this reason some of the respondents suffer problems. Of these 8.3% are permanently hospitalized. This is clearly explains that working women also engaged in others problems and there contribute more work to them. They also give emotional support to the family members.

Table: 5.13
Spending holidays

Spending Holidays	Frequency	Percentage
Holiday with in house	39	65
Relatives house	12	20
Engaged in other job	35	58.3

The above table reveals that 65% of the respondents spent holiday with in their home itself, 20% of the respondents replay that they go their relatives houses. Where as 58.3% of the respondents replay that they engaged in others activities from this the researcher reach a conclusion that about 4/5 of the respondents do rest of the household jobs in the holidays.

Table: 5.14
Husbands attitude towards women employment

Husbands attitude	Frequency	Percentage
Yes	60	100
No	0	0
Total	60	100

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The above table reveals that 100% of the respondents are very co-operative in their wife's employment and also give support.

It is because of the facts that in the contemporary situation, we need enough money for the better social life. So financial supports one of the reason for taking the job at the same time few of them replay that, their husbands like women's equality and empowerment.

Table: 5.15
Decision in family matters

Decision	Frequency	Percentage
Always	39	65
Sometimes	18	30
Never	3	5

The above table explains the position of women in the family, from this it is found that $\frac{3}{4}$ of the respondents are very satisfied with the decision taken in the family. They tell that their husband give opportunity for taking decision with in the family. Where as 30% of the respondents says that their husband sometimes give permission to taking family decision. Where as only 5% of the respondents never get such freedom. From this it is realized that, even in educated family such type discrimination also found. Here the II hypothesis is proved.

Table: 5.16
Physical problem

Physical Problem	Frequency	Percentage
Yes	37	61.7
No	23	38.4
Total	60	100

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The above table shows that $\frac{3}{4}$ of the respondents have physical problem. It is due to enough works. 16.7% of the respondents says that some times they fails to manage both family and office them suffer the following diseases like back pain, head ache etc.

Table: 5.17

Problems related to their children

Problems related to their children	Frequency	Percentage
Yes	36	60
No	24	40
Total	60	100

60% of the despondences opinion is that each and every time children need parents. But employed woman they did not have enough time to spend time with their children's. Because of their absence children became isolated and feel lonely some times they show angry, sadness etc.

Table: 5.18

Co-workers

Co-workers	Frequency	Percentage
Very good	16	28.7
Middle	12	20
Good	32	53.3
Total	60	100

The above table reveals that 50% of the respondents replay that co-workers are very co-operative. The researcher found that is a better condition for working.

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Table: 5.19
You feel isolation

Isolation	Frequency	Percentage
Yes	20	35
No	40	65
Total	60	100

The above table reveals that about 35% respondents feel isolation from their relatives and children. The researcher found that it is because if the reason that in all occupation they engaged in jobs they some times did not actively participate in family functions and other programmes. Time is one of the major reasons for this type of thinking.

Table: 5.20
Feeling of isolation

Feeling of isolation	Frequency	Percentage
At home	18	30
Office	4	6.7
Both place	38	63.3
Total	60	100

3/5 of the respondents are very happy both office and home. Were as 6.7% of the respondent's replay that they are very happy at office only. The researcher reach in a conclusion that they suffer more problem in home. Because of that reason they are very happy at office.

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Table: 5.21

Problem related to time

Time	Frequency	Percentage
Yes	30	50
No	30	50
Total	60	100

The above table reveals that there is an equal representation of peoples in which 50% of the respondents replay that lack time is one of the reason for problems and tension of women employment. Where as 50% of employee did not agree that opinion they did not have any demerit related to employment.

Table: 5.22

Salary Rate and

Family members have any type of disease

	Disease		
	Yes	No	
Below 3050	2 20%	8 80%	10
3050-4800	5 25%	15 75%	20
4801-9000	4 20%	16 80%	20
Above 9000	1 10%	9 90%	20
Total	12	48	60

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The study shows that as income increases the numbers of diseased persons in the family decreases. Those with high income are able to provide good medical facilities to their family members. For the rest, consultation of a doctor is carried out only when the disease becomes inferable.

Table: 5.23
Salary Rate and
Emotional Support

Salary rate	Emotional support	Total
Below 3050	2	2
3050-4800	5	5
4801-9000	4	4
Above 9000	1	1

The table reveals that about 20% of the total respondents give emotional support to the diseased person. Here also as income increases, the emotional support given to the diseased also increases. With the presence of an independent income they are able to satisfy almost all the need of the diseased, which keeps them mentally healthy.

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Table: 5.24
Salary Rate and
Your children staying in hostel

	Are your children staying in hostel		
	Yes	No	
Below 3050	1 (10%)	9 (90%)	10
3050-4800	5 (25%)	15 (75%)	20
4801-9000	2 (10%)	18 (90%)	20
Above 9000	4 (40%)	6 (60%)	10
Total	12	48	60

The above table reveals that about 40% of the respondents children are staying in Hostel. This is the highest percentage, they have high salary rate. It is above 9000. When the others representation are 25 and 10% each. It is because of the facts that high-class education need more money and is not affordable to people who have less income. So they prefer to give education according to their situation. Here the researcher has come to the conclusion that economic condition of the respondent influences their children's education.

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Table: 5.25
Salary rate and
Extra curricular activities of children

	Extra curricular activities of children		
	Yes	No	
Below 3050	8 80%	2 20%	10
3050-4800	17 85%	3 15%	20
4801-9000	14 70%	6 30%	20
Above 9000	8 80%	2 20%	10
Total	47 78.3%	13 21.7%	60

As the women earn more salary they are able to keep aside a particular amount for the extra curricular activities of the children. This also should the difference in the outlook of these woman compared to the women having less salary.

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Table: 5.26
Salary rate and
Child caring

	Child caring			
	Day care center	Servants	Relatives	
Below 3050	4 40%	1 10%	5 50%	10
3050-4800	3 15%	5 25%	12 60%	20
4801-9000	6 30%	5 25%	9 45%	20
Above 9000	2 20%	5 50%	3 30%	10
Total	15 25%	15 25%	30 50%	60 (100%)

40% of the low income groups depends day care enter for caring their child, were as 40% of the high income groups depends servants for child caring. Middle-income groups depends relatives for child caring. It is clear that the nature of child caring varies according to the income so the researcher end in a conclusion that salary rate is one factor which influence child caring.

Conclusion

The Chapter V of the chapter was to find out the problems faced by women due to employment. The researcher found out that working women face so many problems related to household work and office work. Most of the women employee has children's

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they were studying in school. So they have more work than others unavailability of time is one of the reason of most of the employee. From this study the researcher found out that in order to cope with this environment employed mother take various mechanisms. In house hold work the help of others are also taken. In the childcare too the same trend was followed. Interference of other was not seen in discussion making. Normal concurrence was very high in children and decision-making.

Chapter VI

Summary and Conclusion

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Summary and conclusion

The traditional concept of women's role is gradually changing. According to 2001 census, there are 24.5 lakhs women workers in Kerala (www Kerala gov.in). Today there is no profession in which women are not entered.

A career-oriented women's family like is a total change from that of her ancestors. She is financially independent and plays the role of a mother as well as working women. Behind every successful woman is confidence and perseverance.

However, there are frustrations involved as well. These, never seems to be time to do sufficient justice to both their roles, especially a married woman. A married career woman has multiple roles. In addition to her traditional roles as wife and mother, guardian of the hose-hold and keeper of cultural traditions. She is now becoming a professional fast. Being subjected to the dual demands of home and work. She is liable to force a crisis of adjustment lack of sympathy and support from the husband, children and in laws contribute to a psychological stress among the workingwomen. The situation of women tossed between and home leads to a role-conflict.

The role of women was clearly defined as to lead the life of emotion and feelings to sacrifice their individually and potentiality to the interest of the larger social unit to which they belonged.

The present study intends to find out the problems found by government employed married women in Thiruvananthapuram city and the contributions they were able to make in family due to employment. The study will throw light on the aspects of women's life where adjustment is necessary and also helps and a woman in future. It may also motivate a woman to take employment as the study highlights the positive aspects of women's employment.

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The study frame certain objectives; they are

General objectives:

To find out the factors and conditions under which women employment influences family functioning.

To find out the influence of female employment on the economic condition of the family.

To find out the difference in influences emerging from the nature of occupation on the life of the children.

To find out the problems emerging due to women employment in family and the steps taken by women to cope with it.

Based on the above objectives certain hypothesis are framed

1. Higher the occupational position of the employed mother less will be their involvement in child caring.
2. Higher the salary rate of the women employees less will be problems in home management.
3. Female employment positively related to the economic condition of the family.

The design used in the study is descriptive. It is descriptive as it tries to explain the influence of women's employment on the economic condition of the family, matters of children and the problems faced by these women due to their job. A

Pilot-study was conducted in order to arrive at an idea on the feasibility of the study for conducting the research.

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The total married women work force employed in the government sector of Trivandrum Corporation constitute the universe of the study. The single married women employee forms the unit of study. From the various government offices in Thiruvananthapuram city one office was selected using lottery method. Thus Vikas Bhavan was selected for study Employees in Vikas Bhavan were classified into 4 divisions classes I, class II, class III and class IV. A total list of all the categories was prepared in advance. The sample was selected from each stratum, in the ratio of 1:2:2:1 using stratified random sampling method. Thus 60 respondent formed the sample of study.

Data was collected from primary and secondary sources. Primary data was collected through the help of questionnaire as the respondent found it more comfortable. However group discussion at interval time was also conducted. It gives more freedom and involvement while answering the question. After the pilot study questionnaire was prepared. This questionnaire was pre-tested on 6 respondents to make it legible and feasible to the situation. After the pre-test modifications were brought in the tool and data collected.

The data collected during the questionnaire were tabulated and classified according to the variables in the study. The various tables thus formulated helped in the analysis and interpretation of the data.

The researcher found that the respondent find it difficult to open up in front of a stranger. They were hesitant to reveal their family issues. However when group discussion was conducted many issues come to light.

The study was divided into 6 chapters. Chapter I dealt with the introductory part and literature of review, chapter II with analysis the methodological part, chapter III with the socio economic profile of the respondent. In chapter IV, the researcher find out the positive aspects of women's employment, he found that women employment influence

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smooth functioning of family such as child caring, education of the children, home management etc. they provide good environment for their children's growth and education. In chapter V, the researcher find out the problems faced by women due to employment. The researcher found out that working women face so many problems related to household work and office work. Most of the women employees have children's they were studying in school. So they have more work than others. Unavailability of time is one of the reasons of most of the employee. From this study the researcher found out that in order to cope with the environment, employed mothers take various mechanisms. In household work the help of others are also taken. In the child can too the same frond was followed. Interference of other was not seen in decision-making. Normal congruence was very high in childcare and decision-making. The study ends in chapter VI with summary and conclusion.

Indian family is represented as happy and a stable one. There is a wrong notion that since the rate of divorce and separation is lower in India, marriage and family life in his country are apparently stable and happier compared to Western countries. Our culture extols valves of women's submission to man, peace at all costs, avoidance of external interference in marriage. Sage guarding social respectability and considering marital maladjustment as "carrying none's cross" or accepting one's fate or 'Karma' consequently it views counseling and psychiatric service as sign of abnormality. Hence a study of the present type would take us into the actual situation prevalent in India a marriage and family life exposing the real issues that intrigue-married couple in our country. The present study reveals how women employment influences family functioning.

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APPENDIX
QUESTIONNAIRE

Influence of female employment on the functioning of family

[A study on government employed women]

Please (✓) the answers you think appropriate

1. Age
2. Marital status
3. Family
4. Family Details

Sl. No.	Name	Age	Relationship to respondent	Education	Occupation	Monthly income

5. Educational qualification

SSLC Below SSLC PDC
Degree Post Graduation

6. Occupation

7. Salary scale

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Below 3050	3051-4800	4801-7500
7501-9000	Above 9000	

8. In which age have you joint in service?

9. When did you get job?

Before marriage	After marriage
-----------------	----------------

10. Is your husband a Government Employee?

Yes	No
-----	----

11. The institution he is working in?

Government	Business
Private	Others

12. Does your husband have a better job than you?

Yes	No
-----	----

13. If no, has it affected you in anyway?

Yes	No
-----	----

14. If yes, how?

15. What is the monthly income of your family?

16. Do you have a house of your own?

Yes	No
-----	----

17. How is your house?

Terraced	Tiled	Sheet
Thatched	Others	

18. Ownership of house

Own house	Rented
Cottons	Others

19. Do you have land of your own: If yes, how much land?

20. Do you have the following appliance at home?

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Yes No

35. If no, why?

36. How much of your monthly salary is spend for children?

0.25% 25-50%

50-75% No

37. Are you able to give your children all necessary facilities?

Yes No

38. Do you have assistants (servants) to help you at home?

Yes No

39. If you for what kind of help?

40. Do you hand over your salary to your husband?

Yes No

41. If yes why?

42. What all do you use your salary for?

43. Do you have bank deposits?

Yes No

44. If no, why?

Money is not sufficient

Husband does not approve others

45. Have your faced debt or loans?

Yes No

46. If you, why did you borrow money?

For children's education for children's marriage

To construct house

47. Do you have some kind of Insurance?

Yes No

48. The period of Insurance

10 years Until Retirement

25 years lifelong

49. Do any of your family members suffer from chronic illness?

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Yes No

50. If yes, are they in hospital most of the time?

Yes No

51. Do you offer them financial or material help?

Yes No

52. How do you spend holidays?

In home Visits Relatives others work

53. Does your husband help you with household jobs?

Yes No

54. Does your husband approve of your going to work?

Yes No

55. If yes why?

56. If no why?

57. Are you consulted while taking decision at home

All the time Sometimes Not at all

58. What ways have /you adopted/adopt for providing security to children when you are/were at work?

Day care center

Servants Relatives

59. If you have sent your children to day care, what do you think is the ideal age of children to be sending there?

Below one year 1-2 2-3

60. Have you been able to handle the twin responsibility of a workingwomen and a housewife's?

Yes No

61. Has your workload affected you physically?

Yes No

62. If yes, in what ways?

63. Do you feel your absence has affected your children in any way?

Yes No

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