

## Association of Work Pattern with the Well-Being and Happiness: Evidence from Married Women Working in Delhi, India

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**Abstract :** Background: Modern work culture has driven demands for people to work long hours and weekends and take work to home at times. Research on the health effects of these exhaustive temporal work patterns is scant or contradictory. This study examines the relationship between work patterns and well-being (including happiness) in a sample of working women. Method: Primary data of 360 currently married women working in the education, health, banking and IT sector in Delhi, India, were analysed. Logistic regression was used to estimate physical and psychological well-being and happiness across work characteristics. Results: Relative to 35-40 hours/week, working longer related to poor well-being ( $\beta=0.75$ , 95% CI 0.12 to 1.39). Compared with not working weekends, working most or all weekends is related to poor physical ( $\beta=0.34$ , 95% CI 0.08 to 0.61) and psychological well-being ( $\beta=0.50$ , 95% CI 0.20 to 0.79). Rigid work patterns ( $\beta=0.17$ , 95% CI  $-0.09$  to 0.42) are also related to poor well-being. Conclusion: Decreased well-being and unhappiness are significantly linked to strenuous and rigid work patterns, suggesting that modern work culture may contribute to poor well-being. Flexible timings, compensatory holidays, work-from-home, and daycare facilities for young ones must be welcomed by companies to ease the dual burden of homemakers and career makers.

**Keywords :** happiness, well-being, work pattern, working women

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