

“The Impact of Work-Life of Women Domestic Workers on their Family-Life”

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Abstract: Women domestic worker's one class is currently working in the informal sector in India, which is still unrecognized and unprotected from the boundaries of jurisdiction. Women domestic workers come from their house in search of employment. They work to give financial support to their family due to the poverty and increasing inflation in the country. While working they have to maintain collaboration between their work and family life. Most of the time it is difficult for working woman to maintain coordination between their work & family and due to that the dispute may be created in the family environment. Apart from the family problems, the women domestic worker's living condition is not good as compared to the upper or middle class. Basically the families of women domestic workers come under lower class of the society. They have to face so many problems in their day to day life. In this paper, the researchers try to study the work-life balance of women domestic workers and how it impacts on their personal as well as family.

Keywords: Informal sector, Jurisdiction, domestic workers, inflation, work-life balance etc.

I. Introduction

Women domestic workers are a part of unorganized sector; hence it is difficult to give an accurate number of women domestic workers in India. Today, inflation is increasing day by day and it is quite difficult for any woman to manage and fulfill her household & family needs. That's why women are also coming out of their homes for searching the employment. Employment to housewives provide financial support to their family. But, when housewife comes out of the house for employment, at that time it is quite difficult for her to manage balance and coordination between her job as well as household work. In India, the household work basically belongs to females in family and when woman goes out of the house for job then it becomes difficult to manage both her works. Therefore, to manage the household works the Indian families adopting the option to hire a lady to furnish the household works, that person is popularly known as women domestic worker.

As per the Indian culture, the earning money is the responsibility of a man in house and taking care of house is a responsibility of a lady in house. But now a day's scenario is changing, to provide the financial support to house, women are coming out of the house for work. Not only educated women are working but also the uneducated or less educated women like in the field of domestic workers are also working. Though, the culture is changing but it is not completely changed. Women can earn money and go out of the house but still the household responsibilities they have to perform. It means that a woman has to do a two jobs one from outside the house and another is inside the house. Maintaining the coordination between job and family is difficult for any married lady. Most of the time it is found that the disputes are created in the family of working women whether she is educated or not. The study of dispute and problems created due the job in family is popularly known as “Work-Life Balance.” In this researcher paper, researchers try to study the impact of work of women domestic workers on their family as well as personal life.

II. Objectives

To study the impact of job and work on the life of women domestic workers, researchers intended to study with the following objectives-

1. To study the factors affecting on the women domestic workers and their family life.
2. To study the impact of job of domestic workers on their living condition.
3. To suggest the recommendations for maintaining work-life balance for women domestic workers.

Review of Literature:

Previously, many authors write on the women domestic workers, their work and impact of work on their life. To understand it in a better way, it is essential to review a previous literature about the women domestic workers which helps to enhance the knowledge about them in a broader perspective. (**V. Yawalkar& M. Sonawane, 2016**),In this paper, researcher focuses on the concept of work-life balance. It focuses on the various factors which effects on the work life balance of a human being. As per the author, work-life balance is

a concept including proper prioritizing between "work" i.e. career and ambition and "lifestyle" i.e. health, pleasure, leisure, family and spiritual development. It indicates the importance of work-life balance for a sound and stable family relationship.

(Bino Paul G D, SusantaDatta, Venkatesha Murthy R, 2011), In this report, the researcher focuses on the overall living and working condition of women domestic workers in Mumbai region. This report covers the various themes such as basic demographic features, nature of services, work profile of the domestic workers, access to social security, consumption of edible items, consumption under PDS system, health, union awareness, time use, household assets and liability, habitat, attitude of domestic workers towards gender and domestic violence.

(International Labour Organization), In the year 2011 the ILO ratified the convention no. 189 for the decent working condition of domestic workers and its supplementary recommendations no. 201. Apart from that ILO published the statistical data of all over the world of domestic workers through various journals, periodic, research papers etc. As per the latest information published by the ILO, there are more than 60 million of domestic workers in all over the world. In the country like India the number of women domestic workers are uncountable because it comes under the informal sector.

ILO publishes research papers, journals and reports time to time regarding with the protection of rights of domestic workers. ILO mainly focuses on the gender equality, minimum wages to domestic workers, time of work as well as working condition of domestic workers. ILO focuses on the working condition and sexual harassment of the women workers at work place. Even ILO is working on the issue of child labour who comes under the sector of domestic workers in different countries. ILO works to create the awareness about the rights of women domestic workers and their protection through various campaigns and programs organized by it.

III. Research Methodology

Research methodology used for the research is Descriptive study. The data collected from the primary as well as secondary sources. The primary data collected through survey and interviews with the help of questionnaire filled by women domestic workers in the Malkapur, District Buldana in Maharashtra State, India. The secondary data collected through the books, journal, research papers and reports published by ILO and the government of India. The sample size is 50 respondents which are selected through convenient sampling technique.

Data Analysis and Interpretation:

In this paper, researcher collected data from the respondents through the responses given by them in the questionnaire. The question wise interpretation of the respondent is given below-

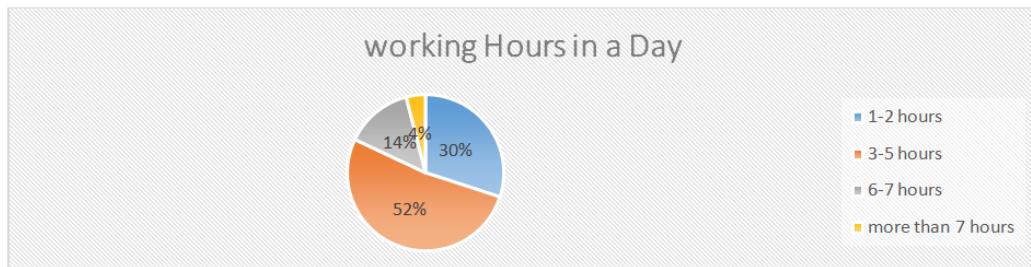


Figure 1: Number of Working Hours in a Day

Interpretation: From the above chart, it is found that the 52 % respondents work for 3-5 hours in a day, 30% respondents work for 1-2 hours in a day, 14% for 6-7 hours and only 4% respondents work for more than 7 hours in a day.



Figure 2: Wages per month to women domestic workers

Interpretation: The above bar chart shows the economical condition of the respondents. Out of the 50 respondents only 54% respondents get the wages between 1001-2000 Rupees per month, while 26% respondents get wages between 500-1000 Rupees for one month, whereas only 14% get wages of 2001-3000 Rupees and 6% gets more than 3000 Rupees wages for one month.

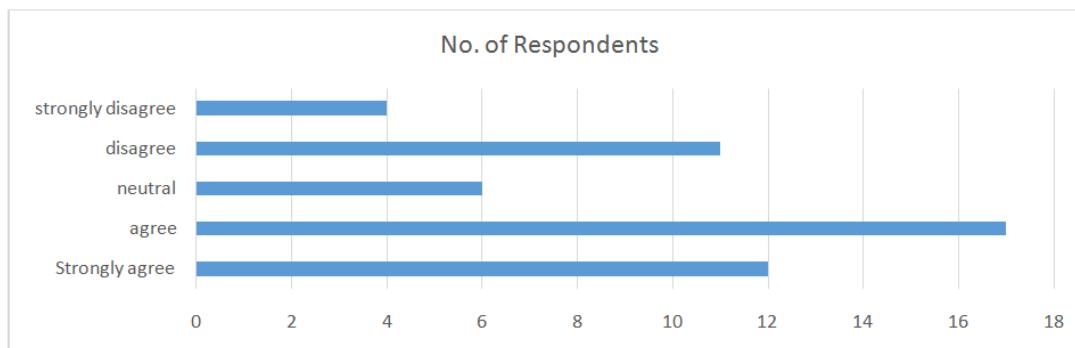


Figure 3: "Health issues affect on work and family life"

Interpretation: The above bar chart shows that the 24% respondents strongly agree upon that their personal health issues affect their work as well as family life. Whereas 34% respondents agree with the statement, 12% respondents are neutral, 22% & 08% respondents are disagree & strongly disagree respectively with the statement.

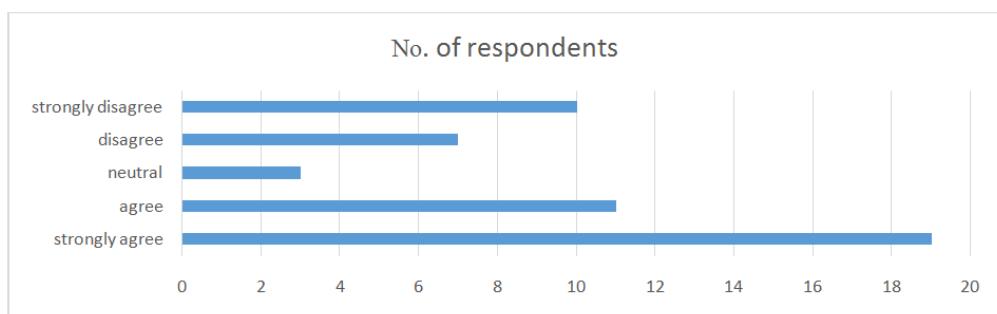


Figure 4: "Working condition impacts to maintain balance between work and family"

Interpretation: The cluster bar chart indicates that the 38% respondents strongly agree with the statement that their working condition has an impact on their work life as well as personal life. Whereas, only 22% respondents agree with it, 6% are neutral, 14% disagree with it, while 20% respondents strongly disagree with the statement which is asked to them.



Figure 5: "Poverty and family responsibilities impact on work and family life"

Interpretation: The above chart describes that the 88% respondents believe that the poverty of family as well as the family responsibilities inversely has impact on their work and personal life. Whereas, 12% respondents disagree with others and think that the poverty and family responsibilities do not affect their personal as well as family life.

IV. Findings

From the data collected from the respondents through the questionnaire and its interpretation, it is found that the women domestic workers face certain issues which creates hurdle in the way of balancing in between their work and family life. Due to the time spend on job they cannot focus on their family and its

responsibilities which makes their relation bitter. Basically, they work to provide the financial support to their family but unfortunately they come under the unorganized sector. Therefore, they do not have a facility of fixed wage rate. Hence, they have to work on low wages which are not helpful to fulfill their financial needs.

The women domestic workers suffer from various diseases and health issues which make them unconscious mentally as well as physically. It impacts on their work and family life. The women domestic workers belong to lower class of the society. Hence, they live under the condition of poverty. The poverty as well as the family responsibilities which are on their shoulders make them uncomfortable. These issues have impact on their work as well as family life. Even, the working environment in which they work that also has influence in their life.

Suggestions:

1. There is no uniform and separate law for women domestic workers. Government should have prepared law for them and implement it effectively for the protection of their rights.
2. The working hours should be fixed for women domestic workers. It will be helpful for them to manage their job and household work.
3. 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.
4. The working conditions direct or indirectly affect their personal life. The working condition should be decent and in the favor of them.
5. The family should support to women domestic workers physically as well as mentally.
6. The government should adopt the convention no. 201 to provide recognition to the women domestic workers.

V. Conclusion

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

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