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**Work-life balance among women employees in the various organization in India after Covid: A Sociological Analysis**

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**Abstract:** *Study background-* In the current era of globalization, the requirement of the high demand for human resources coupled with the availability of human resources has made the situation quite different. Although earlier women were less than men, challenges and responsibilities were different, but now the situation has changed, and the ratio between men and women has shrunk. Although it is continuously increasing, the percentage of women's participation differs in all sectors in India. The key reason behind the difference in the presence of women in various sectors is that it must be possible to recognize women's family lives in a country like India. Like different countries, India has its own culture and family atmosphere, in which women have an essential contribution and family responsibility. If suppose an organization ignores the family life of women employees, it will disturb not only the existing social structure of the society but also the organization will not get more benefits from women employees. Organisational responsibility is gaining more attention towards women employees, because the percentage of women employees is now proliferating in various sectors. There are new types of challenges and problems, so there is a crying need to think about them wisely.

**Key Words:** women employee, bank, organisation's social responsibility, women social life, hurdles.

**Purpose of the article-** The main aim is to find out why women's presence in India is high in some sectors and less in others. What kind of support should organizations provide to women so they have an excellent work-life balance?

**Methods-** General scientific methods were applied to process the data, and mathematical-statistical methods were used to evaluate the data collated from the questionnaire survey results. The secondary data for the analysis were obtained from related professional publications.

**Findings & Value added-** Based on the study of different publications and questionnaire survey results, some sectors need to change their facilities and responsibilities to women employees. Some sectors are doing well for women employees for the efficient implementation of organizational social responsibility is proposed. Its benefits include maintaining the organization's image regarding women's participation, improving infrastructure relationships, and attaining loyalty and competitive advantage.

Recent years have witnessed a growing optimism about the potential for Indian economic growth, mainly in traditional village farming, the IT industry, Service Industry and the Banking Sector. We saw that the Covid -19 pandemic led to a severe decline in the world economy, and the impact of post Covid-19 effect is hazardous. Still, the Indian economy had performed well compared to other countries during Covid and post-Covid.

To understand the adverse impact of the Covid pandemic on daily human life, we need to analyze the effect and changes on human behaviour first. In the context of the Indian economy, all sectors face adverse effects such as the IT, banking, service sector etc. If we observe the Indian banking Industry after Covid pandemic, all Banks worldwide are severely affected. Still, the Indian Banking Industry did not suffer that much because of their excellent, hard-working staffs, appropriate following of the government guidelines, loyal employees, 24X7 mentally involved and devotee staffs. Nowadays, when we talk about proficient employees, it means both men as well as women because the participation of women in various sectors is remarkable, especially in the IT and Service sectors. Those women are as capable as men in any sector, but the proportion of men and women workforce in this sector is still

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dismal. Taking diversity into consideration at the workplace nowadays is crucial. A high number of women participating in the workplace signify diversity. The government and multiple sectors promote women employees in their organizations because of their efficiency. Unfortunately, the gap between men and women in the workplace could be better. In Indian banking organizations' the total workforce stood at 245,652, in which the share of women employees was 25.92% or 63,673, as on March 31, 2021, according to the FY21 annual report. The figure shows the percentage of women employees barely crossed one-fourth, so we can easily see the significant gender gap between men and women in the banking sector. If we observe the percentage increase in the number of women employees compared with men in recent years, it shows growth. However, still a question arises as to why women headcount is not in good number in the banking sector compared to other industries in India. Let us analyze data among women employees in different sectors in India.

Sector	Man	Women
1. Service sector	40%	60%
2. Banking sector	75%	25%
3. IT sector	64%	36%
4. Government sector	81%	19%

The above data shows that the trend of women in the service sector is more than any other sector in India. The service sector has become increasingly significant because women have concentrated in professions such as teaching and nursing, which offer limited scope for career progression. However, it still attracts more than any other sector in India. Women's participation in IT is higher than any other sector and representation in other countries. IT sector is the second choice for women in India because it offers white-collar jobs, high salaries, gender-neutral policies, knowledge-centric skills possession, flexible work hours and physically less demanding work processes. Some other factors that have led to this trend include transportation, anti-harassment, health care and an emphasis on recognizing and supporting women's needs, such as children daycare facilities in the work place. Women could not significantly increase their presence in the government sector compared to any other sector. However, the government has taken some women employees' welfare initiatives, such as increasing maternity and sabbatical leave, improving transfer policy and paid leave. Despite this, total number of women employees share in the Government sector shrunk yearly. The key reason for the decline of women's employment is that the government sector does not have flexible timings and a work-from-home culture without a daycare facility. It becomes impossible for women to discharge their professional duties properly. Many Government offices do not have toilets for women today. The transfer policy is also a big hurdle for women employees in government organizations. In executive label positions, the number of women occupying these positions is sparse. Because of these issues, women do not show much interest in the Government sector. The banking sector is the suitable profession choice for women in all aspects, but it still lacks good participation from them. After Covid, the banking industry faced so much pressure which resulted in enormous stress among the employees. Women employees of banks are performing well in job knowledge and interpersonal relationship, but there are many problems which a woman faces during her career growth in banking sector. The main issues, especially in the banking Transfer policy of the bank, heavy workload, discrimination in performance recognition, lack of flexible working hours, safety and security issues at the workplace, and work-life conflict are the main challenges of her working life. A working woman in the bank has to face a difficult situation in her personal and professional life; the increasing spread of adverse health outcomes in women is expected. However, the present situation of a large number of well-qualified women who due to various circumstances, have been left out of their jobs, taking sabbatical leave and facing ill health is expected. Women employees working in the banking



industry to maintain a balance of work can have severe implications on an individual's life as well.

Women have proved themselves as successful leaders in banking as well as in various other sectors. The leadership quality, managerial ability and the administrative skills are put together to make her able to compete with male associate. Along with this, women also face family and work conflicts which have negative influence on their family life that reduces life satisfaction and leads to conflicts within the family. It is being observed nowadays that marriage and motherhood is creating hurdles for many women in their career progression. There are plenty of examples in various sectors where women chose their family and child by sacrificing their good career progression. The more women present in the workplace, the more will be the growth rate of the sector's economy and, in turn, the country. Of course, family responsibilities are not only about raising young children but also about caring for elderly parents. These issues are evident in human life and any employment sector should work holistically to enable women employees to handle them without sacrificing their jobs and careers. Working women leads dual roles: family life and professional life simultaneously. They have to prove they are capable mothers and wives in family and loyal employees in professional roles. They need to do much more than their male counterparts to make themselves visible and prove they are competent.

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