

# Work from Home Boon or Bane in lockdown Period of Covid – 19: Perspective of Working women in Vadodara City

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**Abstract:** Work from home has become a significant topic of discussion during these tough times. In this dynamic Knowledge based-economy, where only few organizations were very well known as Virtual organizations. The ones who practiced working remotely. However due to the global pandemic Covid-19, and nationwide Lockdown large number of organizations have shifted from traditional office desk organization to Home-Comfy organizations. Work from home when entire family is around and absence of maids so added responsibility of house hold, well that's very tough to deal with. So this paper addresses to question whether the idea of working from home is Blessing or added stress for working women. To gain the insights, survey was conducted and also telephonic interview was done with around 60 working women along with that social media activity of working women was observed and content analysis was done. Our Finding were consistent with a fact that we live in patriarchal society and when women is at home she is expected to give herself to house hold responsibilities over work ,at the time it was found that working women were indeed in stress but there work, recreational activities and specially cooking kept up spirit and motivation. Women even tough tired, retired, exhausted, burned up can mould herself in any form can easily deal with work-life balance during lockdown or Pandemic Covid – 19

**Index Terms:** Lockdown, Covid-19, Work from Home (WFH)

## I. INTRODUCTION

### WORK FROM HOME AS A CONCEPT IN PANDEMIC COVID-19

The concept of WFH is not at all a new concept but was prevalent hundreds or thousands of years ago. The work home environment was a definite feature of sustenance for hunter-gatherers during Medieval Period, with the rise of Craftsmen and artisans, like spinner, weaver, dressmaking workshop etc, they setup shops of their artistic work at their homes. Domesticity was a focal point of early work from activities.as time passed, mainly before the Industrial Revolution, some Merchants and Crafts people created the first home offices. The Industrial age gave birth to a new trend of skilled workers and set up working outside the home-model i.e. what we call as a typical office the 9-to-5 Organization. Working women moved into a new realm of Professionalism that pulled them beyond the domestic and crafts work.

The Proactive and timely reaction of Government of India towards stabilizing the Global Pandemic, Where even the Super Power Developed Nations are struggling hard with this Pandemic is really Commendable. The announcement of this Nation-wide LOCKDOWN has compelled almost every organization to continue their work for socio-economic prosperity of our nation. Global Companies namely, Google, Microsoft, twitter, Hitachi, Apple, Amazon etc. have rolled out Mandatory work from home policies amid the Spread of Covid-19. Indian origin organizations too like Paytm, Tech Mahindra, Wipro, Infosys, Collabera Technologies pvt ltd, IAN Maritime Vadodara Consulting pvt Ltd CIVICA India Pvt Ltd have also adopted WFH approach. Apart from various organizations, Schools, universities, Coaching classes, Tutors and Academicians have contributed in this WFH policies by continuing their Sessions online using various online Platforms.

## II. WOMEN AND WORK FROM HOME APPROACH

If we look at employment happiness premium from various past researches it has been concluded that men have higher employment happiness premium than women. Also Besides sheer male domination, unconscious biases held by women and reinforced by society have halted career march of women. These biases are like “The male has to always be the primary breadwinner.” Maternal wall bias can manifest in different ways for example “when mothers are working away from the office, it's often assumed they're home with their kids”. According to recent research paper by Luna-Arocas, R., Danvila-del-Valle Positive wellbeing, happy mind also predict job performance. The amount of time spent on work in this study itself indicates job performance which is otherwise much better when working onsite. Working from home has become engraved in this pandemic. According to although advocated as a solution to combine work with family life, surprisingly no evidence supports that it decreases work–family conflict. Hammer et al. (2007) showed that using family friendly benefits actually leads to increase Beyond Formal Access: Organizational Context, Working From perceptions of conflict for women because they use this opportunity to take on more family responsibilities, but our knowledge is very limited whether a supportive organizational context impacts the gains of men and women from working from home differently. Gender differences in work–family conflict are supreme (Duxbury and Higgins 1991; Hagqvist et al. 2017; Chung and Van der Lippe concluded women experience greater tensions between work and family life than men (Crompton 2002). Although a number of men and women adhere to egalitarian values nowadays, societal norms often dictate that men should invest more in the work domain,

whereas women should invest more in the family domain. These opinions together with traditional gender role attitudes still greatly influence how men and women are able to manage work and family roles (Van der Lippe 1994; Treas and Drobnic 2010; Hagqvist 2016). To what extent working from home weakens the boundary between work and home will likely work out differently for men and women. Several authors (Sullivan and Lewis 2001; Kim in this issue) argued that women who work from home are able to fulfil their homemaker role better and manage both family and work obligation more to their satisfaction, but that comes at the expense of higher perceived work–family conflict (see also Hilbrecht et al. 2008). Male teleworkers on the other hand, import industrial time into the home, but they do not let domestic obligations interfere with their work tasks, although the extent to which this happens may depend on the country contexts (Kurowska in this issue). They can do this because they are rarely the primary carer and/or the person responsible for household domestic work (Van der Lippe 1994).

### III. DATA AND METHODS

#### 3.1 Rationale for the study

“As we all are going to be spending a lot of times at home in the coming days through lockdown and extended Work-From-Home (WFH) while the virus battle rages. This comes with more responsibilities and added package of work stress.

#### 3.2 Research Methodology

The study was conducted in Vadodara city survey and telephonic interview was done of about 60 working women.

#### 3.3 Area and Scope of the study:

The area of the study will be working women at home during Covid-19 from Vadodara city of Gujarat state.

#### 3.4 Type of the study:

The present study is exploratory

#### 3.5 Data Collection Procedures

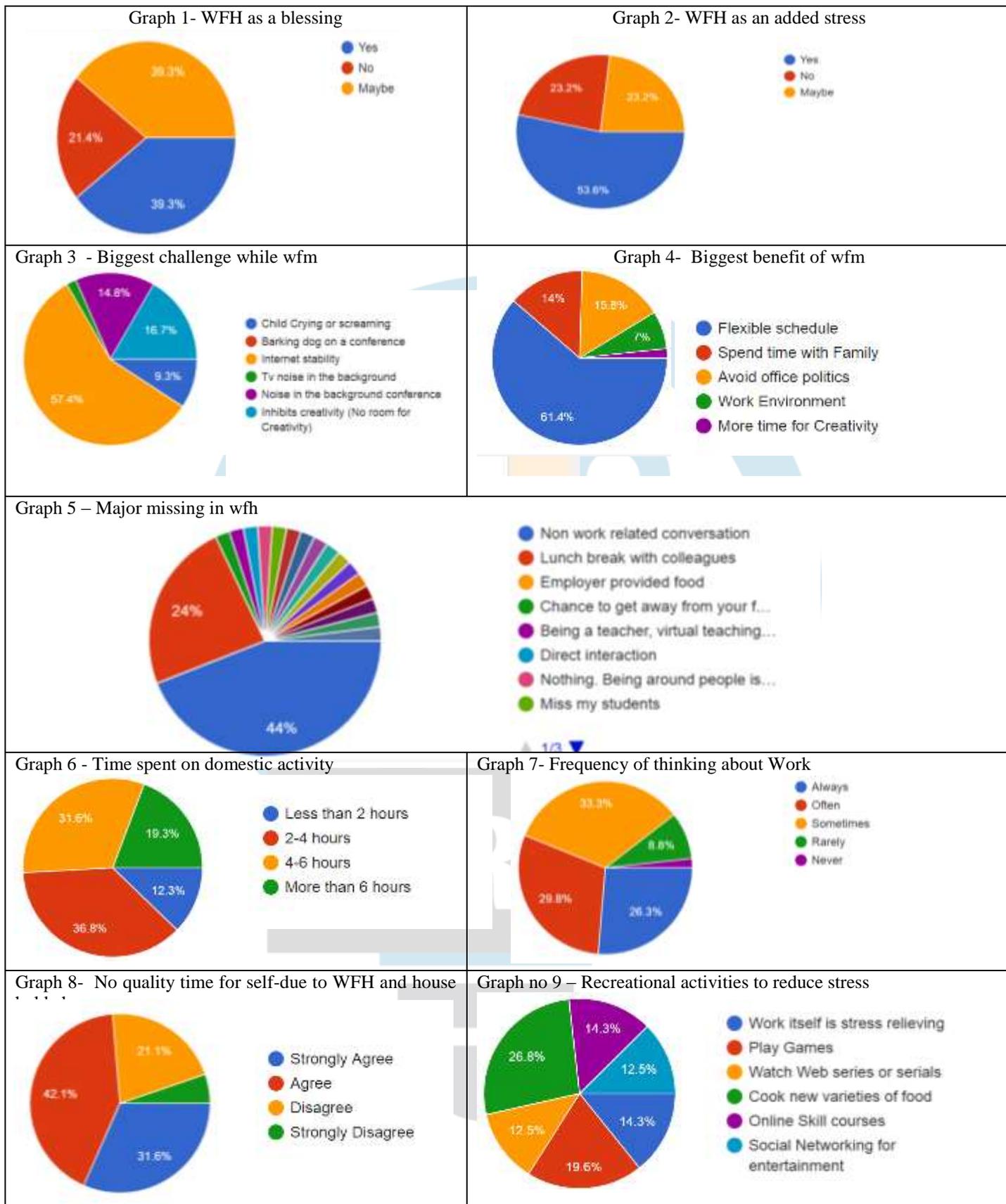
The populations of this survey were all working women of Vadodara city. Questionnaire was created with help of Google form and shared on social media sites and WhatsApp. The study has primary data and supported by secondary data. Primary data was collected with the help of questionnaire and telephonic interview, for this purpose, structured questionnaire was prepared. The questionnaire consisted of multiple choice questions, linear scales and open ended questions to judge the Perception of working women. Secondary data was observed on social media with help of content analysis by observing activity on social media i.e. comments, tik-tok videos Instagram activity, LinkedIn accounts and Tweets by working women.

#### 3.5 Data analysis

Data was analysed with the help of Microsoft excel, Google form itself created analysis and content analysis via telephonic interview was also done

### IV. FINDINGS

- Maximum working women are confused whether the lockdown is blessing for them or stress, but the fact is staying home is the easiest and safest thing anyone could do to protect themselves from getting affected by virus.
- 54.5% age of women feel that work from home is added stress to their life in lockdown period. That is addition to household work, taking care of children and elderly
- Majority of women were aged 21-35 years and almost half of them lived in joint family.
- Only 39.3% women were sure that working from home was blessing for them rest were not so sure about it.
- The biggest challenge faced by working women was internet connection while working then the other household chores
- 44 % women miss the non-work related conversation of office or work place.
- 67 % women said that they work fewer hours then they used to at work place.
- 61% women admitted that biggest benefit of working from home was flexible schedule of working
- Almost 60% women spent more than 3 hours to maximum 6 hours in domestic activities
- 60% of women worry about work either all the time or very often.
- 70% of women are not getting time for themselves in this lockdown because of WFH
- Factors that motivated highest to work from home were Constructive utilization of time, Support from family and financial independence
- Women are engaging themselves in any recreational activity to relieve stress like cooking new cuisine food , playing games engaging in social media and watching web series
- 60% of women agree that this lockdown is no benefits of improving personal relations, it was as before
- 82% women feel that if there was no work from home that time they would have indulged themselves to enhance their skill set or some artistic talent
- Money was not the only or perhaps not the reason to work for, Women love to work because they love to socialise, they want to stay connected to the field so during this lockdown they were away from their passion not merely employer who paid them monthly.
- For Many of them work itself was stress relieving so that shows that being employed is the thing they cherish the most in life.



**V. Conclusion**

Traditionally, childrearing and household responsibilities have been the responsibility of women, both professionals and homemakers. When you are at work, you're at work. And when you're not at work and you are working from home, you walk away from your desk, look after your family, you close your laptop and don't open it again until the next day. You get a routine and you stay in that routine. WFH is like any typical movie romance—it holds up well until the interval; after that it needs fixing. Unless some ground rules are in place, WFH can be a strain over a long period of time. It can be rightly concluded that working women

are juggling maximum between family and work. Also when the data was correlated it was found that joint family females who spent almost 5 hours towards household but yet thinking always about work in their subconscious mind. The women in this survey demonstrated multiple strategies to ease the stress; one of them is cooking new cuisine food which again is responsibility out of choice and love. We should not forget we live in patriarchy society lots of biases some unconscious biases which I came across in this survey maximum times was them being okay if their husband did not enter kitchen or broom. Majority of women miss being with colleagues and non-official conversation that says that socialising is good for mental wellbeing; it's pretty obvious you can't share everything with your family. So for that matter its good have a five minutes or 10 minutes informal meeting with colleagues. Creativity is also found to be affected when working offsite

## VI. Suggestions

To keep up with the situation happily they should divide the responsibilities' between all family members, take out time for their physical and mental well-being by exercising or meditating. Lockdown is yet a shorter period but life is long everything can't be handled alone.

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