

# From Homemaker to Breadwinner: A Study of Changing Family Roles of Working Women (With Special Reference to Ahilyanagar District)

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## Abstract

The purpose of this research paper is to study the changing family roles of working women working in Banking Sector with special reference to Ahilyanagar District, Maharashtra. The present study focuses on the family perception towards working women also study the women's participation in decision making process for the family. For this study the researcher has collected data from 500 women employees working in banking sector from Ahilyanagar District, Maharashtra, India. These samples were selected by the Stratified Random Sampling technique. A self-prepared structured closed-ended questionnaire was prepared by the researcher by keeping in view the purpose of the study. The required data were collected through a Google form and also collected information through telephonic discussion and personal conversation from the respondents. The finding of the research showed that the working women have a good support from family to work, they receive encouragement for doing their job well and they have an active participation in decision-making process for family.

**Keywords** Changing, family roles, working women, work-life balance

## Introduction

Family is domestic group of people linked through descent from a common ancestor, marriage or other committed legal or informal adoption. Family indicates our social culture, traditions, customs and belief. Woman has a prior and social responsibility to take care of each family member in her family even when she works outside. Family is the first essential cells of human life, it is not only affects our life but it also responsible to makes who we are and where we stand either its good or bad in society. The success of working women and devotion towards work is highly determined by their family support. Even today in modern time without family support women can't think to arise. Family's view towards job, their traditional thinking, and various decisions towards woman's life are the main determinants which highly influence and change woman life.

## Objective of the study

The objectives of the research paper are as under:

1. To study the women's participation in decision making process for family
2. To study the socio-economic background of working women.
3. To study the family perception towards working women.
4. To study the various family aspects of working women.

## Research methodology of the study

The present study focused on the impact of various family aspects of working women and its impact on working women, Ahilyanagar District, Ahilyanagar. The sample of the study was women working in both private and public sector banks in Ahilyanagar District. The stratified random sampling technique was used to select the sample size of the study. 500 respondents (working women) were selected in order to gather data about the relevant topics.

## Method of data collection

### A. Primary data

#### Questionnaires

The data for the present study has been collected by the researcher. A self-prepared structured closed ended questionnaire was prepared by the researcher by keeping in view the purpose of the study. The researcher gets a

structured questionnaire filled from 500 women working in banking sector of Ahilyanagar District through Google form and also collected some information through face- to-face interviews.

### **B. Secondary data**

The secondary data reference would include books by management experts, Ph.D thesis, article in periodical, newspapers, research paper; journals. Secondary also collected from the internet.

### **Scope and limitations of the study**

The scope and limitations of the study:

1. The study focuses only on the impact family aspect on working women. No other matter was being investigated by the researcher.
2. The study was confined to women working in banking sector which includes both public and private banks.
3. The scope of the present study was confined to Ahilyanagar District, Maharashtra state, India. Another geographical area was not included in this study.
4. The sample of the study was 500 women employees.
5. The sample was selected by Stratified Random Sampling method.

## **DATA ANALYSIS AND INTERPRETATION**

### **Personal information of the respondents**

#### **Age of the respondents**

48% of the respondents were below the age of 30 years, 28.6% of the respondents were belongs to the age group of 30-40 years, 16.2% of the respondents were belongs to the age group of 40-50 years and only 7.2% of the respondents were belongs to age group of 50-60 years. It also reveals that the 76.6% of the respondents were below the age of 40 years and they were enthusiastic to learn new things in job and have ample of opportunities to reach at a higher position. By their age it said that most of them were recently started their career. 23.4% of the respondents belong to the age group of 40-60 years.

#### **Marital status of the respondents**

Out of 500 of respondents surveyed, 60.4% of the respondents were married, 37% of the respondents were unmarried, 1.6% of the respondents were widow and merely 1% of the respondents was divorcee and separated. It was found that 60.4% of the respondents were married, which was the major portion of total sample and they were able to lead a happy married life. These respondents are capable to maintain a reasonable balance between their work life and personal life. Being married these respondents are playing their effective role both at work and at home. 37% of respondents are unmarried the reason of it that they all are below 30 years and planning to get married soon.

#### **Working basis of the respondents**

53.8% of the respondents was working on permanent basis, 31.6% of the respondents was working on temporary basis, 12.2% of respondents was on contractual basis and remaining 2.4% respondent was working part - time job. Women employees who had permanent job were not worried for their job security and this motivates them to show their best performance, work more efficiently and more competently. But it was also observed that woman employees who were working on temporary basis are more efficient than women employees who were working on permanent basis because these employees who work on temporary basis have to show their continuous performance to retain in the job for a long period of time.

#### **Type of family of the respondents**

To study her ability for maintain a reasonable balance between family and work. It was important to know the type of her family and for this the researcher has asked the respondents to mention the type of their family. The responses are presented in below Table:

**Type of family of the respondents**

| Type of Family      | No. of Respondents | %          |
|---------------------|--------------------|------------|
| Living Alone        | 24                 | 4.8        |
| Living With Friends | 10                 | 2          |
| Joint Family        | 277                | 55.4       |
| Nucleus Family      | 189                | 37.8       |
| <b>Total</b>        | <b>500</b>         | <b>100</b> |

The above table explains that 55.4% of the respondents were lived in joint family, 37.8% of the respondents were lived in nucleus family system, 4.8% of the respondents were lived alone and remaining 2% of the respondents were lived with their friends.

Above data indicates that 55.4% of the respondents were lived in joint family and they all were able to take care their family members and believe in joint family system. 37.8% of the respondents were lived in nuclear family system managed her home and job alone. , 4.8% of the respondents were lived alone and 2% of the respondents were lived with their friends. These respondents were belongs to other places and lived in Ahilyanagar, District because of their job.

**Number of family members**

The size of the family is significant factor, which is often determining wellbeing of the family. The size of the family influences the financial position of a family. The respondent has asked to mention the number of family members and the responses are presented in below table:

**Number of family members**

| Family Members | No. of Respondents | %          |
|----------------|--------------------|------------|
| 0-2            | 36                 | 7.2        |
| 3-4            | 180                | 36         |
| 5-6            | 236                | 47.2       |
| 7-above        | 48                 | 9.6        |
| <b>Total</b>   | <b>500</b>         | <b>100</b> |

The above table shows that 7.2% of the respondents were have two or less than two family members in family, 36% of the respondents were have more than three and less than four members, 47.2% of the respondents were have five to six family members in family and remaining 9.6% of the respondents were have more than seven family members or more.

In India, individuals generally hold family unity, support and love in high regards throughout their lives. The present survey displays that important values shared and followed by most respondent's families. 47.2% of the respondents were have more than five and less than six members, 9.6% of the respondents were have seven or above family members because all these respondents were lived with joint family. However 43.2% of the respondents were have two to four members in family, which indicates that they were influence by young generation views and lived independently. This group also includes those women who were migrated to Ahilynagar District for their career. The group whose family is restricted up to two members was either unmarried or newly married.

**Number of earning members in family**

Dependent is a person who satisfies all needs only from the income earned by the breadwinner. In many families, the entire family depends upon a single male breadwinner but now time is changing and woman also contributes to family income and becomes second breadwinner for family. To study the various sources of income and respondent's contribution in family income, the researcher has asked question about how many earning members were there in the family. The responses are presented in the following Table:

### Number of earning members in family

| Earning Members in Family | No. of Respondents | %          |
|---------------------------|--------------------|------------|
| Alone                     | 55                 | 11         |
| 2                         | 315                | 63         |
| 3                         | 111                | 22.2       |
| 4-Above                   | 19                 | 3.8        |
| <b>Total</b>              | <b>500</b>         | <b>100</b> |

The above table states that out of 500 respondents, 63% of the respondents were have two earning members in their family, 22.2% of the respondents responded that they have three earning members in family, 3.8% of the respondents were have four earning members in their family and 11% of the respondents were only the breadwinner for family.

It was found that 89% of the respondents were second breadwinner and 11% of the respondents under this study were main breadwinner in the family, for them their employment is only source of income for family, which helps to satisfy all basis needs and requirement. While interviewing the respondents the most of the women belongs to this category were single. It was also found that in some family instead of male, women were a main breadwinner in the family.

### Total annual income of the family

The family serves as a basic and primary unit for their members which provides support to one another. The level of total income of members determines the total purchasing power of family to purchase goods and services needed by individual. Quality of interaction between individual and social institutions which includes communities, the health care system, education, social security system is influenced by total annual income of family. Therefore the researcher wants to know the total income of family of women employees. The responses are presented in the following Table:

### Total annual income of the family

| Annual Income   | No. of Respondents | %          |
|-----------------|--------------------|------------|
| Upto – 3Lakhs   | 301                | 60.2       |
| 3Lakhs – 5Lakhs | 163                | 32.6       |
| 5Lakhs – Above  | 36                 | 7.2        |
| <b>Total</b>    | <b>500</b>         | <b>100</b> |

The above table explores that 60.2% of the respondents have annual family income upto Rs. 3 Lakhs, 32.6% of the respondents have annual income in range of Rs. 3 to Rs. 5 Lakhs. 7.2% of the respondents have annual family income above 5Lakhs.

The researcher concluded that 92.8% of respondents have annual family income upto Rs. 5 Lakhs. Remaining 7.2% of the respondents have annual family income more than Rs. 5Lakhs. Income earned by the respondents is additional income for their family.

### Source of motivation for job

Motivation is the process of stimulating people to accomplish the goals. A motivated person always gives best on their performance and they stay always loyal and committed to their task or responsibilities. To study who motivated the respondents for doing job the researcher has asked the respondents and responses are presented in below table:

### Source of motivation for job

| Source of Motivation for Job | No. of Respondents | %          |
|------------------------------|--------------------|------------|
| Self                         | 335                | 67         |
| Friends                      | 27                 | 5.4        |
| Husband                      | 84                 | 16.8       |
| In –laws                     | 5                  | 1          |
| Relative                     | 45                 | 9          |
| Others                       | 4                  | 0.8        |
| <b>Total</b>                 | <b>500</b>         | <b>100</b> |

The above table shows that 67% of the respondents were self-motivated for doing job. 16.8% of the respondents were inspired by their husband to do work, 9% of the respondents were motivated by their relatives, 5.4% of the respondents were motivated by their friends, 1% of the respondents were motivated by their in-laws and remaining 0.8% of the respondents were motivated by others.

Self-motivation is a power that drives us to keep moving ahead. It encourages continuous learning and success. Above presented data shows that 67% of the respondents were self-motivated for doing job. They realize their aim, their destination and proceeds towards achievement of their goals. 33% of the respondents were motivated by their family members or by others. These respondents have a good support from family to work outside and they receive encouragement for doing their job well.

### Opposition to do work

In Indian's society context, the families are male – centered family and it beliefs that men are the main breadwinner of food and shelter for family. For women it was beliefs that they are always the ones who have a duty to look after the fire and children. From decades it was thought that woman should be at home, she was not allowed to work outside from home to earn money and at the same time family members were worried for her security, which became a reason for continuous opposition to do work. To study did anybody opposed respondent's decision to work, the data were collected and presented in following Table:

### Opposition to do work

| Relationship | Yes | %   | No  | %    | Total | %   |
|--------------|-----|-----|-----|------|-------|-----|
| Parents      | 23  | 4.6 | 477 | 95.4 | 500   | 100 |
| Husband      | 18  | 3.6 | 482 | 96.4 | 500   | 100 |
| In-laws      | 28  | 5.6 | 472 | 94.4 | 500   | 100 |
| Relatives    | 24  | 4.8 | 476 | 95.2 | 500   | 100 |
| Friends      | 0   | 0   | 500 | 100  | 500   | 100 |
| Others       | 0   | 0   | 500 | 100  | 500   | 100 |

The above table shows that 95.4% of the respondent's parents allowed them to work, while 4.6% of the respondent's parents were against for work. 96.4% of the respondent's husbands didn't have any problem about their wife's work. Majority of these respondents were unmarried and this situation was not applicable to them. While 3.6% of the respondent's husbands were oppose to their work. 94.4% of the respondent's in-laws support their decision to do job and majority of these respondents were unmarried and this situation was not applicable to them. While 5.6% of the respondent's in-laws were opposed to them. 95.2% of the respondent's relatives do not oppose their decision to do job while 4.8% of the respondent's relatives were opposed to their work. From friends and other members they don't have any opposition for work.

The researcher had studied the responses of 500 respondents and overall conclude that an average 95.35% of the respondents were enjoyed a sound family support for work. Family members encouraged, motivate and support these respondents to do work but an average 4.65% of the respondent's family members opposed when they started work.

### Does the opposition continue?

Number of women faces opposition from family when they started work. To study does the opposition continue for doing work outside, the data was collected and presented in Table

### Does the opposition continue?

| Answers      | No. of Respondents | %          |
|--------------|--------------------|------------|
| Yes          | 18                 | 3.6        |
| No           | 482                | 96.4       |
| <b>Total</b> | <b>500</b>         | <b>100</b> |

The above table indicated that out of 500 respondents, 96.4% of the respondent's families were happy and does not have any opposition to work, whereas remaining 3.6% of the respondents even today face opposition from family members for work.

It was found that out of 500 respondents, 96.4% of the respondents were enjoyed their work and their family's members support them in work, while remaining 3.6% of the respondents were have continuous opposition by their family members to work; which number of times increases their stress level. It must be note that time as well views towards working woman in society have been changed in recent decades.

### Respect in family as a working person

A positive feeling of esteem for a person is respect. It denotes the regards and consideration shown by an individual towards other. It is the important element, which helps to lead a happy personal and work life and it brings life satisfaction. To understand how family members of these respondents consider her as a working person, the researcher has posed a question about their status in family, as a working person. The responses are presented in the following below Table:

### Respect in family as a working person

| Particulars  | No. of Respondents | %          |
|--------------|--------------------|------------|
| Never        | 46                 | 9.2        |
| Sometime     | 91                 | 18.2       |
| Often        | 62                 | 12.4       |
| Always       | 301                | 60.2       |
| <b>Total</b> | <b>500</b>         | <b>100</b> |

The above table indicates that out of 500 respondents surveyed, 60.2% of the respondents always get respect in family, 12.4% of the respondents feels that they received respect very often, 18.2% of the respondents said that they were getting respect sometime and remaining 9.2% of the respondents were feels that they were not getting any respect from their family members.

Respect here includes all concepts such as behaviors of a family members, support, encouragement, sense of equality, active participation in various family decisions and co-operation. From above data, it was found that 90.8% of the respondents were getting respect in a family, having a good support for doing job, their participation in decision-making process for family and 9.2% of the respondents feel that they were not getting respect in family for being as a working person. These respondents were dominated by family members with their decision, they don't have freedom to take decision for themselves and not have active participation in decision making process for family.

### Findings

The findings highlight a strong socio-economic reliance on working women, who overwhelmingly serve as secondary breadwinners (89%) in lower-to-middle-income households earning up to ₹5 Lakhs annually (92.8%). Despite living predominantly in traditional joint family structures (55.4%) and larger households, these women enjoy high levels of familial support, low long-term opposition (3.6%), and a strong sense of personal drive, with 67% being self-motivated and 90.8% feeling respected within their families for their economic contributions. The finding also suggests that additional income was an important factor in these women taking up employment.

### Conclusion:

Overall, these findings suggest that while economic necessity (as a second earner) plays a significant role in motivating women to work, family attitudes have become largely encouraging and non-restrictive, with opposition and disrespect being experienced only by a small minority of respondents. These points to a gradual positive shift in family perceptions toward working women, even within traditionally structured joint-family setups are there. Importantly, the

study shows a largely supportive family environment for working women and the respondents were self-motivated to work with support largely sustained over time. Furthermore, more than 90% of respondents reported receiving respect within their families as working women.

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