

Women working from home during COVID-19 : An Analysis

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Abstract

Purpose: This paper reviews different media sources to understand the experiences of Indian women working from home between March, 2020 and September, 2020 during the Covid-19 induced lockdown in India.

Methodology: A systematic search was conducted on Google search engine using keywords like Indian working women, work during Covid-19, work from home during pandemic, etc. Relevant data and information from 52 online print media outlets were selected to be included in this review.

Findings: After careful analysis of the selected articles, three main themes emerged and were found to be repeated with gradual development across the seven months (March, 2020 - September, 2020).

Originality/Value: It is hoped that this thematic and chronological analysis will help in giving a clear outlook on the problems women are facing while working from home during the pandemic, and suggest effective measures that can be taken in the coming future to resolve the same. Based on our research, such an online print media based analysis has not been conducted by other studies. This paper tries to reach out to the very core of the chosen topic by looking at online media because actual problems of real women were reported there. It tries to feel the pulse of the Indian society and the challenges that the women are facing everyday during the Covid-19 pandemic.

Keywords: Indian working women, work-life balance, work during Covid-19, work from home during pandemic, working during lockdown

Paper Type: Review Paper

Introduction

Covid-19 was first identified in Wuhan city of China as a respiratory disease in December, 2019. By March, 2020, it was declared as a global pandemic by WHO because it had severely impacted several countries across the world (Sahin et al., 2020). Isolation, quarantining, and social distancing were some of the precautionary measures which these countries followed to avoid the disease (Leonard and Lo, 2020). According to the World Health Organization, these measures were suggested due to the unavailability of specific treatment so as to contain the spread of the virus. Keeping these protocols in mind, organizations and companies started following work from home to ensure the safety of their employees (Zhang et al., 2020). Even though many countries have lifted their lockdowns presently, social distancing and work from home continues globally (Kramer and Kramer, 2020). India Inc. is also following this global practise of isolation, and working from home has become the new norm in the Indian workforce (Grover et al., 2020).

India went in for a complete lockdown on 25th March, 2020 for three weeks which kept getting extended synchronously with the rising number of Covid-19 cases. Many organizations and businesses stepped back a little or stopped functioning in their offices because of orders given by the government, concern for their employees, and unavailability of customers (Lancet, 2020). Social distancing and stay-at-home measures resulted in a sharp

decrease in commuting to workplaces, and a considerable increase in working remotely. Some people were able to transition to this work from home mode relatively easily but for many individuals, especially women, performing regular work activities from home was rather stressful, and nearly impossible. Working remotely was a different experience for women in comparison to men (Pulla, 2020). This paper aims to analyse how this work from home concept has panned out for women in India in the past seven months between March, 2020 and September, 2020. It looks at how this pandemic has increased or decreased the gender gap that women have been fighting against for decades now. It further tries to probe into the question as to whether working from home has been easier for them or whether the past seven months have been a strenuous and demanding journey.

At the very beginning of the lockdown, working from home might have been the ideal situation but the scales of domestic responsibility slowly started tipping more and more towards women. Though parents today are simultaneously juggling paid work with care-giving demands, the work involved in child rearing and family care has historically fallen on women (Jungari, 2020). With husband, kids and elders at home, and domestic help being inaccessible due to social distancing, responsibilities outside of office work has been weighing down heavily on women in specific. This added workload apart from their

professional life is taking up a lot of time and effort. Along with the uncertainty and fear of living in the pandemic, many women are seeing their performances at work slip, putting their long-term career goals in jeopardy. In many cases, women are being forced to quit work altogether (Gausman and Langer, 2020).

There is seemingly nothing new about working from home and it has been around for a considerable amount of time (Olson and Primps, 1984). It was certainly not the pandemic that made working from home a reality. Many companies and organizations followed it even before the outbreak of Covid-19. Several industries function in a flexible manner wherein people can work remotely from the comfort of their homes and still attend meetings and complete tasks amongst other things (Russell, O'Connell, and McGinnity, 2009). With work from home becoming the need of the hour and the Indian government making rules and regulations in its favour, this pandemic induced necessity might outlive the crisis itself. It could definitely be one of the key takeaways that will shape the upcoming future of working remotely. The question is how differently it will be affecting male and female employees in the time to come.

The Indian society in general has always seen women in a particular role as a mother and a home maker, thereby having certain expectations from them. Women too have obliged without any questions and moulded themselves into these roles (Crump, Logan and

McIlroy, 2007). Prior to the Covid-19 pandemic, there were many women who worked from home to balance both their work lives and familial obligations (Stone and Lovejoy, 2004). However, with the onset of the pandemic, the difference between regular employees and employees who worked from home ceased to exist. With the initiation of the nationwide lockdown, many women who were regular office-goers suddenly faced a shift in their routine. Due to stay at home and work from home orders, and the unavailability of domestic help, they now had to learn to distribute their time between work and family (Power, 2020). This paper tries to look into how these women fared after these protocols were implemented, and how the pressure on them increased because of the same. It is hoped that this paper can bring out the struggles and challenges that women have faced and are continuing to face during the Covid-19 pandemic, and how families and organizations can support them through this journey. During any pandemic or economic crisis, working women have always faced more obstacles than others (Kim and Voos, 2007). Therefore, this study tries to highlight certain issues, and hopes that it will assist organizations in creating favourable policies for women keeping their familial responsibilities in mind. It further aspires to create awareness amongst women and their families and amongst society in general to share domestic responsibilities and support women in their job and career goals.

Methodology

A systematic search of online print media outlets, magazines, news websites, journals, and surveys such as *The Times of India*, *Economic Times*, *Entrepreneur*, *The Logical Indian*, *Mint*, *Quartz India*, etc. was done using a combination of keywords like 'Indian working women'; 'work-life balance'; 'work during Covid-19'; 'work from home during pandemic'; 'working during lockdown,' etc. This search was conducted using the Google search engine and the keywords were used concurrently so that important information and data were not missed out on. Keeping the current circumstances in mind, online media was considered to be the most important source of information for this paper as the pandemic had only accelerated India's path towards digitalization.

A seven month time period from March, 2020 to September, 2020 was taken into consideration so that information and data were relevant and up to date. The search results from Google had to be filtered and refined further by reading each article manually. Finally, a total of 52 articles were chosen which were applicable to this study.

The following criteria were chosen for the articles to be included in this paper:

1. They had to deal with women working from home during the Covid-19 pandemic
2. They had to deal with working women's experience during the lockdown

3. They had to be published within the chosen time frame of March,2020 to September,2020

This paper has chosen the month of March, 2020 as the starting point because that is when the nationwide lockdown was announced in India and working from home norms became stricter in Indian organizations.

Literature Review: Facts and Analysis

After reviewing and analysing the selected articles, several themes emerged with respect to women working from home during the pandemic. All these themes were not discussed consistently across the chosen time period from March, 2020 to September, 2020. However, after meticulous scrutiny, three main themes relevant to the three criteria were found to be covered repeatedly across the time frame of seven months. The three themes are as follows:

1. Work from home and work at home
2. First to be laid off
3. Violence and Harassment

A detailed analysis of all three themes is given below:

Theme 1: Work from home and work at home

This theme includes articles that discuss how women had to juggle both job and home related responsibilities simultaneously. With work from home becoming the new normal, the fine line between personal and professional space got blurred. Women often found

their office work overlapping with their home responsibilities.

March, 2020

According to *shethepeople* (23 March, 2020), the lockdown was expected to affect women in a disproportionate manner as women are primarily seen as caregivers, and now they were having to shoulder double the responsibilities owing to work from home norms. As per an article in *Scroll* (27 March, 2020), the pandemic came with a gender dimension because there was an unequal distribution of work between male and female members at home due to which women were facing extra mental and physical exertion.

April, 2020

As per a survey in *Entrepreneur* (21 April, 2020), Indian women felt that a majority of care giving responsibility was falling on them. This survey also says that 27 per cent of working mothers felt like their employers failed to understand this additional burden. Further, an article in *The Diplomat* (27 April, 2020) revealed that women in India perform unpaid work for nearly 6 hours in comparison to men who do the same for 52 minutes only (Organization of Economic Cooperation and Development). *Scroll* (1 April, 2020) says that regardless of whether a woman is employed or not, she is expected to look after the domestic chores.

May, 2020

As per *The Wire* (2 May, 2020), *The Indian Express* (17 May, 2020), and *Femi-*

nism India (5 May, 2020), the ongoing pandemic has severely affected the household dynamics. In the absence of house-help, responsibilities like cooking and cleaning have fallen on women. With closure of schools and increased care needs of elderly members at home, the amount of work for women has ballooned disproportionately. Further, juggling demands for both work and home is very taxing, and it is difficult to take paid leave as people are already working from home with pay cuts.

June, 2020

According to the *New York Times* (9 June, 2020), The Covid-19 lockdown in India has only increased the hurdles that women face on a day to day basis. The amount of work that women do is about three times that of the global average. *The Print* (17 June, 2020) and *Deccan Chronicle* (3 June, 2020) lay further emphasis on these issues by adding that all the progress that women had made so far has been pushed back by years due to the lockdown. Those working from home are on a “double double shift” and their lives look very similar to the lives of their grandmothers, in an earlier age when the movement towards women’s equality had not gained the momentum that it has today. The crisis has brought back the traditional gender roles of men as the earning members, thus, pushing women into domestication duties.

July, 2020

For very many years, women have fought for their places in the outside

world and claiming those spaces has been very liberating and important. As per *Scroll* (17 July, 2020), the ongoing pandemic has snatched that independence away from many women. They now have to meet deadlines at work and demands at home simultaneously. In an article in *Economic Times* (20 July, 2020), a survey conducted by *Pink Ladder* (July, 2020) revealed that four out of 10 women were facing stress and anxiety due to the new normal of work from home. The survey further found that while 67 per cent of the managers respected work timings, around 33 per cent did not. Women were now falling victims to something called the “double burden syndrome.”

August, 2020

As per a survey in *The NEWS Minute* (14 August, 2020), it was found that 79 per cent of women were cooking at home in comparison to the 55 per cent before lockdown. This article also mentioned about a petition requesting Prime Minister Modi to address men in his next speech, asking them to share household work equally. Global estimates report that if a monetary value were to be assigned to the amount of unpaid work that women do, then it would make up for a number between 10 per cent and 39 per cent of a nation's GDP (Mehta, 2020). This bigger burden due to the combined pressure of ‘work from home’ and ‘work for home’ may result in women being forced to drop out of the labour force on account of domestic work being the priority (Mehta, 2020).

September, 2020

According to *Mint* (10 September, 2020) and *News 18* (10 September, 2020), about 31 per cent working mothers are providing full-time childcare, in comparison to 17 per cent working fathers, as per the Workforce Confidence Index on LinkedIn (). The findings also show that over 46 per cent of employed mothers report working late into the night to make up for lost time, while 42 per cent are unable to concentrate on their jobs with their kids at home. Also, the lockdown is negatively affecting their mental well-being. Further, as per *Quartz India* (11 September, 2020), Indian women are facing higher levels of stress in comparison to men due to the ongoing pandemic. This follows from being members of heteronormative households.

Theme 2: First to be laid off

This theme includes articles that discuss how women were the first to be laid off with the onset of the pandemic; how working from home with added responsibilities might put them at risk of being laid off in the near future; and how more women have been laid off in comparison to men so far.

March, 2020

As per *Catalyst* (26 March, 2020), it was predicted that women would lose their jobs at a rapid pace owing to the ongoing crisis, and will be unable to gain back their positions quickly as the economy recovers. According to *Economic Times* (31 March, 2020), “women will end up bearing a big brunt” as the

Covid-19 pandemic might make them lose their jobs, or they might leave it voluntarily owing to family responsibilities. It was further said that this will only slow down the process to achieve gender parity which women have been fighting for, for many years.

April, 2020

As per *The Diplomat* (15 April, 2020) and *Business Insider* (8 April, 2020), whenever there is a crisis, women face greater financial instability. A report by Bain & Company and Google (2019) had shown that women were predominantly affected by the unemployment crisis going on in India. Prior to the lockdown, the Indian unemployment rate was at 7 per cent, but for women, it was already at 18 per cent. According to The Department of Labour, India (2020), over 701,000 jobs were lost in a time span of two months due to the pandemic. On further analysis by the Institute for Women's Research Policy (April, 2020), it was seen that women experienced 60 per cent of those losses.

May, 2020

The *Indian Express* (17 May, 2020) predicted that the economic fallout due to Covid-19 will result in fewer job opportunities for women. This is because women are usually given smaller or unimportant tasks which are often the first ones to go when firms automate.

As per *Feminism India* (5 May, 2020), work from home and social distancing protocols have had bigger effects on women than men. Almost 70 per cent of women are part of the informal econ-

omy, have less job security, and even earn or save less. With unemployment showing a sharp rise, it will be difficult for them to absorb the economic shock. Further, in a survey in an *Outlook* (15 May, 2020) article, women (26.3 per cent) have lost more jobs in comparison to men (23.3 per cent).

June, 2020

According to *The Print* (17 June, 2020), the rising unemployment of women will have a detrimental effect on the economic recession, which is already being called 'She-cession.' Research conducted by Ashoka University (2020) has shown that women's careers have been the bigger casualty of the economic slowdown in India as their fields of profession (retail, hospitality, personal care and day-care services) have taken the hardest hit.

Deccan Chronicle (3 June, 2020) says that even though the economy is declining and having a negative effect on the job market, the actual brunt of job loss and wage-cuts will be faced by women due to the existing disparity in the workplace.

July, 2020

An article in *The Hindu* (4 July, 2020) showed a survey by Azim Premji University (June, 2020) of 5,000 workers which was conducted across 12 States, of whom 52 per cent were female workers. It was found that women were worse off than men. For example, among rural casual workers, 71 per cent of women lost their jobs while the figure stood at 59 per cent for men.

As per *Scroll* (11 July, 2020), India's multi-million dollar garment industry, wherein a vast majority of workers are women have been left with no option but to leave their jobs. This has put a lot of women with young babies in a grave situation.

August, 2020

As per *Hindustan Times* (7 August, 2020), a report by McKinsey Global Institute (July 15, 2020) said that the presence of women in the Indian workforce that stood at about 20 per cent, has dropped down by about 17-23 per cent due to the Covid-19 crisis. The Indian society is a patriarchal one which is why men are picked over women for jobs. Women are considered to be unfit for the job roles or they are said to be under-qualified.

As per *Financial Express* (19 August, 2020), Indian women will have to bear blow after blow due to the pandemic as gender inequality, wage gap, and unemployment will happen to them very soon.

September, 2020

The Logical Indian (2 September, 2020) reported that a huge number of female domestic workers from Kancheepuram, Chennai, Tiruvallur and Chengalpattu had assembled together keeping the social distancing protocols in mind and had asked the government to roll out orders for their employers to hire them back. As people were scared of the infection spread due to Covid-19, more and more domestic helpers were being laid off. The female domestic workers

who were still working complained that they could not travel to their employers' houses due to lack of transport as many parts of the country were still in lockdown.

India.com (3 September, 2020) says that women are losing their jobs and are unable to provide for themselves and their families - thereby, suffering the most due to the Covid-19 crisis. There are no separate social protection schemes for them either. Further, it is being said that the crisis will dramatically increase the poverty rate for women.

Theme 3: Violence and Harassment

This theme includes articles that discussed the sharp rise in domestic violence cases ever since the country went into a lockdown. There was a noticeable increase in the number of complaints received from women during the pandemic.

March, 2020

According to *The Print* (24 March, 2020), the lockdown brought a new set of challenges for women. In fact, news articles predicted that lockdown and social distancing would act as the perfect excuse for perpetrators to exercise control over their female partners. As per *Time* (18 March, 2020), while the lockdown might protect people from the Novel Corona Virus, it will simultaneously trap women with their abusers in the house.

April, 2020

The *Hindustan Times* (11 April, 2020) reported that 2446 cases falling under

the category of “women” were recorded by the Delhi Police. To state things more clearly, over 2500 women had called the helpline numbers that goes straight to the Emergency Response Support System of the Delhi police. Out of all the calls, around 600 fell into the category of women abuse, 23 fell into the category of rape, and a majority number of 1612 reported cases of domestic violence.

As per *The Diplomat* (25 April, 2020), apart from a surge in domestic violence calls, a new trend was being observed - married women were asking for help for being rescued from parental homes as mothers, fathers, step brothers, and siblings were being accused of Domestic Violence.

May, 2020

As per *The Wire* (7 May, 2020), gender based violence in India doubled due to the pandemic as reported by the National Commission for Women (NCW). The NCW received around 257 calls in the last week of March in comparison to 116 calls during the first week. Not to forget, that the real numbers of these cases are actually much larger than the number being reported. An article in *Mint* say that almost 99 per cent of cases pertaining to sexual assault in India are not reported. Further, it is said that women have a greater chance of being assaulted by their own husbands.

The *South Asia Journal* too showed a sharp increase in the number of cases pertaining to violence against women. Between 23 March, 2020 and 16 April,

2020, a 94 per cent jump was observed by the NCW. Agencies apart from NCW were also reporting the sudden spike in domestic violence cases across the country.

June, 2020

As per *Deccan Chronicle* (8 June, 2020), due to the number of domestic violence cases being doubled, top level meetings were held by the Delhi high court and the government of Delhi to discuss this alarming issue and find a solution to curb the number of domestic violence cases

Further, *BBC News* (13 June, 2020) showed that the lockdown had changed everything with how women experienced domestic abuse. They were scared of being in isolation with their husbands and living in constant fear of what would trigger their moods. On the other hand, the abusers kept feeling frustrated due to the restrictions imposed by the lockdown, which later came out on women - physically, emotionally, or sexually.

July, 2020

As per an article in *The Indian Express* (24 July, 2020), studies conducted by researchers showed that in every district that fell under the red zone (Hotspots with high number of Covid-19 cases), the average number of domestic violence complaints per month was below 1.5 in March, 2020. By May, 2020, this number almost went up to 2. This number hovered around 0.3 in the green zone (areas with zero Covid-19 cases) districts during the lockdown period.

According to a UCLA research (2020), it was found that “Domestic abuse” and “domestic violence helpline” were used as search terms on Google and had shown a significant rise in the middle of March. It peaked on 19th April, 2020 and 10th May, 2020 in India. Further, as per *Web Foundation* (14 July, 2020), 52 per cent of women were also facing online harassment. They were receiving unsolicited images and threatening messages.

August, 2020

Northeast Now (25 August, 2020) said that the government helpline number in India had received about 92000 calls on violence and abuse in a time span of 11 days since the country wide lockdown was announced on March 24, 2020. Besides, this number was only expected to rise.

The spike in the number of domestic violence cases in India was noted by *Oxfam India* (21 August, 2020). The NCW showed an overall reduction in the number of complaints received during the lockdown in comparison to the beginning of 2020 (Complaints received: January: 538, February: 523, March: 501, April: 377). However, the gradual relaxation of the lockdown saw a subsequent surge in the complaints. While 552 complaints were recorded in the month of May, June saw over 730 complaints. While the concern of a rapid increase in the domestic violence cases during the lockdown was valid, the instances were not actively reported.

September, 2020

As per *The Times of India* (9 September, 2020), an article said that women had to fight the virus outside, and at the same time, also fight against the male abuser at home. The social distancing and lockdown had put them in confinement with their abusive partners who took out their frustration on women, both on a physical and emotional level. This increase in the number of domestic violence cases worldwide was described by the UN as the “shadow pandemic” alongside Covid-19. Further, as per *Open Democracy* (23 September, 2020), sexual harassment at the workplace has moved online. Male bosses and colleagues were calling at odd hours in the night or sending inappropriate text messages to female employees. These male managers were also found to wear unprofessional clothes during online video meetings and use vulgar language on work related video calls.

Limitations

Though this paper has tried to study the impact of Covid-19 and lockdown on working women, it is not without its limitations. Some of the limitations and scope for future research are as follows:

1. This paper looks at Indian working women only, and therefore it does not offer a global view on how the pandemic has affected working women.
2. There are not many research papers on how the pandemic has affected

working women which is why this paper resorted to taking information from online print media, journals, newspapers, magazines, and surveys.

3. This pandemic has affected urban and rural working women in varied ways. It has also impacted women working in different organizational sectors differently. However, this paper looks at Indian working women as a whole, and this can be considered as a limitation of the study.
4. Though several underlying sub-themes were found while researching for this paper, the information on them was very scarce, and therefore they could not be developed further and presented in this study. Hence, this paper has focused on the three main themes only.

If future research considers the above limitations, then a more extensive and richer literature can be created, and the discussion on this topic can be taken further. However, keeping the above constraints in mind, this study tries its best to portray a clear and concise picture of the various hardships that women are having to shoulder during the Covid-19 induced lockdown in India.

Discussion and Conclusion:

The ongoing pandemic has brought about a dramatic change in remote working which will become the new normal in many Indian workplaces even after the pandemic is over. Or-

ganisations have now been cornered into looking at their workers and employees not just as professionals, but as 'individuals' who have a personal life apart from their jobs. The world is going through a test and towards the end of it, it will be left to be seen how organisations and society cooperated and adapted in these crisis times.

This paper has taken information from online sources due to paucity of research papers and relevant literature on the topic. The Indian media has done a fair coverage of the trials and tribulations facing the working women and hence this paper has reviewed the same to present the case of women working from home during the Covid-19 pandemic in India. Using a combination of relevant keywords, a total of 52 online print media articles were selected and sorted into three distinct themes as these themes were found to have a strong presence through the different months that this review covers.

The first theme talks about women being overworked because of the fact that they are both working from home and working at home. With the implementation of work from home norms in most organisations of India, it can be seen that women and men are doing the same amount of work with respect to their jobs, but when it comes to household responsibilities and childcare, a major chunk of the work falls on women. This review showcases that neither organizations nor families are sensitive to this issue and expect women to fulfil all her domestic responsibilities even if

she is working from home, just like her spouse is. Women have been fighting to achieve gender equality for many years, but the current pandemic has pushed back the momentum gained in this movement, thereby drastically slowing down their progress. Recovering from this setback will take a long time and needs both society as well as organisations to become sensitive and support working women who are simultaneously managing both work and household responsibilities.

The second theme highlights that women are losing their jobs at a rate much higher than men, during the layoffs induced by the Covid-19 pandemic in India. Historically too, women have always been the first to lose their jobs whenever a crisis situation has come up, across all nations and more so, in India. This is because women are seen as expendable resources in an organization. This thought process follows from beliefs and expectations that society has about working women. This psychological bias ingrained in the mindset of our society fails to see women in roles beyond the one that involves domestic responsibilities. In fact, some women themselves agree with these beliefs and consider 'working' to be a luxury for women but a necessity for men. If a husband loses his job, it becomes a matter of shame, but if a woman loses her job, it is just another day. It is due to this biased psychological mindset that organizations would rather take up women's jobs than men's during any situation of crisis or layover, like the

one the current pandemic has brought about. This very mindset ingrained deep in the societies, its individuals, and ultimately its organizations, needs to change. Women are as much entitled to having jobs as men are and both women and men need to be aware and educated of this fact. Only then can true change be brought about and women's job during any crisis, now or in the future, be protected.

The third theme brings to the forefront the case of increased domestic violence and online harassment that Indian women are facing. Even though this problem is not exclusive to working women or stay at home women, this paper highlights this theme as irrespective of their station in life - whether they are working women or not, women are being mentally and physically tortured by their spouses, partners, in-laws and even their managers during this lockdown. Ever since the lockdown was initiated, a lot of women have been confined with their abusers who too have nowhere else to go. The frustration caused by the pandemic, loss of jobs, loss of recreation, etc, is all being taken out on women - physically, emotionally, and sexually. Women who are working from home are also facing online harassment in the form of improper messages, uninvited images, and calls at odd hours from their male colleagues and bosses. Women are going through an arduous time during the pandemic and their emotional and physical well-being is taking a toll.

For change to be seen and felt, organizations, families, and society need to see things in a different light. They need to change the mindset that women are meant for working inside their homes and they are being given a privilege when they are 'allowed' by their families to work outside their homes. As per society, woman's first priority is supposed to be her family and children while career comes second at best, if it comes at all. This biasness is the root cause of a lot of the problems women face on a daily basis - and especially the ones they are facing during the pandemic. Women who do not conform to these pressures and expectations are considered to not follow societal norms. As women are considered, weak, inferior and expendable, they are the first to be asked to leave the organization and the first to be harassed physically and sexually when a crisis hits the fabric of daily life.

Even though women are facing such challenging times, there are no extensive reports on it. There is limited literature that highlights their grievances and the news articles that this paper quotes are the few places where their problems are being talked about. Because the world is going through a severely challenging time, the issues faced by working women are being brushed under the carpet and ignored. However, when these trying times are

over, it will come to light as to how organisations and families have treated their women members. This paper looks into these gaping wounds of the Indian society and shows the bare reality facing women who are working from home in the current scenario. This paper addresses the gap that very little studies are looking into so that organisations and individuals can be aware of the problems that female employees are facing on a daily basis. It is hoped that such awareness would help organisations create a family friendly workspace in the virtual world, wherein the women's familial responsibilities can be kept in mind when work is allotted to her and deadlines are given. Similarly, it is hoped that such a review can create a change in the mindset of family members and society in general, so that they share domestic responsibilities and support women in the perusal of their jobs and careers. Finally, women need to realise that their jobs are as important as their husbands', and they should continue to fight the battle that they have been fighting for all these years. Pandemic or no pandemic, this is not the time to give up but rather, put the issues and problems they are facing out in the open so that necessary measures can be taken to resolve the same. This paper hopes to help women in taking this journey forward.

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