

The Potential Impact of the Covid-19 Pandemic on Occupational Status, Income Inequality and Life

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Abstract

In situation of current COVID-19 pandemic, work from home (WFH) has become very important for a great proportion of workers because it is only way to prolong working or minimize risk of virus exposure. Indecision about duration of pandemic or prevalence of infectious diseases in future even makes company see WFH as a "new normal" way of working. Based on the weakening technique of the effect function, this article examines the potential impact of employee income distribution in relation to potential for sustainable WFH growth among Indian workers. The outcome show that optimistic changes in WFH performance are associated with an increase in employee income, but this potential benefit is not shared equally between workers. Personally, the benefits of growing WFH will benefit men, older, well-educated, well-paid workers. However, this "forced renewal" will profit more workers living in areas affected by the new coronavirus virus. Thus, WFH may increase inequality in the labor market, especially under weak controls. Thus, this study shows that policies aimed at reducing variation, such as income (short-term) and human (long-term) income measures, will take more responsibility to compensate from.

Before COVID-19, virtual work or work from home was not the most important choice for all industries, but now it has somehow become a new normal and unprecedented. Whether there is a connection between working from home and employee job satisfaction has always been an area of exploration

Keywords: COVID-19, Working From Home, Working Life.

Introduction

The COVID-19 pandemic is powerful globally or may not end in short term, which could lead to a structural impact on labor market in several countries To limit number of deaths or hospitalizations caused by new coronavirus, mainly governments in urbanized countries have decisive to postpone many economic behavior or control the free movement of people [1]In this case, probability to work from home (WFH) becomes very important because employees to keep on working and therefore receive wages, company can maintain production services or income or generally limit the infection. Transmission and the hidden effect of the pandemic Recent U.S. estimates indicate that the number of workers in remote areas has tripled, reaching 50% of U.S. workers [2] Due to indecision over period of infectious diseases or subsequent waves, role of WFH in labor market is more emphasized as it may become a traditional (but not uncommon) method of many economic sectors. According to Aron "Currently, many companies are taking home and remote offices on a large scale. Some of these changes may continue to provide more opportunities for field of future work."In addition, recently found that most employees believe that after SARS-CoV-2 crisis, teleworking (85%) and digital conferencing (81%) will continue. Face book and many other companies, in particular Companies involved in information technology (IT) have decided to allow workers to work from home undyingly

Due to the rapid development and evolution of WFH, several recent studies have examined the WFH phenomenon, particularly to determine number of jobs that can be performed externally however; the literature ignores the possible impact of WFH along wage delivery or overall impact on income dissimilarity. We know that reason of inequality are many or varied or among politicians

The debate is due to the fact that inequality in Western countries has increased in the last few decades

To best of our information, this study is first to use the impact purpose deterioration technique planned by Firpo and others to show how the future growth of WFH will be associated to modify in labor income echelon or inequality. In particular, we want to know to what amount augment in number of recruits who have occasion to participate in WFH (or at least are more liable that their work will work from home) will affect the pay distribution, provided that this change in WFH's feasibility is permanent (because the outbreak of COVID-19 and its consequences appear to be happening). Given that the level of qualification required by Italian workers is a method of resistance, the method. Allow us to evaluate the potential impact of this "innovation" on income inequality and to divide it into hypothetical distributions based on the feasibility of WFH exchanges with others. Regarding the waning process (standard) residential by Koenker and Bassett (1978), this method also has the advantage of assessing its impact on division of employee income, and is not affected by the existing covariate set within the model. Definition of feasibility to work from home

The questions in the ICP survey help assess the feasibility of Italian workers working at home, which is mainly relevant to present COVID-19. To this end, we adopted same WFH possibility index newly planned by Barbieri et al. (2020), value is considered for each 5-digit occupation ranging from 0 (actually impossible to realize WFH) to 100 (it is easy to achieve WFH). Since the opportunity to engage in a profession at home is related to several aspects of a particular task, index is calculated by considering the answers to subsequent seven questions: (i) the importance of using a computer; (ii) behavior Significance of general sporting behavior (reverse) iii) Significance of motor vehicles, machinery or equipment (reverse)

Requires Face to face (reverse); (v) negotiations with exterior or public customers (reverse); (vi) physical intimacy (upside down); (vii) time spent (upside down). For each project, employee responses are usually verified at a 0-100 index. The feasible WFH degree was planned by Barbieri et al. Then, use the effortless average (2020) of these seven indices to calculate. the WFH competency index used contains a multilateral index, which is equal in value to all seven measurements. Finally, the index is summarized with 4 ISCO figures, so this in sequence can be combined with INAPP-PLUS data.

Following the inclusion of the WFH ability index in our study example, it ranged from 8.8 to 85.0, with a median of 52.2 or an average of 54.4. Though this paper is provided as a changeable converter, we do not intend to use this definition, although for possible consideration. In fact, the two major flaws in use of multidimensional indexes are the distribution of concrete divisions, and their own values are difficult to translate. Conversely, in addition to allowing different aspects to be considered together, this type of index can also hold priorities (in this case, employees are

ranked according to WFH job skills), and thus the section Make a queue. Location is more important than the distance between the observations. The changeable we are concerned about is the dummy value of the employee whose report value is higher than multidimensional index value of sample median is 1.

Working from home: Is this a new phenomenon- After identifying COVID-19 as long as there are stakeholders involved, most organizations start looking for transitions from physical work to virtual work (remote work / work from home).The virus's worldwide required employers to establish or recognize remote work situation. The federal or local governments, which declared a state of emergency or different limitations on "flattening curve", have persuaded or forced association to consider virtual work strategies as new normal or conditions for survival of the fittest. However, working from home has always had a problem. This is a new phenomenon or answer is short or easy, not at all. Telecommunications became very popular in 1970s to inspire alternative journeys to telecommunications and similar technologies (Caves, 2004). In addition, telecommunication working in 1990s has become theme of fashion or popular background (Woody, 1995). It has been and has accepted by assorted commerce excluding companies, governments network services starting from concept of homework / remote office work, this reality has been further transformed by availability of components, virtual private networks, teleconferencing, video conferencing, virtual call centers, voice over IP or other tools (VOIP) and the result of lower portable prices due to mass production. As broadband internet connections became simple and easy to use in terms of cost and coverage, virtual work began to become so accepted or became a way of life particularly for young people or technology intensive industries.

Currently, with rise of cloud computing knowledge or Wi-Fi power, telecommuting is a improved choice for using remote servers or a mishmash of convenient hardware or software (Mahmoud M Watad, 2010). The progress of smart phones or multiple operating organizations are other feature that makes virtual work next opportunity for success. With these perspectives in mind, I think this is the target area we are exploring, because whether employees work in office or at home, their well-being is significant not only for them but also for employers.

Employee Isolation

Although telecommunications can promote business operations (Zhang & Wang, 2008), it is well known that telecommuting can have a psychological impact on employees. The literature on telecommunications and employee isolation enumerated the emotional challenges faced by employees working in the virtual world (Golden et al., 2008; 2008).

Mulki and Jaramillo, 2011). Employee isolation is a psychological system that defines employee perceptions of lack of time to socially and emotionally interact with other members of the organization Negotiations in help employees get into

the organizational culture and achieve dexterity and teamwork. In work environment, workers frequently think as a unique rather than part of an organizational system. Workers may feel professionally and / or socially responsible the sense of separation from work worries people that the vision will limit the possibility of job development. Networking, instant communication and direct communication help to share information and build trust. These important mechanisms have been implicated in isolation Thus, loneliness will reduce the ability of employees to work and trust their own capability (Golden et al., 2008 ;).

In the current situation, the organization has done its best to complete the work at home. There is no history, the community is blocked, and the organization requires workers to continue working abroad. Although the current world of research is different from telecommuting in the past, we believe that its psychological impact on the world of virtual work is significant. Taboos, loss of daily habits and decreased interpersonal relationships can lead to work-related commitments (Brooks et al., 2020). This perception, coupled with job development concerns, job security concerns, and the risk of illness the fear of losing a loved one, can affect the level of stress and happiness of employees. Therefore, this research is guided by research questions:

Occupational Perspective On Working From Home -One of mainly obvious modify reason by Covid-19 pandemic is that several workers have shifted from working at home in various occupations. Some professional groups that have little knowledge of working at home are remove to this scheme (for example, teachers in primary school), and people in all walks of life who do not want to work at home are now obligatory to join this scheme. At same time, some people in convinced professions are experiencing minor changes. Certain professional groups have general experience in arranging work at home (for example translation), and individuals in different professional groups have extensive experience of working from home.

The Covid-19 pandemic provides a large (unplanned) experiment for researchers and practitioners. First, are there any professional groups that have previously defend against broad work from the family business structure, but now find themselves as productive as working in the field? In other words, is there a professional team that has never been used before (in terms of production when working from home) and is really good at working from home? The reasons for this professional opposition to domestic work may be due to tradition, mistrust, gender and organizational structure, and a lack of interest and desire to invest in infrastructure in the professional field Working from home. But when it comes to working at home, will any group of professionals find it better than they expected?

The second major problem is the relationship between employees and the type of work. Personally, are some people more likely to EFM on certain tasks? Given a specific group of workers, what conclude division of production into a working group? The answers to these questions have a significant force

on determining which diverse professional groups organize their work. For some jobs, nature of job may conclude level of efficiency available to domestic workers. In fact, when you work at home, your personal preferences, personality, and behavior do not have much to do with product growth - so that your personal individuality or preferences are unique. For other adults, the opposite may be the case. When he does a similar job, people's productivity for a job will vary greatly. In other words, in a given job, personal choice, character, and behavior will have a important impact on level of output of the employee personal characteristics and choices are to be prioritized in the nature of the work.

The relationship between literacy and personal literacy has great and important research. When personal quality exceeds professional quality, it may be necessary to select more suitable employees to work at home, train these workers in more effective remote monitoring methods, and better control quality and productivity. Obtained from designated employees However, when the quality of the work is better than the personal nature, the change in the family plan for work may depend on the average family production and employment rate and requires no choice Excessive training and supervision when deciding to allow employees to work from home.

Impacts on life

The impact of COVID on people's lives can be greater than the impact on work. The report shows that family discord is intensifying, as evidenced by several family incident reports or divorce applications worldwide. Therefore, the pressure from COVID to people's lives is a series of urgent problems that need to be solved. There are some similarities among impact on work and the impact on family life, or I persuade researchers to believe this budding overlap, some of which are imprison in direction branded next. Changes in family life: The needs of the family have undergone significant changes. This puts a lot of anxiety on persons or families. It is significant to recognize what these modify are (for example, talking too much time together) and who (for example, based on personality characteristics, family status) responds better to these changes. Understanding these modify is a serious first step in underneath people or mitigating negative effects.

Children

Children are an important part of various families or they also face major confront or modify due to COVID. Although people in some situations believe that children may be more flexible, in some respects they face superior confront because they may not be able to understand or comprehend how serious changes in their lifestyle habits and relationships are. life. As all parties live in a new and evolving way, the way children go to school will change, the way they interact with teachers and peers, and the changes associated with the time / hours spent by limited parents with parents. . Parents and teachers must understand how to properly support their children to help them cope. Therefore, it is important to understand the complexities of managing minors in different family systems related to disciplinary

activities and to help them prolong to learn and work together.

Life-Related Answers

Comparable to work results, COVID may affect general life-related results, such as stress, contentment, pleasure with life, anxiety, despair, or connection pleasure. It is important to appreciate who (e.g., based on personality traits) and how to better manage the situation (e.g. established strategies / practices), as this will be very imperative to provide guidance. Important normative of challenges and challenges. The damage caused by COVID to human life.

Social life

Human's social relationships and the way they meet those needs are damaged. Although the opening process is not the same, some people engage in traditional social activities, but it seems to have a cost: an increase in number of explosive COVID cases states (like Texas) or kingdom (like India) have dropped the opening plans. All of this shows that social life; even the simple things of meeting friends and watching movies can come in the future and still have a lot of impact, understand the consequences and find ways. Effectively manage these products with new legal aid. Relationships are very important in creating peace, stability and other positive ending.

Support: Friends or family are part of the support system for individuals and families. COVID affected the way aid was provided. However, as mentioned earlier, increasing the needs and wants of the family will show that addressing these needs is more important than ever, so as not to adversely affect the outcome. Knowing what kind of support is needed for specific situations and families,

Particularly within limits that may continue living (for example, grandparents may not be able to participate in the sustain to bring children to the park because they are in a higher risk group because of their age I) it is significant to give people meaningful explanatory leadership. Like the previously mentioned impact on work, there can also be interactions, such as the interaction between parents and parents. There may be other interactions between influences and even between work and family life that everyone is worth being aware of - for example, examining work changes (e.g. changing work needs) and changing family needs and Work (e.g. job performance) is related to family life (for stress) and further affects the outcome of the intersection between work and family life (for example, conflict between work and family).

Aim of the Study

To investigate whether there is a connection between working from home and employee job satisfaction has always been an area of exploration.

Review of Literature

The study also includes a review of extensive literature on domestic work. Regularly review consistent work habits (Leslie et al. 2012) and WFH (e.g. Blinder or Krueger 2013; Bloom et al. 2015). Economic literature shows that, in theory, there is a reason to link the wages of "traditional workers" to remote workers. As a result, the relationship between

WFH and income inequality remains unclear and is still under consideration. On the one hand, low wage rates may be the result of rising wages for domestic workers (Dutcher and Saral 2012). Decreased wages may also be due to WFH failures, time constraints, and the involvement of children and the elderly, which reduce travel costs (Bélanger 1999). On the other hand, the use of telecommuting can reduce company costs and increase those wages found that wages in some remote parts of the United States were higher than in other parts of the world, but labor, gender, location of the parents and the severity of the results. Working remotely Recent research in the United States has also shown that there is a high correlation between high-speed Internet and high-speed Internet, which means that WFH is more convenient for the rich In the case of Italy, it is known that only Pignini (2019) face the wage gap between remote and customary workers. Their research shows that there are some remote workers in the workplace

The economic literature of COVID-19 explodes daily: Between March 2020 and June 2020. IZA is published 100 document by Economic Research Center. Similarly, the Global Corona virus Group (GLO) Coronavirus Group has published more than 30 economic discussion papers on COVID-19. Many articles have examined the impact of the virus on the labor market in various countries. In much of the literature, recent studies have investigated the manifestations of WFH, as WFH cases have become more prevalent.

WFH may categorize the function. Use the American Time Use Survey (ATUS) to assess differences in the availability of workers in different industries using WFH. In the case of Italy, Boeri et al. (2020) According to US O NET data, home employment is estimated at 24%, according to can be done at home Industry and professionalism depending on the risk of disease and the indicators proposed by WFH to determine which industries can reduce this risk without interruption. However, they ignore the scattering losses that can be caused by the increasing telecommuting growth. In contrast, in this article we present the possible relationship between positive changes in WFH employee capacity and the differences in employee strength across the division, or to distinguish them from their own characteristics. Coronavirus disease (COVID-19)

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Gajendra (2007): stated in their research that it is difficult to monitor the work of domestic workers, especially when they are sometimes interrupted due to personal responsibilities and members of the family. In a highly competitive labor market, this result is reflected in the wages of workers. Evidence of the impact of home work on production is inconclusive, but it seems to indicate that good results outweigh bad results.

(Stevenson and Wolfers, 2009): observed that in the relationship between work and personal life, working at home will have a greater impact on life as a whole. As shown by the opposite of a woman's decline in happiness, these relationships may vary depending on the status of the parents and the sexes.

Amabile & Kramer (2013) found that housework can help employees balance and differentiate office work from their daily work. It has also helped to see that working at home can save time, increase productivity, accomplish goals on time and help employees spend time in their personal lives.

Go (2016) pointed out that the focus should be on the major failures and dark aspects of the home, which are the cultural differences that employees face during the webinar. Working from home creates a huge gap in the relationship between adults and inferior people. The Covid-19 epidemic reaffirmed the concept of "Work from Home" (WFH) as a strict rule of thumb. Today, WFH concepts emerge in a wide range of fields from the IT department to the education department. The WFH concept is new to most workers, as COVID 19 forces almost all workers in the industry to work at home during the break. Since employees live in a new world, this article tries to try and experience the experiences of employees working at home compared to working in the office.

Beauregard.A et al. (2013): in their research "Family" is: A recent study of homework in Akas and beyond found that the success of migrant workers and families At a higher level, is satisfying and they are satisfied with it. Do more work than any other employee? Their research has also shown that employees perform best when they are balanced in life and work

Highlights. Research reports indicate that compared with some domestic workers, migrant workers and domestic workers may not experience informal communication and emotional support from co-workers. .

(Richardson & Writer, 2017 which has become a growing trust, i.e. an increase in Internet usage in Internet meetings, email and fax, which simplifies simple tasks. The positive side of working from home is that employees can start working on their own needs. They added that there would be side effects such as job delays and timely dismissal.

Conclusion

WFH is measured an imperative solution to coexistence with COVID-19 virus in developed societies because it can play a role while maintaining social difference. In addition, the lack of flock immunity to COVID-19 suggests that another viral infection is probable; WFH may become a long-term solution. The present crisis has required many corporations to use WFH extensively, or for some of them they are considering "new ways of working to meet future challenges." As a result, study of probable socio-economic outcomes connected to dissemination of WFH is attractive an increasingly important topic for researchers around the world.

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