

INCLUSIVE ATTITUDE AMONG WORKING WOMEN: A STUDY NON-TEACHING EMPLOYEES OF JU

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Abstract

The present investigation has been formulated for the management in health and nutritional aspect of working women in the University of Jammu. The working women in general were from the non-teaching sections of the institution. They possess knowledge about health issues and nutritional practices and had a remarkable inclination towards the nutritional practices. The majority problem they were facing were role conflict and depression but they try best to be inclusive in social system. The characteristic of the working women, namely, age, education and attitude towards nutritional practices and dual role performance were formed as they are significantly associated. The working women were formed to be aware about the nutritional practices for their age and type of work. It is essential to create awareness among them the forced implementation of the knowledge in terms of health issue as they push themselves more towards performance of role efficiently.

Keywords: Health, Nutrition, Roles, Inclusive, Practices.

INTRODUCTION

Working culture for women has become a need in 21st century. Although the working and employment is accepted by the family members in urban areas, however they are not ready to accept the changing pattern of life. Women are participating in many skilled jobs, advance science and technology area and improving the quality of life. The women don't want to leave the job as it is not only her economic but also psychological need leading to personality development and was accepting the challenges of multiple role performance. Because of this she faces physical as well as mental stress. The working women who is not able to balance her office and home stress, and bring personal stress to office and work stress of office to the home, become irritated and angry in nature and were facing social exclusion. As food is the basic requirement for survival certain measures aimed at improving eating habits, desirable nutritional practices, utilization of available food material and improved cooking practices have to be implemented. Present study is an attempt to know the areas of social exclusion in terms of management aspect of multiple roles and nutrient in working women. The findings will help in suggesting way and means for introducing changes and modification, a way forward to social inclusion of working women. In balancing family and work effectively creates stress among women. Accordingly, the factors that cause stress among working women are perception for stress under working conditions, low monetary benefits and stress due to improper safety and security. The work-family is defined as a situation, in which "the demands of the work interfere with fulfilling family responsibilities" (Wharton and Blair-Loy 2006). Perception of work-family conflict and work related factors served as predictor of employees' work attitude. The results hypothesized that work- family conflict and work related factors perceptions were negatively related to employees work attitude. Aspect of work commitment of work related

factors was correlated positively with employees work attitude. Among all the variables, role ambiguity appeared as the most significant predictor of employees work attitude. Both work-family conflict and work related factors made significant contribution to employees work attitude (Samad 2006).

METHODOLOGY

The major emphasis of the present study was on role conflict and nutritional profile, health of women working in jobs. Various social factors are affecting the role performance and nutrition of working women. It is therefore, essential to identify and to investigate the lifestyle pattern of working women.

RESEARCH DESIGN

The aim of the study was to ascertain the health and nutritional profile of working women therefore exploratory design of research was used. A sample of 85 working in the age group of 25 to 50 years was selected for the study. The major occupational category is the non- teaching staff of the institution.

The present study is regarding women working in University of Jammu (non-teaching sections) jobs. In the present study health and nutritional profile of working women was studied. For this study survey method was used. Data were collected with the help of interview and observation schedule. The information about working women and their family, meal patterns, knowledge and use of nutritional practices, dietary intake, clinical assessments health, social problems and role conflict areas of working women was collected.

Profile of the respondents:

Age- The selected working women were classified according to their chronological age and presented in Table-1. The distribution according to age indicated that about half of the selected working women (53%) were in the age group 36 to 45 years. As much is 23.52 per cent were in the age group 26-35 and 17.64 percent in the age group 46-55. Hence, working women between 36 to 45 year of age group dominated the age wise distribution which clearly shows that they were in age gap which can make change by working on conflict areas into more cordial relations.

Table -1 Age of the working women

Age distribution	No. of working women
Upto 25	5
26-35	20
36-45	45
46-55	15
Total	85

Source: Field work

Education- Education is an important factor related to service. Educated women feel suffocated within four walls of house. They feel that their education does not have any utilization unless and until they work, therefore majority of educated women are interested to utilize their time in job or in their own business. Selected working women were classified according to their educational level.

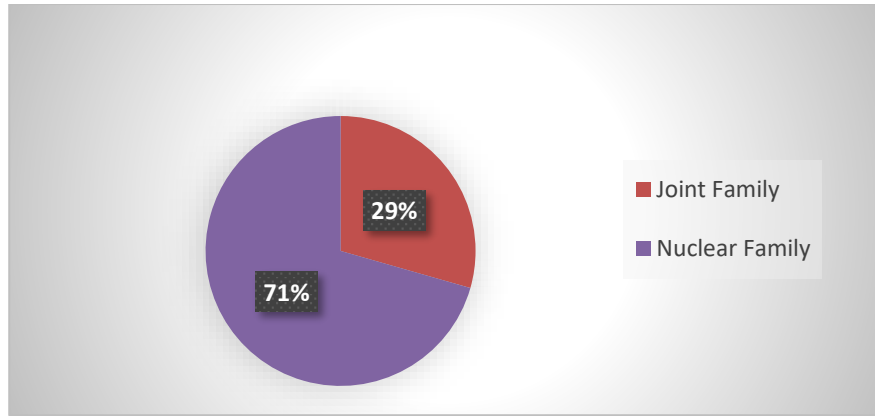


Fig 1 Contains Distribution According to their Educational level.

The fig clearly shows that women having low educational level were meager in service, out of total respondents, women having educational qualification up to 12th were 8 %. The results thus indicate that majority of women are graduate (68%) which shows that working class of women was dominated by qualified women as 24% women are post graduate. As perceived, it shows that education brings change, so the educated women always guide their colleagues also that how to overcome the role conflicts and focus on the health issues & nutritionist level also. Family characteristic

TYPE OF FAMILY

Migrating from the place of living to place of working for earning has become continuous process and it has affected the concept of family structure also. The joint family system has given rise to nuclear family system. The selected respondents were classified in two groups according to family type as nuclear and joint family. The selected respondents belonging to joint families were comparatively less. The women having nuclear family system were in majority (70.5%). But certainly, it has been shared by respondents that they now need member of the family only to take care of children as it is difficult to rely on paid caretakers. Now the emerging trend is that they want their parents either maternal/ paternal to live with them for the security of their children.

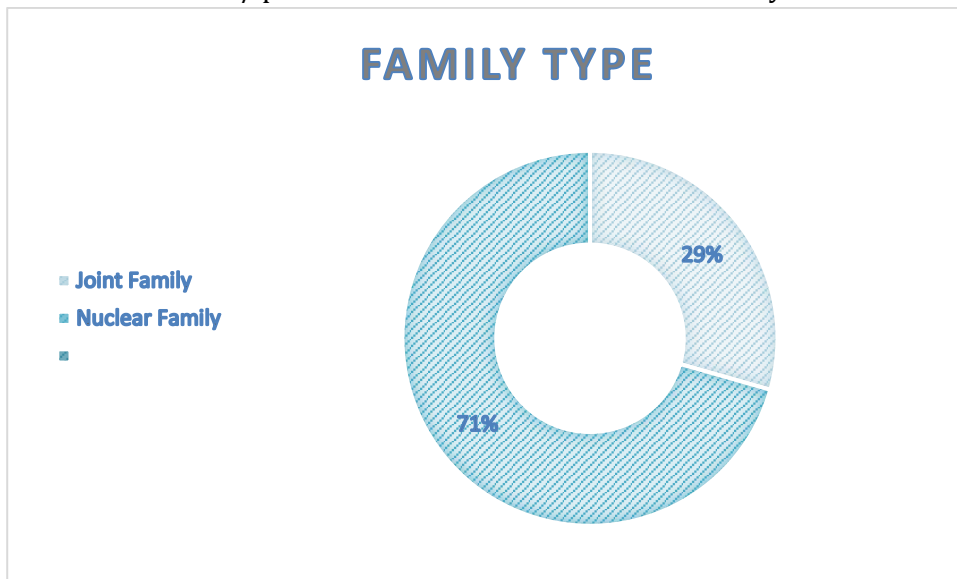


Fig:2 Family type of the respondents

SIZE OF FAMILY

Working hours and working targets have compelled the women from nuclear families specially to restrict the family size also. As the women who have started working at early stage of marital status want to have only one child. As they cannot afford to brought up children every two years. All women who have caretaking mother/father go for second baby. It has been observed that majority of working women have family size of 4 members (72.9 %). In some of the cases either the studying kin of the family is living with them and sometimes mother- in -law or mother of the working women (17.6 %). Only 9.4 % have members more than 7 as the family lives near to working place and in the town also, so no need to move to nuclear household.

NUMBER OF CHILDREN

As far as the children are concerned majority of working women have 1 or 2 children only (74.11%) along with that the women who have support and some other social reasons have 3 or 4 children also. Only 7.05 % women have no child.

HEAD OF FAMILY

As we are living in patriarchal society so the head has to be the male member whether he is contributing to the family or not. It has been observed during the field survey although the partners share the burden of heading the family but majority of the respondents revealed that households were headed were headed by the male members only.

FAMILY INCOME

Family income contributes to the well being of the members of the family, so it is an important part for the family life. To spend sufficient and adequate money available as per requirement has to monitored and is need of the day. With this objective many of the family member try to earn more for their family. The working women in the field study were grouped according to their family income and presented in table 7.

Table 7 Family Income of the households

Monthly income	No. of working women
Upto 25000	4(4.70%)
25001-50000	66(77.64%)
Above 50000	15 (17.64%)
Total	85 (100%)

Source: fieldwork

It has been observed from the Table 7 that working women (4.70%) were having their family income upto Rs. 25000/- more than one third (77.64%) women were having family income in between Rs. 25001/- to Rs. 50000/- and only 17.64 percent were having family income above Rs. 50,000.

MONTHLY EXPENDITURE OF FAMILY

Food is an important and unavoidable part of expenditure. Expenditure on food is not totally dependent on family income, it may have some impact for marginal increase. It was expected that lower income group spend more on their food and as the percentage of income increases expenditure on food and various items goes on decreasing

Table 8 Expenditure among the working women

Expenditure	No. of working women
Upto 5000/-	10(11.76%)
5001-15000	65(76.47%)
15000 & above	10(11.76%)
Total	85(100%)

Source: Fieldwork

Another factor responsible for expenditure is family size. Selected working women were classified according to expenditure on grocery & daily consumable items and result is given in table 8. It reveals that majority of women spent between 5000 to 15000 (76.47%) were having their monthly food expenditure more than Rs. 15000/- nearly (11.76%) women had family expenditure on food upto Rs. 5000 per month and (11.76) working women had their expenditure on good and various items more than Rs. 15000/- per month.

NUTRITIONAL HEALTH

Food habits are mostly dominated by practices and the social system also. Selected women were classified according to their food habits. It has been observed that 37.64 percent had their liking towards vegetarian food, besides that 21.17 % prefer occasionally non-veg food and hence their liking was of mixed type as mostly the women belongs to Dogra community and the socialization of females in the community impress upon them to remain vegetarian.

Table 9 Type of food

Type of food	No. of working women
Veg	67 (78.82)
Non-Veg	Nil
Mixed	18 (21.17)
Total	85 (100)

Source: Fieldwork

DIET PATTERN

Nutrition of individual is based on quality of food consumed and dietary pattern followed. Nutritional studies are always based on the fact that the recommended dietary pattern is followed by an individual or not.

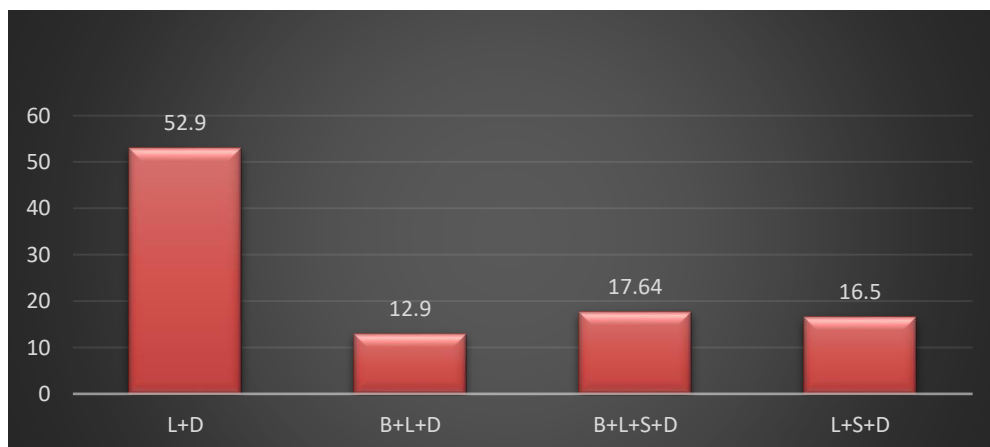


Fig: 3 Diet Pattern

Source: Fieldwork

In this field work, working women were asked about dietary pattern and classified on the basis as per pattern observed and presented in fig:3. The findings show that dietary pattern was dominated by lunch and dinner, as 52.9 % women were following the lunch and dinner pattern because of rushing hours in the morning. And only 12.9 percent women had their dietary pattern as lunch, breakfast and dinner. The percentage is less but the women feel the need of their body and so requires a set dietary plan also. Nearly 17.64 percent were following the diet pattern of breakfast, lunch, snacks and dinner. Only 16.5 percent had three-time meal as lunch, snacks and dinner.

NUTRITION KNOWLEDGE

The information about the knowledge about nutrition practices in table 11 shows that majority of the women (49.17%) had medium knowledge.

Table 10 Nutritional knowledge among working women

Nutrition knowledge	No. of working women
Low	12 (14.11%)
Medium	45(52.94%)
High	28(32.9%)
Total	85 (100%)

It was observed that 32.9 percent women with high knowledge and women with medium knowledge were 52.94%. The analysis clearly indicates that the nutritional knowledge of working women is adequate. Further the field study indicates that knowledge effects the practices also, so majority of working women were not exactly used to follow recommended nutritional practices therefore leads to the acceptance of hypothesis formed that there is tolerable use of nutritional practices of working women.

PHYSICAL, MENTAL AND SOCIAL PROBLEMS

It has been observed that working women were suffering from hypertension. As reported that they feel exhausted easily. An adequate percentage of working women had the problem of diabetics, low B.P., Anemia, back pain and overweight. Further the survey states that a small percentage of working women expressed the problem of loss of interest in family while working (2.50%), mental tension (13.33%), non- cooperation from husband (18.33%) stressful sleep (24.16%) non-cooperation from family members is (30.83%), problem of sharing household work (23.33%), lack of cooperation from co-workers (29.16%) In total it has been observed that the dual-role performance of the women straightly affects their physical and mental health. With the passage of time it has been observed that women feel that they are doubly burdened, but now they were trying to perform with the positive attitude overcoming the role conflicts in social structure as they have also found alternatives to relieve their stress also.

ROLE CONFLICT

The greatest problems of employed women emerge from the divergent demands, which family and profession make on them. The ambiguity and uncertainty of the roles in the dual-career families, together with the complexity of modern life and exaggerated emphasis on individuality make it difficult for both husband and wife to adjust to their marital obligations. A good number of parent's

in-law and other relations living in the joint family do not have much sympathy with the working women's new role demands and expectations from them more or less remains unchanged.

Table 11 Areas of Role conflict

Areas of role conflict	No. of working women
Work load	82
Role expectations	80
Ambiguity and uncertainty in Dual roles	76
Spouse attitude & cooperation	43
Supportive family members	56
Inappropriate role sharing	84
Supremacy of family and job roles	73
Time planning	54
Differences in the background of the partners	73

Table 11 clearly shows that acceptance of the goals of home and work simultaneously requires qualities of different sorts which creates conflict among the role performance. Working outside the home can pull each partner towards routines and relationship that may develop conflict or may be imagined conflict within the marriage system. Both were required to accommodate their needs and the complications of situation. The size of the household and the use of modern appliances are also relevant to the time required by the women. The results also indicate that working women are facing greater conflict in the management of household activities whereas housewives have less of conflict.

CONCLUSION

The present survey shows the various parameters regarding nutrition, health & role complex among working women. Health and nutrition has gained paramount position in present world and this is the reason researches are going on worldwide to find out inputs for framing effective health related strategies. Hence, concluded that urban women employees have better health condition as they exercise it wisely in current scenario on regular basis. Thus, the study indicated that if the working women pays more attention to health and time management then come out the best results which in turn make them fit and concentrated in inclusion on health and social life whether domestic or working life. The greatest problems of employed women emerge from the divergent demands, which family and profession make on them. The ambiguity and uncertainty of the roles in the dual-career families, together with the complexity of modern life and exaggerated emphasis on individuality make it difficult for both husband and wife to adjust to their marital obligations. A good number of parent's in-law and other relations living in the joint family do not have much sympathy with the working women's new role demands and expectations from them more or less remains unchanged. her two roles. In case of conflict between the job and the home roles, it is mostly the job role that gets curtailed while the wife-mother role always predominates. How rich or poor a woman may be, her primary role is towards husband, home and children

RECOMMENDATIONS

- For better health respondents should always have ME Time on their feasibility so that they should stay healthy, physically as well as mentally.

- Must change the eating pattern by introducing the balanced diet which provides all the essential nutrients to the body.
- Should widen the concept about their health and performance of roles as equally important.
- Try to share the burden with partner as he is equally responsible for family.

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