

**THE EDUCATED MIDDLE CLASS WORKING  
WOMEN'S PROBLEMS IN INDIA**

**SUMMARY**

**(With Reference to Solapur City in Maharashtra)**

**A**

**Minor Research Project**

**Submitted to**

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**(Summary)**

**By**

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**Aims and objectives of the study :**

The main aim of the present study has been to explore the factors that affect adjustment and problems of working women. The concentration of this study is to discover and analyse those factors which are found to affect the problems of working women. This study has been undertaken as an attempt to determine factors leading to problems of middle class working women.

The present project is confined to study of educated middle class working women's problems in Solapur city, a district place of Maharashtra. All our proposals are therefore made bearing in mind the kind of society we live in, the temper of people, and the urgent demand for transformation from a traditional into modern Society.

The find out whether working women have support from their family, economically benefited, about harassment at the place of working, whether they have decision making powers at home, dual burden of work at home and working place, working place problems about type of family, cooperation of boss and colleagues.

**Methodology of data collection :**

Educated women are mostly to be found in the urban setting. The city of Solapur being the district place in Maharashtra having more than 12 lakhs population, provides such a setting preeminently and affords an opportunity to undertake such a project fruitfully.

As the interest of the study is not only to estimate population values but also to study the factors related to various problems of working women and to analyze the details. An effort is made to secure a large and representative sample of educated working women.

For the purpose of this study, participant observation and detailed interview method are employed. The required additional information is



also collected by informal discussion with the society, women leaders and members of society. They have been highly helpful in this study. The final data collection was completed during September 2011.

With above subject in view, for practical reasons it was decided to consider a sample of two hundred (200) middle class working women from the major occupational categories. 200 respondents were selected by simple random sampling method.

For the purpose of this study, the term educated refers to those women who have passed 12<sup>th</sup> as their minimum education qualification. The term "Working Women" is used for those women who are gainfully employed in various jobs and belonging to various socio economic groups.

The practical objective of our study intended, arises with the important question of the age limits. An educated women of above 60 will not be included in our study. The age group with we are primarily concerned is 20-60 years which gives us wide span of 40 years.

Chapter I is dealt with introduction and importance of women studies. If conditions or circumstances in working place are not satisfactory then women will not get job satisfaction. Also long and odd working hours is one of the great problems for working women. Transferable job also creates problems. Majority of women consider self respect and development of personality as necessary goals of life. In such situation both spouses have ego in fulfilling these roles. Due to the dual demand of the home and work women are liable to face a crisis of adjustment. Despite so much of hue and cries in the whole world for equal treatment of women we are still lagging behind in achieving the goal. Women play a key role in the socio economic development of a country yet, they are discriminated in almost every walk of life.

Chapter II deals with working women in family life - changing trends. Equality and education was never established for women as she was traditionally associated with kitchen and kids and taking care of family. The ideology of feminism, is women are equal to men in every respect. A plausible liberal solution is the equal sharing of house work and childcare. In order to sustain freedom and equality, discrimination and subordination should be eradicated. Women and family has an important relation because it helps us to understand their role, status and the kind of problem they have been facing in the past and presently, in family and society.

There has been a little improvement in literacy education, life expectancy, employment and even political participation of women. Inability to take decision independently, often gives rise to discontent and frustration. The age old mother in law syndrome is undergoing some change.

For parents to settle down in life involved in the nurture and development, of their one or two children, that all their aspirations, hopes, tensions and frustrations are transferred directly or indirectly to growing children.

In chapter III social issues like women's health and education are discussed. Work environment itself has its problems which are faced by women.

Long working hours, low wages, sexual harassment, lack of support system, multiple role management, no protection, no proper baby sitting facility, unsafe and hazardous work, over stretching working hours, male bias in government programmes are the various social issues faced by women.

Long working hours affect not only health but other activities. In many places the discrimination is done and women are normally paid low



wages. In case of problems of harassment the sufficient legal or financial support is not provided to women. Women face problem of coping up with new multiple role management.

The work of the women in the unorganized sector is unsafe and hazardous. The extended working hours adversely affect the mental and physical health of women. Also it has been experienced that the government programmes to increase employment and productivity have focussed more on men than women. The predominant male bureaucracy and extension workers are not very sensitive to women's needs and problems.

In chapter IV the data has been analyzed and interpreted. The support and operation, given by the husbands and family is a positive change.

Good understanding between working women and their bosses helps the women to work confidently and with excellent coordination. Women are becoming economically independent. Absence of good facilities in working place make women uncomfortable.

Women with moving job creates lot of problems. Many times in transferable job both husband and wife have to stay separately which creates inconvenience to women. Women suffer a lot physically, mentally in bringing coordination between family and working place.

In chapter V the data is shown in tables and diagrams and also shows findings. The number of working women has been changing drastically as compared to women working before 1985. Women work efficiently irrespective of nature of job and numbers of working hours.

Women are becoming highly qualified due to their sincerity, hard work and dedication. Most of the working women are getting support from their families. It becomes difficult for women to manage working place and home when they use public vehicles, rather than using their

own vehicles. Most of the women are benefited economically. Problems like shift duty, Sanitary, baby sitting facility and canteen facility need to improved to a bigger extent. Women also suffer from moving type of job.

In Chapter VI conclusions and suggestions are discussed.

Mass media can generate public opinion in rural and backward areas in favour of girls education. As women are not exposed to mass media adequately and satisfactorily therefore they are not aware of their rights, responsibilities, problems and also of various opportunities. Not only government but also private agencies should take their responsibility voluntarily. Violence against women be banned on screen.

Nature has given women too much power but the law gives them very little. The position of women in modern India has changed considerably, socially, economically, politically and legally. Women have the right to receive education, participate in public life and political life of nation.

The government can establish social crèche centers to aid working women. Health is a vital resource. Greatest discrimination is visible in the health care available to women. It is the responsibility of the state to look after the health, education, nutritional food, sanitation.

Women of India have multiple roles to play. So they need constant understanding and cooperation from their families and their working places.

It would be ideal if both husband and wife appreciate each other. Government and NGO's must work together to organize meetings, to take up women's issues seriously and genuinely. Women should be aware of their own rights and duties. Through international, national conferences and seminars and professional bodies and the world community at large must pay more attention to women's problems.