

WORK LIFE BALANCE OF FEMALE HEADED HOUSEHOLDS –A FOCUS WITH SPECIAL REFERENCE TO TAMIL NADU

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ABSTRACT.

Work life balance strategy is the way of life that shows how Female Headed Households manage her family to satisfy the financial need being a decision making authority in the family. She plays a multiple role in the family and in the organization due to the changing environment and economic conditions. The biggest challenge for women is how to balance the demands of family and career. The literature identifies the various aspects such as importance of work life balance, Problems facing by the Female Headed Households, Supports and assistance for the women's, what are roles played by the government and organization to manage their life and present status of Female Headed Households in the country and the state. This paper reveals the overview of the various challenges and issues faced by Women employees to achieve WLB in Human Resource Management. The sources referred in this paper include various journals, reports, internet sites about the Female Headed Households in Tamil Nadu.

Keywords : *Work Life Balance (WLB), Women Employee, Female Headed Households(FHH) Family, Career etc.*

1.1 Introduction

Indian Women wants to enjoy the status of equality with men in terms of social freedom, education and other rights. She plays a importance role as a caretaker of the physical and psychological health and wealth of the family members in the changing social-economic conditions. Indian culture was very much attached to women and it expects her supportive participation in family affairs and all its cultural rituals by sharing equal right and responsibilities in the family. She was regarded as indivisible part of the family and family business, farm or shop works. In the absent of male in the family, Female headed households are the bread winners of their family .They are facing lot of work life balancing problems in gender discrimination with respect to education, earnings, rights and economic opportunities it leads to increasing the role and responsibility of women by having tremendous pressure to their career and goals. They want to win the battle to strike a balance between work and family life to be a good employer or employee in organization and the good caretaker of the family.

1.2 . Literature Review

Various research studies were conducted on Work Life Balance particularly on Women who were working indifferent sectors in India as well as in the other parts of the world.

Noharika and Supriya(2010) have highlighted work life balance across genders and found that both men and women are experiencing work life imbalance. Though after Liberalization, many Indian organizations have been introducing various work life balance practices like flexi times, part time work, and provision for child care facilities which are facilitated in various developed countries it is found that imbalance still exist among men and women in every organization.

K.Santhana Lakshmi et al, (March 2013) have examined that the Educational institutions should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement the policies to support the teaching staff to manage their WLB.

1.3 Statement of the Problems and Significance of the study.

Women form an integral part of the Indian Workforce. As per census 2011 the total number of female workers in India is 149.8 million. Absence of male members in the family is due to various causes like family problems, alcoholic and unethical practices, accidental loss of life or loss of any part of the human body to be a physically challenged person in the family. These reasons are force the married, unmarried, divorced Female headed households to empower themselves to acquire employment opportunities, education, skill development training, to fulfill the livelihood needs of their parents, children and family members with the support of the organizations, society and the Government.

1.4 Objectives of the Study.

To study the work life balance of Female Headed Household.

To study the support of the Management and the government to the Female Headed.

1.5 Need and Importance of the study

Female Headed Households need government and organizational Support from the public sector and private sector to get employment to overcome the problems in socio-economic conditions to balance the work and life. .

- They need Financial assistance and Career opportunities for their livelihoods and to improve their standard of living of their family.
- They need protection to their family in the society.
- They need of skill training program.
- They need recognition from the society because they are constantly being Victimized and exploited by the society.
- They suffer from social ostracism, economic deprivation, psychic tension and Physical discomforts, Personal healthcare and childcare problems, stress in work and personal life. So they need Physical and Psychological counseling and yoga practice to change her life style by avoiding work stress and life stress

- They need educational supports and employment opportunities to their children
- They Need social security plans, polices and retirement benefits for her life.

1.6 Female Headed Households in Tamil Nadu.

Tamil Nadu Corporation for Development of Women Limited has stated that as per Census 2011, Tamil Nadu has a population of 7.21 crore. It is also estimated that there are 1.85 crore households in Tamil Nadu. Out of these, there are 25.88 lakh Female headed households as per the census figures, which is 13.97% of the total number of households in the State. A household where either no adult males are present, owing to divorce, separation, migration, non-marriage or widowhood, or where men, although present, do not contribute to the household income is, by definition, a Female headed household. They are generally most vulnerable families in the society need government and organizational Support from the public sector and private sector to get employment to overcome the problems in socio-economic conditions to balance the work and life.

1.7 Organizational support to Female headed Households.

To achieve a positive Work life Balance, female headed households should be pro-active and plan her Professional and Personal Schedules well in advance so that both are equally balanced. Organization needs to committed with their productive women, and by lay down the schemes and strategies for Female headed households. The following steps are mandatory to formulate the policy on WLB for Female headed households.

- Identification of the need for introducing WLB Policy.
- Creation of a Task-force that can lead this activity.
- Formulate the policy on WLB based on the company's vision & mission's statement.
- Form a committee that comprises of representatives from management as well as workers category.
- Conduct workshops to enhance knowledge and necessity of this policy.
- Communicate the policy to all the employees.
- Implement the policy of maintain regular feedbacks & suggestions.
- Register and record each activity of the committees/Taskforce.
- Update any changes that have been made to all employees.
- Make the policy reachable and understandable by all.
- Promote transparent polices in promotion and transfers
- Recognizing their performance in the appraisal by giving rewards.
- Create a sense of confidence in their mind.

- Providing full slate of flex-time, telecommuting, child-care, elder-care, leave, job-sharing, and concierge services.

1.8 Scheme for Female headed Households in Tamil Nadu

The empowerment of the women by forming them into cohesive Self Help Groups (SHGs), encouraging them to undertake regular savings, providing them self and wage employment and training them towards their socio-economic empowerment has been a major priority of the Government of Tamil Nadu. A number of Schemes have been initiated with a view to empower the women, especially the rural and urban poor. In this background, it is considered imperative to launch a Special Scheme that is specifically focused towards upliftment of the poor households from amongst those that are headed by women.

a) The salient features of the Scheme

- Formation of special groups comprising of women headed households, (with a minimum of five members)
- Livelihood activities through formation of specialized Livelihood groups.
- Skill training for a short duration of 1- 3 months for self-employment Placement linked skill training for eligible beneficiaries in age group 18-45 years for 3-12 months period.
- Economic assistance through Bank credit linkage with interest subvention.
- The proposed Scheme will aim at providing placement linked skill training or livelihood training / assistance to the women who head the household, or to any other eligible member of the household, for their self or wage employment, to increase the household income.

b) Physical and Financial Target:

- It is proposed to cover all willing poor beneficiaries from amongst the Women headed households over a period of 5 years starting from 2015-16 onwards.
- The average cost of skill training / livelihood assistance with interest subvention will range from Rs.10,000 to Rs.20,000 per beneficiary. An amount of Rs 750 crore will be spent across the five year period. In addition, 5% administrative costs may also be provided each year.
- It is proposed to allocate a sum of Rs.100 crore for the year 2015-16. Female Headed Households

(c). Source of Funds:

The required funds will be accessed from various livelihood mission programmes implemented both in urban and rural areas, besides Tamil Nadu State Skill Development Mission. If necessary, any gap funding will be provided by the State Government.

Conclusion and Suggestions

The study shows that Female Headed Households can create the ambassador for the world Peace like Heeraben Modi created her son as a Prime Minister of India. But they need government and organizational Support from the public sector and private sector to get employment to overcome the problems in socio-economic conditions to balance the work and life.

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