

WORK-LIFE BALANCING BY WOMEN IN ORGANISED AND UNORGANISED SECTORS- WITH SPECIAL REFERENCE TO BENGALURU URBAN

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Abstract: *The age old myth is that women are capable to take care of house hold chores way better than any enterprising works that can help them in aiding their families financially. Nevertheless, for over three decades women are giving equal competition to men by creating their own benchmark in multiple business fields globally irrespective of it being a blue collar or a white collar job. The present study is carried out to understand the challenges faced by women workers of the organised and unorganised sectors and analyse the key factors influencing work life balance of these women. The data required for the study has been collected from 50 women respondents who work as support staff in organized and unorganized set up. Simple random sampling technique was used and data was analysed using simple statistical methods such as frequency and percentage. The study concludes that a majority of women in the unorganised sector suffer from work life imbalance leading to extreme physical and mental stress.*

Index terms: *Work-life balance, unorganised women workers, social security*

Introduction:

In the early centuries most of the women were confined to their kitchens and only few were empowered enough to head family businesses or work in factories, farms and so on. The rapidly developing economy has been placing a fair amount of importance to women empowerment. Hence, women workers are foraying into every industry on par with men. At the same time, it becomes a tougher challenge for women to hit the right work-life balance. Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and other important aspects of their lives. The domestic work industry offers job opportunities for all without gender discrimination. However, this sector is dominated by women and predominantly has unorganized women workers when compared to organized. Many women loose out on mandatory benefits that could have made their work-life balancing easier. Hence the researcher has made an attempt to explore the status of work-life balance among the women of these two sectors.

Literature Review:

1. K Kumari and Dr. Devi conducted a study on work life balance of women employees in the 21st century and validated through their study that the new age women in white collar jobs are balancing their work and personal lives with extreme dependency on external support where as women working in unorganized sectors are going through the same apathy like it has been in the past.
2. N. Somashekar and Vinod Kumar (2017), in their study on occupational problems and challenges of women in construction industry realized that women entered this sector for over two decades now and have gradually entered into many jobs in the labour market but still tend to experience male dominance and corrupt practices that do not allow them to focus on work-life balance.
3. Brydie-Liegh Bartileet (2016) in his paper revealed a number of issues relating to the ideology, gestures, power, leadership, motherhood, education and lack of opportunities that women encountered despite being efficient as their male counterparts and the bigger obstacle that women faced was that of work-life balancing when compared to its male counterparts.
4. Sheila Watson (2016) conducted an International study on women's personal safety and examined that personal security is an issue for everyone and there is a clear link between the work space and the type of work the women pursue that decides their level of personal safety.
5. Neelni Giri Goswami (2015) proposed that life is a balancing act and it is safe to say that in current paced society, everyone is constantly looking for the right work life balance. It is imperative to find the true meaning of work life balance.
6. Morse(2001) discusses the occupation stress among the working women, influence of feminism, educated women, women related problems like childcare, low pay, sexual harassment, psychological problems, family life so on and so forth.

Statement of the problem:

In the recent past, work is one of the serious areas of challenge for women because of increasing demands at work place. Once the work commitment ends, the home commitments begin. A majority of the working women are stretching at work to discharge their duties and this leads to work-life imbalance. The consequences faced by women due to this are alarming. They face high levels of stress, depression, higher family conflicts and so on and the situation is even worse in the case of women working in unorganised sectors.

Hence the present study is carried out to know the challenges faced by women at work from both organized and unorganised sectors and the status of their work-life balance.

Objectives:

1. To study the challenges faced by unorganised women workers.
2. To analyse the work-life balance of unorganised women workers.
3. To study the key factors influencing work-life balance of unorganised women workers.

Scope of the study:

The present study is confined to women workers in the services industry especially those working as support staff in formal and informal set up. Due to time constraints the number of respondents is limited to only 50 and the study is limited to weighing the reasons of work- life imbalance through simple statistical methods and no validation has been made through hypothesis testing.

Research Methodology:

The present study “Work life Balance among Women of Organised and Unorganised Sectors- with Special Reference to Bengaluru Urban” is descriptive in nature. The primary data was collected from 50 women respondents through simple random sampling technique. The secondary data for the study was collected from various government websites, journals and other internet sources. Simple statistical calculations such frequency, percentage have been adopted to analyze the data collected.

Findings and suggestions:**Findings:**

The objectives of the present study can be interpreted from the following findings:

1. It was found that a majority of women workers in both organized and unorganised workers were school dropouts.
2. 68% of the women workers take up these unskilled jobs due to family’s financial dependency and this is their only motivating point to work as well. They want to be the pillars of support for their families.
3. More than 52% of women in both the sectors are neither satisfied nor dissatisfied with their working environment. 22% of women were satisfied and were majorly from the organized sectors. The remaining women were dissatisfied as their field of work is highly insecure and assures no medical benefits or retirement benefits.
4. 48% women workers agreed that long working hours resulted in work- life imbalance and increased their chances of falling sick often.
5. 56% of women workers felt it is highly stressful to balance work and family life.
6. More than 80% of women workers felt no initiatives were taken by their employers to improve their work-life balance.

Suggestions:

1. Women workers in the organized and unorganised sectors should be encouraged by the family members by giving equal priority to them as their male counterparts.
2. Women workers in the organized and unorganised sectors should be given accommodation facilities closer to their work places so that they can balance off between family and work responsibilities.
3. It is advisable that all employers ensure social security measures like PF, ESI and other medical benefits be offered to all the women workers in the organized and unorganised sectors as they suffer from severe physical and mental stress leading to constant sickness.

Conclusion:

In the present times women are on par excellence with whatever work they do but once cannot deny the fact that a majority of women are working as domestic helpers/ support staff in organized and unorganised sectors due to lack of skills. Unorganised sectors do not give them the social security such as PF, ESI, medical benefits and so on unlike in the organized sector. Due to tremendous physical exertion and work pressures, women from this sector find it challenging to manage both work-life and family-life leading to a lot of physical and mental stress. Hence the Government should adopt a model that ensures social security measures to all the women from vulnerable sections of the society.

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