

Work Life Balance of Women in Unorganised Sector

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Abstract: Women in the unorganized sector face a dual burden of responsibilities. After spending long hours at physically demanding jobs, they return home to unpaid domestic duties, such as cooking, cleaning, and caring for children and the elderly. This leaves them with little time for rest, personal growth, or self-care. Many also suffer from health issues due to poor working conditions, lack of nutrition, and inadequate access to healthcare. This research aims to analyze the role of women in organized sector, the problems faced by women in organized sector. The findings emphasize the importance of addressing these problems to improve their quality of work life and foster a supportive environment for their livelihoods.

Keywords: Unorganised Sectors, Work Life Balance

1 INTRODUCTION

The organized sector plays a significant role in India's economy, employing more than 90% of the workforce. A large number of women work in this sector, often balancing unpaid domestic duties and underpaid professional work. A significant portion of this sector comprises women who contribute immensely through their labour in various fields such as agriculture, domestic work, construction, street vending, and home-based industries. Despite their vital role, women in the organized sector remain under-recognized, underpaid, and often exploited.

2 REVIEW OF LITERATURE

Gnanadesigan.C and Yuvnesh Kumar R.J, (2018) in their article Says that “ Efforts should be made to promote skill development programs, enhance access to credit, encourage the formation of self-help groups, and strengthen social security measures specifically tailored for women in the unorganized sector. Implementation and enforcement of labour laws, including provisions for minimum wages, safe working conditions, and protection against discrimination and harassment, are crucial.

Ngomane T.S (2020) in his articles “street vending, especially by women is said to be a significant job creator. The study aimed to assess the challenges faced by female street vendors in mbombeta local municipality. The finding revealed that women trade on the street due to the high level of unemployment in the country. The results of the study a majority of the female traders face challenges such as lack of storage for trading, waiting for long periods to get trading licenses and lack of access to credit and training.

3 OBJECTIVE OF THE STUDY

1. To examine the work-life balance challenges faced by women employed in the unorganised sector.
2. To identify the factors contributing to their work-life conflict in unorganised sector.

4 STATEMENT OF THE PROBLEM

Women in the unorganised sector struggle to maintain a healthy balance between work and personal life due to social, cultural, and economic barriers, long working hours, low wages, lack of job security, and absence of social benefits. These factors, when combined with their domestic responsibilities, a negative impact on their physical and mental health. This study aims to analyse the extent of imbalance, its challenges, and to identify the factors contributing to their work-life conflict in unorganised sector.

5 METHODOLOGY

The study is mainly based on both primary and secondary data. The primary data were collected from 60 sample respondents in kannyakumari District. Snow ball sampling method were used for the study. Percentage and Garrett ranking technique were used to analyse the data. Secondary data were

collected from various journals, articles, newspapers and website.

6 CHALLENGES FACED BY WOMEN EMPLOYED IN UNORGANISED SECTOR

Maintaining work-life balance is extremely difficult for women employed in the unorganized sector. Without official contracts or social security advantages like maternity leave or health insurance, they frequently put in long hours for inconsistently low pay. Challenges faced by women employed in unorganised sector are mentioned in the Table 1

Table .1 Challenges Faced by Women Employed in Unorganised Sector

Sl. No	Variables	Number of Respondents	Percentage
1	Long Working Hours	18	30
2	Low and Irregular Wages	15	25
3	Absence of Childcare Facilities	8	13
4	Poor Working Conditions	10	17
5	Health Issues	9	15
	Total	60	100

Source: Primary Data

The challenges faced by women working in the unorganized sector are displayed in Table 1.30 percent of the respondents are suffer from long working hours, 25 percentage of the respondents are faced by Low and Irregular Wages,13 percentage of the respondents are faced by Absence of Childcare Facilities, 17 percentage of the respondents are faced by Poor Working Conditions and 15 percentage of the respondents are faced by Health Issues.

7 FACTORS CONTRIBUTING TO THEIR WORK-LIFE CONFLICT IN UNORGANISED SECTOR

Women working in the unorganized sector to strike a balance between their personal and professional obligations due to a number of reasons that lead to serious work-life conflict. Women are overworked

at home and at work due to the nature of this industry's employment and traditional gender norms.

Table .2 Factors Contributing to their Work-Life Conflict in Unorganised Sector

Sl. No	Variables	Garrett Mean Score	Rank
1	Low and Unstable Incomes	78.50	I
2	Lack of Job Security	72.20	II
3	Economic Insecurity	65.03	III
4	Lack of Job Benefits and Legal Protection	62.51	IV
5	Lack of Support from Employers	60.32	V
6	Household Responsibilities	59.06	VI
7	Gender Discrimination and Harassment	55.41	VII
8	Commuting Challenges	51.08	VIII

Source: Computed Data

Table 2 shows that the factors Contributing to their Work-Life Conflict in Unorganised Sector. Low and Unstable Incomes are given by first rank with the mean score of 78.50, Lack of Job Security are given by second rank with the mean score of 72.20,Economic Insecurity are given by third rank with the mean score of 65.03, Lack of Job Benefits and Legal Protection are given by fourth rank with the mean score of 62.51, Lack of Support from Employers are given by fifth rank with the mean score of 60.32, Household Responsibilities are given by sixth rank with the mean score of 59.06,Gender Discrimination and Harassment are given by seventh rank with the mean score of 55.41 and Commuting Challenges are given by eighth rank with the mean score of 51.08.

8 SUGGESTION

1. Flexible work schedules should be permitted by employers and contractors to assist women in better juggling their work and home obligations.
2. Community-based support groups can provide both practical and emotional support, including financial guidance, legal support, and shared childcare services.

9 CONCLUSION

Women in the unorganised sector are the backbone of the economy but struggle to maintain work-life balance due to long hours, unpaid domestic work, and lack of support. Ensuring better conditions and supportive policies can improve their well-being and productivity.

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