

Employment status of job lost slum women during postCOVID-19 period : A case study from the Indian state of Odisha

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Abstract

Within few months, COVID-19 disrupted all most all sectors of an economy. But being the most vulnerable location, life of people in slum was affected tremendously during COVID-19. Again slum women most particularly those who lost their job during COVID-19 suffered a lot from different fronts during pandemic. And they also faced a lot of challenges in getting a new job in post COVID-19 period and become the subject of different types of exploitation. This study aims at analyzing the employment status of job lost slum women in pre and post-COVID 19 period and problems faced by job lost slum women in post COVID -19 period. Present study is based on primary data and uses descriptive statistics to interpreted different dimension of job lost slum women during post COVID-19 period.

Keywords: Pandemic, Job, Women, Slum, Labor.

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I. Introduction

World Health Organization (WHO) declared the COVID-19, an infectious disease caused by acute respiratory syndrome novel corona virus 2 (SARS-CoV-2), as a Global Pandemic on 11th March 2020 (WHO,2020). Within few months of its outbreak, COVID -19 pandemic reached all most all parts of the world and social distancing protocol shattered the very feature of the world economy(Pawar 2020). Irrespective of the counties economic status, the effect of COVID-19 is well observed at different degrees at both micro and macro level. Repeated or / and continuous lockdown or shutdown has affected all most all sectors of the economy leading to increased poverty, unemployment, insecurity and affected the growth rate globally(ILO,2020).

The strong interdependence between slums and urban areas has become the cause of transmission of the fatal virus to slum areas(Chen, 2016). The physical character of the slums, psychology of the slum dwellers, socio-economic condition and quality of life of slum manifested the conducive environment for rapid transmission of COVID- 19 in to the slums(UN Habitat, 2020). As a result of which, slums and informal settlements become the hotspots of corona virus transmission and the effect of administrative,social and medical restrictions settled down in affecting the socio-economic condition of slum households in different ways (Corburn, 2020). Declaration of containment zone, lockdown or shutdown in many areas of the country by the government accentuates the problem of slum people in way of increased poverty, unemployment and insecurity of life.

The impact of crisis is never gender-neutral and COVID-19 is no exception.Recent report of UN Women 2020estimates that,by the end of 2021globally 96 million people will push in to extreme poverty out of which 47 million are women and girls. And pandemic induced poverty will also widen the gender poverty gap to a higher level and it will mostly affect the women between the age group of 25 to 34 who are at the height of productive and family formation period and the ratio of global women in the age group of 25 to 34 extreme poverty could rise to 121 women for every 100 poor men by 2030 (UN Women -2020).Thus COVID-19 has

exposed the precarious economic security of women. Economic insecurity during crisis is not only limited to job loss or income loss but it has a snow ball effect on the life of girls and women for years to come. This impoverishment will affect their education, reproduction, and will also increase the gender based violence etc. (Azcona, 2021).

Pandemic has impacted the slum women severely in terms of no job, unemployment and no social protection. Slum women are often employed in informal sector and earning irregular incomes. Most of the women are casual laborer and are engaged as domestic workers, labor workforce; exposing them for greater risk of infection. The problem was acute with the declaration of containment zone in the slum areas restricts their earning potential and limited opportunity with limited income put them in a situation of stress and chaos. Losing of employment was manageable in early days of lock down but as lock down period increases the women seems to be more vulnerable in terms of their livelihood and income earning potential. After the withdrawal of restrictions, job lost slum women faced a lot of problems inside the house without income and become the subject of different types of exploitation in the job market. In spite of several social security measures undertaken by governments during COVID-19 and post COVID-19 period, job lost slum women lost their bargaining power in the labor market because of reduced market demand, excess of labor supply and most important because of their precarious socio-economic condition and their family dependency.

II. Review of literature

Slum encompasses a wide range of un-recognized informal settlements with low incomes and sub-standard living condition and squalor. In early part of 19th century, the term slum was used for the first time at London and slum is defined as a room of low repute or low unfrequented part of the town (UN-Habitat, 2003). Whereas, in the report of UN Habitat (2006) slum is defined as one or two group of individuals living under the same roof in an urban area lacking in one or more of the following five amenities a) Durable housing (a permanent structure providing protection from extreme climatic extreme conditions) b) sufficient living area c) Access to improved water d) Access to improved sanitation facilities f) secure tenure considered as slum people. Slum is a form of human settlement, understanding their impact and identifying the various factors relating to their continued growth and persistence. Cities Alliance (2006) describes slums as neglected parts of the cities where housing and living conditions appallingly poor. A settlement where people are living under physical constraints and challenges due to lack of basic services, contaminated air, water and manmade disasters have a direct impact on environment. Some of the factors such as rural-to-urban migration, poor urban governance, ill-designed policies (Mahabir et al, 2016) contribute for the growth of the slums. Growth of slum has negative effects in terms of disease burden of slum dwellers on urban people, increased transaction cost and increased transport expenditures threaten the urban sustainable development (Patel, 2012).

Slum life is characterized as low income people, in-adequate access to potable water, lack of cleanliness, sanitation, toilets, electricity, street lighting, access to roads, education, training etc. are not available at their end (NUHM, 2008). These slum people are poor, sub-standard and overcrowded living and economic condition and socially excluded from the mainstream society. They are socio-economically and politically deprived vulnerable pockets of urban centers. Socio-economic infrastructure of slum women is poor and volatile, vulnerable to this kind of situation and all types of exploitation and victims associated with them. Slum women taking the responsibility of all types of household chunks and contributes to the domestic economic status sacrificing their own health condition, personal care and need. Slum women loss their jobs and forced to do various other kinds of activities in spite of their own interest and zeal but with the compulsion to mitigate the situation.

Domestic work such as cleaning of utensils, washing of cloths, house cleaning, cooking etc. is crucial and these work are largely performed by the women. Around 50 million workers are domestic workers, around two-third of the domestic workers are leaving in urban areas and 75% are of women (Ghosh, 2013). Feminization of domestic work is common in India, slum women are not exceptional to this (Augustine & Singh, 2016, Gothoskar, 2013). Generally large number of slum women are engaged as “informal occupations” may be full time or part time in the nearby households, shops, hotels and most of the income met through this this type of earnings. Women domestic workers worked for 7 to 9 hours daily. Women are faced with the situations of low paid jobs, bear the extra burden of the work, long working hours, stringent working conditions, lack of holidays, harassments and sexual abuse, physical torture, ill health and malnutrition, discrimination etc. due to which women are considered and regarded as most vulnerable and discriminated workers. Most of the women workers are faced social injustice, deprivation and indignities in the society due to poor enforcement of legal and welfare measures. Absence of organizational framework, social recognition, legal protection, women empowerment, etc. became a misnomer and far from the reality. For these reasons women slum workers are socially weak, economically vulnerable and politically disadvantages sections of the society (Bhattacharya et al., 2010, Chandramauliet al., 2018). Again if women slum dwellers lost their job it affects their household status severely as their income share a major percentage of the household income and they faces a lot of problems in

getting another job . But in periods like COVID-19 the condition job lost slums women is more vulnerable and precarious, most important challenges for them is to get back the previous status in changed scenario.

In this backdrop the present study is an attempt to analyses the employment status of job lost slum women during post COVID-19 period in the state of Odisha with following objectives.

III. Objectives

- To study the pre and post- COVID19 employment status of job lost slum women in Odisha
- To analyses the problems faced by job lost slum women in labor market during post-COVID 19 period in Odisha
- To suggest policy measures to overcome the problems faced by job lost slum womenduring post-COVID 19 period.

IV. Methodology

Present study is based on both secondary and primary data. Secondary data is collected from different published and unpublished sources. Multi -stage random sampling technique is used to collect the primary data from the respondents. At the first stage all the urban units having slums in the state are listed. Out of all the urban units of state, Bhubaneswar Municipality Corporation (BMC) and Berhampur Municipality Corporation (BeMC) are selected in random for the purpose of the study. There are 438 slums with 80,665 households having the population size of 3,01,611 in BMC whereas at BeMC there are 136 slums with 17686 households with the population size 1.57 lakh . On the basis of random sampling one slum from BMC and one slum from BeMC are selected for the purpose of data collection. All the households from the selected slums of both the municipal corporations are listed and household having women who had lost their job during COVID19 are identified. Ten percentages (10%) of the households out of all identified slum households, having women earning member, who had lost their job during COVID19 are selected from each urban unit in random for data collection and for survey. Thus, in total 210 slum households are selected from both the municipal corporations, out of which 120 households are from the Bhubaneswar Municipality Corporation (BMC) and 90 households are from the Berhampur Municipality Corporation (BeMC). A pre-tested questionnaire specifically designed for the purpose in line with the objectives of the study is used to collect data from the selected respondents. Different types of descriptive statistics are used for analyzing the data by using SPSS. Present study assumes period followed by the withdrawal of lockdown after second wave as post-COVID period and primary data for the purpose of the study is collected in the month of November, 2021 to elicit information from the respondents to know about their employment status during the post COVID- 19 period.

V. Results and Discussion

5.1 Socio-economic profile of the respondents

Socio-economic profile of the job-lost women respondents during the corona virus period is presented in the Table-1. So far as the age-wise divisions of the respondents are concerned, it is found that 24%, 34%, 33% and 9% respondents of BMC are in the age group of below 20 years, 21-40 years, 41-60 years and above the age of 60 years respectively. Whereas at BeMC 18%, 37%, 34% and 11% of respondents are in the age group of below 20 years, 21-40 years, 41-60 years and above the age of 60 years respectively. In aggregate, it is found that 22%, 35%, 33% and 10% of the respondents are in the age group of below 20 years, 21-40 years, 41-60 years and above the age of 60 years respectively. From educational status of the respondents it is found that in BMC 36% job lost women are illiterate, 42% of women are having primary education, 18% women are having high school education whereas rest 4% are educated up to higher education or educated in other area. Corresponding figure for BeMC is 38%, 48%, 8% and 6% respectively. In aggregate, it is observed that 37% job lost women are illiterate, 44% are educated up to primary standard, 13% have gone to high school and 6% are educated up to higher education or educated in other area. Regarding the economic status of the respondents it is found that in BMC 94% of job lost slum women are from BPL household and rest of the 6% are from APL household and corresponding figure for BeMC is 96% and 4% respectively. In aggregate it is found that 94% of the respondents are from BPL household and only 6% belongs to APL household.

Table 1
Socio-economic profile of the respondents

Particulars	BMC N=120 (%)	BeMC N=90 (%)	Total N=210 (%)
Gender			
Male	00(00%)	00(00%)	00(00%)

Employment status of job lost slum women during postCOVID-19 period ..

Female	120 (100%)	90(100%)	210(100%)
Age (in years)			
< 20	29 (24%)	17(18%)	46(22%)
21 – 40	41(34%)	33(37%)	74(35%)
41 -60	39 (33%)	30(34%)	69(33%)
> 60	11(09%)	10(11%)	21(10%)
Education			
Illiterate	44 (36%)	34(38%)	78(37%)
Primary	50 (42%)	43(48%)	93(44%)
High school	21(18%)	07(08%)	28(13%)
Higher education/Other	05(04%)	06(06%)	11(06%)
Economic status			
BPL	112(94%)	86(96%)	198(94%)
APL	8(06%)	04(04%)	12(06%)
Skill status			
Unskilled	103(86%)	75(84%)	178(85%)
Semiskilled	11(09%)	12(13%)	23(11%)
Skilled	06(05%)	03(03%)	09(04%)

Source: Compiled from surveyed data

5.2 Nature of employment of job lost slum women before COVID- 19 period

Slum women are engaged in both organized and unorganized sector in jobs like house help , in shops, as daily laborer, engaged through various agencies (outsourcing)and some of the slum women are made available for petty works as when required (on call) by the various households, government and private organizations.

Table 2 depicts the picture of the nature of employment of job lost slum women before the outbreak of the COVID- 19. It is found that in both the municipality corporations 70% of the slum women were engaged in unorganized sector and rest 30% in organized sector before COVID -19. It is revealed that in BMC 68% and in BeMC 70% of job lost slum women were engaged in unorganized sector before the outbreak of Covid-19 and only 32% and 27% in organized sector.

Again it is found that respondents engaged as house help, in shop, as daily labor, on call and in others in unorganized sector of BMC before COVID 19 is 24%,22%,34%,06% and 14% respectively. Corresponding figure in BeMC is found to be 34%,27%,27%,06% and 06% respectively. So far as nature of job of the respondents of BMC in organized sector before COVID -19 is concerned, it is observed that job lost slum women were engaged on roll, through outsourcing , on call and in others is 16%,55%,11%, and 18 % respectively and the corresponding figure for BeMC is 33%,37%,13% and 17% respectively.

Table 2
Nature of employment of job lost slum women before COVID-19 period

Particulars		BMC N=120 (%)	BeMC N=90 (%)	Total N=210 (%)
Unorganized sector	House help	20 (24%)	22(34%)	42(29%)
	Working in Shop etc.	18(22%)	18(27%)	36(24%)
	Daily labor	28(34%)	18(27%)	46(31%)
	On call	05(6%)	04(06%)	09(06%)
	Others	11(14%)	04(06%)	15(10%)
	Total	82(68%)	66(73%)	148(70%)
Organized sector	On roll	06(16%)	08(33%)	14(23%)
	Out sourcing	21(55%)	09(37%)	30(48%)
	On call	04(11%)	03(13%)	07(11%)
	Others	07(18%)	04(17%)	11(18%)
	Total	38(32%)	24(27%)	62(30%)
Grand total		120(100%)	90(100%)	210(100%)

Source: Compiled from surveyed data

Thus it is found that before COVID-19 most of the respondents were engaged in unorganized sector and those who were in organized sector among them very few are in secured job. It is interesting to note that job lost slum women were engaged in job where there was neither job security nor guaranty of job and salary.

5.3 Shift in employment status of job lost slum women during COVID-19 period

Outbreak of COVID-19 followed by the strict adherence to the guidelines issued by central and state government has disrupted the very nature of the employment status of common people in general and slum

women in particular. Shift in employment status of the job lost slum women during the COVID-19 period is evident from Table -3. Slum women either shifted to unemployment (no work only engaged in their household activity but actively search for employment) or to inactivity (lost the hope of doing any work and decided to sit idle at home and became an un-earning member) or to self-employment (activity undertaken petty small business to earn a merge income). It was seen that during COVID- 19 in both the municipality nearly 37% of the job lost slum women had no work to do but still actively searching for a new engagement. Majority of slum women about 52% in both the municipality have decided not to do any work due to unavailability of jobs became an un-earning member of the society. Only 11% of the job lost slum women have undertaken small business in their hand to earn income so as to maintain their family. At BMC 31%,58% and 11% slum women shifted themselves to unemployment, inactivity and self-employment respectively and corresponding figures in BeMCare 44%,43% and 13% respectively.

Table3
Shift in employment status of job lost slum women during COVID- 19 period

Particulars	BMC N=120 (%)	BeMC N=90 (%)	Total N=210 (%)
Shift to unemployment	38(31%)	40(44%)	78(37%)
Shift to inactivity	70(58%)	39(43%)	109(52%)
Shift to self-employment	12(11%)	11(13%)	23(11%)
Total	120(100%)	90(100%)	210(100%)

Source: Compiled from surveyed data

As most percentage of the job lost slum women failed to engage themselves through any kind of employment or shift to inactivity the household face the precarious condition in terms of arrangement of regular food, continuing education of children, to purchase medicine for the needy during COVID-19. Living conditions of the slum family was quite miserable as the day progressed. Some of the women pointed out that family disturbance were common during that period due to long stay of male person at home. This is a clear indicator of their impoverishment and non-availability of any other source of livelihood because of COVID-19.

5.4 Nature of employment of job lost slum women in post COVID- 19 period

Job lost slum women in Post COVID-19 period (1st August 2021 onwards till the survey period November, 2021) are engaged in both organized and unorganized sectors and engaged in various jobs such as house help , in shops, as daily laborer, engaged through various agencies (outsourcing) and on roll and on call. Table - 4 depicts the picture of the nature of employment of job lost slum women in post COVID-19 situation. In aggregate 60% of the slum women were engaged in unorganized sector and 18 % in organized sector whereas,23% of women are totally unemployed. In urban slum wise at BMC 55% and in BeMC 63% of job lost slum women were engaged in un-organized and organized sector respectively in post COVID period.

Table 4
Nature of employment of job lost slum women in post COVID-19 period

Particulars		BMC N=120 (%)	BaMC N=90 (%)	Total N=210 (%)
Unorganized sector	House Help	16 (24%)	12 (21%)	28 (23%)
	Shop	18 (27%)	20 (35%)	38 (31%)
	Daily labor	25 (37%)	15 (26%)	40 (32%)
	On call	05 (07%)	05 (09%)	10 (08%)
	Others	03 (05%)	05 (09%)	08 (06%)
	Total	67 (55%)	57 (63%)	124 (60%)
Organized sector	On roll	05 (20%)	04 (34%)	09 (18%)
	Out sourcing	13 (52%)	06 (50%)	19 (39%)
	On call	03 (12%)	01 (08%)	04 (08%)
	Others	04 (16%)	01 (08%)	05 (10%)
	Total	25 (21%)	12 (14%)	37 (18%)
Unemployed		28 (24%)	21 (24%)	49 (23%)
Total		120 (100%)	90 (100%)	210 (100%)

Source: Compiled from surveyed data

In post COVID period in organized sector job lost slum women are engaged at various ways such as on roll (pay roll), out sourcing agencies, on call (on demand for petty works). At BMC the percentage of women at on roll (34%), out sourcing agencies (52%) and On call (12%) respectively. 16% of women engaged in none of

the category. Correspondingly, AtBeMC the percentage of women at on roll (34%), out sourcing agencies (50%) and On call (08%) respectively. 5% of women engaged in none of the category.

5.5 Time spent for getting new job by job lost slum women in post COVID-19 period

In post COVID period the job lost slum women took longer time period to engage them in income generating activities. In both the urban slum pockets women had to face of unemployment situation for a period 3 months to 4 months in searching job in post COVID period. As a result job lost slum women had to resort to face many problems during the period of unemployment in terms of reduced income, spending on health care, education for their children even some slum women unable to meet the expenditure for necessities .Data regarding the time spent by the respondents to be engaged in a new job during post COVID -19 period is collected and presented in table 5.

In BMC, 30%, 24%, 30%, 16% of job lost slum women took less than one month, within one to two months, two to three months and three to four months respectively to get a new job in post COVID -19 period . In BeMC, 36%, 25%, 23% of the job lost slum women gets employment within duration of less than one month, within one to two months , two to three months and three to four months respectively. In aggregate it is observed 33%, 24%, 27% and 16% of respondent suffered without job for a period of less than one month, within one to two months , two to three months and three to four months respectively . And around 24% of women both at BMC and BeMC resort to unemployment even after 4 months of withdrawal of restriction in post COVID 19 period.

Thus is observed that job lost slum women suffered a lot for a long period because of unemployment during COVID restriction and also struggle hard for getting a new job in post COVID 19 period too. .

Table 5
Timespent for getting new job by job lost slum women in post COVID-19 period

Particulars	Duration	BMC N=120 (%)	BeMC N=90 (%)	Total N=210 (%)
Employed	< 1 month	28 (30%)	25(36%)	53 (33%)
	1 to < 2 months	21(24%)	17(25%)	38 (24%)
	2 to < 3 months	28 (30%)	16 (23%)	44(27%)
	3 to < 4 moths	15 (16%)	11(16%)	26 (16%)
	Total	92 (76%)	69 (76%)	161(77%)
Unemployed	3 to < 4 months	28 (24%)	21(24%)	49 (23%)
	Total	120 (100%)	90 (100%)	210 (100%)

Source: Compiled from surveyed data

5.6 Change in nature of job and place of work of job lost slum women during post COVID-19 period

Slum laborers are mostly un-skilled and semi-skilled in nature.Their efficiency in the job increases day by day by doing the same the work repeatedly and usually slum women prefers to work around their own location(UN Habitat 2003a). After the COVID-19 restriction is lifted by the government in phased manner, job lost slum women started searching for employment in an around their own places, nearby places, trying to be absorbed in their previous jobs with same nature of work or new jobs at new places. Data related to change in nature of job and place of work of respondents after COVID-19 is collected and presented in Table 6.

In BMC, 23% of job lot slum women are unemployed,10% of them are able to get the same job in the same place of work,18% are found to be engaged in new nature of job and at the same place of work, 21% of them are working in same nature of job and at a new work place and remaining 13% are working in new nature of work at new place. In BeMC, it is found that 23 % of job lost slum women are still unemployed, only 14% of them are working in same nature job at same place, 25% are engaged in new nature of job but at same place of work, 14% are working at new place of work but in same nature of job and remaining 24% are engaged in new nature of work at new place of work .

In aggregate it is evident that around 24% job lost slum women failed to get any sorts of work either at their previous places of work or the new job of the same nature. 12% of the respondents only able to get same nature of job at the same place of work, 21% are engaged in new nature of job at same place of work, whereas 19 % of them got opportunity at new place of work with same nature of job and remaining 24 % are engaged in new nature of job at new place of work .

Table 6
Change in nature of job and place of work of job lost slum womenduring post COVID– 19period

Particulars	BMC N=120 (%)	BeMC N=90 (%)	Total N=210 (%)
Same nature of job and same place of work	12(10%)	12(14%)	24(12%)
New nature of job and same place of work	22(18%)	22(25%)	44(21%)
Same nature of job and new place of work	26(21%)	13(14%)	39(19%)
New nature of job and new place of work	32(27%)	22(24%)	54(24%)
No work	28(23%)	21(23%)	49(24%)
Total	120	90	210

Source: Compiled from surveyed data

5.7 Change in working hours and wage earned of job lost slum women during post COVID 19 period

Working hour and wage earned plays an important role in service life of any types of worker in general and slum workers in particular. But for women slum workers the importance of duration of working hour is of much importance because they used to manage both household and work place responsibility simultaneously and cannot compromise either of these two. Beside they prefers to work in nearby location for reason like security, less transportation cost, less travel time etc. Data related to change in working hour and change in wage in new job after COVID 19 of the respondents are collected and presented in table 7.

It is found that during post COVID-19 period, all total 23% of women are unable to get any job either in the form reduced salary or by doing more hours of work with the same wage also. In BMC, during post-COVID 19 period 18% job lost slum women are engaged for higher working hour with the same salary, 20% of them are working for same working hour with less salary, 16% of them are engaged for increased working hour with increased salary, 13% of them are working for reduced working hour with reduced salary, only 10% are working for same working hour with same salary in comparison to their pre- COVID 19 status . In BeMC, it is found that during post-COVID 19 period 17% job lost slum women are working in the condition of increased working hour for same salary, 22% of them are engaged for same working hour against less salary, 10% of them are working for increased working hour with increased salary, 20% of them are working less hours with less salary and only 7% are working for same working for hour with same salary in comparison to their pre-COVID job status. In aggregate it is found that 17% job lost slum women are engaged for higher working hour for same salary, 20% of them are working for same working hour with less salary, 14% are engaged for increased working hour with increased salary, 17% job lost slum women are working for reduced working hour with reduced salary, only 9% are engaged for same working hour for same salary in post-COVID 19 period.

In both the municipality corporation taken together, it is found that only 9% of the job lost slum women able to retain the same working hour with same salary. Except this category, in all other category the slum women were exploited either in form of reduced salary or increased working hour or both.

Table 7
Change in working hours and salary of job lost slum womenduring post COVID-19 period

Particulars	BMC N=120 (%)	BeMC N=90 (%)	Total N=210 (%)
Increased working hours with same salary	21(18%)	16 (17%)	37 (17%)
Same working hours and less salary	23(20%)	19 (22%)	42(20%)
Increased working hours and increased salary	20(16%)	09 (10%)	29 (14%)
Reduced working hour and reduced salary	16 (13%)	18 (20%)	34 (17%)
Same working hour and same salary	12 (10%)	07(07%)	19(09%)
No work	28 (23%)	21(24%)	49(23%)
Total	120(100%)	90(100%)	210(100%)

Source: Compiled from surveyed data

5.8 Problems faced by job lost slum women in new labor market during COVID-19 period

Job lost slum women has faced a lot of problems to get a job after withdrawal of COVID-19 restrictions. Reduced salary, increased working hour, reduced working hour, lack of information, new nature of job, risk of infection, more expenditure on hygienic, distance place of work, less bargaining power and other reasons are the prime issue in getting new job in post COVID-19 period

In both the municipality taken together, it is found that 10% of the women opined that less wage / salary for services rendered by them, 14% respondents opinioned that increased working hour, 5%replied reduced working hour, 10% caused lack of information, 14% said new nature of job, 8% caused fear of infection, 5% said increase expenses on hygiene, 14% opined distance of work place,10% said less bargaining power and rest 10 % opined other problems are the major problems they facedin new job market after COVID - 19.

Thus it is found that distance place of work, change is nature of job, increased working hour reduced salary and less bargaining power are the important problems faced by the respondents in post-COVID-19 job market.

Table 8
Problems faced by job lost slum women in new labor marketduring COVID 19 period

Particulars	BMC N=120 (%)	BeMC N=90 (%)	Total N=210 (%)
Reduced salary / wage	12(10%)	11(12%)	23 (10%)
Increased working hours	15(12%)	13(14%)	28(14%)
Reduced working hours	07(05%)	05(5.6%)	12(05%)
Lack of information	15(12%)	06(6.7%)	21(10%)
New nature of the job	19(15%)	12(13%)	31(14%)
Risk of infection	11(09%)	07(7.8%)	18(08%)
More expenditure on hygiene	08(06%)	04(4.5%)	12(05%)
Distance place of work	12(10%)	15(16%)	27 (14%)
Less bargaining power	13(10%)	06(6.7%)	19(10%)
Others	08(06%)	11(12%)	19(10%)
Total	120(100%)	90(100%)	210(100%)

Source: Compiled from surveyed data

VI. Summary & Conclusion

Pandemic has impacted the slum women severely in terms of no job, unemployment and no social protection. Before COVID-19, most of the slum women were engaged in unorganized sector and those who were in organized sector among them very few are in secured job. Job lost slum women were engaged in job, where there was neither job security nor guaranty of job and salary. Job lost slum women has faced a lot of problems such as reduced salary, increased working hour, reduced working hour, lack of information, new nature of job, risk of infection, more expenditure on hygienic, distance place of work, less bargaining power etc. Slum women had to cover long distance place for work, change inthe nature of job, increased working hour reduced salary and less bargaining power etc. are some of the important problems faced by them in the post-COVID-19 job market.

Policy Implications

- Steps may be taken to introduce direct income support like economic support packages, direct cash-transfers, expanded unemployment benefits, and expanded family and child benefits for job lost slum women during pandemics like situations.
- Implementation of gender-responsive social protection systems to support income security for women during pandemics like situations may be given priority .
- Common sharing databeseon basic and essential informationon availability of job may develop for the victims of pandemic in general and job lost slum women in particular.
- Awareness regarding the rights of labor, women rightsand gender based explorations may be promoted to empower women in general and job lost slum women in particular to face crisis like pandemics.

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