



## IS COVID-19 PANDEMIC TELLS A STORY BEHIND GENDER EQUALITY?

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**ABSTRACT** In a nutshell, Covid 19 pandemic tremors are shaking not only the economic events but our societies and its well being at large. The pandemic in association with lockdown shook up a transitional shift in the mind set of our society in a greater concern around the globe and consistently ailing towards gender inequalities where most of the working mothers and working women are adversely tremored seeking to achieve all their household chores as well as professional commitments in comparison with men at large and outcome of which results into mental and physical illness empowered by overburdened and overstressed in their interoperability juggling between the forces of work and life. So, it may become more harder for the working women to prove their efficiencies in response to post pandemic scenario by underscoring the effects of gender biased traditional concept contributing towards a smooth and matured workplace culture where only the 'real talent and merit' matters; not the gender in this new normal era for the well being of our societal changes.

**KEYWORDS :** Pandemic, working women, over burden, new normal, post-Covid19, gender, inequalities

### Transitions In Pandemic Respond Towards Gender-regressive

'According to Sociologist Shelly Correll, for the first time in modern history, three of our major social institutions like work, school and family life, all are happening in one physical place: our homes.' The real consequences of this pandemic crisis triggered to bulk of household pressures with official work pressure in this neo normal days where women are continuing to perform significantly more housework chores and child care leaving men more time to focus on their work. To get in-depth knowledge and for better understanding of this inclusion Sociologist Correll undergone a recent study focused on a group from the corporate and non-profit sectors as well where it revealed that women in every income band did more childcare and other family responsibilities including take care of the older ones than similarly-earning men where economic anxiety is being experienced across the spectrum.

Isn't it true! The crisis and its subsequent lockdown response have resulted in a dramatic increase in this burden which is likely to have more negative impacts for women and families will last for years without proactive interventions as Pandemic and lockdown are not experienced equally despite the challenges into juggling of work from home concept followed by gender inequalities. Many studies revealed this paradigm shift to staying at home and doing all the official work from home have a greater adverse effect on women in comparison to working men. As we know all the heterosexual couples are consistently engaged in resolving into this gendered conflict which ultimately brings out nothing except anxieties and mental illness. In the neo normal, women are really doing the bulk of the childcare as this comes with no surprise. But they did all these bulk chores in the 'old normal' as well but reacting and responding all during this pandemic crisis beyond their paid work, sitting at home, all the unpaid labour for her family to achieve progressing towards gender equality ever since women entered into the workplace. 'I am tired..I am exhausted..I can't do all these..' commonly commented by the male counterparts. Though women are not having achieved fully the same status of gender equality in comparison with men in the world at large and more specifically to our country as well.

### Will Pandemic And Lockdown Worsen The Role Of Women And Inequality At Home!!

In this greater concern, issues pertaining to women starting from mental illness to physical. According to one biological study of eleven key indicators of chronic stress levels in the UK, working mothers with two children were found under pre-pandemic conditions to be 40% more stressed than the average person. Due to these additional caring responsibilities and its overburdened traits reduced the productivity of women which experiencing dramatic increase in stress levels of women arising out of depression and insecurities, unhappiness etc. The gendered consequences and its adverse effects of the pandemic intersect with each other which entrenched into gender inequalities. And that due to not only by the single effort of pandemic but doubling the effects of continuous lockdown sustaining all over the world.

### "Covid-19 Has The Potential To Be A Disaster For Equality - Caroline Whaley"

This transitional shift is applicable regardless of any income band.

Research scientists from the universities of Oxford, Cambridge and Zurich during March and April showed that working women in the UK, Germany and the US did more childcare and home-schooling across all wage brackets, compared to men with similar earnings. The difference was amplified in couples where the man worked outside the household during the pandemic. Women are becoming the primary care-giver during the outbreak of Covid 19.

Continuously working in the digital platform like Zoom, Skype, Cisco WebEx etc. by attending the entire kids activities all the time single headedly really just impossible for a woman to put efficient inputs towards her profession (for instance.) While she is observing that her kid kept running from here and there and doing any mess at home which could give harm to the little kid. A recent 'United Nations' study even warned that the pandemic could dilute decades of advancement on gender equality thus "Covid-19 has the potential to be a disaster for equality," agrees Caroline Whaley, co-founder of British consultancy firm Shine. She connotes "family systems are regressing" to more traditional norms due to the closure of schools, day-care centres and summer camps. The ability of many dual-earner couples who both works as because someone else is looking after their children but for the time being all are dissolving." Even most of the women decided to quit their job or already left to save their old parents, child care and for other family responsibilities to pay full attention for them in this crisis time may be due to health problems and other issues. Likewise Covid19 also releases the gender inequalities in this neo normal days too.

### Will Women Have To Really Work Harder After Post-covid Scenario To Mean Her Role Clarity?

According to the 'World Economic Forum', women are also more likely prone towards part-time work and work from home concept typically due to existing childcare or other family responsibilities which is culminating into many couples' decisions for mothers, rather than fathers, to step back during Covid-19. If this pandemic going to continue for more couple of months or an year, situation will go beyond control and will surely become difficult to improve the healthy corporate workplace culture for women by suppressing the issues of gender inequalities followed by our traditional concept. In a recent survey reports that while more than a third of women have been laid off, furloughed, or received pay cuts due to the corona virus outbreak, the situation for women and her role tends to be even more challenging than pre-covid days.

According to the International Labour Organization (ILO), it is still women who shoulder three-quarters of all unpaid care work. But, yes, this paper does not deal with the 'unpaid labour work of women' but with this implicit biases which act strongly and gradually slow down the progress for working women and working mothers, irrespective of their experience or whether or not they have children. This economic crisis really destroyed women's jobs or working mother's job rather than men's, as because it is hitting different economic sectors where women are overrepresented in the workforce, like accommodation, food, retail and manufacturing.

In fine, but with a good hope, Yes; sure this pandemic and its tremors

eventually disappear but it will shows a new reality in this 'new normal' where the post-pandemic job market even more crucial for women to make their ownership of their careers and its progression, and here question might arise whether the companies want to employ the employees based on true merit, performance or will they shift their focus towards gender disparity.

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