

STUDY OF THE IMPACT OF 'WORK FROM HOME' ON THE FAMILY LIFE OF WOMEN WORKERS DURING COVID-19

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ABSTRACT

This global pandemic has changed the work culture. Apart from government institutions or organizations, private organizations are also giving preference to work 2 home. Work to home has increased the work pressure on women and it is affecting their domestic life. Therefore, it is imperative to have an impact on their domestic and family life. Are you a working woman? Do you often get angry and yell at children or husband due to stress? Do you want to maintain balance between home and the world? We all feel the stress of work. Finishing the work on time, living up to the expectations of the manager and keeping one's ambition in mind makes a lot of running away. But the running of a working woman is between home and work. It can't be done. Through this research paper, we will study the effect of work to home on women workers.

Keyword: Work to home on women workers, Stressful situation, Stress Management

1. INTRODUCTION

When a woman comes out of the house to become self-dependent, to get respect in the house, to avoid domestic violence, and to avoid the humiliation of the family, she has to face the society and the male authoritarian thinkers, like many people. Commentaries, that is, sarcasm, have to be faced with staring eyes.)

Women's Commission was formed for the interests of women in the country, which fights for the injustice done to women, for their welfare, by contacting the government and administration and solving the problems of women. According to the data obtained in 2012, the total participation of working women is only 27%. That is, even after all this, there is a need for a lot of improvement in the condition of women, even now most of the women do not even realize that they are being exploited and men themselves are trying to exploit another woman.

Women are advised to be financially dependent to get their respect in the family and society. Although working class women have been doing many types of work since ancient times, in some areas like cleaning houses, roads etc. They have had a monopoly in washing clothes, nursing (midwives), sewing weaving, agricultural work, etc. Women from highly educated families, and highly educated families have already been working in high positions. As far as women from highly educated families are concerned, women in those families have always been respected. But due to the lack of education in the working class, due to the conservative society, despite being financially self-sufficient, they used to be humiliated and even today there has not been much change. Due to being aware of their rights among women, and getting educated, women from middle class families have also started doing jobs, shoplifting i.e., business, beauty parlour, doctor in professions like men. Doctor, Lawyer, I.T. There is a lot of demand for women today. But the structure of our society is such that even after working, women have to deal with a new type of struggle, now they have to fulfill the responsibility of the house along with their work. For that, they have to get up early in the morning, arrange food etc. for their family i.e. children and other family members, all the tasks of the children have to be done quickly, after that after returning in the evening time, they have to engage in household chores. Because even today the men of the family consider the responsibility of the household chores only of the woman of the house. Some men are not ready to cooperate in anything, if the woman puts pressure on them, then men are often heard saying, Leave the job or work and do the household tasks properly, it is the responsibility of the woman to take care of the house.

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The woman is forced to be crushed between two dumps. Women who are financially capable, they must have come to help in the household chores, help in the work of the children and make arrangements for the cook, but the poor and the poor. Even today all this is not possible for the women of middle-class families. There are double expectations from them – to take care of the house and to be excellent in work. A slight imbalance in both the areas can lead to a very stressful situation for the woman, affecting marital life, child care, absenteeism, unpleasant experiences at work, and inability to take care of herself. Chronic stress leads to unhealthy lifestyle, anxiety, depression, poor nutrition, and other physical problems. Every person wants time for himself and due to paucity of time stress arises, which affects the work efficiency of women personnel. Due to work pressure, she is unable to get adequate amount of sleep. It is clear from the study of Alvamidalle (1956) that due to all the responsibilities at home and outside the home alone, working women get tired and get irritated in their nature. As a result, their family life is happy.

Employer also does not look easy for women, because in our country's law, the responsibility of women's safety is also on the employer, he cannot take work from him till late night, he also has to give paid maternity leave, as heavy as male workers Cannot delegate the tasks to them, getting them to do the work outside the professional office is also risky keeping in mind their safety etc. But in many positions, such as air hostess to give a home-like feel to passengers, woman being an embodiment of motherhood, nurse in hospitals, reception in reception rooms of big commercial institutions to attract visitors, customers, sales for marketing Girl, it is also their compulsion to hire middle-aged or old lady in small dhaba to imagine the taste like home food to the customers. It happens.

When a woman comes out of the house to be self-dependent, to get respect in the house, to avoid domestic violence, and to avoid the humiliation of the family, she has to face the society and the male authoritarian thinkers, like many people. Commentaries, that is, sarcasm, have to be faced with staring eyes. To avoid the molesting of the ruthless persons, sometimes one has to be a victim of rape and murder as a protest. When she reaches her work place i.e., office, factory, she has to fall prey to the ill-will of her colleagues and boss. Even while returning from his work place in the evening, he has to suffer from the apprehension of many untoward incidents. The feeling of insecurity prevailing in his mind continues to make life painful for him even today. She also does not expect any positive initiative from the police, sometimes she also becomes a victim of their misbehavior. Women are also subjected to exploitation in terms of their wages, when they are forced to work for less pay than men (silently-being illegal).

There is not yet a remarkable change in the thinking of the male dominated society, as well as due to our lax justice system, if a woman is a victim of any atrocities in public, then the people of the society are also afraid to defend her. Therefore, she is less likely to get the atmosphere in her favor from the society and the crowd. If it is said that she had come out of the four walls of the house to get out of the situation of exploitation, she is still far away to succeed in that purpose.

The study of Pramila Kapur (1974) is particularly noteworthy because of the studies on working women in India. The study of Kapur holds a special place. Women who choose a career with marriage face a situation of rudeness and liberalization of employment and familiarization at a higher level.

The global COVID-19 we are currently facing has given importance to the work from home concept of the employee. In the past month, the task specifications have changed dramatically. Most of the world's largest companies, including marketing executives of multinational corporations, are urging their employees to work from home. From Kashmir to Kanyakumari, workers/workers were kept at home with their families, causing losses to many companies. Constantly improving meeting tools – such as Google Meet, Zoom and Slack, is leading to more effective remote labor, which is cheaper and more attractive to employers. In the long run, long-term remote work can radically change the social structure of employment. Employee loyalty and credibility are being tested. Similarly, employers have been forced to question their corporate style, ethics and values. It is accelerating the current trends. The number of people working from home has increased 30-40 times in the last 100

days. During this period of global isolation, companies and employees are experiencing the positives and negatives of remote working. The company is developing strategies to curb this sense of distance, with future telecommuters likely to lose touch with temporary employers. The result could be the rise of the digitalis economy, with a segment of the population working as mixed workers, finding their ground among discrete projects. By lifting the geographic and spatial constraints of work, employees want to be more integrated throughout the day and at the time they want to work. For better or worse, we are experiencing a different way of working now. Companies can benefit from a more mobile workforce. Decentralized technology will play a key role in this new structure for the company.

At present, employees around the world are working from home in the lockdown implemented to prevent the outbreak of coronavirus. Under compulsion, but giant companies have given employees the freedom to work from home and the company is also planning to implement it for a long time. There was a time when companies did not give importance to work from home, due to which working women had to compromise on career due to the responsibilities of family and children. In such a situation, work from home is giving women a chance to return to their careers. These days, many startup companies from Amazon to women are taking out vacancies for 'Work from Home' keeping in mind.

Industrial organization is a human organization. To achieve its objectives, it is necessary that all the human groups working in the industrial organization should be related to each other and work with mutual cooperation. Employer and employee relations (industrial relations) are a product of the industrial economy. By many accounts, industrial relations are in crisis nowadays. In the academic world, its traditional place is threatened by the predominance of mainstream economics and organizational behavior on the one hand and by modernity on the other. In human resource management and organizational behavior, the importance of work, however, is stronger than ever and the lessons of industrial relations are important. The challenge for industrial relations is to re-establish these ties with the wider academic, policy and business worlds.

Due to the rapid spread of Covid-19, it has come under complete blockade and lockdown has been declared across the country. This has worsened the already existing employer and employee relations issues in the country. In this unprecedented situation, which has almost brought the entire country to a standstill, it should not result in a disproportionate calamity in the form of loss of jobs in the public-private sectors. If this happens, it will incur a huge human cost or even the burden of unemployment on the country. The Government of India had issued an advisory on March 20, in which various public-private companies and companies were asked not to lay off their employees or terminate services and cut their salaries. It was also mentioned in the notification that even if work is not being done at the place of employment, the employees will be considered on duty.

While our country is already trying to overcome the issues of economic crisis and unemployment, there is a need to maintain a balance between the rights of employers and employees. Since the working class is being deprived of its rights. In his address to the nation, the Prime Minister had requested the companies not to fire or terminate their services due to the coronavirus lockdown and to pay full salary to the employees. All State Governments and Union Territories were directed to issue orders to all employers in the industrial area and shops and commercial institutions; that they should mandatorily pay the wages during the lockdown period to their employees on the due date, despite the closure of work. On 29 March 2020, the Central Government issued an order under Section 10(2)(1) of the Disaster Management Act, 2005, to effectively implement the lockdown order and ease the economic hardship of the migrant workers. Various private companies of the country have started illegally suspending employees on a large scale, withholding their wages or taking illegal cuts in wages. Those who are in complete violation of these instructions advisory and they are taking advantage of the situation of this impasse in the country. Employers are currently in prime position and taking tough decisions. There is also irresponsible bargaining with employees. A large population in the country is in the service of private companies. As such, they have no other refuge in the country other than their employment contracts. Employees working in various ITITES

companies of the country for many years are being informed about their termination by calling without following the procedure envisaged under various Acts i.e., Industrial Disputes Act etc.

The government had ordered the closure of all commercial institutions, private offices, industrial institutions and factories during the lockdown. Employees whose services are being terminated through a phone call, email, in the middle of the lockdown period, have no option to protest or even seek clarification. As access to the Company's email and other platforms is barred or banned in almost all cases immediately upon receipt of such phone call emails.

2. OBJECTIVES

- a) Explaining Work to Home
- b) Study of the impact of work to home on the family life of women workers
- c) Study of the Impact of COVID-19 on Employer-Women Employees Relationship
- d) Studying the impact of work to home

3. RESEARCH METHODOLOGY

Exploratory research gives valuable insights, generates ideas and valuable aspect in a more exploratory manner. Primary aggregate (data) conveys first-hand information for the specific purposes at hand, while secondary aggregate (data) contains important information to describe and uncover valuable insights in research. Secondary data are obtained from books, published reports, the Internet, libraries, periodicals and reports from some government agencies. Data was collected by preparing schedules and questionnaires. 200 people were made subjects. Respondents are selected at random and requested to appear for interview. The questions are asked in a pre-determined order.

During work to home, the employer does not keep track of the hours fixed for the work and keeps on assigning work to the personnel as per the requirement. The female worker has to perform the role of mother, role of daughter, role of daughter-in-law or role of wife or role of daughter-in-law etc. Working women and role conflict, it has been concluded that after marriage, women do not divide the time properly between all the tasks due to the role of wife, mother and housewife and they have a deep feeling of struggle. The study shows that the perception of women as the responsibility of husband, children and family has increased their physical and mental problems in the employment situation.

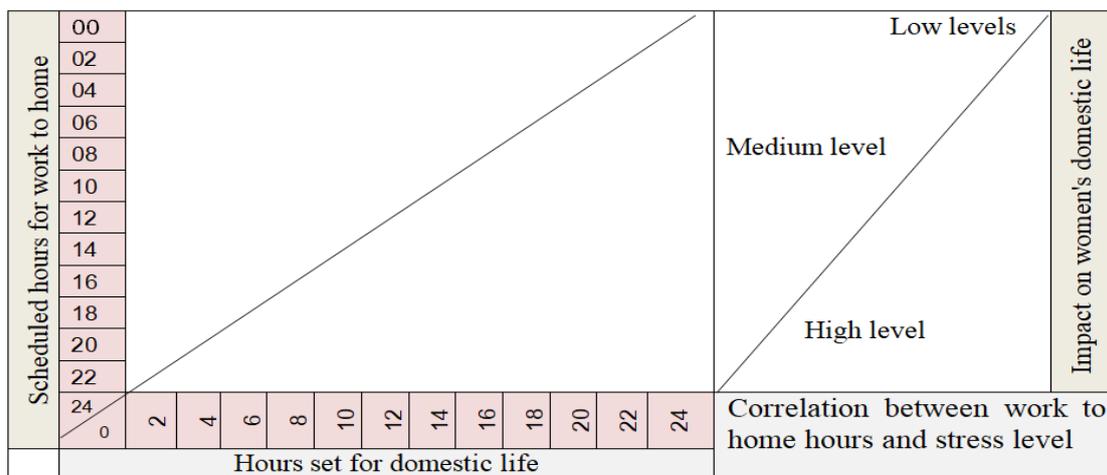


Figure: Study of the effect of work to home on the family life of women workers (Source: Self Survey)

From the analysis of Figure, it is known that there is an effect of work to home on the family life of women workers. Work-to-home work leads to an increase in stress levels if they take more than the stipulated hours. If the work is done for the prescribed hours, the stress level is at a low level. As the hours of such work increase, the stress level increases in the woman by taking more work than the hours prescribed for the work home. If work is done more than the hours prescribed for work to home, then the hours prescribed for domestic life are reduced, affecting family life. If work is taken 2

times or more than the hours stipulated for work to home, the stress level becomes high. Apart from work to home, other factors also affect the family life of women, due to which the level of stress changes such as – husband wife relationship, maturity level of children, cooperation of other family members etc.

4. EDUCATED WOMEN ARE FACE PROBLEMS LIKES AS AN ILLITERATE WOMEN

The educated women are also face many problems likes as an illiterate woman. According this table the 10 main problems are presenting. That things are faced by educated women’s everyday just like as illiterate women. These problems increase the tension of working women.

Table: Gender Discrimination Increase the Tension of Working Women

S. No.	Particulars	Ranking
A.	Women eat last & least throughout their lives, even when pregnant & lactating	1
B.	Women work longer hours and their work is more arduous than men, yet their work is unrecognized.	2
C.	Working conditions and environmental pollution further impairs women’s health.	3
D.	Rapes, assaults and dowry-related murders. Fear of violence suppresses the aspirations of all women. Female infanticide and sex-selective abortions are additional forms of violence that reflect the devaluing of females in society.	4
E.	Women lack power to decide whom they will marry, and are often married off as children. Legal loopholes are used to deny women inheritance rights.	5
F.	19% the female shares in the organized sector	6
G.	Casual workers, gender pay (wages) gaps showed up of 35-37%. Gender pay gap of 57% in the formal (organized) sector.	7
H.	Female infanticide and sex-selective abortions	8
I.	Home or from fear of violence	9
J.	Employability and Demand and Supply mis-matching	10

Source: Self Survey

5. CONCLUSION

Employers should get women workers to work within the hours prescribed for work to home because women have more family responsibilities than men. He has to take care of the children. Elders have to be taken care of and relationships have to be maintained with mother-in-law, sister-in-law etc. The women have to do the homework of the children. It takes a woman 2 to 3 hours a day to cook food and 1 to 2 hours a day to do laundry. During the lockdown, women personnel in online classes have to keep in mind whether the child is taking online classes or not. Timely salary as well as support of family members keeps its stress to a minimum and work to home is a good concept for long term relationship of employees provided, they understand each other and work with dedication for each other and get them done.

6. SUGGESTIONS

For stress control, for Blood pressure, pay special attention to your diet. To keep cholesterol under control, stay away from fried things or fast food. Apart from this, avoid taking excessive amount of salt in food. Do exercise daily and try to relieve stress. Keep away from smoking or alcohol. For depression, it is necessary that you complete your sleep, and get enough sleep. Apart from this, do not do any work with stress, it does not give you better results in work. Instead of taking too many responsibilities, do as much work as you can with a calm mind and do not rush at all. Meditation is a good way to relieve stress, adopt it and avoid smoking or consuming alcohol. For Obesity you have to avoid eating outside. Set the time and quantity of your diet and instead of taking fatty food, eat nutritious things. Make exercise mandatory in your daily routine and to avoid obesity, get your thyroid checked every 4 to 6 months. To avoid this diabetes, you need to keep an eye on your sugar level. Get regular checkups and try to keep your weight under control. Apart from this, take a diet

rich in protein and fiber in the food and avoid the consumption of fatty food. To avoid this, you also have to avoid the use of alcohol. Daily exercise keeps the body fit. Some yogasanas, stretching exercises, aerobics and yoga control weight and keep digestion power strong. Ayurvedic Panchakarma therapy leads to purification of both mind and body. It is the ultimate treatment that makes the body fresh, strong and healthy. Eating healthy foods such as fruits, vegetables, nuts, and dairy products keeps the body healthy and provides vitamins and minerals. Massage the scalp with oil 2 or 3 times a week, which will give relaxation to the mind and get deep sleep. Cow's ghee nourishes the mind and body. It stimulates the body to feel cool, improves immunity, strengthens memory, improves intelligence and digestion, and heals eyes and skin.

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