The study examines the differences in employment related attitudes of male and female job seekers belonging to different socio-economic class in India. The study also examines the social support that job seekers receive from family and friends between gender and socio-economic class. “Faltering economic growth and the process of commercialization often throw women and the poor out of their traditional occupations and they become part of the wage labor force” (161). One’s labor behavior is influenced by “historical conditions and circumstances that are ethnographic in character and governed by attitudes, norms, and traditions prevailing in society” (162).

The study shows males wanted employment to fulfill the desired image of a “Kuldeepak meaning light of the family.” Females want jobs for protection against an unfair patriarchal system. Women typically are lazy and unenthusiastic when searching for jobs because they do not seek permanent employment due to expectation of interruptions in career as a result of marriage, but males seek employment from the government for job security. Men from upper class can be more selective when seeking employment because they have the proper education and resources men from lower class lack. Women rely on God’s will or luck as reasons for receiving a job because they received little support from family and friends, while men rely on their education, socio-economic class, and gender to receive employment (168).

The study provides evidence to support that men are under pressure to provide support for their family, which is the result of social class pressures discussed in “The Social Class-Related Experiences of Men”. The Social Class Worldview Model states that everyone, males and females, exists in an environment in which there are expectations of, and demands on, individuals to be a certain way and have things in order to conform to social norms. The study provides evidence that government policy is needed to redistribute resources available to prevent institutional distancing that occurs in the areas of education, housing, and health care as discussed in “Cognitive and Behavioral Distancing from the Poor.” The distancing occurs as a result of historical conditions, lack of resources, and attitudes, norms, and traditions created by society.