

## **A STUDY ON FACTORS INFLUENCING WOMEN EMPLOYEES FOR WORK LIFE BALANCE AMONG THE UNORGANIZED SECTOR**

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### **ABSTRACT**

The Indian economy relies heavily on the unorganised or informal sector. The informal sector accounts for more than 90% of the workforce and nearly 50% of the national output. In the informal economy, a large number of the most disadvantaged members of society may be found. The un-organised workers sector is dominated by women. The unskilled labour force plays a major role in the Unorganized Workers sector. In the unorganised women workers sector, there is a large pool of unskilled labour. Economic growth and development are greatly aided by the efforts of unorganised women workers. To meet the needs and desires of the community, the unorganised women's labour sector serves as a catalyst for social change. The unorganized sector is a significant part of the global economy, especially in developing countries. Women employees in this sector often face unique challenges in balancing work and life due to the lack of formal structures, benefits, and support systems. This study aims to identify and analyze the factors influencing work-life balance among women in the unorganized sector. Through a mixed-methods approach, including surveys and interviews, the research highlights the key stressors and potential strategies for improvement. This study focus on these major problems which will help to bring out empirical solutions to resolve the problems and challenges that affect the work life balance of women workers in the unorganized sector. The study's research approach allows for a detailed assessment of the numerous factors that impact or enable women workers in the unorganised sector achieve work-life balance. The categorization by industry will aid in examining the views of female workers on the topic of work-life balance. The findings of this study will shed light on the extent to which workers in these places are able to maintain a work-life balance thanks to a variety of Unorganised sector services.

**Keywords:** Work life balance, Women, Employees, Unorganized sector

### **INTRODUCTION**

Work-life balance is crucial for the well-being and productivity of employees. In the unorganized sector, which includes domestic work, street vending, agricultural labor, and small-scale manufacturing, women often bear the dual burden of work and family responsibilities. Unlike their counterparts in the organized sector, these women lack formal work arrangements, making it challenging to achieve a balance.

#### **Work-Life Balance: Definitions and Theories**

Work-life balance is defined as the equilibrium between professional duties and personal responsibilities, allowing individuals to manage both without excessive stress or conflict. It involves having the time and resources to fulfill work obligations while also

attending to personal and family needs. Achieving work-life balance is crucial for overall well-being, job satisfaction, and productivity. Several theories provide frameworks for understanding work-life balance. The Spillover Theory posits that experiences in one domain of life can influence experiences in another, both positively and negatively. For instance, job stress can spill over into home life, causing tension and reducing overall quality of life. Conversely, positive experiences at work can enhance personal life satisfaction.

The Compensation Theory suggests that individuals seek to compensate for deficiencies in one area of their life by seeking fulfillment in another. For example, someone unhappy at work might invest more in family activities to achieve overall life satisfaction. Role Theory explores the multiple roles an individual occupies, such as employee, parent, or spouse. According to this theory, conflict arises when the demands of these roles are incompatible, leading to stress and reduced effectiveness in each role.

### **Challenges in the Unorganized Sector**

The unorganized sector is characterized by a lack of formal employment contracts, low wages, job insecurity, and inadequate social protection. Women in this sector face additional challenges due to traditional gender roles and responsibilities. Women in the unorganized sector face numerous challenges that hinder their ability to achieve a sustainable work-life balance. Job insecurity is a major issue, as the absence of formal contracts and legal protections creates a precarious work environment, leading to anxiety and stress. Low wages are prevalent, forcing women to work long hours or take multiple jobs, leaving little time for personal or family life. Cultural and societal norms often impose additional burdens, expecting women to prioritize family responsibilities over professional growth. The lack of affordable childcare facilities adds to the stress, particularly for single mothers. Economic dependence on spouses or family members limits women's autonomy, making it difficult to negotiate better work conditions or take necessary breaks. Addressing these challenges is crucial for enhancing the work-life balance of women in the unorganized sector.

## **REVIEW OF LITERATURE**

Mohan P Philip (2018) 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.

Anjali Mehta (2021) The discussion on challenges faced by women in the unorganized sector is comprehensive and well-articulated. It rightly highlights the multifaceted issues that contribute to poor work-life balance. The focus on job insecurity, low wages, and the lack of

social security benefits underscores the economic vulnerabilities these women face. Additionally, the inclusion of societal norms and cultural expectations provides a holistic view of the social pressures impacting their professional and personal lives. However, it would benefit from more detailed statistical data to strengthen the argument and provide a clearer picture of the scale of these issues.

Vishnukanth Rao (2022) A study was conducted to identify the challenges and opportunities faced by female employees in education institutions and how well the female employees can manage their professional life and personal life. Research is steered at one of the University in Sultanate of Oman. It is a descriptive study conducted to find the opinions of female employees towards work life balance at University in Oman. The population of the proposed research include all female teaching staff of the University (population is 83) by including all the departments (BSD, ELC, Engineering and IT). The sample size is 68 with (95% confidence level). To know the intentions and opinions of female employees a structured questionnaire is administered for collecting primary data. Stratified proportionate convenient sampling method is used to collect data from female teaching employees of the University. Parametric test ANOVA is used for analysis. A one-way ANOVA was conducted to compare the opinions of female employees towards work environment. The employees' targets that create tension shown a statistically significant difference among four departments. The employees' responsibility at work create stress shown a statistically significant difference among four departments. The employees not able to spare time for research activities shown a statistically significant difference was found among four departments. It is observed that there is a difference of opinion among female employees of the university towards work environment. Similarly, there is a difference of opinion among female employees of the university towards home environment (family) and regarding work life balance among four departments. Post-Hoc test was conducted to know the actual difference of their opinions with reference to other departments and found that IT and engineering has a difference of opinion regarding work life balance. Hence, we can say that some female employees are not comfortable with work life balance.

## **METHODOLOGY**

The present study "Work life Balance among Women of Organised and Unorganised Sectors" is descriptive in nature. The primary data was collected from 350 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.

### **Research Design**

This study employs a mixed-methods approach, combining quantitative surveys with qualitative interviews to gather comprehensive data on the factors affecting work-life balance among women in the unorganized sector.

## **SIGNIFICANCE OF THE STUDY**

This study holds significant importance in understanding the unique challenges faced by women employees in the unorganized sector, a largely overlooked segment of the

workforce. By focusing on work-life balance, the research addresses a critical aspect of well-being and productivity that impacts not only the women themselves but also their families and communities. The findings of this study can inform policymakers, non-governmental organizations, and other stakeholders about the specific needs and challenges of women in the unorganized sector. This knowledge is essential for developing targeted interventions, such as legal protections, social security measures, and community support systems, that can significantly improve their quality of life.

Furthermore, this study contributes to the academic literature by filling a gap in research related to work-life balance in the unorganized sector. Most existing studies focus on the organized sector, where formal structures and benefits exist. By contrast, this research highlights the informal and often precarious conditions of the unorganized sector, providing a more comprehensive understanding of work-life balance issues. Ultimately, the study aims to empower women by proposing practical strategies for achieving better work-life balance. Enhancing their ability to manage work and personal responsibilities can lead to increased job satisfaction, improved mental and physical health, and greater economic stability, benefiting the broader society as well.

#### **STATEMENT OF THE PROBLEM**

Women employees in the unorganized sector face a unique set of challenges that significantly impede their ability to achieve a sustainable work-life balance. Unlike their counterparts in the organized sector, these women lack access to formal employment benefits such as job security, fair wages, health insurance, and maternity leave. They are often subjected to long working hours, poor working conditions, and the threat of workplace harassment, without any formal mechanisms for redressal. Furthermore, societal and cultural norms impose additional burdens, expecting women to prioritize family and domestic responsibilities over their professional aspirations. This dual burden of work and family duties exacerbates stress and limits opportunities for personal and professional development. Economic dependence on family members further diminishes their bargaining power and autonomy in the workplace.

Despite the critical role women in the unorganized sector play in the economy, their contributions remain undervalued and their issues largely unaddressed in policy discussions. There is a pressing need to identify and analyze the factors that influence work-life balance among these women, in order to develop targeted interventions that can improve their overall well-being and economic stability. This study aims to fill this gap by providing a comprehensive analysis of the challenges faced by women in the unorganized sector and proposing viable strategies for enhancing their work-life balance.

#### **SCOPE OF THE STUDY**

This study investigates the work-life balance of women in the unorganized sector, covering diverse occupations like domestic work, street vending, and agricultural labor in both urban and rural settings. It focuses on examining job security, wages, working conditions, family responsibilities, societal norms, and economic pressures. The aim is to inform policymakers and develop interventions that enhance work-life balance, acknowledging potential limitations like regional biases and the complexity of capturing the full spectrum of unorganized employment. This study delves into the multifaceted challenges impacting the work-life balance of women in the unorganized sector, encompassing a wide array of

occupations ranging from domestic work to street vending and small-scale manufacturing. It offers a comprehensive analysis of factors such as job security, wages, working conditions, family responsibilities, societal norms, and economic pressures faced by women in this sector.

### **OBJECTIVES OF THE STUDY**

- ✓ To identify the key factors influencing work-life balance among women in the unorganized sector.
- ✓ To propose strategies for improving work-life balance in this sector.

### **HYPOTHESIS OF THE STUDY**

- ✓ There will be no significant difference between factors influencing work-life balance among women in the unorganized sector.
- ✓ There will be no significant difference between improving work-life balance in this sector

### **Sample Selection**

The study sample consists of 350 women from various unorganized sectors in both urban and rural areas.

### **Data Collection**

Data was collected through structured surveys and semi-structured interviews, focusing on work conditions, family responsibilities, societal norms, and economic factors.

### **STATISTICAL TECHNIQUES USED**

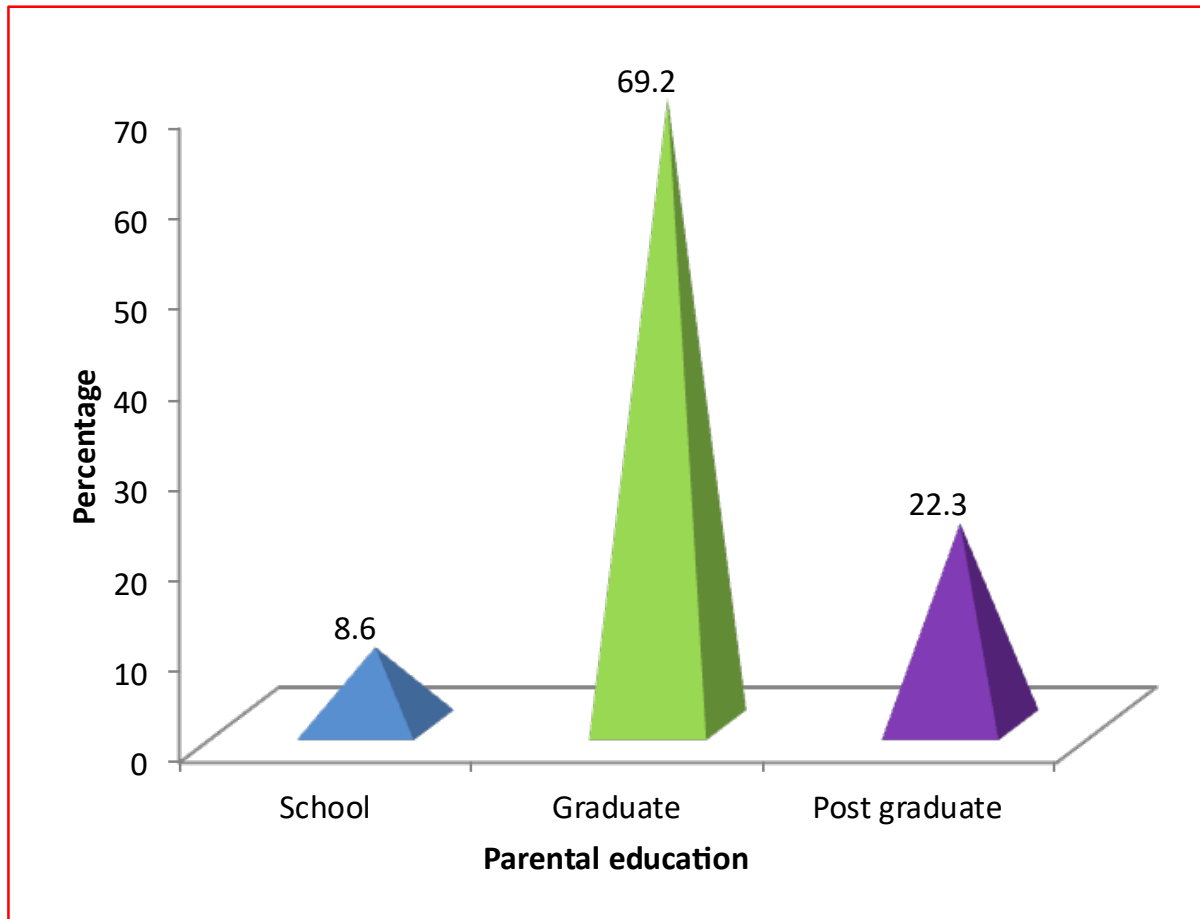
For the suitability and feasibility of research objectives, different statistical techniques were used to tabulate and analyse data. For example, statistical tools like frequency distribution, one way ANOVA and correlation Analysis were used to obtain results. Besides, SPSS(Statistical Package for Social Sciences) 21 and MS Excel 2013 were utilized to tabulate and analyse the data.

### **RESULT AND DISCUSSION**

**Table1 Distribution of respondents on the basis of Parental Education**

<b>Parental education</b>	<b>No of respondents</b>	<b>Percent</b>
School	30	8.6
Graduate	242	69.2
Post graduate	78	22.3
Total	350	100.0

The above table exhibits the details about distribution of the sample based on parental education. 8.6 percent of the respondents are qualified up to school level, 69.2 percent of the respondents are qualified at graduate level and 22.3 percent of the respondents are post graduate level education. So, majority of the respondents are graduate level education 242 (69.2%).

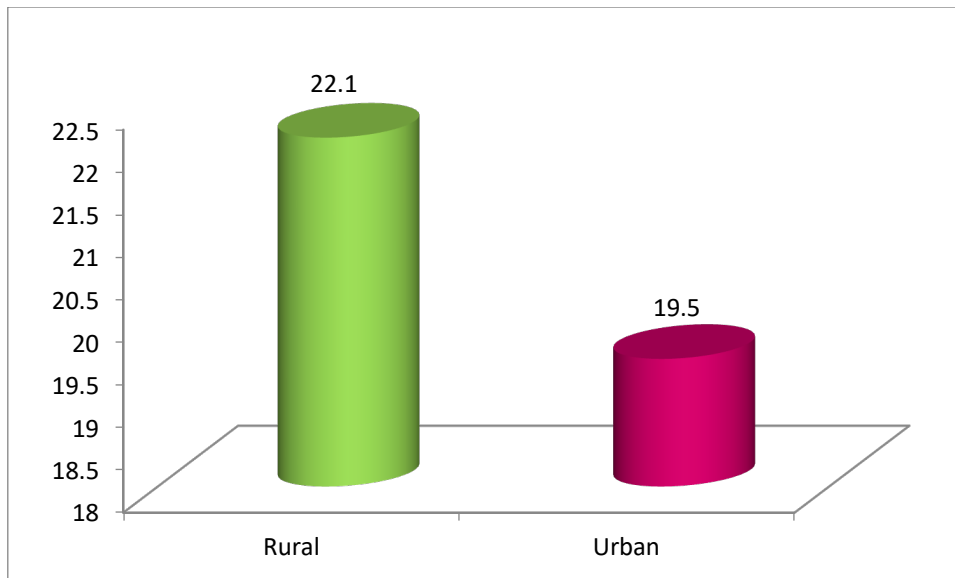


**Table: 2 Showing Mean, S.D. and t-value for respondents level of academic adjustment on the basis of locality**

Variable	Locality	Mean	S.D	t-value	p-value
Work life Balance	Rural	22.1	3.10	3.48	0.01 S
	Urban	19.5	3.95		

The above table shows that the details of Mean, S.D. and t-value for respondent's level of Work life balance on the basis of locality.

It is observed from the above table the rural mean score (22.1) is higher than mean score (19.5) of urban groups. The t-value 3.48 is significant at 0.01 level. Therefore the difference between the two groups is statistically significant. Hence, the stated null hypothesis is rejected and alternate hypothesis is accepted. So, it is concluded that respondents significantly differ in their level of Work life balance on the basis of locality. Rural employees have high level of work life balance.



**Table: 3 Correlation analysis between job in security and work life balance**

Variables	Work life balance
Job in security	0.67**

\*\* Correlation is significant at the 0.01 level.

\* Correlation is significant at the 0.05 level.

The above table reveals the correlation between job in security and work life balance. Result indicates that there is a positive and significant relationship between the above selected variables. It is also significant at 0.01 level. Hence the stated null hypothesis is rejected and alternate hypothesis there is a positive and significant relationship between job in security and work life balance is accepted. But here the relationship is positive therefore there is a direct relationship between women employees job in security and work life balance.

**FINDINGS**

- 📊 Survey exhibits the details about distribution of the sample based on parental education. 8.6 percent of the respondents are qualified up to school level, 69.2 percent of the respondents are qualified at graduate level and 22.3 percent of the respondents are post graduate level education.
- 📊 Result shows that respondents significantly differ in their level of Work life balance on the basis of locality. Rural employees have high level of work life balance.

- ✚ Analysis proved that there is a direct relationship between women employees job in security and work life balance.

## CONCLUSION

In conclusion, this study sheds light on the complex factors influencing work-life balance among women employees in the unorganized sector. Through a thorough examination of job insecurity, low wages, family responsibilities, societal norms, and economic pressures, several key insights have emerged. It is evident that women in the unorganized sector face significant challenges in balancing their professional and personal lives. The absence of formal employment structures, coupled with societal expectations and economic vulnerabilities, creates a daunting environment where work-life balance remains elusive.

However, amidst these challenges, there are opportunities for intervention and improvement. By implementing policy measures to enhance job security, improve wages, and provide social support systems such as affordable childcare and maternity leave, policymakers can significantly alleviate the burden on women in the unorganized sector. Moreover, addressing entrenched societal norms and promoting gender equality in both the workplace and household can foster a more supportive environment for women to thrive professionally and personally. Overall, this study underscores the urgent need for targeted interventions and systemic changes to improve the work-life balance of women in the unorganized sector. By prioritizing their well-being and recognizing their invaluable contributions to the economy, we can move towards a more equitable and inclusive society.

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