

A STUDY ON THE CHALLENGES FACED BY WOMEN ACADEMICIANS DURING THE PANDEMIC

Sunitha.N *

Assistant Professor, Department of Commerce,
Soundarya Institute of Management and Science, Bengaluru, Karnataka, India.

Nischitha.H *

Assistant Professor, Department of Commerce, M.E.S College of Arts, Commerce
and Science, Bengaluru, Karnataka, India

*Corresponding authors | Received: 05/09/2021 | Accepted: 01/10/2021 | Published: 11/10/2021

Abstract: *The startling lockdown giantly affects the economy for a huge scope in some manner. Significant interest in offsetting the work-existence with the individual life. Numerous females across the world have left their place of employment to be at home with their youngsters on the grounds that instructive foundations are closed and childcare was additionally not accessible. With regards to female academicians, the pandemic has represented a ton of difficulties without being gender partial. Numerous academicians have even left their calling and attempted to zero in on their own life which appeared to be again difficult because of the different issues looked at home. This pandemic has made personal as well as professional challenges. Keeping in view these focuses, this paper presents the most thorough difficulties looked at by female academicians during the pandemic emergency in mid-2020. It likewise attempts to recommend few measures to adapt up to difficulties and face the world with another enthusiasm.*

Keywords: *Problems faced by Working women, Socio-Cultural barriers, Violence, Livelihood,*

Introduction

The COVID-19 pandemic, otherwise called the Covid pandemic, is a progressing pandemic of Covid illness 2019 (COVID-19) brought about by the transmission of serious intense respiratory disorder Covid 2 (SARS-CoV-2), which was first distinguished in December 2019 in Wuhan, China. The flare-up was pronounced a Public Health Emergency of International Concern in January 2020, and a pandemic in March 2020.

The vast majority who fall wiped out with COVID-19 will encounter gentle to direct manifestations and recuperate without uncommon treatment. The infection that causes COVID-19 is essentially sent through drops produced when a tainted individual hacks, sniffles, or breaths out. These beads are too hefty to even think about lingering palpably and rapidly fall on floors or surfaces. You can be tainted by taking in the infection if you are inside closeness of somebody who has COVID-19, or by contacting a defiled surface and afterward your eyes, nose, or mouth.

Impact of Covid 19 on Women Working Women

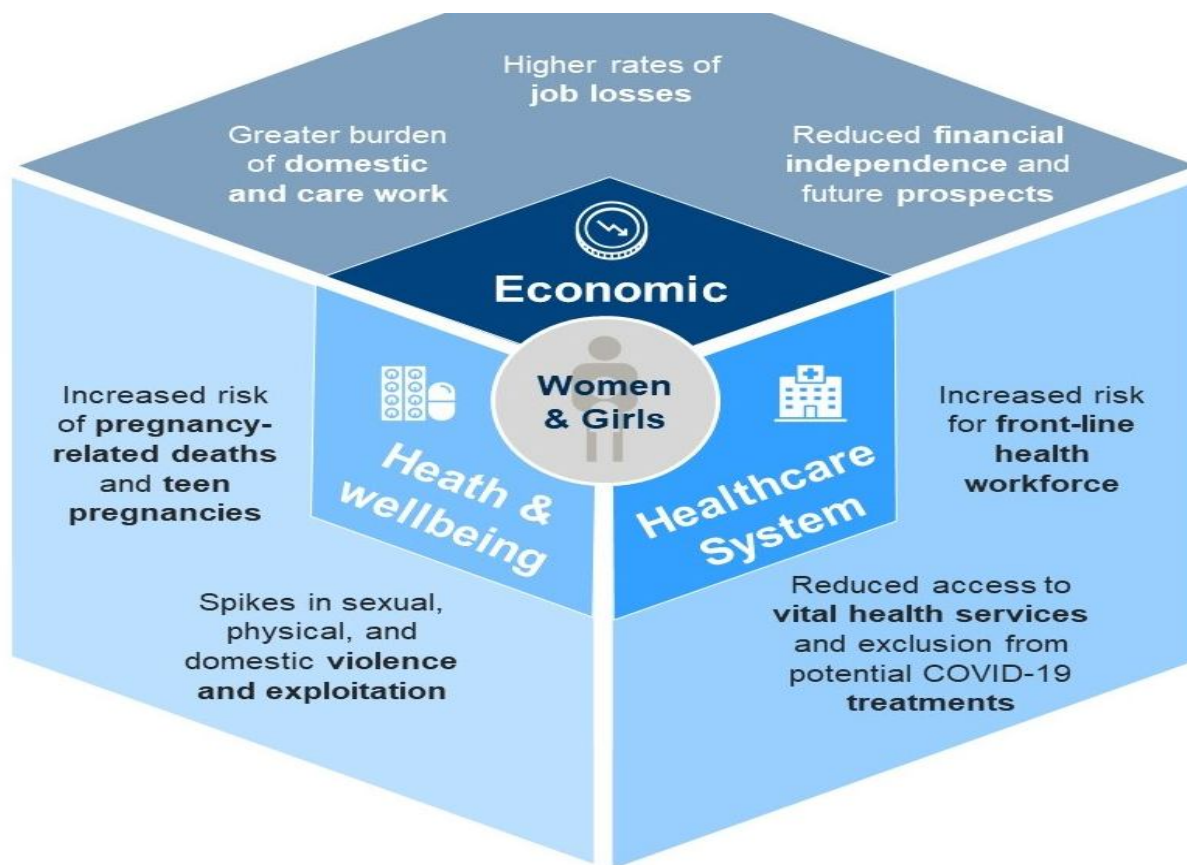
A perplexing organization of reasons is discovered, including social, financial, and social boundaries to ladies' college work; family work expectations from ladies, especially moms; absence of protected and moderate public transportation; and government strategy mediations that were not generally accommodating. Insufficient portability and wellbeing and the absence of childcare choices were confining ladies in metropolitan communities from looking for work.

Domestic Violence and Sexual Exploitation

Abusive behavior at home and sexual misuse, which is now a scourge across the world, spike when families were put under the expanded strains that come from security, wellbeing, and cash stresses, and confined constantly day to day environments. Preceding the pandemic, it was assessed that one out of three ladies will encounter brutality during their lifetimes, large numbers of these ladies are presently caught at home with their victimizers and are at an expanded danger of different types of viciousness as over-burden medical care frameworks and upset equity administrations battle to react. Women academicians are at increased danger of viciousness as they explore abandoned metropolitan or country public spaces and transportation administrations under lockdown.

Livelihood

The pandemic has devastated occupations and put a huge number of vocations in danger. Many women academicians had lost their positions because of family work and no compensation was given. Because of the absence of compensation, the academicians particularly the single parent would think that it's hard to have a serene existence during the pandemic. The low wages for academicians have emerged as a significant issue that has prompted an upset way of life for some families where the ladies are working. The lower wage has brought down the inspiration in these ladies and a large number of them are managing this weight consistently.



Research Design

Review Of Literature

J. Sudha (2012) left in her paper work-life balance is tenacious because of work culture/environment, HR policies, job insecurities, compensation packages, and so on. Female employees stabilizing both their professional and personal life undergo severe stress, which drives a negative impact on the performance of both the workplace and domestic front as well. To achieve WBL one has to set a goal and transcend both work and family.

Vasumathi (2018) states in her paper Economic Empowerment of Women are one of the superior changes in ancient times and WBL is a major concern for women employee's productivity and time which they meant to devote to their family.

Shalini and Bhawna 2012 detailed in their examination, Nature of work life is being used by the relationship as a critical contraption to pull in and hold the agents and even more basically to assist them with keeping up work life equality with identical thought on execution and obligation at work.

Need For the Study

This pandemic has turned the entire world upside down within a year. It may take years, especially for a developing country like India to rejuvenate itself back to normal. This pandemic has also imposed several challenges on women academicians. Keeping this as a major focus, there is a need to study how women balanced their work lives.

Statement of Problem

Women play an essential part in the financial advancement of the country and their commitment is nothing short of their male counterparts. . Anyway, during the pandemic women academician dealt with numerous issues like the absence of transportation, half compensation paid, online classes, as the kids were out of school and no childcare was accessible women dealt with numerous issues to balance work life and furthermore presented to issues like aggressive behavior at home, monetary Dependence.

Objectives

- To know the challenges faced by the women academician during the pandemic.
- To understand and analyze the measures for the work-life balance of working women.
- To suggest the measures for the problems and challenges faced by the academician.

Scope of the Study

The current study attempts access to women academicians in Bangalore North. Women academicians who have been working in various colleges were considered with the end goal of the examination. Ultimately samples were taken to study what are the difficulties faced by women academicians during the pandemic.

Research Methodology

Sample design

This study took place in different colleges in Bangalore North. This research was conducted during quarantine. The participants were 100 in numbers and all the participants were females of different age groups and different streams (Commerce, Business, Computer Applications, Humanities).

Data Collection

This is descriptive research that focuses on both primary as well as secondary data. primary data was collected by receiving samples on the questionnaire. Secondary data has been collected from various websites like WHO, Brookings, workplace insight, and so forth.

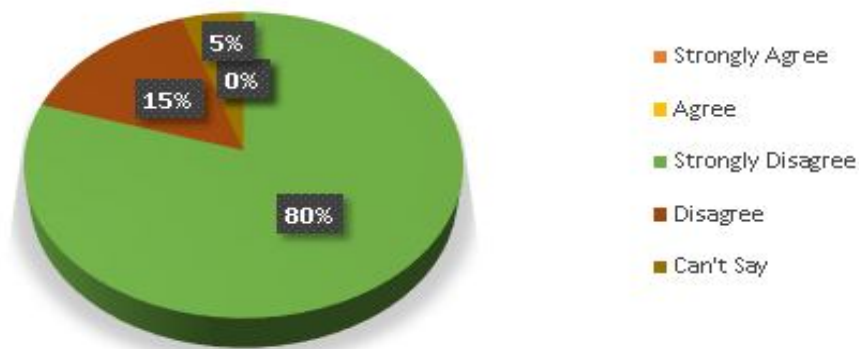
Limitations of the Study

1. Samples were haphazardly chosen
2. The findings and suggestions are drawn based on 100 samples only.
3. The study doesn't work on specialized aspects

Analysis & Interpretation

Based on the results of the questionnaires, a complete summary of the data is given below
Figure: 1

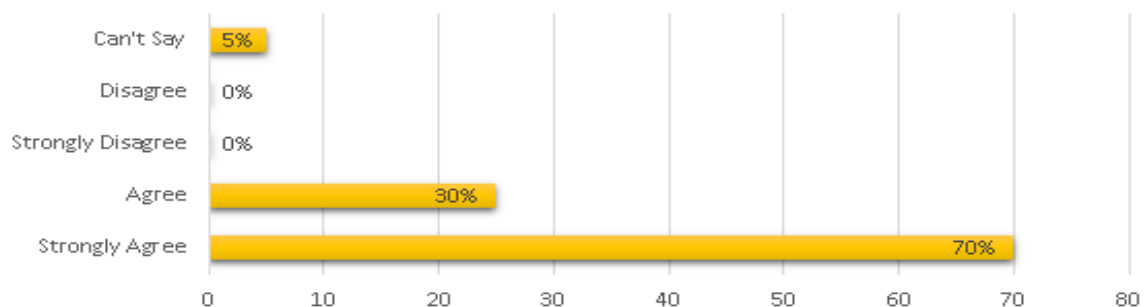
**Work life balance had been easy during COVID
Pandemic**
100 Responses



From the above analysis, it is found that the majority 80% of the female academicians strongly disagreed that the work-life balance had not been easy during COVID Pandemic. This shows the female academicians faced a challenging task to juggle household chores and manage their work.

Figure: 2

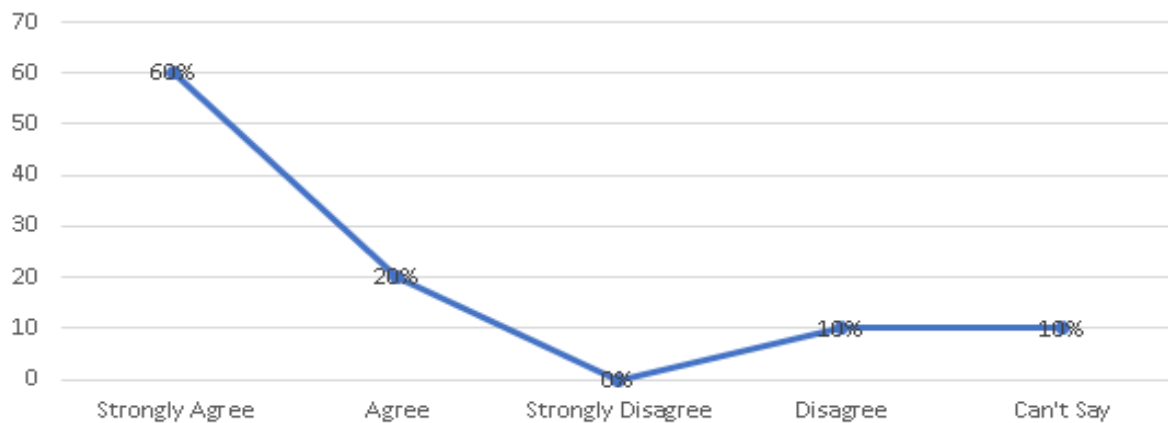
**Pandemic affect the daily routines, physical and mental
health of working women**
100 Responses



From the above analysis, it is found that the majority 70% of the female academicians strongly agreed that the pandemic affects the daily routines, physical and mental health of working women. This shows covid had a pessimistic impact on the working women.

Figure: 3

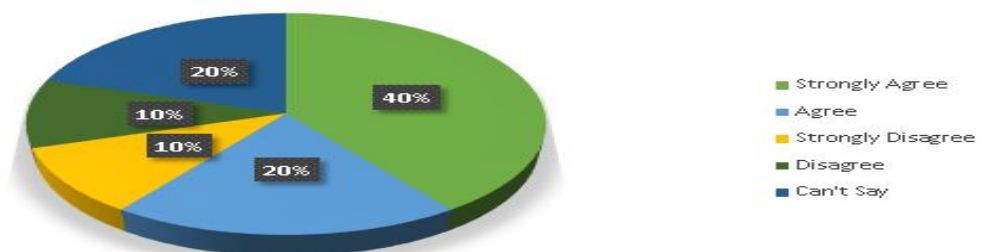
Due to COVID working women faced a greater burden of Domestic and care work
100 Responses



From the above analysis, it is found that the majority 60% of the female academicians strongly agreed that the working women faced a greater burden of Domestic & care work. This shows on account of school shut down for the children and work from home for the kindred put on a homegrown weight on working females.

Figure: 4

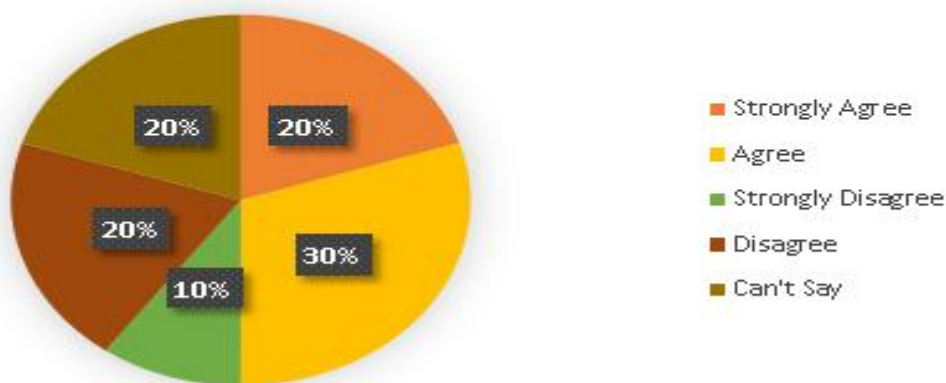
Due to the outbreak, their was a greater risk of Women Exploitation and Gender Based Violence.
100 Responses



From the above analysis, it is found that the majority 60% of female academicians strongly agreed that due to the outbreak, there was a greater risk of women's exploitation and gender-based violence. This shows the females were more exposed to domestic violence like economic insecurity, increased stress levels, anxiety, financial worries.

Figure: 5

Pandemic built a negative impact on self-employed women and women led businesses
100 Responses



From the above analysis, it is found that only 50% of female academicians agreed that there was a positive impact on self-employed women and women-led businesses. This data shows the independently employed individuals are frequently confronting incredible challenges in keeping their organizations afloat.

Figure: 6

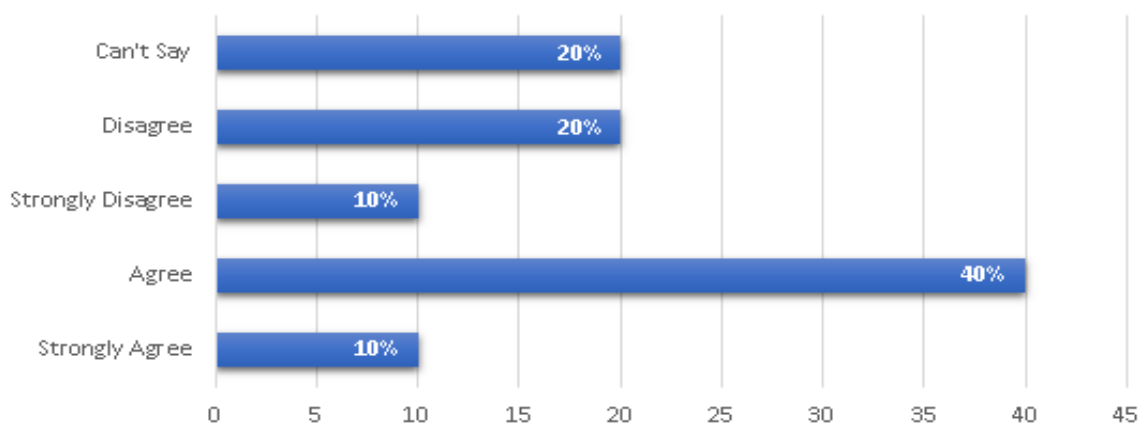
COVID performed a major role in increasing the female poverty.
100 Responses



From the above analysis, it is found that the majority 60% of female academicians agreed and said that the pandemic posed a major role in increasing female poverty. This data shows that due to insecure jobs, sudden job loss or pay cut, and the absence of income generation has led to increase in poverty.

Figure: 7

Pandemic affected working females Financial Independence and future prospectus
100 Responses



From the above analysis, it is found that 50% of female academicians agreed and said that the pandemic has affected their financial Independence and future prospectus. This shows due to sudden job loss or pays cut the females couldn't generate income and they depended on the income of the family members.

Figure: 8

From the above analysis, it is found that the majority 60% of female academicians agreed and said that the pandemic had an impact on the careers of working females. On account of lockdown and work from home, it resulted in a domestic burden for the female workers as they couldn't manage their personal and professional this resulted in career setback.

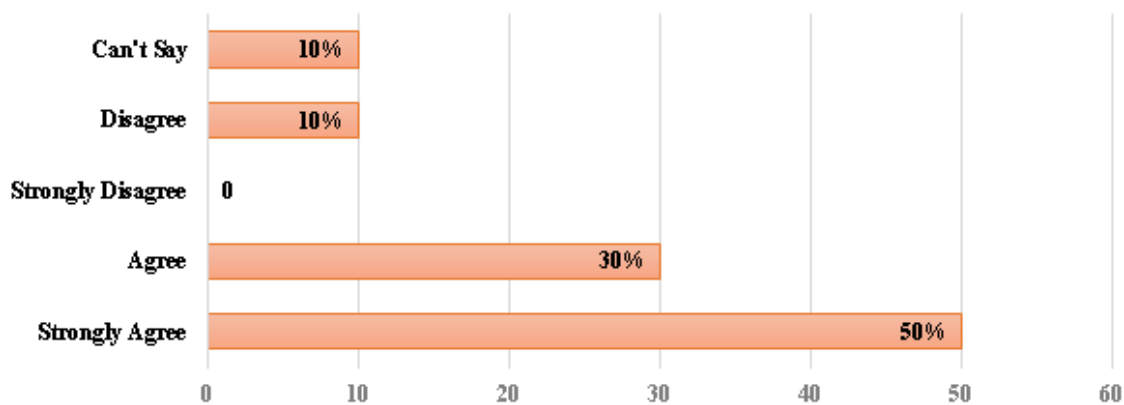
Pandemic 's impact is a threat to the careers of working females
100 Responses



Figure: 9

Despite the challenges Shaped by the pandemic, women remain optimistic about their potential to progress in their careers.

100 Responses

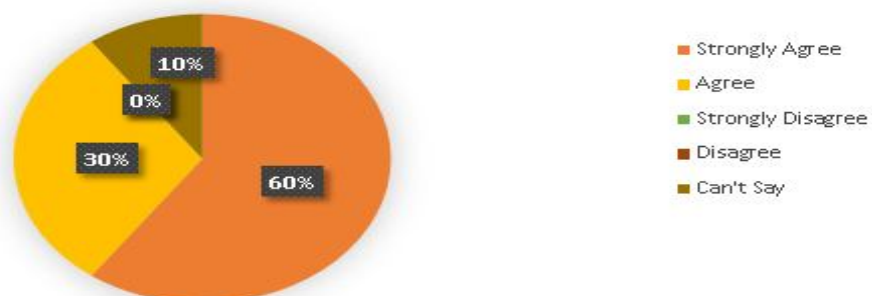


From the above analysis, it is found that 80% of female academicians are optimistic about their potential to progress in their careers. This shows even though the female academicians had come through many challenges they are still positive enough to build their careers.

Figure: 10

Working females are bearing the brunt of the economic and social fallout due to the Pandemic

100 Responses



From the above analysis, it is found that the majority 90% of female academicians agreed that working females are bearing the brunt of economic and social fallout due to the pandemic. This shows working moms have taken on a greater amount of the subsequent childcare and family caring responsibilities during pandemic.

Findings

From the extensive analysis of the sample, the following findings can be observed

1. 90% of women academicians agree that the work-life balance had not been easy during COVID Pandemic.
2. The majority of working women concur that the pandemic influenced their day-by-day schedules, physical and psychological wellness.
3. Very few agree that the pandemic was not a burden of Domestic and care work.
4. 60% of the working women agreed that there was a greater risk of women Exploitation and Gender-Based Violence during the pandemic.
5. 50 % of the working women agreed that the pandemic built a negative impact on self-employed women and women-led businesses.
6. Very few working women disagreed that COVID performed a major role in increasing female poverty.
7. 50% of the women agreed that the pandemic affected working females Financial Independence and future prospectus.
8. Very few women academicians agreed that the Pandemic was a threat to the careers of working females.
9. The majority of the working women agreed that the pandemic did not affect their potential and progress in their careers.
10. 90% of the working women agreed that they were bearing the brunt of the economic and social fallout due to the Pandemic.

Suggestions

From the above findings, few suggestions are recommended

1. Women should not be gender biased in the work environment.
2. The family members should support the female employees in their household routines.
3. Women have to be provided with more career options in their academics.

Conclusion

1. Women were more responsible than men to help their families regarding household and childcare.
2. The majority of the women concurred that the pandemic has a greater risk of women Exploitation and Gender-Based Violence during the pandemic.
3. Female academicians confronted numerous troubles during the pandemic to adjust both work and family.
4. In the interim, the pandemic didn't influence the potential and progress of females in their vocations.