

## **A Study of Health, Social, Emotional and Marital Adjustment among Women working in Agriculture and Non-Agriculture Informal Sector in Hinganghat Taluka**

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### **Abstract**

A major part of the workforce in India and other developing countries included in informal sector. A significant characteristic of quality of employment in India is the prevalence of the informal sector. In India nine out of ten working women are informal workers. They have to face adjustment problems. The adjustment and relationship are major challenges in most of the families. The aim of present study is to assess and compare health, social, emotional and marital adjustment among women working in agriculture and non-agriculture informal sector. For this purpose total 150 women were selected out of which 75 women each were working in agriculture and non-agriculture informal sector respectively. The data was collected using Bell's adjustment inventory and Marital Adjustment Questionnaire by P. Kumar and K. Rohatagi. The results revealed significant difference among agriculture and non-agriculture informal sector working women with respect to health, social, emotional and marital adjustment level. It is concluded that the agriculture work is seasonal and hence women working in agriculture sector did not have to work all over the year hence they spent much time with the family thus their emotional and marital adjustment levels are better on the other hand non-agriculture women worker have to work throughout the year and they have to keep their health and social relations sound hence their health and social adjustment levels are better than agriculture women worker.

**KEYWORDS:** Informal Sector, Agriculture and Non-agriculture, Adjustment.

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### **Introduction**

A major part of the workforce in India and other developing countries included in informal sector. Informal sector is progressively more popular subject of study, not just in economics, but also in sociology and anthropology (Naik, 2009). Keith Hart is the pioneer of the term 'Informal Sector'. Who introduced it while making a presentation on "Informal income opportunities and urban employment in Ghana" in September 1971 on urban employment in Africa months before International Labour Organization (ILO) employment mission to Kenya (Jolly, 2006). According to him informal sector constituted of small self-employed individual workers (Hart, 1973). Even though Hart's idea of informal sector had some limitations, the introduction of this concept made it possible to incorporate activities that were previously ignored in theoretical models of development and in national economic accounts (Swaminathan, 1991).

The First Indian National Commission on Labour (1966-69) defined 'unorganized sector workforce' as - 'those workers who have not been able to organize themselves in pursuit of their common interest due to certain constraints like

casual nature of employment, ignorance and illiteracy, small and scattered size of establishments”.

The National Sample Survey Organization (NSSO), which has been conducting surveys of un-organized enterprises at periodical intervals, generally adopted the following criteria for the identification un-organized sector (Naik, 2009):

1. In the case of manufacturing industries, the enterprises not covered under the Annual Survey of Industries (ASI) are taken to constitute the un-organized sector.
2. In the case of service industries, all enterprises, except those run by the Government (Central, State and Local Body) and in the corporate sector were regarded as un-organized.

A significant characteristic of quality of employment in India is the prevalence of the informal sector. The size of the organized sector, characterized by higher earnings and job security is small, it accounted for less than 6% of the total employment in 2004-05. Around two-thirds of the total organized sector employment is in the public sector. Over the years, organized sector employment has grown more slowly than the total employment, reflecting the faster growth of employment in the unorganized sector. As a result, there has been increasing informalisation of employment over the years. This informalisation has been more pronounced in the case of female workers. As a whole, about 96% of female employment is in the unorganized sector as against about 91% of males. In urban areas, the percentage of unorganized sector workers is close to 65-70%. Not all of them are poor but crude estimates suggest that close to half of this number is in ominous need of occupational up-scaling (Mohapatra, 2012).

The face of the informal sector is that of women. They are disproportionately represented as informal workers in most developing countries. In India nine out of ten women in non-agricultural work are informal workers. Despite income earned from informal work, women are also the majority of the poor. Just as they earn less than men in the formal economy, so do they earn less than men in the informal sector.

Far from disappearing, informal employment is persistent and widespread. Estimates are that the share of the informal sector in non-agricultural GDP is between 45-60%. There was an assumption prior to the recent economic crisis that global economic expansion would absorb and shrink the informal sector. Instead, informal employment became part of the production value chain through subcontracting and outsourcing by transnational companies. The attraction to employers – low labor costs and the absence of regulation in many countries – which enhanced profit. (Chandrasekhar and Ghosh, 2013)

Majority of women in informal sector as a labourforce appeared due to poverty and illiteracy. They have to work for fulfilling their both ends meet because it is impossible to fulfill all needs with a single earning of man in the family. By doing so they have to go through a process of adjustment in the family through which they are trying to balance family and work front.

Adjustment in psychology is the behavioral process by which humans and other animals maintain an equilibrium among their various needs or between their needs and the obstacles of their environments. A sequence of adjustment begins when a need is felt and ends when it is satisfied. Hungry people, for example, are stimulated by their physiological state to seek food. When they eat, they reduce the stimulating

condition that impelled them to activity, and they are thereby adjusted to this particular need.

In general, the adjustment process involves four parts: (1) a need or motive in the form of a strong persistent stimulus, (2) the thwarting or nonfulfillment of this need, (3) varied activity, or exploratory behaviour accompanied by problem solving, and (4) some response that removes or at least reduces the initiating stimulus and completes the adjustment.

Social and cultural adjustments are similar to physiological adjustments. People strive to be comfortable in their surroundings and to have their psychological needs (such as love or affirmation) met through the social networks they inhabit. When needs arise, especially in new or changed surroundings, they induce interpersonal activity meant to satisfy those needs. In this way, people increase their familiarity and comfort with their environments, and they come to expect that their needs will be met in the future through their social networks. Ongoing difficulties in social and cultural adjustment may be accompanied by anxiety or depression. (Encyclopedia Britannica)

Along with rising labor force rates, significant changes in the life course patterns of women employment have occurred (Oppenheimer 1982; Sweet & Bumpass 1987). Traditionally women's appearance into and out of the labor force closely paralleled stages in family life. Clearly, the 'traditional marriage,' in which the wife stays at home caring for the house and children while the husband provides economic support, is no longer the norm. Instead, the predominant practice today is a dual breadwinner household. As wives enter the labor market, both men and women have had to redefine their roles within their marriages. Women are increasingly take on a larger chunk of the responsibility for the financial well-being of their families, contributing close to 30% of family income (Hayghe 1993). As such, the role of breadwinner no longer belongs exclusively to men. For some women, the role as provider is a welcomed experience, and central to their identity (Potuchek 1992). For others, their paycheck provides family extras, while having little or no effect on their role within the family (Hiller & Philliber 1986). The large majority, however, view their new role with some ambivalence (Potuchek 1992; Bielby & Bielby 1989). While they recognize their contribution to their family's economic well-being and enjoy their work, they see their economic contribution and work activity as being secondary to that of their husbands.

Regardless of how women identify with their role as economic provider, the majority worry about the effects that working outside the home may have on their family's well-being (Hochschild 1989; Rubin 1976). All of these changes have led couples to redefine the "marriage contract" and as a result have impacted the psychological, emotional, social and financial benefits that couples derive from marriage. It can be seen that the phenomenon of family adjustment that it is given a priority in all cultures, as family is one of the most important commitment of an individual makes in his or her life. A good family not only produces a satisfied life but it also generates a sense of well-being. In west, family is often a centerpiece in ideological claims about the 'decline of family values' (Lavenson et al., 1995). Family adjustment has been related to personality, job & home stresses, mental illness, depression, education, sex, role attitude, happiness and success in life.

## **Rationale of the Study**

Status of women in India has undergone variations from the ages. In the present changing socio-economic situation a new depiction of life is developing. The man is no longer considered as the sole "economic provider" for the family. Women are also associating him. The working women, especially married ones, have the dual responsibility on one hand they are looking after their home, husband and on the other hand the work responsibility. A working woman's role expectations creates overstresses to accomplish both home and work domains. They have to face adjustment problems. The adjustment and relationship are major challenges in most of the families. With the rise in the number of dual-working families, it is relevant to examine how working women in informal sector negotiate their work-family demands and responsibilities adjustment. In the light of above information author decided to access adjustment problems of women working in non-agriculture informal sector. The objectives are as follows

- 1) To study the health adjustment of women working in non-agricultural informal sector
- 2) To study the social adjustment of women working in agriculture and non-agricultural informal sector
- 3) To study the emotional adjustment of women working in agriculture and non-agricultural informal sector
- 4) To study the marital adjustment of women working in agriculture and non-agricultural informal sector

## **Hypotheses**

- 1) There is significant difference in health adjustment level of women working in agriculture and non-agricultural informal sector
- 2) There is significant difference in social adjustment level of women working in agriculture and non-agricultural informal sector
- 3) There is significant difference in emotional adjustment level of women working in agriculture and non-agricultural informal sector
- 4) There is significant difference in marital adjustment level of women working in agriculture and non-agricultural informal sector

## **Review of Literature**

Rani (2013) observed that working women face more adjustment problems in comparison to their male partners. She also predict that working women because of the added responsibilities of work may suffer from more severe causes of maladjustment at home or in the work front. Laurijssen and Glorieux (2013) considered the consequences of work-family reconciliation, in terms of the extent to which the adjustment of the labour market career to family demands (by women) contributes to a better work-life balance. They observed that of all the considered changes in working conditions following family formation (i.e. having children), only the reduction of working hours seems to improve work-family balance (i.e. reduces the experience of time pressure). Part-time work is both a response to high time pressure, and effectively lowers time pressure. The effect of part-time work is not affected by concomitant changes in the type of paid work, rather, work characteristics

that increase time pressure increase the probability of reconciling work with family life by reducing the number of work hours.

Dunn et al., (2013) highlighted psychological, vocational, and sociocultural phenomena related to this particular work-family arrangement including reasons guiding career and family decisions, positive and negative adjustment experiences, and perceptions of stigma. Relevant clinical and workplace policy implications also are provided. Mupedziswa and Gumbo (1998) assesses the impact of Zimbabwe's economic structural adjustment program (ESAP) on women informal sector traders in Harare. It identifies new household survival strategies developed as a consequence of ESAP. They concluded that ESAP in Zimbabwe caused social differentiation and impacted women in the informal sector disproportionately

Fonchingong (1999) appraised the impact of economic structural adjustment programmes (SAPs) on the agricultural activities of women's groups in Cameroon, and explores women's ways of coping with the decline in individual and family income and the loss of public services. Agrawal (2015) felt that there is scope for improvement in the administration of the schemes is considerable and needs to be initiated without any loss of time. Illiteracy has been the major hurdle in the way of unorganised female workers preventing them in knowing and understanding their worth, rights and place in society. So, there is an urgent need for making education more practical and more effective. Pish-Ghadam et al., (2013) examined the marital adjustment of working and non-working women in Tehran city, Iran. They observed that both employed and non-employed women exhibit no clear difference in their marital adjustment.

The review showed lack of effective assessment of adjustment problems of women working in informal sector. By considering this present study was carried out by following the methodology present below.

### Methodology:

Hinganghat is a taluka (administrative division) place in Wardha district of Vidarbha region in state of Maharashtra India. A survey research design was used to access adjustment levels among women working in agriculture and non-agriculture informal sector. The data was collected from total 150 informal sector women workers out of which 75 women workers working in non-agriculture informal sector (housemaid, construction labour, garbage picker, and other daily wagers) while 75 women workers working in agriculture informal sector as a daily wagers. The data was collected by using following tools

- 1) Bell's adjustment inventory was used the investigate adjustment among women working in agriculture and non-agriculture informal sector.
- 2) Marital Adjustment Questionnaire by P. Kumar and K. Rohatagi

### Result and discussion:

**Table 1: Comparative assessment of adjustment among women working in agriculture and non-agriculture informal sector**

Adjustment	Women Workers	N	Mean	SD	't'	P
Health	Agriculture	75	17.26	±4.87	-2.3523	<0.05
	Non-Agriculture	75	19.41	±6.24		

Social	Agriculture	75	14.21	$\pm 3.26$	-3.4006	<0.01
	Non-Agriculture	75	16.61	$\pm 5.17$		
Emotional	Agriculture	75	22.71	$\pm 6.88$	2.7206	<0.01
	Non-Agriculture	75	19.64	$\pm 6.94$		
Marital	Agriculture	75	72.14	$\pm 9.12$	2.1352	<0.05
	Non-Agriculture	75	69.17	$\pm 7.87$		

Above Table 1 shows results of comparative assessment of data regarding adjustment of women working in agriculture and non-agriculture informal sector in Hinganghat taluka.

The average values for health adjustment of agriculture and non-agriculture informal sector women workers was  $17.26 \pm 4.87$  and  $19.41 \pm 6.24$  respectively, it evident there is considerable ( $P < 0.05$ ) difference among women working in agriculture and non-agriculture informal sector with respect to health adjustment, which means that the health adjustment of non-agriculture women workers is better than that of agriculture women worker.

The average values for social adjustment of agriculture and non-agriculture informal sector women workers was  $14.21 \pm 3.26$  and  $16.61 \pm 5.17$  respectively, it is apparent from the results that there is substantial ( $P < 0.01$ ) difference among women working in agriculture and non-agriculture informal sector with respect to social adjustment, which means that the social adjustment of non-agriculture women workers is better than that of agriculture women worker.

The average values for emotional adjustment of agriculture and non-agriculture informal sector women workers was  $22.71 \pm 6.88$  and  $19.64 \pm 6.94$  respectively, it is observed from the results that there is significant ( $P < 0.01$ ) difference among women working in agriculture and non-agriculture informal sector with respect to emotional adjustment, which means that the emotional adjustment of agriculture women workers is better than that of non-agriculture women worker.

The average values for marital adjustment of agriculture and non-agriculture informal sector women workers was  $72.14 \pm 9.12$  and  $69.17 \pm 7.87$  respectively, it is observed from the results that there is significant ( $P < 0.05$ ) difference among women working in agriculture and non-agriculture informal sector with respect to marital adjustment, which means that the marital adjustment of agriculture women workers is better than that of non-agriculture women worker.

Above results also supported the hypothesis made earlier in the study which states that there is significant difference in health, social, and marital adjustment among women working in agriculture and non-agriculture informal sector.

### Conclusion:

Informal sector is an uncertain sector regarding daily opportunities of employment. Women working in this sector are always under pressure. They have to make adjustment at different fronts. They have to maintain their health, social contacts, emotional behavior and marriage life. They play an important role in income generation for their mentors but they always faced scarcity of money ant that is why they have to become breadwinner accompanying with their intimate partners. In the

backdrop of this information author tried to unfold the adjustment behavior of women working in informal sector as well as compared the adjustment levels among two different groups of women working in informal sector.

It is concluded from the study result that the health and social adjustment level of women working in non-agriculture informal sector is better than the women working in agriculture informal sector, however; emotional and marital adjustment level of women working in agriculture informal sector is better than women working in non-agriculture informal sector. Agriculture work is seasonal and hence women working in agriculture sector did not have to work all over the year hence they spent much time with the family thus their emotional and marital adjustment levels are better on the other hand non-agriculture women worker have to work throughout the year and they have to keep their health and social relations sound hence their health and social adjustment levels are better than agriculture women worker.

The findings of this study are important information that can identify central dimensions of adjustment of informal sector working women as it affects their day to day activities, family life and their income status. The findings of this study have implications for working women in informal sector, their husbands, parents, counsellors and the society.

It is suggested that family members should co-operate informal sector women workers in household work, as well as moral support from intimate partner is but necessary for them. Mentors should provide them basic facilities at working place to cope up better with the working and family front.

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