Challenges Of Working Women In Pandemic Situation Of Covid -19 In India

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ABSTRACT

According to Rothbard (2021) workplace culture has evolved, but she noted that some implicit biases and gender-role expectations are deeply rooted. "Women can't just 'act like men.' Because when they do, there is a backlash," Women must walk a finer line than men in balancing power with compassion. The global corona virus pandemic has been hard on everyone, but perhaps no segment has been hit harder than working women. For this study we have used 20 variables for 5 types of challenges which were facing by working women in pandemic situation, those are Family, Professional, Personal, Social and Economical challenges. This paper was purely depends on the primary as well as secondary source of information and Chi-square and One way ANOVA were used to test the hypothesis of there is a significant difference among the working women who faces challenges in pandemic situation of corona virus in various fields as public and private sectors in India. Finally this study found that At over all level challenges above 95 percent of working women were faced challenges in the COVID – 19 period in the study area and it is inferred that there is no significance difference between levels of challenges faced by the women and type of employment either it is public or private sector.

Key words: Working women, Corona pandemic, Public and Private sector and India

INTRODUCTION

As the world finds itself challenged by the deadly corona virus and the impending slowdown, developing countries like India seem to face a major problem. The ILO, in Rapid Assessment of the Impact of the Covid-19 crisis on Employment, has warned that "those who are most likely to lose their work and incomes are casual workers and the self-employed". "What is worrisome is the fact that around three-

quarters of women employment in India is non-regular—either self-employed or engaged in casual work. Therefore, women already have or are likely to experience greater loss of employment than men. According to Ranjana Kumari, the director of the Centre for Social Research, a New Delhi-based women's rights group, the problem is all the worse because "the gender lens is completely missing from policymaking, economic initiatives, or infrastructure development. None of these crucial areas have women at their core." The decline in women in the workforce will be a huge loss for India. Therefore, ILO economist Steven Kopsos has rightly said, "Failure to allow women full access to the labour market is an under utilisation of human resources that holds back productivity and economic growth". It is time for women to be seen as equal partners in the task of transforming the economy"(Jayati Bhattacharya (2021)) in this connection the study on challenges of working women in pandemic situation of COVID -19 is more significant.

REVIEW OF LITERATURE

As per Anu Madgavkar et.al., (2020)'While most people's lives and work have been negatively affected by the crisis, their analysis shows that, overall, women's jobs and livelihoods are more vulnerable to the COVID-19 pandemic'. They estimate that 'female job loss rates due to COVID-19 are about 1.8 times higher than male job loss rates globally, at 5.7 percent versus 3.1 percent respectively. However, unemployment data indicate that women make up 54 percent of the overall job losses to date. Similarly, in India women made up 20 percent of the workforce before COVID-19; their share of job losses resulting from the industry mix alone is estimated at 17 percent, but unemployment surveys suggest that they actually account for 23 percent of overall job losses'.Their analysis shows that 'female jobs are 19 percent more at risk than male ones simply because women are disproportionately represented in sectors negatively affected by the COVID-19 crisis. We estimate that 4.5 percent of women's employment is at risk in the pandemic globally, compared with 3.8 percent of men's employment, just given the industries that men and women participate in'.Linda L. Carli (2020) said that'the USA and the European Union have typically reduced men's employment more than women's because male-dominated industries, such as construction and manufacturing, suffer more losses during recessions than female-dominated industries, such as education and health care. In every country that has been studied around the world, women, regardless of employment status, spend more time in caring for children and other household duties than men do'. According to UNESCO (2020)'COVID-19 has increased telecommuting, caused layoffs of many employees, closed schools and increased the amount of time parents spend with their children at home. By the end of May2020, nearly 150 nations had country-wide school closures, affecting two-thirds of all children'.Carlson et al. (2020) said that 'the time-diary study showed that employed mothers spend as much time as their unemployed husbands on childcare, whereas unemployed mothers devote twice as many hours to children as their employed spouses. Moreover, the study found that among employed parents, mothers devote fewer hours to their jobs than fathers do. In addition, interruptions to women's paid work hours have increased much more than men's, so that fathers have about twice as many uninterrupted paid work hours as mothers

do. Surveys of parents in the USA have likewise have found that COVID has increased the childcare, housekeeping and other domestic responsibilities of both mothers and fathers.' Although only a minority of parents reported equal sharing of childcare and housework, the percentage of egalitarian households has increased since the start of the pandemic (Carlson et al., 2020). Family to work interference has been rampant during COVID-19 when family demands and responsibilities rendered it more difficult for women to fulfill work demands and responsibilities. A number of country-based case studies have probed the effect of COVID-19 pandemic on the work dynamics of women academicians. Marques et al (2021) found that'increased domestic duties and emotional burden of the pandemic for women academics in Portugal'. as per B. S. Sumalatha et.al., (2021) 'the prevailing vulnerability of women workers emanating from the informality, invisibility and non recognition of domestic labour is largely obvious. Informal contracts, irregular labour, exploitative and undefined wage and working conditions as well as policy and legal loopholes aggravate the social and economic insecurity of the women workers'. According to Mukhopadhyay. U (2022) 'the differential impact of the COVID-19 pandemic on men and women in academics have received considerable attention among researchers and the pandemic and lockdown have deepened the gender inequality due to increased demands of academia, household responsibilities and care giving. Finally this study identified the literature gap that very small studies were identified on challenges of working women in pandemic situation of COVID -19 and no one study found on challenges of working women in pandemic situation of COVID -19 in Prakasam district of Andhra Pradesh state in India.

OBJECTIVES

1. To examine the significant difference among the women who faced challenges at work place in the pandemic situation of COVID-19.
2. To examine the challenges were differ on the basis of socio economic conditions in the study area.

METHODOLOGY

This study was pure depended on the primary as well as secondary source of information. Primary information was collected from the field survey and secondary information was collected from various books, journals and news papers and government reports. The study area is Andhra Pradesh and Telangana states in India. Convenient sample was taken on the basis of simple random sampling method. Questioners were collected through Google forms. Chi-squire as well as one way ANOVA was used to test the hypotheses. 5 point likert scale was used to get responses from the respondents about 20 variables regarding challenges faced in the pandemic situation of COVID- 19.

RESULTS AND DISCUSSIONS

For this study we have taken 20 variables to estimate the challenges faced by the women in the pandemic period of COVID-19. These variables were divided in five categories I.e., Child care, Extensive clearness, Dependents health service and Assistance with domestic duties & meal preparation were taken to estimate the **Family Challenges,** Layoff, Pay cuts, Furloughed and Time maintains were taken to estimate **Professional Challenges,** Physical health, Mental health, Gender based violence and Balance work and household were to estimate the **Personal Challenges,** Social isolated, Domestic violence, Gender inequality and Sexual harassment were taken to estimate the **Social Challenges,** Decreased work production, Loss of income, Savings and Purchasing assets were taken to estimate the **Economical Challenges**.

We have computed the above said 20 variables score to get aggregate score. These aggregate scores were existed in between 20 to 100 and these score were divided into 5 levels on 5 point likert scale I.e., very low, low, middle, high and very high regarding of respondents scores are 20, 21-40, 41-60, 61-80, 81-100.

The table-1 explains the family challenges of women and their type of employment and it is found that among the 129 respondents, about 70 percent of the working women were faced high and very high level of family challenges from Child care, Extensive clearness, Dependents health service and Assistance with domestic duties & meal preparation in the pandemic period of COVID -19.

Table-1: Details of Type of employment and Levels of Family challenges

	Level	Type of Employment		Total
		Government Employee	Private Employee	
Levels of Family Challenges	Very low	0(00.00)	0(00.00)	0(00.00)
	Low	7(13.72)	9(11.53)	16(12.40)
	Middle	17(33.33)	9(11.53)	26(20.15)
	High	26(50.99)	49(62.82)	75(58.13)
	Very High	1(01.96)	11(14.12)	12(09.32)
	Total	51(100.00)	78(100.00)	129(100.00)

Pearson Chi-Square Value 16.242[a,] df 3 Asymp. Sig. (2-sided) .001.
Figures in the parenthesis are percentages.
Source: Compiled from primary data.

If we look into sector wise, women who worked in the private sector had faced challenges as high and very high level with 76.94 percent when compared to public sector women as middle and high with 52 percent in the study area.

The table-2 explains the type of employment wise professional challenges faced by the women.

Table-2:Details of Type of employment and Levels of Professional challenges

		Type of employment		Total
		Government employee	Private employee	
Levels of professional	Very low	50(98.03)	6(7.69)	56(43.41)
	Low	1(1.97)	13(16.66)	14(10.85)
	Middle	0(0.00)	16(20.51)	16(12.40)
	High	0(00.00)	27(34.61)	27(20.93)
	Very high	0(00.00)	16(20.53)	16(12.40)
	Total	51(100.00)	78(100.00)	129(100.00)

Pearson Chi-Square Value 102.480[a,] df 2 Asymp. Sig. (2-sided) .000
Figures in the parenthesis are percentages.
Source: Compiled from primary data.

It is concluded from the table-2 that among 129 respondents, about half of the working women were faced the challenges from the professional issues from Layoff, Pay cuts, Furloughed and Time maintains in the pandemic period of COVID -19. If we observed sector wise, women who worked in the private sector had faced challenges as high and very high level with 55.14 percent when compared to public sector women as very low and low with 98 percent in the study area.

The table-3 presents the type of employment wise personal challenges faced by the women in the pandemic time.

Table-3: Details of Type of employment and Levels of Personal challenges

		Type of employment		Total
		Government employee	Private employee	
Levels of personal challenges	Very low	0(00.00)	0(00.00)	0.(00.00)
	Low	8(15.69)	6(7.70)	14(10.86)
	Middle	13(25.50)	43(55.12)	56(43.41)
	High	30(58.81)	29(37.18)	59(45.73)
	Very high	0(00.00)	0(00.00)	0(00.00)
	Total	51(100.00)	78(100.00)	129(100.00)

Pearson Chi-Square Value 11.214[a,] df 2 Asymp. Sig. (2-sided) .004
Figures in the parenthesis are percentages.
Source: Compiled from primary data.

It is concluded from the table-3, among the 129 respondents, about half of the working women were suffered from the personal problems I.e., Health, Mental health, Gender based violence and Balance work and household in the pandemic period of COVID -19. in the sector wise analysis, women who worked in the private sector had faced personal challenges as middle and high level with 92.3 percent when compared to public sector women as middle and high with 84.31 percent in the study area.

The below table explains the type of employment wise social challenges faced by women.

Table:4 Details of Type of employment and Levels of Social challenges

		Type of Employment		Total
		Government employee	Private employee	
Level of Social challenges	Very low	0(00.00)	0.(00.00)	0.(00.00)
	Low	2(3.93)	5(6.41)	7(5.42)
	Middle	21(41.17)	49(62.82)	70(54.27)
	High	28(54.90)	23(29.48)	51(39.54)
	Very high	0(0.00)	1(1.29)	1(0.77)
	Total	51(100)	78(100)	129(100)

Pearson Chi-Square Value 8.706[a,] df 3 Asymp. Sig. (2-sided) .033
Figures in the parenthesis are percentages.
Source: Compiled from primary data.

It is found from the table-4, among the 129 respondents, about half of the working women were suffered from the social issues from Social isolated, Domestic violence, Gender inequality and Sexual harassment in the pandemic period of COVID -19. In sector wise analysis, interesting point is the women belong to either public or private sector had faced challenges same level as middle and high.

The below table-5represents the details of type of employment wise economical challenges faced by women.

Table:5 Details of Type of employment and Levels of Economical challenges

		Type of Employment		Total
		Government employee	Private employee	
Levels of Economical	Very low	0(00.00)	0.(00.00)	0.(00.00)
	Low	13(25.50)	9(11.54)	22(17.05)
	Middle	38(74.50)	48(61.53)	86(66.67)
	High	0(00.00)	21(26.93)	21(16.28)
	Very high	0(00.00)	0.(00.00)	0.(00.00)
	Total	51(100)	78(100)	129(100)

Pearson Chi-Square Value 2.726[a,] df 2 Asymp. Sig. (2-sided) .0256
Figures in the parenthesis are percentages.
Source: Compiled from primary data.

It is concluded from the table-5, among the 129 respondents, about half of the working women were faced challenges from the economical issues i.e., from Decreased work production, Loss of income, Savings and Purchasing assets in the pandemic period of COVID -19. If we observed sector wise, women who worked in the private sector had faced more challenges as middle and high level with 88.46 percent when compared to public sector women as low and middle with 100 percent in the study area.

The below table show the details of type of employment wise over all challenges faced by the women in the study area.

Table-6: Details of Type of employment and Levels of Over all challenges faced by women

		Type of employment		Total
Levels of Challenges		Government employee	Private employee	
	Very low	0(00.00)	0.(00.00)	0.(00.00)
	Low	2(3.9)	4(5.1)	6(4.65)
	Middle	49(96.1)	66(84.63)	115(89.15)
	High	0(00.00)	8(10.27)	8(06.20)
	Very high	0(00.00)	0.(00.00)	0.(00.00)
	Total	51(100.0)	78(100.0)	129(100.0)

Pearson Chi-Square Value 5.782[a,] df 2 Asymp. Sig. (2-sided) .046.

Figures in the parenthesis are percentage.

Source: Compiled from primary data.

It is concluded from the table-6, among the total respondents, above 95 percent of working women were faced challenges in the COVID – 19 pandemic situation i.e., from Family Challenges, Professional Challenges, Personal Challenges, Social Challenges and Economical Challenges. In the inter verification study women who worked in the private sector had faced more challenges more as middle and high level with 95 percent when compared to public sector women as low and middle with 100 percent in the study area.

Further to find out the significance difference between respondents facing challenges and type of employment, the following hypothesis is formulated.

H_o: There is no significance difference between challenges faced by the women and type of employment.

H_A : There is a significance difference between challenges faced by the women and type of employment.

To test the null hypothesis is ANOVA test is applied. The results of ANOVA test pertaining to woman facing levels of challenges and type of employment is shown in the table 7.

Table-7: Details of ANOVA pertaining to compare mean difference of Type of Employment and levels of Women Challenges

Type of Employment					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1.382	2	.691	2.956	.056
Within Groups	29.455	126	.234		
Total	30.837	128			

Source: SPSS Output

From the table-7 it is clear that F value of 2.956 is no significant 0.56 percent level. The alternative hypothesis is rejected and null hypothesis is accepted. Accordingly, it is inferred that there is no significance difference between levels of challenges faced by the women and type of employment.

Table-8: Details of Socio economic conditions wise levels of challenges faced by the women

	Socio economic variables	Low	Middle	High	Total
Age	Below 25	1(16.67)	8(6.95)	2(25.00)	11(8.52)
	26 to 35	2(33.33)	27(23.47)	2(25.00)	31(24.03)
	36 to 45	2(33.33)	43(37.39)	2(25.00)	47(36.43)
	46 to 55	0(0.00)	25(21.73)	1(12.50)	26(20.16)
	Above 56	1(16.67)	12(10.43)	1(12.50)	14(10.86)
	Total	6(100.00)	115(100.00)	8(100.00)	129(100.00)
Education	School education	0(00.00)	3(2.60)	0(00.00)	3(2.32)
	College education	0(00.00)	6(5.21)	3(37.50)	9(6.98)
	University education	2(33.33)	52(45.22)	2(25.00)	56(43.41)
	Technical education	2(33.33)	23(20.00)	2(25.00)	27(20.94)
	Professional education	2(33.34)	31(26.97)	1(12.50)	34(26.35)
	Total	6(100.00)	115(100.00)	8(100.00)	129(100.00)
Marrital status	Un married	2(33.33)	15(13.04)	0(00.00)	17(13.18)
	Married	4(66.67)	93(80.88)	7(87.50)	104(80.62)
	Diveroce/single	0	7(06.08)	1(12.50)	8(06.20)
	Total	6(100.00)	115(100.00)	8(100.00)	129(100.00)
Caste	OC	4(66.68)	57(49.56)	1(12.50)	62(48.06)
	BC	1(16.66)	30(26.08)	3(37.50)	34(26.35)
	SC	1(16.66)	20(17.40)	2(25.00)	23(17.83)
	ST	0(00.00)	8(6.96)	2(25.00)	10(7.76)
	Total	6(100.00)	115(100.00)	8(100.00)	129(100.00)
Type of family	Nuclear	6(100)	112(97.40)	8(100)	126(97.68)
	Joint	0(00.00)	3(02.60)	0(00.00)	3(2.32)
	Total	6(100.00)	115(100.00)	8(100.00)	129(100.00)
Occupation	Software	1(16.67)	32(27.82)	3(37.50)	36(27.90)
	Teacher	2(33.33)	22(19.13)	2(25.00)	26(20.16)
	Administration	1(16.67)	16(13.91)	2(25.00)	19(14.72)
	Professional	2(33.33)	28(24.35)	1(12.50)	31(24.03)
	Others	0(00.00)	17(14.79)	0(00.00)	17 (13.18)

		6(100.00)	115(100.00)	8(100.00)	129(100.00)
	Total	6(100.00)	115(100.00)	8(100.00)	129(100.00)
Income group	LIG	0(00.00)	5(04.35)	3(37.5)	8(6.21)
	MIG	4(66.67)	92(80.00)	5(62.5)	101(78.29)
	HIG	2(33.33)	18(15.65)	0(00.00)	20(15.50)
	Total	6(100.00)	115(100.00)	8(100.00)	129(100)

Figures in the parenthesis are percentages
Source: Compiled from primary data

It is main conclusion from the table-8 that among the total respondents, 1/6th of the women were belong to above 36 years age group, among these women above 95 percent were facing challenges as middle and high level in the pandemic period of COVID -19 in the study area. About half of the women had university educational qualification in the study area, among them 96 percent were faced challenges as middle and high level. 3/4th of women were married in the study area, among them 96 percent were faced medium and high level pandemic challenges. About half of the women belong to the higher cast group i.e., OCs, among them 93 percent were faced pandemic challenges as middle and high level in their life. Above 9/10th of women had nuclear families, among these families 95 percent of women faced challenges as middle and high level in the COVID-19 time. About 1/3rd of women were software employees, among these women 97 percent of women faced challenges as middle and high level in the pandemic period. About ¾th of women were belong to middle income group, among these women 97 percent were faced middle and high level COVID challenges in the study period.

CONCLUSIONS

About 1/3rd of working women were faced high and very high level of family challenges, about half of the working women were faced the challenges middle and high level of professional, personal, social and economical challenges in the pandemic period of COVID-19 in the study area. If we look into sector wise analysis, women who worked in the private sector had faced challenges more when compared to public sector. At over all level challenges above 95 percent of working women were faced challenges in the COVID – 19 period in the study area and it is inferred that there is no significance difference between levels of challenges faced by the women and type of employment either it is public or private sector. It is also found that among the total respondents, the women who belong to above 36 years age group, had university educational qualification, belong to upper cast group i.e., OCs, belong to nuclear families, software employees and middle income group were faced middle and high level COVID-19 challenges in the study area.

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