

# **Impact of Covid-19 pandemic in women's career**

*This report is submitted as partial fulfillment of the degree of Master in  
International Human Resource Management*

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## Letter of Transmittal

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Adjunct Faculty  
School of Business and Economics  
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Date: 15<sup>th</sup> June 2021

**Subject: Impact of Covid 19 in women's career**

Honorable Sir,

It is a great pleasure for me to submit the report on “**Impact of Covid 19 in women's career**” as per my requirement for the completion of MIHRM (Masters in International Human Resources Management).

It's a descriptive study. Writing this Report has been a challenging but interesting experience for me. After completing this report, I can say that I have learned a lot about the insights of the challenges faced by business organizations during the recent Covid 19 Pandemic and women have been hit harder by the economic crisis sparked by Covid-19 and also their career is in danger. It allowed me to grasp a thorough knowledge on the subject matter and I am confident that this knowledge will prove to be of utmost value and importance to me in the future.

I have tried my best for the successful completion of this report and hope that any unintentional error while preparing this report will be considered with sympathy.

Therefore, I hope for your kind consideration in this regard. I will be very grateful if you find my effort satisfactory and oblige thereby.

Sincerely,

**Suria Siddiqua Lem**

**MIHRM**  
School of Business and Economics  
United International University

## **Acknowledgment**

I would like to convey my sincere appreciation to the Almighty for giving me the strength & the ability to finish the task within the planned time.

I would like to thank my academic supervisor for providing me suggestions and guiding me to prepare this academic report. His valuable input helped me a lot to prepare the report in a well-organized manner.

I am also grateful to my friends and family for helping me throughout this whole journey.

I am very thankful to my classmates for helping me understand different concepts related to this report. I tried to design my report according to the format given by my respective supervisor. I am also grateful to all the individuals who contributed indirectly while preparing the study by giving me suggestions, assistance, and supply of information which were valuable to me.

## **Executive summary**

Nowadays Covid- 19 is become a big issue for all the people. Due to Covid- 19 people don't get chance to enhance their skills from institution. Especially women's career suffers a lot. If women continue to lose workforce gains in this economic downturn, that could have massive repercussions on the gains women have made in the workforce in recent years, by exacerbating pay and promotion gaps. Women have been hit harder by the economic crisis sparked by Covid-19. In the present situation, the world is in an uncertain situation, and organizations are also confused about what to do. Many companies face the crisis of loss in this pandemic. The purpose of this report is to show the impact of Covid 19 in women's career. In this report, I tried to describe the overall challenges that currently organizations are facing. I also try to focus on how companies can overcome these problems. This report also highlights the challenges that different organizations may face after the pandemic because of the COVID-19 pandemic. I also analyze different organization`s circumstances in the pandemic. Here I also described my findings after analyzing the problems of Women. I also include some recommendations for the future betterment of women's career. And finally, I tried to give a framework on how they can implement my recommendations.

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## 1 .Introduction

The number of working women is increasing day by day in Bangladesh but simultaneously different challenges are faced by women in working place especially working women. The main objective of this study is to understand the challenges faced by working women and to identify the key socio-economic characteristics contributing of women's status, security and safety and to study women's involvement in various activities or organizations for improving of family, community and society also the impact of **COVID 19** in women's career.

Millions of women have come forward to establish women's rights, education, dignity and equal rights for men and women empowerment. Today women are moving forward in the social sector. The country and society are moving forward. Women dream of winning the space. Today's dream of winning the sea is in the eyes of women. The women's eye today is fighting for the climbing of the mountains and continues to fight for women's equality, dignity, rights and responsibilities.

In the decade of the women's movement, the movement has been fighting to overcome obstacles and it has been successful there. Women can work in the profession of their choice on the basis of their skills and abilities and this is not opportunity rather they are working with eligibility criteria. Women are being subjected to various forms of torture and deprivation in the workplace. This is because the workplace is not yet female friendly. Women must understand their responsibilities and challenges. In addition to addressing the challenges, they must also understand the possibility of facing it and be brave enough to deal with it. Currently, the number of women in the field of education is satisfactory but not enough presence in profession. In the mainstream of the development of Bangladesh, millions of women are playing visible and invisible role.

This self-esteem of women is the most delicate of the culture of Bangladesh. But opportunists use it as a weapon in the workplace. Without recognition of better performance of women, their physical beauty is greatly appreciated. It does not care about its eligibility; it goes away leading to women's competence in covering. Many times, and behavior at workplace goes beyond the norms of culture. In this case, women are not seen as a colleague rather they are only evaluated as a woman. To ensure healthy working environment, persecution or abusive behavior (bullying) is playing the most negative role. Bullying is a one-sided or collective way of repeating, humiliating, oppressing, or trivial in some other way beyond work. It may be because of a grumpy or embarrassing posture. But this kind of behavior is highly unwarranted and insulting to the victims of bullying. As a result, they suffered severe mental stress.

Time has changed. Now women are out of the house and illuminate themselves with education. The people who are touching this light have taken themselves to the many places of honor in the society. And those who could not illuminate themselves in the light of education remained in the dark. In today's modern society, women are neglected. Women are being deprived in different ways. They are identified as a burden on first birth. Following them, family managers often consider spending labor and money unnecessary for women. If a girl can move towards the light of education without ignoring all these obstacles, then many more women will be motivated to inspire themselves towards the welfare of society. This story of obstacles for women to be educated so far. In addition to this, when a woman becomes involved in the work, she has to face many conversations too often. People backbite women rather speaking frankly. Sometimes it is heard that women are better for jobs schools and colleges, no other fields are safe. Approximately half of the Bangladeshi population is women. If women cannot

make permanent contributions at work, then the development process will fail. The national economy will be damaged. Due to the lack of suitable environment both mentally and physically at workplace, now it is time to think about the negative impact on the work quality and productivity. It is not only for the welfare of the workers but also necessary for the organization's gradual growth. Changing of the situation is possible only when we can make our thinking more refined and clean.

While a majority of the women still face discrimination and gender bias, in the last few decades, the number of women successful in politics, technology and business etc. is definitely on the rise. Society has started seeing women in a different perspective. They work as lawyers, nurses, doctors, social workers, teachers, secretaries, managers and officers etc. There is no profession today where women are not employed. However, it is true that working women have to face problems by virtue of their sex. For centuries women have been subjected to exploitation and torture, physically, sexually and mentally. There are innumerable challenge and problems faced by them both at home and workplace. Working women are essential for the development of the society, so empowerment of women is important to the process of upliftment of economic, social, political status of women. From the aspect of making the lower ground of women's feet little solid in their professional life, the researchers is motivated to conduct this research.



This era is the most challenging of the last few decades. The main reason for such circumstance is a **Corona virus** which is widely known as **COVID`19**. It out broke on 31<sup>st</sup> December 2019 in the Wuhan province of China. Almost immediately the World Health Organization had declared it a global pandemic. It had impacts on both developed and underdeveloped countries counting to 213 countries. Since its first recognition, at least 98,420,850 people have been infected till now and the number of death is 2,107,655 and the number of recovered patients is 70,706,296. (Worldometer, n.d.)

It not only affected social life but at the same time the global economy has faced tremendous turmoil. Some countries have faced it harder than a few, especially the third world countries are affected worst by this pandemic.

It is after 13 months of trying hard that the vaccine for COVID` 19 has been developed. The best scientists from all over the world had been working day and night to find this cure.

June unemployment numbers show that 11.2% of women over age 20 are unemployed, which is a full percentage point higher than male unemployment in that same age group, according to the Bureau of Labor Statistics` most recent jobs report. That`s in part because women are more likely to hold jobs in the sectors that have been hit especially hard by the downturn, such as the service and retail sectors.

### **1.1 Background of the study**

The only measure against this deadly virus that could have been taken was to stop the spreading of it. Since it is an extremely contagious disease, the most common form of a fight back strategy was to stop socializing. This pandemic was not only an issue of survival but also an issue of global crisis, financial breakdown, poverty, hunger, and

economic crisis. As a precaution, governments all over the world had to succumb to the mercy of the Lock-down policy. Even after 13 months since the declaration of the pandemic, some countries still have to cope by embracing the Lock-down strategy.

In most countries, the lock-downs have been lifted but heavy restrictions are still to be maintained. Taking Bangladesh for example, the lock-down has been lifted since July of 2020, but the education system remains to be a virtual medium. These new drastic measures are forcing us to come up with new ways to deal with the problems and forcing us to think out of our traditional thinking and comfort zone. During this Pandemic, Human Resources as a vital functioning organ of any business had played a major role. HR, in majority of Offices all over the world including Bangladesh, implemented **work-from- home** as an option during the lock-down periods. In this pandemic situation especially women get affected the most. Women faces so many problems for Covid 19 and it hampers their career as well.

These new drastic measures are forcing us to come up with new ways to deal with the problems and forcing us to think out of our traditional thinking and comfort zone.

## **1.2 Objective of the Study**

The study attempts to address the following key research objectives

- to identify the challenges faced by working women in the workplace.
- to identify the key socio-economic pointers contributing to women's status, safety and security.
- to study women's involvement in various activities/ organizations for upliftment of family, community and society that can lead to their overall development.
- to find out possible solutions that could help them to overcome the problems that they face for Covid 19.

### **1.2.1 Broad objective**

- To identify the challenges what women faces in workplace due to covid'19
- To find out way out for Women to solve the challenges regarding their career

### **1.2.2 Specific objective**

- Finding challenging factors during a pandemic
- Finding challenging factors of post-pandemic.
- Analyzing ways to overcome this situation.

### 1.3 Methodology

There are two types of methodologies: Primary methodology and the other is Secondary methodology. The Primary methodology is used when data has been collected directly from a sample of people. It can be collected through surveys, interviews, and market researches. Secondary methodology means when data has been collected from other sources or documents. For this paper, I used both types of methods for data collection.

In the case of the Primary methodology, I organized a survey, from the survey, I got to know about the impact of Covid 19 in women's career. The purpose of this survey was to know women's problems and what they are facing in their workplace due to Covid 19.

The individuals I have got response from my survey are:

- i. Umme hani  
Executive  
Evaly.com.bd
  
- ii. Tahinur Hossain Promin  
Quality Assurance Officer  
WellDev Bangladesh LTD
  
- iii. Ayesha Jafrullah  
Teacher  
Academia

- iv. Tasnim Dewan Orin  
Senior Software Engineer  
Welldev Bangladesh
  
- v. Rajia Sultana Muna  
Key account manager  
Daraz
  
- vi. Poonam  
Executive  
Nestle
  
- vii. Khandaker Nusrat Jahan  
Hr Manager  
Uddyan Group
  
- viii. Tasnuba  
Implementation Coordinator  
GRP- Government Resource Planning
  
- ix. Kaniz Shayena  
Customer Service Officer  
The city Bank Ltd
  
- x. Khurshida haque Keya  
Implementation Coordinator  
Cokcreates Limited

- xi. Ayesha Akter  
Executive  
Epyllion Group
  
- xii. Rumana Akter  
Customer Relationship Officer  
Styline Collection
  
- xiii. Mahdiya Momtaz  
Analyst  
Cokreates Limited
  
- xiv. Maliha  
Lecturer  
Npiub
  
- xv. Oishy Hossain  
Teacher  
Academia
  
- xvi. Fariya Khan  
Customer Relationship manager  
Vroom services limited
  
- xvii. Shakila Akter  
Teacher  
Academia

- xviii. Tasneem Meem  
Product specialist  
Implevista BD
- xix. Tania Sultana  
Head of Category  
Evaly.com.bd
- xx. Ramla Haque Punne  
Junior Executive  
Daraz Bangladesh Ltd
- xxi. Rinky Chowdhury  
Software QA Engineer  
WeDevs Limited
- xxii. Nadia Afrin Kabir  
Senior executive  
Pickaboo.com
- xxiii. Maisha Akter Mukta  
General banking  
Al.Arafah Islami Bank Ltd
- xxiv. Anika Raisa  
Implementation Coordinator  
Cokreates Limited

xxv. Tarana Naznin  
Jr Software Engineer  
Welldev.io. Bangladesh Ltd.

For clarification and a further understanding of the concepts in this research, I had to use a secondary method of data collection. I took the help of different articles, journal papers from the internet.



#### 1.4 Scope of the study

The scope of the study limit is to women-related issues that most of the working women face for COVID 19. Nowadys working women currently facing because of this recent uncertain situation. This report only includes that how women are facing problems for COVID 19. And that are affecting women's career and how they are coping with this situation. In this report, I talked about only during and post-pandemic situation of the organization.

#### 1.5 Limitations of the Study

- During the survey for collecting information from my friends and classmates the subjects could not answer many matters since it involved the company's confidentiality. This gave rise to a limitation in the data collection process.
- Impact of **COVID 19** is a vast concept, and as I had a limitation of time, I could not explore more.
- Another limitation I faced, because of this pandemic I could not reach out to all the people from whom I could have taken interviews.
- The report could have gone better without the deficiency of my knowledge regarding the topic.

## 1.5 Significance of the report

This report includes women's problems in their workplace during COVID 19. During the time of the pandemic. The situation of the company was severely difficult when COVID 19 attacked Bangladesh. This report will describe all issues that the company faced at that time and now. The report also covers a detailed analysis of women from different perspectives, solutions, and how to survive in the long run in the workplace.

Nowadays women are presumed to be extra conscious of the possibilities and challenges of place of job or skilled urban women can better understand their roles and barriers in the places of work and are perceived to be daring adequate to improve their personal personalities, with or barring encouragement from their families. An evaluation of the problems and issues plaguing urban working women is consequently a necessity for better understanding of place of business dynamics associated to women.

During earlier days there were some man-made boundaries that boundary and are taking apart in the dual position of societal repute in the process. Women proceed to be perceived as weak, inferior, and second class citizens. Even today, searching after the household and children is commonly perceived to be the foremost duty of the man.

## 2. Literature review

### **Article 1: The impact of COVID-19 on women in the workplace**

From February to December 2020, about 4.3 million women in the U.S dropped out of the workforce, in accordance to the Institute for Women's policy Research. And 2.1 million of them have given up searching for work altogether. "Companies who are committed to diversity, fairness and inclusion will reach a higher gender imbalance if they do no longer take immediately steps to attract and keep women," says Audra Jenkins, Chief Diversity & Inclusion officers, Randstad North America other Lookup from the U.S.

Census launched closing August revealed that ladies between the ages of 25-44 were nearly three times more likely than men to say that COVID-related disruption of childcare was why they weren't working.

"Women are the populace most challenged right now as they struggle with virtual school, daycares being closed, and now not being capable to rely on household to help due to the fact of quarantine restrictions. The greater agencies that refuse to make this a priority, the extra we will see the numbers expand of ladies shedding out of the workforce."

(Worldwide 2021)

### **Article 2: ILO survey reveals COVID-19 impact on Bangladeshi women garment workers**

A latest record through the International Labour Organization (ILO) entitled "Gendered impacts of COVID- 19 on the garment sector" points to the toll of the pandemic on girl employees in the Bangladeshi garment industry.

In Bangladesh tens of thousands garment workers were retrenched following the government's restricted and ill- prepared lock down. Many of these workers, the report states, "are still owed wages for finished work" and are "unable to get admission to primary necessities such as food, rent cash or clinical costs for their households. Without enough social protection measures and safety nets in place, loss of wages capacity that tens of millions of employees and their families are dealing with poverty and hunger."

The report notes women employees “are extra in all likelihood to be without delay and not directly discriminated against “when they are retrenched because they take maternity and being pregnant depart or have to take time off for other medical stipulations and household responsibilities. Garment industry employers are additionally less probable to rehire girl employees close to or over the age of 35, opting to appoint younger women.

The report states that some factory proprietors have used the pandemic to inflict “economic harm” on employees the use of “unacceptable practices, such as withholding information about real pay and hours and now not playing correctly for when the Bangladeshi authorities “reopened” the economic system in the late April, the document countries, manufacturing unit owners did not implement serious measures to prevent workers being infected by COVID-19. In fact, physical distancing whether on company-provided or public transportation, at workplaces or overcrowded factory-provided accommodation could not be observed. (Perera, 2020)

### ***Article 3: The impact of Covid - 19 on Bangladesh***

Bangladesh is a densely populated country with 170 million people. The majority (85%) of the 60.83 million employed people in the country work in the casual sector. Out of this number, an overwhelming 92% are women. The Bangladesh economic system is being substantially impacted via the Covid-19 pandemic, which has led to a declined in countrywide and global demand for manufactured goods, especially in the garment 20 million humans live in the capital city, Dhaka, which is now underneath lockdown. Like elsewhere, human beings in the lower incoming groups have been the most affected through the Corona Virus pandemic and the lockdown. According to the Bangladesh Bureau of statistics, of the 25 million workers who on wages and salary, at least 10 million are dependent on their daily incomes. Despite the unavailability of transport after the lockdown used to be declared, lot of determined garment people walked for miles to store their jobs. Many others just went out, pushed via starvation, searching for food. The stage- driven emergency meals relief activities

are limited. And it has become extremely difficult for many activist organizations to continue with their relief activities, starting from the second week of the lockdown. (Guerrero, 2020)

## Chapter 4

### 4.1 Challenges during the pandemic

#### 1. Business contingency plan

COVID-19 is a sudden unexpected incident. Infinity marketing ltd was not prepared for it. So, they fell into sudden uncertainty. Finding the right course of action in this situation is a very vital task.

A contingency plan is a sort of action that will be taken if any uncertainty occurs. It is a kind of alternate plan. (HRD, 2020) Because of the pandemic companies cannot operate as regular or cannot go with the previous plan. So, HR must plan differently on this sudden circumstance. So, this is a challenge of how they will do and what type of plan they will take.

#### 2. Information/ communication gap

One of the major problems of remote work is the communication gap. As this concept is new so the chances of a communication gap are high. Communicating everything via phone or text or email cannot clear out many things. Especially HR must face this problem with the employee who is working in the technical teams. Their job is more connected with machinery and less with digital platforms. So, it becomes difficult for the employees to relate to the organization all time.

#### 3. Managing remote work

Remote work is a new concept for us. We are not used to it. So, when HR will come up with this concept many employees will need time to understand the concept of this new policy. In the company, there are different types of employees. All cannot easily understand this concept.

#### **4. Attendance tracking**

There is no track of office hours in the remote work policy. So here HR suffered to obtain work hours of the employees. There is a possibility that employees can give wrong updates. So, this will affect the measure of employee performance.

#### **5. Employee engagement**

In the period of Lockdown, Company must connect with employees through digital platforms so there is a possibility of having some gap between the instructions and employees understanding them. So, the employee must keep in touch with the company. Therefore, it is very difficult to have engagement with all employees.

#### **6. Providing salary**

Providing monthly salaries to employees is another difficult task for HR. In this pandemic company's investment is off. Also, its sister concern's activity is off. So, there is no earning source for the company. But still, the company must give the salary to its employee. So, HR must face problems regarding how they will provide the salary. They must decide if they will give full salary or will cut down some. HR must take the decision which will be beneficial for both organization and the employee.

#### **7. Leaking of information**

The company must operate operations remotely because of the pandemic during the lockdown. In this situation, they must provide confidential information or files for running the operation. There is no way to look after whether employees are using this information anywhere else or not. So here is a chance of information leaked by employees. This a challenging task for HR to ensure the information will not be leaked from any employee.

### **3. Challenges after the pandemic**

In the 21<sup>st</sup> century, many things are changing very rapidly. Organizational culture, policy, the technique is also changing. Especially many things become critical because of the pandemic. COVID-19 is the most vulnerable concern of this century.

So, in this critical situation organizations are also going through very tough conditions. Many organizations are shutting down their business because of lockdown. Many organizations that are dependent on other countries especially in China are facing a lack of raw materials. Because of this pandemic without an emergency flight, all flights are canceled. So import-export businesses are shut down.

RMG sector is badly affected because of this pandemic. Many orders have been canceled because of the pandemic. There is a study where employee reaction about COVID-19 was shown-

#### **1. Managing employee work schedule**

COVID-19 becomes a global crisis so in this situation, the company must be concerned about their employee in the first place. When the government imposes lockdown, offices must remain close. So many companies must run their business from home. So, keeping employee attendance on track and making sure of presence is the most difficult task for HR. When the office remains open it is easy to oversee employee attendance and timing of starting office but in the case of remote work, it is not possible to make sure employees are starting their work on time or not. So, this a challenging task for the 21<sup>st</sup> century for HR.



## **2. Evaluating employee performance**

In the upcoming two/three years probably, we must face the consequences of this pandemic. We do not even know when we will be fully risk-free. So, companies that do not operate their organizations like infinity marketing ltd cannot start their businesses regularly. Evaluating employee performance will be a difficult task in this situation. Many companies must run an office from home as well they may have to hire an employee virtual. So, in this case, the company also cannot evaluate employees properly. So, this will be a huge challenge ahead that they must face. If employees do not get a proper evaluation, they may get demotivated. It will affect his/her work.

## **3. Ensuring the safety of the employees**

In a few years, the most important concern will be safety. In COVID-19 being safe and clean is very important to get rid of it. After the pandemic when offices will be opened ensuring safety will be the most challenging part for HR. Most organizations especially local and SMEs do not have that much capability to ensure the safety of all employees. Some multinational companies can only provide PPE or other safety instruments. But others do not have the capability. So, for those companies, this will be a challenge to ensure the safety of employees properly.

## **4. Managing employee turnover**

Companies must remain closed because of the pandemic. That is why many companies' especially small companies cannot earn revenue. So, most of the companies could not provide employees' salaries on time. For that reason, employee turnover may increase. This is a very challenging task for HR to keep those employees and manage the situation in this critical time.

## **5. Managing employee compensation**

Another critical task of HR is salary and compensation. Companies face loss during the pandemic. So, it becomes tough for companies to pay regular

payments and give regular benefits to their employees. This also happens for network marketing companies. Infinity marketing ltd also faces this problem. So, HR may have to cut pay or give fewer benefits. Employees may get demotivated by this happening, so HR must handle this situation strategically.

#### **6. Downsizing policy**

Downsizing means reducing the number of employees. Companies adopt this policy when an employee performs poorly or goes through loss.

Because of COVID-19 currently, my organization, including Infinity Marketing Ltd. may want to adopt a downsizing policy. HR must do so in this critical time. There is a possibility of getting employees outraged because of such a sudden job loss. HR must face this condition strategically. They have to create a balance between the organization and the employees.

#### **7. Hiring new employee**

Organizations will fall into a financial crisis after the pandemic. So, after or during the pandemic, if they need an employee for any vacant position, it will be tough for HR to hire a new employee. The Company cannot bear new expenses right now. So, it will hamper the productivity of the organization.

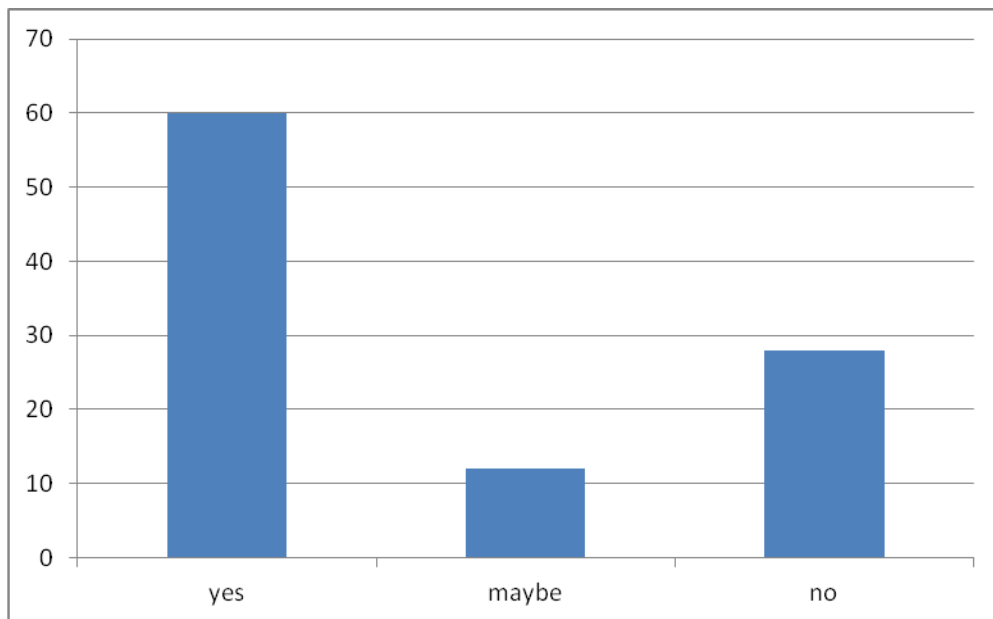
## Chapter 5

### 5.1 Analysis

To know and analyze impact of Covid 19 in women's career, I surveyed about this topic and collect opinion of others working women and I tried to analyze the result from my findings.

1. Have you get any additional support from your organization during the pandemic?

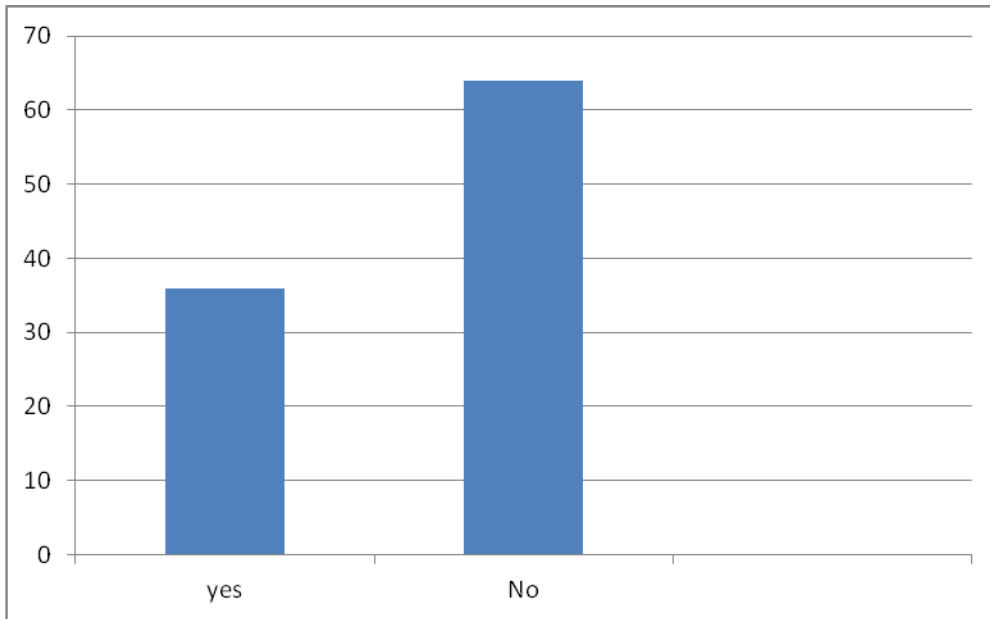
Answers	Frequency	Percent
Yes	15	60
No	7	28
Maybe	3	12
Total	25	100



60% women belief that they get additional support from their organization during pandemic situation.

2. Have you get transport service from your organization during the pandemic situation?

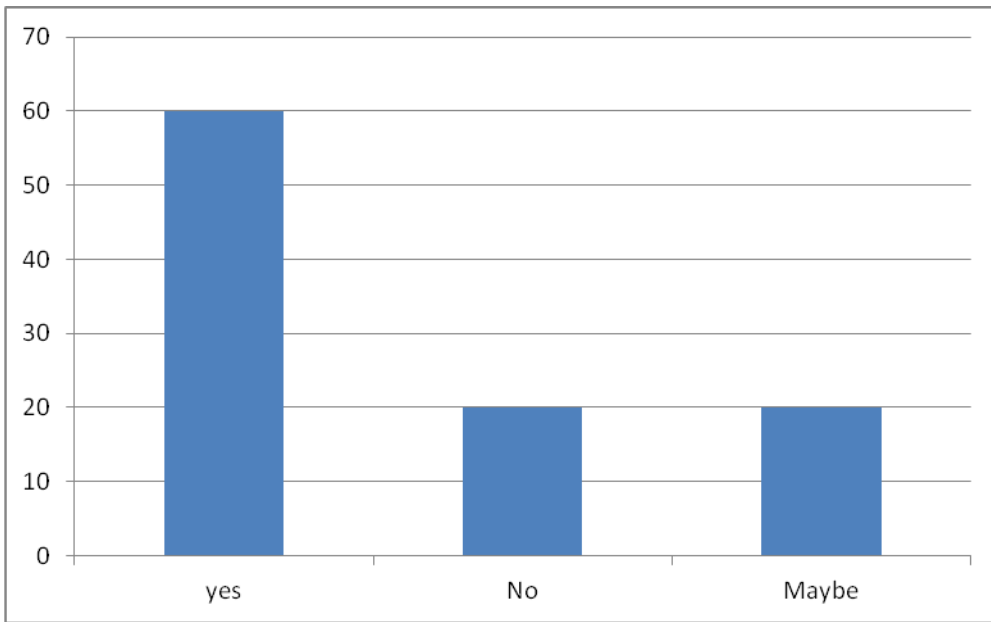
Answers	Frequency	Percent
Yes	9	36
No	16	64
Total	25	100



36% working women believe that they get transport service from their organization during pandemic situation.

**3. Do you feel secure in your workplace?**

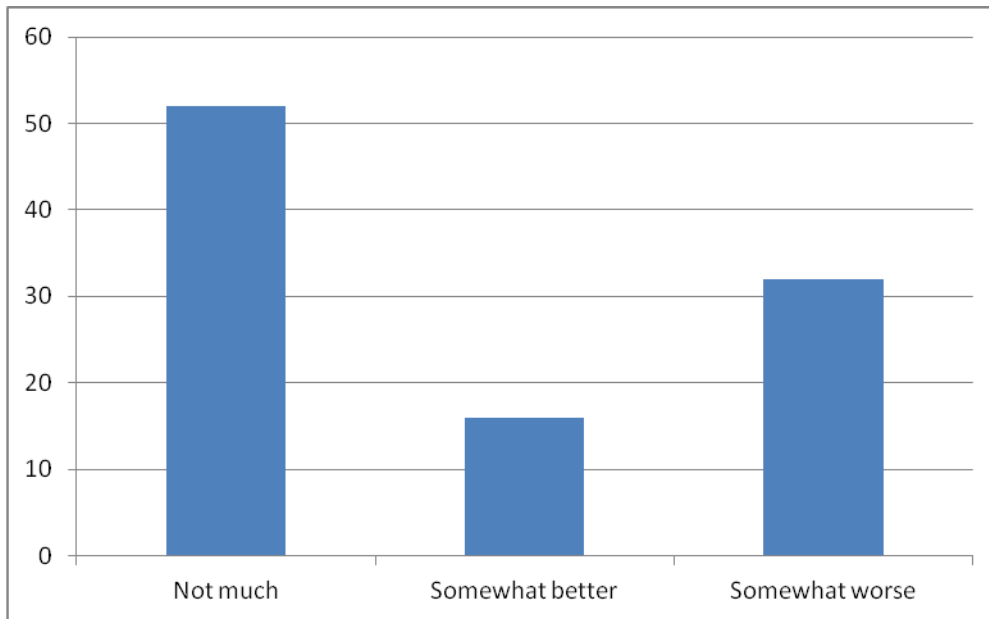
Answers	Frequency	Percent
Yes	15	60
No	6	20
Maybe	4	20
Total	25	100



60% working women feel secure in their workplace.

4. Thinking about how Covid 19 has impacted your working situation, how does it affect your future?

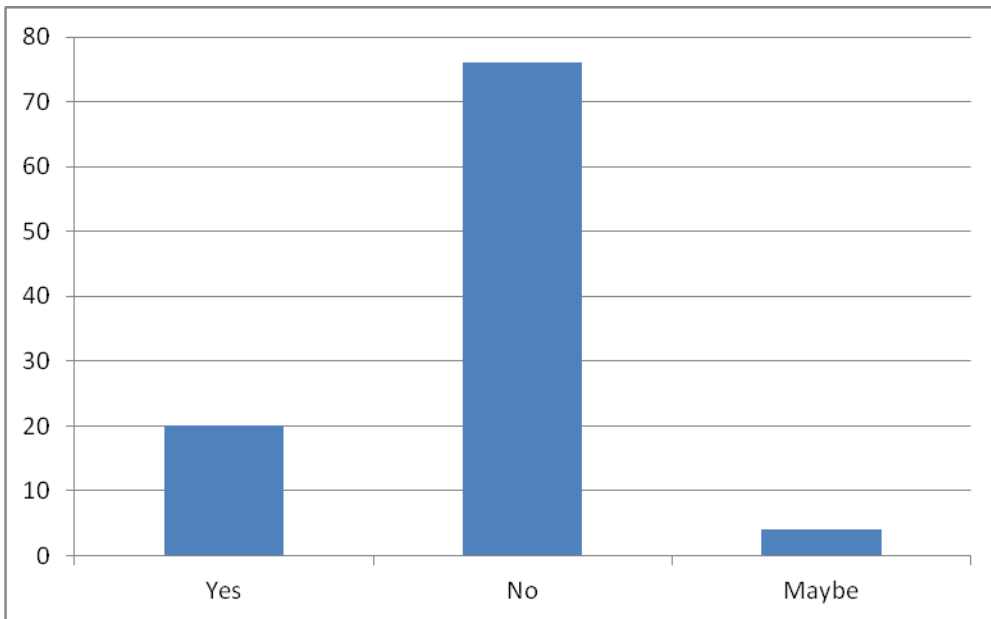
Answers	Frequency	Percent
Not much	13	52
Somewhat Better	4	16
Somewhat worse	8	32
Total	25	100



52% working women think that Covid 19 is not much affect their future where as 32% working women think that it affects their future.

**5. Have you get any extra wage for your family during Covid 19 pandemic?**

Answers	Frequency	Percent
Yes	5	20
No	19	76
Maybe	1	4
Total	25	100

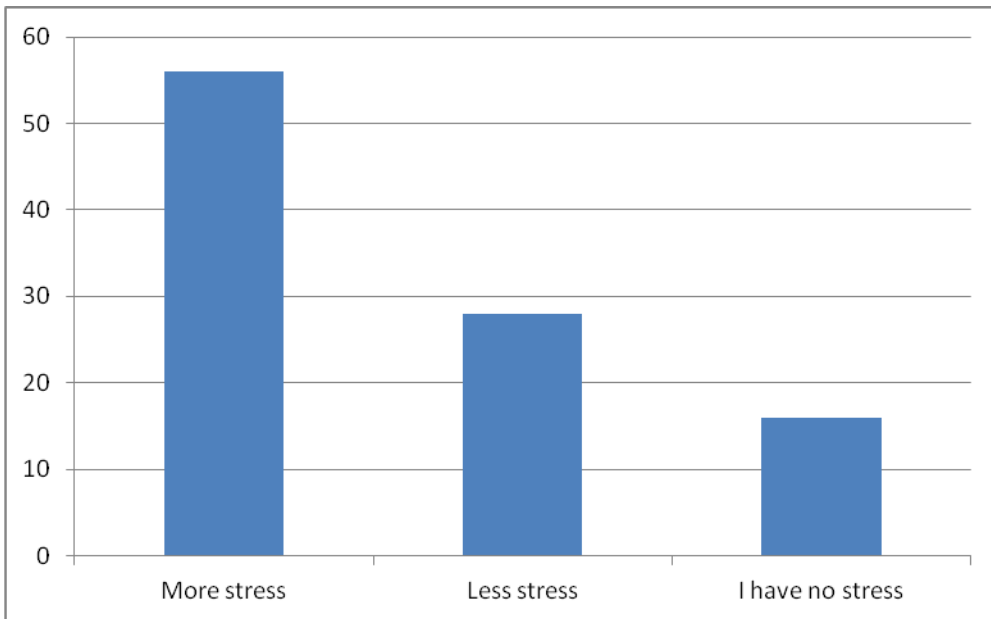


20% working women get extra wage for their family during Covid 19 pandemic where as 76% working women don't get any extra wage for their family during Covid 19 pandemic.

6. Compared to three months ago( before Covid 19 pandemic became widespread in the united states) would you say that you are currently more or less stressed about?

Answers	Frequency	Percent
More stress	14	56
Less stress	7	28
I have no stress	4	16
Total	25	100

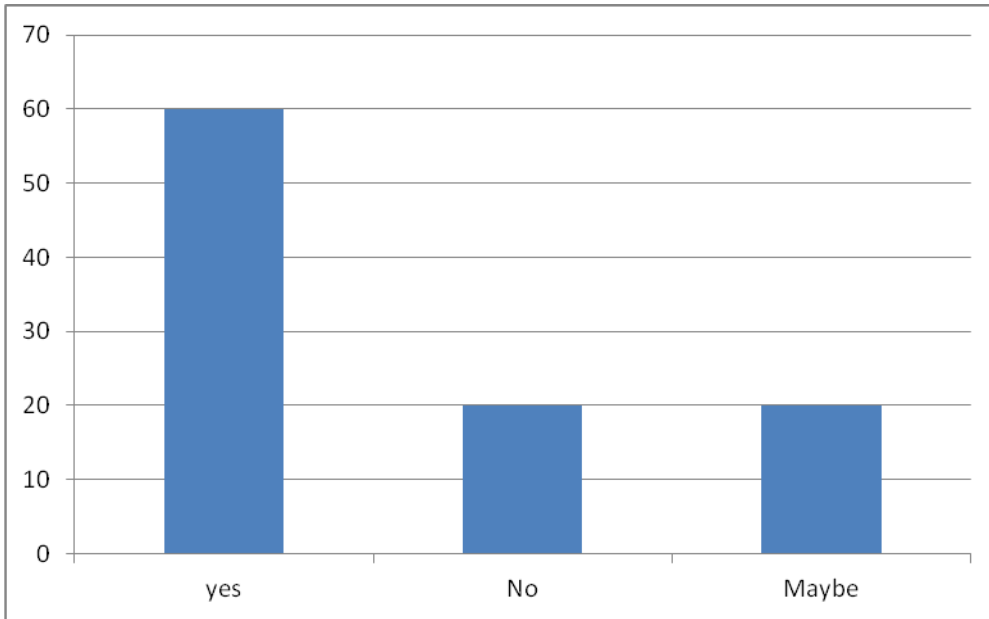




56% working women more stress for Covid 19 pandemic because they believe that if Covid19 wouldn't happen their career would have been great.

**7. Do you feel that Covid 19 is hard on especially for women's career?**

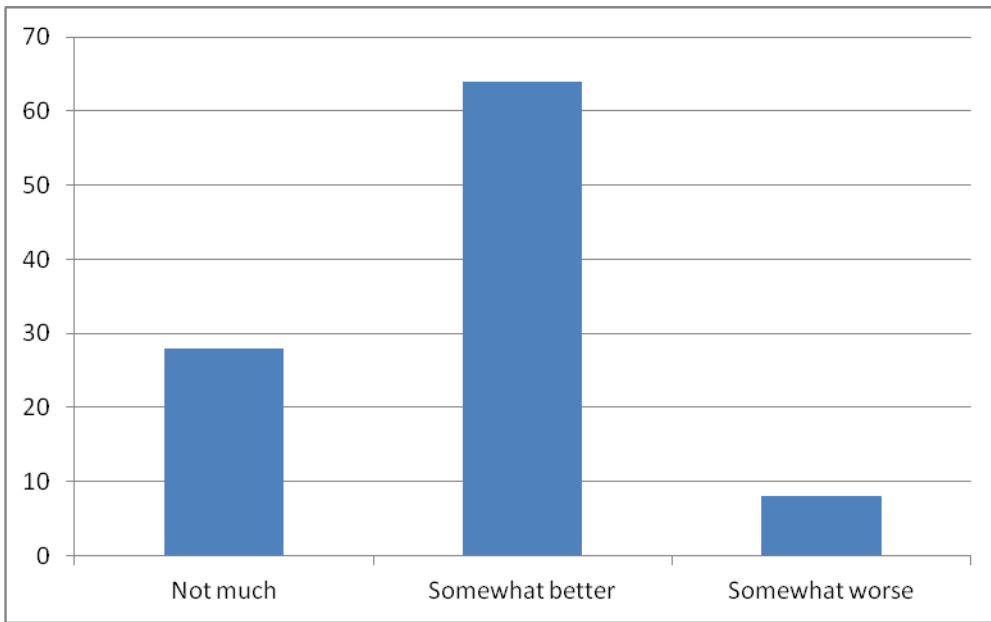
Answers	Frequency	Percent
Yes	15	60
No	5	20
Maybe	5	20
Total	25	100



60% working women beliefs that Covid 19 especially hard on women's career.

**8.** How much do you trust your company you work for to do what is right in creating the best work environment post- pandemic?

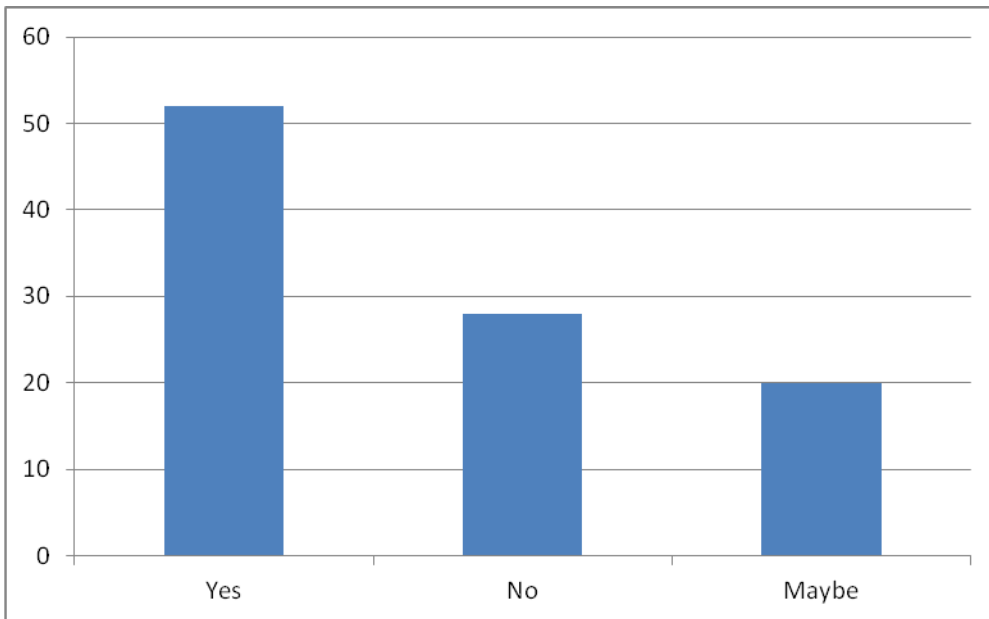
Answers	Frequency	Percent
Not much	7	28
Somewhat better	16	64
Somewhat worse	2	8
Total	25	100



64% working women trust their company they work for to do what is right in creating the best work environment post- pandemic.

**9.** Do you see your company taking steps after the pandemic to enhance gender equality as a priority in the workplace?

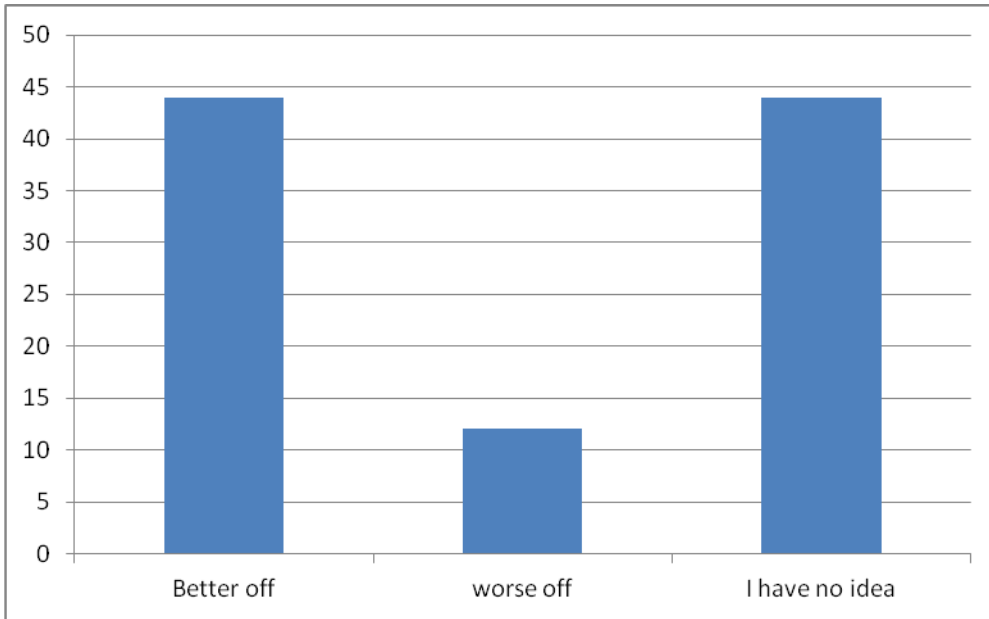
Answers	Frequency	Percent
Yes	13	52
No	7	28
Maybe	5	20
Total	25	100



52% working women see their company taking steps after the pandemic to enhance gender equality as a priority in the workplace.

**10.** Thinking about the economic prospects for yourself and your family, how do you think you and your family will be doing in five years?

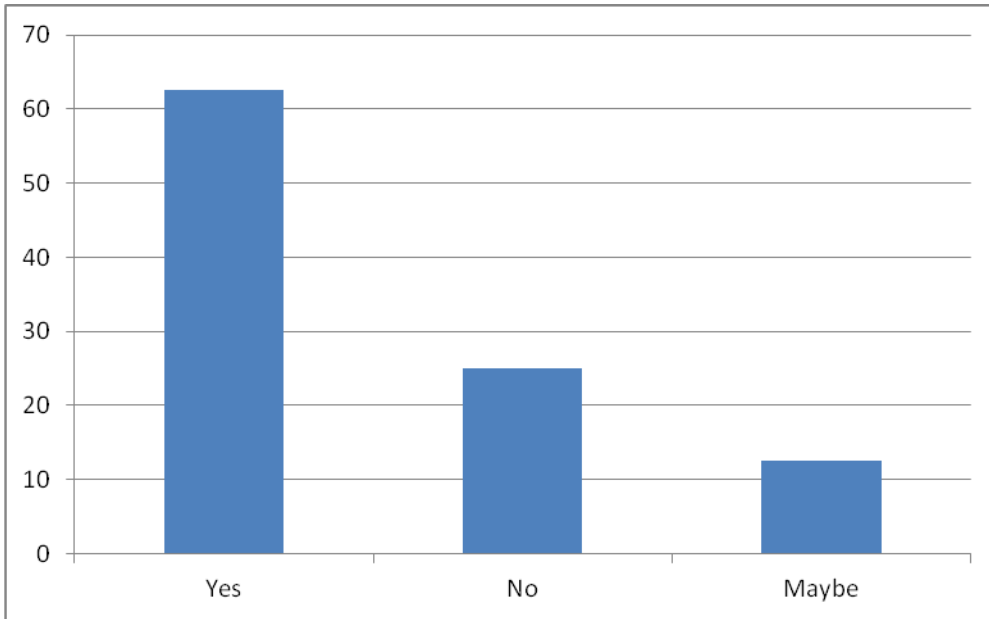
Answers	Frequency	Percent
Better off	11	44
Worse off	3	12
I have no idea	11	44
Total	25	100



44% women think about their economic prospects for themselves and their family will be doing better off in five years.

**11. Overall do you believe that the Covid 19 pandemic will have negative impact on women's career?**

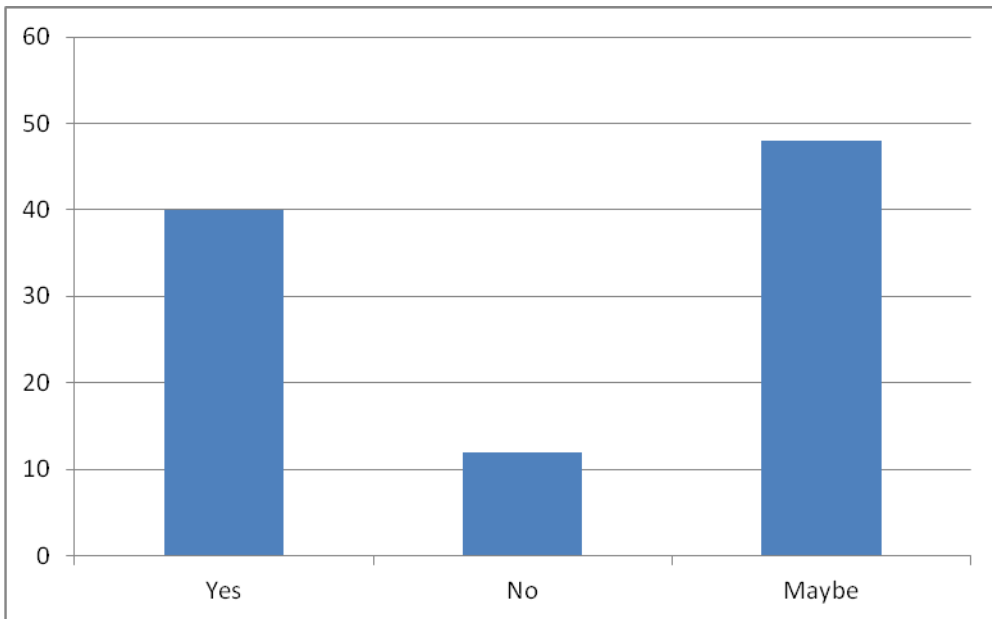
Answers	Frequency	Percent
Yes	15	62.5
No	6	25
Maybe	4	12.5
Total	20	100



62.5% women beliefs that the Covid 19 pandemic will have negative impact on women's career.

**12.** Thinking about Covid 19 outbreak in the US, do you think that working remotely has facilitated a more inclusive environment in your company?

Answers	Frequency	Percent
Yes	10	40
No	3	12
Maybe	12	48
Total	25	100



40% women are thinking about Covid 19 outbreak in the US, and they think that working remotely has facilitated a more inclusive environment in their company.

## 5.2 Findings

1. Women should have a contingency plan for any uncertain situation.
2. 60% women don't get any additional support from their organization, so organization should support women in this vital situation.
3. A lot of companies go through termination of the employees in this pandemic because of the shutdown of businesses; women go through this situation as well.
4. Women don't get any extra wages from their company rather companies deduct salary because of the loss that the companies took during the pandemic.
5. Work from home is the most difficult part for the women in this lockdown as communication was not smooth.
6. 56% women feel more stress for Covid 19 as they go through lot of insurity.
7. 60% women belief that Covid 19 is especially hard on women, because women could not change a job randomly and they could not shift one place to another place for job purpose.
8. In this pandemic situation women could not trust their company properly, they find difficulties to trust their organization fully.
9. As this is an alarming situation and ensuring employee safety is important. But small number of women could not feel secure in their workplace.



10. 62% women believe that Covid 19 pandemic will have negative impact on women's career.
11. Women think economic prospects for themselves and their family will be doing great in five years.
12. 40% women are thinking about Covid 19 outbreak and they think that working remotely has facilitated a more inclusive environment in their company in future.

## Chapter 6

### 6.1 Recommendation

When any pandemic occurred a lot of changes take place. Especially different organizations face critical problems. Because of COVID19 a lot of change will take place. The organization must take strategic decisions on those. One of the key factors for any organization is its employee. So here women suffer a lot.

Organizations like Infinity Marketing Ltd have a good image in society, as well as they deal with many employees. So, HR must be very conscious during the time of policymaking. They must formulate policies that help the organization, as well as the employees especially women, and will uphold the reputation. HR policies that should be taken as means to coping with the new normal after the pandemic are listed below.

#### 1. Preparing a safe workplace

After the pandemic, the main concern should be providing a safe working environment to the employee especially to the women.. For this pandemic, employee and their family are fearful now. As the employee is the key component to the company so to ensure their safety is the priority. In this case, HR must take the necessary measures. They must ensure a safe environment, sanitizer, maintain social distance from employee to employee, must take extra precautions for cleanliness and hygiene factors. They also must keep personnel for checking the temperature of the body and if anyone`s temperature is found high; he will not get permission for entering the premises.

Many organizations are providing safety equipment. So, women should give special concern on it. They can provide PPE, mask, sanitizer for all time use tissue. If there is an opportunity to do so, then women feel secure in their workplace.

## 2. Reviewing major HR policies

A lot of changes will take place because of this pandemic. And obviously, women safety is the company's responsibility. So, HR must rethink and overview the major HR policies of the company for women.

- **Leave policy.**

For the sake of women safety, HR must change the leave policy. It has to be more flexible after the pandemic. The paid leave must be increased. If a woman has a fever, cough or any other sickness HR must give her paid leave immediately.

- **Increment and compensation policy.**

Because of pandemic people go through a huge financial crisis, so the organization must give support to its employees here. Infinity Marketing Ltd can give medical fringe benefits to their employees.

Organizations can also have a medical team or at least a consultant for an emergency in the organization. At least they should arrange a virtual medical consultant for the medical emergency of the employee.

- **Transportation facility**

After the pandemic, we must be careful about the social distance. But on public transport, it is not possible. So those who are using public transport have a huge chance to get affected. And those who use public transport when they will come to the office, they can affect other employees. So, for the overall safety of the organization, the company must give support on transportation for the sake of the overall safety of the women.

### **3. Alignment of office**

Social distance is essential for a safe working environment. And the company must have that working environment for the women. So, HR may have to change the arrangement of the company. There should have 3 feet gap between every desk. Also has an extra place for employee walking and relaxing. HR must be strict to ensure employees are maintaining distance while working, walking, in meetings, and during lunchtime. So, to ensure the distance the office alignment may have to change. If there is an opportunity to do so, then HR must take immediate action on it. If there is no opportunity, then HR must think about different policies.

### **4. Work from home**

Because of covid-19, we must think differently. Employee safety should be the first concern. In many organizations, there is no opportunity to maintain social distance. So, they must think about different policies. So in this situation work from home can be a new and effective concept. To ensure safety we can have a policy of doing office from home. It can be productive as well as help to provide security for employees. Work from home can be productive if we maintain rules and regulations. Benefits of remote work/ work from home-

- Work from home is less costly. Women do have to travel to attend the office so it will be cheaper.
- There are no issues of safety as they do not have to go out or do not have to work with a lot of people. As well as who is working in an office, they will be safe also.

- It is more flexible. Home is the most comfortable place for anyone. So, the employee can join the office in a flexible work environment and can be more comfortable.

## **5. Digitalization**

After the pandemic, many things will be changed. So, for the future, we must take a big step. As during the pandemic, we are already using technology to maintain our regular work, after the pandemic, we should try to make digitalized working an option as well to be prepared for any such uncertainty in the future. We should have a digital footprint on processes, communication, and operations.

- It will make women's life more comfortable, flexible, and employee-friendly.
- It will help to be more tech-friendly. Nowadays everything is getting easy on technology. For helping work from home successful, companies have different software. It will help one to be tech-friendly.
- It will make a women get better in communication. Women must communicate through email, zoom, or other such technologies so it will help one to be better in communication.

## **6. Virtual recruitment**

After CoVid-19 there will still be the risk for life through contamination. So, we must be prepared for this type of consequence. If we cannot overcome that situation, we cannot survive in the long run. Here HR must play a very

technical role. We cannot pause hiring. So, rather than calling all at the office, we can arrange interviews virtually. It not only increases safety but also, is less time-consuming, less expensive, and more flexible. We are running deeper and deeper towards the digital revolution and thus this step help working woman move a step further.

### **7. Hiring Contractual / Part-time employees**

The practice of hiring a contractual employee or part-time employee is not a new concept. Although it is not widely practiced, because of the pandemic, many companies are experiencing loss. So, maintaining employees has become tough for the company. In this case, the company can hire part-time or contract-based employees. It will be helpful for both companies and working women as well.

- Since cost-cutting is one of the very urgent issues, hiring part-time employees will be more cost-effective than hiring a full-time employee.
- It will be helpful for the women or job seeker as they will at least have an earning source in this dire situation.

## **8. Virtual / E-training**

As mass gatherings are risky and also restricted because of the pandemic, physical training should not be the choice of training anymore. It is also tough, time-consuming, and expensive to arrange training, especially if it is small in number. So online or virtual training can be very useful in this situation. It is also sometimes called e-training and has many benefits.

- It is Flexible. Women can join from any place. Those who are geographically immobile can also join in the training.
- Virtual training is more cost-effective. As there is no need to arrange venue, equipment or refreshment for trainee and trainer so the cost is less. Again, trainers do not need to be present physically so the cost of hiring the trainers will also be less.
- It can be more productive. In the case of virtual training trainers or trainees can join from any place so special trainers from a foreign country can also be hired to train. So, it may be more effective for women.
- No interruption. In the office, there can be interruptions during the training but in virtual training, the possibility is less.
- Virtual training can be arranged at any time. In the case of physical training, it must be arranged within office hours most of the time. So, office-work may be disrupted. But virtual training can be arranged even after office hours.
- Virtual training is more interactive. In virtual training, the trainer can look after an employee's actions frequently. Also, it is less costly so with fewer amount of people it can be arranged.

## **9. Engagement team**

It is very important to maintain a women employee carefully after the pandemic. It is natural for the employees to panic after the pandemic especially women. They will be concerned about their job, and they might even try to switch jobs. So, to keep the productive employees onboard, HR must take the necessary steps. In this situation, a team is necessary to create engagement with the needed employees. The job of this team will be creating connections, giving assurance of job security, and building faith and trust over the company.

## **10. Strategically Manage Downsizing**

After the pandemic, HR must make difficult decisions since the company went through loss during the pandemic. The most difficult decision can be employee downsizing. So, here HR must make decisions very strategically. HR must choose employees for layoff critically. Unfortunately, employees with the least effect of performance toward the company have to be selected carefully for the terminations. At the same time, HR must ensure that after downsizing, there will be no conflict or dissatisfaction in the remaining employees. If such happens, then it will affect the company`s overall productivity and performance. Also it will be great for a working women.



## Conclusion

Working women's are contributing a lot in the economic growth of Bangladesh and a large part of economic activities are undertaken by women and overwhelmingly this working women faced a lot of challenges at their working place. This research is conducted to explore the challenges faced by working women in this pandemic situation. They are affected by mental stress mainly. They have pointed out many facilities and securities to improve their workplace.

The whole world is in crisis and struggling to survive. Everyday uncountable people are dying. People cannot have a normal life because of this pandemic. Moreover, after the pandemic, the world will not be the same as before. Many different types of crises will arise after the pandemic. Among them poverty, Famine, unemployment will be a huge problem. To overcome this pandemic, we all must fight together. So different social organizations, institutions, voluntary organizations, business organizations must come forward to overcome this crisis.

It will be most challenging for the women of the organizations as they have so many responsibilities. They must make decisions strategically. They must balance their personal and professional life to overcome this pandemic situation. Also organizations need to look after on women because their every step can create a better world.

The world is in a critical situation so all of us must be concerned. If we all can be conscious, maintain health rules, can help each other in need, take decisions strategically then obviously women can fight against the pandemic and overcome the critical situation.

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## Appendix

1. Have you get any additional support from your organization during the pandemic?
  - a) Yes
  - b) No
  - c) Maybe
  
2. Have you get transport service from your organization during the pandemic situation?
  - a) Yes
  - b) No
  - c) Maybe
  
3. Do you feel secure in your workplace?
  - a) Yes
  - b) No
  - c) Maybe
  
4. Have you get any extra wages for your family during Covid-19 pandemic?
  - a) Yes
  - b) No
  - c) Maybe
  
5. Thinking about how Covid-19 has impacted your working situation, how does it affect your future?
  - a) Not much
  - b) Somewhat better
  - c) Somewhat worse

6. Compared to three months ago (before the Covid-19 pandemic became widespread in the united states) would you say that you are currently more or less stressed about?
  - a) More stressed
  - b) Less stressed
  - c) I have no stress
  
7. Do you feel Covid-19 is hard on especially for women's career?
  - a) Yes
  - b) No
  - c) Maybe
  
8. How much do you trust the company you work for to do what is right in creating the best work environment post - pandemic?
  - a) Not much
  - b) Somewhat better
  - c) Somewhat worse
  
9. Do you see your company taking steps after the pandemic to enhance gender equality as a priority in the workplace?
  - a) Yes
  - b) No
  - c) Maybe
  
10. Thinking about the economic prospects for yourself and your family, how do you think you and your family will be doing in five years?
  - a) Better off
  - b) Worse off
  - c) I have no idea

11. Overall, do you believe that the Covid -19 pandemic will have negative impact on women's career?

- a) Yes
- b) No
- c) Maybe

12. Thinking about the Covid-19 outbreak in the US, do you think that working remotely has facilitated a more inclusive environment in your company?

- a) Yes
- b) No
- c) Maybe