

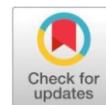
## Original Research Article

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# Family Support of Married Working Ladies in Public Sector-a Study in State Capital of Odisha

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## ABSTRACT

Family is playing a very significant role in growing the society in a positive direction. It is concerned with hovering all the basic functions of family. Today gradually the traditional society is changing by changing the roles of male and female members. The traditional stereotype that male members work outside to get income for the financial support of the family and the female role of taking care of the household work inside the home has been changed. Both males and females are performing egalitarian sex roles. In this context, the study was conducted to find out the family support for the ladies working outside the home. 80 nos. of lady govt. Employees were interviewed with the help of an interview schedule. Frequency and percentage measures were used as statistical measure. Aspects like children education marketing, health and hygiene, attending marriage ceremony of a near and dear, good relationship with neighbour, community function, children games and sports, children cultural programme, charitable work on behalf of family and financial help at the time of needs or need of the situation to the full extent (100%) the least support are found to be washing clothes for the purpose.

**Keywords:** Family, working, ladies, family members, child education

## INTRODUCTION

Family being the primary institution of our society has been playing a very significant role for our society to sustain, advance, progress or growing in a positive direction leaving no stone unturned for all round development (Bengtson, 2001). The major function has been seen primarily hovering around 1. Reproduction and perpetuation of family, 2. Getting family members socialized in society, 3. Concerning the economic maintenance and livelihood of family members, 4. Loving and showing affection towards members of the family, 5. Giving class-status to family members. Similarly irrespective of size and type of family, the family members feel proud of their respective family to which they belong concerning their status, identity, prestige, physical number, economic condition, soft skills, social skills, life skills for descent and right living. Members of a family always have strong feeling, belongingness, love and affection for each other, regard, respect for each other and finally striving to help each other particularly the adult members to contribute in some for or others thus becoming more conscious and careful for family earnings. On the other hand the chunk of our society the male folk and women folk gradually becoming more sensible since the last quarter of 20<sup>th</sup> century which became more visible, and more significant during the first quarter of 21<sup>st</sup> century. Working women play a crucial role in human progress and hold a significant place in the society (Bharadwaj & Shanker, 2019). The family growth and development donot depending upon the male folk only, rather the women folk are coming out from their cocoon in a big way to join hands with their male counter parts for family earnings.

The so called social stigma, and social norms in the form of mores and folkways are gradually disappearing in hindering women from moving smartly in this direction. There has been a growing interest in recent years in the way family members use their time (Nickols & Metzen, 1978). This situation is further accelerated, facilitated, amplified, magnified and of course glorified with the advancement of science and technology coupled with more and more numbers of women being educated at their parental house and groomed accordingly well before they tie up with their life partner the secondary institution 'marriage' functioning within the framework of the primary institution 'family' irrespective of its types or forms they opted according to the need of the situation. During their post marriage life at their in law houses it is observed that their big asset "education" a software already interwoven in their experiential texture, which many a time manifested in a very positive manner and delimiting them to childbearing only functions without aspiring for a higher order roles and responsibility for their family or shouldering it for all family good thus lessening the burden upon the family head or more specifically upon male member i.e. their husbands in the process.

Whatever described above are easiest to be said than to be done. It is no doubt a difficult proposition altogether for a woman to translate it into action or realize it to its fullest extent in its true perspective for harnessing, all good by joining somewhere in the job in a situation. Time spent engaged in housework may affect market wages in a variety of ways (Hersch & Stratton, 1994). At times it constrains her to leave the assignment/job or any such income generating activities in between, as she failed to strike a balance between domestic front in the house and the job front in the office where she works.

In the above context and background, it is hypothesized that if women are helped or supported by their respective family members in taking responsibility or sharing some of the domestic chores on behalf of the working lady of the family, and

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if those members happen to stay with the lady/women in question, then probably, hope fully, the lady or woman may concentrate more in her assigned job without being disturbed for family issues, and hence will be expected to work more effectively and efficiently where she works outside her home and hence capable of earning more name and fame in the process and thus will command respect in her job world.

With careful sensing and perceiving the entire situation along with the required appropriate interventions a study entitled “FAMILY SUPPORT OF MARRIED WORKING LADIES IN PUBLIC SECTOR –A STUDY IN STATE CAPITAL OF ODISHA” was conducted with the objective, to find out the extent of support as extended by the family members of the respondent working women.

The study consists of 80 nos. of respondents who are primarily working in the public sector (Govt. Job) and were selected by following a random sampling technique. Data from the respondents were collected by developing an interview schedule for the purpose. Statistical analysis of the collected data was made with the help of statistical measures like frequency and percentage to discuss the result meaningfully and drawing appropriate conclusions.

However, the study was conducted purposively in the state capital where the Govt. jobs are categorized in different types, forms and cadres, which in a way helped the researcher in drawing representative sample.

## RESULT AND DISCUSSION

Concerning the improvement in job efficiency and job effectiveness and consequently job satisfaction of the working lady, family support is inevitable; the data collected in this regard is presented in the table given below.

**Table No.1 Aspects of Support From Family Members**

S L. N o.	Aspects of support	Family Members																							
		Husba nd		Father- in-law		Mother- in-law		Uncle- in-law		Aunty- in-law		Brother- in-law		Sister- in-law		Son		Daught er		Nephe w		Niece		Daught er-in- law	
		-1		-2		-3		-4		-5		-6		-7		-8		-9		-10		-11		-12	
		F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%	F	%
1	Children Education	80	100																						
2	Marketing	80	100	31	38.75	5	6.25	6	7.5	12	15	9	11.25	5	6.25	62	77.5	64	80						
3	Health & Hygiene	80	100			54	67.5	53	66.75	46	57.5	48	60			50	62.5								
4	Cooking	80	100			41	51.25			10	12.5	15	18.75	11	13.75			59	73.75						
5	Washing clothes	12	15			19	23.75											20	25						
6	Home Decoration/ Beautician																	80	100						
7	Attending guest marriage	80	100			29	36.25									64	80	66	82.25					32	40
8	Attending social function on behalf of family	74	92.5	12	15	11	13.75									16	20	14	17.5						
9	Entertainme nt																	67	83.75					26	32.5
10	Fun & Frolic																	66	82.5						
11	Visiting to tourist/relig ious spot	28	35									27	33.75												
12	Relationship in the neighbor	80	100											68	85	66	82.5								
13	Maintaining relations with the relative	80	100	26	32.5	27	33.75																		
14	Community function	80	100															70	87.5	67	83.75				
15	Marriage function of family members	80	100	22	27.5	26	32.5	20	25	21	26.5	12	15	15	18.75	32	40	31	38.75	2	2.5	6	7.5	13	16.25

16	Children games & sports	80	100														74	92.5	71	88.75	5	6.25			
17	Children cultural programme	80	100	14	17.5	16	20	10	12.5	14	17.5	11	13.75	13	16.25	80	100	80	100	4	5	3	3.75	19	23.75
18	Assets creation for family	80	100																						
19	Charitable work on behalf of family	80	100	10	12.5	11	13.75					16	20												
20	Financial help at the time of needs	80	100	13	16.25							20	25												

It is observed from the above table that the respondent married lady employees enjoyed the support from their very dear, and their counterparts i.e. husbands in almost all the aspects of family life is quite encouraging for all of us to cherish (Nickols&Metzen,1978). Aspects like children education, marketing, health and hygiene, attending marriage ceremony of near and dear, good relationship with neighbour, community function, children games and sports, children cultural programme, charitable work on behalf of family and financial help at the time of needs or need of the situation to the full extent (100%) surprisingly, the husbands of the respondents support /help in cooking also (Szabo, 2014). The least support as depicted in the table above is found to be in the 5<sup>th</sup> item i.e. washing clothes for the purpose.

The reasons which may be attributed to great support as gesture from husband side towards their working partner may be because the respondent wives bring prestige, and financial comfort (Zunaidi&Maghfiroh2021) not only for themselves but also for the husbands along with other important family members like father-in-law and by default their children also. Therefore husbands feel free without any hesitation ready to extend their helping hands towards their working wives with great pride and privilege for the purpose (Thompson & Walker, 1989). The factors which may be responsible for low extent of support in favour of washing clothes may be because whether washing or pressing washed clothes is not up to the mark and therefore the lady in the questions do not allow their husbands to do so, hence the low extent of support or the working lady might be using washing machine for cleaning their clothes.

As said above the other respectable esteemed members for these lady respondents are their father-in-law's or mother-in-law's or both of them if staying together. The extent of help from these members is limited to marketing activities, maintaining relations (Graham & Henry, 1992) with relatives followed by marriage functions of family members to the extent of 31.8%, 32.5% and 27.5% respectively. In these aspects the attributed reasons are in most of the cases the father-in-law's are either retired employees or once upon a time resorting themselves to another kind of activities such as business and other vocations in private sectors and in the process voluntarily withdrawn themselves or situations stay them asides for a good cause.

In addition to this the other responsible factors may be all father-in-law's don't stay in the family where the respondent lady employees are staying with their husbands in a nuclear family mode and for a social reasons those father-in-law's at the time may spend a couple of days or couple of months primarily to see their grand children and of course their sons and daughter-in-laws in the process.

This type of short stay does not provide them sample opportunity to help or support the lady employees in almost all the aspects the respondents expected to get support for as against which they limit to the few like marketing, relationship with relatives and marriage function of family members without fail. If we look into the collected data as reflected in the above table from mother-in-law point of view speaking about their extent of support cum contribution towards all the twenty aspects though not very much satisfying but very implicitly the contribution marked with the health and hygiene, cooking and attending marriages of friends and relation to the extent of 67.5%, 51.25% and 36.25% respectively. Particularly taking care of health and hygiene confining to the grandchildren and cooking where they promptly come forward to take up the responsibility by their vast experiences they gained for one hand and lessening the pressure of their dear working daughter-in-law that too in public sector for a great cause on the other. The other aspects are found to be under the less supported category because cooking is the most important item where directly or indirectly, silently or loudly the respondent's employees seek help from their mother-in-law. But one thing is very much evident from the above table that mother-in-law almost have a presence in all these aspects where father-in-law found to make their presence although not in equal footing (Bhattacharya, 2023). Again it is quite encouraging to observe that the family environment is in a way conducive for both father-in-law and mother-in-law to extend help, support and involvement to the possible extent for the purpose.

In the table above if we wish to make microscopic study of the data then the contribution cum support is also enjoyed and cherished by the respondents from their lovable children, sons and daughters under the primary kinship category (Moore,1978). From the side of the sons the maximum support to the extent of 100% was found to be in cultural programme followed by 82.5% in maintaining good relationship with neighbours and attending marriage function of friends and relatives, whereas from the daughters side it is in the order of 100% in case of both cultural programme as well as home decoration /beautification followed by 92.5% in games and sports and 87.5% in community function and 82.25% in attending the marriage ceremony of friends and relatives. The reason behind this behavior is well understood therefore requires no detailed explanation to reason them out.

## CONCLUSION

It may be concluded that the educated lady or women's education always having a positive impact upon the society. Furthermore these impacts can very well and pretty well is reflected in the above study where the respondents ladies not

only employed meaningfully in different sectors/different fronts but also enjoying their time and movement in the public sector which is having always has a direct link with the satisfaction of family happiness and command a kind of social prestige in their immediate environment as well as outside their immediate environment over and above in meeting the financial need of the family which helps them to venture in the direction of children's education, health and hygiene problem of the family members focusing primarily upon primary kinship and secondary and tertiary kinship relationship according to their best possible efforts in all possible dimensions. Thus we may safely and meaningfully conclude that if at all any lady who happened to be in the job not necessarily only in public sectors but also in private sector so that she can contribute meaningfully in other domains of her day to day life and hence contribute very significantly and very gracefully for the growth and development of the society for all time to come. Therefore all the sensible family members irrespective of their type of relation with the lady who is second in command in our patriarchal society should be supported, encouraged, inspired to shoulder this type of responsibility which initially germinated during her childhood stage in her paternal family life much ahead of her marriage and dare to take up higher order responsibility at present in her post-married life. The great accelerating factor for this scenario is Girls Education, Girls Education and Girls Education for the purpose.

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