



Title	Important Role of Working Women with Duties at work (site) and at Home (with family) : A Case Study in Mandalay City, Myanmar
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Issue Date	

# **Important Role of Working Women with duties at Work (Site) and at Home (with family): A Case Study in Mandalay City, Myanmar**

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## **Abstract**

In today's Myanmar society, the working ability and capacity of women are becoming higher and higher day by day. In this research paper how the Myanmar working women have to carry out the balance of work at their work place (sites or offices) for the salary or income and at their homes for the welfare (well being) of their families have been examined, studied and described. The required and necessary data for the information with respect to the working women are being collected and are taken based on the working women who are being engaged in different jobs at Mandalay City (Myanmar). During the period, i.e., from May to August, 2014, total of (626) working women were examined according to their respective works. Some of them are working in the offices of the governmental departments; some are working in private firms and companies; some are working in their own business enterprises or companies; whereas some are working as daily wages (wage earners) and even as extempore, impromptu worker who work at any odd jobs that come by. It is found that, as for the women who were unmarried, they are more fortunate than the married women because they could spend more time in up-grading their standard of education or position. They can join to special extra classes to educate themselves by attending language classes, computer classes and refresher courses of particular subjects in order to get more knowledge. It is also observed that very high percentage of them will devote themselves to their religion as they are based from Myanmar Country; and they will used to spend their spare time by practicing meditation, worshipping, praying, and listening to the sermons and teachings of the scriptures which are connected with the order of worship, precepts and other religions teaching from the scriptures, bibles and religious books. By doing these it can be expected that they can get relaxation and peaceful minds.

## **Introduction**

In Myanmar, about 50.3% of the total population is women according to 2012 census data. There are many variations among men and women so that the generalization cannot apply to all. It is true that stronger nature of women than that of men can create anything. It can be said that those in women have more capacity for emotional bonding and attachment. The qualities of the feminine personality are needed and the sooner they come forward the better. In Myanmar, up to 1920s, women could

not have the chance to attend even primary level. This was traditionally bond of Myanmar. At that time, in Myanmar society, the condition was accepted that the girls who are having with a skill of just read and write by mother language is sufficient for their life and girls or women who have to take full responsibilities to take care of their husband, children, house works, etc. But, much progress had been made in the society to bring women to a particular stage. Nowadays, women and girls have many opportunities and have faced different challenges. The important questions for this study are: whether the working women are married or not, how long their individual private owned free leisure hours and how often they used to take leisure time as they give priority to their families more than the work and how they carry out at their working place or at other places.

### **Data and Methods**

For this research paper, both quantitative and qualitative data are being collected. As for the primary source, data for a total of about (626) women who were engaged as the government employees, company workers, private business women and daily wage earners are being interviewed and are being taken into account. Moreover, facts about the educational qualification of women; their rank, status, designation; their age; whether they are married or are single; their trainings attended; and status in education, the handicrafts they had been trained are considered as variables. Individually; the distance between their home and their working place (office), the time spent to go to their work place from their house are also being focused. In examining about the works, the distance of the work (site) from the home; the mode of transport chosen or used to go to the work place; the responsibilities or works taken at home and at office (department); the private owned leisure hours or free hours or personal resting time (which are very few), the hobbies, the journey taken are considered. Further more for married women; their duties at their home for their children and family affairs are thought out as one of the influences. Facts and data which are collected are being carried on by means of the In-depth Interview Method. After interviewing the workers from 21 offices and departments, the member of workers are counted. For collecting the data by two means, personal intervening by orally and by distributing questionnaire to the women, these are carried on at same questions. For example, women from the Road Transport Department, international

and national private companies like Myawaddy Bank; Vimel Enterprises and MEGA Life sciences, Brokers' Shed are distributed the same types of questions. Sale promoters and sellers of goods are also selected as working women as duration of their duty is quite different to the others. To get a distinct perception; maps and diagrams are used. For the findings and calculations Ranking Matrix are also being applied.

### **The Study Area**

Mandalay City lies between North Latitudes ( $21^{\circ} 53'$ ) and ( $22^{\circ} 02'$ ), and East Longitudes ( $96^{\circ} 04'$ ) and ( $96^{\circ} 09'$ ). It is located on the flat plain which is formed by the river terraces of the Ayeyarwady. It has an average elevation of 76.2 metres above sea level except Mandalay Hill (236.6 m). Recently, Mandalay City is composed of 6 townships including Amarapura Township. But, for this study, only the working women from 5 townships of Mandalay City are emphasized. Because, Amapura township is still not yet decided by the authorities to be designated as a part of Mandalay City. In 2014, about 1.22 million people resided in the City. Being located in dry zone of Central Myanmar, it usually experiences hot summer, scanty but double maximum rainfall, cool and dry winter in a year. As the study area is full of urban characters, there is only the urban vegetation cover. (Map- 1)

### **Aim**

To consider and find out the daily routine and situation of work, regarding the duties and responsibilities of the working women according to their rank and status, which cause the stress and strain both physically and mentally, the pattern of their mind and body and the pattern of recreation or rest needed for them should be aimed at and studied according to the variables.

### **Objectives**

In order to meet the main aim, the following objectives are being laid down.

- (1) To calculate the distance between the working place and the home
- (2) To know the time required which is taken daily from the home and working place as well as the mode of transport taken

- (3) To analyze the household duties and responsibilities of each working woman
- (4) To emphasize on the required (in-service) trainings or classes tend (apart from / or in addition to the previously attained educational qualification, in order to make them more qualified for their posts)
- (5) To find out the responsibilities of the married women for their children
- (6) To elucidate the challenges of each woman
- (7) To verify the daily leisure hour and recreation time, traveling time spent, the physical exercise taken for health

From the above mentioned objectives, it is necessary to examine how each working woman should tackle their difficult problems should be considered.

### **Considered Variables**

A total of 21 variables are going to measure and they can be described as follows:

1. Age
2. Marital Status
3. If married; does the woman have child or children?
4. The responsibility of the woman for her child or children
5. Position / Designation / Rank
6. Education level (Qualification)
7. Service (Number of years served at work)
8. The time of departure from home to work
9. The arriving time to back home from work
10. The duration spent on the way to and fro from home to work and from work to home
11. The mode of transport
12. Courses or trainings attended
13. Additional classes for more training intended to attend
14. Skill in making handicrafts
15. Hobbies / Interests
16. Relaxation
17. Traveling

18. Responsibility on house work / household chores / domestic affairs
19. Physical exercises for health
20. Challenges
21. Problems met and solved (How to tackle the problem met with?)

## **Description and Responses of Considered Variables**

### **1. Age**

The age-groups of the working women are classified with an interval of 5 years from 20 years of age to 60 years. By doing thus, it can be decided that which age group has the largest number of working women, how many of them are married or unmarried. In this study, the highest numbers of working women are in the age-groups of 30-35, 35-40 and 40-45. Moreover, by analyzing the ages, one can depict the working women with high responsibility within the younger age group (i.e. less than 3% of the total) who are unmarried with less houseworks. Even though some of them are in older age groups (more than 50 years), they really can sacrifice in their work due to their great interest and experiences. More than 90% of the working women who have worked in different positions are suited according to their ages and their responsibilities.

### **2. Marital status**

For a total of 626 women, a division of two groups of those women are made. By examining the rate of percentages of the two groups, it will be understood that how they could devote or give attention in their respective jobs whether they are married or not. Some responded that they have to stay at work place up to late evening due to their high responsibility or high position even though they are married. Luckily, their children are already grown up. But such kinds of women are relatively in few numbers (less than 10 % of total). However, it is found that though they are married if they are diligent, trustworthy and capable with matured experiences, they can be efficient workers.

### **3. Having Children/Child**

With regard to the married working women, it can be examined whether they have children or not. Moreover, it can be considered that they do not have the responsibility as mothers to their children, are the children looked after by their spouse or by their parents or by their parents-in-law or by their relatives or by their nannies. When the working women were interviewed, it is found that some married women have grown up children who do not need special care to their children. But, only 7.83 % of the total women have such grown

up children. If the children are grown up, their mother can work hard with full capacity at the department they are being engaged.

#### **4. The Attainment of Degree**

With regard to the qualification of the educational status, the working women can be categorized into (i) those working women who are graduated degree and (ii) those who are not degree awardees. By studying this variable, one can describe the education status of the working women according to their degree conferred on them by the university where they had studied as well as their interest in the subject they had taken; whether the degree taken are related or helpful to them in their works. If the degree they had attained is synchronized with their present work at the work place, their performance in the work will be distinct or succeeded. But, after examining the relation between the acquired degree and nature of job, it is found that the knowledge from their study could be contributed to their work at a generalized level. About 96% of the total working women have got various degrees from Bachelor up to Master or Doctorate level.

#### **5. Trainings and Refresher Courses Attended**

According to the nature and requirements of the work and office department in modern times, the working women need to attend at least two or more training classes or refresher courses as service trainings. In some department or enterprises, only after the set training or class, the workers are being promoted to a higher post, or even could be designated as a gazette officer. Moreover, as most of the working women interested in attending extra trainings, they used to attend language speaking classes (especially English) and computer application training whatever that knowledge are not essential to their job. As there are many varieties of training, it is difficult to note down the number of women workers who have attended the different trainings. However, there are also women workers who do not have spare time to join extra training classes due to their busy schedule at work or at home. That is why it is difficult to analyze.

#### **6. Skill in Doing Handicraft**

According to Myanmar traditional culture and custom, all girls (women) have to learn how to sew clothes from their mothers or aunts or any elder woman

who is capable of sewing. Moreover, the women have to learn how to cook meals or food, how to knit with wool since they were young. At present, when knowledge to get education from schools or universities or institutes are becoming popular, lessons about home arts and cooking methods have become less important and have been given second priority. Although there are data for working women who are able to engage in handicraft works, sewing and knitting, beautifying, gardening and cooking as domestic science (46.5% of the total), there are also some women who cannot do any handicraft works (15.49%).

### **7. Challenges**

There are 9 types of challenge which are mostly influenced on the working women. The challenges for married working women who have to take the responsibilities for the family affairs and house chores include adjusting the works at home with the family and their duty at work place. Some women do not know how to deal and how to make adjustment with their house work and with the work at the office or department as their challenge. So, their responses could have been observed as limited time or time consuming to come to the work place in time. Such complaints are made by 17.8% of 626 women. The highest percentage of challenge is caused by further study or to attend more training (26.36%).

### **8. Problems**

In this section, the problems met by the working women to go to their work place or to come back home have been considered. There are 5 main types of problem the working women have to tackle. Very less percent of women do not meet any problem at all as they stay very near to or at work place. The problems daily met by the worker are analyzed by taking into accounts of the time taken to go to and fro, back and forth from home and work place. It can also extend to understand that how and what problem impact on the daily (even for short duration) relaxation, traveling and taking physical exercise of the working women.

### **9. Households Responsibilities**

For this variable, three types are considered and examined; doing house works by fully themselves or less house works or not at all. When the working

women have to do the house works fully by themselves (64.38%), they may get late to reach work place. If they want to be the work place in time, they will have to do the house chores hurriedly. Till date, house works are meant just for women not for men according to the Myanmar custom. It is seemed unfair for women because the women not only have to engage in a job for earning income or to support their family but also they have to do many house works every day, before leaving home and after coming back home. Only 0.73 % of the considered women are lucky enough as they do not have to take any responsibility of house works.

#### **10. Time Duration to Reach Work Place or Home**

For the duration of time spent on the way to the work place or home, 5 levels are supposed to analyze at an interval of 15 minutes for the working women. Although 15 minutes time is not very long, but for married working women will have stress in doing their works at home or for other family members. For example, within the time of 15 to 30 minutes (77.48%) they can have bath or can wash clothes or can cook a meal or can prepare a lesson to teach or can practice meditation or praying, etc.

#### **11. Means of Getting to Work Place (Modes of Transport)**

Totally 5 ways are classified for the working women to get to their work. It can be inferred that what sort of method is mostly used by the women, which method can cause the problem, which can be met the danger, which can be the most beneficial mean for the working women. By choosing proper method by the woman, she can adjust both time and space and she can solve the problem easily. However, there are pros and cons whatever the way they select. For example, going by motor cycle is very vulnerable (especially during two peaks hours) for any one of the women, but taking motor cycle can make her many benefits as she owns her time, she can move easily somewhere from the work, she can take twist-and-turn while there is traffic congestion on the road, etc.

#### **12. Daily Relaxation**

There are 7 types which are examined in this research. Although detail descriptions can be obtained, similar items are combined to consider. For example, listening to songs, singing songs, listening to radio are classed in to one group. Worshipping, praying, listening to the sermon and scriptures,

taking meditation, going to pagoda, monastery, church connected with the religious purpose as one group; watching dramas, news on television screen, watching movies and video tapes as one group; readings of story or novel or book or journal as one group, visiting the houses of parents, relatives, friends as one group. By analyzing the ways of relaxation by the working women, the stress and strain upon them can be understood according to one or another way.

### **13. Travelling**

Travelling by the working women will also think wherever the visiting place is near or far. They may go to their native or home town where their parents reside- to have family gathering or to pay homage to the parents even by the married women. More than 16 % of 626 women used to go back home town to meet their parents. But, their traveling pattern is more regular than those of other like sacred tour or recreation trip. It is assumed that travelling can also reduce the stress of the working women.

### **14. Physical Exercise (Taken for Health)**

In order to be healthy, each woman whether she is married or not should enjoy taking physical exercise. Here, such exercises as walking, cycling, taking part in gymnasium or sports, practicing yoga are taken into account. If the stress and strain of the women can reduce by doing physical exercise, it will be beneficial to their health and well beings. But, only 33.4 % of the sample women have taken physical exercise regularly. Some of them (between 20% and 25%) do not want to go by on-foot even though the distance to their destination is just walkable. It is really unfortunate for them.

### **15. Hobby and Interest**

When a woman has leisure time, she may do things which can be assumed as their hobby are divided or differentiated into 8 kinds. The respective percentage share according to each kind of hobby will be analyzed in detail. It is seemed that by doing their hobby or interest, the women will have less stress both mentally and physically.

### **16. Other Variables**

Although the position and services (number of year) of the working women have been collected, it is not easy to adjust the service of the workers who is

not a government employee or an office staff. That is why in this research such variables are not being carried on. Moreover, although the time of departure from home and arrival time to back home are collected, those times are totally varied according to the nature of jobs. Therefore, such variable is also not analyzed in this paper.

### **Work Sites or Work Places of the Considered Women in Mandalay City**

In order to examine and study about this research, sample data are being collected accordingly to the work sites and work places as follows. Due to the difference in the nature of the work, an adjustment by the working women have to be made between the responsibility of the working married women at the work site or office and the responsibility of work at home for the family. By presuming or deduction or understanding the condition of the differences of spending time, traveling can be differentiated also. The location of the offices of the departments (work places) is shown in Map 2.

#### 1. The Governmental Offices or Office of the Ministries (Civil and Administration)

In this group, government departments in connection with the administration works and ministries are included and are described as follows:

- (a) Road Transport Department (50 women are interviewed)
- (b) Department of Income Tax and Revenue (13 women are interviewed)
- (c) District General Administrative Department (7 women are interviewed)
- (d) Land Use Bureau, Department of Myanmar Agriculture (10 women are interviewed)
- (e) Co-operative Department (13 women are interviewed)
- (f) National Development and Planning Department (12 women are interviewed)
- (g) Electricity Engineering Office (39 women are interviewed)
- (h) Myanmar Insurance Service (10 women are interviewed)

#### 2. Government Organizations (Servicing)

In these offices - servicing enterprises and servicing related offices are being carried on.

- (a) Yatanabon University (186 women are interviewed)
- (b) Children's Hospital (18 women are interviewed)
- (c) No.22 Basic Education State High School (6 women are interviewed)
- (d) No.13 Basic Education State Primary School (10 women are interviewed)

- (e) Myanmar Investment and Commercial Bank (21 women are interviewed)
  - (f) Small-scale and Medium-scale Industrial Development Bank (16 women are interviewed from such Joint Venture Service between the government and private owned organizations)
  - (g) Myawaddy Bank (16 women are interviewed)
3. Direct International Investment International Companies
    - (a) Vimal Enterprise Co. Ltd (27 women are interviewed)
    - (b) MEGA life sciences Co. Ltd. (21 women are interviewed)
    - (c) Super Mobile Group (10 women are interviewed)
    - (d) Chan Nyein Aung Private Health Clinic (20 women are interviewed)
  4. As private owned economic enterprise 18 women from Crop Brokers' Shed
  5. As the regional association 101 women from Mandalay City Development Committee (MCDC) are being interviewed.

### **Analysis and Discussion**

In order to make an analysis, based on the collected data and information; Table ( 1 ) is being prepared. From this table the related enterprises and the women workers are being separately examined and counted as workers. Such workers are counted from 21 different organizations (5 groups as mentioned above) where these sample women are working as government departmental offices, international companies, private owned economic enterprises and regional organization and also government service offices.

Enquiries are made for the above mentioned variables by ranking and subdividing as follows in order to observe clearly:

1. Martial Status
  - Married or unmarried / single
  - Married with / without child
  - Taking responsibility for child
2. Relating house workers
  - Whether the women had to do overall
  - Whether the house work is done by helper or maid or servant

Whether the women does not have to take the responsibility of house work or not.

3. Distance between home and work

Is the home located at a distance less than 5 km or is it located at a distance between 5 km and 9.99 km or that of 10 km at 14.99 km or that of more than 15 km.

4. Mode of transport

Is it by ferry or motor cycle or bus or private own car or walking or cycling?

5. Time taken for go to work from home and from work to home

Is it less than 15 minutes or is it between 15 to 30 minute or is it between 30 to 45 minutes or between 45 minute to 1 hour or more than one hour?

6. Problems met daily to move between home and work place

Whether the journey to work/ home is met with traffic congestion or how far is the work place from home or how long has to be spent for either trips or how many hours have to be spent for house work and any other problems?

7. Challenges met by working women.

In pursuing further studies and hardworking to set promotion or to be qualified.

Will be workers have to deal with high responsibility at work if she is promoted?

Will the women have to take responsibility for the family?

Will she has to take entrance works or more responsibility at the office?

Will she has to take such entrance work when she returns to home?

Will she get the chance in getting government quarters?

Whether a woman has health problem or not?

Will she get ample time for leisure?

Table ( 1 ) also showed the respective percentage values of influences on the working women who employed in different offices or organizations. According to this table, there are totally 154 number of women worked in the 8 governmental offices (relating to civil administrative works). Because, the working hours for those women are mostly fixed, that is from morning 9:30 a.m. to evening 4:30 p.m. Although there are some over-time or off-office-hour works like security duty on weekends for them, their working hours is more or less same. Hence, the women who engaged in such

offices are grouped into one. Out of 154 women, 59.09 % are married and aging out of which 84 % have child/children (the number between 1 and 3). The 40.91 % of those are single (unmarried). About half of the married women are fortunate as their child/children are being looked after by their husband or parents or parents-in-law or close relatives (sister or sister-in-law). And, 67.53 % of those women have done house works by themselves. Moreover, 67.53 % and 30.52 % of those women are accessed to their respective work places within 5 km and between and 5 and 10 km, respectively. About 14 % of the remaining women have to travel more than 10 km distance to and from home and work place. It is quite vulnerable for 53.25 % of those women who used to go to their working sites by motor cycle. Because their travel times for both morning and evening are always during rush hours (morning 8:30 a.m. to 10:00 a.m., evening 4:00 p.m. and 6:00 p.m.). About 80 % of such working women used to take less than 30 minutes for going to work place and same duration again for coming back home every day. Traffic congestion and far distance between home and work place are the major problems for them, i.e., 38.31 % and 10.23 %, respectively. Out of 154 women, 36.36 % of working women have a challenge of further study or further training course for their bright future. And, 16.88 % of those women have challenge of family priority.

For second group, working women of 275 persons are considered. It is also noted that those women are also engaged in government offices but their task is totally related to servicing purpose. Hence, teachers, teaching staffs, bank employees and health care staffs are included in this category and total 7 government offices / work places are accounted. Among them, 42.91 % are married and the rest 57.09 % are unmarried or single. About 61 % of married women have child or children and they are also lucky enough because their husbands or close relatives or other family members used to take care of their child. The 62.18 % of those working women have responsibility for house work. The distance to their respective work place of such women is less than 10 km. Most of the women use motor cycle every day to go to / come from work site and it is followed by 24.73 % of the women who use the office ferry. More than 76 % of those working women have to travel for about 30 minutes each for both trips. It is also no doubt that traffic congestion is the great problem for 32 % of the women and the second most facing problem is time consuming and far distance between their home and work place. In this group, 32 % is the highest share

of such working women who have the challenge of family priority. And the second most prominent challenge for 23 % of the women is further study or to join in more training. The duty schedules for working women in this group are quite varied. For example, the school teachers have to reach to work place before 8:30 a.m. while, the daily duty for nurse and medical doctors are totally different to that of the teachers. But, working hours for those from banks are more or less same to those of the first group (from 9:30 a.m to 4:30 p.m.). But, their responsibility is much greater than that of the others.

Working women who employ in private companies are considered as third group. For this group, 4 different private companies/ organizations are visited and totally 78 members are interviewed. From this group, most working women have to reach to the respective work sites by 8:30 a.m. in the morning and they can leave the office not before 5:00 or 5:30 p.m., sometimes they have to stay up to 8:00 p.m. at their work place. Although the actually amount of their monthly salary could not be ensured openly, the other facilities or incentives or bonus or allowances are more satisfactory than those of government employees. Hence, their working hours is more than that of others and there has to be full of servicing in the offices. Moreover, they have overtime or extra works and for that purpose, fees of over time are provided sufficiently. As a result, the working women in such private organizations could pay much attention on their tasks. It is wonderful that about 76 % of those women are single and only remaining about 24 % are married. And, 53.45 % of those women have to work at their homes and even for 70 % of such women still have less tension of house works. About 90 % of those women used to travel to and from work place everyday less than 10 km. It is no doubt that 93 % of those women used to take motor cycle as a mean for their daily transport even that it is quite dangerous for them. More than 65 % of those women have spent less than 30 minutes each for morning and evening to travel between home and work place. Being motor cyclists, traffic congestion is the major problem for them and 84.03 % of those responded that issue. Further study or more training is the challenge for 64 % of such working women and limited time (less time to take further training) is also another challenge for 34.48 % of those women.

The next selected organization is Mandalay City Development Committee (MCDC), because their daily working hours obviously differed from that of the other

office or organization. Moreover, they have the official duty to check the commercial places (like markets) very early in the morning or late evening. Hence, this type of working women is categorized separately. Totally 101 members are considered and 71.29 % of them are married. Most of the children of the married women also looked after by their relatives or husband. Only 28.71 % of those women are single. For this group also, house works have to be done by self for 70.30 % of the women. 67.33 % of such working women stay very close to the office place (i.e., less than or equal to 5 km only). Most of them stay at apartment which is provided by the organization. As mode of transport, motor cycle is the main vehicle for 39 % of the working women and it is followed by ferry (22 %). Within 30 minutes each in the morning and in the evening these women have to travel for two times on week-days. Both their apartment and office place are located almost in the city area, so that traffic congestion is the main problem for 65 % of those working women. Family priority is a challenge for 23 % of such working women.

Brokers' shed means the place where the brokers of agricultural products used to gather in order to assess the quality of those products, to adjust the price of the products, to buy or sell the products. Total 18 women are interviewed who run such own business. Therefore, they do not have fixed time for their work. Normally, they used to come that place about morning 8:00 a.m. and again they used to go back home about 11:00 a.m. The rest time of the day, they could spend according to their family affairs or relatives' welfare or social works or other businesses. Out of 18, only 5 are married and the remaining 13 are single. They also take the responsibility of house works and 78 % of these women have such responsibility. Most of these (about 90 %) stay very near to the centre (i.e. less than 5 km distance). And most of them (83%) use motor cycle to reach there. The duration to the center also accounted for less than 30 minutes. Traffic congestion is the major problem as the center is very near to the CBD. More than 90 % are degree holders so that most of them want to join for further training.

For daily wage earners, a small ward is selected to interview for women who are working in miscellaneous jobs (especially odd jobs). Totally 50 women are met and 24 out of 50 are single. About 50 % of them have to take care their house works. Only  $\frac{1}{3}$  of them are degree holders and most of them left school since they were in primary or middle level of education. They do not have specific working hours or

days, definite job or responsibility, so that the necessary and detail information about the considered variable could not be available.

Based on the above mentioned situation, it is tried to understand that how those working women have taken relaxation, how often they go for recreation or sacred trips. The answers of those questions will be demonstrated in figure (1 and 2).

By observing the figure ( 1 ), more than 50% of the sample population (626) have taken relax by watching television, cinema and video tape (teleplays) and about 50% by traveling, i.e., 64.21% and 48.88%, respectively. But, most of the married women have to watch television (that is also just for an hour) by doing other works like ironing, baby-sitting, preparing food, etc. The facilities of television sets and electricity are easily available in the city and their costs are not much high, so that such a high percentage of working women can enjoy that type of daily relaxation.

The second most liked better by the women is traveling (19.97%). It is noticed that more married women would prefer to travel for sacred purpose or recreation along with their family especially during April of year (summer holidays for children). But, most of them used to go nearby hill resort areas like Pyin Oo Lwin, Kalaw, Taunggyi for de-stressing; while some go for worshipping to the areas like Monywa, Shwe Set Taw. Not like them, unmarried or single women used to extend their sacred trips up to Kyaik-hti-yoe, Maw-tin-sun, Shwe-da-gon pagodas; and as a recreation tour they would like to go up to Chaung-tha, Ngwe-saung, Ngapali beaches. But, for any one of them, not only time but also a charge (money) for such tour has to be considered by the women. Therefore, almost all those women can travel only once in a year according to their responses.

Apart from those types, it is followed by the relaxation on practicing meditation or pious works or religious affairs. During the same summer holidays, the working women used to go to take such practice to reduce tensions from their work or home. As a result, many number (in hundreds) of meditation centres are set up by the different Buddhist associations or by the monasteries.

It is unfortunate that only 10.38% have relaxed by reading books or journals. Even those of school or university teacher educators have taken relax by reading in less number. Out of 626 women, 19.8% prefer to get relief by listening to the music or radio and few of them have hobby of singing. Very rarely only one woman is fantastic in singing and she still used to perform in many ceremonies. In the other types of

relaxation, internet using, sleeping, using face book, going to playground (with their children), playing e-games and hiking are included. Only one lady prefers hiking as her relaxation. Such other types represent 3.3% of the total.

In the figure ( 2 ), 10 different types of hobby by the respondents are considered. It is assumed that someone who does something what she really interests can reduce strain and stress. Therefore, the various types of hobby are taken into account. In the section, reading ranks with the highest preference of hobbies with 30.83% of the total. It is unreliable that readings as a relaxation type showed not much high percent share so that it can be assumed unreasonable responses.

The second highest percentage (21.57%) of hobby is practicing in different works of arts like singing, dancing, making tapestry, weaving, knitting, etc. Therefore, the women having of such hobby can get extra money by doing those works whenever they have free time.

About 12% of the total sample has a hobby of traveling especially for sacred trip although some of them could not go because of their busy schedule or family affairs or very young child or high expanse. Eight-point-two-five percent of 626 women interest in doing house works especially in cooking. It is wondering that 0.5% are happy to help in organizational (social) works such as delivering Lord Buddha sermon, helping in funeral or ill house, various donation functions. About 2 and 3 percent like to grow plants or to water plants and shopping, respectively. For the house cleaning or interior decoration, 4.26% of the working women have interested.

## **Findings**

By studying the working women who engaged in various offices/ organization in Mandalay City, the findings are as follows:

1. Married women having child/children have more responsibility to look after their children or that to drop-off and pick-up to and from the schools. Hence, they have to spend some time for their children's affairs even at work place. About 12% of total members could not concentrate on work when they have to pick-up their children from the schools. Moreover, such working women have less interest or less concentrate to attend further training.

2. There are not only the challenges of limited time and chance to attend further training but also are challenges about training fees, family affairs for the working women who are very much interested for their intellectual development. The women who are young, single and have less house works are more interested to go for further study or further training even up to abroad than that of married and aged ones.
3. Some working women have to attend more number of training than the other according to the nature of jobs. Such trainings are especially related to the national tasks for the entire country. For example, the school teachers from Basic Education levels had to engage in the national task of taking census data during March, 2014. For that purpose, the teachers had to join to particular training. Because school teachers used to deal with the parents of school children and they are also paid much respect by the local people, so that they are also appointed to conduct such national tasks. Apart from that, those school teachers have to join the training of non-teaching works such as those for socio-economic census, campaign of outstanding students and various competitions (painting, essay, sports, etc.). Only about 6 % of the working women live quite far from work place, as a result such far distance has been a hindrance to go for further training. Some working women (about 45%) have to look after their old aged parents/ parents-in-law, so they could not have enough and suitable time to attend training courses.
4. Most of the working women from government offices wish to get job promotion. But, there is like an official rule that if someone will get promotion, she has to transfer to another place from Mandalay City. Therefore, some working women (less than 3%) did not accept job promotion in order to join further developmental courses or to look after their old aged parents or children, etc.
5. Even though someone is not qualified to get promotion, she will be promoted according to her job service (number of years in the job). If such worker does not take responsibility in the department, some

portion of her duty will be burden for the others in the same work place. Among the sample women, only 8.1 % are assumed as such labor and they mostly like to give priority to their own family.

6. In both governmental and non-governmental services, over-time is also another challenge for working women. For example, the women who serve in banks or finance department used to have over-time especially twice in a year (once in September and another in March). Moreover, in other civil offices, women have taken the duty for office security alternatively even on week-ends. But, there is no specific bonus (fees) for such over-time issue.
7. In some administrative departments, female is not suitable to serve at high position. For example, women are considered that they are not able to solve some social problems happened in a particular ward or society. As a result, women used to be stopped only at the position of deputy director in the administrative departments. Due to very traditional custom of Myanmar Society, females are not paid much respect by the employees of lower ranks. Hence, ladies are seemed still having some limits for their development at the work place.
8. Regarding traveling by working women, more married women have chances to go for recreation or sacred purpose than those of single ones. Because, they prefer to travel along with their child/ children and spouse at least once in a year. For single women, old age parents or more duty is major obstacle for their traveling purpose, whereas single women with less responsibility have more chance to go for such recreation or sacred trips. Some women are working in various work places of Mandalay City but they are from different native areas. They had been transferred here when they got promotion or when they wanted to go for further study or when they got married with men from Mandalay area. For single women, they used to go back to their native to meet their parents regularly. If the distance is quite near to the City, they normally travel once or twice in a month.

But, for married women, they could go to meet their parents or relatives at their natives only once or twice a year.

9. It is natural that traffic congestion or road blocking is always happened at two peak time, during 8:00 a.m. to 10:00 a.m. and 4:00 p.m. to 6:00 p.m. on week-days. Hence, at an average more than 70 % of the considered numbers of women have to face the same problem two times a day. Moreover, traveling by motor cycle is more dangerous for them, but it is very less time consuming and is also accessible to any other places (apart from work place). That is why, more than 80 % of working women in Mandalay City have relied motor cycle for everyday use. (Figure 3 & 4)

### **Conclusion**

After analyzing the working women from various work places or offices or organizations, the following tasks are proposed for their bright future and to reduce strain and stress.

1. Like private company, the authorized or concerned person of most government organizations or offices should arrange the necessary trainings (like leadership, management, etc.,) according to the nature of work.

2. In some government offices, gents used to receive more chance to go abroad for further training or for getting foreign exposure or for attending meeting, conference, workshop, seminar, etc. Such gap or limited opportunity for working women should be fair.

3. To reduce the time consuming, stress of working women and vulnerable risks, safe and systematic public transport systems should be introduced for daily regular travel of working women.

4. If the government apartments (quarters) can be provided to the working women, it will be profited not only for the working women and their house works but also for their respective duty.

5. Regarding physical exercise, most working women in Mandalay City relied on motor cycle for their daily trips even though the distance between house and work place is quite short. Such women should go by walking or cycling as physical exercise.

Finally, the result will emphasize on the different ways of daily relaxation and hobby of each working women. With the help of figure ( 1 and 2 ), it can be observed that most working women (64.21%) used to take daily relaxation by watching TV, but their relax duration is rather short and it is not more than 1 hour.

It can be concluded that single (unmarried) women could more devote to their works or family affairs rather than the married women. In Myanmar society, both married and unmarried women are pious, but most of the married have unknowingly or unintentionally or gradually abandoned their habit when they practised in unmarried life. As a result, married women have been inversely proportional to the time for relaxation, watching TV, meditation, etc, and even to the time in the office. About 55 % of the interviewed women are unmarried. It should be further research that why such high percentage did not get marry not only for their future but also for the human resources for the country being the State lies between two countries with the largest size of population.

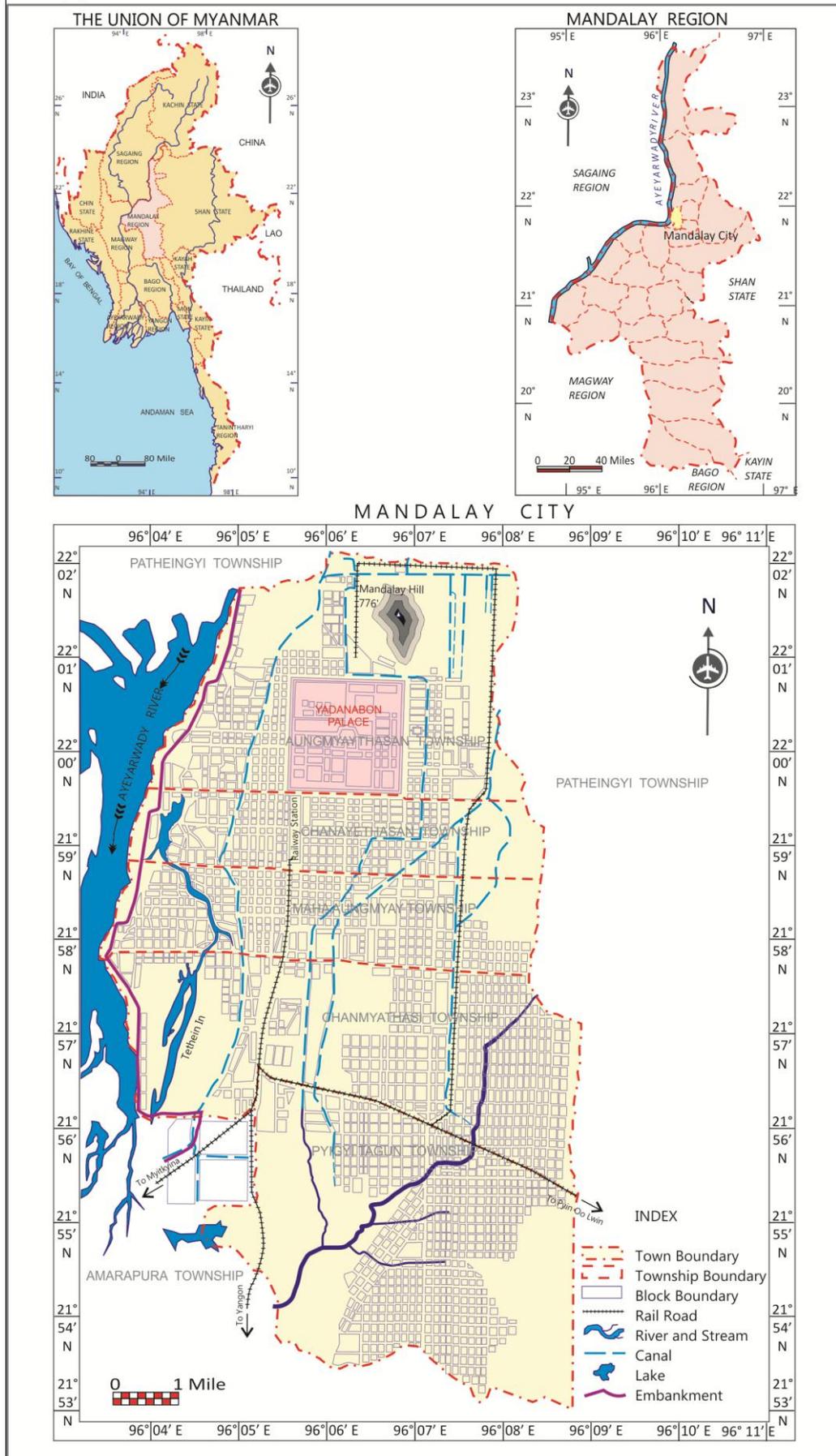
#### **Acknowledgement**

I would like to express my hearth felt thanks to all who encouraged and helped me to do this research.

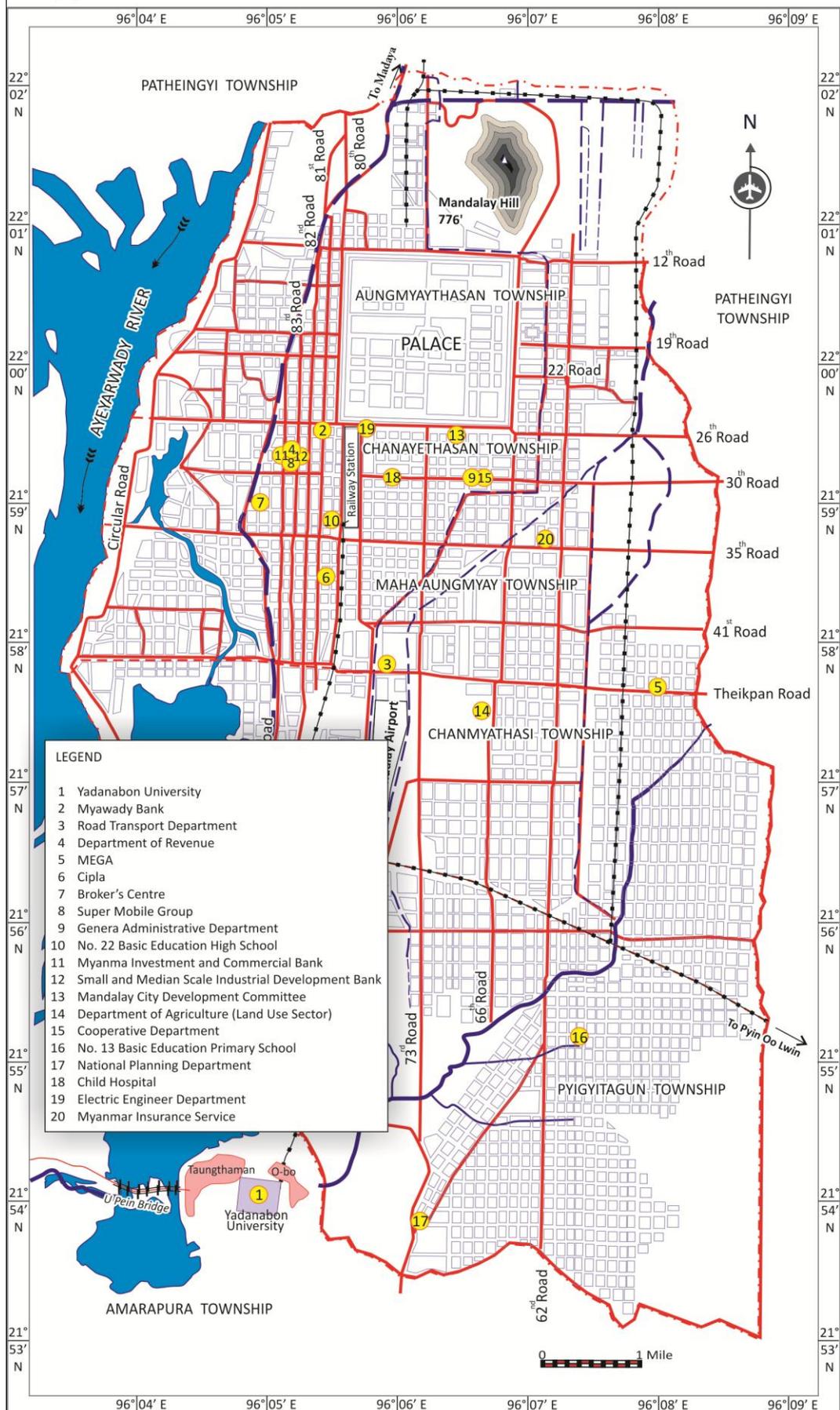
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MAP (1) LOCATION OF MANDALAY CITY



MAP (2) WORK PLACES OF WOMEN IN MANDALAY CITY



Source: Field Survey Data.

Table (1) Ranking Matrix for the Selected Variables

Offices/ Organizations	Marital Status		Housework (Self)	Distance to Workplace		Mode of Transport (by Cycle)	Duration (0 - 30 min.)	Problem (Traffic Congestion)	Challenges (Further Study/ Family Priority)
	Married	Single		< 10 km.	> 10 km.				
Government Offices (Civil / Administrative)	●●●●	●●	●●●●	●●●●	●	●●●●	●●●●	●●●●	●●●●
Government Offices (Servicing)	●●●●	●●●●	●●●●	●●●●	●●	●●●●	●●●●	●●●●	●●●●
Private Owned Business & International Co. Ltd.	●●	●●●●	●●●●	●●●●	●	●●●●	●●●●	●●●●	●●●●
Broker's Shed	●●●●	●●●●	●●●●	●●●●	●●●●	●●●●	●●●●	●●●●	●●●●
Local Organization (MCDC)	●●●●	●	●●●●	●●●●		●●●●	●●●●	●●●●	●●●●

Note: Those variables mainly influence on the leisure time of the working women.

Source: Field Survey and Interviewed Data, 2014.

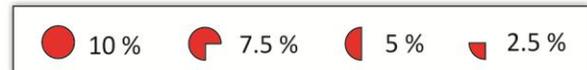
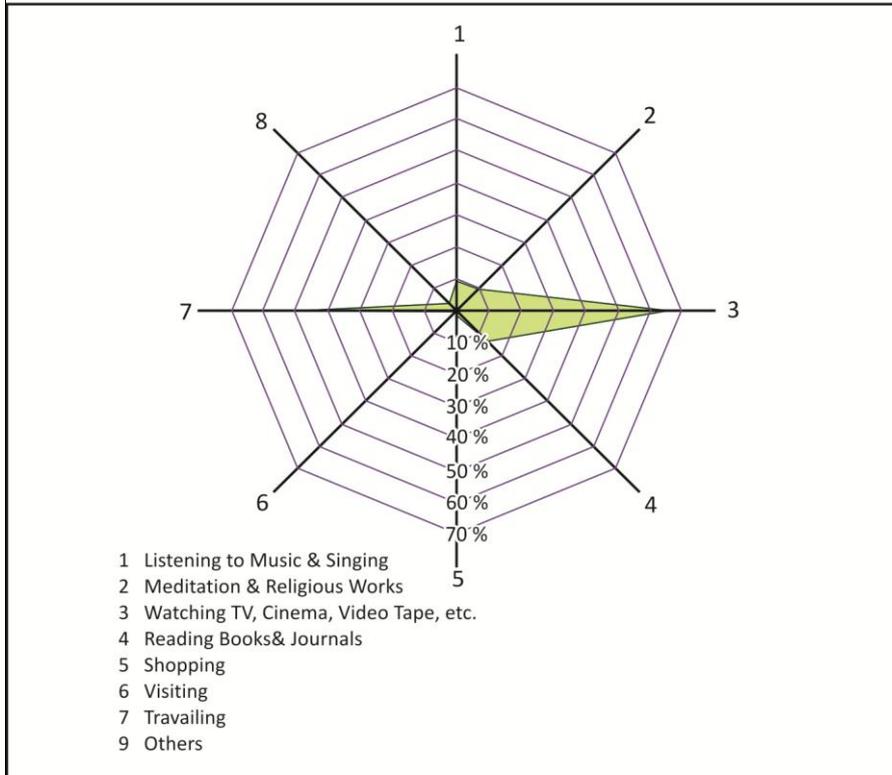
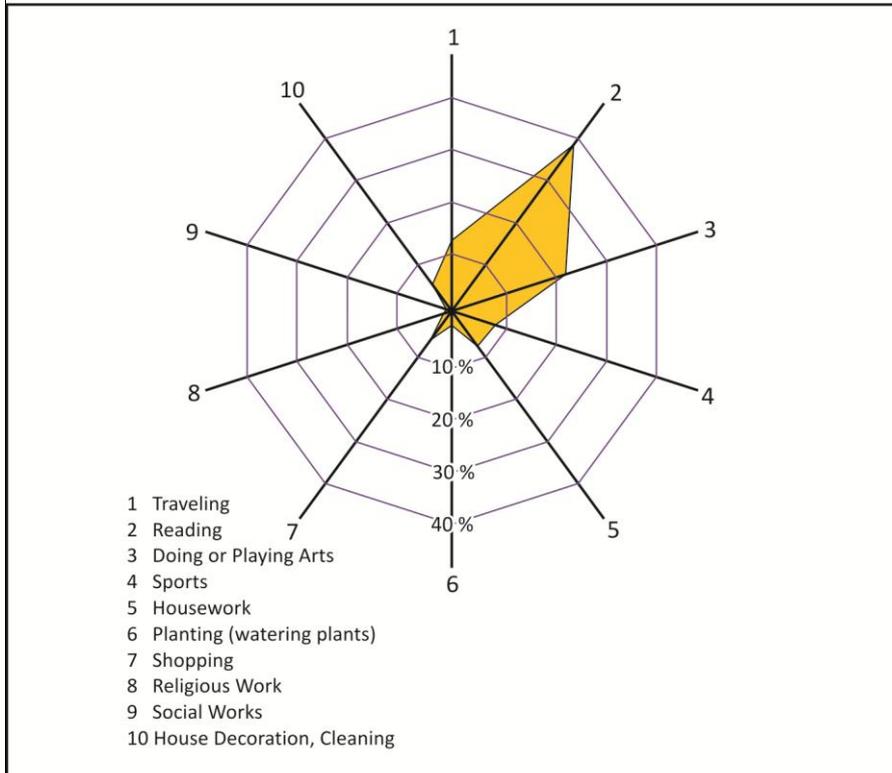


Figure (1) Types of Relaxation to which the Working Women Enjoyed



Source: Field Survey and Interviewed Data, 2014.

Figure (2) Types of Hobby which are preferred by the Working Women



Source: Field Survey and Interviewed Data, 2014.

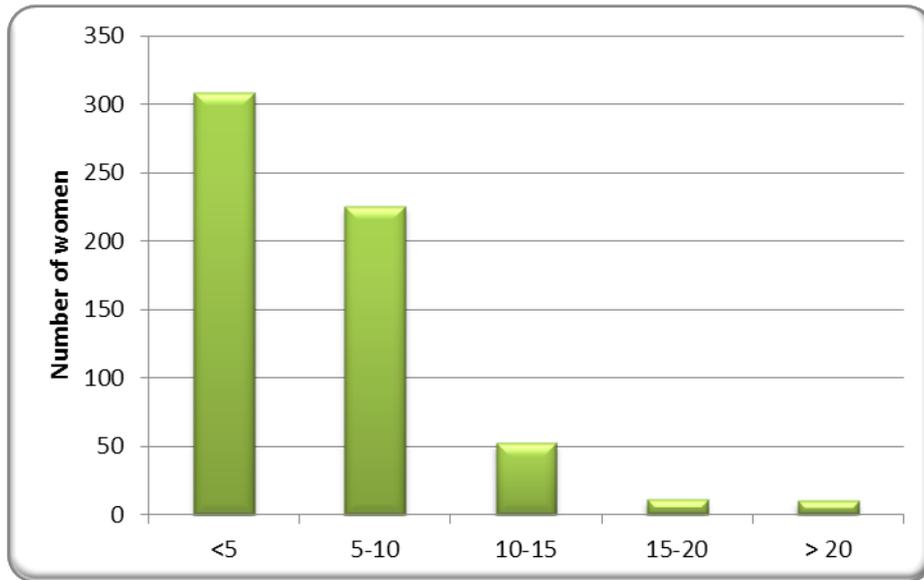
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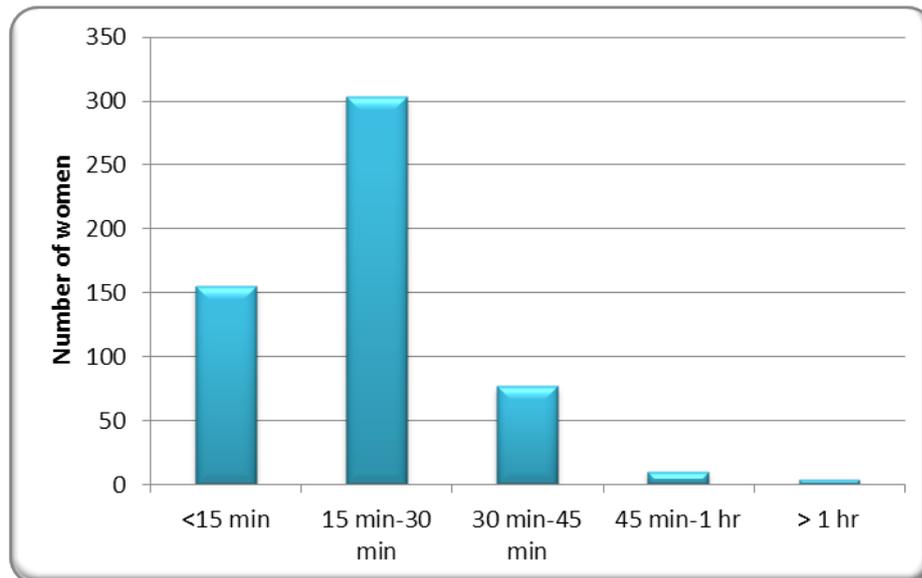
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Figure (3) Number of women who daily travel according to distance (km.)



Source: Field Survey and Interview Data, 2014

Figure (4) Number of women who daily travel according to duration



Source: Field Survey and Interview Data, 2014

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