

## **Gender And Work-Life Balance: Multi-Dimensional Ability Of Women - A Study**

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### **Abstract**

*In the contemporary Indian society women are facing multiple challenges relating to access to employment, choice of work, working conditions, employment security, wage parity, gender discrimination, and balancing the competing burdens of work and family responsibilities. Work-life balance will have impact on working women to continue their job roles. There arise some research questions such as are the women feel comfortable at workplace? Are the working women able to balance their work and life and continue their job roles? The present study throws light in this direction with a view to examine the impact of 'gender' on work-life balance of women working in pharmaceutical industry where the proportion of women workforce is relatively lower than men in general. The study found that the percentage of female respondents who hold the responsibilities of caring children and elderly people at home is more than their male counterparts. Besides this the percentage of female respondents doing domestic chores on one hand and shopping for daily requirements on the other is also more than their counterparts. In addition, majority of female respondents are also paying e-bills such as house tax, electricity, internet, phone bills through online. The working women are managing both work and home with balance by fulfilling the household responsibilities in and outside efficiently which shows their multi-dimensional talent in work-life balance. Of course there is a significant gender difference in managing work and life because of the traditional 'gender norms' which increases burden on working women and leads to work stress. When the policies of the industrial/manufacturing sectors are favourable to women it relieves women from work stress. Sharing of work and responsibilities will support women to face the challenges inside and outside and help them to break the 'glass ceiling'.*

**Key Words:***Traditional gender norms, access to employment, choice of work, working condition employment security, wage parity, gender discrimination, domestic chores, work-life balance.*

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### **I. Introduction**

Work life balance refers to an individual's ability and possibility to schedule their professional and individual/family lives. It depends upon the commitment and allotment of one's time and preferences based on values and attitudes on one hand and roles and responsibilities on the other. Usually there will be difference in the work-life balance of men and women employees. Gender roles play a major role in the division of labour at home which has more impact on women who are working and earning incomes by doing jobs outside have to hold the responsibilities of domestic chores, rearing children and caring elderly at home which imposes double burden on women when married. It will increase work stress among working women. In this backdrop an attempt was made to examine whether there is a gender difference in the work-life balance of men and women with a view to identify the difference and how working women could manage both roles. For this purpose, the factors like shift system, stress at workplace, sharing responsibilities, managing work and home etc. are taken into consideration.

### **Statement of the Problem**

Gender norms contribute not only to greater expectations of women at home but also at work place. A significant difference was found in how men and women conceptualize work-life balance and women reported being less satisfied with their work-life balance. In every country around the world, women even full-time working women spend more time on average on household responsibilities than men. Current policies of the global nations have changed the policies to support work-life balance for men and women, such as flex-time

arrangements, to support the careers of women with traditionally gendered family arrangements. While keeping this in view the present study made an attempt to examine the impact of gender on work-life balance.

### **Aim**

The present study aims to analyze work-life balance of women employees working in industrial and manufacturing sectors which impacts the continuation of their profession in the same sector,

### **Objectives**

- 1) To study the individual profile of the respondents with a view to understand their preference to work in industrial and manufacturing sector.
- 2) To assess the impact of 'gender' on work-life balance of the respondents in order to identify the differences in sharing household responsibilities.
- 3) To examine the role of working women inside and outside home.
- 4) To emphasise the best practices in industrial and manufacturing sectors for best utilization of human resources especially women workforce.

### **Focus areas of study**

The study on workforce participation of women in industrial manufacturing sectors has extensive understanding of the impact of 'gender' on work-life balance. In this backdrop the present study focuses on the following aspects.

- 1) The study highlights the ability of working women in balancing work and life.
- 2) The study emphasizes the need for changing perspectives of traditional gender norms.
- 3) The study will suggest the conducive work environment for women for their active participation in industry and manufacturing sectors.

### **Hypothesis**

- H<sub>1</sub>) There is a relationship between working conditions and women participation in Industrial workforce.  
H<sub>2</sub>) There is a relationship between gender and work-life balance.

### **Significance of the study**

Women participation in industrial sector is relatively low. Working conditions and safe work environment are the prerequisite for women's active participation in work force. Work-life balance will have impact on working women to continue their job roles. The present study will bring forth the perceptions of employees in general and women employees in particular. It will be useful to understand the existing work environment in the pharmaceutical industries which will encourage the proportion of women to involve in industrial and manufacturing sectors.

## **II. Research Methodology**

### **Methods and Tools of techniques**

The present study is based on survey and purely quantitative and descriptive in nature.

The data has been collected from both primary and secondary sources. The methods and techniques of data collection for the present study include sampling, sources of data, and methods of data collection, data processing and analysis.

### **Sampling**

The study is based on simple random sampling method. Sampling consists of 218 respondents which include both men and women employees working Pharmaceutical industrial hub located in Parawada, Visakhapatnam district.

### **Sources of Data**

Primary data has been collected from the employees of selected Pharmaceutical industry. And secondary data has been obtained from various journals through websites .

### **Data Collection**

For the purpose of the present study primary data has been collected through a well - structured self-designed questionnaire. The data includes individual profile of the respondents and their work-life balance.

- 1) Individual profile consists of personal data such as age of the respondent, education, employment, income, type and size of the family and residence

- 2) Work stress and Work-life balance are assessed by asking their preferences and alternative arrangements for relieving work stress. It includes sharing responsibilities and emotions, caring children/sibling studies, caring elderly persons, sharing domestic chores, shopping and payment of bills

### **Data processing and Analysis**

For the purpose of the present study different statistical tools are employed for analyzing the data. The data are coded, tabulated and analyzed in percentages and averages by using the Statistical Package for the Social Sciences (SPSS).

### **Limitations of the study**

- 1) The present study examines the impact of 'gender' on work-life balance in the pharmaceutical industry. Hence, the study is limited to the selected pharmaceutical industry only.
- 2) Since the study is partially as a part of action research which focuses on the work-life balance and coping strategies of stress management, the data has been collected from those employees with whom the interactive sessions were held by the Principal Investigator.
- 3) The results of the present study are not applicable to men and women working in all industries since the policies are differ from one industry to other.
- 4) The implications of the research findings will suggest the progressive industrial policies which encourage women to participate in the workforce of industrial sector especially in the rare industries like pharmaceuticals.

### **Duration of the study**

The study has been conducted during April 2022- March 2023.

### **Work-life balance – A Review**

Reviewing earlier studies pertaining to the research problem at national and international level gives the vivid picture of the problem in different directions and helps the investigator to study the problem in depth. TinukeFapohunda (2014) in his work "*Gender influences in work life balance: Findings from Nigeria*" explored that there were gender differences in the use of work-balance options. The study recommends a modification in the work-life balance discussion with men converting their personalities of family-direction to additional time spent with the family and organization management desisting from viewing such choices as incompatible with men's achievement on the job. Work-life balance options should not be uniform but must be personalized. There must be improved gender friendly work-life balance options. Work life balance practices need to be advanced to facilitate workers balancing their lives and to ensure a congenial work place for them. Maryam Dilmaghani, Vurain Tabvuma (2019) studied "*The gender gap in work-life balance satisfaction across occupations*" compared the gender gap in WLB satisfaction across occupations in Canada. The study found that Canada Women in management and education are found to have a lower WLB satisfaction than their male counterparts. Conversely, and rather surprisingly, a WLB satisfaction advantage is found for women in transport over males in this occupation. Further investigation shows that the female WLB advantage in transport is driven by the relatively low WLB satisfaction of males in this occupation, while the opposite is true for education. Rehman, S & Roomi, M. A. (2012). "*Gender and work-life balance: A phenomenological study of women entrepreneurs in Pakistan*" stated that Unsurprisingly, women report significant challenges when balancing their work and family lives, due to the lack of sufficient time, their husbands' non-involvement in house chores, cultural norms, and gender biases that still exist in the workplace until this day. Silva Karkoulouian, Jordan Srour, Tala Sinan (2016) in their study on "*A gender perspective on work-life balance*" stated that as more women join the workforce and dual-income families become more common, both men and women face the need to balance between family and work life. The study shows that female managers' overloading childcare and household responsibilities influence their career achievements. On the other hand, the presence of female employees in the organization seems to encourage the implementation of work-life balance. The study found that high levels of control, mainly internal control, lead to a higher quality of work-life balance. To sum up, there must be improved gender friendly work-life balance options. Work life balance practices need to be advanced to facilitate workers balancing their lives and to ensure a congenial work place for them. (TinukeFapohunda, 2014). The study found that Canada Women in management and education are found to have a lower WLB satisfaction than their male counterparts. (Maryam Dilmaghani, 2019). In Pakistan women report significant challenges when balancing their work and family lives, due to the lack of sufficient time, their husbands' non-involvement in house chores, cultural norms, and gender biases that still exist in the workplace. (Rehman, 2012). High levels of control, mainly internal control, lead to a higher quality of work-life balance. (Silva Karkoulouian, 2016).

Research studies reveal that in the contemporary society men and women in double income families have to balance their work-life. Traditional 'gender norms' have greater impact on 'gender roles' and imposed

double burden on working women. Working women are facing double challenges and they are overloading with child care and household responsibilities which influences their career achievements.. Gender friendly work-life balance options will lessen the work stress . While keeping these factors in account, the present study made an attempt to examine the work-life balance of both genders.

### **Individual profile of the respondents**

Tables-1.1 to 1.12 give the data on individual profile of the respondents in the study area which consists of sex, category, age, educational qualifications, work experience, individual income, type and size of the family, residence etc. Table-1.1 presents the data on sex-wise distribution of the respondents. It is found that out of 218 sample respondents, male constitute 54% and female constitute 46%. Noteworthy point is the percent of female participation is not much lower than male in pharma industries. There may be various factors which are conducive for female workforce participation in industrial and manufacturing sectors such as management policies, working conditions and safe work environment etc.

**Table-1.1**  
**Sex-wise Distribution of the respondents**

Sl.No	Category	Frequency	Percent(%)
1	Male	117	54%
2	Female	101	46%
	<b>Total</b>	<b>218</b>	<b>100%</b>

Table-1.2 presents category-wise distribution of the respondents. The data reveals that majority of the respondents are belong to BC category (59%), followed by OC category (32%). Interestingly it is found that the percentage of the respondents belongs to SC and ST category is insignificant (6% and 1% respectively).

**Table-1.2**  
**Category-wise Distribution of the respondents**

Sl.No	Category	Frequency	Percent(%)
1	OC	69	32%
2	BC	128	59%
3	SC	12	5%
4	ST	3	1%
5	Minorities	0	0
6	Others	6	3%
	<b>Total</b>	<b>218</b>	<b>100%</b>

Data relating to age of the workforce denotes the particular age group which gives preference to work in industrial and manufacturing sectors especially in pharma industry. Table-1.3 presents the age-wise distribution of the respondents. It is found that majority of the respondents are in the age group of 25-30 yrs (31%) followed by the age group 30-40 yrs (29%). A considerable percent of the respondents are in the age group of 20-25 yrs and 40-50 yrs (19% and 15% respectively). The age group of 50-60 yrs is insignificant (6%). The data reveals that majority of the respondents are in the productive age group which varies in between 25-40 yrs.

**Table-1.3**  
**Age-wise Distribution of the respondents**

Sl.No	Age	Frequency	Percent(%)
1	20-25 yrs	39	19%
2	25-30 yrs	68	32%
3	30-40 yrs	65	31%
4	40-50 yrs	28	13%
5	50- 60 yrs	11	5%
	<b>Total</b>	<b>218</b>	<b>100%</b>

Table -1.4 presents the details of educational qualifications of the respondents. Since, the data has been collected from the employees working in all branches of the pharma industry i.e., from the executive posts to

technical experts working in labs and fields, the education status of the respondents varies from highest to lowest. The data also reveals the same as out of 211 sample respondents majority of the respondents are post graduates (33%) and SSC qualified (32%). The percentage of the respondents with graduation is also significant (25%) followed by the intermediate qualified respondents (10%). The respondents with doctoral degree (Ph.D) are very insignificant. (1%). On the whole the data reveals that majority of the respondents are highly qualified with graduation/post-graduation and the respondents who are participating as class-IV employees also have the minimum educational qualification of SSC.

**Table-1.4**  
**Details of Educational Qualifications of the respondents**

Sl.No	Educational Qualifications	Frequency	Percent(%)
1	SSC	72	31.5%
2	Intermediate	29	10%
3	Graduation	36	25%
4	Post-Graduation	73	33%
5	Ph.d or any other	1	0.5%
	<b>Total</b>	<b>211</b>	<b>100%</b>

An attempt is made to examine the course of study that the respondents pursued and the present profession chosen as their career. Table-1.5 gives the details of course-wise distribution of the respondents. Interestingly it is found that majority of the respondents are graduates in pharmacy course followed by life sciences (30% and 29% respectively). The percentage of the respondents with management and engineering courses is significant (13% and 10% respectively). The percentage of respondents with Arts subjects is very low (9%). From the data it can be understood that most of the respondents have qualified with pharmacy and life sciences courses and a significant percent of the respondents are qualified with management studies and engineering. The data reveals that the selected industry has the technically well qualified experts who have chosen their career in pharmacy industry.

**Table-1.5**  
**Course-wise Distribution of the Respondent**

Sl.No	Course of Study	Frequency	Percent(%)
1	Life Sciences	43	29%
2	Pharmacy	45	30%
3	Management Studies	20	13%
4	Engineering	16	10%
5	Arts	13	9%
6	any other.	13	9%
	<b>Total</b>	<b>150</b>	<b>100%</b>

Table -1.6 presents the data on work experience of the respondents. It is found that out of 213 respondents majority of the respondents are working in the industry for below one year (37%) followed by the respondents working in between 2 to 4 yrs. (27%). A considerable percent of the respondents is working for above 10 years (17%). The data reveals that majority of the respondents have work experience of 1 to 4 years in the selected pharmacy industry (64%) and the percent of respondents having work experience for 4 to 6 years and above 10 years is significant (27%).

**Table-1.6**  
**Work Experience-wise Distribution of the Respondents**

Sl.No	Work Experience	Frequency	Percent(%)
1	below 1 year	79	37%
2	2- 4 yrs	57	27%
3	4 - 6 yrs	21	10%
4	6-8 yrs	15	7%
5	8-10 yrs	5	2%
6	above 10 yrs	36	17%
	<b>Total</b>	<b>213</b>	<b>100%</b>

Table -1.7 gives the details of income-wise distribution of the respondents. It is found that majority of the respondents are in the income group of Rs. 10,000/- Rs.20,000/- (68%). A considerable percent of the respondents are in the income group Rs.20,000/- Rs.30,000/- (23%). The percent of the respondents who are in

the income group of above Rs.40,000/- is insignificant. The data reveals that the income of the respondents varies in between Rs.10,000/- to Rs. 30,000/-.

**Table-1.7**  
**Income-wise Distribution of the Respondents**

Sl.No	Income of the respondents	Frequency	Percent(%)
1	Rs. 10,000/- 20,000/-	146	68%
2	Rs. 20,000/-30,000/-	48	23%
3	Rs. 30,000/ -40,000/-	9	4%
4	Rs. 40,000 - 50,000/-	2	1%
5	Rs. 50,000/- 60,000/-	2	1%
6	Rs.,60,000/ -70,000/-	1	0.5%
7	Rs.70,000/-80,000/-	3	1%
8	Rs.90,000-1,00,000/-	1	0.5%
9	above Rs.1,00,000/-	2	1%
	<b>Total</b>	<b>214</b>	<b>100%</b>

**Table -1.8** presents the details of marital status of the respondents. The data reveals that out of 214 respondents majority of the respondents are married. (64%). The percentage of the respondents who are unmarried is significant. (35%). The data reveals that since majority of the respondents are in the age group of 25-60 years they have got married and choose their career in pharmacy industry. A significant percent of the respondents is in the age group of 20-25 years (20%) and they are unmarried (35%).

**Table-1.8**  
**Details of Marital Status of the Respondents**

Sl.No	Marital Status	Frequency	Percent (%)
1	Un married	74	35%
2	Married	139	64%
3	Divorcee/Separated	1	0.5%
4	Widow	0	0%
	<b>Total</b>	<b>214</b>	<b>100%</b>

Tables-1.9 and 1.10 present the data on type and size of the family of the respondents. From the data it can be understood that out of 213 respondents majority of the respondents are belong to the joint family (67%) with the family size of four (49%) followed by three (20%). The families with more than five are significant (19%). Here the investigator understood that the respondents who are unmarried and living with their parents and siblings are considered themselves as joint family. Of course, there are some joint families who are living with their parents and spouses and children. Hence the researcher has taken the size of the family only where the data shows the size of family varies in between five to three. (88%).

**Table-1.9**  
**Type of Family**

Sl.No	Type of Family	Frequency	Percent(%)
1	Nuclear	70	33%
2	Joint	143	67%
	<b>Total</b>	<b>213</b>	<b>100%</b>

**Table-1.10**  
**Details of Size of Family**

Sl.No	Size of Family	Frequency	Percent(%)
1	One	3	2%
2	Two	19	10%
3	Three	48	20%
4	Four	107	49%
5	Five	37	19%
6	More than five	1	0%
	<b>Total</b>	<b>215</b>	<b>100%</b>

In brief the data on individual profile of the respondents reveal that there is no much difference in the percent of male and female respondents (54% and 46% respectively) and out of 218 respondents majority of them are belong to BC category. The respondents with the age group of 25-40 years constitute 60% with work experience in between 1 to 4 years consists of 64%. The monthly income of 89% of the respondents varies in between Rs.10,000/- to 30,000/- A significant percent of the respondents is married (65%). Family Size of the respondents is limited in between 3 to 5 (88%) and majority of them are residing in own house. The individual profile of the respondents interprets that majority of the respondents have settled in their present occupation in the selected pharmacy industry where they feel comfort.

### **III. WORKING CONDITIONS & WORK-LIFE BALANCE**

An attempt was made to examine the working conditions of the selected pharmacy industry in order to understand whether the working conditions are favourable to the employees or not especially women. Tables-2.1 to 2.9 give the data.

Table -2.1 presents the data on nature of job of the respondents. It is found that out of 218 respondents majority of the respondents are working on full-time basis (65%) and a significant percent of the respondents are working on hired wages (35%). From the data it can be understood that the majority of the employees of selected pharmacy industry are working on full-time which ensures job security to the employees.

**Table-2.1  
Distribution of the respondents based on nature of their job**

Sl.No	Nature of Job	Frequency	Percent (%)
1	Daily wages/hired	76	35%
2	Part-time	0	0%
3	Contract	0	0%
4	Full-time	142	65%
<b>Total</b>		<b>218</b>	<b>100%</b>

Providing job security to the employees is one of the successful strategies for any industry/organization as it develops the feeling of ownness of the industry/organization and the workers/employees/and they work with dedication and commitment. An attempt is made to examine whether the respondents feel job security. Table-2.2 presents the data relating to job security of the respondents. It is found that out of 218 respondents majority of them reveals that they are having job security (56%) as they are working on full-time. A significant percent of them reveal that they do not feel job security (44%) as they are working on hired basis. From the data it can be understood that the respondents who are working on permanent basis obviously feel job security whereas the respondents who are working on hired basis are insecure about their job. The industries/organizations have to create job security to the workers/employees on condition relating to output/ of their work so that it is beneficial to both employees and employers. Hence there is a need to create job security to even for hired workers/employees in the selected pharmacy industry.

**Table-2.2  
Do you have job security?**

Sl.No	Job security	Frequency	Percent(%)
1	Yes	122	56%
2	No	96	44%
<b>Total</b>		<b>218</b>	<b>100%</b>

According to Labour Law, under Section - 20 ‘working hours’ means the period during which an employee is available for employment including short breaks allowed to an employee by agreement for rest and fresh air other than the breaks. Every employee has the right to enjoy decent work which refers to “productive work for women and men in conditions of freedom, equity, security and human dignity. ILO sets a limit to working hours to 8 hours per day. Table 2.3 presents the data relating to hours of work where the employees have to work in a day as per the company rules. The data reveals that out of 217 respondents all most all employees are working for 8 hours in a day for which they feel comfort to work (96%). An insignificant percent of them is working for 10 hours a day (3%). From the data it can be understood that there is no over working hours/time to the employees working in the selected pharma industry. They are following the Labour law relating to workers/employees.

**Table-2.3**  
**How many hours you have been working in a day?**

Sl.No	Hours of Work	Frequency	Percent(%)
1	6 hrs	0	0%
2	8 hrs	208	96%
3	10 hrs	7	3%
4	no limit	3	1%
	<b>Total</b>	<b>217</b>	<b>100%</b>

Shift system facilitates the workers/employees to choose the work schedule as according to their need and convenience. Research studies reveal that there are less working hours in shift works because it there consists of enough relaxation time and breaks. In this context an attempt was made know whether the respondents have shift system.

Tables -2.4&2.5 give the details of shift system in the selected industry. The data reveals that out of 218 respondents majority of them are working in shift system (52%) and especially in day shift (85%). A significant percent of the respondents is not working in shifts (48%). Only an insignificant percent of the respondents is working in night shifts (25%). It can be understood that though the industry is working in shift system majority of the respondents are working in day shift as per their convenience.

**Table-2.4**  
**Is it shift system**

Sl.No	Shift system	Frequency	Percent(%)
1	Yes	113	52%
2	No	105	48%
	<b>Total</b>	<b>218</b>	<b>100%</b>

Table -2.5 gives the data on whether the respondents are working in night shifts under shift system. The data reveals that the percent of the male respondents working in night shifts is higher than the counterparts (39% and 29% respectively) . And the percent of female working in day shifts is higher than male counterparts (71% and 61%). It is found that the selected industry has been adopting the shift system as per the requirement and at the convenience of the employees.

**Table -2.5**  
**Are you working in Night Shifts?**

Sl. No	Are you working in night shifts	Male		Female	
		Frequency	Percent	Frequency	Percent
1	Yes	30	39%	22	29%
2	No	46	61%	53	71%
	<b>Total</b>	<b>76</b>	<b>100%</b>	<b>75</b>	<b>100</b>

Basic facilities at work place provide decent work environment to the employees especially women employees. Access to washrooms and rest rooms create a sense of convenience and comfort and protect the self-respect of the employees. Availability of immediate health facilities like dispensary and medical stores gives the feeling of security. Facilities like Canteen to the employees help them to refresh and relieve from work stress. While considering all these factors an attempt was made to examine whether the employees of the selected industry provided the basic facilities to the employees at work place and the respondents are availing them or not. Table-2.6gives the data. Majority of the respondents are availing washrooms (98%), rest rooms (39%), dispensary and medical stores (78%) and canteen facilities (65%). The data reveals that the selected industry provided the employees all the basic facilities include well maintained hygiene wash rooms and rest rooms, well organized dispensary and medical stores as well as a canteen at their workplace.



**Table-2.6**  
**Do you avail the following facilities at your work place?**

Sl.No	Facilities at the work place /facilities availing by the respondents	Yes	No
1	Wash rooms	213 (98%)	5 (2%)
2	Rest rooms	86 (39%)	132 (61%)
3	Dispensary/Medical Stores	171 (78%)	47 (22%)
4	Canteen facility	141 (65%)	77 (35%)

The research studies reveal that there will be occupational stress among industrial workers/employees. Work related stress may be due to long hours of work, heavy workload, job insecurity. It is important for employers to recognize work-related stress as a significant health and safety issue. In this context an attempt was made to know whether the employees feel stress at workplace. Noteworthy point was out of 206 respondents majority of the respondents are not feeling stress at their work place. (91%). A considerable percent of them is feeling stress (9%) and majority of them are sharing work with their colleagues to relieve from work related stress (62%). Tables- 2.7 gives the data.

**Table-2.7**  
**Do you feel stress at workplace?**

Sl.No	Stress at work place	Frequency	Percent(%)
1	Yes	19	9%
2	No	187	91%
	<b>Total</b>	<b>206</b>	<b>100%</b>

An attempt is made to know whether there is any gender difference in managing work and home. Table -2.8presents the data. The data reveals that there is a gender difference in managing work and home by the respondents .The data reveals that majority of the male respondents are able to manage work and home than their counterparts (92% and 65%). The percent of the female respondents who could manage work and home with difficulty is higher than their male counterparts (35% and 8%). From the data it can be understood that there is a significant gender difference in managing work and home because of traditional gender roles.

**Table-2.8**  
**Are you able to manage the work and home?**

Sl. No	Able to manage work and home	Male		Female	
		Frequency	Percent	Frequency	Percent
1	Yes	69	92%	51	65%
2	No	0	0%	0	0%
3	With difficulty	16	8%	28	35%
	<b>Total</b>	<b>75</b>	<b>100%</b>	<b>79</b>	<b>100%</b>

An attempt is made to examine whether there is a difference in sharing the responsibilities of both domestic as well as outside transactions. **Table-2.9** presents the data. It is found that out of 177 respondents the percentage of female respondents who are caring their children or siblings and caring elderly persons at home is more than their male counter parts. Besides this the percentage of female respondents in doing domestic chores and shopping for provisions, vegetables and fruits etc. is also more than their counterparts. Interestingly majority of female respondents are paying bills such as house tax, electricity, internet, phone bills through online. From the data it can be understood that the working women are managing work and home with balance by fulfilling responsibilities in and outside efficiently.

**Table-2.9**  
**Sharing of responsibilities by You / Spouse / Parents**

Sl. No	Sharing responsibility	Self		Spouse		Parents		Total
		Male	Female	Male	Female	Male	Female	
1	Children / Siblings Care	22 (12%)	16 (9%)	32 (18%)	62 (36%)	29 (16%)	16 (9%)	177 (100%)
2	Children / Siblings Studies (Homework, Parents meet etc)	31 (18%)	20 (11%)	28 (16%)	57 (32%)	25 (14%)	16 (9%)	177 (100%)
3	Caring Elderly persons	38 (21%)	18 (10%)	28 (15%)	61 (34%)	21 (11%)	17 (9%)	183 (100%)
4	Domestic chores such as cooking, washing, cleaning, house keeping etc	35 (19%)	16 (9%)	31 (17%)	67 (38%)	18 (10%)	13 (7%)	180 (100%)
5	Shopping (Provisional shop, fruits & vegetables etc.)	40 (22%)	22 (12%)	32 (17%)	67 (37%)	15 (8%)	8 (4%)	184 (100%)
6	Payment of Bills(house tax, electricity, phone, internet etc)	59 (31%)	83 (44%)	26 (14%)	11 (6%)	4 (2%)	6 (3%)	189 (100%)

#### IV. Major Research Findings

- It is found that out of 218 sample respondents, male constitute 54% and female constitute 46%.
- The data reveals that majority of the respondents are belong to BC category (59%), followed by OC category (32%).
- Majority of the respondents are in the productive age group which varies in between 25-40 yrs.
- Majority of the respondents are post graduates (33%) and SSC qualified (32%). The percentage of the respondents with graduation is also significant (25%) followed by the intermediate qualified respondents (10%).
- Interestingly it is found that majority of the respondents are graduates in pharmacy course followed by life sciences (30% and 29% respectively). The percentage of the respondents with management and engineering courses is significant (13% and 10% respectively).The percentage of respondents with Arts subjects is very low (9%).
- The data reveals that majority of the respondents have work experience of 1 to 4 years in the selected pharmacy industry (64%) and the percent of respondents having work experience for 4 to 6 years and above 10 years is significant (27%).
- The data reveals that the average income of the respondents varies in between Rs.10,000/- to Rs. 30,000/-.
- The data reveals that out of 214 respondents majority of the respondents are married. (64%). The percentage of the respondents who are unmarried is significant. (35%). Andsize of the family varies in between five to three. (88%).
- It is found that the percent of the male respondents working in night shifts is higher than the counterparts (39% and 29% respectively). And the percent of female working in day shifts is higher than male counterparts (71% and 61%) .
- The data reveals that majority of the male respondents are able to manage work and home than their counterparts (92% and 65%).
- The percent of the female respondents who could manage work and home with difficulty is higher than their male counterparts (35% and 8%). From the data it can be understood that there is a significant gender difference in managing work and home due to gender roles.
- It is found that out of 177 respondents the percentage of female respondents who are caring their children or siblings and caring elderly persons at home is more than their male counter parts.
- Besides this the percentage of female respondents in doing domestic chores and shopping for provisions, vegetables and fruits etc. is also more than their counterparts.
- Interestingly majority of female respondents are involving in the payment of bills such as house tax, electricity, internet, phone bills through online.

#### V. Summary and Conclusion

There is no much difference in the percent of female participation in the pharma industries by proving that female are also opting to work in pharma industries. There may be various factors which are conducive for female workforce participation in industrial and manufacturing sectors including pharma industries such as management policies, working conditions and safe work culture etc. Of course, there may be various other factors also such as preference of course they studied, the field where they choose to work and opportunities available etc. Interestingly a significant percent of the respondents is young generation who has chosen their career in pharmacy industry. The data reveals that majority of the respondents are highly qualified with graduation and post-graduation and the respondents who are participating as class-IV employees also have the minimum educational qualification of SSC. The data reveals that most of the respondents have qualified with

pharmacy and life sciences courses and a significant percent of the respondents are qualified with management studies and engineering. The data reveals that the selected industry has the technically well qualified experts who have chosen their career in pharmacy industry. Majority of the respondents have got married and choose their career in pharmacy industry. In brief, the data on individual profile of the respondents reveal that there is no much difference in the percent of male and female respondents and majority of them are belongs to BC category. The respondents are in the age group of 25-40 years work experience in between 1 to 4 years .The average monthly income of the respondents varies in between Rs.10,000/- to 30,000/- A significant percent of the respondents is married with the family size in between 3 to 5 and majority of them are residing in own houses. The individual profile of the respondents reveal that majority of the respondents have settled in their present occupation in the selected pharmacy industry where they feel comfort.From the data it can be understood that the selected industry has been adopting the shift system as per the requirement and the convenience of the employees. Many research studies reveal that there will be occupational stress among industrial workers/employees. Work related stress may be due to long hours of work, heavy workload, job insecurity. It is important for employers to recognize work-related stress as a significant health and safety issue. Noteworthy point was out of 206 respondents majority of the respondents are not feeling stress at their work place. They are sharing work with their colleagues to relieve from work related stress. The data reveals that there is a gender difference in managing work and home by the respondents as majority of the male respondents are able to manage work and home than their counterparts.The percent of the female respondents who could manage work and home with difficulty is higher than their male counterparts .There is a significant gender difference in managing work and home due to gender roles. The percentage of female respondents who are caring their children or siblings and caring elderly persons at home is more than their male counter parts. Besides this the percentage of female respondents in doing domestic chores and shopping for provisions, vegetables and fruits etc. is also more than their counterparts. Interestingly majority of female respondents are paying e-bills such as house tax, electricity, internet, phone bills through online. From the study it can be understood that the working women are managing work and home with balance by fulfilling responsibilities in and outside efficiently which shows their multi-dimensional talent in work-life balance.

To conclude, when the policies of the industrial/manufacturing sectors are favourable to women it relieves work stress among women and help them to balance work and life. Family institution boosts up the individual personality and support to face any challenges inside and outside . It helps women to break the 'glass ceiling' and encourage them to reach heights in their career and there by the family and nation.

## **VI. Recommendations**

Work-life balance influence by work stress and household responsibilities.Work related stress may be due to long hours of work, heavy workload, job insecurity and unsafe work environment. Hence the organization should take steps to reduce the work stress by implementing appropriate policies. The organizations have to see that the employees are comfortable with nature of job/work, working conditions, transport facility, provisions for basic amenities such as toilet facilities, rest rooms , creche and recreation facilities etc. which gives them job satisfaction. Recreation facilities at workplace such as sports and games, cultural activities, yoga, recreation clubs help the employees to relieve from work stress. Skill development Centre help the employees to improve their capacity building and create awareness about the contemporary trends and development of the profession and also recreates new energy to the employees and encourage them to work with ease which increase the productivity. The management should be empathetic and understanding towards the employees at workplace. In addition to all employees safety at work place is a prerequisite for any industry or organization .

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