

## **THE IMPACT WORK LIFE BALANCE OF WOMEN AND THEIR FAMILY LIFE WORKING IN THE BRICK KILNS**

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### **EXECUTIVE SUMMARY**

Work life balance is a broad concept including proper prioritizing between “work “ on one hand “life “on the other. Organised sector workers are distinguished by regular salaried jobs with-well defined terms and conditions of employment and fairly comprehensive social security protection. The conditions of work in the unorganized sector were unsatisfactory, the illiteracy, poverty and indebtedness forced them to work for lower wages and under unjust conditions. Women work in unorganized sectors for low wages due to low level skills, ignorance and thus face high level of exploitation. The study is concentrated on the imbalance between life and work of women in the unorganised sectors working in Brick kilns. For these 100 female workers were purposively selected for administrating interview schedule and the secondary sources like books, newspapers, periodicals and online resources also used for data collection. The study reveals that there is an imbalance between work and life of unorganised women due to insecurity , long working hours and lower wages.

**KEY WORDS: Unorganised sector, social security, ignorance, exploitation.**

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**UNORGANISED SECTOR:** The Unorganized sector covers most of the rural labour and a substantial part of urban labour. It includes activities carried out by small and family enterprises, partly or wholly with family labour. This sector is marked out by low incomes, unstable and irregular employment and lack of protection either from legislation or trade unions. The workers in unorganized sector, are so scattered that the implementation of the legislation is very inadequate and ineffective.

**Categories of unorganized sector:** The Ministry of Labour, Government of India has categorized the unorganized labour force under four groups depending on occupation, nature of employment, specially distressed categories and service categories.

**Under terms of Occupation:** Small and marginal farmers, landless agriculture labourers, share croppers, fishermen, those engaged in animal husbandry, beedi rolling, labeling and packing, building and construction workers, leather workers, weavers, artisans, salt workers, workers in brick kilns and stone quarries, workers in saw mills, oil mills, etc. come under this category.

**Under terms of Nature of Employment:** Attached agriculture labourers, bonded labourers, migrant workers, contract and casual labourers come under this category.

**Under terms of specially distressed category:** Toddy tappers, scavengers, carriers of heads loads, drivers of animal driven vehicles, loaders and unloaders come under this category.

**Under terms of Service category:** Midwives, domestic workers, fishermen and women, barbers, vegetables and fruit vendors, newspaper vendors, etc., belong to this category.

**Work Life Balance:** Work may be defined as activities carried out by human beings for carrying purposes. Activity is an important aspect of life, essential for growth and health. It is through activities that human beings adjust to the environment. Sometimes activity is engaged in for its own sake, sometimes it is reflexive, and often it is purposive with an end, object, or purpose in view. Purposive activities are termed as work. Work life balance is helping employees to balance competing work and non working demands. Reasons for work life are increased women in

workforce and changing family pattern, ageing population, technology, downsizing and corporate inertia. Factors attributing for awareness on for increased imbalance are recruitment and retention and changing attitudes towards work. Interventions to balance work life initiated by corporate are increasing flexibility, refusing overtime and supportive management.

Studies have shown that the majority of women are working 40 -45 hrs/week out of which almost 53% of them struggle to achieve work –life - balance. The reason behind this struggle is that they are being challenged by the demands of their organization versus the commitments of their home. Today’s workers have many competing responsibilities such as work, children, housework, volunteering, spouse and elderly parent care and this places stress on individuals, families and the communities in which they reside. Women workers have dual responsibility of home and work. There are various reasons for pitiable conditions of women in unorganized sector i.e. gender discrimination, poverty, lack of basic knowledge, ignorance of government, inadequate laws which are failing to prevent them. For the betterment of women in unorganized sector, government need to prepare statistics records of employed women. On the basis of this record government has to prepare programs for educating women for their rights. Central and state government had launched many schemes for providing support to women but there are not sufficient to overcome the problems of women workers. There is need of effective implementation of these schemes and laws for empowering the women workers.

### **REVIEW OF LITERATURE:**

**Vasudev and Romica (2012)** conducted a study amongst working women of the organized and unorganised sector for understand their status within the family by looking at their involvement in key decision making areas including distribution of household duties and money related decisions.

The study conducted by **Unni, (1989)** concluded that female workers had to bear the work burden the most and they remained still the most disadvantaged class of workers. They put in at least 12-14 hours of work every day but their economic activities were not fully recognized, counted and included in the national product, though women’s work included many activities which lead to the economic gain of the household.

**Saran and Sandhewar (1990)** studied the problems of women workers engaged in unorganized sector. It was revealed by their study that the women were exploited, low paid, worked for long hours i.e. 14-16 hours in case of migrants and 8-10 hours in case of local workers. There prevailed mass illiteracy, belonged to scheduled castes, scheduled tribes and backward classes and indebtedness was common. Further, rebuking, cheating, threatening, beating and sexual abuses were a common feature reported by women working in unorganized sector.

According to **JuLife McCarthy (2011)** “Feeling drained leads to lower levels of satisfaction with life and higher rates of burnout, depression and ill-health. And while playing multiple roles can be stimulating, interesting and lead to sense of accomplishment and achievement. There are real risks we need to be aware of. People need to assess which strategies they’re using to cope with their problems and make sure they’re making time for resource recovery”.

The study conducted by **Stephen (2011)** reveals that “the consequences associated with work to family conflict have been found to be predominantly negative. With work to family conflict, the employees work interferes with the family and such interference is associated with the number of negative consequences, including negative association with employees work attitudes and turnover intentions”

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Hence it is observed that less literature available on the study of work life balance of women working in unorganized sector. So the researcher wants to undertake this study of **WORK LIFE BALANCE OF WOMEN IN UN-ORGANIZED SECTOR.**

**RESEARCH METHODOLOGY:** For the purpose of study, the women working in Brick kilns in Ammenpur mandal is selected. The present study is descriptive in nature. The variables

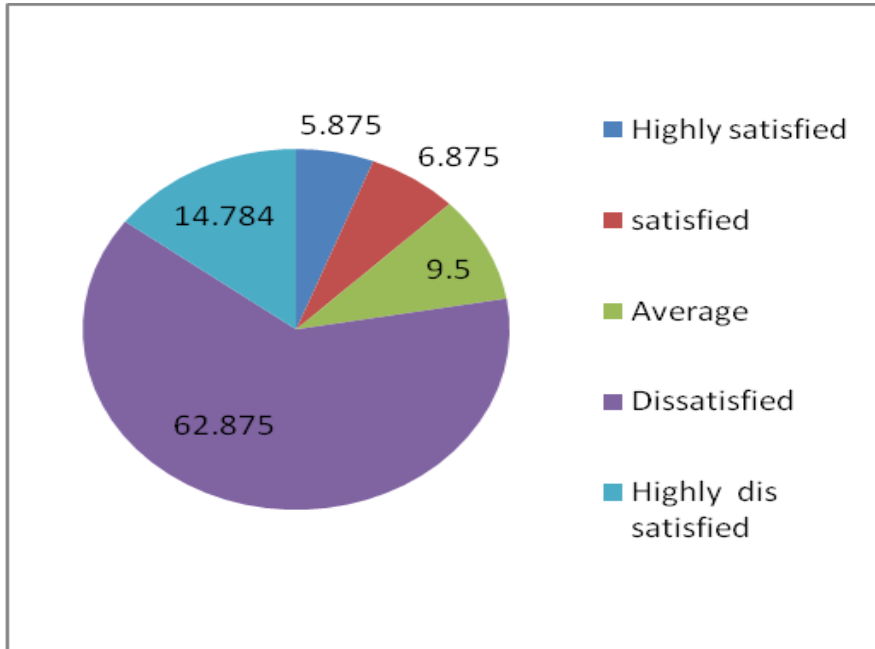
influencing the work life balance are purely tested and the relationship may be varying from sample to sample. The factors influencing the work life balance are work environment factors and job related factors. The sample size used for the study is 100. The sample data is collected from women working in Brick kiln through interview schedules from female employees.

**DATA ANALYSIS AND FINDINGS:** The responses related with the women workers satisfaction related with personal needs job satisfaction, childcare, family commitments leave provisions, working hours and refreshments were collected through interview schedules and the major findings are summarized in the table1 with the help of tabulation using five point Likert scale.

S.no	Level of satisfaction/ Work life balance	Highly satisfied	satisfied	Average	Dissatisfied	Highly dis satisfied
		F	F	F	F	F
1	Work and personal needs	7	8	10	65	10
2	Satisfy both job and family	3	5	14	63	15
3	Reasonable work to balance my daily family life	5	9	11	69	6
4	Work and care of children	10	9	9	61	11
5	Time spend at work	8	7	12	67	6
6	Balancing your work and family commitments	3	6	4	56	31
7	Work and leave provision	4	6	8	62	20
8	Working conditions	7	5	8	60	20

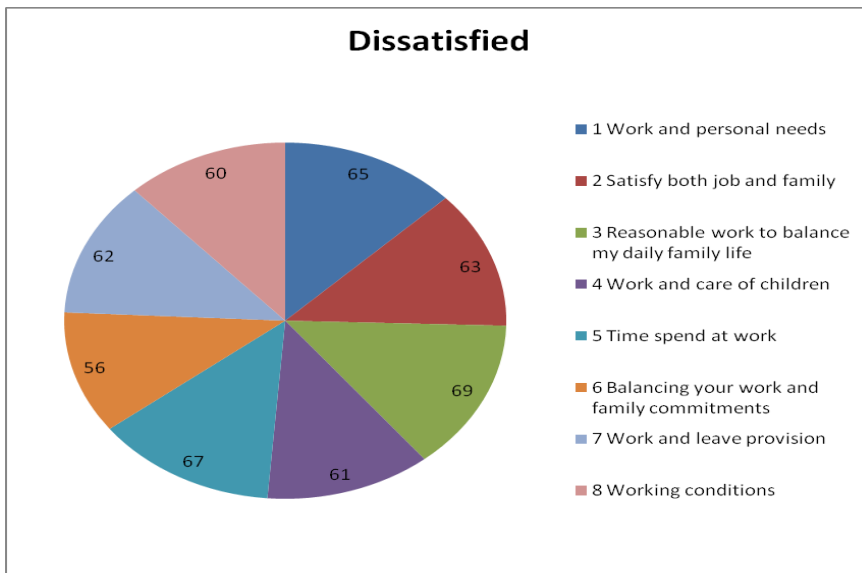
LEVEL OF SATISFACTION OF WORK LIFE BALANCE FREQUENCT TABLE

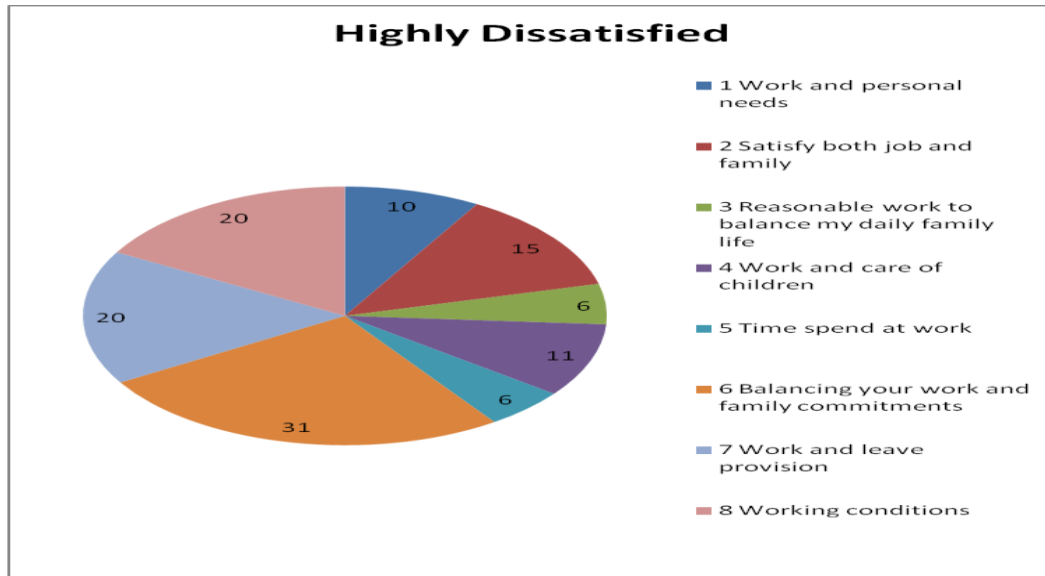
THE AVERAGE LEVEL OF SATISFACTION OF WORK LIFE BALANCE



From the above diagram it is clear that on an average nearly 63% of women are highly Dis – satisfied.

THE GRAPHICAL REPRESENTAION OF THE ABOVE FREQUENCY





It is found that unorganized women were dissatisfied at work and personal needs i:e they feel difficult with lower income for meeting their financial needs.62% of women workers responded that they don't get the leave as organised workers have ,unless they may loss

their job. They are feeling that most of them are spending their time at work place, and they are dissatisfied about their working conditions. As they have daily wages they suffer with the personal needs and leaves. On the whole, women workers satisfaction level with balancing their work life and job were very low.

#### LIMITATIONS AND FURTHER SCOPE OF THE STUDY:

The study is focused widely on women in Brick kilns. There is a scope to study the men working in the unorganized sector and the problems regarding work life balance. There is also a scope to study the comparative analysis of men and women working in unorganized sector and their works and personal life imbalances.

#### CONCLUSION:

1. It is concluded from the data and its interpretation; it is difficult for women workers to balance between work and family life. If the issues related to them are considered and solved then they can also dream to have one simple, secure and safe future not only for them but also

their family. To have a simple and secured life the fixed wage system should be implemented for them. Due to that they can earn enough money to support financially to their family and enhance saving for future. The working condition should be decent and in favor of them. The family should support to women workers mentally and physically. Finally the government should adopt the convention no 201 to provide recognition to the women workers.

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