

## **CHAPTER 3**

### **METHODOLOGY**

This chapter presents the methodology that was used to carry out the study to understand problems of domestic and home-based women workers in the unorganized sector of Vadodara.

The chapter includes following sections.

- 3.1 Pilot study
- 3.2 Description of the population of the study
- 3.3 Sample of the study
- 3.4 Selection of the sample
- 3.5 Description of research tool and response system
- 3.6 Validation of the research tool
- 3.7 Pre-testing and reliability of the research tool
- 3.8 Collection of the data
- 3.9 Scoring and categorization of the data
- 3.10 Statistical analysis of the data
- 3.11 Ethical considerations

### **3.1 Pilot Study**

In 2011, a pilot study was conducted to assess feasibility of the present study, to find out the problems faced by the home-based and domestic women workers. Another reason of conducting the pilot study was to validate tool for data collection and get firsthand experience of the research process. The sample comprised of total 40 women working in the unorganized sector all of which half of the sample (i.e. 20) were home-based worker while other half were domestic workers from Vadodara. The purposive snowball method was used to select the sample. An interview schedule was used to collect the data, which consisted of the following sections:

- a) The background information of participants' and their work profile,
- b) Work related problems faced by home-based and domestic women workers,
- c) Personal problems faced by them, and
- d) Suggestions to improve the situation of home based and domestic women workers in the unorganized sector.

Percentages were calculated to interpret the data of the pilot study.

### **3.1.1 Findings of the Pilot Study**

#### **a) *Work profile***

Work profile of the home based women workers and Domestic women workers emerged as following:

Majority of the women (76%) were working for three to six hours per day since past last one to ten years of joining the work force. High majority of the women (91%) stated that the prime reason for their working was unemployment of their family members. It was also noted that most home-based women workers (82.5%) reported their wage INR 500 per month as lowest to INR 3500 as highest while domestic workers received between INR 400 to 4500 per month.

#### **b) *Work related problems faced by domestic workers and home based women workers***

Work related problems were classified into (1) Wages related problems, (2) Problems related to facilities at work place, and (3) Problems related to organizational climate

#### **c) *Work related problems faced by domestic workers***

- *Wages related problems* was found by Majority of the women (61%) expressed their dissatisfaction from the wages they were receiving. Further it also revealed that high majority of them (89%) were not receiving extra wages for the extra work they were doing.
- *Problems related to facilities at work place:* Women reported lack of insurance facility, medical facilities including first-aid, and even lack of facility of lunch and there has no crèche facilities provided at the work place.

- Findings about organizational climate revealed that women were happy with the people who supervised their work to some extent whereas only a few reported to be having co-operation with their supervisor and boss to a great extent.

d) ***Work related problems faced by home-based women worker***

Findings of work related problems revealed that majority of them (68%) were not satisfied with the wages they received to a great extent. Women expressed lack of concentration on work due to household work. It was also reported that possibility of getting damage to the raw materials as working at home (i.e. stain on garment, lost of beads etc). Further it revealed that majority of the women (69%) reported lack of co-operation from the employer for fetching and dispatching raw materials to a great extent. High majority of the women (79%) reported insecurity of work to a great extent.

e) ***Personal problems faced by home based women workers and domestic women workers***

These problems are classified as (1) Problems related to social family and recreational life, (2) Physical problems, and (3) Psychological health problems.

- *Problems related to social family and recreational life:* Lack of time to meet friends and relatives, staying away from social life due to work commitment contribution was not being noted down in the family and society etc. such problems were faced by women domestic workers to a great extent.
- *Physical problems.* Women expressed fatigue, headache and body pain as major problems to a great extent.
- *Psychological health problems.* Anger without reason, tension about work and crying without any reason etc. such psychological health related problems were reported to a great extent.

### **3.1.2 Conclusion of the Pilot Study**

The data revealed that women were working primarily in unorganized sector as home-based and domestic workers to fulfill the financial need of the family. Women tend to face many problems related to their work life such as low wages, long working hours, insecurity of work etc. as well as personal problems such as lack of time for their own children, for going out for leisure, body ache, tension about work etc. Therefore, it can be concluded from the results of the pilot study that a research on “Problems of women in unorganized sector in Vadodara” is the need of the hour.

### **3.2 Description of the Population**

Population in statistics is the specific population about which information is desired. Ngechu (2004) defined population for the research purpose. According to him, population is a well-defined or set of people, services, elements, events or households that are being investigated. The population for the present study consisted of women domestic workers and women home-based workers working in the unorganized sector in Vadodara, Gujarat.

### **3.3 Sample of the Study**

The sample of the present study comprised of two types of respondents a in unorganized sector, one Women Home-based Workers and other were Women Domestic Workers. Total 300 women working in unorganized sector were selected as sample of the study. Out of total sample size, 150 were women home-based workers while rests 150 were women domestic workers.

### **3.4 Selection of the Sample**

3.4.1 *Sampling technique.* A purposive and snow-ball sampling method was used to draw the sample of the study. The researcher identified home-based workers through wholesaler and subcontractor from whom the home-based workers obtained work. Investigator also contacted Non-governmental organizations (NGOs), namely, “Sahaj Shishu Milap” and “Shroff Foundation Trust, which were providing training and employment to home-based workers. The trainers of these NGOs helped to contact the home-based workers as well as women domestic workers. Researcher also contacted respondents using snowball technique, taking reference of

one or more potential respondents from the current participants, friends, relatives, neighbours and colleagues who had “maid” at their home.

**3.4.2 Selection criteria.** Respondents were selected on the basis of the inclusion criteria and the willingness to cooperate. Specific inclusion criteria were as follow:

- 1) Women working as domestic and home-based worker in unorganized sector
- 2) For equal distribution of women home based workers fifteen women from each group were selected. i.e. women home based workers who were involved in Beedi roller, Rakhi making, Paper bowl (Padiya) making, Embroidery work, Bead work Stitching, Jewellery Making, Broom Making, Brush Making, Flower's Toran Making
- 3) Women with minimum 6 months of experience
- 4) Women giving verbal consent to participate in the study

Researcher had encouraged respondents to speak in Gujarati language so as to break language barriers in gathering research data. The tool was formulated in Gujarati language as well. She also noted specific impressions during the interviews. Interviews were tape recorded which were transcribed in Gujarati and then the data were translated into English.

### **3.5 Construction of Research Tools**

The present study was ex-post facto research; therefore, survey method was used for the present research. The interview schedule was constructed by the investigator for data collection. The investigator prepared the items of interview schedule after-

- Reading, reviewing books, research articles, newspaper articles, journals and personal observation method those were related to the present study.
- Informal interview with home based women workers and domestic women workers and also on the base of experience from the pilot study.

The research tool used for data collection was prepared by the investigator under the guidance of research guide. Keeping in a view two different group of sample for the study, the researcher had developed two different interview schedules for each of the sample group of home-based and domestic women workers. The tools were first constructed in English and then translated in to Gujarati language for better comprehension by the respondents and ease in communicating while filling up the interview schedule by the investigator.

### **3.5.1 Description of the Research Tools**

The main composition of both the tools for the women home- based workers and for women domestic workers was same, only statements and some sub aspects of the tool were different from each other. The interview schedule was divided in to the following three sections:

1. **Profile of women home based workers and domestic workers:** The first section consisted of the background information, attitude scale of women towards their work from social perspective and work profile including the wages, working hours, duration of work, training received (by women home based workers), and facilities provided (to domestic workers) etc. regarding the women home based workers and women domestic workers.
2. **Attitude of women towards their work scale:** Attitude scale to measure the attitude of women towards their work was adopted from “Handbook of Psychological and Social Instruments,” edited by D.M. Pestonjee (1997), which was then modified to match the sample of the study.
3. **Problems faced by women home based workers and women domestic workers:** Section two was comprised of problems faced by home based women workers and domestic women workers.

#### **3.1 Work related problems. This domain covered topics such as -**

- 3.1.1 Daily wage
- 3.1.2 Work conditions
- 3.1.3 Facilities provided by the vendor
- 3.1.4 Job security
- 3.1.5 Harassment faced
- 3.1.6 Attitude towards work
- 3.1.7 Benefits of different schemes
- 3.1.8 Protection of workers’ rights

#### **3.2 Personal problems. This covered topics such as:**

- 3.2.1 Personal challenges to complete the work
- 3.2.2 Quality of life

- 3.2.3 Physical and emotional health
- 3.2.4 Managing work and family life
- 3.2.5 Strategies to manage dual responsibilities and conflicts

**4. Suggestions to improve the situation of women working in unorganized sector:** The third section of the tool was comprised of suggestions to improve the situation of home based women workers and domestic women workers working in unorganized sector which also included some open ended questions.

A three-point rating scale was designed to study the extent of problems faced by the women home based workers and women domestic workers. The investigator asked the respondents the level of problems faced by them and tick marked the interview schedule. The tools used for both the group of women were different, but the construction and response system of the tool was common.

The Table 2 describes research tools and response system.

**Table 2: Description of Research Tool and Response System**

<b>Sr. No.</b>	<b>Section</b>	<b>Themes</b>	<b>Response Methods</b>
1	Profile	<ul style="list-style-type: none"><li>• Demographic profile of women home based workers and domestic workers</li><li>• Work profile of women home based workers and domestic workers</li></ul>	Checklist, Open ended and 3 - point rating scale
2	Problems	Section – A included work related problems Section – B included personal problems	3 - point rating scale and open ended
3	Suggestions	Suggestions to improve the situation of women in unorganized sector.	3 - point rating scale and open ended

### **3.6 Validation of the Research Tool**

Babbie E.(2001) describe the validity as the degree of congruence between the explanations of the phenomena and the realities of the world. While absolute validity is difficult to establish, demonstrating the validity of a developing measure is very important in research (Bowling, 1997). This study used both construct validity and content validity. For construct validity, the interview schedule was divided into several sections to ensure that each section assessed information for a specific objective, and also ensured that the same closely ties to the conceptual framework for the study. Tools were shared with experts who were requested to check the tools for their:

- Content validity
- Nature of statement
- Clarity of language and ideas
- Appropriateness of the response system

**Experts included team from following institutions:**

- Professor, Faculty of Social Work, The Maharaja Sayajirao University of Baroda, Vadodara.
- Feminist and Activist from Sahiyar (Stree Sangathan), Vadodara.

- Head, Department of Psychology, Faculty of Education and Psychology, The Maharaja Sayajirao University of Baroda, Vadodara.
- Lecturer and Professors, Department of Human Development and Family Studies, Faculty of Family and Community Sciences, The Maharaja Sayajirao University of Baroda, Vadodara.
- Professor, Department of Extension and Communication, Faculty of Family and Community Sciences, The Maharaja Sayajirao University of Baroda, Vadodara.

The suggestions given by different experts were incorporated in the final tools.

### **3.7 Pre-Testing and Reliability of the Research Tool**

The interview schedules were subjected to examination by twenty purposely selected respondents in order to ensure content validity. The twenty respondents (ten domestic as well as 10 home-based workers) were personally interviewed to evaluate the statements in the interview schedule for relevance and whether they were meaningful, clear and free of offensive expressions. On the basis of observation and evaluation, the interview schedules were adjusted appropriately before subjecting them to the pre-testing. Before its use for final data collection exercise, participants' comments during pre-test exercise was incorporated and necessary changes were made in the interview schedule to enhance content validity of the interview schedule.

The interview schedule was prepared in Gujarati language so as to ensure clear expression while communicating with the respondents. The translated interview schedules were validated by expert from lecturer from Gujarati department, The Maharaja Sayajirao University of Baroda, Vadodara.

The tools were administered again to the same 20 respondents after the gap of fifteen days to measure the reliability of the tool through test-retest method. The coefficient of correlation between the two sets of scores was calculated to find out the reliability test through SPSS. A high correlation was found between the two sets of scores. The value found was  $r = 0.93$ .

### **3.8 Collection of the Data**

The data was collected personally interviewing the domestic and home-based women workers by extensive field work from December, 2014 to April, 2015. The researcher acquired the verbal consent from respondents and sub-contractors for the data collection. Some of the home-based as well as domestic women workers denied of giving consent to participate in the study while some subcontractors allowed interviewing the women in their presence only. The researcher strictly followed selection criteria and ensured privacy and confidentiality of the data.

The study objectives, purpose and details of the research process was shared and duly explained to the participants. After sharing the information, participants were asked to provide consent for the interview. Further, respondents were provided the opportunity to accept or decline participation in the study, an assurance for confidentiality and anonymity by the researcher. The purpose of this sequence was to provide respondents with objectives of the research, importance of their participation and help them decide whether to participate in the study or not. One interview took about one hour and sometime entire process was concluded within one hour. No major difficulties were faced during data collection. At the completion of the entire process, the participant was thanked for their participation.

### **3.9 Scoring and Categorization of the Data**

Variables, categories and scoring keys were pre-determined by the researcher.

#### **3.9.1 Categorization of variables**

The tool carries questions regarding profile of women home based workers and women domestic workers. The categorization of Independent and Dependent variables for women workers was done as described below. The following Tables, Table 3 and 4, explains variables and its categories.

**Table 3 Categorization of Independent Variables.**

<b>S.No</b>	<b>Variables</b>	<b>Basis</b>		<b>Categories</b>
<b>1</b>	Age	15 to 30 years		Young age group
		31 to 45 years		Middle young age group
		46 years and above		Old age group
<b>2</b>	Education	Cannot Read or Write		Illiterate
		Read and write		Read and write
		Primary education		Primary education
		Secondary education		Secondary education
		Graduation		Graduation
<b>3</b>	Marital Status	Unmarried		Unmarried
		Married		Married
		Widow		Widow
		Divorced		Divorced
<b>4</b>	Daily work engagement (in hours)	2 to 4 hours		Less working hours
		5 to 7 hours		More working hours
<b>5</b>	Duration of work engagement (in years)	Less than 1 year	Short duration of work in years	
		1 to 5 years	Moderate duration of work in years	
		6 years and above	Long duration of work in years	
<b>6</b>	Working experience	Above Mean	Positive attitude of women towards their work	
		Mean and Below Mean	Negative attitude of women towards their work	

**Table 4 Categorization of Dependent Variables for Women Home Based Workers.**

Variables	Basis	Categories
Problems Faced by Women Home Based Workers and Women Domestic Workers	Above Mean	More Number of Problems
<ul style="list-style-type: none"> <li>• Work Related Problems</li> <li>• Personal Problems</li> <li>• Overall Problems</li> </ul>	Mean	Moderate Number of Problems
	Below Mean	Less Number of Problems

### 3.9.2 Attitude of women towards their work from social perspective

The scale included ten items was adopted and modified to measure the attitude of women towards their work from social perspective. Out of 10 statements, five were positive and the rest were negative. The possible obtainable score ranged from ten to thirty. The score of the responses was given as follows:

**Table 5 Scoring Scheme of the Statements.**

Statements	Great Extent	Some Extent	Less Extent
Positive	3	2	1
Negative	1	2	3

Range of mean score for attitude of women towards their work from social perspective were decided as follow:

Type of attitude	Score
Positive attitude	22 and above
Negative attitude	21 and below

### 3.9.3 Problems of women home based workers and women domestic workers

To measure the problems faced by women home based workers and women domestic workers, each statement was given score in order to ensure appropriate categorization of responses. Scoring Scheme of the Statements Relevant to the Extent of Problems is as follow:

<b>Extent of the problem</b>	<b>Score</b>
Great Extent	3
Some Extent	2
Less Extent	1

### **3.9.3.1 Problems Faced by Women Home Based Workers**

The Table 6 presents aspect wise total obtainable score for the problems faced by women home based workers.

**Table 6 Aspect wise Total Obtainable Score of Problems of Women Home Based Workers.**

<b>S.No</b>	<b>Aspect</b>	<b>Number of Statements</b>	<b>Maximum Obtainable Score</b>	<b>Minimum Obtainable Score</b>
1	Work Related Problems	26	78	26
2	Personal Problems	27	81	27
3	Overall Problems	53	159	53

### **3.9.3.2 Problems Faced by Women Domestic Workers**

The Table 7 presents aspect wise total obtainable score for the problems faced by women domestic workers.

**Table 7 Aspect Wise Total Obtainable Score of Problems of Women Domestic Workers.**

<b>S.No</b>	<b>Aspect</b>	<b>Number of Statements</b>	<b>Maximum Obtainable</b>	<b>Minimum Obtainable</b>
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			<b>Score</b>	<b>Score</b>
1	Work Related Problems	33	99	33
2	Personal Problems	33	99	33
3	Overall Problems	66	198	66

The range of intensity indices were calculated aspect wise to measure the extent of problems of women home based workers and women domestic workers. To describe the extent of Problems, the range of intensity indices were decided as follows:

**Range of intensity indices were decided as follows:**

<b>Extent of Problems</b>	<b>Range of Intensity Indices</b>
Great Extent	2.6 – 3.0
Some Extent	1.6 – 2.5
Less Extent	1.0 – 1.5

Range of the Scores for describing the overall and aspect wise problems of Women Home Based Workers was decided as follows:

<b>Type of Problems</b>	<b>Less number of Problems</b>	<b>Moderate number of Problems</b>	<b>More number of Problems</b>
Work Related Problems	26- 45	46 – 65	66 -78
Personal Problems	27 – 47	48 – 68	69 – 81
Overall Problems	53 – 88	89 – 124	125 – 159

Range of the Scores for describing the overall and aspect wise problems of Women Domestic Workers was decided as follows:

<b>Type of Problems</b>	<b>Less number of Problems</b>	<b>Moderate number of</b>	<b>More number of Problems</b>

		<b>Problems</b>	
Work Related Problems	33 -54	55 – 77	78 – 99
Personal Problems	33 -54	55 – 77	78 – 99
Overall Problems	33 – 88	89 – 144	145 - 198

### **Range of Mean Scores for describing the problems of women home based workers and women domestic workers**

<b>Range of Means Score</b>	<b>Categories</b>
Less Number of Problems	Below mean
Moderate Number of Problems	Mean
Less Number of Problems	Above Mean

### **3.9.4 Suggestions to Improve the Situation of Women Home Based Workers and Women Domestic Workers in Unorganized Sector**

To measure the suggestions obtained by women home based workers and women domestic workers, each statement was given score same as given to the problems of women. (Refer the table No.5) in order to ensure appropriate categorization of responses. Frequency and Percentage were calculated to measure the suggestions obtained from women and some of the free suggestions given by women were generalized and coded then discussed.

<b>Extent of the problem</b>	<b>Score</b>
Great Extent	3
Some Extent	2
Less Extent	1

### **3.10 Statistical Analysis of the Data**

The raw data obtained from the interview schedule was statistically analyzed using SPSS software while qualitative data was analyzed using thematic content analysis technique proposed by Miles and Huberman (1994). The quantitative data was entered in the excel sheet and later

entered into SPSS. Simple frequency distribution tables were generated for dependent and independent variables; mean and standard deviation were computed. The quantitative data was analyzed using ANOVA and T-test. The Table 8 explains purpose and statistical method applied for the analysis.

**Table 8 Plan for Statistical analysis of the Data of Women Home Based Workers and Women Domestic Workers.**

<b>Sr. No</b>	<b>Purpose</b>	<b>Statistical Measure</b>
1.	<b>Background Information and Work Profile</b> of women	Frequency and Percentage
2.	<b>Problems faced</b> by women home based women workers and domestic women workers in following aspects: <ul style="list-style-type: none"> <li>• <b>Work related problems</b></li> <li>• <b>Personal problems</b></li> </ul>	Intensity Indices
3.	<b>Differences in Overall problems</b> faced by women with respect to selected variables.	ANOVA T-test
4.	<b>Differences in Aspect wise problems</b> faced by women with respect to the selected variables.	ANOVA T-test
5.	<b>Suggestions</b> given by the women to improve their situation in the unorganized sector.	Frequency and Percentage

For qualitative data, the data was first transcribed, translated and organized into categories. Categories were compared and based on similarities and differences categories were further grouped into themes.

### **3.11 Ethical Considerations**

Ethical considerations are the foremost concern of the researcher before the research process is conducted. It is the researcher's responsibility to maintain ethical standards before and while conducting the research (Creswell, 2003). The researcher's intention was to promote a trustful relationship with all respondents to produce precise information without any negative

impact on the participants. The researcher was cognizant of the inherent responsibilities for the protection of the rights of respondents and maintaining the ethical standards of this research. The researcher had sought verbal consent from respondents and sub-contractors. In questionnaire, a statement of ethical concerns was written, requiring their signatures to verify their understanding. The protocol of ethics has assured that participation in the study was voluntary and that names or identities of participant would not be revealed in any case. Respondents were also informed that they can refuse to answer any question, and were free to withdraw from the participating in the study at any time.