



A STUDY ON CHALLENGES FACED BY WOMEN IN NIGHT SHIFT EMPLOYMENT IN DELTA ELECTRONICS WITH SPECIAL REFERENCE TO VELLORE DISTRICT

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Abstract: Women in India are recognized as one of the nation's most valuable human resources. While working women in India symbolize progress and empowerment, they often face multiple challenges that impact their health and safety. Among these challenges, the health concerns of women working night shifts have emerged as a critical issue requiring immediate attention from public health experts and policymakers. This group is particularly vulnerable to a range of health problems, including overweight and obesity, cardiovascular diseases, diabetes, sleep disturbances, stress, depression, anxiety, and workplace-related injuries. Beyond the physical and mental toll, these women also encounter significant social difficulties. Collectively, these issues contribute to a broader burden on Indian society, leading to increased rates of morbidity, disability, mortality, and socioeconomic costs. There is an urgent need for health promotion policies and targeted programs that specifically address the needs of night-shift working women. This paper aims to explore the genesis and implications of night shift work in the Indian context and examines its effects on women's health. The primary aim of the research to analysis working conditions of the study is to analyze the working conditions of women in night shifts and assess the impact on their overall well-being.

Index Terms –Challenges, Safety Health. Women Empowerment.

I. INTRODUCTION

Over the years, women's participation in the workforce has grown significantly, with increasing numbers taking up roles that require flexible schedules, including night shifts. While this marks a positive step toward gender equality, night shift employment presents a distinct set of challenges for women, stemming from social, biological, psychological, and safety-related factors. This study aims to investigate these multifaceted challenges and propose viable solutions.

The growing access to education and employment opportunities has enabled more women to enter occupations involving night-time work. Although this trend reflects progress, it also brings to light critical concerns. Safety is a major issue—commuting during late hours exposes women to risks such as harassment and violence, particularly in areas with inadequate infrastructure or poor public safety. In many cases, employers fail to provide safe transportation, secure work environments, or adequate support systems.

Furthermore, women continue to bear a disproportionate share of unpaid care responsibilities, such as household chores and child care, making it difficult to attain sustainable balance of work and life. The combined physical, emotional, and social pressures associated with night shift work can have long-term implications on women's health and overall well-being.

This study seeks to examine these impacts in detail, identify key problem areas, and offer practical, evidence-based recommendations for policymakers, employers, and society to create safer and more supportive working conditions for women engaged in night shift employment

REVIEW OF LITERATURE:

Jyoti, Kiran, (1994) in her book "Women Labour force and National Product" emphasized on contribution of women employees in national development and growth. The book covers significant characteristics of women employees which make them more comfortable at job place. The author tries to point out the participation of women employees at different level. The book explained adverse effect of gender based discrimination on the overall performance of women employees. It also stated the various problems faced by women employees are more practical and reliable.

Narasaiah, Lakshmi, (1999) in her book "Small Scale Industry" has given detailed information about the procedure of small scale industrial unit. It has explained that small scale industries contribute significantly to the straightening of the industrial structure. It serves as seed beds of entrepreneurship. They serve the developing economy not only by their output of goods but also by functioning as a nursery of entrepreneurial and management talent. The book stated that the role of small scale industrial units is of decisive importance in any economy. According to Narasaiah Lakshmi such industries lead to the creation of employment opportunities as a dispersed basis not only in large cities and towns but also in smaller towns and far flung regions. The book covers various suggestions to remove problems of unemployment from rural as well as urban areas.

Nath, Madhuri, (2003) in her book "Rural Women Workforce in India", highlighted the role of women in rural transformation of India. Mrs. Nath has fully justified the inevitability of the effective use of rural women workforce in dynamics of development of rural India. The book covers various problems faced by women employees which will help in making women movement in India more effective and will be proved helpful for women welfare in transitional society.

Das, Divya (2010) in her article work life balance of women professionals edited in Advance in management monthly journal illustrated the current workplace conditions and some of the reasons causing imbalances in work and life. The article covers life of working women and the hazards and problems they face at work and in family life. Factor analysis was performed on the survey and it was found that two factors namely psychological and cognitive factor and organizational climate factor are the causes of work life imbalances among women workers. The book covers a very intelligent conclusion which recommends that organizations may use the insights to mitigate voluntary turnover among women employees and increase the workforce diversity.

OBJECTIVES:

1. To study about Demographic factors women.
2. To identify hurdles undergone by women during night-shift.
3. To find out whether they are safe and secure during night-shift.
4. To know about the physical issues when working in night-shift.
5. To find whether they are receiving proper welfare scheme.

RESEARCH METHODOLOGY:

In research methodology, we use statistical methods like correlation, t test and chi-square. The SPSS (Statistical Package for the Social Sciences) version 15 issue for analysis of the data collection. We use qualitative and quantitative methods for inquiry and collecting a data. We conduct structured and unstructured interviews for particularly women employees.

RESEARCHDESIGN : EMPIRICAL

SAMPLING AREA	:DELTA ELECTRONICS IN VELLORE DISTRICT
SAMPLE SIZE	:100
TOOLS	:PERCENTAGE ANALYSIS & SPSS METHODOLOGY

Meaning of Night Shift:

The term *night shift* refers to a designated work schedule that takes place during nighttime hours. Typically, night shifts fall between 6:00 PM and 5:00 AM, although the exact timings may vary depending on the organization. Companies that cater to international clients—especially those located in different time zones—often implement night shifts to provide continuous support and ensure timely communication.

In India, many multinational corporations (MNCs), transnational corporations (TNCs), and global companies adopt night shift policies to meet client demands and maintain operational efficiency. These shifts allow employees to access and deliver critical information and assistance during hours that align with their clients' working days abroad.

To compensate for the unusual working hours, employees working night shifts are usually offered additional remuneration, benefits, and enhanced security measures to ensure their safety and well-being.

Advantages of Working the Night Shift

Higher Pay

Most companies offer additional compensation for night shift employees. This pay differential can significantly enhance overall earnings and positively impact a family's financial situation over time.

Stronger Team Camaraderie

The night shift often fosters a close-knit work environment. The quieter, less formal setting allows team members to build strong bonds, resulting in lasting friendships and a deeper sense of teamwork.

Fewer Distractions

Night shifts typically involve fewer interruptions from visitors, phone calls, or meetings. This calmer atmosphere can lead to increased productivity and focus. For example, in healthcare, night nurses often take on additional responsibilities, enhancing their efficiency and autonomy.

Skill Development Opportunities

Working overnight can present chances to take on varied tasks or float across departments, especially in fields like travel nursing. This exposure helps broaden experience, sharpen skills, and even provides valuable mentoring opportunities.

Reduced Competition

Since fewer people prefer working night shifts, there is often less competition for job openings and advancement. This can fast-track career progression and open new opportunities.

Quicker Commutes

Night shift workers usually avoid peak traffic hours, reducing commute time. This leaves more time for personal activities or family engagement.

More Daytime Availability

Once accustomed to the schedule, many night shift employees find they have more free hours during the day for exercising, pursuing hobbies, or completing personal tasks.

Flexibility for Education

Night shifts can provide a more convenient schedule for those wishing to pursue further education, certifications, or professional development courses during the day.

Parenting-Friendly Schedule: For parents, night shifts offer flexibility to spend quality time with children and better manage family responsibilities. When parents alternate shifts, it allows for shared caregiving and maximizes time spent with children, creating a balanced home environment.

Disadvantages of working in the Night Shifts:

Disrupts Natural Sleep Cycles

Sleep plays a vital role in maintaining overall health by allowing the body to eliminate toxins, heal injuries, and manage stress. The body's natural circadian rhythm is affected by working on night shift.

Elevates Breast Cancer Risk

Women who work night shifts face a significantly higher risk of developing breast cancer compared to those who work during the day. This increased risk applies regardless of whether the night shift is a regular routine or an occasional occurrence.

Raises Heart Attack Risk

According to a 2012 study published in the *British Medical Journal*, night shift work is associated with a 7% higher risk of heart attacks. Although the study did not pinpoint the exact cause, researchers suggest that disrupted sleep patterns may negatively influence blood pressure and cardiovascular health.

Contributes to Depression and Mood Disorders

Working at night can take a toll on mental health. Numerous studies have shown that individuals on night shifts are more susceptible to depression and other mood-related disorders due to irregular sleep, social isolation, and the challenges of maintaining a work-life balance.

Work Plan:

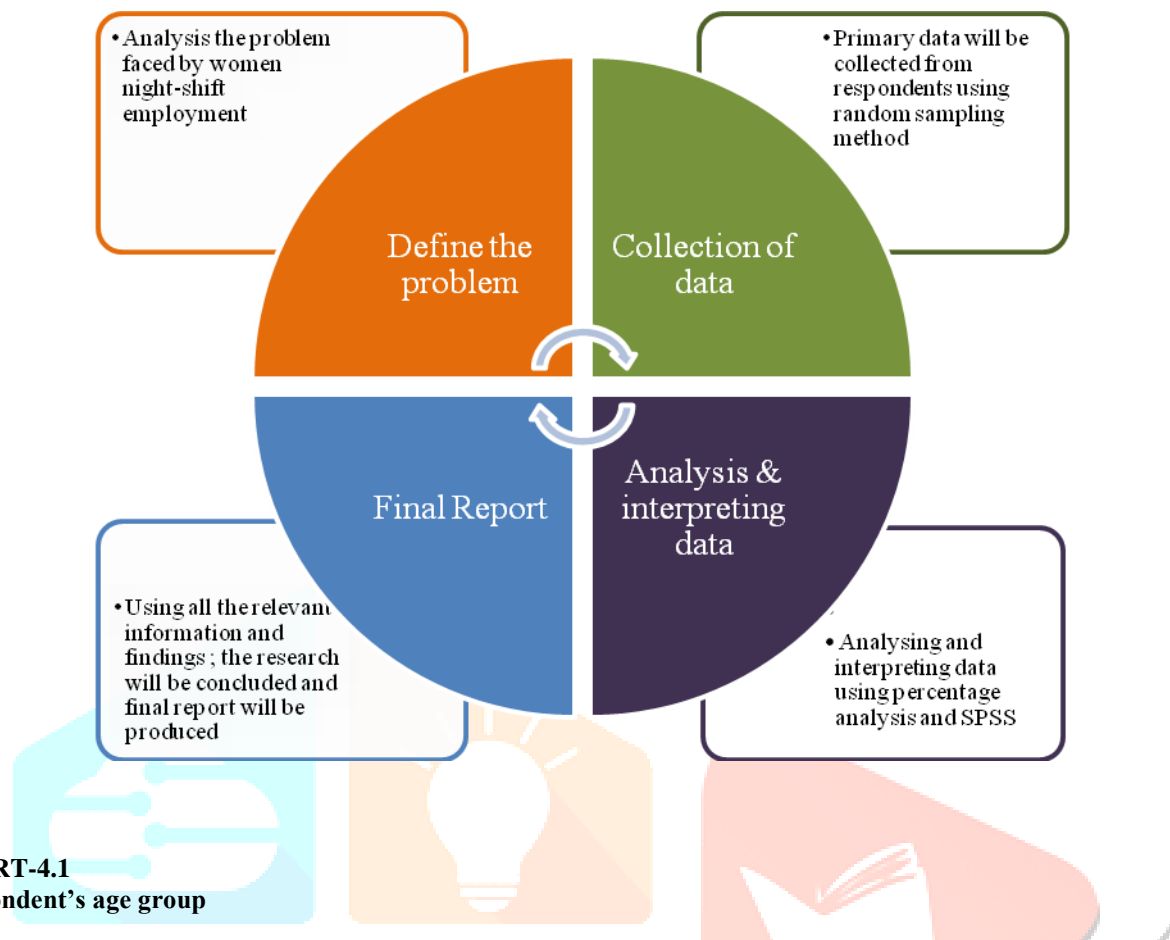


CHART-4.1
Respondent's age group

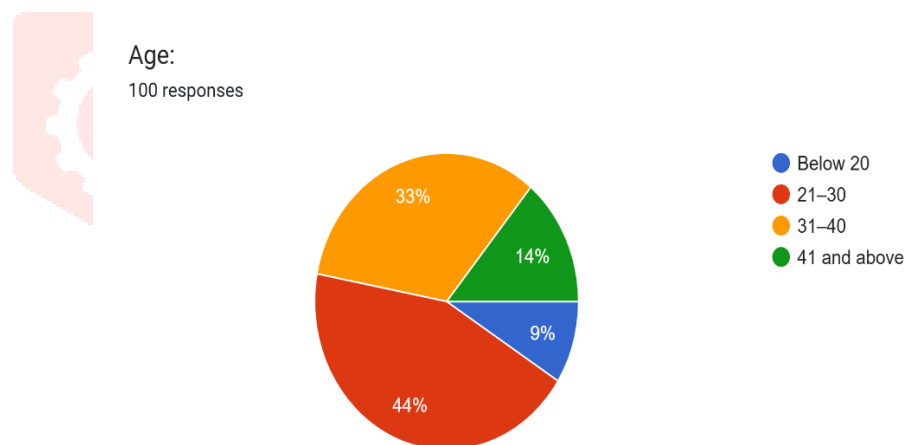


TABLE-4.1
Respondent's age group

S.NO	PARTICULAR	NO. OF RESPONSE	PERCENTAGE (%)
1.	21-30	44	0.44%
2.	31-40	33	0.33%
3.	41 and above	14	0.14%
4.	Below 20	9	0.09%
	Total	100	100%

Data analysis:

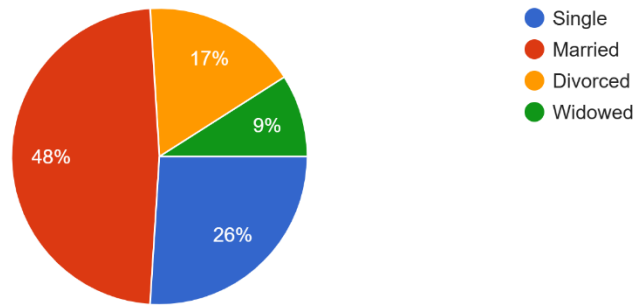
The majority of responses (44%) came from individuals aged 21–30, indicating this group's strong representation. The 31–40 age group followed with 33%, showing moderate participation.

Respondents aged 41 and above made up 14%, suggesting lower engagement from older individuals.

The lowest participation (9%) was from those below 20, indicating minimal youth involvement.

CHART-4.2
Respondent's marital status

Marital Status:
100 responses



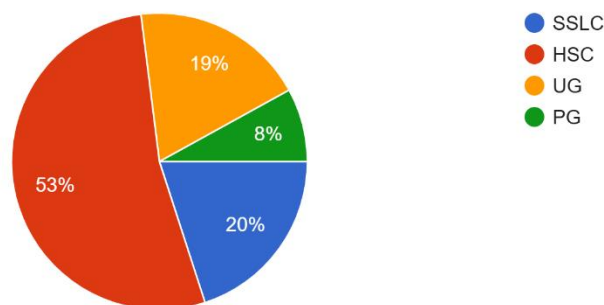
S.NO	PARTICULAR	NO. OF RESPONSE	PERCENTAGE%
1.	Married	48	0.48%
2.	Single	26	0.26%
3.	Divorced	17	0.17%
4.	Widowed	9	0.09%
	Total	100	100%

Data analysis:

The majority of respondents (48%) are married, indicating it is the most common marital status. Single individuals make up 26% of the sample, while 17% are divorced. Only 9% of the respondents are widowed, the smallest group. Overall, 52% of respondents are not currently married.

CHART-4.3
Respondent's Educational Qualification

Educational Qualification:
100 responses



S. NO	PARTICULAR	NO.OF RESPONSE	PERCENTAGE%
1.	HSC	53	0.53%
2.	SSLC	20	0.20%
3.	UG	19	0.19%
4.	PG	8	0.08%
	Total	100	100%

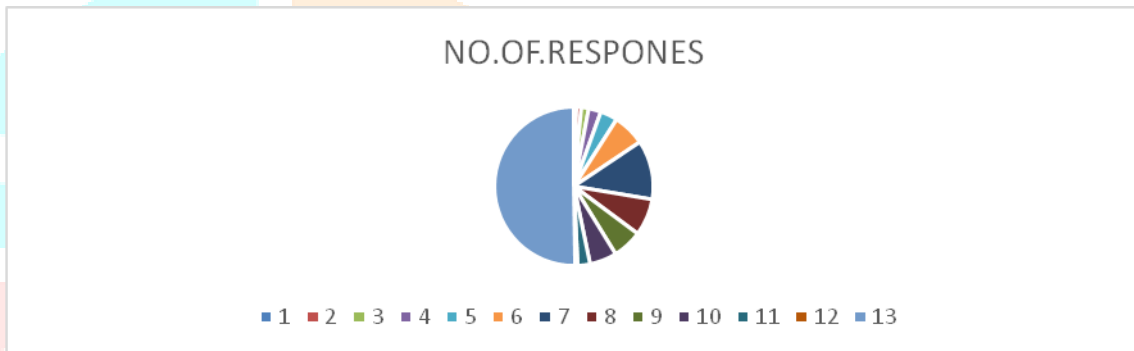
Data analysis:

The table presents the educational qualifications of respondents. A majority (53%) have completed HSC, indicating it as the most common level of education. SSLC (20%) and UG (19%) follow closely, while only a small portion (8%) have pursued PG education. This suggests that most respondents have completed at least higher secondary education, with relatively few advancing to postgraduate studies

CHART-4.4

Years of experience in nightshift

S.NO	PARTICULAR	NO.OF.RESPONES	PERCENTAGE%
1.	21	1	1%
2.	20	2	2%
3.	15	3	3%
4.	10	5	5%
5.	7	7	7%
6.	6	13	13%
7.	5	24	24%
8.	4	15	15%
9	3	12	12%
10.	2	11	11%
11.	1	5	5%
12.	Others	1	1%
	Total	100	100%

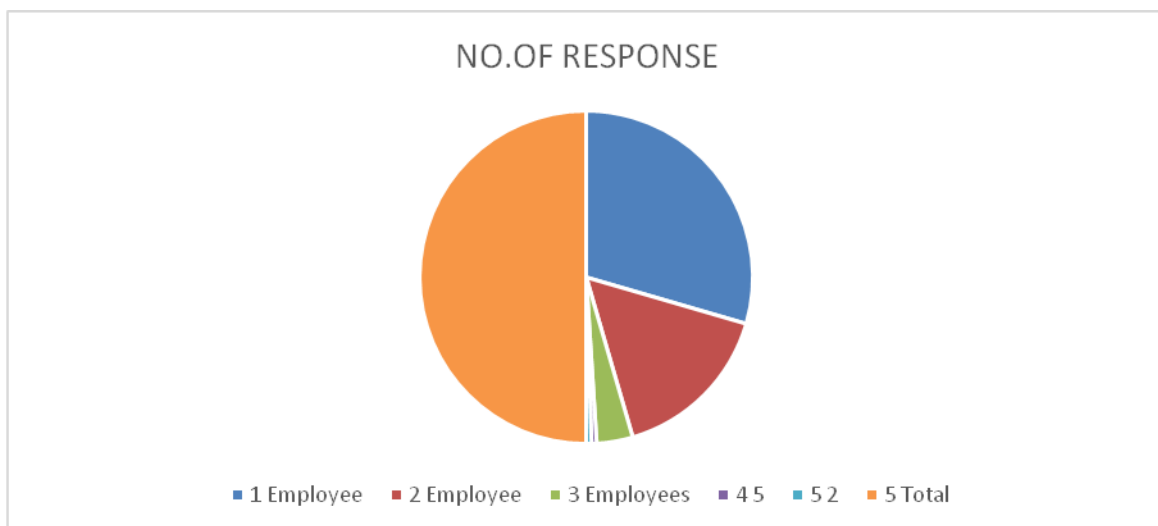


Data analysis:

The above data shows a distribution of responses, where the highest percentage (24%) falls under category "5", followed by 15%, 13%, and 12% in other specific categories. This suggests a strong preference or majority view among respondents in favor of that category. Very few responses (1–3%) fall into the extremes, including "Others," indicating minimal outliers. Overall, the data reflects a skewed concentration toward the middle values.

CHART-4.5

Respondent's Designation



S.NO	PARTICULARS	NO.OF RESPONSE	PERCENTAGE%
1.	Employee	59	0.59%
2.	Employee	32	0.32%
3.	Employees	7	0.07%
4.	5	1	0.01%
5.	2	1	0.01%
	Total	100	100%

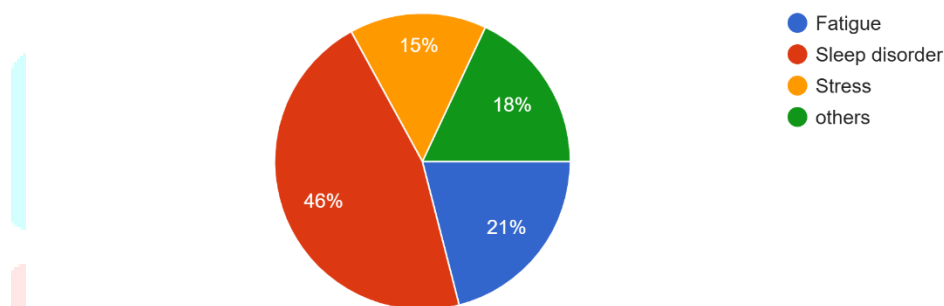
Data analysis:

The above data reveals that the term "Employee" which was the most common response, appearing in three variations with a combined total of 98 responses (98%). Specifically, "Employee" (59 and 32 times) dominates the entries, while "Employees" appeared 7 times. The remaining responses (entries 4 and 5) are numerical and rare, each with just 1 response (0.01%). This suggests a strong focus or concern around employees among respondents.

Chart 4.6 Respondent's Faced Hormonal imbalance

What physical challenges do you face during night shift?

100 responses



S.NO	PARTICULAR	NO.OF RESPONSE	PERCENTAGE%
1.	Sleep disorder	46	0.46%
2.	Fatigue	21	0.21%
3.	Others	18	0.18%
4.	Stress	15	0.15%
	Total	100	100%

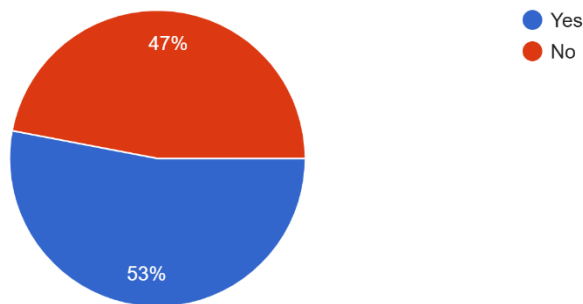
Data analysis:

The data indicates that sleep disorders are the most commonly reported issue, accounting for 46% of the total responses. Fatigue (21%) and other unspecified issues (18%) follow, while stress was reported by 15% of respondents. The high percentage of sleep disorders suggests a significant concern in this area. Overall, the data highlights the need for targeted interventions to improve sleep and manage related health concerns.

Chart 4.7
Respondent's Ensuring a Safe Work Environment during Night Shifts

Do you feel safe at the workplace during night shift?

100 responses



S.NO	PARTICULAR	NO.OF RESPONSE	PERCENTAGE%
1.	Yes	53	0.53%
2.	No	47	0.47%
	Total	100	100%

Data analysis:

Out of 100 responses, 53% answered "Yes" and 47% answered "No".

This indicates a slight majority in favor of the "Yes" response.

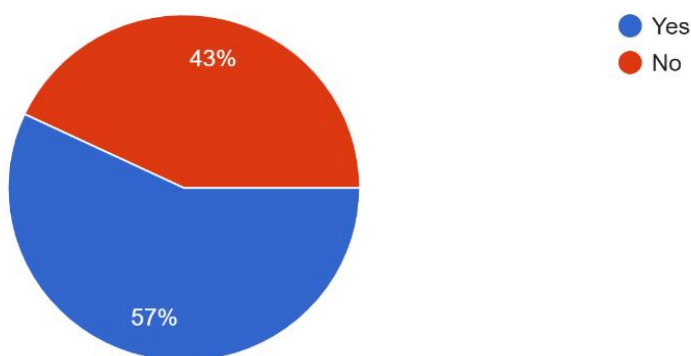
The results suggest a relatively balanced opinion among participants.

Further analysis may be needed to understand the reasons behind each response.

Chart 4.8
Respondents ensuring safety in workplace

Is there adequate security in the workplace during night shift?

100 responses



S.NO	PARTICULARS	NO.OF RESPONSES	PERCENTAGE%
1.	Yes	57	0.57%
2.	No	43	0.43%
	Total	100	100%

Data analysis:

Out of 100 responses, 57% answered "Yes" while 43% answered "No."

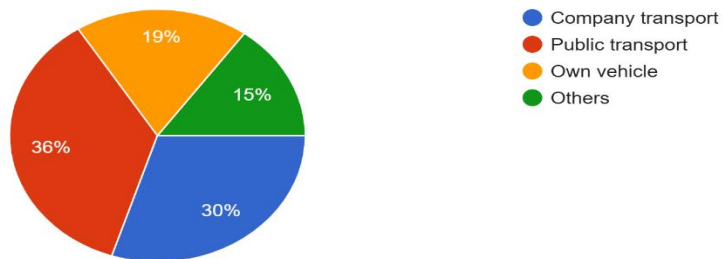
This shows a moderate majority favoring the "Yes" response.

The data reflects a somewhat clear preference but still notable disagreement.

Further insights could help understand the reasons behind these choices.

Chart 4.9
Mode of Transportation for Night Shift Commute

How do you commute to work during night shifts?
100 responses



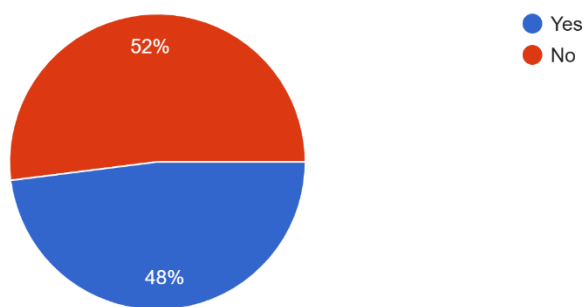
S.NO	PARTICULARS	NO.OF RESPONSE	PERCENTAGE%
1.	Public transport	36	0.36%
2.	Company transport	30	0.30%
3.	Own vehicle	19	0.19%
4.	Others	15	0.15%
	Total	100	100%

Data analysis:

Among the respondents, 36% use public transport, making it the most common mode of travel. Company transport is used by 30%, showing significant reliance on employer-provided options. Own vehicles account for 19%, indicating fewer people travel independently. The remaining 15% use other means, highlighting some diversity in transportation choices.

Chart 4.10
Respondents ensuring safety issues while commuting

Have you faced any safety issues while commuting?
100 responses



S.NO	PARTICULARS	NO.OF RESPONSE	PERCENTAGE%
1.	No	52	0.52%
2.	Yes	48	0.48%
	Total	100	100%

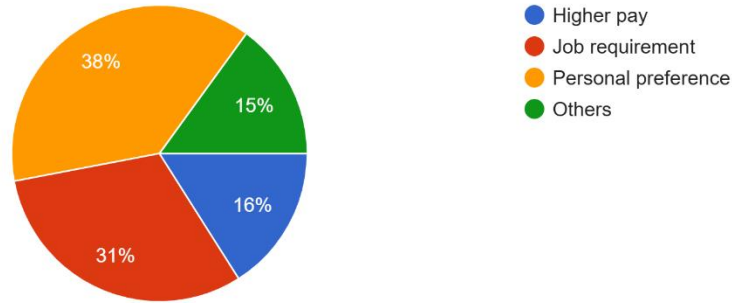
Data analysis:

Out of 100 responses, 52% answered "No" and 48% answered "Yes." This indicates a slight majority leaning towards "No." The responses show a nearly balanced opinion among participants. Further exploration may help clarify the reasons behind this close split.

Chart 4.11

Respondents give reason for Night Shift

Why do you work in night shift?
100 responses



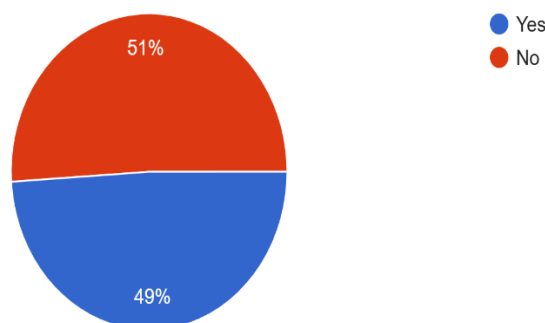
S.NO	PARTICULARS	NO.OF RESPONSE	PERCENTAGE%
1.	Personal preference	38	0.38%
2.	Job requirement	31	0.31%
3.	Higher pay	16	0.16%
4.	Others	15	0.15%
	Total	100	100%

Data analysis:

Personal preference is the main reason for responses, accounting for 38%.
 Job requirements influence 31% of the participants, showing significant impact.
 Higher pay motivates 16%, indicating financial incentives are less dominant.
 Other reasons make up 15%, reflecting some diversity in motivation factors.

Chart 4.12
Responding the awareness of Welfare Schemes

Are you aware of any welfare schemes offered by the company?
100 responses



S.NO	PARTICULARS	NO.OF RESPONSE	PERCENTAGE%
1.	No	51	0.51%
2.	Yes	49	0.49%
	Total	100	100%

Data analysis:

Out of 100 responses, 51% answered "No" and 49% answered "Yes."

This shows a very narrow majority leaning towards "No."

The results reflect a nearly even split in opinions among participants.

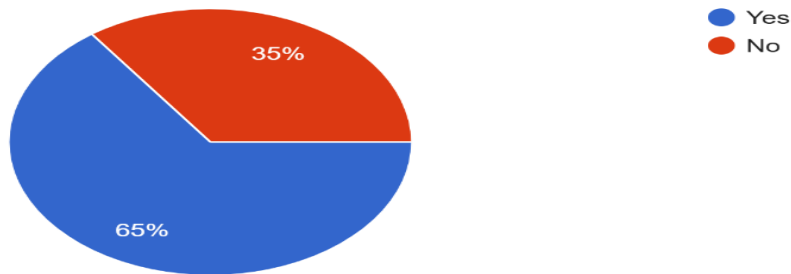
Such close percentages suggest that the issue may be divisive or unclear to respondents.

Chart 4.13

Responding about the Allowance provided by the Organisation for Night Shift

Do you receive any night-shift allowance?

100 responses



S.NO	PARTICULAR	NO. OF RESPONSE	PERCENTAGE
1.	Yes	65	65%
2.	No	35	35%
	Total	100	100%

Data analysis:

Out of 100 responses, 65% answered "Yes" while 35% answered "No."

This indicates a clear majority in favor of the "Yes" response.

The data suggests strong agreement or support among participants.

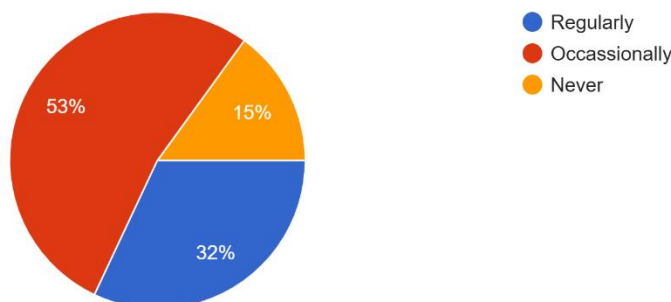
The minority "No" response still represents a significant portion but is much smaller.

Chart 4.14

Responding about the Health Checkups provided for Night Shift

Are health check-ups provided for night-shift workers?

100 responses



S.NO	PARTICULARS	NO.OF RESPONSE	PERCENTAGE%
1.	Occasionally	53	0.53%
2.	Regularly	32	0.32%
3.	Never	19	0.19%
	Total	100	100%

Data analysis:

Among the respondents, 53% use the option occasionally, making it the most common frequency.

Regular users account for 32%, showing a moderate level of consistent engagement.

Nineteen percent never use it, indicating a smaller group with no participation.

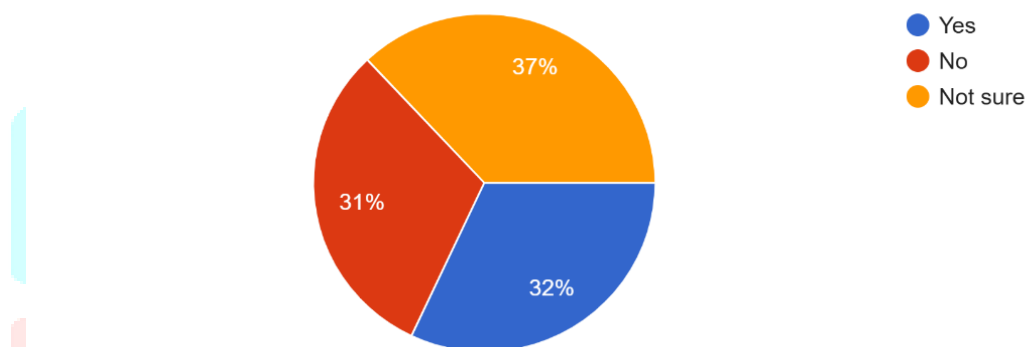
Overall, the data suggests varied usage patterns, with occasional use being the dominant trend.

Chart 4.15

Responding How the Company cares about the welfare of Night Shift Women Workers

Do you feel the company cares about the welfare of night-shift women workers?

100 responses



S.NO	PARTICULARS	NO.OF RESPONSE	PERCENTAGE%
1.	Not sure	37	0.37%
2.	Yes	32	0.32%
3.	No	31	0.31%
	Total	100	100%

Data analysis:

Out of 100 responses, 37% are "Not sure," indicating uncertainty among participants.

Thirty-two percent responded "Yes," showing some agreement or positive response.

Thirty-one percent answered "No," reflecting a nearly equal opposing view.

The results reveal a divided opinion with a significant portion unsure, suggesting the need for clearer information or discussion.

Findings

- The majority of responses came from the **21–30 age group**, accounting for **44%** of the total. This suggests that this age range is the most engaged or relevant demographic for the survey or study. The least represented group is those **below 20**, contributing only **9%** of responses.
- The majority of respondents (48%) are married, followed by single (26%), divorced (17%), and widowed (9%).
- The data reveals that the majority of responses—**53 out of 100 (53%)**—are from the HSC category, making it the dominant educational level in this distribution.

- The data shows that the most common response was "5," chosen by 24% of participants, indicating a central tendency toward the mid-scale value.
- The data shows that the majority of responses (98 out of 100) identified as "Employee" or "Employees," indicating a strong representation from staff respondents.
- The data shows that sleep disorders are the most reported issue, accounting for nearly half (46%) of all responses.
- 53% of respondents answered 'Yes' while 47% answered 'No' out of a total of 100 responses.
- The majority of respondents (57%) answered "Yes," indicating a positive response from more than half of the participants.
- The majority of respondents (36%) prefer public transport, followed by company transport (30%), while own vehicles (19%) and other modes (15%) are less common choices.
- The majority of respondents (52%) answered "No," while 48% responded "Yes."
- The majority of responses (38%) indicated that personal preference is the primary reason, followed by job requirement (31%) and higher pay (16%), while others accounted for the least (15%)
- A majority of respondents (51%) answered "No", while 49% answered "Yes", indicating a nearly even split in responses with a slight preference toward "NO"
- A majority (65%) responded "Yes," indicating a generally positive response trend.
- The majority of respondents (53%) indicated that they engage in the activity occasionally, while fewer do so regularly (32%) or never (19%).
- A majority of respondents (37%) were unsure, while fewer responded with "Yes" (32%) or "No" (31%), indicating uncertainty as the dominant sentiment.

SUGGESTIONS:

Women working night shifts often experience severe disruptions to their circadian rhythm, which can lead to long-term physical health problems such as cardiovascular disease, reproductive issues, fatigue, and digestive problems. Additionally, the mental health toll is significant, with increased rates of anxiety, depression, and sleep disorders. This study could focus specifically on how night shift work impacts the well-being of women and what coping mechanisms or organizational policies can help mitigate these effects. Safety during night commutes is a pressing concern for women working night shifts, especially in countries or regions with poor infrastructure or limited public transportation after dark. This research could explore the challenges women face in getting to and from work safely at night, examining gaps in employer-provided transportation, the role of law enforcement, and women's own strategies for ensuring personal safety. A comparative analysis between urban and semi-urban areas would add depth to the findings.

This study could explore how night work affects women's reproductive health, maternity rights, and postnatal care access, especially in sectors like nursing, where night shifts are common. This study could examine how night shifts affect women's ability to maintain relationships, care for children or elders, and participate in social or community life. It could also assess the emotional burden of being "absent" during daytime family interactions and explore how support from partners, families, or employers influences their ability to cope.

CONCLUSION:

The study highlights both the necessity and challenges faced by women working night shifts. While the opportunity provides financial and professional benefits, it also exposes workers to health risks and safety concerns. There is a need for stronger organizational policies, better healthcare support, and improved safety infrastructure. By addressing these concerns proactively, companies can foster a more secure, supportive, and equitable work environment for night-shift women employees. Safety, both within the workplace and during commutes, remains a pressing concern—particularly for women who do not use company-

provided transport. The lack of awareness about welfare schemes and inconsistency in receiving night-shift allowances further adds to dissatisfaction and a sense of neglect.

To build a sustainable and equitable night-shift work environment, organizations must take proactive steps: strengthening security infrastructure, ensuring reliable transport, formalizing health and wellness programs, and actively engaging women through feedback and welfare mechanisms. Only through a holistic, inclusive approach can companies ensure that the economic benefits of night shifts do not come at the cost of safety, health, and dignity for their women employees.

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