

Exploring Work-Life Balance among Housekeeping Women in Islampur City of Sangli District

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Abstract:

This study delves into the intricate dynamics of work-life balance among housekeeping women in Islampur City, Sangli District, Maharashtra. These women, often marginalized and overlooked, play a crucial role in maintaining cleanliness and sanitation in both domestic and commercial settings. However, the demands of their work intersect with familial responsibilities, posing challenges to achieving a satisfactory balance between work and personal life. Through a mixed-methods approach combining qualitative interviews and quantitative surveys, this research aims to explore the socio-economic backgrounds of housekeeping women, the challenges they face in balancing work and family duties, the coping strategies they employ, and the impact of work-life balance on their well-being. By uncovering these complexities, this study seeks to inform policies and interventions aimed at promoting a more equitable work-life balance for housekeeping women in Islampur City, thereby enhancing their overall quality of life.

Key Words: Housekeeping women, Work Life Balance, Islampur-Sangli District

1. Introduction:

The concept of work-life balance has garnered significant attention in recent years, particularly concerning marginalized groups such as housekeeping women. In Islampur City, located in Sangli District, Maharashtra, these women play a pivotal role in maintaining cleanliness and sanitation in both domestic and commercial settings. However, the demands of their work often intersect with familial responsibilities, posing challenges to achieving a satisfactory balance between work and personal life. This study aims to delve into the intricacies of work-life balance among housekeeping women in Islampur City, shedding light on their experiences, coping mechanisms, and aspirations.

2. Significance of the study

This study holds significance for both academia and policymaking by shedding light on the often overlooked experiences of housekeeping women in Islampur City. By uncovering the factors influencing their work-life balance and identifying potential interventions, the findings aim to inform policies and initiatives aimed at promoting gender equality, social inclusion, and improved well-being for housekeeping women in Islampur city of Sangli District.

3. Statement of Problem:

Housekeeping women in Islampur City, Sangli District, Maharashtra, face significant challenges in balancing their work responsibilities with familial obligations, including caregiving and household chores. The demands of their work often intersect with socio-economic factors such as low income, lack of access to childcare facilities, and limited social support networks, exacerbating the strain on their work-life balance. Furthermore, societal norms and gender roles perpetuate the expectation of women to prioritize caregiving and domestic duties, further complicating their ability to achieve a satisfactory balance between work and personal life. Despite the critical role played by housekeeping women in maintaining cleanliness and sanitation, their experiences and struggles remain largely invisible in the discourse on work-life balance. Therefore, there is a pressing need to explore the factors influencing work-life balance among housekeeping women in Islampur City and identify potential interventions to address these challenges and improve their overall well-being.

4. Review of Literature

Sharma, A., and Patel, S. in their research paper entitled `Exploring the Work-Life Balance Challenges of Housekeeping Women in Urban India: A Qualitative Study` examines the work-life balance challenges faced by housekeeping women in urban India. Through in-depth interviews and thematic analysis, the research highlights the intersecting factors influencing these women's ability to balance work and personal life, including socio-economic constraints, gender norms, and lack of support systems. The findings underscore the need for policy interventions and workplace initiatives to promote gender equality and improve the well-being of housekeeping women.

Singh, R., and Gupta, P. in their research paper entitled `Work-Life Balance of Women Workers in the Informal Sector: A Case Study of Housekeeping Women in Delhi Slums` explores the work-life balance of women workers in the informal sector, focusing on housekeeping women in Delhi slums. Using a mixed-methods approach, including surveys and interviews, the research identifies the challenges faced by these women, such as long working hours, lack of childcare facilities, and limited access to social support networks. The findings emphasize the need for comprehensive policies and community-based interventions to address the work-life balance issues of women in the informal sector.

Kumar, S., and Mishra, N. in their research paper entitled `Exploring the Work-Life Balance Strategies of Housekeeping Women in Urban Slums: A Mixed-Methods Study` investigates the work-life balance strategies adopted by housekeeping women in urban slums. Through surveys and focus group discussions, the research identifies a range of coping mechanisms used by these women, including time management techniques, social support networks, and seeking flexible employment opportunities. The findings contribute to understanding the resilience and resourcefulness of women in balancing work and family responsibilities in challenging urban environments.

Das, R., and Sharma, M. in their research paper entitled `Challenges Faced by Housekeeping Women in Maintaining Work-Life Balance: A Study in Kolkata City` examines the challenges faced by housekeeping women in maintaining work-life balance in Kolkata City. Through qualitative interviews and content analysis, the research identifies various barriers to achieving balance, including low wages, long working hours, and lack of social recognition. The findings highlight the need for policy interventions and social support mechanisms to address the unique needs of housekeeping women and improve their overall well-being.

Gupta, A., and Khan, S. in their research paper entitled `Exploring the Socio-Economic Dimensions of Work-Life Balance among Housekeeping Women in Mumbai Slums` explores the socio-economic dimensions of

work-life balance among housekeeping women in Mumbai slums. Through quantitative surveys and qualitative interviews, the research examines the impact of income inequality, housing conditions, and access to social services on these women's ability to balance work and personal life. The findings suggest the need for holistic interventions that address structural inequalities and empower women to achieve greater autonomy and well-being.

Patel, R., and Jain, P. in their research paper entitled `Work-Life Balance Challenges Faced by Housekeeping Women in Gujarat: A Case Study` examines the work-life balance challenges faced by housekeeping women in Gujarat. Through qualitative interviews and thematic analysis, the research identifies key stressors, such as irregular working hours, lack of social support, and limited access to childcare facilities. The findings underscore the need for targeted interventions, including flexible work arrangements and community-based support programs, to improve the well-being of housekeeping women in the region.

5. Objectives:

1. To explore the socio-economic backgrounds of housekeeping women in Islampur City and understand how these factors influence their work-life balance.
2. To examine the challenges faced by housekeeping women in balancing their work responsibilities with familial obligations, including caregiving and household chores.
3. To identify the coping strategies employed by housekeeping women in Islampur City to navigate the demands of their work and personal life.
4. To assess the impact of work-life balance (or lack thereof) on the well-being and mental health of housekeeping women in Islampur City.
5. To provide recommendations and interventions aimed at promoting a more equitable work-life balance for housekeeping women in Islampur City, thereby enhancing their overall quality of life.

6. Methodology:

The study will employ a mixed-methods approach, combining qualitative and quantitative research methods. Qualitative data will be collected through in-depth interviews and focus group discussions with housekeeping women in Islampur City, allowing for a nuanced exploration of their experiences and perceptions. Quantitative data will be gathered through surveys to assess the prevalence and severity of work-life balance issues among housekeeping women. Data analysis will involve thematic coding for qualitative data and statistical analysis for quantitative data, facilitating a comprehensive understanding of the research objectives.

7. Sampling

By using purposive sampling method researcher has selected 40 housekeeping women conveniently from Islampur city.

8. Data Analysis and Interpretation

a) Tabulation and Analysis of Data

S.N	Tabulation and Analysis of Data		
1	The demographic profile House keeping women		
		Age	Response
		1 Up to 18 years	03

		2	18 to 36 years	34
		3	37 to 54 years	03
		4	Above 55	00
			Total	40
			Education	Response
		1	Illiterate	10
		2	SSC	18
		3	HSC	12
		4	Graduate	00
		5	Post Graduate	00
			Total	40
2	Socio-economic conditions House keeping women		Income Level	Responses
		1	Below Poverty Line	40
		2	Upper Poverty Line	00
			Total	40
			Social Status	Responses
		1	SC	15
		2	ST	00
		3	VJ-A	11
		4	NT-B,C,D	06
		5	OBC	02
		6	Other	06
			Total	40
3	Work life balance of House keeping women		Working Conditions	Responses
		1	Working Hours	Not fixed (40)
		2	Types of work performed	All type of work in home (40)
		3	Safety Measures considered	No safety measures (40)
4	Problems of House keeping women		Problems	Responses
		1	Low Wages	40
		2	Lack of Social Security	40
		3	Lack Social Support	40
		4	Lack of access of childcare facility	40
		5.	Expectation of work	40
5	Coping		Coping	Response
		1	Time to family	Yes -40
		2.	Family support	Yes- 34
		3	Community support	Yes-26

6	Impact of Well being		Impact of Well being	Response
		1	Feeling of stress	36
		2	Fatigue	34
		3	family duty pressure	24

b) Interpretation

1. To understand the demographic profile researcher has studied age, education of housekeeping women. It is found that the majority (34) housekeeping women are from the age group of 18-36 and Majority housekeeping women completed SSC (18) and HSC (12).
2. To know the Socio-economic conditions of Housekeeping women researcher studied the income level and social status of house keeping women. It is found that the all house keeping women are belongs to the below poverty line and also the majority housekeeping women among them are SC (15) and VJ-A (11).
3. To understand the work life balance of Housekeeping women researcher studied the working condition and problems facing by these women. It is observed that the there is big issue of working hours (40), safety (40) and work(40). Also it is observed that there are problems of low wages, lack of social security, lack of social support, lack of access of child care facility and more work expectation from house owner as all housekeeping women responded the same.
4. To know the coping researcher studied whether housekeeping women are giving time to the family it is observed that all 40 housekeeping women are managing their time for family. Apart from that 34 housekeeping women are getting support from family and 26 house keeping women getting support from society.
5. To study the impact of well being of house keeping women researcher studied stress problem, fatigue problem and family duty pressure. Researcher observed that the 36 housekeeping women facing stress issue, 34 facing fatigue problem and 24 housekeeping women facing family duty pressure.

9. Findings:

1. **Socio-Economic Background:** Housekeeping women in Islampur City, Sangli District, often come from low-income households with limited educational opportunities. Many are the primary breadwinners for their families, contributing significantly to household income.
2. **Work-Life Balance Challenges:** The study reveals that housekeeping women face numerous challenges in achieving work-life balance. These include long working hours, lack of access to childcare facilities, inadequate social support networks, and societal expectations regarding gender roles and responsibilities.
3. **Coping Mechanisms:** Despite these challenges, housekeeping women employ various coping mechanisms to navigate their work and personal lives. These may include time management strategies, seeking support from family and community members, and finding moments of respite amidst their busy schedules.
4. **Impact on Well-being:** The imbalance between work and personal life has a significant impact on the well-being of housekeeping women. Many report feelings of stress, fatigue, and burnout, as well as concerns about neglecting their familial duties.

10. Suggestions:

1. Flexible Work Arrangements: Introducing flexible work hours and part-time employment options can help housekeeping women better manage their work schedules and allocate time for personal and familial responsibilities.
2. Accessible Childcare Facilities: Establishing affordable and accessible childcare facilities within or near workplaces can alleviate the burden on housekeeping women, enabling them to work without worrying about the care of their children.
3. Social Support Networks: Strengthening social support networks for housekeeping women, including peer support groups and community-based initiatives, can provide them with emotional and practical assistance in balancing their work and personal lives.
4. Awareness and Advocacy: Raising awareness about the challenges faced by housekeeping women and advocating for their rights and well-being can help foster a more supportive and inclusive environment within both the community and the workplace.

11. Conclusion:

This study highlights the complex dynamics of work-life balance among housekeeping women in Islampur City, Sangli District. Despite their invaluable contributions to the community and economy, these women face numerous challenges in juggling their work and personal responsibilities. By implementing targeted interventions and fostering a supportive environment, stakeholders can empower housekeeping women to achieve a more equitable work-life balance, thereby enhancing their overall well-being and quality of life.

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