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**WORK LIFE BALANCE OF WOMEN IN UNORGANIZED SECTOR OF VAIKOM MUNICIPALITY**

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**ABSTRACT**

*Indian economy is characterized by a large number of people working in unorganized sectors. This article provides an insight on the work life balance of women in Vaikom Municipality. The present study was carried out with women in construction workers, agriculture, fish vending, vegetable vending, animal husbandry, tailoring and domestic household working in the unorganized sector. An attempt has been made in the paper to understand the socio-economic condition of women laborers, nature of their work, their working conditions, and difficulties faced by them at their work place. The findings shows that the level of satisfaction of women in unorganized sector is lower and has the presence of hard works, lack of benefits etc.*

**KEYWORDS**

unorganized sectors, women workers, work life balance.

**INTRODUCTION**

The National Commission For Enterprises in the unorganized sector (NCEUS), government of India defined the unorganized sector which consists all unincorporated enterprises owned by individuals or households less than 10 total workers involved in sale or production of goods and service on proprietary and partnership.

Unorganized sector comprises a major portion of Indian Economy. In unorganized sector, those enterprises and employments are involved which are unregistered under any legal provision. In, Indian scenario, 92% of human resource is employed in unorganized sector. 91% of women workers in are rendering their services in unorganized sector in India. A Majority of women work in unorganized sectors for low wages due to low level of skills, illiteracy, ignorance and surplus labor and thus face high level of exploitation.

The laboring women generally work in unorganized sector. They are outside the reach of Protective Labor Laws and Trade Union Organizations. They are not offered fair wages and lacks opportunities to improve their income.

Social security is included in the concurrent list of the Constitution of India as the responsibility of the central and state governments. A number of directive principles of state policy relating to social security were also incorporated in the Indian constitution. In informal sector, women workers don't get same wages for the same nature of work done by men. Both the central and state governments have formulated certain specific schemes to support women in unorganized sector which failed in meeting with the real needs and requirements. Though the National Rural Employment Guarantee Act -2005 (NREGA) is a breakthrough, it is limited to only hundred day's work for those registered worker under the Act. Another flaw is it doesn't have common wage in different states.

There are some acts i.e. The Unorganized Workers Social Security Act, 2008, Domestic Workers Welfare and Social Security Act, 2010 etc... But due to their improper implementation, women workers are forced to work and live in miserable conditions in unorganized sector.

**STATEMENT OF THE PROBLEM**

Women's employment in unorganized sector is rising due to the process of globalization, export oriented industrialization and relocation of industries from the developed to developing countries lead to increase in women workers in unorganized sector.

This study mainly focused on the affect of works on their personal life and how they balance their work with personal needs and obligations to the family.

**OBJECTIVES**

1. To find out work balance of women in unorganized sector.
2. To identify the problems faced by women in unorganized sector.
3. To identify reasons for involvement by women in unorganized sector.

**RESEARCH METHODOLOGY**

The samples were selected workers from women in construction workers and other daily wagers, agriculture, fish vending, vegetable vending, sole proprietors, beauticians, animal husbandry, tailoring and domestic housekeeping in the unorganized sector from Vaikom Municipality in the Kottayam district of Kerala. By using convenience sampling method 150 women workers are selected for the study.

Data were collected from primary as well as secondary sources. Primary data is collected through interview schedules. Secondary sources consist of books, periodicals, newspapers and online resources.

Collected data were analyzed using percentage method as well as Likert scale.

**DATA ANALYSIS****TABLE 1: DISTRIBUTION OF RESPONDENTS**

Type of laborers	Number	%
Animal husbandry	36	24
Tailors	12	8
Fish vending	24	16
Coolies*	39	26
Beauticians	8	5
Sole Proprietor	19	13
Vegetable vendors	12	8
Total	150	100

\*Coolies involve construction workers, shop at tenders, house.

Above table shows that most of the unorganized workers belongs to Coolies(26%) and 24% of workers are involved in animal husbandry. Tailors are 8%, fish vendors 16%, beauticians are 5%, sole proprietors 13% and vegetable vendors are of 8%.

TABLE 2: LEVEL OF SATISFACTION OF WORK AND LIFE BALANCE

SL. NO	Level of satisfaction →	Highly satisfied		Satisfied		Average		Dissatisfied		Highly Dissatisfied		Mean weight
		No	%	No	%	No	%	No	%	No	%	
1	Work and personal needs	25	17	32	21	59	39	25	17	9	6	0.26
2	Satisfaction from job	23	15	34	23	41	27	36	24	16	11	0.08
3	Time with family	25	17	48	32	17	11	38	25	22	15	0.11
4	Balancing with work and family commitments	28	19	42	28	49	33	19	13	12	8	0.37
5	Time for refreshment	11	7	25	17	29	19	53	35	32	21	-0.47
6	Work leave provisions	14	9	16	11	25	17	56	37	39	26	-0.6
7	Income from work	8	5	33	22	59	39	43	29	7	5	-0.05
8	Care of children	18	12	51	34	19	13	42	28	20	13	0.03
9	Time spent at work	13	8	18	12	43	29	48	32	28	19	-0.4
11	Family members support	47	31	55	37	40	27	5	3	3	2	0.92
12	Public acceptance	27	18	48	32	54	36	15	10	6	4	0.50
	Total	239		402		435		380		194		
	Total weight	478		402				380		388		0.75
	Average Mean											0.06

Source: Primary data

The average mean is a positive value (0.06) workers are satisfied. Since .06 is a value close to zero their level of satisfaction is less. Respondents are more dissatisfied with the leave provisions.

TABLE 3: REASONS OF WOMEN'S ENGAGEMENT AS LABORERS

REASONS	TYPE OF WORKW							TOTAL	
	Animal husbandry	Tailors	Coolies	Fish vending	Beauticians	Sole Proprietor	Vegetable vendors	NO	%
Poverty	14	-	21	18	1	-	4	58	39
Inadequacy of husband's income	28	4	33	18	3	3	7	96	64
To repay debts	2	-	-	-	-	3	-	5	3
To rear the children properly	5	8	20	18	7	14	8	80	53
Personal savings	12	3	2	1	2	-	4	24	16

Source: Primary data

It is found that the main reasons for women's engagement in unorganized sector are Inadequacy of husband's income and to rear the children properly.

TABLE 4: PROBLEMS FACED BY WOMEN LABORERS

PROBLEMS	TYPE OF WORK							TOTAL	
	Animal husbandry	Tailors	Coolies	Fish vending	Beauticians	Sole Proprietor	Vegetable vendors	NO	%
Illiteracy	12	-	18	3	6	4	2	45	30
Lack of proper skill, facilities & knowledge		1			3	5	1	10	7
Excessive burden of work	28	9	18	21	4	8	7	95	63
Untimely payment of wages	2	1	15	4	2	2	1	27	18
Wage discrimination	-	-	11	-	2	-	-	13	9
Seasonal employment		2	4	4	6	11	3	30	20
Fatigue & other physical problems	12	9	33	20	2	14	2	92	61
Lack of benefits	2	-	35	22	1	13	9	82	55
Exploitation by the employer	-	-	4	-	-	-	-	4	3
No job security	1	-	35	2	1	-	-	39	26

Source: Primary data

The above table shows that the major problems faced in unorganized sector are excessive burden in work (63%), fatigue and other physical problems (61%) and lack of benefits (55%). Employers are seems friendly in unorganized sector since exploitation rate and wage discrimination rate is less.

## CONCLUSION

The level of satisfaction derived from the unorganized sector is minimum to women workers. The major reasons for lack of satisfaction are excessive burden they bear in the work and fatigue arrived due to the nature of work. Women workers fail to match their work efforts with the benefits received. It clearly shows the need for policies to match their efforts and benefits. The reason for their small amount of satisfaction is because they are able to cope with family commitments. They are getting time to meet their family commitments but still the time they spent on work is hectic. From the study the unorganized sector can be characterized with hectic works, more energy consuming and less beneficial but still somehow possible to meet their needs.

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