



## COMPARATIVE ANALYSIS OF QUALITY OF LIFE OF WOMEN WITH DIFFERENT EMPLOYMENT STATUS

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### ABSTRACT

*Quality of life is a multidimensional & comprehensive concept including many factors like physical health, mental health, financial security, leisure time & self-care. It has been observed in many research findings that quality of life of men & women are not same. Women generally suffer with poor quality of life than men. The current research paper aims at making a comparative analysis of quality of life of women with different employment status as employment status is a key socio- economic factor influencing quality of life in terms of economic security, social identity, mental and physical health. Different researcher who studied quality of life in different countries like India, Iran & Europe offers mixed findings on quality of life of women with different employment status. The current study has used random stratified sampling method and collected data of 440 Indian women with different employment status. Based on the responses, ANOVA with Two factors, without replication was conducted to make a comparative analysis of their quality of life in relation to their employment status. The research findings based on above test has shown that there is no significant difference in the quality of life of women with different employment status.*

**KEYWORDS:** *Quality of life, financial security, employment status*

### INTRODUCTION:

Quality of life whether its men's or womens' is often associated with material well being which comes with better income and employment. Since ages it is observed that women employment and income is always treated as secondary over men's employment and income irrespective of work position and amount of income earned. Moreover women employment is not regular or consistent. The period after World war II, women worked outside home in early years of marriage then became full time homemakers after having kids and rejoined their office in middle years of their working life span when their children no longer required close supervision. Thus career of women was always placed at second position over family responsibility.

If one observes the pattern of work status of women from 19<sup>th</sup> to the 21<sup>st</sup> century, it is clear that in modern world, women workforce participation has improved however at the same time her household management has also

become more complex. This is taking most of her personal time for household management along with the management of office work. Indian women have proved themselves as efficient home makers. Managing home is equally a skilful job as managing office work of a business. However, multitasking women are getting exhausted in juggling these two roles and hence may not show their full potential. Indian women consider managing home with job as their moral responsibility and burden of these results into poor quality of her life as she does not have free time for herself.

Similarly for home makers it is equally challenging to manage household and actively participate in the society which modern era demands. One can observe a paradox where a working woman who is financially more secure but unable to get time for her personal life and homemakers although can manage time, do not have financial independence to remain socially active.

Modern women know their self-worth, and they wish to develop self-reliance and self-esteem by taking up jobs in various aspects. However, in this process they end up only gaining financial security but do not enjoy the life with better quality due to lack of time, tired after office hours, occupied with thoughts of managing home and office duties. On the other hand, Homemakers are although having some free time for themselves but do not have income to have a better quality of life.

As far as the concept of quality of life is concerned, people have different perceptions about it. Basically, Quality of life is a comprehensive and multi-dimensional concept. Factors like employment status, physical and mental health, leisure time, self-care, decision making power, financial security representing quality of life is subjective in nature. These factors are closely connected to subjective well-being. Multiple studies observed that employment is associated with higher satisfaction and mental well-being due to financial independence, increased decision making power and social connections. It is therefore many a times quality of life is associated with financial security and income. However, women who are working for financial security and income are often found more frustrated with double duties of managing home and office. Thus, although working women has access to resources, has no time to utilize it. Such observations make one question about positive relation between income and quality of life of women although this relationship is not completely inaccurate. We need to observe quality of life based on the definition given by World Health Organization. It defines quality of life as an individual's perception of their position in life in the context of the culture and value systems in which they live and in relation to their goals, expectations, standards and concerns.

Although this definition looks more accurate but measuring quality of life of diverse population of women by creating some standard parameters seems difficult. Most of the empirical studies have reported positive relation between higher income levels and better quality of life. However, this result does not fully capture the lived experiences of women particularly in developing countries like India. It has been observed in patriarchal Indian society; women employment status has no major role to play on domestic rules and family responsibilities of women. Observational evidence suggests that women are expected to perform household and caregiving duties irrespective of their employment status. Although working women can outsource some of their domestic tasks, this support remains partial. Consequently, women do not have leisure time as men has.

Based on these observations, the present study hypothesizes that working women in Mumbai city exhibit lower quality of life compared to homemakers from higher-income households. To empirically examine this hypothesis, a survey was conducted using a structured questionnaire.

## OBJECTIVES:

The author wishes to observe the Quality of life of women with different employment status like full time, part time, self-employed & homemakers). Although Quality of life of working & Homemakers refers to the perceived level of well-being in physical, psychological, social & environmental domains as influenced by their occupational status. Thus, variable perceived for Quality of life cannot be same for working women & homemakers. However, to make a standard comparison, researchers have taken some variables like leisure time, househelp, self-care, time to read newspaper, physical health, social life, family decision making & financial security. Researchers has compared above variables for women with different employment status and observe their Quality of life.

1. To assess overall quality of life of women with different employment status
2. To compare physical & mental well-being of employed and unemployed women
3. To identify the key factors influencing quality of life among employed and unemployed women.

## Significance of study

- The present study contributes to a better **understanding of how employment status influences the quality of life of women**
- The present study provides **empirical evidence** on the quality of life by comparing women with different employment status i.e. employed, self-employed, and home makers.
- The findings of this study will be useful for **policymakers and government agencies** in designing employment-oriented and welfare programs aimed at improving women's quality of life.

## Hypothesis

**H<sub>0</sub>** - There is no significant difference in the quality of life of women with different employment status

**H<sub>1</sub>** - There is a significant difference in the quality of life of women with different employment status

## RESEARCH METHODOLOGY:

This study has adopted a descriptive and comparative research design to examine and compare the quality of life of women with different employment statuses.

**Sample size & method** - Random stratified sampling method is used to collect data from women with different employment status. Total respondents consists of 135 full time employed, 201 home makers, 67 parttimer, 36 self employed. Author has collected uneven data as population is naturally unequal and less accessible.

**Data collection & analysis** - Secondary data is collected from published sources like journal articles, news articles which helped in framing the hypothesis and building up strong literature review. For comparative analysis, primary data was collected using a structured questionnaire to collect responses from women with different employment statuses (employed, self-employed, and home makers). It consists of socio economic indicators and some indicators representing quality of life.

The collected data were coded, tabulated, and analyzed using appropriate statistical techniques with the help of statistical software such as **SPSS**. ANOVA with Two factor without replication was conducted to make a comparative analysis of their quality of life in relation with their employment status. All statistical tests were tested at **0.05 level of significance**.

### **LIMITATIONS OF THE STUDY:**

This study is limited to make comparative analysis of quality of life of women with different employment status. There are various indicators of quality of life, however authors has only focused on beauty care, leisure time, physical exercise, and family decision-making , financial security as parameters to measure quality of life.

### **SCOPE OF THE STUDY:**

The findings of the study will create scope for future research. There is a research gap in the current research by limiting to only women with different employemnt status in Mumbai region. More research can be done on comparing quality of life of only working women with different grades of employment, women working in formal and informal sector etc. Studies can also be made on cultural diversity and quality of life of women. Future research should also explore factors like marital status, education, children, social economic class along with employment affecting quality of life of women.

### **LITERATURE REVIEW:**

Lots of literature has been reviewed by the authors related to the quality of life in general and quality of life of women in specific. Few of the research papers published in the reputed journals are mentioned below showing mixed results.

Chandanshive A (2023) in his study on “Comparative study between and non-working women in relation to life satisfaction and stress” made a survey of 100 employed and unemployed females in the age group 25-50. By using Mean, SD & t test, researcher found a significant difference in the life satisfaction among employed and unemployed women. The study concludes that employed females experienced greater satisfaction in life than unemployed females.

Moitra T (2023) in her paper “A comparative study between Middle aged employed and unemployed women on stress & life satisfaction” conducted a survey of 35 employed and 35 unemployed women and found that quality of life of employed middle aged women was better than their counterparts.

Connolly F & Garling T (Oct 2021) in their research paper titled “Mediators of differences between employed and unemployed in life satisfaction & Emotional well-being”. In their previous research work, they observed unemployed women has lower satisfaction than the employed women with no difference in their emotional well-being. The same result was obtained using Mediation analysis for the sample of 3463 employed and 452 unemployed women from five western countries.

Saravi F, Navidian A & Montazeri A (Nov 2012) in their research work on “comparing health related quality of life of employed women & housewives: a cross-sectional study from southeast Iran” found that there were no

significant differences in quality of life between employed women & housewives. The findings observed association between some aspects of health-related quality of life & employment.

Mahjabeen S, Fatima M & Fatima S (Aug 2025)“A comparative study on overall well-being among working & non-working women” studied working and non-working women aged 25-45 years in Hyderabad with 51 sample of both the groups. The findings suggest the interconnection between role of employment and lifestyle factors in shaping women’s health and wellness. Factors like social support, nutrition and personal lifestyle playing a strong role in the well-being of women.

A sample study conducted by Bhuvakar S. (Sept 2022) in her paper titled “Self Esteem and Quality of Life: A comparative study among working and non-working women” with the sample size of 100 women observed a significant difference in the quality of life among working and non-working women and working women have better quality of life and high state of self-esteem than non-working women.

**FINDINGS OF THE STUDY:**

The present study aimed at observing whether there is a significant difference in the quality of life of women with different employment status with respect to financial security, self care and decision making power at family level. It is therefore two way Analysis of Variance (ANOVA) test was used to test the hypothesis. The following table shows the findings of ANOVA two way factor test.

Source of Variation	SS	df	MS	F	P-value	F crit
Rows	631.5052	438	1.441793	1.469225	5.85E-08	1.129402
Columns	1732.313	4	433.0781	441.3182	3.19E-263	2.377007
Error	1719.287	1752	0.981328			
Total	4083.105	2194				

Source: Calculated by author

The calculated F value for rows (employment status effect) is **1.4692**, which is **greater than the critical F value (1.1294)**. The corresponding **p-value (5.84803 × 10<sup>-8</sup>)** is much **less than the 0.05 significance level**. The above results clearly shows that H0 null hypothesis is rejected showing a significant difference between the quality of life of women with different employment status. Thus employment status plays a meaningful role in influencing financial security, self-care and participation in family decision making.

Also, F test was conducted to examine differences in the beauty care, physical exercise and financial security and participation in family decision making across respondents. The calculated F value for column (variables effect)

for these parameters is 441.3182 which is greater than the critical F value (2.3770). Similarly, P value ( $3.1876 \times 10^{-263}$ ) is extremely small and lower than 0.05 level.

The above results clearly show that there are highly significant differences among the parameters like beauty care, physical exercise, financial security and family decision making indicating that these dimensions vary considerably across respondents.

## CONCLUSION:

Although quality of life is personal, subjective and relative concepts, it is clearly observed from the above analysis that employment status has significant effects on lifestyle, economic security, health related practices and decision-making roles within the family. Thus employment is a key socio-economic determinant influencing multiple aspects of individual & family life of women.

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