



A STUDY ON WOMEN AS HOME-BASED WORKERS: CHALLENGES AND OPPORTUNITIES

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Abstract

The COVID-19 pandemic has drastically changed our lives and caused a major shift in the way we work, with millions of people worldwide compelled to work from home. It has focused the challenges faced by women who work from home, including managing house hold responsibilities, maintaining work-life balance, and acquiring opportunities for career development. This paper examines the challenges and opportunities for women as home-based workers. We review the literature on remote work and gender, and present findings from interviews with women who have experience working from home. Our study highlights the need for policies and practices that support women's participation in the workforce, including flexible work arrangements, childcare support, and equal access to career opportunities.

Keywords: Advent of Technology, Home Based Workers, Flexible Work Culture Women Entrepreneurs

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Introduction:

The emergence of digital technology has significantly changed the way we work. Nowadays, work from home has become a popular choice for many people, especially women. Women who prefer to work from home can achieve a better work-life balance, allowing them to manage their personal and professional lives effectively. However, working from home can also bring unique challenges, such as social isolation and a lack of clear boundaries between work and home life. This paper will focus the advantages and challenges of women as home-based workers, including strategies for overcoming these challenges.

Objectives of the Study:

- To know the avenues where they can earn new sources of income
- To understand the opportunities and challenges of women as home based workers.

Review of Literature:

(Rosenzweig and Schultz, 1982), Allocation of

resource by the household in India, judged by the differential survival rates of boys and girls has been found to depend on relative market opportunities, which is much higher for boys (Agarwal, 1994), The household also decides the extent of labour force participation of the women in the public sphere. The process of sankritization withdraws women from outside labour and confines them within the household. Thus women get debarred from acquisition of wealth which has exchange potential. This is coupled by the patrilineal system of inheritance which deprives most of '+1 the women to have unmediated control of land or other productive assets.

Research Methodology:

Research Methodology refers to the method to collect information for the project proceeding, comprising of primary and secondary data. The data used in the study is collected from various secondary sources related to this topic from various articles, newspaper and several websites.



Some of the most common causes for home-based workers include:

Flexibility: One of the most common causes for home-based workers is the willingness for flexibility. Working from home allows everyone to set their own schedules, work during the hours that suit them best, and balance their personal and professional responsibilities in a way that will be suitable for them.

Cost Savings: Remote work can also result in important cost savings. Home-based workers may save money on travelling costs, work clothes, and meals, as well as other expenses associated with working in a traditional office setting.

Health and Well-Being: For some individuals, working from home can result into benefits for their health and well-being. By avoiding the stress and time demands of a daily commute, home-based workers may be able to reduce their overall stress levels and improve their quality of life.

Opportunity for Entrepreneurship: Working from home can be a good choice for individuals who want to start their own entrepreneurship. By keeping overhead costs low and having more control over their work environment, home-based workers may be able to opt their entrepreneurial dreams more easily.

Family and Caregiving Responsibilities: Finally, many individuals choose to work from home in order to better balance their work and family responsibilities. For example, parents may choose to work from home in order to be more present for their children, while individuals with caregiving responsibilities may find that working from home allows them to provide care while still earning an income.

Government Initiative for home based workers: Governments around the world have recognized the importance of supporting home-based workers and have implemented various initiatives to support them.

Tax Rebates and Deductions: Governments may

offer tax credits or deductions to support home-based workers. For example, in Canada, self-employed individuals who work from home can deduct a portion of their home expenses, such as rent, mortgage interest, utilities, and property taxes, as business expenses on their income tax return.

Assistance for Training and Development: Governments may give funding to support training and development opportunities for home-based workers. For example, the Australian government offers a range of programs and funding opportunities to support skills development for home-based workers.

Access to Affordable Health Care: Governments may give access to affordable health care for home-based workers. For example, in the United States, the Affordable Care Act (ACA) provides access to affordable health care coverage for self-employed individuals who work from home.

Networking and Business Support: Governments may provide networking and business support programs to help home-based workers connect with other entrepreneurs and grow their businesses. For example, in the United Kingdom, the government offers a range of business support programs, including mentoring and networking opportunities, for home-based workers and other entrepreneurs.

Flexible Work Policies: Governments may also implement flexible work policies that allow employees to work from home on a regular or occasional basis. This can help promote work-life balance and reduce traffic congestion, which can have positive environmental impacts.

Working from home can be a great option for women who want to balance their work and home responsibilities.

Here are some tips for women who work from home:

Set up a Dedicated Workspace: Having a designated space for work can help you get into the right mind-set

and improve productivity. Make sure your workspace is comfortable and free from distractions.

Set Clear Boundaries: It can be easy to blur the lines between work and home life when you're working from home. Set clear boundaries around your work schedule and communicate them with your family or roommates.

Prioritize Self-Care: When working from home, it's important to take care of yourself both physically and mentally. Take breaks when you need them, get some fresh air, and make time for activities that help you relax.

Stay Organized: Keeping track of your tasks and deadlines can help you stay on top of your work. Use tools like calendars, to-do lists, and project management software to stay organized.

Stay Connected: Working from home can be isolating, so make an effort to stay connected with your colleagues and professional network. Schedule virtual coffee chats or attend online networking events.

Benefits of Women as Home-Based Workers:

Flexibility: Working from home can offer many benefits for women, including enhanced flexibility and control over their work life. This is particularly important for women who have caregiving responsibilities, such as caring for children or elderly family members.

Better Work Life Balance: remote work can provide a better work-life balance, allowing women to prioritize their personal lives while still achieving their professional goals.

Job Satisfaction: Research shows that women who work from home report higher job satisfaction and lower levels of stress compared to those who work in traditional office settings.

Challenges of Women as Home-Based Workers:

Despite the benefits of working from home, there are challenges that women may face as home-based workers.

Social Isolation: leads to difficulty maintaining boundaries between work and home life, and a lack of opportunities for career development. It can also lead to feelings of loneliness and disconnection.

Time Management: It is difficult to divide time between work and home may not be as clear when working from home. This will lead to longer work hours and difficulty unplugging from work, which can negatively impact personal well-being.

Lack of Visibility: remote work may limit opportunities for career advancement, as remote workers may not have the same visibility and access to networking opportunities as those who work

Lack of Work-life Balance: While working from home can provide greater flexibility, it can also make it more difficult to establish boundaries between work and personal life. Home-based workers may find themselves working longer hours or struggling to "turn off" work mode, which can lead to burnout and other negative consequences.

Limited Access to Resources: Home-based workers may not have access to the same resources and support systems as traditional office workers. For example, they may not have access to specialized equipment or may find it more difficult to collaborate with colleagues on projects.

Potential for Decreased Productivity: While many individuals find that working from home enhances their productivity, others may struggle to stay focused and motivated in a home environment. This can be particularly true for individuals who thrive on the structure and social interaction of a traditional office setting.

Conclusion:

Women as home-based workers face a range of challenges and opportunities, which can be addressed through supportive policies and practices. Working from home is becoming an increasingly popular option



for women who wish to balance their work and home responsibilities. While there are many benefits to remote work, there are also unique challenges that must be addressed. By following best practices such as setting up a dedicated workspace, maintaining a healthy work-life balance, and staying connected with colleagues and professional networks, women can successfully navigate the world of home-based work and enjoy the benefits that come with it.

Recommendations and suggestions:

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