

A Study on the Status and Family Adjustment of Working Women: A Case Status of Manipur

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Abstract

The situation, however, started changing with independence. The constitution of India, Article 16, gave equality of opportunity in the matter of public employment to women of India. There shall be equality of opportunity for all citizens in matters relating to employment or appointment to any office under the state. No citizen shall, on grounds only of religion, race, caste, sex, descent, place of birth, residence or any of them be ineligible for or discriminated against in respect of any employment to office under state

Keywords: Descent, Employment, Generalization, Citizen, Public

India is a country of great traditions where social customs and norms exert a firm grip over the behaviour patterns of Individuals. In all societies, India Included male work participation in an accepted and expected phenomenon. But female work participation in India, which is the result of multifarious social prescriptions acting and reacting on each other, have little room for any generalization. All the same, the extent to which these social tenets are adhered seems to differ from one social class to another. For those groups of women, for whom work participation is a question of survival, adherence to social norms and customs receives very little Importance and, therefore, very little attention. With nearly half the population of the country falling below the poverty line (Government of India, 1981) the proportion of such women is substantial.

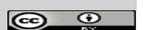
According to the census of India 1991, 665 million population in India were females, and among them, 14.44 percent were engaged. In economically

productive activities of the number of total female workers, 79 percent were engaged in the agricultural sector as cultivators or agricultural labourers and 5 percent in household industries, leaving a mere 16 percent to be distributed among all the different non-agricultural, non-household activities. When restricted to rural areas, the corresponding proportions were 87 percent, 4 percent and 9 percent respectively.

The overall female work participation should not be interpreted as disinterest of the part of women or because of social prohibitions. On the contrary, women in the economically weaker sections of Indian society, who form the majority of workers, are left with little option but to work because of their pitiable financial situation That is to say, there

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are millions of women In India with no formal education but with plenty of basic unfulfilled needs and craving for some extra monetary benefit which could only come from engaging in some economic activities It is imperative, thus, to provide these women with some avenues for earning an Income. Thus situation, however, started changing with independence. The constitution of India, Article 16, gave equality of opportunity in the matter of public employment to women of India.

1. There shall be equality of opportunity for all citizens in matters relating to employment or appointment to any office under the state.
2. No citizen shall, on grounds only of religion, race, caste, sex, descent, place of birth, residence or any of them be Ineligible for or discriminated against In respect of any employment to office under state.

In addition, many legislative measures have been taken since 1947 for the protection of women workers.

As a result of various constitutional, legal and situational changes the tempo of women employment, in general, increased after Independence, its distinguishing feature, as against pre-independence period being the entering of women from the middle classes into the some skilled and professional jobs go According to 1951 census there were 5 million self-supporting women in India (Sen Gupta e 1958).

In 1961 there were 480 working females per 1000 working males The statistics of 1971 and 1981 and 1991 census indicate the increasing trend of the employment of women, this cannot be taken as dominant trend, A majority of women due to various reasons still limit themselves to the Ideal role of a housewife. Hate (1969) found more than a million young women below the age of 24 years and with a minimum qualification of matriculation as housewives.

Some of these are lack of education, hold of traditional role Ideals.

1. HATE, C.A. Changing status of women in post-independence. India, Bombay Allied, 1969, P-9.

Satisfaction with present, problem of providing employment compatible with women's other roles,

and their inability for geographical mobility, As regards -the impact of women s employment of their status and family adjustment, very few studies have been made in this area. It is of great concern to note that hardly any study has been made in Bundelkhand division regarding this aspect. Thus, there is a need. To study the status and family adjustments of working mothers because women employment market shows an overall increase of employment position of women In various traditional and non traditional fields.

Of late women's double role has left many problems in its wake. Whether working women have been able to adjust in their family along with their work role and in what way their status has improved are some of the important issues to be investigated. Study shall be useful to planners and administrators in planning women's welfare programme. According to Bendix (1957) status refers to rank position with respect chiefly to income, prestige and power one or all of these still another way of looking at it may be in terms of regulating interaction between members of any social system.

2. Bendix, Class status and power. A Reader In social stratification, Glencoe Free Press (1957).

In every simple terms the concept of status asks and answers some such questions as; what is the measure of a 'man 8 and what the measure of a working 'woman in what terms of society makes these measurements, is it money, sexual powers, fecundity, physical powers In work or self-sacrifice etc.? Answers to questions such as these and the nature of measuring units both the status structure and demographic situation existing in a country at any given point of time and demographic situation existing in a country at any given point of time.

The intimate relationship between status and role of women has already been referred to in the beginning. It will be interesting here to pinpoint the characteristics of low-status groups of women to illustrate how the mechanism of status operates in regulating their general behaviour and interaction pattern 0. These women are known to possess the following characteristics.

1. The low-status groups have adequately reflected in the low participation of women in the formal meetings and social interactions

and working women were found to be hard pressed in these situation.

2. This limited participation is further confined to the kinship groups alone (The participation of women within the kinship groups in marriages is indicative of this tendency. Their participation in other social situations is far less frequent because of double role).
3. The lack of range in their thought and experience falls to give them relevant standards of judgments in many areas of life particularly working women.
4. Lack of information leads to the development of timidity about voicing an opinion. The working ladies feel they are less competent to judge about financial and family affairs.

In brief low status-group of women produces a kind of mental isolation which operates in limiting the sources of Information, in retarding the development efficiency for judgment and reasoning abilities, and in confining the attention to the more trivial interests of life only working and leading subjugated life.

Mrs. P. Kapur (1970) in her study "Married and Working Women in India found that educated women take up jobs not only out of sheer economic necessity but also out of various other socio-psycho situational reasons. It was also noted that more number of working women have been able to combine their dual roles, i.e., as workers and housewives successfully.

In 1971, a survey was made by the Tata Institute of Social Sciences on "Women and Employment in this study 70 percent of women denied adverse effects in terms of child care.

In 1971, a study conducted on married working women by Shri Ram Centre for Industrial Relations, Delhi, indicate that the professional role of the housewife does have conflicts with her responsibilities in the home.

In 1971, two pilot surveys "on the Attitude OE women to part time Employment", were conducted by the Delhi School of Social Work in Delhi and the Tata Institute of Social Sciences in Bombay, one of the most important findings of these surveys is that the majority of working women were of the view that there were no adverse effects on the care of

children, domestic responsibilities, women's health etc.

Working women in India living with their husbands may be classified in two categories which sometimes may overlap. The categories are –

- (a) Those to whom employment gives an opportunity to use their individual talents and educational qualifications.
- (b) Those who are least likely to experience major conflicts in their responsibilities towards their children and to receive negative reactions from their husbands and relatives.

Paid employment has become less physically tiring, has more status yields more income accompanied by better working conditions.

Better educated women are moving into the labour force as they have better opportunities for employment of the recent trend is showing increased involvement of middle class women in the labour force.

Objectives of the Study

1. To examine the socio-economic background of working women.
2. To study the family organisation in terms of allocation of responsibilities, and sharing of power and authority and family adjustment.

DISCUSSION

1. Status, refers to rank position with respect chiefly to income, prestige and power one or all of these Still another way of looking at that may be in terms of regulating interaction between members of any social system,
2. Joint family Joint family as a social unit has been defined in several ways (Goode, 1967) Gore (1968) defined It is a group consisting of male copartners and their dependents (This does not take Into account changes brought about by Law of Hindu succession of 1956). This definition directly and indirectly pinpoints certain characteristics which are of relevance for consideration here.
3. Family organization Family Organization (including such specific aspects as mate selection, residence, male and female roles, division of power and authority) indicates

that while there has been great legal changes to Improve women status by modifying and changing the traditional ideal pattern these have not been effective enough to bring about an equal amount of change in the actual attitude and behaviour of the people.

4. Education - For the purpose of this study is to find a consistent relationship between education and higher status Kapadia (1954 55) has observed that education for women has brought about a tremendous change in the Hindu marriage and in family ideas and practices.
5. Work and employment - This is important societal variable. It is work role that was considered as an index of low social status. Situation has changed with the independence. In the present study, following classification has been used for the class of women showing different socio-economic status. This has been suggested by Central Statistical Organisation of Govt. of India.
6. Class - type of class, Class I Principals, Professors, Doctors. Lawyers, Engineers, Military Officers such as Captains, Majors Senior Executives and Business proprietors Class 2: Junior Executives, Higher Secondary School Teachers, Small Businessmen, Other employees of moderate Income groups. Class 3 Clerks, Primary School Teachers and skilled labours such as Mechanics, Electrician, RI y. Guards etc. Class IV: Unskilled labourers such as Peons, Sweepers Porters, Shoemakers, Washermen and Domestic servants. Govt., of India (1962): Standard Industrial and occupational Classification, Central Statistical Organization, New Delhi.

Family: For the purpose of this study has been used to describe as a basic unit of society which includes wife, husband and children. Sociological studies have revealed that identification of different types

of family must not depend only on its membership composition but it should also take into account the nature of role relationship within the family and the quality of attitudes and sentiments that characterize it.

Society: The term Society used in this study is an organisation of member agents thus a society always arises out of groups, but It is something more than a mere aggregation, the outstanding characteristic of society is a system a system of membership positions and interacting relationships that effect certain regularities in the adaptive behaviour of the Individuals within the organized group.

CONCLUSION

In brief low status-group of women produces a kind of mental isolation which operates in limiting the sources of Information, in retarding the development efficiency for judgment and reasoning abilities, and in confining the attention to the more trivial interests of life only working and leading subjugated life.

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