



ROLE AND STATUS OF WOMEN ADMINISTRATORS

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ABSTRACT

In history, throughout the world women have made an important and direct contribution to the economic support of the family. This contribution has always included the processing of food, cleaning and dwelling. Due to the expansion of economy, industrialization and growth of science and technology with the increase in cost of living, the elaborate mechanization of household equipment, the desire to give higher education to children, have placed pressure on the earning power of male members of the family. Especially in the early years of formation of new families during which men's earnings would be comparatively low, and during the time that major household equipment is purchased, the strain on many one income families is severe, which in turn, forced women to work a additional bread winner or sometimes as sole supporters of the family. This paper is motivated to see influence of employment on women's status.

Key words:-Traditional Society,legislature

2. RESEARCH METHODOLOGY

Objective: -

To examine the influence of an employment on the status of women at home.

Hypothesis:-

“Continuous struggle of women administrators to get responsible assignment”.

3. SCOPE OF THE STUDY

The study is limited to Thane district women working in Teaching ,Banking, NGO, Tashil office.

4. NEED OF THE STUDY



Most people regard household formation mainly a non-economic event. Economists and Sociologists mainly concentrated on market activities and neglected non-market activities. The value of household production is not given an economic interpretation. No legislation is passed either to recognize domestic work a productive activity of women. Though employment in women is a recent phenomenon in middle class, women in the lower class always worked outside the house from times immemorial as maid or caretaker. The increase in women's education raises the productivity in the market by the greater amount than in the household.

Women have to discharge the triple roles – “Breeder-feeder-producer” functions in their own. The traditional culture is responsible in pulling greater stress or strain on the working women especially when the children are young. Due to her greater stress & strain to carry on triple role single handed, she feels that her family members should share the domestic work. The stress & strain is more for working women who want to be committed to her job as well as towards her family.

The status of women employees at home keeping in view the assistance sought by her in domestic work, financial responsibilities, decision making in critical matters, satisfaction of the dual responsibility, freedom in spending their earnings, shopping responsibility, child care, opinion about in-laws, happiest and unhappy experiences at home. The suggestion is that if we want to empower women, then more jobs (33%) for women should be strictly adhered to.

5. ANALYSIS AND FINDINGS

1. The study that a woman working in office is a sign of modernization, the traditional responsibility of domestic work and child care continue to be her responsibilities despite changes in the socio-economic status of women.

2. The most important and positive aspect of working women is that quite a majority of them (85.6%) enjoy both – their jobs as well as their household work. They have been successful in managing the two roles and took pride in both the roles. It reveals that a majority of the respondents are found happy with dual work.

Though the house work is not considered economic, it is very imperative that the dignity and prestige of house work must be given due credit and importance so that educated women may not be depressed and frustrated.

3. The nature of job and work pressure determines the state of mind as well as adequacy of time available for family due to employment. The study that teaching is the best profession for working women as they are in a position to give adequate time for their family

where majority (21.7%) of them have given positive answer 'yes'. This is but obvious because educational institutions work in two shifts – morning and afternoon – on an average for six hours. Hence, women get sufficient time for the family work which is not possible in any other profession.

4. It seems that women employed in Banking, Tahsil office, Police, N.G.O. do not get adequate time for their family.

It is interesting to note that 37.9% women had given 'No reply' on the said question. Their silence reveals that they have to work, after their jobs and they are unhappy to the situation.

5. The study indicates that the 96.9% women expressed that they do get the help from their family members in household work, table no. 5.2.4 (B) shows the clear picture from whom they get more help – Husband, Father-in-law, Mother-in-law, Maid and others.

59.7% respondents expressed that they are helped by their husbands and 22.2% are helped by the maid servants. Mother-in-law & Father-in-law, in all the families, have a V.I.P. status (7.6% & 3.2%) in the family as they help the respondents in few cases. Assistance from children (4.8%) is also minimum.

As a result, despite their work at office, women either exclusively undertake the domestic work or share it with domestic servants. This is however, not possible in all cases.

But in the low income families, where to appoint a domestic servant is only a dream, the husbands do not provide them proper assistance in carrying out these responsibilities.

6. Study reveals 71.2% respondents share the outdoor responsibilities of household work, shopping, purchase of vegetables, child care, hospitals, etc. 23.5% share working & house-keeping, and 5.3% take the responsibility of both. It shows that working women, have more shopping responsibilities than non-working.

Women in general like to do shopping and it gives them an opportunity to mix with the world outside their homes. This is important because when they buy things women are exercising their power to spend money and select things with some freedom.

This also reveals that their husbands have confidence in the ability of their partners or may not like to share the out-door responsibilities. Even leaving the purchasing in the hands of women (wives) is a change from the traditional pattern and emphasized the aspect of equality.



7. An attempt is made to know the respondents' share in decision making related to family affairs or critical matters.

Study reveals that 80.5% of the total respondents share the decision making power collectively, 17.7% individually and 1.8% in any other way. The respondents who share the responsibility of decision making in critical matters are more of medical services, investment services. The In-laws do not have much say in decision making of critical matters.

It also experienced that both in the working class and in the middle class, the working wife exerts more influence in family decision making than non-working wife. Participation of women in the activities of outside world, her job gives her contacts with the fellow workers, which lessens her dependence on her husband for emotional support and increase the knowledge and skill for decision making. Such factors have made them resourceful and competent decision makers.

8. It is essential to know whether working women have the freedom to spend the family income especially, on household equipment, clothes, shopping to herself and as well as family. Study reveals that working women have much freedom in financial matters along with their husbands and children i.e. collectively.

Respondents in teaching 24.6%, in Banking 14.2%, in Tahsil office 6.2%, in Police 12.6%, N.G.O. 4.0% - totally 61.6% shared the financial responsibility collectively. It can be said that there is a link between financial freedom and earning capacity. If the salary of a working woman provides a substantial contribution to the family income, then it would be expected to give her greater share in financial decisions and greater respect from her husband and other members of the family. The respondents in financially better conditions have more financial freedom than others.

Conversely, female members have very little control over the family resources and those who have negligible independent earning are financially insecure.

9. Majority of the respondents are satisfied towards their children's attitude, as much as 81.5% children are co-operative to their mothers, 7.2% are unhappy, 5.4% indifferent, 4.3% initially co-operative and merely 1.6% non-cooperative.

10. Majority of the respondents express their satisfaction on the arrangements to look after their children in their absence. This arrangement at home is satisfactory in nuclear families. This is due to help of servants or presence of any relative. In joint families, they have either 'satisfactory' or 'will do' arrangements.



It seems that the breakup of joint family system has made the children of nuclear family feel quiet lonely, lost, confused and emotionally insecure.

This makes them turn to pop-music, movies, cheap literature and mobile & computer crazy and addicted, which are liable to estrange them even more from the older generation.

11. 92.7% of the respondents say 'yes' to enjoy freedom of decision making and merely 7.3% said 'no' to the question. Majority of the working women feel that due to the freedom, they can take the rightful decision to inculcate the value which will have far reaching implications for the next generation.

Punctuality, thoroughness and work ethics are imparted on the child by mothers. Women have always played this role in positive manner because of freedom in decision making.

Because of the freedom of decision making, working women participate more than men and non-working women in the education of children and purchasing, which gives them the feeling of happiness and satisfaction.

On the contrary, 7.3% respondents do not enjoy the freedom of decision making. 48% father-in-law, 20% mother-in-law, 16% husband and 1.6% parents interfere in their personal matters.

In a traditional society, father-in-law and mother-in-law expect their daughter-in-law to be obedient and subservient. But daughter-in-law are no more traditional to be subservient, as they are educated and employed, naturally stress and strains would develop in the family

Conclusions

A woman has been the subject of love, hate, appreciation, ridicule, acceptance, rejection and good-evil ambivalence since ancient times. Whatever media, man had at every stage of history, used to describe and express his feelings towards women, songs were sung at stage, poems were composed, paintings were drawn, sculpture were carved and models were constructed to concretely reveal these dichotomous emotions. Literature is full of the chaste, noblest and most revered saint like women as well as most vile and evil with like women, man found women a natural object for the satisfaction of his passion, like food she satisfied his existence. However, because she was a dynamic being capable of expressing her own want and needs, man could not control her as easily as he wished and this created a frustration within him since he could neither rule her nor ignore her, thus all of her finer and basal qualities of humanity became associated with woman. She was viewed as goddess, the representative of all that's good in human nature, and as a witch, the harbinger of all the evils in society.



Economics growth and legal institution reforms are both important in any long term comprehensive strategy to promote equality. Prescription of the appropriate divisions of roles in the home and family, paid employment and the political sphere are shaped by the predominant culture, the social norms, and beliefs and values existing in any societal modernization and religious traditions. In many societies, rigid gender roles determine the rights, resources and powers of women and men not only the division of labour in the home and workplace. In others, men and women's roles are more interchangeable and innate biological differences lead to fewer social expectations.

Where a culture of gender equality predominates, it provides a climate where demure legal rights are more likely to be translated in to facto rights in practice. Where Institutional reforms are implemented in the workplace and public sphere, where women embrace expanded opportunities in literacy, education and employment, and where the traditional roles of women and men are transformed within the household and family.

Moreover the critical importance of culture is that women as well share the predominant attitudes, values prevail, women are not just limited by society in terms of the opportunities they seek, but they also choose to limit themselves. Cultural changes in necessary condition for the equality; women first need to change themselves.

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