Patriarchy Gender Inequality And Women’s Work: A Study Of Married Working Women In Public Sphere Of Jammu District (J&K)

Authors
Aarti Choudhary
Email- aartiayaan2009@gmail.com

INTRODUCTION (Statement of The Problem)
Changing status and environment of women has been a dominant field of research among social scientists and more so with the sociologist’s in contemporary times. Women today are moving towards a situation where they would be required to take multiple roles and responsibilities and heading successfully in all spheres of lives. The world has been rapid change under the new wave of liberalization; privatization and globalization. Rapid industrialization and urbanization brought sweeping changes in women’s awareness, role perception and adjustment process.

Education and employment of women are considered to the indicators for women’s empowerment. Efforts are been made by the state to ensure women’s education and also for their gainful employment to reduce gender inequalities in patriarchal relations of production. In the 19th century many women were forced into patriarchal relations of production through their exclusion from labour market, in the 20th century exploitation within the structure was reduced at least for some women. Women spend now more time in paid work along with, of course, the unpaid domestic work. Escaping from the confinement of domesticity has created greater freedom from women, but the new role is not without its costs.

The role of the state relating to the gender has also changed considerably through promotion of avenues for education and employment of women. Though most of the changes have been gains for the women and have helped women to come out of the confinement of the private sphere of the home, yet there has been little real attempt to improve women’s position in the public sphere. In the distant past women had a rough deal, chained by prejudice, religion and society to values that undermined their ability to compete on an equal footing with men. It has been a long struggle women fought hard for their rights, in what has come to be known as feminism, with the great swing in attitudes coming in the attitudes in the 1960’s and the1970’s.

The present venture proposes to study the married working women in the context of patriarchal relations in both private and public spheres. The shift away from private patriarchy to public patriarchy is considered to have led to important changes in every aspect of gender relations.

REVIEW OF LITERATURE
More women choosing to work, but gender equality remains a long way off. Despite signs of progress in gender equality over the past 15 years, there is still a significant gap between women and men in terms of job opportunities and quality of employment. A new report by the ILO entitled WOMEN IN LABOUR MARKETS: measuring progress and identifying challenges, says that more than a decade after the 4th world conference on women in Beijing adopted an ambitious global platform for action on gender equality and women’s empowerment, gender biases remain deeply embedded in society and the labor market.

“While there have been areas of improvement since the Beijing conference and more women are choosing to work, they still don’t enjoy the same gains as men in the labour market”, said Sara Elder of the ILO’s
employment trends unit and main author of the report. "We still find the many more women than men taking up low-pay and precarious work, either because this is only type of job made available to them or because they need to find something that allows them to balance work and family responsibilities. Men do not face these same constraints.”

**Gender inequality:** Gender-inequality theories reorganized that women’s location in, and experience of, social situations are not only different but also unequal to men’s. Liberal feminists argue that women have the same capacity as men for moral reasoning and agency, but that patriarchy, particularly the sexiest patterning of the division of labour, has historically denied women the opportunity to express and practice this reasoning. Women have been isolated to the private sphere of the household and, thus, left without a voice in the public sphere take care of household duties and child rearing. Liberal feminists point out that marriage is a site of gender inequality and that women do not benefit from being married as men do. Indeed married women have higher levels of stress than unmarried women and married men. According to liberal feminists, the sexual division of labor in both the public and the private spheres needs to be altered in order for women to achieve equality.

**The conventional analysis of feminist thought has tended to group it into three streams:**

Liberal Feminism is understood to work within the framework of the liberal state, theorizing equality, freedom and justice in the context of liberal philosophy pointing, out that these concepts are inadequate until the gender dimension is taken into account.

Marxist /Socialist Feminism attributes women oppression to a capitalist economy and the private property system argues that capitalism must be overthrown if the oppression of the women is to end draws parallel between women and the “: workers” and in phases collective change rather than individual change.

Radical feminism: Radical feminism sees the oppression of women as fundamental and the most basic form of oppression. All others forms of oppression stem from male dominance the purpose of this oppression is to obtain psychological ego satisfaction and strength and self esteem.

The liberal feminists tends to see these changes as progress but the radical feminist tends to argue that little has changed and patriarchal dominance remains firmly intact. For Salvy Walby the nature of patriarchy has changed. She believes that there has been some reduction in patriarchal exploitation in certain areas as consequences of the change from private to public patriarchy. In private patriarchy the male head of the household controls women in the relatively private sphere of the home. The man in his position husband or father subordinates women as wife or daughter. Prevention of women in entering public sphere provides strength these individuals in patriarchy in oppressing and exploiting women. At times violence in the domestic sphere like wife-beating is resorted to keep the subjugation intact, women thus, remains oppressed because they are prevented from entering the public spheres in areas such as employment and politics.

The empowerment of women through and entrance to public sphere through employment is generally believed to end up with such as exploitation. But the feminists argue that the public sphere also is not free from patriarchy though there may be reduction in some amount in patriarchal domination and exploitation. But it continues in both (public and private) spheres. This amounts to double burden.

Many studies have concentrated on the status of women in an unorganized and organized sector. The present review limits itself to status of women in organized sector, which are relevant to the study.

Kapur (1979) has shown that the twin roles of women cause tension and conflict due to her social structure which is still more dominant. In her study on working women in Delhi, she has shown that traditional authoritarian set up of Hindu social structure continuous to be the same basically and hence. Women face problem of role conflict change in attitudes of men and women according to the situation can help to overcome their problem.

Locke (1979) in his study stated that a cause-effect relationship is available between family functioning and work life. This cause effect relationship could work in both directions, that is work attitudes could affect
family attitudes and vice versa. The mechanism that is positive in bringing about such effect is emotional generalization of spill over. 

Robinson and Skarie (1980) in their article of working women stated that in the area of stress and its relationship to locus control reveals that internally oriented individuals show less perception of role overload and role ambiguity.

**Empowerment:** Women empowerment is a multidimensional phenomenon. It is defined as a far reaching process that eventuates in the redistribution of control over issues of financial resources, access to information dynamics of social relation. The role of culture and tradition in shaping people’s lives, legal rights and political representation and participation. The formulation underlies the idea that having control over ideology and resources enables people to make decision that effect their own lives. In other terms women’s empowerment involves.

1. The ability to make decisions about personal/collective circumstances.
2. The ability to access information and resources for decision making.
3. Having positive thinking about the ability to make change.
4. Increasing one’s self positive image and overcoming stigma.
5. Increasing one’s ability to discrete thinking to sort out right and wrong.

Work participation: Right to work outside home is an important right for overall empowerment of women. To get a gainful employment is not just a way to earn but also a mean to build self esteem, greater authority and voice in family along with her participation in public life. Of late there has been the debate of work participation of lower, middle and upper class women when they enter the arena of paid employment outside the home. Women even though performing the full time housewife role are expected to work full time as wage professionals, this is very true particularly with married working women. As such, the importance of one role over the other which may create conflict of interest is not yet resolved.

Analyze woman principals experiences as they try to navigate a balance between their home and work responsibilities. After employment women face difficulties in striking the balance between work and family available. Literature suggests that balancing private and public life for women with families can be taxing, especially for married women. reasons forth this include the cultural expectation , which suggests that women ,regardless of whether they are in employment or not, or whether they employ a domestic helper or not ,should still perform family chores in the home. The traditional stereotypes hamper women’s career progression on career making.

**OBJECTIVES OF THIS STUDY ARE:-**

To understand women’s work participation in service sector and their changing socio-economic role within and outside the family.

To assess whether the economic role reversal has resulted in any kind of social change in terms of authority and decision making within the patriarchal order.

To understand how these married working women deal with the larger hegemonic forces in their everyday lives and strategies they employ in resisting and negotiating patriarchy.

Assumptions/hypothesis of the study:-

With the above objectives in mind the following assumptions can be made:-

Education and employment has resulted in the reduction of patriarchal domination.

The married working women have started resisting and negotiating at both levels of patriarchy-private and public spheres.

It is also assumed that small family background and higher income has resulted considerably in reducing patriarchal domination.
Permanent and secured employment helps married working women to assert in decision making which is an indicator of status empowerment.

**RESEARCH METHODOLOGY:**
To test the above mentioned assumptions it is proposed to identify a particular profession in the service sector which generally engages more number of women in the work force. Banking, teaching and nursing professions generally attract and have been the choice of women. It is here, proposed to research in the Education sector which has diverse nature of working women. This department has different types of employed teachers in terms of education and income categories engaged in primary, secondary, higher secondary college and university levels. Further at all levels, the employment space is spread through government and private institutions.

Thus all the married working women engaged in private and government/autonomous educational institutions at all levels in the Jammu district shall form the universe from which an appropriate sample size will be drawn to represent the universe. Approximately 200 married working women teachers with at least two years experience shall be contacted for the data collection. These sample respondents shall be drawn from four levels of employment space like university, college, higher secondary and at high school.

**SAMPLE DESIGN (Stratified Random)**

The above distribution of the sample respondents is considered to be scientific as it takes care of different income size, educational background, security of employment etc. It is proposed to administer a structured questionnaire as the sample respondents are highly literate. Some 300 questionnaire shall be either mailed or physically delivered to cover the sample mortality in the questionnaire method.

Jammu district has sufficient number of government and private schools and colleges. It has also three universities the government employment is in the category of secure and better income while the
employment in private institutions are less secure and low income areas. The one fourth of the sample that is to be drawn from university teachers has been classified as Adhoc \{25\} and permanent \{25\} teachers to standardized private and government categories. The Adhoc teachers like private college/school categories have the sense of insecurity and low income status.

**SIGNIFICANCE OF THE STUDY**

The study assumes significance in a climate when the state is making increased efforts to empower women through education and employment through economic independence. Gender injustice and its redressal is on the top of the agenda for the state and also for the feminist scholars of different shades. The perception that economic independence would necessarily lead to political/social empowerment needs to be researched in the context of patriarchal relations of production. The state policies for women empowerment has been mostly reflected in the political sphere either through 73\textsuperscript{rd} amendment or the attempt for women reservations bill etc. The social/cultural sphere of the society is still reflected by the patriarchal structures of domination and it, thus, becomes an urgent area of research in the field of gender studies.

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