

Investigating Stress at Work and Home among Married Workers in Sri Lanka

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Most of the people in the present world spend their time either in family environments (domains) or in the work environments while struggling to meet the demands in both domains. Majority of people experience some sort of stress daily. Stress is an outcome of excessive pressure experienced by human beings. Stress at work and family domains are inter-related in many ways as stress is an outcome of various conflicts faced by them. Males and females experience stress differently. In early societies, males were socialized as 'bread winners' while females were socialized to look after children and to take on household responsibilities as 'housewives'. However, when women enter into work outside home, an imbalance was generated in family environment creating conflicts and stress among marital partners such as inter role conflicts as well as intra role conflicts. In addition, stress could be transformed from one domain to the other domain which affects both domains. Researchers have found three types of conflicts namely time based stress, behavior based stress and strain based stress. Stress at work and at home and transformation of strain from one domain to the other (spillover effects) contributing to overall well-being of people. Stress affects the productivity of work places too. Workers try to overcome their stress with various coping strategies. For instance, some females quit from their jobs after getting married and some are fortunate to continue their career. Government also has introduced country level policies up to some extent in order to protect the workers. However, the female labour force participation rate (30%) is still low compared to that of males (70%). Empirical research conducted by developed countries on this subject has contributed to change their policies to minimize the disparities among males and females participation in labour and allow more opportunities for individual well-being. In developing countries, not much attention has yet been paid to mitigate these problems. Therefore, a study on this subject in Sri Lanka is most appropriate at present

Key words: *Family; Labour Participation; Stress; Women; Work-Life.*