

## TO ANALYSE THE GENDER INEQUALITY IN POST PANDEMIC PERIOD IN INDIA

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### Abstract

**Background:** The COVID pandemic has caused huge stress on the people in the society who were vulnerable of existing inequality. The women have been on of the most vulnerable sections of the society in term of social and economic equality. This gendered vulnerability have been worsen during pandemic.

The goal of the research is to examine gender inequality in India during the post-pandemic period. The study's goals are to investigate the challenges faced by women due to gender inequality post pandemic at home and to examine the gender inequality at workplace post pandemic in India.

**Method:** The researcher employed a descriptive research design for the current investigation. The researcher employed a survey method to gather the data. Different respondents were given the questionnaire via a convenient sampling procedure. Delhi-NCR was selected as the study's area with 100 respondents as sample.

**Findings:** The findings of the study state that gender discrimination still exists in India post pandemic. Women are facing numerous challenges as gender inequality discriminates women, which result in a significant loss of employment for them. Women are lagging behind men in coming out of pandemic as gender inequality is prevalent post pandemic.

**Keywords:** Covid-19, Gender Inequality, Pandemic, Employment.

### INTRODUCTION

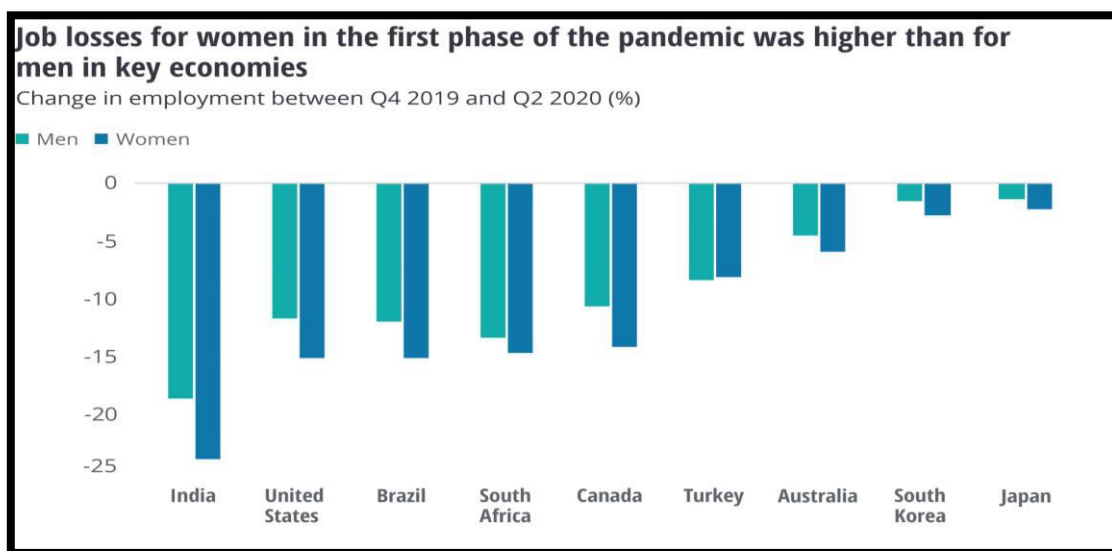
The virus unleashed a global calamity that has impacted all facets of human existence. The tremendous burden that COVID-19 added to humankind will go down in Indian history for a very long time. Over the past year, a wide range of implications have surfaced, resulting in threats to people's lives and livelihoods.

Due to the on-going nature of this problem, COVID-19 remedies have disregarded the multiple social and economic facets that accentuate the mechanisms of gender inequality that already exist (Kuy, S., et al. 2020). One of the most affected. including the old population, the specially abled, women and their kids who were with delicate constitutions, have been constrained and limited by the new normal (Sam, P. 2020).

The severity of hardships includes losing one's job and income, access to medical care, issues with mental health, and an increase in the amount of household works undertaken in the period of shutdown, the fear of violence predicated on gender, and many other things. In light

of this context, the primary aim of this research is to evaluate the influence of COVID19 on the dimensions of gender disparity. The study affirms that the pandemic is drawing attention to hardships that have long been unavoidable as a result of gendered socio-political restrictions that are especially harsh on women (Connor et al., 2020).

**Figure 1: Job losses for men-women during Pandemic**



Source: <https://www2.deloitte.com/uk/en/insights/economy/impact-of-covid-on-women.html>

### Aim and objectives

The researchers aim is to analyse the Gender Inequality in Post Pandemic Period in India. The objectives of the study are-

- To explore the challenges faced by women due to gender inequality post pandemic.
- To examine the gender inequality at workplace post pandemic in India

### Hypothesis

The researcher have formulated following hypothesis for the study-

**H1: Gender inequality is persistent at home in post pandemic period.**

**H2: The gender inequality is causing significant impact at workplace of women post pandemic**

### Literature Review

(Deshpande, A. 2020) notes that there is wage inequality in the informal economy, where about 90% of the workers are women. Recent studies have shown conclusively that socioeconomic inequities, including gender inequality, are getting worse. Numerous studies, including those by (Beland et al. 2021).(Kristal and Yaish 2020) have demonstrated that the pandemic effect has been particularly detrimental to women, low-wage workers, those with less education, and other disadvantaged groups in the labor market.

(Chauhan, 2021) Studies in India show that the pandemic has raised the burden of unpaid work for women disproportionately in comparison to men. Social conventions and gendered roles, also emphasizes that women in India bear the majority of the burden of unpaid work.

## Research Methodology

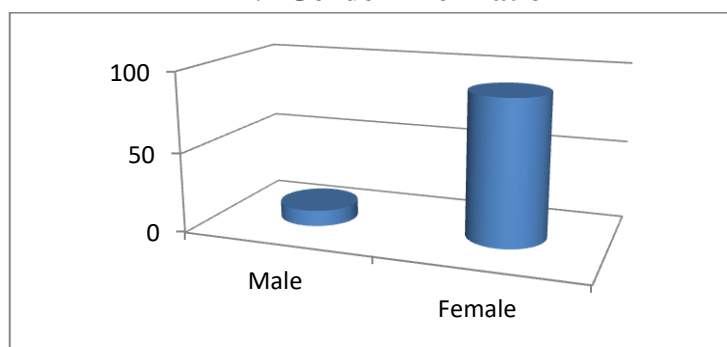
**Study design:** Descriptive research design is used in the current research. The descriptive research design allows the research to theoretically check the problems of the study and enquire about what and why aspects of the persistent inequality between males and females in the post pandemic period.

**Data collection:** in order to collect the data the researcher have used survey method. The researcher employed an online questionnaire. The questionnaire was distributed to different respondents via convenient sampling method. The area of the study was chosen to be Delhi-NCR and a total of 100 respondents were contacted. A total of 5 questions enquired about the objectives of the study.

**Data analysis:** The analysis of the data was done through MS-Excel and correlation method was used to check the hypothesis.

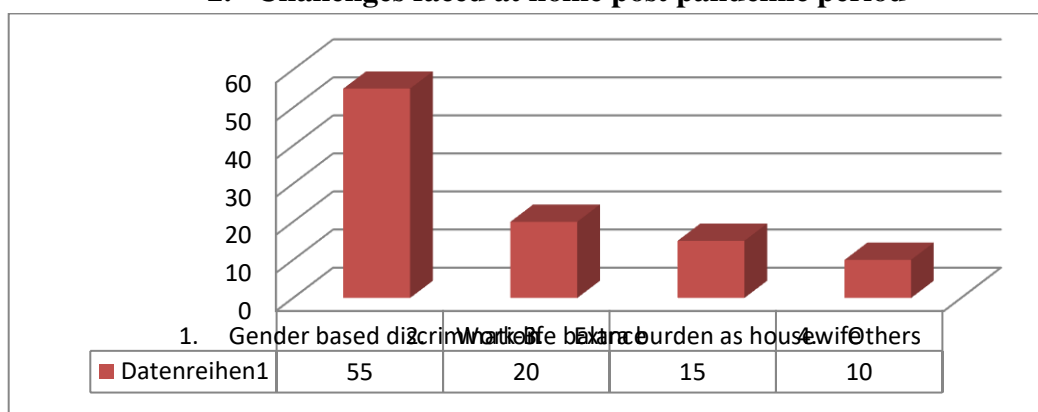
## Data analysis

### 1. Gender information



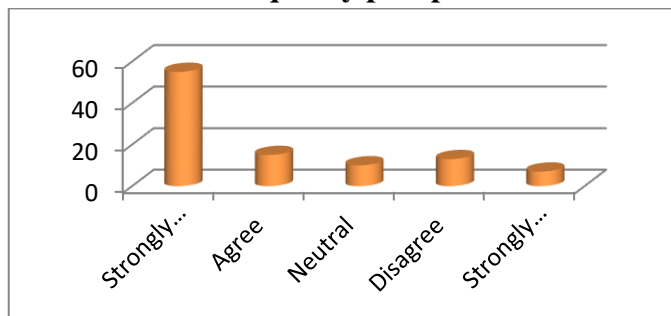
As per the bar graph given above, it can be seen that in the survey there were around 10 male respondents and 90 female respondents participating in the study.

### 2. Challenges faced at home post pandemic period



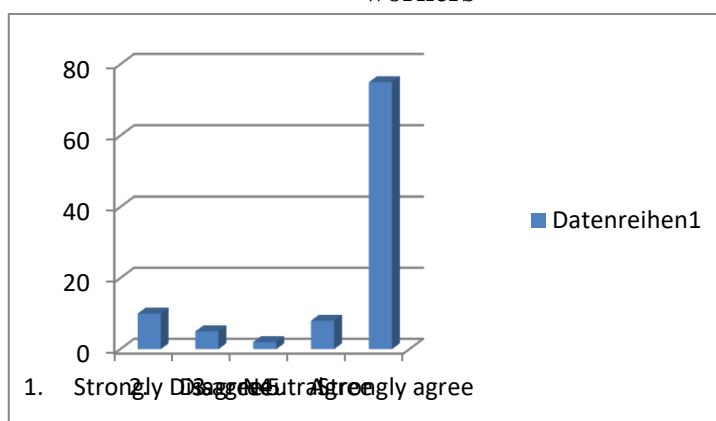
As per the data findings given above, it can be seen that the major challenge post pandemic period was the gender based discrimination of the work. Around 55 respondents cited the same. Work life balance, Extra burden as housewife and other challenges were also faced by the respondents who participated in the survey.

### 3. Gender inequality post pandemic in India



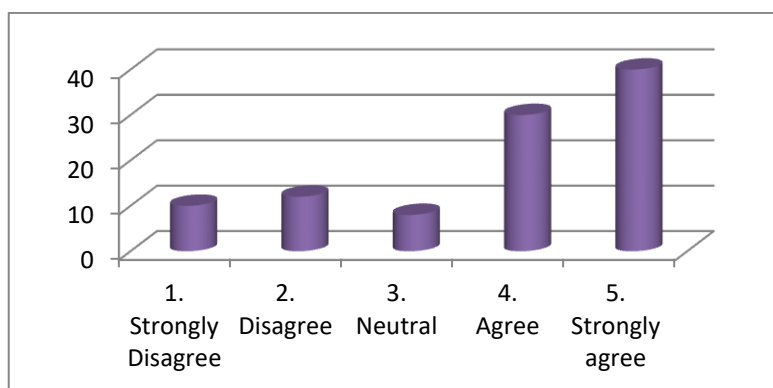
As per the bar graph given above, it can be seen that around 55 respondents who participated in the survey strongly agree that there is gender inequality post pandemic in India. 10 respondents participating in the survey disagree to the statement.

### 4. Workplace environment in post pandemic period is discouraging for female workers



As per the data visualisation given above it can be seen that around 75 respondents who participated in the survey said that they strongly agree with the statement that workplace environment in post pandemic period is discouraging for female workers. A total of 10 respondents disagreed with the statement.

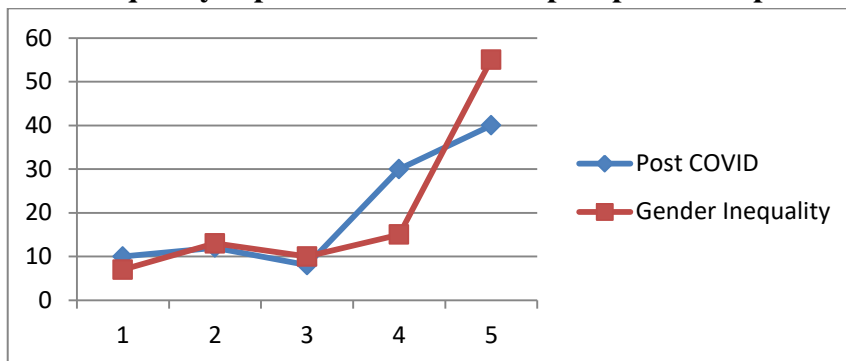
### 5. Recovering from the after effects of pandemic women regrettably lagged behind men



In the survey the researcher found that around a total of 75 respondents who participated in the survey agreed with the statement that in the post pandemic situation women are lagging behind the men in recovering from the after effects of COVID-19.

**Hypothesis Testing**

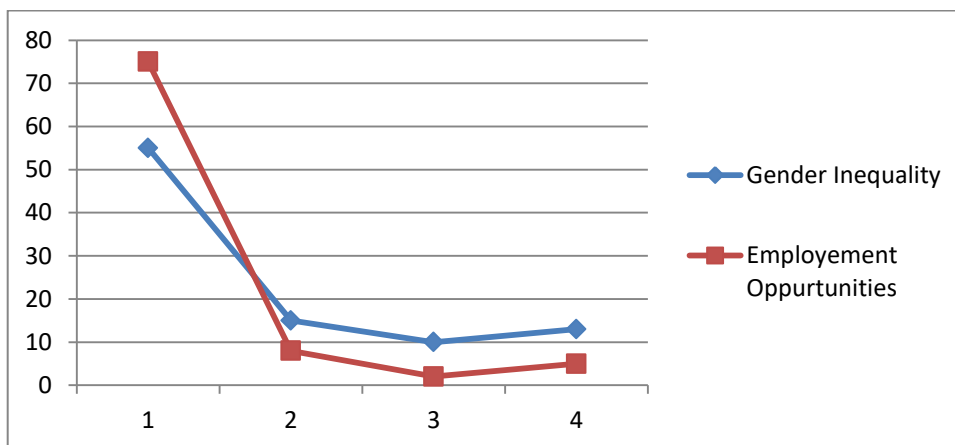
**H1: Gender inequality is persistent at home in post pandemic period in India**



	Post COVID	Gender Inequality
post COVID	1	
Gender Inequality	0.849335	1

As per the response of the question no. 3 and 5 of the survey there is correlation( $r=0.84$ ) between gender inequality is persistent at home in post pandemic period. Hence it's proved that there is gender inequality existing in the society. In this way the first hypothesis is proved.

**H2: The gender inequality is causing significant impact at workplace of women post pandemic**



	Gender Inequality	Impact at Workplace
Gender Inequality	1	
Impact at Workplace	0.98089	1

The researcher investigated correlation between the prevalent gender inequality and the impact of same on the employment of females at workplace Post pandemic. As per the data analysis there is a positive correlation ( $r=0.98$ ) between the gender inequality and discouraging employment opportunities for women. In this way the second hypothesis is proved.

### Result and Discussion

As per the survey results it was found that most of the participants of the survey were females. The gender inequality is discriminatory in different ways and causing huge loss of employment to females. The women are lagging behind men in recovering from the after effects of post pandemic.

### Conclusion

Women have experienced difficulties gaining access to essential rights, such as health facilities, access to fair justice delivery mechanisms, and financial dependence, due to their status as the representatives of the marginalised sexes. The analysis above aimed to draw attention to the different ways that COVID19 affected various interrelated socio-eco and health facility disparity that exacerbate gender-based disparities. The pre-existing causes of the global public health danger are being restructured, necessitating the adoption of a robust model which is highly sensitive to gender differences. Adult females experienced cascading repercussions in every area, including loss of agency, access to justice, loss of education, loss of social security, health rights as well as sexual health, violence predicated on gender differences and unemployment.

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Image Source: <https://www2.deloitte.com/uk/en/insights/economy/impact-of-covid-on-women.html>