

**Impact of Job Pattern of Women
on Quality of Life in Assam**

BY

Kunjolata Lachon

**A THESIS SUBMITTED : TO THE AVINASHILINGAM INSTITUTE FOR HOME SCIENCE
AND HIGHER EDUCATION FOR WOMEN (DEEMED UNIVERSITY) CCIMBATORE - 641 043**

**IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE DEGREE OF
MASTER OF SCIENCE**

MAY 1995

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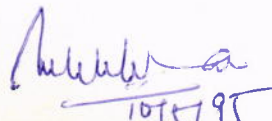
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MAY, 1995

Certified as bonafide research work



Signature of the
Head of the
Department


10/5/95

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Faculty



Signature of the
Guide

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INTERVIEW SCHEDULE TO ELICIT INFORMATION REGARDING

Introduction

I. INTRODUCTION

The very basic motive of any human individual is to struggle for survival and for the betterment of his life or to live at his best. All persons regardless of their age, education, occupation and status are making continuous effort to live happily in their life (Aminabhavi, 1991).

Although the quality of life research is only two decades old, it has spread all over the globe and the venture has become so popular that the politician, who previously spoke of welfare of the masses, now speak of the quality of life of the people. However the parameters of the quality of life are unspecified. Researches are conducted on various aspect of life, with the admission that the manifestation of life and of the immanent life process denote an infinite but enumerable field of concerns. Therefore, the quality of life is treated as an all inclusive notion of life and living (Szalai, 1980).

Quality of life is the subjective component of well being. Quality of life was defined by WHO as "the condition of life resulting from the combination of the effects of the complete range of factors such as those determining health, happiness (including comfort in the physical environment and a satisfying occupation), education, social and intellectual attainments, freedom of action, justice and freedom of expression" (Park and Park, 1991).

According to Sharma (1988) the quality of life is the sense of being pleased happy or satisfied with those life elements that are most important to a person. In addition quality is sense of being pleased with what one has. It may be expressed as the sense of fullness or completeness of life.

Within the Indian economic system men were considered the sole bread winners for all these days. They are supposed to have the final say in all financial matters. On the other hand, women's activities are mainly confined to household chores and the upbringing of children. As a result, they have a very restricted social life. They are expected to serve all the member of the family. However important these activities may be, a stigma of infurity is attached to household work. The reason could be that it is considered unproductive and the labour is not valued in terms of cash (Agarwal, 1986).

Until very recently, not many educated women were gainfully employed in India except those who had been desirous of it by gross economic necessity. The picture has some what changed in the past few decades (Reddy, 1986).

The occupational status of women has been traditionally associated with their home and family. After centuries of

slavery, women today want equality and recognition. Generally women work outside the home due to many economic and social reasons. The growing cost of living, future need of the children, unexpected tragedies (like husbands death), shift from joint family to nuclear family have been forcing women to take up employment outside the home. Today female employment has become inevitable and it is generally considered as an additional source of income. But still a majority of the working women do not have socio economic independence (Krishnaveni and Sujana, 1992).

As women go for job, it enhances the economic status. But according to the working hours and pattern of work it will affect the family life and the quality of life of women. Family needs at current prices, could not be met easily with only the husbands income. Therefore female employment has become inevitable. More and more women are taking up employment and in the process are trying to combine the dual roles of home maker and employee. Employment of married women and particularly of mother of young children has been a controversial subjects for family researchers in India and abroad. The concern is aroused by the belief that employment adds to the already existing work load of housecare responsibilities for the wife, more so for the mother with young children (Shukal and Verma, 1986).

According to Mies (1980) one can speak of the social problems of men without involving the family, but we can not speak of women, without dealing with their family function.

As compared to some countries, in India there is ample protective legislation for women. For example they have been given freedom to choose any field of education and employment and yet, their contribution to most of the professions is very limited. The urban middle and upper class working women is a comparatively recent emerging social group and has now come to stay. Women are usually assumed to be attached to a man whose occupational status determines their own. Marriage does not always put an end to a career selected by a women; but she has to bear the dual burden of home and job. Certain jobs are considered the women's prerogative but invariably these jobs are low status, low income ones, such as nursing, school teacher, and clerical job (Ramanamma and Bambawale, 1984).

Quality of life is a still developing concept. Though most of the studies on quality of life have been conducted among working people in industries, no attempt has been done to study the quality of life of women working in different occupations. So, it is important to find out the suitable occupations for women or the job pattern of women and which

group of employed women are enjoying better quality of life.

The study has been undertaken to compare

- the four job patterns and find out which group of women are having better quality of life with the following objectives: to,

- 1) find out the employment opportunities available for women.
- 2) study the type of job taken up by selected women.
- 3) analyse how the job pattern of women has an effect on the quality of life.

Review of Literature

II. REVIEW OF LITERATURE

The literature pertaining to the study on "Impact of Job Pattern of Women on Quality of Life in Assam" is reviewed under the following headings:

- A. Meaning and Definition of Quality of Life
- B. Factors Enhancing the Quality of Life
- C. Women's Employment as a Indicators of Quality of Life
- D. Research Studies Related to the Study

A. Meaning and Definition of Quality of Life

The concept of quality of life is comparatively recent concept having a multitude to interpretation. Quality essentially being subjective refers, to an unquantifiable entity, something intangible, something that brings in the idea of fitness of life an abstraction that gives life meaning which varies from individual to individual (Pati, 1987).

Sharma (1988) considers that quality of life is very complex concept and is perceived and interpreted differently by different people depending upon their socio-cultural and religious background, personal preferences and the philosophy of life, internalised values and vary like other human requirements.

Quality of life is a composite measure of physical, mental and social wellbeing as perceived by each individual or by group of individuals that is to say, happiness, satisfaction and gratification as it is experienced in such life concern as health, marriage, family work, financial situation, education opportunities, self esteem, creativity, belongingness and trust in others (Park and Park, 1991). According to Pati (1987) quality of life can be define as "optimal satisfaction of human needs, the organic needs, the special needs and the individual needs for self realization".

In the words of Power (1980), the quality of life refers to the quality of the social and physical (both human made and natural) environment in which people pursue the gratification of their wants and needs. It encompasses the character to the external and experimental environment in which people live in their lives.

Sharma (1988) confirms that the quality of life issue is primarily based on the availability in quantity and quality of different resources such as food, fresh water, fresh air, energy, space, as well as adequate provision of facilities for education, employment, health services, security, recreation and creative development.

The physical quality of life index has very limited objective. It does not try to measure all development, nor does it measure freedom, justice, social security on other intangible goods. It does satisfy certain specific life serving social characteristic. The physical quality of life index is a limited measure. It makes no attempt to incorporate the many other social and psychological characteristic suggested by the term "quality of life" such as - security, justice, freedom of choice, human rights, employment, satisfaction etc. Thus it is labelled as physical quality of life index (Morries, 1979).

According to Sinha (1986) quality of life refers to the life, an individual lives outside or away from his work (though not devoid working life, a part of life). It is his life in family, society and the environment he lives in. It has various have's and have not's. The quality of life has been based on the happy life concept, which again may be quite different from the life one is having. The extent to which one is happy serves as an indicator of his quality of life.

B. Factors Enhancing the Quality of the Life

According to Sinha and Sharma (1979) there are twenty one factors which can determine the quality of life of an individual. It can be categorised into five dimensions of need, according to Maslow's Theory of Hierachy of Needs.

Maslow explained that these needs are analysed in hierarchical order and that the average person establishes priorities for satisfying the needs. It is important to recognise that all individuals have partially satisfied their basic needs and have partially unsatisfied needs at the same time. So the factors according to the Maslow's Theory of Hierarchy of Need are given as follows (Ganguli and Gupta, 1976).

1. Physiological or basic - (1) Food (2) Cloth (3) House
2. Safety and security - (4) Money (5) Children's welfare
(6) Health (7) Land and property
(8) Government help
3. Sociological - (9) Education (10) Family desire
(11) Travel and Transport facilities
(12) Family relation
(13) social relation
(14) Social service
(15) Entertainment
(16) National cause
4. Self Esteem and Ego (17) Prestige and status
(18) Service and job
5. Self actualization (19) Mental peace
(20) Values and Ideals
(21) Need for achievement

Basic

Life cannot be sustained without adequate nourishment. Human being needs adequate food for growth, development and to lead an active and healthy life (Gopalan et al., 1994). It is hardly necessary to stress the importance of proper nutrition. Apart from its role in judging the quality of life of a community, its role in economic growth through the influence it has on labour productivity, throws light on the unevenness of economic development in the various states.

There is a close connection between proper surroundings in terms of shelter and the well being of an individual and his family. Inadequate and improper housing affects both health and productivity adversely apart from the question of welfare which an individual and his family desires directly from congenial housing conditions.

Apart from food and shelter, clothing is another basic requirement. Although it can be argued that clothing is more a cultural phenomenon rather than a basic necessity, there can be no dispute about the fact that cotton clothing is a basic component of a maximum and basic standard of living (Ganguli and Gupta, 1976).

Safety and Security

The economic status and standard of living of a family has a direct relationship. The higher the income a family earns, it has more purchasing power and can have larger volume of consumer goods and services. He can be happier than a poor man in terms of consumption of goods and satisfying his wants. The satisfaction of an individual depends upon one's attitude and contentment in life (Bharathi and Jacintha, 1994; Varghese et al., 1985).

Children are the world's greatest treasure. They are the future work force. Each generation of children carries on the essences of humanity (Draper and Draper 1987) children should enjoy the benefits of social protection and shall be given opportunities and facilities to enable them to develop physically as well as in a healthy and normal manner and in conditions of freedom and dignity. The child should get adequate nutrition, housing recreation and medical services (Muthayya, 1972).

According to Park and Park (1991), health is a condition of quality of the human organism expressing the adequate functioning of the organism in given condition. Health is the essence of productive life, and not the result of even increasing expenditure on medical care. Health is central to the concept of quality of life.

Land and property increases the security. It increases the prestige and standard of living of the family.

Government owned services are created for the welfare of the communities. Their functions is to provide essential services which give protection, safety and security, provide facilities for transport, communication, education, health care, marketing, money transaction and recreation. The government control enables to regulate the distribution to maintain the quality and continuity of these services so that the community can get the maximum use at a reasonable price. Such services include fire brigade, telephones, post office, police station, hospital and bank (Varghese et al., 1989).

A number of loan schemes have been proposed by the government to diminish the imbalance of peoples' status (Mukherjee and Verma, 1987).

Sociological

If a family gives importance for the values of education, it encourages to come up in education fields. By literacy it is easier to understand various policies implemented by various authorities with reasoning. It can improve family health, food habits, resource management and other recreational activities as well. This tells about

quality of life and better standard of living of a family (Ganguli and Gupta, 1976).

People of all ages expect that their needs will be met in the family. Young people are usually dependent upon their parents for the fundamental needs for growth, food, clothing, shelter, medical attention, all the three must come from the family. Personality needs such as love, attention, encouragement, security, and a chance to achieve are met first and continued longest within the family. Family desire differs according to the family standard of living. For some people telephones, automobiles, vacation trips and other convenience and pleasures are so familiar that they seem to be "must have" instead of being merely "would like to have".

Modern transportation is the timesaver in all situations in which persons or commodities must move from one place to another quickly and economical transportation of raw materials, of machinery, of labourers, of money, of finished goods that has greatly contributed to the volume and variety of goods available in the family markets. But modern transportation has also affected family life intimately in almost every detail. It aids family members to find work and to get to and from home to a place of work several miles away. It has widened the market area in which

the family buys. Transportation improved our diets. Easy travel increases opportunities for family contacts. Transportation has changed educational opportunities. Thus efficient transportation enlarges a person's life space (Brieland et al., 1975).

Relationship with family members are greatly influenced by the home setting, the pattern of life in the home, the kind of people who make up the group living in the home, the economic and social status of the family in the community and other conditions that give the home a distinctive character. Some of these conditions, contribute to good family relationships, and other lead to poor family relationships (Hurlock, 1978).

The processes of social interaction are the basis for creating social relationships. A social relationship is any relatively enduring pattern of interaction between two or more people. Most people have many social relationships, from casual acquaintances to intimate friendships and close family bonds. These acquaintances, friends and relatives, in turn interact with other and so an intricate set of cross cutting social ties develops (Light et al., 1989). Extensive family relationships are developed at the expense of wider social contacts (Routledge et al., 1976).

Social services encompass health, education and public housing as well as such programme as family and child welfare service to the ageing, and various counselling and assistance programs in schools, hospitals and similar facilities (Kahn, 1980). National progress to ensure minimum standards for nutrition health, housing, water supply, transportation and electrification are essential for rural and urban population.

Entertainment plays stellar role during the times when young couples are together. It provides the relish by keeping both partners young and full of interest in life. Thus it preserves the happiness in marriage. Vacations are also the most effective method of socialisation known, and the family interested in maintaining the "we feeling" will make frequent use of it. The radio is considered a joint possession, demanding nice co-operation in its use. Television has the advantage of bringing the whole family together for its entertainment.

As people do something for the nation directly or indirectly it gives self satisfaction and it increase the social status. By giving income tax, doing social service one can serve to the nation (Routledge et al., 1976).

Self esteem and Ego

One of the postulates of the self theory states in effect that the self is a social product. It is acquired from the views that other persons have towards an individual. In other words, an individual's image of himself is positively and significantly related to the response of others (Gorwany, 1977). Different jobs required different levels of commitment. Professional jobs are deemed to call for greater job commitment and also provide greater rewards. Hence it is expected that professional jobs provide greater job satisfaction and hence promote greater adjustment with work role (Mathur, 1992)

Self actualization

It is often claimed that the individualisation, competitiveness, role conflict, rapid pace of activities, intense status striving and other conditions of life in modern era result in a high incidence of mental disorders. Mental health has been defined as state of balances between the individual and the surrounding world, a state of harmony between oneself and other, a coexistence between the realities of the self and that of the other people, and that of the environment. Values and Ideals "is a conception explicit or implicit, distinctive of an individual or characteristics of a group, of the desirable which influence the selection from available modes, means and ends of action (Kaur, 1983).

Need for achievement is an important personality variable. The performance or achievement of any individual will depend upon his desire to achieve. Achievement is a learned motive to complete and to strive for success. Taleya and Zainuddin (1994) defined need for achievement as a desire or tendency to overcome obstacles to exercise power, to strive to do something difficult as with and as quickly as possible.

C. **Women's Employment as an Indicator of Quality of Life**

Women's working would continuous to differ from men's in the type of work, the pay, the status and the pattern of entering and leaving the work force. The biggest difference is that women continue to bear the burden of managing the household and caring for the family and that men continue to control the resources for production and income from it.

Women every where contribute to economic production. An officially measured, 46 per cent of the world's women aged 15 and above - (828 million) are economically active. At least another 10-20 per cent of world's women are economically productive but not counted as part of the labour force because of inadequate measurement (United Nations Publications, 1991).

Married male worker is seldom called a working husband or father, but terms like "working women" and especially

"working wifer" and mother are mentioned with emphasis on "working", since work outside the home for a women is seen as a distinctive phenomenon hardly anything to be with work in the home. It is natural for a men to be actively engaged in working outside the home, just as it is natural for a women to bear and rear children (Mascarenhas, 1988).

Now not only those women who are economically hard pressed get engaged in remunerative jobs, but also those who wish to live a socially useful life and subsist on the family income. They have come realise that work gives them personal status and an independent social standing (Reddy, 1986).

It is generally asserted that women seek employment because they are forced by economic need. For differnt class levels, the perception of economic need is vitally different. In some cases where the income of the husband is insufficient to provides basic amenities in life, the wifes earning are strictly essential. But in higher income, where rising inflationary pressures are eroding the value of money, the wife's second pay packet ensure a safe and reasonable margin of earning and enables to go for comforts and may be luxuries. There is an increasing awareness that a family economy based on one income is inadequate for a comfortable living. The rising cost of living inflation,

consumerism high cost of children's education and marriage and the concern for future security have all led to the acceptance by husbands of wives employment.

The probable effects of the married working women would be her absence at meal times, inability to perform several tasks single handedly like maintaining an orderly home, entertaining guests, cooking elaborate meals which are routinely organised by stay at home housewives. The presence of young children and other dependents further exacerbates the situation. To pursue double roles, the working home arrange things more systematically. This itself imposes the need to exercise greater mental and physical alertness. It can change her behaviour, perception and life style. She may have to cut short many domestic chores and ritual activities. She is likely to become more rational, pragmatic and individualistic in her outlook (Ganguli and Gupta, 1976).

Family needs at current prices, could not be met easily with only the husband's income. Therefore female employment has become inevitable. Most women spend their salaries for family need only. The working women have not enough time to pursue their personal hobbies and activities. They do not enjoy socio-economic independence, though they were earning. In order to improve their status some basic social and

psychological changes are required. Changes in the attitudes of parents and the male population towards working women have to be changed totally (Krishnaveni and Sujana, 1992).

D. Research Studies Related to the Study

Very little literature is available on "quality of life" as an area of research. But it has gained importance said and written in recent years. Since it is the subjective component of well being.

A comparative study of quality of life of selected professionals and non-professionals was studied by Aminabhavi (1991). The results revealed that there was no significant difference between the two groups in their quality of life. Both the groups have shown similar pattern of satisfaction of needs. Incidentally relationship of quality of life of professionals and non-professionals together with their age and length of service was also studied. The results showed no significant relationship.

Sinha (1986) assessed and compared the quality of life of railway officers, bank officers and university teachers. Results revealed that bank officers are having better quality of life, then university teachers and railway officers. Bank officers have shown higher satisfaction in all aspects except education, social relation, prestige and

status. Correlation between three categories shows that the pattern of satisfaction is quite similar in all three organisation.

There was consistantly low correlation between objective level of living indices and measures of subjective satisfaction and happiness as found out by Compbell et al. (1976).

A study conducted by Ackerman and Paolucci (1983) on objectives and subjective income adequacy, their relationship to perceived life quality measured. Social indicators revealed that, income adequacy is a contributor of life experience are also important.

A study conducted by Ramanamma and Bamabawaie (1984) on Transitory status images of working women in Modern India revealed that (1) economic needs seems the chief reason for women taking up remunerative work (2) most of them have to bear the entire burden of the dual roles they have accepted (3) women prefer jobs with regular hours so that they can manage the dual roles with greater ease (4) women, who work have to face criticism and opposition from children, father or husband.

Zimmerman et al. (1980) conducted a study on Career involvement and job satisfaction as realated to job strain

and marital satisfaction of teachers and their spouses. Results revealed that a significant positive relationship between job satisfaction and marital satisfaction and significant negative relationship between job strain and marital satisfaction.

A study conducted on Status and Role of Middle Class Educated Earning Women in the Indian Family by Agarwal (1986) makes it clear that the new role of educated earning wives has been accepted by the family members but change in their status towards equility has not yet been fully accepted. She is passing through a transitional period bearing the exertion of dual role of working wife and mother.

Kavangh and Halpern (1970) studied "the impact of job level and sex differences on the relationship between life satisfaction and job satisfaction". They observed that job satisfaction was a contributing factor for life satisfaction, but they may not always correlate. This proved that though it was factor, it was not the only one but there are other dimensions of life satisfaction apart from job and work.

Mehta (1978) found that it is money which is an important factor in general life satisfaction, though not the only one.

Iris and Barrett (1972) measured life satisfaction of four dimensions ie., life (in general), family, leisure and job. Positive correlations between life and job satisfaction were found.

Milbruth et al. (1987) studied the quality of university life. The quality of campus life was generally perceived to be better in professional schools than in the core arts and science faculties. Librarians had specially low moral and quality of life.

A study conducted on status and power of working women within the family by Raj Mohini Sethi (1986) revealed that the employment of women does not necessarily lead to a change in the work patterns at home. The mere fact that women also makes a financial contribution to the family budget does not lead to a change in the existing role structures and the ensuring power position within the family.

A comparative study of quality of life of selected sample of patient and non patients was done. The obtained results revealed a significant differences between the groups in their quality of life. Socio economic status significantly and nature of disease to a certain extent influence the quality of life of people (Aminabhavi and Dhanavedraiah, 1989).

III. METHODOLOGY

The methodology adopted for the study on "Impact of Job Pattern of Women on Quality of Life in Assam" is as follows.

- A. Selection of Area
- B. Selection of Sample
- C. Selection of Method and Tool
- D. Collection of Data and
- E. Analysis and Presentation of Data.

A. Selection of Area

The area selected for the present study was Dibrugarh town which is the headquarter of Dibrugarh District of Assam. This area was selected due to the availability of working women and the co-operation extended by the people and easy accessibility and all the more the town is the investigator's native place.

Assam is situated in the north east of corner of India which is surrounded by Bhutan, Tibet and Arunachal Pradesh in North, Nagaland and Manipur on east, Meghalaya and Mizoram on south and Bangladesh, Tripura and West Bengal on west, geographical area covered by Assam is 78,523 Sq.Km. comprising 23 districts with a population of 223 lakhs in 1991 (Provincial Census Record of 1991).

B. Selection of Sample

Sample is the part of the Universe which we select for the purpose of investigation (Gupta, 1990).

Therefore a sample of 100 working women from different urban areas of Dibrugarh town were selected for the study, comprising 25 nurses, 25 schools teachers, 25 college and university lecturers and 25 clerical workers with atleast five years working experience.

Random sampling procedure was followed to select the sample because in which every item in the universe has an equal chance of being selected (Palaniswamy and Manoharan, 1991).

C. Selection of Method and Tool

The interview method was adopted for collecting data. According to Shidhu (1989) "interview is a two way method which permit direct verbal interaction between the interviewer and interviewee". Interview schedule along with an "Attitude scale" was used as a tool to collect information.

An interview schedule refers to a set of statements and question to be answered by the respondednt in a face to face interview himself (Chawdhuri, 1991).

Attitude scales consist of a number of attitude statements with which the respondent is asked to agree or disagree, scaling techniques are applied to the problem of ordering the selected statements along some sort of continuum. They are methods of forming a series of qualitative facts into quantitative series (David Nachmias and Chara Nachmias, 1981).

An attitude scale developed by Sinha and Sharma (1973) (Measuring happiness through satisfaction) was used in this study to determine the quality of life of different job pattern of women. The scale consist of 21 items relating to different needs of an individual. Each item was answered with the help of a 5 point scale ranging from least to most satisfaction. Apart from these general information, details regarding job pattern were also included in the schedule.

D. Collection of Data

The data was collected through personel enquiry from the sample by explaining the purpose of the study during their leisure hours.

E. Analysis and Presentation of Data

The collected data were consolidated, tabulated, analysed and interpreted statistically. The results are given in the next chapter.

Results and Discussion

IV. RESULTS AND DISCUSSIONS

The results of the study on "Impact of Job Pattern of Women on Quality of Life in Assam" are discussed under the following aspects.

- A. Socio-economic Background
- B. Details about Job Pattern
- C. Time expenditure pattern
- D. Details on the indicators of quality of life
- E. Details about the effects of employment on quality of life.

A. Socio-economic Background

The socio-economic background of the selected sample was studied and presented below

- 1. Type of family
- 2. Type of housing
- 3. Size of the family
- 4. Agewise distribution of the sample
- 5. Educational status
- 6. Income of the family

1. Type of family

The type of family of the selected sample is presented in Table I.

TABLE I
TYPE OF FAMILY

Categories		Percentage of families	
		Joint	Nuclear
Clerk	(N = 25)	56	44
Lecturer	(N = 25)	20	80
Nurse	(N = 25)	32	68
School Teacher	(N = 25)	28	72

It is interesting to note that majority of all the groups except clerical group belonged to nuclear family. Fifty six per cent of clreks were from joint family.

2. Type of house

The type of house of the selected families are given in Table II.

TABLE II
TYPE OF HOUSE

Categories		Percentage of sample		
		Owned	Rented	Quarters
Clerk	(N = 25)	52	8	40
Lecturer	(N = 25)	44	32	24
Nurse	(N = 25)	84	4	8
School Teacher	(N = 25)	72	8	24

From the table it is clear that the majority of all the four groups had owned house. In case of nurses maximum 84 per cent had owned house. Forty per cent of clerks, 24 per cent of nurses, 8 per cent of school teachers and 24 per cent of lecturers resided in Government quarters.

3. Size of the family

As classified by Devadas and Jaya (1985) small family is one which comprises of (1-3) members, medium family of (4-6) members and large family with 7 and above.

The size of the family of the selected samples are shown in Table III.

TABLE III
SIZE OF THE FAMILY

Categories	Percentage of families		
	1-3	4-6	7 and above
Clerk N=25	38	54	8
Lecturer N=25	47	45	8
Nurse N=25	10	65	25
School Teacher N=25	36	64	-

From the above table it is clear that majority of the selected samples except lecturer had medium size family (4-6 members). Out of these 54 per cent of clerk, 65 per cent of nurse and 64 per cent of school teachers belonged to medium

size family. Twenty five per cent of nurses belonged to large family. Forty seven per cent of lecturer from small family.

4. Agewise distribution of the sample

The agewise distribution of selected women is presented in Table IV.

TABLE IV
AGEWISE DISTRIBUTION OF SELECTED WOMEN

Categories	Percentage of Women					
	Age in years					
	25-30	31-35	36-40	41-45	46-50	51-55
Clerk N=25	16	28	24	8	16	8
Lecturer N=25	12	16	24	24	16	8
Nurse N=25	8	20	28	20	12	8
School Teacher N=25	4	16	20	28	16	16

In general the age of the selected women ranged between 25 to 50 years. Only 4 per cent of nurses were above 55 years. More than 60 per cent of women in all the four categories belonged to the age group of 30 to 45 years.

5. Educational status

The educational status of the selected sample and their husbands is presented in Table V.

TABLE V

EDUCATIONAL STATUS

Categories	Percentage of families				
	Clerk	Lecturer	Nurses	School teacher	
1. H.S.L.C	40	28	48	20	20
2. H.S.S.L.C	24	16	44	4	24
3. Graduate	28	40	8	68	36
4. Post graduate	8	4	76	60	4
5. Ph.D.	-	12	24	24	4

The educational status of the selected sample as well as their husbands ranged between H.S.L.C and Ph.D. The majority of clerical women (40 per cent) and nurses (48 per cent) studied upto H.S.L.C. level. The educational level of husbands of these two groups were mostly graduation. The lecturers had highest educational qualification among the selected sample. A majority of lecturers (76 per cent) were post graduates and likewise their husbands (60 per cent) were also post graduates.

6. Income of the family

The total income received by the families are presented in Table VI.

TABLE VI
INCOME OF THE FAMILY

Categories	Percentage of families				
	Below 5000	5000- 10000	10000- 15000	15000- 20000	Above 20000
1. Clerk N=25	24	60	12	-	4
2. Lecturer N=25	-	16	60	16	8
3. Nurse N=25	8	92	-	-	-
4. School teacher N=25	8	68	20	4	-

Since both husband and wife were working majority of them belonged to high income group, earning more than Rs.5000 per month, except 24 per cent of clerks, 8 per cent of nurses and 8 per cent of school teachers. The family income ranged between 5000 to 15000 for majority of the selected sample. According to Housing and Urban Development Corporation, high income ranges from 4451.

B. Details About Job Pattern

The details about job pattern of the selected sample are discussed under the following headings:

1. Years of experience
2. Age of joining the job
3. Number of working hours
4. Details about leave pattern
5. Availability and preferenmce of job
6. Reasons for working
7. Opinion about women's employment
8. Problems of working women

1. Years of experience

The years of experience of the selected sample is shown in Table VII.

TABLE VII
YEARS OF EXPERIENCE

Categories	Percentage of the sample					
	Years of experience					
	5 - 10	11-15	16-20	21-25	26-30	31-35
1. Clerk N=25	36	36	16	8	4	-
2. Lecturer N=25	20	16	28	16	12	8
3. Nurse N=25	16	28	24	16	8	8
4. School teacher N=25	20	16	20	20	20	4

From the above table it is clear that all the samples had minimum five years of experience and maximum 35 years. On the whole a majority of selected sample under various categories had more than 10 years experiences.

2. Age of joining the work

The age at which the selected sample started working is presented in Table VIII.

TABLE VIII
AGE OF JOINING THE WORK

Categories	Age of the sample				
	Below 20	21-25	26-30	31-35	36-40
1. Clerk N=25	16	48	16	16	4
2. Lecturer N=25	-	40	32	28	-
3. Nurse N=25	8	60	32	-	-
4. School teacher N=25	12	48	36	4	-

From the above table it is clear that a majority of the sample of all the four groups started working at the age of the (21-25) years.

3. Number of working hour

From the investigation it was found out that nurses worked maximum hours in working place (8 hours per day). Next to nurses, clerks worked for 7-8 hours per day. School teachers and lecturers worked less number of hours (5-6 hours per day). The nurses had shift duties. Their working hours keep changing. They also had night duty.

4. Details about leave

For nurses there was no holiday in a week. Clerks had one day holiday in a week. The lecturers and school teachers had one and half days holidays in a week.

All the four groups had maternity and medical leave with pay. Apart from that school teachers and lecturers had summer holidays nearly one month.

5. Availability and preference of job

Availability and preference of job as indicated by selected sample are discussed below.

a. Employment opportunities

The employment opportunities available for women as indicated by the selected sample are shown in Table IX.

TABLE IX
EMPLOYMENT OPPORTUNITIES

Categories	Percentage of the sample				
	Employment opportunities				
	Administrative officer	Teaching	Clerical	Professional	Self Employment
1. Clearks N = 25	16	84	80	24	28
2. Lecturer N = 25	20	92	56	36	36
3. Nurse N = 25	48	96	100	76	76
4. School teacher N=25	48	88	60	32	28

From above table one could visualize the various employment opportunities for women available in their areas. It is clear that a majority of the sample indicated about teaching and clerical job.

b) Job mostly preferred by women.

The jobs commonly preferred by women as pointed out by the selected women are presented in Table X.

TABLE X
JOB MOSTLY PREFERRED BY WOMEN

Categories	Percentage of women				
	Teaching	Self employment	Clerical	Professional	Administrative office
1. Clerk N=25	80	-	20	4	-
2. Lecturer N=25	88	-	16	8	4
3. Nurse N=25	100	4	72	4	4
4. School teacher N=25	100	-	28	-	12

From the above table it is clear that the most preferred job by the women as indicated by the selected women was teaching. Even the nurses and clerks indicated that the suitable job for women as teaching.

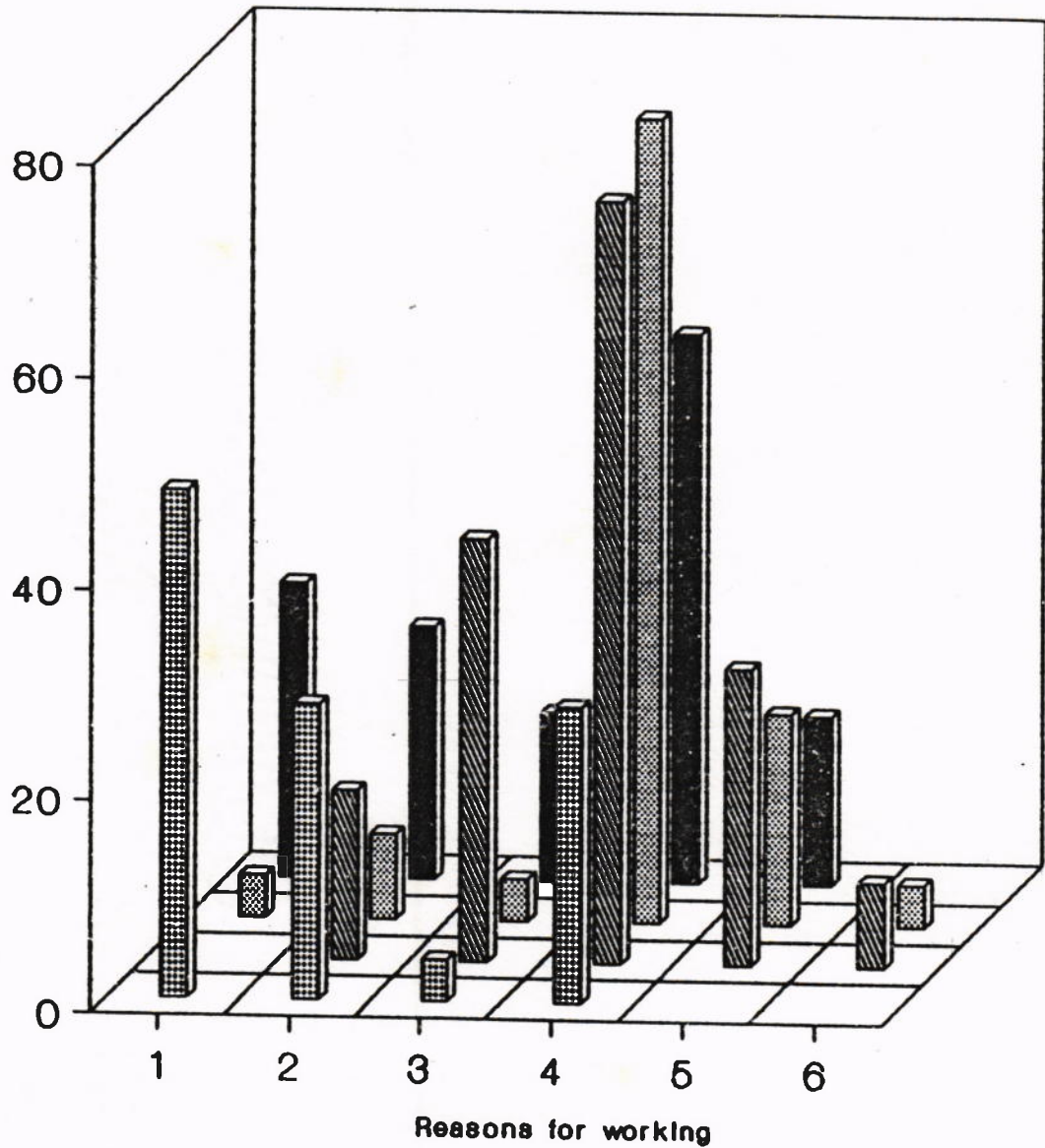
6. Reasons for working

The reasons for working were given in Table XI and Fig. 1.

TABLE XI
REASONS FOR WORKING

Reasons for working	Percentage for sample			
	Categories			
	Clerk	Lecturer	Nurse	School Teacher
1. Economic necessity	48	-	4	28
2. To attain economic independence	28	16	8	24
3. To use the acquired knowledge	4	40	4	16
4. To increase standard of living	28	72	76	52
5. Self satisfaction	-	28	20	16
6. To pass time	-	8	4	-

Fig. 1.



Legend:
Clerk (grid pattern)
Nurse (cross-hatch pattern)
Lecturer (diagonal lines)
School Teacher (solid black)

REASONS FOR WORKING

1. Economic necessity
2. To attain economic independence
3. To use the acquire knowledge
4. To increase standard of living
5. Self satisfaction
6. To pass time

From the above table it is clear that except clerks all the three groups worked mostly to increase the standard of living. But majority of the (48 per cent) clerks worked because of economic necessity. It is interesting to know that lecturers were not working for economic necessity. But mostly to increase the standard of living.

7. Opinion about women's employment

The opinion of all the sample about women's working were the same. Every one felt that women should take up gainfull employment. To support their opinion they had given several reasons as given below:

To become independent

To increase the families standard of living

To serve to the nation

To avoid the frustration of life restricted to cooking, cleaning and bringing up children

To meet the present cost of living and

For economic security

8. Problems of working women

The details about the problems of working women are discussed as follows:

a) First women working in the family

Among the selected samples a majority of them were the first women who had taken up gainful employment (clerks 80 per cent, school teachers 52 per cent, lecturers 36 per cent and nurses 28 per cent).

b) Opintion on leaving the job

Among the selected samples majority (80 per cent) of womens had opinion that they should not leave their job unless there were specific reasons. The circumstances in which the women should leave the job as indicated by the selected samples are as follows:

- * To take care of small children
- * If problem arise in the family
- * During pregnancy and child birth
- * At the time of ill health

The majority of clerks (80 per cent), school teachers (84 per cent), nurses (72 per cent) and lecturers (64 per cent) believed that women not discontinue their job in any circumstances.

c. Opposition faced from family member

None of them faced any opposition from their families to take up the present job except few nurses. Only 16 per cent nurses faced opposition from their family because they were the first daughters in their family and their parents did not like nurse profession.

d. Attitude of society towards different job

The attitude of society towards the job of the selected women as felt by them were given in the Table XII.

TABLE XII
ATTITUDE OF SOCIETY TOWARDS DIFFERENT JOBS

Attitude	Percentage of women			
	Categories			
	Clerk	Lecturer	Nurse	School teacher
Respectable	-	60	16	40
Appreciable	-	4	-	44
Approving	56	12	28	52
Considerate	16	4	44	8
Hostily	12	-	-	4

From the above table it was clear that towards 60 per cent of lecturers the societies attitude was respectable. Followed by school teachers (40 per cent) and (16 per cent) nurses. Towards clerks job, no body had respectable attitude. But 56 per cent of them felt that their job was appreciated by the society. Majority of them showed considerate attitude towards nurses.

e. **Problems faced by the working women**

The problems faced by the working women as indicated by the selected sample is given in Table XIII.

TABLE XIII
PROBLEMS FACED BY THE WORKING WOMEN

Problems	Percentage of sample			
	Clerks	Lecturer	Nurses	School Teacher
1. Lack of time to finish household work	8	32	-	40
2. Non-availability of paid help	4	32	-	20
3. To take care of children	12	44	60	40
4. Lack of safety to the property when both of them were out of the house	-	4	-	4
5. Lack of social contacts	12	16	8	16
6. Transport problem	2	4	4	-
7. Night duty	-	-	60	-

From the above table it is clear that a majority of the samples were facing problems in taking care of children. They could not attend many functions of relatives and friends. In spite of these problems they could continue their job.

C. Time Expenditure Pattern

The time expenditure pattern of the selected sample is given in Table XIV.

TABLE XIV
TIME EXPENDITURE PATTERN

Activities	Percentage of women					
	Time in hours					
	0-1	1-2	2-3	3-4	4-5	5-6
Categories						
1. Travelling time to work place						
a. Nurse	40	60				
b. Lecturer	28	68				
c. Clerk	56	44				
d. School teacher	84	16				
2. Cooking and other household activities						
a. Nurse			80		20	
b. Lecturer			72		24	
c. Clerk			88		12	
d. School teacher			40		60	
3. Taking care of children						
a. Nurse		80		8		
b. Lecturer		56		40		
c. Clerk		76		16	4	
d. School teacher		80		16	4	
4. Hobbies and recreation						
a. Nurse	32	44				
b. Lecturer	20	80				
c. Clerk	12	76				
d. School teacher	16	84				
5. Miscellaneous						
a. Nurse	8	44				
b. Lecturer	4	68				
c. Clerk	8	48				
d. School teacher	8	56				

For travelling to work place the lecturers (68 per cent) spent maximum of 1-2 hours and school teachers spent less time (upto one hour).

Except school teachers majority of all the other three groups spent 2-3 hours for cooking and other household activities. In case of school teachers, majority (60 per cent) spent 4-5 hours for cooking and other household work.

For taking care of children majority of all the four groups spent 1-2 hours per day.

For hobbies and recreation, lecturers had maximum time followed by school teachers. Twenty four per cent of nurses and 12 per cent of clerks did not get time for recreation. Which showed that clerks got more time for hobbies and recreation than nurses.

For other activities like social service, lecturers (72 per cent) got more time, followed by school teachers (64 per cent), clerks (56 per cent) and nurses (52 per cent).

D. Details on the Effect of Employment on Quality of Life

Table XV shows the indicators of quality of life which were affected by the employment as stated by selected women.

TABLE XV
AFFECT OF EMPLOYMENT ON QUALITY OF LIFE

Indicators	Percentage of women*			
	Clerk	Lecturer	Nurses	School Teacher
1. Food preparation	68	12	24	28
2. Care of clothing	44	12	4	20
3. Care of house	46	16	24	24
4. Care of children	56	32	48	44
5. Health condition	8	12	4	4
6. Children's education	24	32	40	24
7. Family relation	-	-	4	4
8. Socio life	16	24	32	16

* Multiple response

From the above table, it is clear that the employment had effect upon different indicators of quality of life. A majority of 68 per cent clerks, felt that they could not prepare food properly to satisfy their family members.

Invariably many of them felt that they could not spend much time to take care of their children because of employment. Another aspects which was affected by employment as mentioned by majority of samples was children's education very few nurses and school teachers were of the opinion that

their family relation was not satisfactory because of their outside employment. But clerks and lecturers were happy about their family relationship. Majority of them felt that they could not participate in social activities due to lack of time.

E. Details on the Indicators of Quality of Life

To analyse how far the job pattern of women had an impact on the quality of life, a scale developed by Sinha and Sharma (1973) (Measuring happiness through satisfaction) was used. The scale consisted of 21 items relating to different needs of an individual. These items were grouped according to the "Maslow's Theory of Hierachy of Needs" into five groups and statistically analysed to see whether there is significant difference in level of satisfaction among the four different occupational groups. The details are as follows:

1) Basic or physiological needs

It included food clothing and shelter, Table XVI shows the analysis of variance on basic need.

TABLE XVI
BASIC NEEDS

Source	Degree of freedom	Sum of Squares	Mean squares	F Ratio
Between groups	3	217.5200	72.5067	3.3198**
Within groups	96	2096.7200	21.8408	
Total	99	2314.2400		

** Significant at 5 per cent level.

From the analysis of variance it was found out that there was significant difference among the four groups in their satisfaction on basic needs at five per cent level.

Critical differences procedure was used to find out which two groups differ significantly in the satisfaction on basic needs and it was found out that nurses and school teachers differed significantly and clerks and school teachers differed significantly at 5 per cent level. Among the four groups, most significant groups were nurses and school teachers.

2) Safety and security needs

It included money, children's welfare, health land and property and government help Table XVII shows the analysis of variance on safety and security needs.

TABLE XVII
SAFETY AND SECURITY NEEDS

Source	Degree of freedom	Sum of squares	Mean squares	F-ratio
Between groups	3	325.1500	108.3833	
Within groups	96	4292.9600	44.7183	2.4237NS
Total	99	4618.1100		

NS - Not Significant

From the analysis of variance it was found out that there was no significant difference among the four groups in the satisfaction of safety and security needs.

Critical difference procedure was used to find out which two groups differ significantly and found out that there was significant difference in the satisfaction of safety and security needs between lecturers and nurses at 5 per cent level.

3) Sociological needs

It included education, family desire, travel and transport facilities, family relation, social relation, social service, entertainment and national cause. Table XVIII shows the analysis of variance on sociological needs.

TABLE XVIII
SOCIOLOGICAL NEEDS

Source	Degree of freedom	Sum of squares	Mean squares	F ratio
Between groups	3	2606.6900	868.9867	
Within groups	96	5436.4000	56.6292	15.3452*
Total	99	8043.3600		

* Significant at 1 per cent level.

From the analysis of variance it was found out that there was significant difference among the four groups in the satisfaction of sociological needs at 1 per cent level.

By using critical difference procedure it was found out that there was significant difference in the satisfaction of sociological needs between the groups clerks and nurses, school teachers and nurses, school teachers and clerks, lecturers and nurses and between lecturers and clerks at one per cent level. Among the four groups least significant was school teachers and lecturers.

4. Self esteem and ego needs

It included prestige and status and service and job. Table XIX showed the analysis of variance on self esteem and ego needs.

TABLE XIX
SELF ESTEEM AND EGO NEEDS

Source	Degree of freedom	Sum of squares	Mean squares	F ratio
Between groups	3	260.1900	86.7300	
Within groups	96	626.5600	6.5267	13.2886*
Total	99	886.7500		

* Significant at 1 per cent level

From the analysis of variance it was found that there was significant difference among the four groups in the satisfaction of self esteem and ego needs at one per cent level.

After using critical difference procedure it was found that there was significant difference in the satisfaction of self esteem and ego needs between clerks and nurses, school teachers and nurses, lecturers and nurses and between lecturers and clerks. Among the four groups, least significant group was lecturers and school teachers.

5. Self actualization needs

It included mental peace, values and ideas and need for achievement. Table XX shows the analysis of variances on self actualization needs.

TABLE XX
SELF ACTUALIZATION NEEDS

Source	Degree of freedom	Sum of squares	Mean squares	F ratio
Between groups	3	91.3100	30.4367	
Within groups	96	477.6800	4.9758	6.1169*
Total	99	568.9900		

* Significant at 1 per cent level

From the above analysis of variance it was found that there was significant difference among the four groups in the satisfaction of self actualization needs at one per cent level.

Critical difference procedure was used to find out which two groups differ significantly in the satisfaction of self actualization needs and it was found out that there was significant differences between the following pairs. They were between lecturers and nurses, between clerks and nurses and clerks and school teachers. Among the four groups least significant difference was between lecturers and clerks.

6. Mean score of the five dimensions

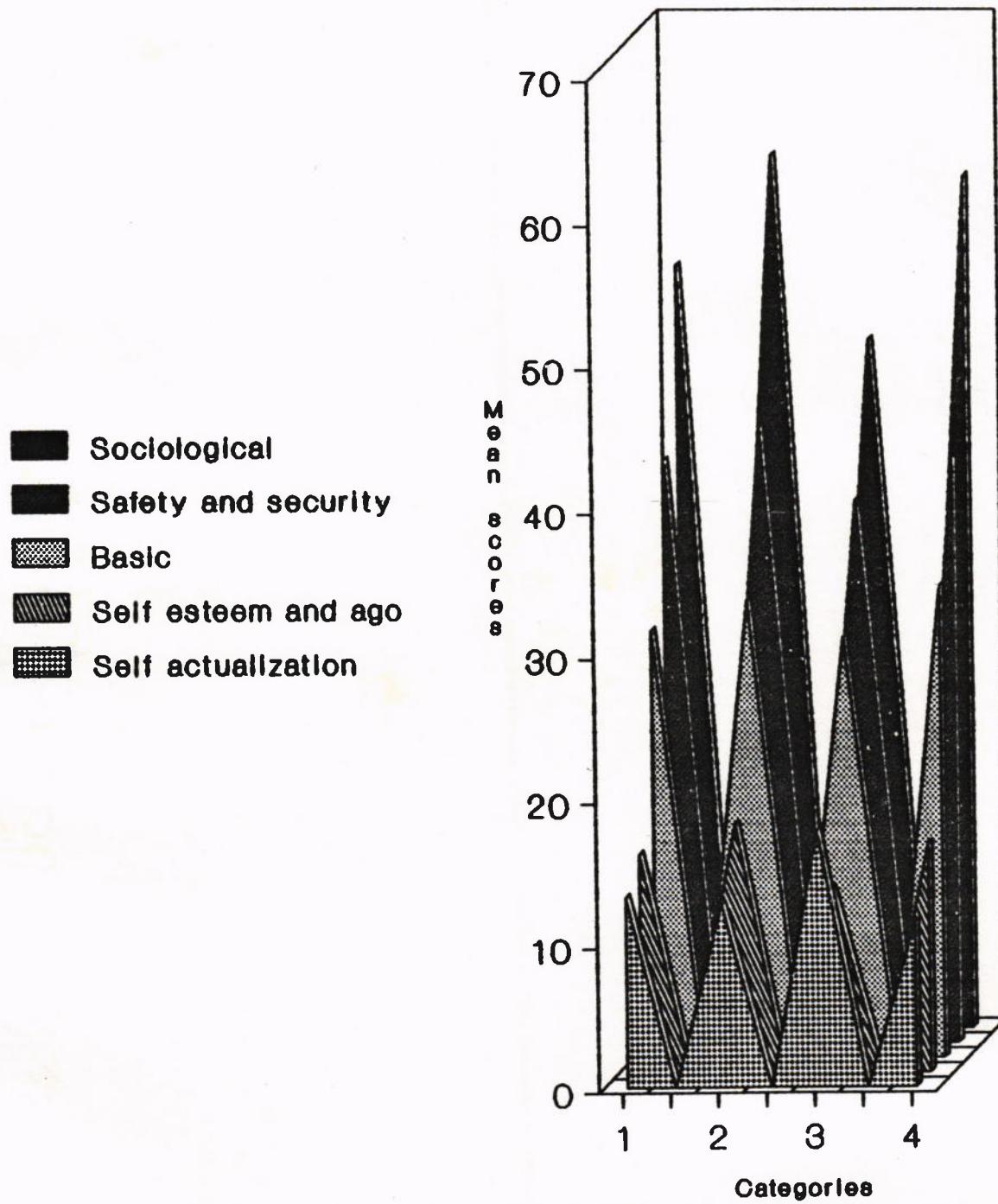
The mean quality of life score as depicted by the satisfaction of need pattern - the five needs of Maslow's hierarchy is shown in the Table XXI and Fig. 2.

TABLE XXI
MEAN SCORE OF THE FIVE DIMENSIONS

Categories	Needs				
	Basic	Safety and security	Sociological	Self esteem and ego	Self actualization
1. Clerk	29.600	40.400	52.920	15.160	13.160
2. Lecturer	31.680	42.720	60.560	17.200	12.640
3. Nurse	29.080	37.640	47.760	12.760	10.760
4. School teacher	32.680	40.560	59.080	15.880	11.400

After a perusal of the above table one can infer that the lecturer group of the selected samples were the most satisfied group. They practically scored highest on three dimensions (safety and security, sociological, self esteem and ego) among the five dimensions. In the remaining two dimensions they scored second. The second most satisfied group was school teachers. They scored highest in basic needs and in three dimensions (except self actualization) they scored second. The next satisfied group were clerks and least satisfied group were nurses.

Fig. 2.



MEAN SCORE OF THE FIVE DIMENSIONS

- | | |
|-------------|-------------------|
| 1. Clerc | 3. Nurse |
| 2. Lecturer | 4. School teacher |

Summary and Conclusion

V. SUMMARY AND CONCLUSION

The study on "Impact of Job Pattern of Women on Quality of Life", was done with 100 working women from different urban areas of Dibrugarh town, comprising 25 each from clerks, nurses, school teachers and lecturers. The objective of the study were to find out the employment opportunities available for women, study the type of job taken up by selected women, analyse how the job pattern of women has an effect on the quality of life. Interview schedule with an attitude scale was the tool used to elicit information. The findings of the study are summarized below

- * Majority of the all groups except clerical group belonged to nuclear family. Fifty six per cent of clerks were from joint family.
- * Majority of all the groups had owned house. Forty per cent of the clerk stayed in government quarters.
- * Majority of the selected sample except lecturers had medium size family (4-6 members). Majority of the lecturers were from small family (47 per cent)
- * The selected women ranged between 25 to 50 years. More than 60 per cent of women in all the four catogries belonged to the age of 30 to 45 years.
- * The educational status of the selected sample as well as their husbands ranged between H.S.L.C and Ph.D.

- * Majority of the families belonged to high income group earning more than 5000 per month.
- * On the whole majority of selected samples under various categories had more than 10 years of experience.
- * A majority of the samples of all the four groups started working at the age of 21 to 25 years.
- * From the investigation it was found out that nurses had maximum number of working hours (8 hours per day). Next to nurses, clerks worked for 7 hours per day. School teachers and lecturers worked less numbers of hours (5-6 hours per day). The nurses had shift duties
- * Among the four groups nurses did not have holidays in a week. But school teachers and lecturers had one and half days holidays in a week and clerks had one day holiday. All the four groups had maternity and medical leave with pay. Apart from that, school teachers and lecturers had summer holidays nearly one month.
- * It was found out that there were various employment opportunities available for women but majority of the sample indicated about teaching and clerical job. The commonly preferred job as pointed out by the selected women was teaching.
- * It was found that except clerks all the three groups worked mostly to increase standard of living. But majority of clerks worked because of economic necessity.

- * Everyone felt that women should take up gainful employment in order to become independent; to increase the families' standard of living; to serve the nation; to avoid the frustration of life restricted to cooking; cleaning and bringing up children; to meet the present cost of living and for economic security.
- * Among the selected samples a majority of them were the first women who had taken up gainful employment clerks (80 per cent school teachers, 52 per cent lecturers, 36 per cent and nurses 28 per cent)
- * A majority of 80 per cent of women had the opinion that they should not leave their job unless there were some specific reasons. The circumstances in which the women could leave the job as indicated by the selected women were to take care of small children, if problem arise in the family, during pregnancy and child birth and during the time of ill health.
- * A majority of clerks (80 per cent), school teachers (84 per cent), nurses (72 per cent) and lecturers (64 per cent) believed that women should not discontinue their job in any circumstances.
- * From the investigation it was found that towards lecturers society attitude was excellent followed by school teachers, nurse and clerk.

- * A majority of the sample were facing problems in taking care of children. They could not attend many functions of relatives and friends. In spite of these problems they could continue their job.
- * For hobbies and recreation, lecturers have got maximum time followed by school teachers, clerks and nurses. So from these we can make out that lecturers had more time for their personal work and nurses did not have time for their personal betterment
- * It was found out that employment had effect upon different aspect of quality of life. A majority of 68 per cent of clerks felt that they could not prepare food properly to satisfy their family members. Invariably many of them felt that they could not spend much time to take care of children because of their employment. Another aspect which was affected by employment as mentioned by majority of the selected sample was children's education. Very few nurses and school teachers were of the opinion that their outside relation was not upto satisfaction because of their outside employment. But clerks and lecturers were happy about their family relationship. Majority of them felt that they could not participate in social activities due to lack of time.

To analyse how far the job pattern of women had an effect on quality of life, a scale developed by Sinha and Sharma (1973) (Measuring happiness through satisfaction) was used. The scale consists of 21 items relating to different needs of an individual. These items were grouped according to the "Maslow's theory of Hierachy of Needs" into sociological, self esteem and ego and self actualization needs. The five dimensions were statistically analysed one by one to see whether there is significant difference in the level of satisfaction among the four different occupational groups.

* By doing analysis of variance, it was found out that there was significant difference among the four groups in their satisfaction on basic needs at 5 per cent level. Critical difference procedure was used to find out which two groups differed significantly in the satisfaction on basic needs and it was found out that nurses and school teachers, differed significantly and clerks and school teachers differed significantly at 5 per cent level. Among the four groups, most significant groups were nurses and school teachers.

* It was found out that there is no significant difference among the four groups in the satisfaction of safety and security needs. After doing critical difference procedure it was found out that there is

significant difference in the satisfaction of safety and security needs between lecturers and nurses at 5 per cent level.

- * In case of sociological needs it was found out that there was significant difference among the four groups in the satisfaction at 1 per cent level. By using critical difference procedure it was found out that there was significant difference in the satisfaction of sociological needs between the groups - clerks and nurses, school teachers and nurses, school teachers and clerks, lecturers and nurses and between lecturers and clerks at one per cent level. Among the four groups, least significant pari was school teachers and lecturers.
- * In case of self esteem and ego needs it was found that there was significant difference among the four groups at one per cent level. It was found out by critical difference procedure that there is significant difference in the satisfaction of self esteem and ego needs between following pairs - clerks and nurses, school teachers and nurses, lecturers and nurses and between lecturers and clerks. Among the four groups, least significant was lecturers and school teachers.
- * In case of self actualization need, it was found out by using analysis of variance that there was significant

difference among the four groups in the satisfaction of self actualization need at 1 per cent level. By using critical difference procedure it was found that there was significant differences between the following pairs. They were between lecturers and nurses, clerks and nurses and between clerks and school teachers. Among the four groups, least significant difference was between lecturers and clerks.

- * From the mean score, it was found out that, among the four groups, lecturers were the most satisfied group. They practically scored highest on three (safety and security, sociological self esteem and ego) among five needs. In the remaining two needs (Basic and self actualization) they scored second. The second most satisfied group were school teachers. They scored highest in basic needs and in other three dimensions except self actualization they scored second. The next satisfied group were clerks and least satisfied group were nurses.

From the above findings, it is clear that the job pattern of women has definite impact on the quality of life of an individual.

Recommendation

Based on the findings of the study, following recommendations are suggested:

1. Government should provide sufficient day-care-centres and creche.
2. Government and voluntary organisation should provide training for working women to manage household activities, time, energy and money effectively.
3. Research can be done on quality of work life of different occupation and their impact on family life.
4. Research can be done to find out what are the modification needed to improve the quality of life of different occupations.

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Appendices

I. Details about job pattern :

1. How many years are you working?
2. At what age did you start working?
3. Is your job Temporary/Permanent/Part time/any other
4. For how many hours do you generally work in a day?
5. Do your working hour keep changing?

If yes what are the different shifts you have?

Morning/afternoon/evening/night/any other.

6. Do you get holidays in a week?

Yes No Uncertain

7. Do you get the following leave with pay:

Maternity	Medical leave	Earned leave	Any other
Yes/No	Yes/No	Yes/No	Yes/No

8. What is your total monthly salary. : Rs.

9. What are the employment opportunities available for women in your Area?

1.

2.

3.

4.

5.

6.

10. Out of the above mentioned jobs which are mostly preferred by women?

II. Reasons for working.

a. What are the reasons for taking your job.

b. Do you think women should go for job :

Yes No

Give reasons:

IV. DETAILS ABOUT PROBLEMS OF WORKING WOMEN.

1. Are you the first women working in your family?

Yes No

2. Do you think that women should discontinue their job any state?

Yes No

If yes which stage?

3. Please pointout the specific problems that you are facing as a working women.

a.

b.

c.

d.

4. What is the attitude of your society towards your job?

5. Are you planning to discontinue your job at any time?

Yes No

If yes give reasons

6. Did you have to face opposition from any one of your family members when you stated working?

Yes No

If Yes from whom and why?

V. DETAILS ABOUT TIME SPENDING PATTERN.

Time in hours

- a. Travel to and from working place :
- b. Cooking and other household Activities :
- c. For taking care of your children :
- d. Hobbies and recreation :
- e. Any other :

VI. DETAILS ACCORDING TO THE INDICATORS OF QUALITY OF LIFE.

1. Regarding Food (Tick mark in any one box)

Fully Satisfied Not so Not Satisfied No
Satisfied Satisfied at all Opinion

- a. Money expenditure on food.
- b. Your satisfaction on food.
- c. Family members satisfaction on food.
- d. Food preparation

2. REGARDING CLOTHING

- a. Money expenditure on clothing
- b. Your satisfaction on clothing
- c. Family members satisfaction on clothing

3. REGARDING HOUSING

- a. Type of house.
- b. Size of the house
- c. Housing condition
- d. Time available to clean and maintain the house

4. REGARDING MONEY

- a. Total money income (Salary)
- b. Other sources of income
- c. Your contribution to your family
- d. Saving per month
- e. Extra earning from over time duty

5. REGARDING CHILDREN WELFARE

- a. Care of children
- b. Children's wishes
- c. Money spent on children's welfare

6. REGARDING HEALTH CONDITION

- a. Your health condition
- b. Your family members health condition
- c. Money spent for health improvement
- d. Time available for health improvement

7. REGARDING LAND AND PROPERTY

- a. Area of land
- b. Amount of essential properties
- c. Money contribution from your earning to by land and property.

8. REGARDING EDUCATION

- a. Time spent for looking after education of your children
- b. All the necessities provided for study
- c. Money spent for education

9. REGARDING TRANSPORT FACILITIES

- a. Distance between working place and home
- b. Money spent on travelling
- c. Travelling allowance from your institution

10. REGARDING NATIONAL CAUSE

- a. Your services to the nation
- b. Amount of tax payment to the Government.

11. REGARDING PRESTIGE AND STATUS

- a. Societies attituded towards your job.
- b. Respect as a woking women in the family.
- c. Your own attitude towards your job.

12. REGARDING FAMILY RELATION

- a. Relation with your husband.
- b. Relation with your children
- c. Relation with your in-lows

13. REGARDING FAMILY DESIRE

- a. Fulfilment of your desire
- b. Fulfilment of your family desire
- c. Your contribution to fulfil your family desire

14. REGARDING SOCIAL RELATION

- a. Relationship with your neighbours
- b. Number of attending functions of friendsd and relatives.

15. REGARDING SOCIAL SERVICE

- a. Your interest of social
- b. Time available for social service

16. REGARDING ENTERTAINMENT

- a. Leisure time available every day.
- b. Getting long leave
- c. Time available for hobbies

17. REGARDING SERVICE AND JOB

- a. Satisfaction of service and job
- b. Performance of both household and official job.

18. REGARDING MENTAL PEACE

- a. Behaviour of your husband to you
- b. Your mental peace

19. REGARDING VALUES AND IDEALS

- a. Maintaining traditional values and Ideals.

20. REGARDING NEED FOR ACHIEVEMENT

- a. Satisfaction with your present position of job.
- b. Opportunities need for achievement

21. REGARDING GOVT. HELP

- a. Government help like loan, aid, provident fund etc.
- b. Facilities in the institution

VII. DETAILS ABOUT EFFECTS OF EMPLOYMENT ON QUALITY OF LIFE

a. Do you feel that due to your employment you are not able to prepare food properly?

Yes

No

Give reason.

b. Do you think that your employment affect your clothing?

Yes

No

If yes how?

c. Do you think that your outside work affect your housing condition.

Yes

No

Give reason

d. What is the effect of your earning on family money income?

e. Do you think that because of your employment you are not able to look after your children properly?

Yes

No

Give reason

f. Do you think that your health condition is affected by your employment?

Yes

No

Give reason

g. Do you feel that because of your employment you are not able to give proper attention to your children's education?

Yes

No

Give reason

h. Is there any conflict in your family due to your job?

Yes

No

Give reason

i. Do you think that your employment is affecting your social life?

Yes

No

If yes how?