

WORKING WOMEN AND MARITAL ADJUSTMENT: WOMEN POLICE IN M.P.

Savita Singh

Research Scholar, and

Professor R.G. Dastidar

Department Of Sociology and Social Work

Barakatullah University, Bhopal

ABSTRACT: This paper analyses the marital adjustment of working women in police with their spouse and family. Literature on family studies in India has grown to a large extent in the last two decades, although such studies are scattered. This article presents sociological data on families of married Hindu Police women, Bhopal Madhya Pradesh in aiming to provide bases for understanding their family role and its balance with work exigencies, particularly in the area of family life and their marital adjustment. The study is based on primary data on women police in Bhopal, Madhya Pradesh. It focuses on their adjustment patterns at home with husband and other family members. The patriarchal family structure is often viewed as the reason for women's continued dependence on male authority and on the downside it sometimes even leads to exploitation and oppression. Policing is traditionally seen as a predominantly male domain, and women in such jobs are not seen as respectable or "feminine". This may presumably interfere with their family roles which is seen to be requiring women to centre on their biological-feminine role. Thus the requirements at job and at home may be considered to be in opposition and may create conflict and stress on the individuals and their family members. This study reveals the hurdles in the way of married life and its adjustment exigencies'. Do police women find it easy to run their family lives? Does their work enhance their status at home? Or does the work pressure of policing disturb their family life? This study looks into some of these questions.

Key Words: Marital adjustment, Family, working women, Police

INTRODUCTION: Marriage is one of the most pervasive and basic social institutions/organization found among human beings. Marital adjustment is a lifelong process as Lasswell(1982)points out, "understanding the individual trait of the spouse is an ongoing process in marriage, because even if two people know each other before or at the time of marriage, there is a possibility that people change during the life cycle. Marital adjustment therefore calls for maturity that accepts and understands growth and development in the spouse.(Lasswell, M.E. & Laswell, T.E. (1982).Marriage and the Family. Washington D.C.: Heath & Company)

Silverman (1972) quotes Mace who speaks about three kinds of involvement in a marriage relationship: minimum, limited and maximum. Minimum involvement is seen in the traditional marriages that are aimed at safe guarding the structures to serve utilitarian ends. Limited interpersonal involvement in marriage gives reasonable comfort and security to the couples. Maximum involvement gives the couple a sense of satisfaction and confidence in the relationship. To have maximum involvement, the couple has to grow in their understanding of each other and adjust in different factors that affect the core of the family life.

Marital adjustments:

India has one of the world's most irregular female work participation rates in its labour force and an important factor behind this is the importance attached to women's family roles before anything else. The relationship between women's multiple roles as that of mother, wives and member of larger kinship group as well as of employee of labour force requires a lot of adjustments and working management at home and office. Most Hindu families no longer fit in traditional stereotype in which man is on job and women at home in charge of the household, double income couples are modern day visible pattern. Present study explores that employed wives experience, conflicts and adjustments between the roles they play. There is no doubt that "women experiences role conflicts when she has to manage her home and workplace responsibilities. She adjusts herself mentally and physically and is said to be adjustments i.e. mentally adjust and physically doing multiple roles".

METHODOLOGY: The data for this paper came from a larger study on marital adjustment of working women police in M.P. from December 2015 through to February 2018. The sample consist of 150 women from different sections of police department. Since the police department couldn't provide us with a categorised gender wise data that how many women and men are working in police department the size of the universe was not established. The study thus used exploratory research design. In order to find out a sample; women in working all department were taken; a random number of women was drawn from each section of police department by lottery method.

The marital adjustment was measured on the basis of the areas of disagreement at home between husband and wife, questions covering different aspects of wife's satisfaction with her spouse; family and marriage in general were explored. An in-depth interview schedule was prepared by using techniques of review of literature, workshop, focus grouped discussion etc. Standard statistical methods were used for data analysis and interpretation.

ROLE WITHIN THE FAMILY:

A family is constituted of the husband and wife and their children. Marital relations in different countries may be more or less permanent, but in the Hindu families, permanent relationship is the main characteristic of the family. After marriage adopting many responsibilities and duties as "bahu" or the daughter in law, women feel / experience role conflict when he/she find her selves pulled in various directions as she try to respond to the many statuses she holds. Adjustment among the roles starts because of the human's desire to

reach success, to prove himself/herself and to be empowered and because of the pressure put on an individual by two imposing, apposing and incompatible demands competing against each other.

A brief profile of the respondents of the study is as follows. The respondents were 125 Hindu, married, police women (working in the capacity of class ii –iii) in Bhopal. Posted at various levels like constable, head constable, TI's between the ages of 21years to 48years. With different educational levels such as High Secondary- Post Graduate. Now a day they are generally more educated as was seen in the sample. Younger women had more education compared with the older ones. Incomes ranged from 12,000/- to 60,000/- per month and their work experience varies from 3yrs to 28yrs. In the study 66 % of the respondents were from nuclear family and joint family system was 22%.

AGE OF THE RESPONDENTS:

| Age in Years | Distribution of Respondent | |
|--------------|----------------------------|------------|
| | Frequency | Percentage |
| 25-30 | 30 | 24 |
| 31-35 | 39 | 31.2 |
| 36-40 | 37 | 29.6 |
| 41 above | 19 | 15.2 |
| Total | 125 | 100.00 |

The range of the age was found to be 35 years starting from 25 to above 40 years up to 60. If we consider the quartile value, nearly 28 per cent are below 28 years of age, whereas one-third of respondents are above 46 years of age, To be more specific large number of respondents are 40 years of age in the sample. Some interesting feature of this data is that very young respondents are shouldering the responsibility of the household. The respondent Above 41 ages were used to of the routine which they were following the patterns of adjustment with spouse their behaviour and attitude was representative of the old ideology of the women

Education

Education is one of the most important characteristics that might affect the person's attitudes and the way of looking and understanding any particular social phenomena. In a way, the response of an individual is likely to be determined by his educational status and therefore it becomes imperative to know the educational background of the respondents. Hence the variable 'Educational level' was investigated by the researcher and the data pertaining to education is presented in Table:

TABLE 4.1

| Level of Education | Distribution of Respondent | |
|-------------------------|----------------------------|------------|
| | Frequency | Percentage |
| High. Secondary .School | 52 | 41.6 |
| B.A./ Graduates | 42 | 33.6 |
| M.A/ Post Graduate | 31 | 24.8 |
| Total | 125 | 100.00 |

Table 4.1 shows that about 41.6 percent of the respondents were educated up to high Secondary School and relatively more number of them, 33.6 percent were educated up to Graduate level. The number of respondents attaining Post Gradual Level was not very few. Only four per cent of the respondents were educated up to the post graduates level. It can be concluded from the Table above that by and large the respondents were progressive in education professional education while performing their duties to fulfil their aspirations and to switch themselves in different stream of education. Being a working women, wife, home makers and mothers they wanted to gear for the fulfilment of functions. Which is so important today to create knowledge based society.

INCOME OF THE RESPONDENTS

| Approximate Income of the respondent | Distribution of Respondent | |
|---------------------------------------|----------------------------|------------|
| | Frequency | Percentage |
| 10000 th -20 th | 29 | 23.2 |
| 21 th -30 th | 36 | 28.8 |
| 31 th -40 th | 41 | 32.8 |
| 41 th -50 th | 19 | 15.2 |
| Total | 125 | 100.00 |

Income of a person plays an important role in shaping the economic conditions of an individual which in turn is likely to have bearing on the responses about a problem posed to her. The researcher, therefore in this study attempted to investigate the income as variable and the data related to income of the respondents is presented in below table.

Family type of the respondents:

| Family | Distribution of Respondent | |
|----------------|----------------------------|------------|
| | Frequency | Percentage |
| Joint Family | 27 | 21.6 |
| Nuclear Family | 82 | 65.6 |
| Others | 16 | 12.8 |
| Total | 125 | 100.00 |

The category under others is interesting for it shows the adaptation employed by individual families to accommodate the employment role of women. Here the family pattern is varied and circumstantial, e.g. husband is in one city for job and wife is in another city as per the

demand of job. Some sibling of either or some relative may live with the women to help look after the small children etc.(it does not mean that the Indian family is becoming nuclear.) Actually, the existence of nuclear family is only circumstantial However, the extent of autonomy may vary from region to region, community to community and caste to caste, etc. depending upon the degree of adaptation of the modern values and the urban way of life.

FAMILY SIZE:

| NUMBER of Members in Family. | Distribution of Respondent | |
|------------------------------|----------------------------|------------|
| | Frequency | Percentage |
| 0-2 | 27 | 21.6 |
| 2-4 | 49 | 39.2 |
| 4-6 | 30 | 24 |
| 6-8 | 19 | 15.2 |
| TOTAL | 125 | 100 |

In joint family or in the bigger family more time is demanded where as in nuclear family it is easy to manage. In Interview 4 -6 percent husband told that they have quit their careers because wife is in government job and time clashes to take care of the child.

The culture and attitude of these women is still in favour of the joint family system as one member is present in home so kids are safe and they are looked after by them. There is a lot of individual autonomy within the family and no longer is decision-making the exclusive right of the eldest male member of the family. The process of decision making sees the involvement of many members depending on the type of decision to be taken. Generally who so ever is in higher official position often gets to influence the decision and decision making lies on him or her.

Males in the family were seen to be in favour of modern education for their girl children, though they continue to expect them to remain inside homes and have their decisions be taken by the elder male members, particularly their parents. They also wish them to be working women but continue to expect them to work in the house and, in some cases, observe purdah.

Yogendra Singh writes on modernization, as taking place in the Indian family system, in this way: "Changes in the structure and function of joint families in India are thus following a reconciliatory pattern, a pattern common in the structural changes in the Indian society". This seems relevant to our findings. In our data arranged marriage was predominant though in mate selection, the principle of personal choice, was "reconciled with parents' approval; the wife's freedom to work operates within the traditional framework of the husband's approval and sometimes the approval of husband's or even wife's parents. The importance of the income provided by these women is important to their role and position in family.

Area of Disagreement at Home between husband and Wife which is ranked according to the importance attached by the respondents is given bellow.

| Disagreement issues | Ranking |
|----------------------------|---------|
| Food | 9 |
| House Work | 18 |
| Relationship | 11 |
| Things on proper Place | 19 |
| Children's study/Education | 7 |
| In Law's Care | 15 |
| Authority | 6 |
| Total | 66 |

As per the table above the areas of disagreement at between husband and wife as per ranking given by the interviewee only 4.8 percent of the women accept the disagreement on issues of authority in the family. Since both are employed and having individual bank accounts and only 30 percent of couples having joint accounts the respondents did not say they felt dominated by their husbands in any way. Both are free to invest money as per their own requirement. Women those who are working in offices are having fixed timing hours of the job so they are able to take observe on maids for in laws care .Disagreement at home between spouses fifty five percent are being resolved with time and usually nothing needs to be done about these issues, and forty five percent is being resolved from communication. And rest says that changes occurs whether I(wife)keep mum or change myself as per situation .Or sometimes husband manage the situation.

Women's leisure time in their life routine:

| Leisure time | Distribution of Respondent | |
|------------------------------------|----------------------------|------------|
| | Frequency | Percentage |
| Going for walk/gym | 10 | 8 |
| Watching movie at home/daily soaps | 21 | 16.8 |
| In theatre | 31 | 24.8 |
| Any other work | 25 | 20 |
| entertainment | 09 | 7.2 |
| Trip with family | 29 | 23.2 |
| Total | 125 | 100 |

Handful of the working women go for the daily walk or they join gym to keep themselves fit, healthy, full of energy and lively, this time is also used to catch up with neighbours and friends. As per the above data 20% indicated that they enjoy doing their domestic work as the part of entertainment. For them that is like doing exercise and they by choice do not hire domestic help. Than in weakly time utilisation is watching movies at home or to enjoy daily soaps that percentage is 17%. In theatre working women or wives enjoy only movies with social message with their family such as Sultan, Dangle etc. For entrainment they club entertainment with duty routine, when time permits they go out to the market or hang out with colleagues' around their work premises generally chatting and sharing experiences. Last trip with the family that totally depends on kids education; there is a clash between their job and children's exam. Women's tour or trip travels with family is mostly to relatives home and the frequency is yearly or in gap between of two to three years. They had to recall which was the last trip when they were had quality time together with family.

How following factors affects you in balancing your work life and family commitments?

| S.No. | Factors | | | | |
|-------|---|-----------------|-------------------|--------------------|----------------|
| | | Doesn't affects | Affects sometimes | Affects many times | Always affects |
| 1. | Work hours | - | 19 | - | - |
| 2. | Overtime | - | - | - | - |
| 3. | Work from home after office hours | - | - | - | - |
| 4. | Work on holidays | - | 18 | - | - |
| 5. | Travelling away from home | 11 | | - | - |
| 6. | Excessive house hold work | 28 | - | - | - |
| 7. | Negative attitude of family /spouse | - | - | - | - |
| 8. | Negative attitude of supervisor/colleague | 21 | | - | - |
| 9. | Temperament issues at home | 15 | 18 | - | - |
| 10. | Temperament issues at office | 50 | 21 | - | - |
| 11. | Total | 110 | 76 | - | - |

The duties of a police officer, also known as a law enforcement officer, focus on protecting people and property. They patrol the areas they are assigned, which sometimes include entire jurisdictions, respond to calls, enforce laws, make arrests, issue citations, and occasionally

testify in court cases so working hours are known to everyone whether they are in police or not , it's not a job of only office times there is no Sunday or Saturday in thanes duty, only office attached women get their Sunday to spend with family at home .This is the time when they get excessive work load of home to complete it with the help of husband and other family members .When there is women related cases then they have to travel away from home with suspect for verification and medical checkups those things affect their family life sometimes; because that is the time when she has to manage husband ,kids and home ,but it is understood by husband both the parties are agree to manage the situation . Negative attitude of supervisor doesn't affect because it's a pressure of higher levels and they to manage, and situation comes accidently. Temperamentally issues affect sometimes but often times it doesn't affect the women workers.

CONCLUSION:

Ninety percent of women say that there is clash between job and children's study in coaching; secondly they said except relative's home for personal tour they deny going due to demand of job. Lastly to go to their in- laws home is part of trip. The responses of marital women's on marital adjustments was as they said like a swing going high and coming down i.e. as when she is adjusting and managing work and home life parallel she get the full support from all the members within the family including husband and in reverse manner she comes down from the eyes of all the same members .Women's needs become invisible as per the above case.

Clashes between old and modern ways there is a pressure upon female and as the time is changing social system of patriarchy is also seems to be flexible either of the partner is adjusting , and marriage pull on .The role of male's family also plays a vital role in how the marriage works.

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