

CHAPTER IX

SOCIAL IMPACT OF INTERRUPTED EMPLOYMENT

9.1 INTRODUCTION

This chapter explains the social impact of interrupted employment on the family. By using the information on the social situation of the family before and after employment interruption the impacts are studied. This chapter describes the interrupted worker's communication within family and outside family; person making important decisions at home; role change pattern; female employment; family mobility; household/family structure; gender preference on number of children and education to be given to children, domestic violence; family erosions; substance and alcohol abuse.

9.2 PROFILE OF THE SPOUSES OF EX-WORKERS

Of the 250 ex-workers studied in this survey, 228 of them were living with their spouses. Their profile, usual activity status and some of their opinion of the job loss are discussed in this section. Six percent of the ex-workers lost their spouses after their job loss and their information are excluded from this analysis.

9.2.1 Age and Usual Activity Status of the Spouses

There were 228 spouses of the ex-workers, from whom information were collected. Most of the spouses in this survey were female members, because among female ex-workers most of them were widows even before job loss, as some of them got their jobs in the industry after the death of their husbands who were working in the industry. Only one percent (3) of the ex-workers was separated at the time of the survey and they blamed this on their job loss. In two cases it was male ex-workers and their wives moved to the native place with children. One got a job in her native place and moved with children and he was not in touch with her or children for the last five years. He lived in Mumbai with his mother and brothers. The third case was of female ex-worker. She was living with her married sister and her family after her job loss, whereas her husband was living somewhere else.

A large majority of the spouses (78%) were in the age group 40-59 years (Table 9.1). All the respondents were asked to state their usual activity status. The options given were, weather they were a) student, b) working, c) house work, d) not working e) looking for job and f) others for the major part of their time. They were categorised into two categories, working and not working at the time of the survey.

Age/activity	(N)	Percent
Age group		
<40	21	9.3
40-49	91	40.1
50-59	87	37.9
> 60	29	12.8
Usual Activity status		
Working	48	17.5
Not working	188	82.5
Total	228	100
Source: Field Survey Data, 2010		

Among 228 spouses, a majority of them were not working at the time of the survey. Nearly, 18 percent of them had stated that they were working and getting some income for their activity (Table 9.1).

9.2.2 Nature of Work of the Spouses

In the earlier section it was seen that, less than one-fifth (17.5%) of the ex-workers were involved in some kind of gainful activity (Table no.9.1). Among these, majority of them (64.5%) were involved in some kind of activity outside home. Seventeen of them were involved in some gainful activity from sitting at home, such as making designs on cloths, jewellery making, tailoring, tuition and running mess/*Khanawadi*. As they were of gainful activity they were also included in the workers category. Nearly a quarter of the working spouses (23%) were working as domestic servants. Other than that spouses were working as *balwadi* (pre-school) teacher/DOT provider (8%), peon/shop keeping/sales person (8%) and house-keeping/*chappati* making/Garment factory (8%). Here *chappati* making was taken in this category because this woman (widow) had to go to a common place where they made *chappati* and they supplied to various places. During interview it was observed that the 16 years old daughter also accompany her.

Table 9.2: Distribution of spouses by the nature of work

Nature of work	(N)	Percent
Lab assistant/clerk/secretary	3	6.3
Balwadi teacher/DOT provider	4	8.3
Domestic servant	11	22.9
Peon/shop keeping/sales person	4	8.3
Load lifting in fish market/vegetable venting	3	6.3
House keeping/chappati making/garment factory	4	8.3
Farming	2	4.1
Making jewellery/embroidery on cloth/tailoring/tuition	14	29.2
Mess from home	3	6.3
Total	48	100.0

Source: Field Survey Data, 2010.

Some of them did not want to stay in Mumbai. But they were forced to stay here for the sake of their children. They mentioned that they could be happier in native place. But the major reason for their stay in Mumbai was for the children's education which could not be assured in their native place. Some ex-workers stated that, if they get sufficient money, they would provide better clothes, good food, and toys/games for their children. Some mentioned that there was always fight in the house for food and some pocket money, at the same time some mentioned that their children were very understanding and did not demand much. The desire to provide the best for the children and their inability to do so was very much visible during the interviews³⁸.

³⁸ In one household, the girl-child completed secondary level with above 90 percent of mark and she wanted to go to the best college and coaching for her higher secondary schooling. The girl-child was called to talk to the researcher. The girl studied in a convent school and she spoke in very good English, stating one college which was the best in the locality and a coaching class which is well known and very expensive to study. She was focused about her future. But her mother was looking helpless. There were tears in the mother's eyes and the researcher could feel that there is some disagreement on her wish by the other two children – the elder daughter and son.

In one case, the spouse was making some design on the cloths, (which were supplied to homes, were these women do some design or sticking chamkeen or mothis on them) sitting at home. She mentioned that her best wish is to buy some good cloths just like those she makes design for her daughter one day. Her daughter although she wished to study college had to go for work in a garment factory after her secondary schooling.

9.3 PROFILE OF THE CHILDREN OF THE EX-WORKERS

This survey collected information on each and every member living in the households of the ex-workers. Hence, the study collected information from 1156 members of the household including the ex-workers. The information of all the members in the household were analysed separately as per the need.

9.3.1. Number of Children Living with the Ex-worker

The total numbers of children living with the ex-workers in the household were 475 (Table 9.3). According to this table, there were 413 unmarried children (256 sons and 157 daughters) and 72 married children (68 sons and 4 daughters) were living in the ex-worker's household at the time of the survey.

Table 9.3: Description of children living with ex-worker at the time of survey

Marital Status	Sons	Daughters	All children	
	(%)	(%)	(%)	(N)
Married	21.7	2.5	15.2	72
Not married	78.3	97.5	84.8	403
Total (N)	100 (65.9)	100 (34.1)	100	475

Note: Figure given in parenthesis are percentages.
Source: Field Survey Data, 2010

Among the children living in the ex-worker's household, majority (65.9%) were sons and 34.1 percent were girls. Among the children living in the households of the ex-workers, 84.8 percent were not married. Little more than one-fifth (21.7%) of the sons were married and living with the ex-worker with their wives and/or children. Most of the daughters were not married. Only four of the married daughters were living in the ex-worker's household at the time of survey. In one case the female ex-worker was living with the married daughter and her family.

9.3.2 Age, Education and Usual Activity Status of Children

The age, education, and the usual activity status of the children are analysed by their marital status and presented in Table 9.4.

i. Age of the children: Table 9.4 presents the proportion of children who were currently living with the ex-workers in three broad age groups. Among unmarried children, majority of them were in the age group 15-24. Among married children, most of them were in the 25 -59 age group.

Table 9.4: Distribution of children of the ex-workers by their age, educational level and usual activity status by marital status

Age/Education	Married children		Unmarried Children	
	Son	Daughter	Son	Daughter
i. Age group				
<15 years	-	-	13.1	19.6
15-24	4.4	25.0	57.6	62.0
25-59	95.6	75.0	29.4	18.4
ii. Educational level				
Some level of education	1.5	-	2.9	3.8
Primary (Up 4 years*)	7.4	-	7.3	10.8
Middle (7 years*)	17.6	50.0	13.5	12.7
Secondary (10 years*)	30.9	50.0	29.5	17.1
Higher Secondary (12 years*)	22.1	-	28.2	31.6
College and above (> 15 years*)	20.6	-	19.2	22.2
Children less than 6 years of age	-	-	-	1.9
iii. Usual Activity Status**				
Student	-	-	41.2	53.2
Working	92.6	25.0	44.1	27.8
Looking for job	4.4	25.0	12.7	4.4
Not working	3.0	50.0	2.0	14.6
Total	100	100	100	100
(N)	(68)	(4)	(245)	(158)

Notes: *Completed years of education;

** Usual activity, major part of the day

Source: Field Survey Data, 2010

ii. *Educational level of children*³⁹: College and above level of education was higher among unmarried daughters than unmarried sons, that is 22 percent and 19 percent respectively. There was not much of a difference in the educational status of married and unmarried sons, where as the unmarried daughters were better educated than married daughters.

iii. *Usual activity status of children*: The interview schedule had a structured question enquiring all the members of the household, what they normally do? (Appendix IV). The options for this question were, a. students, b. working, c. looking for job, d. not working and e. others (open ended). Under 'Others' many stated that they were not working because of sick and children below age 6 were also included. According to these criteria most of the married sons (93%) were working and almost 5 percent of them were looking for some job. On the other hand, among unmarried children majority of the daughters were students. But among the unmarried sons, almost equal proportions of them were students (41.2%) and working (44.1%).

9.3.3 Profile of the Working Children

i. *Age of the Working Children*: Among the unmarried children 152 were working at the time of survey- 108 boys and 44 girls. It is worth studying their age and educational level. Majority of the working unmarried children were in the age group 20-29 (Table 9.5). The proportion working in the age group 20-24 was 44 percent. Also 7 percent of these working girls were above age 30; generally age at marriage for women in India is very low. Could father/mother's job loss is the reason for them working and not marrying?

ii. *Educational level of Working Children*: Educational level of these working unmarried children shows (Table no. 9.5) that 13.8 percent of them were with less than

³⁹ Indian school education levels include primary, middle, secondary and higher secondary level of education. Primary level education consists of 1-5 years of schooling (age 6-11); middle school level education (age 12 -14) requires 6-8 years of schooling; secondary schooling requires 9-10 years of schooling (age 14-15); and Higher secondary schooling requires 11-12 years of schooling (age 16-17). And the graduation level education requires after higher secondary schooling a minimum of 3 years of education for undergraduate degree programs and 4-5 years for professional degree programmes. Hence, by age 20 - 24 one could have completed their graduate level of education.

secondary level (< 10 years) of education. Gender-wise analysis revealed that 15.8 percent of the working unmarried boys were with less than secondary level of education, where as this proportion among unmarried girls was 9.1 percent. A majority of the unmarried working daughters (56.8%) were educated at the college or higher level, where as only one-fourth (25.9%) of the unmarried working sons had similar educational status.

Table 9.5: Percentage distribution of unmarried working children by their age and educational level

Age/Education	Unmarried	Unmarried	All unmarried children	
	Sons	Daughters	Percentage	(N)
	Percentage	Percentage	Percentage	(N)
Age Group				
15-19	2.8	6.8	3.9	6
20-24	43.5	45.5	44.1	67
25-29	39.8	40.9	40.1	61
>30	13.9	6.8	11.8	18
Educational level				
Primary	5.6	4.6	5.2	8
Middle	10.2	4.5	8.6	13
Secondary	34.3	13.6	28.3	43
Higher Secondary	24.1	20.5	23.0	35
College and above	25.9	56.8	34.9	53
Total	100	100	100	152
(N)	(108)	(44)		

Source: Field Survey Data, 2010

9.3.4 Nature of the Employment of the Unmarried Children

It needs further investigation to explore the nature of job these unmarried children in the ex-worker's households were involved in. Hence, it was decided to study age wise the nature of work they were involved in. As before, all the gainfully employed (who ever stated they received any wage or income for their activity) were considered as workers.

In the age group 15-19 years, majority of the children were working as computer technicians, peons and packing job. Among the unmarried children above age 30 years,

most of them involved in service kind of job. Age group 20-29 were employed in some higher level of jobs like, engineers, managers, officer, and clerk.

Table 9.6: Nature of job the unmarried children of the ex-worker doing at the time of the survey

Age 15-19	Age 20-24	Age 25-29	Age 30>
Computer technician (2)	Engineer (1) Officer (2)	Manager (1) Officer (2)	Clerk (1) Accountant (1)
Packing (1)	Clerk (11)	Clerk (6)	Electrician (2)
Peon (2)	Technician (4)	Accountant (1)	Computer technician (2)
Press company (1)	Graphic designer (1)	Journalist (1)	Street Venting (1)
	Computer technician (4)	Graphic designer (1)	Sales man (4)
	Hospitality (2)	Technician/Electrician (3)	Garment factory (1)
	Auto driver (2)	Welder (2)	Security guard (2)
	Driver (2)	Call centre /BPO Office (8)	Corrier (2)
	Peon/ Office boy (5)	Whatever job available (2)	
	Office assistant (7)	Telephone operator (1)	
	Sales man (5)	Computer technician 4	
	Whatever job available (2)	Peon/Office boy (5)	
	Garment factory (1)	Office assistant (5)	
	Security guard (3)	Tution (1)	
	Construction labourer (2)	Sales man/girl (9)	
	House keeping (2)	Security guard (1)	
	Call centre job (4)	House keeping (3)	
	Telephone operator (1)	Farming (1)	
	Trainer (1)	Cook in hotel (1)	
	Farming (1)	Post office agent (1)	
	Tution /tailoring (2)	Street Venting (1)	
		Domestic servant (1)	

Note: Office assistant includes, assisting doctors, some work with legal firms etc.

Source: Field Survey Data, 2010

One respondent stated that his son was managing with three pair of cloths for the last three years. If he could get some money he would purchase at least one pair for him.

9.4 CHANGES IN FAMILY

It was expected that there has to be some kind of changes in the family of these ex-workers, due to the traumatic event of job loss and the second, the time. It has to be noted that although the event all these 250 cases experienced was same (job loss), the time passed by is different. It is difficult to identify the exact cause, however the

following indicators were used to study the changes in the household, such as, family move, family structure, domestic violence, relationship within the family, household decision making and marital dispute/ family erosion.

9.4.1 Family Move

After any kind of interruption, especially this kind of job loss, some kind of mobility is expected to take place. Families undergo some major changes, many move to places where they could find better employment or move the family to some place where the economy could be controlled to the level of income after job loss. This study also found that. Although more than 10,000 were expelled from the selected companies, the researcher could trace only these 250 ex-worker's families. As the snow ball technique was used, the researcher during the interview asked about the friends or earlier neighbours who worked with them in their companies before job loss. They stated that most of them moved to their native places. Many of those stayed in clusters while working in the company. Some stated that for sometime their colleagues were waiting that the industry would take them back. After some wait as nothing happened in that direction, they tried to look out for some jobs. There again many could not find any dignified jobs and was anguish in the family⁴⁰. In some cases the ex-workers moved to their native place but later came back to Mumbai due to various reasons.⁴¹

One respondent experienced repeated failures in his life – after job loss he got a job and was working in another company. One day he found it closed without any warning. With this job loss, he lost his wages also for the days he worked there. He was working in a courier company at the time of the survey, and was scared that it might also close at any point of time. He wanted to go back to his native place and do cultivation, the reason for not doing so was, “*I am a Brahmin so I am not allowed to do farming work*”. In some cases they wanted to go to their native place, but due to the children's

⁴⁰ Some respondent stated that many of the ex-workers colleagues were living in nearby houses for many years. After jobloss, they could hear fights between husband and wife. They could hear crying of the children who demanded for food and some basic things. One respondent stated that she used to give food to her neighbour's children sometimes even though her own resources for her children were limited. Later some of them sold their house and moved somewhere else or moved to their native place.

⁴¹ In one case the ex-worker moved to his native place with his full family. There he initiated to do farming. That again failed. His spouse and children who were living for years in the city could not cope up with the village set up. The children could not adjust in school. So they decided to move back to Mumbai for the children's sake. At the time of interview, the ex-worker was sick and could not go for work and his spouse was working as domestic help in nearby locality.

education, they were forced to stay in Mumbai. In one case he moved to his native place with the family and started doing some cultivation. That effort failed. Added to it, his children could not cope up with the village setting and hence he moved back to Mumbai with the family. He was not working at the time of the survey due to illness and his wife was working as domestic help. Another kind of trend observed was that the family moved to the peripheral areas of Mumbai. Or the ex-workers were involved in cultivation at their native place. However, their family were staying in Mumbai.

9.4.2 Change in Family Structure

To study the impact of job loss on the family structure, the respondents were asked about the family type they lived before, while they were working in the industry and after the job loss. The options given were, i. living alone, ii. nuclear family, iii. joint family, iv. extended family and v. others. Living in nuclear family and living in extended family had increased marginally, from 63 percent to 64 percent and 2 percent to 4 percent respectively. However, living alone and living in joint family has declined marginally, that is, little more than 2 percent to little less than 2 percent and 32 percent to 30 percent respectively (Table 9.7).

Table 9.7: Distribution of the ex-worker's household, by the type of family before and after job loss

Family Structure	Before job loss		After job loss (Time of survey)	
	(N)	(%)	(N)	(%)
Living alone	6	2.4	4	1.6
Nuclear family	157	62.8	161	64.4
Joint family	81	32.4	76	30.4
Extended family	6	2.4	9	3.6
Total	250	100	250	100

Source: Field Survey Data, 2010

Though the extent of change in family types was marginal before and now, there was some kind of changes happened between some families. For example, some of the nuclear families had become joint or extended family now and vice versa in some of the families.

9.5 CHANGES IN FAMILY ROLE

Many studies found that the role of a person within the household changes after his/her job loss. Hence in this study also some questions in that direction were asked.

9.5.1. Change in Social Relationship within Family and Outside

The following questions were asked to the respondent to find out the social relationship maintained by the ex-worker and his/her family.

- a. Do you take your wife/ family to visit family members?
- b. Do you mingle with friends/ Participate community gatherings?
- c. Do you attend family/ community marriages?
- d. Do you celebrate birthday/ anniversaries of family members?
- e. Do you observe religious rituals (puja/visiting temple etc)?

The above questions were asked for two time periods, before and after job loss (see, Appendix-IV). The results are presented in Table 9.8.

Table 9.8: Changes in social relationships within and out side family

Particulars	Before* (%)	Now** (%)	Difference between before and now (Percent points)
1 Go with family to visit family members	76.4	44.4	32.0
2 Mingle with friends/ Participate community gathering	80.0	37.2	42.8
3 Attending family/ community marriages	81.6	48.8	32.8
4 Celebrate birthday/ anniversaries of family members	80.0	39.2	40.8
5 Observe religious rituals (puja/visiting temple)	81.6	61.2	20.4

Notes: *Before- before job loss; ** Now- after job loss.

Source: Field Survey Data, 2010

There was tremendous reduction in the social relationship maintained by the ex-worker and his/her family after the job loss. The last column gives the difference between the proportion who said 'yes' before and now. According to it, job loss had affected the ex-worker's relationship with friends, community and within home celebrating birthdays

and anniversaries. The difference was 43 percent points and 41 percent points respectively. Going out with family to visit family members and attending family/community marriage had reduced 32 percent points and 33 percent points respectively (Table 9.8).

If there was change in social relationship before and after, another question was asked for the reason for their reduction in involvements. It was a semi structured question with multiple choices such as, a) no time; b) spouse started working c) no money for such luxury; d) had to do additional work; e) no mood to go and f) others. Among those who have stated changes in their activities, 13 percent have stated that they do not have time; 3 percent stated that their spouses started working; 16 percent stated that they did not have money for such luxury; 6 percent stated that they had no mood to go and participate in these activities. The answers like “no money for such luxury” and “no mood to go” indicate that the job loss had affected the social relationship.

9.5.2 Household Decision Making

To study the decision making autonomy of the ex-workers in their family before and after job loss, their involvement in three decisions were asked. They were a. who takes decision on household expenditure? who takes decision on children’s education? and who takes decision when someone in the family get sick and had to take them to hospital. There were three options given, a. self, b. spouse, and c. others. The above questions were asked for two time periods, before and after job loss (see, Appendix-IV). The results are presented in Table 9.9.

Table 9.9: Distribution of ex-workers by their Decision making autonomy in the household before and after job loss

Decisions	Before job loss		After job loss	
	%	(N)	%	(N)
Household expenditure	65.2	163	47.6	119
Children's education	64.0	160	46.0	115
When someone in the family get sick to take them to hospital	65.2	163	47.6	119

Source: Field Survey Data

There was clear change in the decision making autonomy of the ex-workers in the family after the job loss. The decision making status of the ex-workers had reduced considerably after the job loss. Among those who stated that they were taking the decision before job loss for the three given reasons, had declined by around 20 percent points. Among those ex-workers who used to take these decisions while working but not at the time of survey, many were living with their married children and stated that these decisions were taken by his/her children.

9.6 DOMESTIC VIOLENCE AND MARITAL DISPUTE/FAMILY EROSION

It was proposed to explore whether there was a link between domestic violence and job loss. Hence some questions were asked in this direction. The respondents were asked, “Is there any conflict between you and your spouse regarding your job loss?” with two options ‘yes’ or ‘no’. For those who stated ‘yes’ they were further asked how they reacted. The options given were a. shout; b. beat; c. Not talk with anyone; d. go out of home angrily and e. others. For those who stated that they resort to beating, they were further asked since when they started, with the options, ‘since marriage’ or ‘started after job loss’.

As expected, it was observed that, almost one third (30%) of the respondents had stated that there was conflict between his/her spouse on their job loss. Among them 47 percent of them stated that they shout; 7 percent stated that they resorted to beating; 43 percent stated of not talking back and 5 percent went out of the home. Two cases had stated that they could not get the nagging on their spouse so started working as security guards, even though they felt low in doing that (They just wanted to escape their wives’ nagging). Among those who stated of beating their wives, some stated that the beating started after the job loss and in one case the respondent (spouse) stated that the beating reduced after the job loss⁴². In some cases, the ex-worker consumed alcohol due to

⁴² The textile ex-worker used to beat everyone at home after consuming alcohol. While working he hardly brought his income. The wife and children were almost starving major part of the time. According to the spouse, the job loss was a blessing in disguise. By that time with the help of some NGO working near her home she could get some work and old, used cloths for her children. After his job loss he became an auto driver and still continued his alcohol consumption and beating wife and children. He became very suspicious of his wife because she was going out for working. Later he had to leave auto driving also. He was not working at the time of this survey. His wife stated that he is psychic, that was the reason, he had lost his job. At the time of survey she stated that he do not consume alcohol because he could not afford it and he violent behaviour also subdued.

some minor issue and beaten the spouse and children. One case stated “I used to get very angry while working. Now if any controversy arises between me and my wife, I silently go out of my home”. One respondent who was working as security guard stated that even though he did not like that job, it gave him an excuse to go out of his home. His wife was nagging and fought with him if he sat at home. Only two of the 250 ex-workers had stated that their marriage had problem and one person living alone and the other living with mother and brothers in Mumbai. Their families had moved to native place. They stated that the cause of their separation was job loss. They stated that who would live with a man who did not have a job.

9.7 DEPENDENCY ON SUBSTANCES

Many studies had highlighted the positive relationship between job loss and addiction to alcohol and some other drugs. So some questions were asked on the consumption pattern of alcohol, pan, bedi/cigarette, gutka and thambakku.

9.7.1 Alcohol consumption

One question was asked in the interview schedule “It was always stated that these time of situation (job loss), many turn to consume alcohol. Do you consume alcohol?” and followed by another question ‘If yes, when do you start consuming alcohol?’ There were 3 options given for the later question such as 1) before job loss; 2) after job loss and 3) others. Although this question was administered to all male ex-workers, the response rate was very less as only 69 ex-workers (27.6 percent) answered to this question. Among them only 43.5 percent (30 ex-workers) had stated that they were consuming alcohol at the time of the survey. On the whole, only 12 percent of the respondents were consuming alcohol at the time of the survey and the remaining were consuming at some point of time earlier, however they were not consuming at the time of the survey. Among who were consuming, 63.5 percent (20 cases) were consuming often and others ‘rarely’. One respondent stated that they used to have alcohol on holidays with all friends and with good food. However, now they could not afford to have either good food or good alcohol. So they rarely consumed alcohol. Only two cases stated that their husbands were heavy alcohol drinkers earlier, however now they could not drink because of some ailments.

Among the ex-workers who had died at the time of the survey, one spouse of the ex-worker had stated that her husband was very tense after the job loss. Although he was a 'social drinker' (consumed at the time of office parties etc), he started consuming a lot after job loss. He was worried what would come of his three children. He was working as driver in the company. He could not get any job in Mumbai. He tried to get some license to become a taxi driver in Mumbai; however he could not get it. With no job, he was willing to do any kind of job to continue his children's education. With his disappointment he started consuming alcohol often and got jaundice and died. His wife stated that his death was a direct cause of job loss. Some other four cases in this survey had also died of liver cirrhosis; however, it could not be verified whether their job loss had any direct link to their alcohol consumption pattern.

9.7.2 Consumption of *Pan*⁴³, *Bedi*, *Gutka* and *Thambakku*⁴⁴

Nearly five percent of the respondents were consuming pan and seven percent were smoking *Bedi*/cigarette; three percent were chewing *Gutka* and 14 percent were consuming *thabakku* at the time of the survey. They said that they had started consuming them from the beginning and no link between job loss and their *thambakku* consumption.

9.8 GENDER PREFERENCE

At times of economic crisis, in some situations the children were used as assets. Families preferred to have bigger families, where the children's education was disturbed and they were either willingly or forced to enter the labour force to supplement the household income. So, some questions were included with respect to enquire about the gender preference within household. The questions were such as, i) How many children they would like to have and the number for each gender and ii) How much education they would like to give to the boys and girls. Each question was asked exclusively for each gender.

9.8.1 Preference to have number of children by gender

All the respondents were asked to state, how many children they would like to have, if they were given a chance again and in what gender. Then these numbers were matched

⁴³ Beatle leaf used for chewing.

⁴⁴ Tobacco.

with their actual number of children ever born to them. A good majority of them had opined that they would like to have same as what now they had. Very few had stated that they preferred a smaller family size. No gender discrimination could be observed in the number of children. In all the cases they preferred the same size of the current family or lesser than that. There was no preference for more children or specific gender was observed.

9.8.2 Educational Preference for Children by Gender

For the question on how much education they would like to give to their children, it was asked for each gender, boys and girls. The information was matched with the level of education their children were having at the time of survey. The question was open ended and the respondent was given the chance to state what ever level of education they felt (See Appendix -IV for interview schedule).

Table 9.10: The perceived level of education ex-workers wanted to provide to their children

Educational level	Boys		Girls	
	(N)	Percentage	(N)	Percentage
As much they want	50	20.0	59	23.6
Up to higher secondary	4	1.6	21	8.4
Good English medium education	11	4.4	7	2.8
Graduate level	60	24.0	56	22.4
Engineer/Doctor/MBA	62	24.8	13	5.2
Good education and government job	35	14.0	25	10.0
Teacher/bank job/nurse/marriage	-	-	18	7.2
No Answer	28	11.2	51	20.4
Total	250	100	250	100

Note: This hypothetical question on 'desire for providing education to children' was asked to all the respondents.

Source: Field Survey Data, 2010

In providing education to the children, some gender preference was observed. Almost one fourth of the respondents (24%) preferred to give graduation level of education for their sons. This was followed by engineering and some level of good education so as to get government jobs, 18 percent and 12 percent respectively (Table 9.10). Among girls

some respondents want to give them up to secondary level of education. Good education to the extent their girls could get teaching and banking work was stated by some. Like the boys 22.4 percent of the respondents want their girls to be of graduates.

9.9 DESIRE VS. REALITY ABOUT CHILDREN'S FUTURE

It is to be noted here that desire for providing level of education question was asked to all the respondents. Table 9.11 presents the reality of actual achievement of the children currently living with the ex-worker and they were above age 25 living with in the ex-worker's household, irrespective of the children's marital status. It was assumed that at the age 25, one should have completed their education. Those who desired to give their children college graduation level or above graduation level of education were picked up and compared with their children's achieved educational level. Those ex-workers who desired to provide higher level of education to their children, such as, graduates, doctors, engineers, MBAs and level of education to make their children lawyers and officers were included in this analysis. This was compared separately for sons and daughters of the ex-workers.

Table 9.11: Distribution of ex-workers who wanted their children to be graduate and children's achieved level of education (aged 25 and above) at the time of survey

Educational level	Son		Daughter	
	25 and above		25 and above	
	(N)	%	(N)	%
Primary	2	2.4	-	-
Middle	5	6.2	-	-
Secondary	28	34.6	1	7.7
Higher Secondary	21	25.9	4	30.8
College and above	25	30.9	8	61.5
Total	81	100	13	100

Source: Field Survey Data, 2010

Among those who desired to educate their daughters up to graduate level, majority of them have completed secondary or above level of education. However, among those who wanted their sons to become graduates, little more than 10 percent of their children

were less than secondary level of education. Proportion of graduates among daughters is higher than sons (Table 9.11).

9.10 HEALTH STATUS OF THE FAMILY MEMBERS

This section of the chapter explains the health status of the ex-worker, their spouse and children. This study directly did not focus on studying the health status of the ex-workers, however, the information captured during interview are given below.

i. Ex-worker: Of the 250 ex-workers who were selected for this study, 22 of them were dead at the time of the survey. One case has committed suicide in front of the company head quarters while demanding for his job back by self immolation. Two cases died of very freak accidents while working in another industry after their job loss – in one case while working in the new industry his screw driver fell and he got electrocuted and died then and there. In the second one, he got a job in another company and was happy. However, while visiting his family in his native place he was found dead in a well. Among others who were dead at the time of interview, one ex-worker died of jaundice and his wife stated that it was mainly due to his job loss. Five of the other respondents have died of jaundice or kidney failure. Other deaths were due to some illness and one died six months before the survey. Some of the ex-workers met with accidents and had to spend major portion of their compensation money on treatment. In one case when the researcher went for interview the respondent was lying down on the floor of his very small hut. He had to get up so as to make room for the researcher to sit next to him. All through the interview, the researcher sat with him on the ground, while leaving the home only the researcher came to know that he was suffering from some serious illness and fever. Interestingly some years back when he was hospitalised in Mumbai for some illness, one of his kidney was removed.

ii. Spouses: Some respondents have lost their spouses after job loss. They did not link their death to their loss of job. In three cases the spouse died after the job loss of their husbands. Two wives of the ex-workers were suffering from heart ailments. Major portion of compensation money were utilised on their treatment. In one case the wife was very sick at the time of interview. While interview she cried and said that her major worry was of her children and their future. She even stated that her son had completed higher secondary and wanted to put him for some computer training for which she did

not have money. She blamed it all on the industry which had closed and left their children's future a question mark. Her husband, the ex-worker was working as welder before job loss and was selling vegetables at the time of job loss.

iii. Children: In two cases the respondents had stated that the job loss had affected their children very badly. In one case, the son who got very good marks in his higher secondary examination became mentally sick⁴⁵ (aged 23 at the time of interview) at the time of the survey. He became mentally sick after his father lost his job and could not even write a sentence properly or talk coherently. The ex-worker pointed out that the mental illness of his son was direct cause of his job loss. The boy was being treated for his illness. His work as an auto driver, and the income were not sufficient for his son's treatment. One unmarried son of the ex-worker was hospitalised at the time of interview. The parents said that jaundice was the cause for his illness. In another case, one daughter was with heart ailment and they were in the process of getting her heart valve replaced. In one case during course of interview the respondent (spouse) started weeping. She narrated the death of her son who was 19 years old at the time of his death. According to her the trauma of her husband's job loss was nothing. She was working as *Khanawadi*⁴⁶ and earning a lot from sitting at home. But the death of her first son, who was a Karate black belt and as per his dream joined army. But within three months after he joined, he died of heart attack. She showed all the papers given by the army. She stopped her *Khanawadi* business after her son's death. In one case the ex-worker's eldest married son too lost his job. He bought an auto and maintaining the whole family and his children too. But due to some mild fever which lasted for two three days he died. The ex-worker had to take care of his family as well as the widowed daughter-in-law and two grand children. Being illiterate and old he was doing any kind of odd jobs to sustain the family. (Only recently his daughter-in-law could get a work as an *Aya* in a near by hospital).

⁴⁵ The interview was conducted standing outside the ex-worker's house because the sick son would not allow any strangers inside the house.

⁴⁶ Running mess or supply cooked food to others. This is some kind of activity some of families were doing after the job loss.

It is important to state here that all these reported cases of ailments could not be directly linked to the event of job loss. However, these could be added burden on the feelings of the ex-worker and his/her family who were already hurt.

9.11 PERCEPTION ON CURRENT HEALTH STATUS

The interview schedule had five hypothetical questions on their perception on current status with the earlier status. Three questions were on how they measured their current health status with respect to their health, individually for the ex-worker, their spouses and children compared to the health status while they were working in the industry. Three options were given to measure the current status with the earlier status – ‘same’, ‘better’ and ‘worst’. They are given below. The question was asked to all the respondents. However, nearly one-fifth of them did not answer these questions.

Table 9.12: Distribution of respondents by their perception on the current health status before and after job loss

Health level	Ex-worker	Spouse	Children
Better	10.0	9.2	12.4
Same	32.0	37.6	47.2
Worst	40.0	32.4	22.0
No Answer	18.0	20.8	18.4
Total	100	100	100

Source: Field Survey Data, 2010

A higher proportion of respondents felt that their current health status was worse than the period that they were working. On the other hand, a higher proportion of the ex-workers felt that the current health status of their children was as same as that of the period that they were working.

9.12 SUMMARY

The following main inferences were drawn from the findings of this chapter. Most of the spouses were in the age group 40-59. Among them 17.5 percent were working at the time of survey. Among those who were working majority of them were going out side their homes, whereas, 35.5 percent were involved in some gainful activity sitting at

home. Nearly a quarter of these working spouses (22.9%) were working as domestic servants.

The profile of the unmarried children living with the ex-worker revealed that the educational level of unmarried daughters who had higher secondary and above level of education is higher than those of sons irrespective of their marital status. Also the proportion of unmarried girls stated as being 'students' is higher than those among unmarried boys. Among unmarried boys, 44 percent were working, whereas, that proportion among girls was 28.6 percent. Age of the working unmarried children revealed that majority of the working girls (51.1%) were in the 15-24 age group. The nature of the occupation these working children were doing highlights that most of those were not of good level.

There is a wide gap between parent's desire for the level of education they wanted to give to their children and the achieved educational level of children. Social relationship within and outside the family has declined considerably after the job loss, although the respondents stated various reasons for the decline. Decision making autonomy of the ex-worker within household too declined after the job loss. The friction due to job loss between spouses is observed. Many 'go out of home silently' whereas only 7 percent of the ex-workers resort to wife beating. Among them many stated that they used this technique even before job loss to control their wives. Hence, this study could not find any direct link between job loss and domestic violence so as to assert that job loss triggered violence at home. The consumption of alcohol, *bedi*, *gutka* and *Thambakku* were found in this study, however could not find very clear positive relationship between job loss and the consumption.

This chapter discussed the social impacts of job loss on the ex-worker and his/her family members. The next chapter will explore with the help of quantitative as well as qualitative analysis how and what were the adaptive mechanisms these ex-workers used during this traumatic event of job loss.