



IMPACT OF WOMEN EMPLOYEMENT ON THEIR HOUSEHOLD

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ABSTRACT

This study explores the intricate and multilateral effects of women's working on their homes, with particular emphasis on health workers at Parul University. The study is based on a mixed-methods design, which uses structured questionnaires to collect data and examine the economic, social, and emotional aspects of women's work in the home setting.

The research findings indicate a number of positive effects of women's work. Economically, women's work makes an important contribution to family income, improving financial well-being and poverty reduction. Most women spend their earnings on family needs, illustrating their important contribution to the upkeep of their families. Socially, work gives women more decision-making power in the family, undermining patriarchal dominance and advocating for gender equality. Women's participation in financial matters and children's schooling is an indicator of a change towards more balanced family relationships. In addition, the research indicates that women's work leads to better relationships with family members, which means that work and family can be well balanced.

Nonetheless, the study also lays out areas that need to be addressed. Certain women, and more so married women, say they want increased control over how they manage their income and their own financial affairs. This reflects the need for challenging socio-cultural norms and inequalities of power which can prevent full empowerment of women.

Finally, this study highlights the importance of the positive effects that women's work has on their families, including the continued necessity to assist women in exercising higher levels of economic and social independence.

INTRODUCTION

Women account for almost half of India's population, close to 48 percent. Yet, when it comes to the employment sector, their share is much lower. According to national figures, out of a total workforce of 459 million, only around 148 million are women. Among them, about 5 million is employed in organized sectors, and 120 million in unorganized sectors.

Values in society that devalue women's work are a key concern, even more important than the difficult work environment in the unorganized sector. Women typically bear the dual burden of household chores and the added burden of supplementing household income, and some women bear a 'triple burden' that involves child care and elderly care. All these factors contribute strongly to determining the nature and availability of women's work in society.

Dominant socio-cultural values also decide what type of work is 'acceptable' for women, which restricts their involvement and drives them to unorganized compared to organized sectors. In fact, women in the main age group (15-59 years) are mostly involved in primary domestic duties. Poor illiterate women and girls, particularly in rural regions, are most susceptible to economic exploitation and are discriminated against in both unorganized and organized sectors.

This discrimination reveals itself in various ways, including the poor working conditions of long hours without much security at work, poor remuneration, wage disparities, denial of labour rights and welfare, and poor workplace safety and security. The prevalence of unregulated workplaces results in workplace exploitation, such as sexual harassment and gender-based harassment. Gender discrimination also exists in the selection process, type of work, training and development opportunities, assessment of work performance, remuneration and incentives, access to meaningful work, promotions, and leadership roles.

Women's work roles had been different historically from what they are at present. In the Vedic Age, men and women had more equal work roles compared to what exists currently. Both men and women had many activities as a part of household economy, and both sexes had more fluid gender roles, although activities were often age- and sex-specific. Women had sole responsibility for managing household economy and had 7-9 children on average.

Women's work in Colonial India was physically strenuous, such as soap and candle making, weaving and sewing clothes and fabric, cutting wood, cooking, and childcare. Women worked within the parameters of the English patriarchal social and legal system, in which they were reliant on men.

The Industrial Revolution of 1839 profoundly changed the relation of people to their labor, with agriculture commercialized and work and home spheres becoming more specialized. Men increasingly labored outside the home for wages, whereas women's household labor continued to be hard and unpaid. During this time, women started doing more activities concerning the socialization of children and also were responsible for taking care of the emotional

and physical well-being of men. Men's absence in homes grew greater, and household work by women became socially invisible, and thus household work was devalued. Homework for women was considered a recreational job, and as men did not identify home as a workplace, they also did not identify women as workers.

Few women (less than 5%) were employed in the paid labor force during the 19th century, but most were forced into textile factories because of the demand in manufacturing. Those women who stayed home tended to do piecework, sewing, and laundry for other people. By the late 19th century, the establishment of large companies, government growth, and growing migration, transportation, and communication resulted in a steady rise in women's work opportunities. Women started entering caring, clerical, sales, and teaching professions.

Mass media campaigns in World War I and World War II drew women into male jobs traditionally held, but mass media campaigns in the 1950s told women to go back home. Women during the 1950s and 1960s were under social pressure to remain at home and bear more children for the benefit of a greater nation.

Based on the Census 2011, the female workforce participation rate stands at 25.51% compared to 53.26% for men. The rate of participation in rural areas is higher (30.02% for women and 53.03% for men), and in urban areas, it is 15.44% for women and 53.76% for men. Employment among women in the organized sector is just 20.5%, of which 18.1% is in the public sector and 24.3% in the private sector.

Globalization, driven by neo-liberal policies and market forces, affects poor women in urban, rural, and tribal areas as paid, underpaid, and unpaid workers in the Indian economy.

REVIEW OF LITERATURE

Women's Autonomy and Decision-Making: Studies (Becker 2006, Gupta 2006, Huang 2024) highlight the importance of women's autonomy in household decisions, particularly regarding health and nutrition. Discrepancies in spousal reports of autonomy exist, emphasizing the need for women's self-reported data. Increased autonomy correlates with improved health behaviors (Becker 2006) and dietary diversity (Huang 2024). Factors like education, media exposure, and age influence autonomy (Gupta 2006).

Women's Employment and Household Welfare: Employment can enhance women's economic status, decision-making power, and social standing (Çakır 2020, Kumar 2001, Kapadia & Rao 2005). It impacts household expenditure, children's education, and health outcomes (Kumar 2001, Kapadia & Rao 2005). Challenges include work-life balance, discrimination, and the "second shift" (Çakır 2020, Okeyo 1979, Hoffman 1989, Charles 2017). Mincers 1962 study shows that husband's income negatively impacts women work force participation, while education has a positive impact. Fletcher, Pande, and Moore 2017 study show that only 27% of Indian women between the ages of 15 and 59 are employed, compared to 79% of men.

Work-Family Balance: Balancing work and family roles lead to stress and conflict (Hoffman 1989, Charles 2017, Hochschild 1997, Jennings and McDougald 2007, Kaul 2017). Factors influencing balance include spousal support, flexible work arrangements, and coping strategies (Hoffman 1989, Charles 2017, Jennings and McDougald 2007). Supportive policies, such as childcare and flexible work, are crucial (Waldfogel 2006, Kaul 2017, Hegewisch and Gornick 2013).

Persistent Gendered Division of Household Labor: Shelton and John (1996) demonstrate that even with increased female education and workforce participation, household labour remains heavily skewed towards women. This highlights the enduring impact of traditional gender roles.

Workplace Challenges and Discrimination: Kaur and Kaushiki (2018) reveal that despite progress, women still face significant barriers in the workplace, including discrimination, pay gaps, and limited advancement opportunities. Societal expectations further compound these challenges, forcing women to prioritize family over career.

Factors Influencing Women's Self-Employment: Caputo and Dolinsky (1998) and Patrick, Stephens, and Weinstein (2016) explore the complex dynamics of women's self-employment. Caputo and Dolinsky underscore the importance of financial and human capital, both personal and within the household. Patrick, Stephens, and Weinstein differentiate between "push" (negative workplace experiences) and "pull" (desire for autonomy) factors, demonstrating how these motivations shape entrepreneurial success.

Impact of Economic Shocks on Women's Assets: Quisumbing, Kumar, and Behrman (2011) highlight the disproportionate vulnerability of women to economic shocks. Women face greater asset loss and slower recovery due to limited access to resources and support.

Historical and Macroeconomic Perspectives: Hanawalt (1999) challenges traditional views of women's roles in preindustrial economies, demonstrating their vital contributions beyond domestic duties. Duflo (2012) provides a macroeconomic perspective, emphasizing the strong link between women's empowerment and economic development.

RESEARCH METHODOLOGY

Research design

The questionnaire method will be used to gather data for this study, and type of method will be mix method. This study will employ a mixed-methods research design, combining both quantitative and qualitative approaches to provide a comprehensive understanding of the impact of women's employment on their households. The quantitative component will involve a survey of health worker women, using a structured questionnaire to collect data on their employment status, household income, expenditure, and decision-making power. The qualitative component will consist of in-depth interviews with health worker employed women, exploring their experiences, challenges, and perceptions of how their employment affects their household dynamics.

Significance of the study:

There are several reasons to study how women's job affects their households. It can provide understanding of family, social and economic issues. Assessing the impact of women work on household earnings, decision making authority, family's relation

Research Objective:

- To recognize the importance of women employment
- Importance of their contribution in their household.
- To know their financial condition.

DATA INTERPRETATION AND ANALYSIS

The study reveals that women's employment has a substantial positive impact on their financial well-being. 91.7% of respondents reported that they are financially capable as a result of their work. This financial capability contributes to women's economic empowerment and plays a vital role in improving household income.

Additionally, women's employment appears to enhance their decision-making power within their households. 50% of the women indicated that they are now eligible for decision-making. This suggests that as women contribute financially to the family, their role in household decisions also increases.

Overall, the data indicates that women's employment positively influences their lives by providing financial security, increasing their involvement in decision-making processes, and enhancing their personal freedom.

FINDING**Demographics:**

The majority (56%) of respondents are aged 31-50 years, followed by those aged 18-30 (25%) and 51-60 (18%).

Most respondents are married (60%), with 25% being widows and 15% unmarried.

65% of respondents live in nuclear families, while 35% live in joint families.

Employment Characteristics:

41.7% of respondents have been working for less than 1 year, 40% for 2-5 years, 11.7% for 6-10 years, and 6.6% for more than 10 years.

Decision-Making Power:

Regarding children's studies, 40% of respondents reported that no one in their household is studying, 30% indicated that their husbands make the decisions, 25% make the decisions themselves, 5% said parents/parents-in-law make the decisions, and 3.3% said their sons make the decisions.

For household decisions, 41.7% of women make the decisions themselves, 36.7% indicated their husbands make the decisions, 15% said their parents make the decisions, 3.3% said other family members make the decisions, and 1.7% each said their parents-in-law or sons make the decisions.

Income and Financial Autonomy:

The majority (77%) of respondents use their income for household expenses, 11.7% for themselves and household expenses, 6.3% for household and children's expenses, and 5% for themselves.

55% of respondents use their income freely, 41% sometimes use it freely, and 3.3% do not use it freely.

Freedom and Constraints:

80% of respondents have the freedom to use their income freely, 12.2% have cooperation from their husbands to use it freely, and 7.3% are in female-headed households.

78.9% of respondents are not allowed to spend their income, while 21.1% do not have any expenses.

Empowerment and Challenges:

91.7% of women feel financially capable, 50% are eligible for decision-making, and 31.7% have the freedom to go anywhere.

83.3% of respondents do not face difficulties at their workplace, 11.7% experience conflict with family members regarding housework and work, and 5% cannot give time to their children due to work.

Impact of Employment:

95% of respondents reported an increase in income, 93.25% reported an increase in income, 55.5% reported better relationships with family members, and 8.5% reported changes in children's education.

CONCLUSION

After getting 60 response of women health worker it discovers that women's employment has a positive impact on their households, leading to increased financial security, decision-making power, and improved relationships with family members. Employed women contribute significantly to household income, with 46% using their income for household expenses. This financial contribution empowers them to make decisions regarding children's education (25%) and household expenses (41.7%), reducing dependence on their husbands. Employed women have a greater say in household decisions. 41.7% of women take decisions independently regarding household matters, compared to 36.7% whose husbands make the decisions. This autonomy extends to children's education, where 25% of employed women make the decisions. Employment seems to positively impact family relationships. 55.5% of employed women report better relationships with their family members. Additionally, only 11.7% face conflicts with family members regarding housework and work, suggesting that open communication and support systems are in place.

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