

Physical and social wellbeing of women in underpaid and overloaded jobs

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Abstract

The 21st century has seen a drastic transformational shift in the workforce. Women are actively participating in the workforce to have their own identity, source of income and career. There is no industry that women has stepped into, for instance automobiles, manufacturing industries, chemical industries etc. The penetration of women into white collared, pink collared and blue collared jobs are high compared to 19th and 20th century. Even though women have started to bloom in their career, they are still bounded by the traditional family responsibilities. Due to which women face many struggles in balancing their work and family. This paper discusses about the factors that hinder the survival and growth of women employed in underpaid and overloaded jobs. This empirical paper also narrates the effects of conflicts with family members, workplace conflicts, hindrance factors that make blue collared women to struggle to complete the related task leading to poor equilibrium between work and personal life.

Subject Classification: 90B50, 90B70.

Keywords: Work-life imbalance, Conflict factors, Blue-collar jobs.

1. Introduction

Gender studies have stated that women's participation in work and educational attainment have seen an exponential growth in the past four decades. Women have enhanced their credential than earlier but the work and income prospects are not notable in jobs where women are underpaid but overloaded. Women in business, whether they work in the corporate sector or run small businesses, like Asia Ghazi, Gabriella Miramontes, and Maria Brahme, want to be a part of society. As a result, they devote a significant amount of their time to finding answers while managing their organisations or communities. Females tend to make up two-thirds of the approximately 20 million labours in the low-wage workforce - although they only make up fewer than partial of all workforces. "women's evolution in labour force during last decade has faced limited approach to excellence job roles and endless gender discriminations", mentioned by ILO Deputy Director-General, Mary Chinery-Hesse, who is also a leader of the ILO delegation at the 4th World Conference on Women, that took place in Beijing. This paper discusses on the challenges of women employed in underpaid and overloaded jobs. Abele AE, Spurk D (2011) According to the hypotheses, the study discovered that the gender self-concept's agentic component affected work hours and objective professional success, whereas the communal component affected motherhood. Phillips, J et.al, (2016) While working in rural areas, female family doctors find it difficult to strike a balance between their personal and professional lives.

Women who are employed in SEZ face more financial demand in their family and they are not able to lead a better quality of living with the changes in the economy and cost of living. Al-Asfour, et al.(2017) portrayed that impediments as include, among others, a lack of mobility, the prevalence of gender stereotypes, workplace discrimination, and a lack of possibilities for personal development and career success. Women employed in underpaid jobs have less support for house hold chores and their job demands are high. In the Indian family context women are expected to take care of the household chores and take care of children. It was found the women sleep lesser as they have to make themselves to be prepared to handle both the roles. The lifestyle builds the stress and it is reflected on their family life . Gujirat O, Kumar N (2018) Work life balance refers to maintaining the balance between responsibilities at work and at home. Lee, H.J. & Jung, .E.H. (2021) intrapersonal reserves, which are psychosocial elements including social network satisfaction, self-esteem, and perceived health status, exhibited a stronger correlation with depression in middle-aged and older men than physical reserves like SES.

1.1 Need for study

Women occupy 60% of industrialised world and the rate of employment is growing at a faster pace. According to Organisation of Economic Cooperation and Development (OECD), it is inferred that economically- active women in the member States have grown by 24%, double the percentage of men. Likewise in advanced countries, a higher rate of females are into the labour force: Denmark and Sweden with (75%), Switzerland (53%), United Kingdom (59%), Germany (57%.) United States (60%), France (57%) and Canada (58%).

In developing countries, it is found that women contribute to 31% in the formal labour force. It is stated that these women come across discrimination in their career and rarely rely on the organizations to protect their rights. The financial adversities found in the developing countries result in fundamental adjustment programmes, pushing more women into the unorganized sector and overcrowded jobs, as men tend to miss careers in the proper organized sector (Source ILO). With respect to women employed in unorganised sector they have less support for house hold chores and their job demands are high which is considerably different from the well organised sector where mental health and physical health awareness are created and taken care. This research is carried to understand

the physical and emotional well-being of women employed in underpaid jobs in the unorganised sector.

2. Review of Literature

2.1 *Women and Career*

Andal (2002) stated in their studies economically well-being women are developed and improved through their earning which contributed for their self-esteem and better house hold status and development of their family wellbeing. It is stated that gender gap in the proprietorship is the important contributor for the gender difference in the financial wellbeing, societal position and women empowerment'. Afrin, Islam and Ahmed (2010) in their study analysed those problems which are related to monetary management, innovative impulse, skill, self-importance, utilisation of family fund and involvement as the constraining factors. Economic necessity, new job, knowledge of business and family experience, employment of family members, independence, money earning, self-confidence, technical skills, hunger for matching career and participation in the economic development are some of the desires women have. The unfavourable correlations between academics (vs. non-academics) in factors like perceived working conditions and employee commitment were shown to be moderated by the work and personal life balance of the employees (Fontinha et.al, 2019; Yu-Cheng Lai, 2011). Labor force awareness and career counselling, linkages between groups, the function of HR managers, self-managing work teams, rewards, flexible scheduling options, and a supportive and encouraging organisational culture helps employees to have a stress less life (Ahmad S, 2013; Manish Dhingra & Vaishali Dhingra, 2020). The impact of an empowerment program offered through home visits to low-income elderly women who live alone on depression and self-esteem (Lee, J.H, 2005; Promila Das, 2022).

Legal Indian Admin (2010) portrays that 'Women in India even now face evident prejudice in organizations. Sexual harassment at workplaces is one of the challenging issues. Women working for night shifts are highly susceptible to such incidents. For instance, nurses deal with this issue and there is less support provided by hospitals to tackle this situation.

2.2 *Women Employed in Non-Prestigious Jobs*

There exists difference between women who are employed in white collar and blue-collar jobs. It is observed that Women employed in good

quality jobs have quality of working environment and support for house hold than the women who are employed in non-prestigious jobs which are overloaded and underpaid. Women working force of this category face more challenges. Women employed in high-status jobs earn more than women employed in non-prestigious jobs (Talwar & Usha, 1984; Long-Hwa Chen, et.al, 2010). Undoubtedly, they worked to meet their financial demands in family and they did face more economic pressure. The domestic tasks which these women had to do was different from women who were employed in high paid jobs. Vrinda Marwah (2021), women who serve as paid carers as community health volunteers (also known as Accredited Social Health Activists, or ASHAs), get extrinsic rewards. Voydanoff (1989) stated that the financial rewards and pay has significant influence on the positive mental wellness of working women and on the contrary non-working women and less paid women have poor mental health when analysed on the financial independence. Ibrahim, S.A. et al. (2001) high job strain was consistently linked to worse self-rated health in both models for each gender after correcting for relevant variables.

2.3 Physical and Social Well Being of Women Work Force

Women who play the dual role face the pressure of meeting the expectation at the workplace and family life. The gender stereo type which prevails creates a societal pressure to meet the roles in the family and expectation in the work enhances the need to satisfy the demands at workplace and degree of support they receive at work place and family influences their social wellbeing (. Women find less time to take care of their health. Sudhinta (2017) in her study conducted among respondents of working women and house wife found that working women received less social support compared to the house wives. It was also inferred that their mental wellbeing was good but their physical wellbeing was not found satisfactory.

Michel (2017) depicted that family role stressors are predictors of family-to-work conflict. Study stated that family-to-work conflict plays a facilitating role affecting work performance at job productivity and has an outcome on withdrawal behaviour. The study has identified that family to work conflict has an relationship on the family involvement.

Kandel in their studies of women employed in high paid jobs their mental health was good as it was an impact of stability between rewards and roles played as wife; mother and earner roles exhibited negative association between depression and working roles. Heo, S.Y. (2021)

Husbands and wives reported on their depressive symptoms and marital satisfaction.

3. Objectives of the study

To examine the variation between obstructing and conflicting factors on work and personal life.

To know the preferences of SESZ women workers towards social factors.

4. Research Methodology

4.1 Type of Research

The researchers have adopted empirical type of research followed by descriptive research design to study overworked and underpaid women groups.

4.2 Sample Design

Sample size for this study was 200. The responses were collected from women workers belonging to SEZ. Filled questionnaire were collected from the women workers working in underpaid jobs. Convenience sampling method was adopted to collect the responses.

Sample size calculation:

$$\text{Sample size, } n = N * \frac{\frac{Z^2 * p * (1-p)}{e^2}}{\left[N - 1 + \frac{Z^2 * p * (1-p)}{e^2} \right]}$$

Where,

N = Sample size

N = Total Population (Which is 600)

Z = z-Score (95% confidence level, z-score is 1.96)

P = Sample proportion (Which is 0.5)

e = Margin of error (0.05)

$$n = \frac{(1.96)^2 \times 0.5 \times (1-0.5) / (0.05)^2}{[600 - 1 + (1.96)^2 \times 0.5 \times (1-0.5) / (0.05)^2]}$$

Hence the sample size n = 234.48

The researchers collected around 234 samples by distributing the well-structured questionnaire to the target respondents. Completely filled in questionnaires 200 were only used for the analysis.

4.3 Research Instrument

well-structured questionnaire was prepared to collect the data. The questionnaire was divided into part I consisting of demographic profile, part- II consisting of Hindrances or Challenges faced by women and part- III –Comprises the factors pertaining to the physical & social wellbeing .

4.4 Data analysis and Procedure

Using SPSS software, ANOVA was used to evaluate the data. Anova was adopted to identify the significant variation between the variables. Weighted average method, was adopted to learn the preferences of women workers when it comes to social factors.

5. Data Analysis and Interpretation

5.1 ANOVA

H₁: There is a significant variation between hindering and conflict factors at work life balance.

H_{1a}: There is a significant variation amongst extended working hours and the respondent's responses towards there is an Imbalance among work and personal life.

H_{1b}: There is a significant variation amongst issues of workplace annoys me at home and the respondent's responses towards there is an Imbalance among work and personal life.

H_{1c}: There is a significant variation between miss family events because of work responsibilities and the respondent's responses towards there is an Imbalance among work and personal life.

H_{1d}: There is a significant variation between feeling Guilty for not spending enough time with family and the respondent's responses towards there is an Imbalance among work and personal life.

H_{1e}: There is a significant variation between my routine activities get disturbed by family conflict and the respondent's responses towards there is an Imbalance among work and personal life.

Figure 1

Descriptives table of N, mean, standard deviation, standard error & Confidence interval for mean.

Attributes		N	Mean	Std. Deviation	Std. Error Lower Bound	95% Confidence Interval for Mean		Minimum	Maximum
						Upper Bound			
Pro-longed working hours	Strongly agree	58	2.11	1.383	.127	1.86	2.36	1	5
	Agree	98	1.52	.990	.071	1.38	1.65	1	5
	Neutral	23	2.76	1.283	.156	2.45	3.08	1	5
	Disagree	17	2.67	1.379	.166	2.34	3.00	1	5
	Strongly disagree	4	1.73	1.162	.168	1.39	2.07	1	5
	Total	200	2.01	1.298	.058	1.89	2.12	1	5
Issues of work place annoys me at home	Strongly agree	58	3.74	1.004	.092	3.56	3.92	1	5
	Agree	98	3.56	.988	.071	3.42	3.70	1	5
	Neutral	23	2.85	1.149	.139	2.57	3.13	1	5
	Disagree	17	3.54	1.008	.121	3.29	3.78	1	5
	Strongly disagree	4	3.98	.601	.087	3.80	4.15	1	5
	Total	200	3.54	1.031	.046	3.45	3.63	1	5
I miss family events because of work responsibilities	Strongly agree	58	4.03	.858	.079	3.87	4.18	1	5
	Agree	98	3.63	.816	.058	3.51	3.74	1	5
	Neutral	23	3.09	.910	.110	2.87	3.31	1	5
	Disagree	17	3.70	.960	.116	3.47	3.93	1	5
	Strongly disagree	4	4.56	.848	.122	4.32	4.81	2	5
	Total	200	3.75	.941	.042	3.67	3.83	1	5
I feel Guilty for not devoting enough time with my family	Strongly agree	58	4.50	.919	.084	4.33	4.66	1	5
	Agree	98	3.75	.682	.049	3.65	3.85	1	5
	Neutral	23	3.10	1.053	.128	2.85	3.36	1	5
	Disagree	17	3.80	.833	.100	3.60	4.00	1	5
	Strongly disagree	4	3.92	.767	.111	3.69	4.14	1	5
	Total	200	3.86	.928	.041	3.78	3.94	1	5

Contd...

My routine activities get disturbed by family conflict	Strongly agree	58	2.93	1.382	.127	2.68	3.18	1	5
	Agree	98	3.71	.824	.059	3.59	3.83	1	5
	Neutral	23	3.19	1.026	.124	2.94	3.44	1	5
	Disagree	17	3.78	.921	.111	3.56	4.00	1	5
	Strongly disagree	4	4.48	.743	.107	4.26	4.70	2	5
	Total	200	3.54	1.111	.050	3.44	3.64	1	5

Figure 2
ANOVA table of sum of squares, Mean square, df and significant value

Attributes		Sum of Squares	df	Mean Square	F	Sig.
Prolonged working hours	Between Groups	121.400	4	30.350	20.878	.001
	Within Groups	119.582	195	1.454		
	Total	240.982	199			
Issues of work place infuriates me at home	Between Groups	46.143	4	11.536	11.799	.000
	Within Groups	283.975	195	.978		
	Total	330.118	199			
I miss family events because of work responsibilities	Between Groups	73.621	4	18.405	24.715	.006
	Within Groups	168.627	195	.745		
	Total	242.248	199			
I feel Guilty for not devoting enough time with my family	Between Groups	49.875	4	22.469	32.750	.000
	Within Groups	289.603	195	.686		
	Total	329.478	199			
Family issues bothers me at work	Between Groups	104.159	4	26.040	25.169	.000
	Within Groups	212.119	195	1.035		
	Total	316.278	199			

From Figure 1, it infers that the highest mean value for the first attribute is 2.76, which shows that respondents are neutral with their opinion that prolonged working hours causes less balance between work and home life. The lowest mean value 1.52 was inferred for the statement that prolonged working hours causes less balance between personal and work life. The second attribute- issues of work place infuriates me at home has the highest mean value of 3.98, with respect to being neutral was

analysed with lowest mean of 2.8. The third factor Missing family events due to roles at work has the highest mean value of 4.56, which exhibits that work responsibilities creates less balance between personal and work life. The minimum value of the third attribute is 3.09, which exhibits neutral opinion towards the statement I miss family events due to work responsibilities which creates less balance between personal and work life. The fourth attribute I feel guilty for not devoting enough time with family has a maximum value of 4.50.

The fifth attribute- Family issues bother me at work has the highest mean value of 4.48, inferring that family issues bothers them at work that causes less balance between personal and work life. The maximum mean value of the attribute- my routine activities get disturbed due to family conflict, is 4.02, which states that respondents strongly disagree with the statement that my routine activities get disturbed due to family conflict creating less balance between personal and work life.

From Figure 2, it is inferred that there exhibits a significant variation between obstructing and conflict factors on work and personal life Balance. Since the corresponding significance value is lesser than 0.05. Accept alternative hypothesis, H1a, H1b, H1c, H1d & H1e. Therefore, from the table it is inferred that there is a significant variation between obstructing and conflict factors on work life balance.

5.2 Weighted Average Method

Figure 3
Coefficient of Variations

Social Factors		Completing Dead-lines	Helping colleagues at work	Helping colleagues in their personal problem	Team work	Motivating co-workers to achieve targets	Inter-personal relationship	Counseling to friends
N	Valid	200	200	200	200	200	200	200
	Missing	0	0	0	0	0	0	0
Mean		6.94	6.86	8.64	9.94	10.7	9.42	8.30
Std. Deviation		4.39	4.64	4.39	4.22	5.34	4.98	4.00
Coefficient of variation %		63.3	67.6	50.8	42.4	49.9	52.8	48.1

Figure 4
Ranking of Social Factors

Ranking Factors	1	2	3	4	5	6	7	Weighted Avg	Ranks
Completing Deadlines	56	90	13	25	15	0	1	40.8	1
Helping colleagues at work	16	80	65	20	10	5	4	37.17	2
Helping colleagues in their personal problem	13	15	26	96	37	6	7	29.4	5
Team work	7	28	8	17	95	27	18	16.6	7
Motivating colleagues to achieve targets	58	38	12	70	8	6	8	33.2	4
Interpersonal relationship	20	19	32	25	65	5	34	36.3	3
Counselling to friends	17	68	17	17	15	23	43	29	6

From the Figure 3 it infers that there is a greater coefficient variation (67.6%) for their responses towards helping colleagues at work and there is a lesser coefficient variation (42.4%) for the teamwork. The second greater coefficient of variation (63.3%) was accomplishing targets. It also reveals that most of the respondents gave the same kind of response towards the attribute teamwork when compared to helping colleagues at work.

Figure 4, infers that the majority of the respondents prefers to concentrate on accomplishing targets, help colleagues at work, interpersonal relationship and motivating colleagues at work. The respondents would not prefer activities such as team work and counselling friends.

6. Findings

The analysis of variation is used to find the variation between the variables. Hence, through this the researcher have inferred that extended working hours and conflicting factors related to issues in workplace affecting their personal life and issues in family bother me at work, guilt of not devoting enough time at home

Using the Weighted -Average method, inferred that most of the respondents prefer social factors such as to concentrate on accomplishing targets, help colleagues at work, interpersonal relationship and motivating colleagues at work. The respondents would least prefer activities such as teamwork and counselling friends.

7. Conclusion

Transformation in the HR policies to support WLB has been source of boon to women in white collar jobs but the policies to support work life balance of women in blue collar jobs who are underpaid but overloaded need to be considered by the organization. Working women believe the biggest support they can get is from family. Awareness to be given to the family members, hence, the family members could take initiatives to share the family responsibilities and help the women workers to balance the work and personal life roles by avoiding the traditional societal belief that women must only look after family responsibilities.

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