



**THE IMPACTS OF THE WORK FROM HOME ON THE PRODUCTIVITY OF BRAZILIAN WOMEN
 DURING THE COVID-19 PANDEMIC**

**LOS IMPACTOS DEL TRABAJO DESDE CASA EN LA PRODUCTIVIDAD DE LAS MUJERES
 BRASILEÑAS DURANTE LA PANDEMIA COVID-19**

**OS IMPACTOS DO TRABALHO EM CASA NA PRODUTIVIDADE DAS MULHERES BRASILEIRAS
 DURANTE A PANDEMIA COVID-19**

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ABSTRACT

Brazil is one of the biggest epicentres of COVID-19 outbreak in the world, with many deaths and impacts in the economy, such as record unemployment rates and massive business closure in many industries. Due to this pandemic, about 7.3 million Brazilians worked from home (WFH) in November 2020 (IBGE, 2020), including women, that traditionally carry the most housework and care responsibilities in a home. To investigate the impacts of WFH on productivity of Brazilian women during the COVID-19 pandemic it was distributed a survey on Google Forms. The survey was attended by 31 respondents (100% cisgender women; Mage = 24-48 years), from several areas of expertise. To deepen the discussion it was made a systematic revision using Preferred Reporting Items for Systematic Reviews and Meta-Analyses - PRISMA (Galvão, Pansani, & Harrad, 2015) and 11 studies were analysed (6 reviews and 5 surveys). It was found that the pandemic has made gender gaps more apparent and that women are disproportionate impacted by its due to the traditional gender roles.

KEYWORDS: COVID-19. Pandemic. Work from home. Home office. Women.

RESUMEN

Brasil es uno de los mayores epicentros del brote de COVID-19 en el mundo, con muchas muertes e impactos en la economía, como tasas récord de desempleo y cierre masivo de empresas en muchas industrias. Debido a esta pandemia, alrededor de 7,3 millones de brasileños trabajaban desde casa (FMH) en noviembre de 2020 (IBGE, 2020), incluidas las mujeres, que tradicionalmente llevan la mayoría de las tareas domésticas y las responsabilidades de cuidado en el hogar. Para investigar los impactos de la FMH en la productividad de las mujeres brasileñas durante la pandemia de COVID-19, se distribuyó una encuesta en Google Forms. A la encuesta asistieron 31 encuestados (100% mujeres cisgénero; Mage = 24-48 años), de varias áreas de especialización. Para profundizar la discusión se realizó una revisión sistemática utilizando Ítems Preferidos de Reportes para Revisiones Sistemáticas y Metanálisis - PRISMA (Galvão, Pansani, & Harrad, 2015) y se analizaron 11 estudios (6 revisiones y 5 encuestas). Se encontró que la pandemia ha hecho que las brechas de género sean más evidentes y que las mujeres se ven afectadas de manera desproporcionada debido a los roles de género tradicionales.

PALABRAS CLAVE: COVID-19. Pandemia. Trabajar desde casa. Oficina en casa. Trabajo remoto.

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RESUMO

O Brasil é um dos maiores epicentros do surto de COVID-19 no mundo, com muitas mortes e impactos na economia, como taxas recordes de desemprego e fechamento em massa de empresas em diversos setores. Devido a esta pandemia, cerca de 7,3 milhões de brasileiros trabalhavam em casa (WFH) em novembro de 2020 (IBGE, 2020), incluindo as mulheres, que tradicionalmente carregam a maior parte das responsabilidades domésticas e de cuidados em casa. Para investigar os impactos da WFH na produtividade das mulheres brasileiras durante a pandemia COVID-19, foi distribuída uma pesquisa no Google Forms. A pesquisa contou com a participação de 31 entrevistados (100% mulheres cisgênero; $M_{idade} = 24-48$ anos), de diversas áreas de atuação. Para aprofundar a discussão, foi feita uma revisão sistemática utilizando Itens de Relatório Preferenciais para Revisões Sistemáticas e Meta-Análises - PRISMA (Galvão, Pansani, & Harrad, 2015) e 11 estudos foram analisados (6 revisões e 5 pesquisas). Verificou-se que a pandemia tornou as lacunas de gênero mais aparentes e que as mulheres são desproporcionalmente impactadas por ela devido aos papéis tradicionais de gênero.

PALAVRAS-CHAVE: COVID-19. Pandemia. Trabalhar de casa. Escritório doméstico. Trabalho remoto.

Introduction

Brazil has become an epicentre of COVID-19 pandemic, turning into the second country with the highest numbers of cases in the world just five months after its first case (Neiva et al, 2020). The Fernando de Noronha archipelago was the first Brazilian place to determine lockdown (Diário de Pernambuco, 2020), and quickly the other major cities in the country also established the rules of social distance.

Many industries were closed due to the lockdown rules, and as the pandemic unfolded and social distancing occurred, workers lost jobs (Beer, 2020; Tozzi, 2020), faced job insecurity (Blustein et al., 2020), lost boundaries between work and home (Fisher et al., 2020), and worried about their health and that of their families (Prime, Wade, & Browne, 2020). The work market was divided into "essential" and "non-essential" workers (Kniffin et al, 2020), highlighting those who (even though he didn't have an essential job) had the opportunity to work from home (WFH).

Before the COVID-19 pandemic, it was difficult for many people to imagine working in a home office, but due to the social distance from the COVID-19 pandemic, all workers (except who had "essential" jobs) homes become offices (Cho, 2020; Jenkins, Smith, 2021). Workers thought it would be a temporary home-based base: now many people started working in the home office format for the first time, due to the COVID-19 pandemic (Kramer & Kramer, 2020) and it is impossible not to have a prospect of expanding the remote model's deployment.

Home Office is also called "Work From Home" (WFH) and includes also working from other places, not necessarily home, but working at home was a mandatory condition of non-essential jobs (Kniffin et al, 2020). This model of remote workplace gained popularity among policy-makers due to the unreflective idea that the home is a cost-less resource without conflicts and disharmony (Jenkins & Smith, 2021). In 2018 Brazil beat the record of people working remotely - 3,8mi (G1, 2019) and this achievement was overcome in 2020 during the pandemic: Research made by the consulting Betania Tanure Associados (BTA) with 359 Brazilian companies identified that 43% of them adopted the Working From Home (WFH) as a model during the social distancing (Época Negócios, 2020), accumulating a total of 7.3 million people in November 2020 (IBGE, 2020).



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Literature is not consistent in discussing the implications of WFH (Palumbo, 2020), however, many papers appoints that this model of activity may provide benefits to both employers and employees, but its effects depend on gender and parental status (Carli, 2020; Cho, 2020; Kniffin et al, 2020; Wheatley, 2012). The stats in Brazil confirm this: According to the Brazilian Institute of Geography and Statistics (*Instituto Brasileiro de Geografia e Estatística* - IBGE, in Portuguese) the quantity of women WFH was 15% higher than men (IBGE, 2020). However, the inequality goes further than in the quantity: This model allowed the boundaries between work and personal life to decrease, and women were - not the only, but - the main ones impacted (Carli, 2020; Jenkins & Smith, 2021; Oakman, Kinsman, Stuckey, Graham & Weale, 2020). According to studies from International Labour Organization (ILO, 2020) suggests that COVID-19 outbreak is more likely to impact the women's employment than men's.

It means that the "return to work" announced by government officials around the world after a lockdown forgot about non-professional activities carried out mainly by women (Jenkins & Smith, 2021). This invisibility, according to Jenkins & Smith (2021), occurs because the ways of measuring productivity do not consider domestic productivity because it is unpaid work. The authors still point to care work as an example: out of home, paid, it's considered in productivity indexes, but in home is only a pressure.

At all, changes related to the pandemic can be negative as, for example, someone has to deal with non-work activities while on the remote model, affecting their results and quality of life (Cho, 2020). This is one of many arguments to investigate the impacts leaving by the COVID-19 pandemic on Brazilian woman that worked from home (WFH).

1 Method

It was conducted a meta-analysis with the recommendations of Preferred Reporting Items for Systematic Reviews and Meta-Analyses - PRISMA (Galvão, Pansani, & Harrad, 2015) to maintain a consistent and repeatable procedure. The question of the study was: What are the impacts of Work From Home (WFH) on productivity of Brazilian women during COVID-19 pandemic? From this point, research was made on the scientific papers about the influence of this model on women's job productivity.

After, to explore the results of the meta-analysis, it was made a survey during January with Brazilian women to understand the applicability of the data collected on bibliographic review on in reality of this sample and look into new points of view.

1.1 Document selection to meta-analysis

As a first stage, research was carried in peer-reviewed papers on main scientific basis between December 2020 and January 2021, on Scopus, Web Of Science, Scielo, PubMed, PsycINFO and MEDLINE Ovid, using the "All Fields" filter. To simplify the search it was used in a boolean string: women AND (home office OR remote work) AND COVID-19 AND productivity. The selected terms are registered words on DeCs (Descritores em Ciências da Saúde - Health Sciences Descriptors, in English) and free terms chosen from reading about WFH and work-related gender relations.

The first search founded 54 papers (PsycINFO = 0; PubMed = 2; ScieLo = 0; Web Of Science = 2; Scopus = 50). The inclusion of these papers had three passes: identify the studies that satisfied the selection criteria (below) based on reading the titles; select papers based on reading the abstract; select and include by the full reading.



1.1.1 Selection and exclusion criteria

The inclusion criteria for this study is to be an original paper, published in English during 2020 or 2021, open access and fully or partially attend to this study's question. Were excluded articles without open access; written in other years; conferences, book and book chapter, theses and dissertations; and those which don't address the issue of this study.

Before the beginning of paper's selection, it was made an analysis to identify if any article were repeated, either because it's published in more than one base or because it appears with different orders of authors, to eliminate them. Using these criteria, this process removed 4 duplicated, resulting in 50 studies. These studies were evaluated by its title (pass 1) and only 20 was selected for the abstract review (pass 2). Of these, 16 passed the abstract pass and was fully read (pass 3). By this pass, only 11 papers were included in this study. Figure 1 can show the overview of the inclusion procedure, step-by-step.

Figure 1.

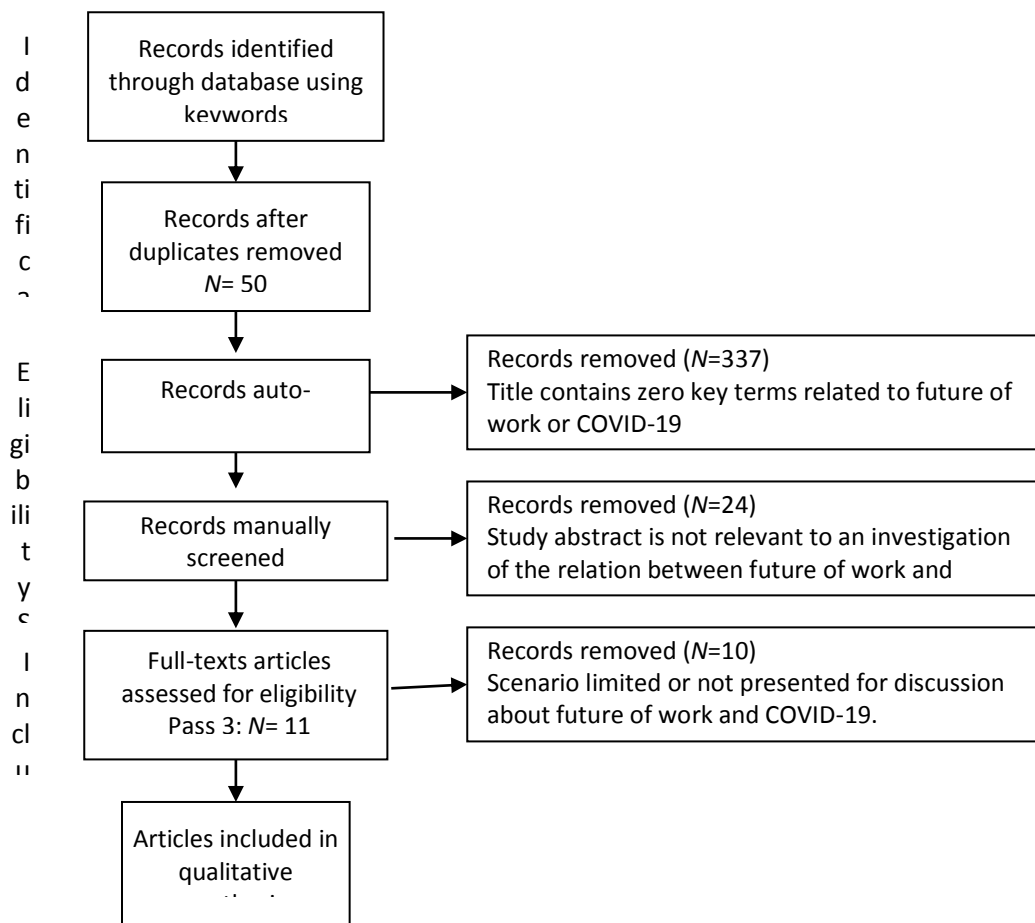


Chart with process of inclusion of the papers about the impacts of WFH on productivity of Brazilian women during the COVID-19 pandemic.

1.1.2 Data extraction



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From the eligible papers for this revision aimed to extract the following items: impacts of Work From Home on pandemic for Brazilian women, effects of non-professional activities parallel to the home office during COVID-19 outbreak.

1.2 Evaluation of the quality of papers to this study

The quality criteria adopted for this study were based on the study developed by Dybå & Dingsøyr (2008) and consist of: Q1: Is there a clear definition of the study objectives?; Q2: Is there a clear definition of the research question (RQ) and/or the hypothesis of the study?; Q3: Are the data collection methods used and described appropriate to the study?; Q4: Is there adequate description of the methods used to analyse data and are the appropriate methods available for ensuring the data analysis valid?; Q5: Does the study provide a clear answer or justification of the RQ hypothesis?; Q6: Does the study present clearly stated findings accompanied by credible results?; Q7: Are the conclusions obtained in the study justified?

The questions were answered using a scale containing the following ranks: Yes (1), Partially (0.5), and No (0). For this study, the articles were included when scored over 0.5 in each question.

1.3 Survey

From the meta-analysis were made topics of evaluation to a survey that later it would be distributed online, via Google Forms. It were identified eleven main questions (except sociodemographic questions) that will lead this study to the results on the impacts of WFH on the productivity of Brazilian women. Table 1 shows the survey resulted of this study, in English version (it was distributed in Portuguese).

Table 1

Women in Work From Home during the COVID-19 pandemic Survey

Job identification

- a. Have you had experience with home office or remote work?
 - a. Yes, in that same job
 - b. Yes, in another job
 - c. No
- b. During the pandemic, how did you get in touch with the home office?
 - a. From the beginning of the pandemic until now
 - b. I spent a period in the home office, but I'm already working in person
- c. Did you receive any support from work to adapt with the home office during the pandemic?
 - a. Yes
 - b. No
- d. Does the place where you work intend to extend the home office as a form of work?
 - a. No, for any function
 - b. Yes, interspersed with face-to-face work
 - c. Yes, and permanently
- e. Was the COVID-19 pandemic a determining factor for the implementation of the home office in your workplace?
 - a. Yes
 - b. No, because it was a common form of work before
 - c. Partly, as it was already a possible format, but not so widespread



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f. On a scale of 1 to 5, how POSITIVE was your experience with the home office?

Regarding non-professional activities

g. Did you have to do non-professional activities while doing remote work?

- Yes
- No

h. If so, what activities were these?

- Caring for children
- Homeworks
- Cook
- Study
- Caring for someone (for example: elderly, disabled and / or sick person)
- Others

i. On a scale of 0 to 5, how much do you believe that these non-professional activities harm your PRODUCTIVITY?

j. Do you receive support or share the execution of these non-professional activities?

l. What are the three words that most represent the home office for you?

Source: By the author (2021).

2 Results

2.1 Meta-analysis

Altogether, this meta-analysis resulted in 11 eligible articles. From these, 6 are reviews and 5 are based in surveys, totalizing 13,123 respondents of all genders from the surveys, 7,211 (54.95%) of these were women. The average age of the general sample (including men and women) is unknown due to the inconsistency of methods of each study. The paper of Ralph, Baltes, Adisaputri, G. et al. (2020) is the only that mentions a slice of Brazilian audience (272 respondents, 2.07% of total sample). Each work's details were described in the table 2, including their authors, year, type and main contributions to this theme.

Table 3

Studies selected on meta-analysis

Author/Year	Type	Main contributions about the theme
Jenkins, F., & Smith, J. (2021)	Review	The face of unpaid work, mainly carried by women.
Oakman, J., Kinsman, N., Stuckey, R., Graham, M., & Weale, V. (2020)	Review	The health effects of WFH are more severe on women than in man due to the traditional gender roles.
Ralph, P., Baltes, S., Adisaputri, G. et al. (2020)	Survey	Disproportionate impact by pandemic in productivity and wellbeing of women, parents and people with disabilities, and the extra support that they need.
Hodder, A. (2020)	Review	Women are disproportionately affected by automation.



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Palumbo, R. (2020)	Survey	The organization-centered face of WFH model and the biggest problems for women in handling the work-life interface.
Nash, M., & Churchill, B. (2020)	Review	Disproportionate effects of pandemic on researchers women with caring responsibilities.
Gao, G., & Sai, L. (2020)	Review	Impacts of pandemic of single women lives, including those who have children.
Yildirim, T. M. & Eslen- Ziya, H. (2020)	Survey	Gender distribution of responsibilities became more apparent on pandemic social isolation.
Sharma, N., & Vaish, H. (2020)	Survey	Women who work from home and work for home had a bigger physical e mental load during the pandemic.
Carli, L. L. (2020)	Review	Essential jobs are more likely to be female-dominate, women were the most unemployed after COVID-19 outbreak and mothers spend less time at work than fathers. WFH increased the time spent with children and domestic activities.
Feng, Z., & Savani, K. (2020)	Survey	Both women and men spent more time with children during COVID-19 pandemic, but women are still more involved in family and domestic activities than men
Source: By the author (2021).		

2.2 Survey

The online survey returned 31 answers of Brazilian women (100% cisgender women; 0% transgender women) from 24 to 48 years. About the area of occupation, 19.4% (6 participants) work in Administration area; 12.9% (4 participants) with Human Resources, People Management, Coaching or Personal Development; 12.9% (4 participants) with Education; 9.7% (3 participants) work with Sales; 9.7% (3 participants) with Finance; 6.5% (2 participants) with Psychology; 6.5% (2 participants) with Nutrition; 6.5% (2 participants) with Veterinary Medicine; 6.5% (2 participants) work with Law, Judicial and Notary Services; 3.2% (1 participant) with Collective health; 3.2% (1 participant) with Engineering; and 3.2% (1 participant) works with Communication, Advertising and International Relations. Of these women, 96.8% (30 women) live in Brazil and 3.2% (1 woman) lives in Germany.

61.3% of all participants related that never had an experience with WFH before the pandemic. From the last 38.7%, a half (19.4%) already had experienced work at home in the current job and a half (19.4) worked from home in others jobs. Most women (71%) reported still working at home office and the last (29%) already returned to the face-to-face office.

In the pace that 67.7% of women reported that didn't receive any support to adapt to WFH during COVID-19 pandemic (against 32.3% who received), 74.2% related reported the intention of his workplace to make the home office official as a work model, interspersed with the face-to-face model. According to the participants, 25.8% denied wishing to apply WFH after the pandemic and no one wanted to apply permanently.



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When asked if the COVID-19 pandemic was a determining factor for the implementation of the home office in his workplace, 76.7% of participants answered yes; 20% reported that partially influenced and spread the WFH, as it was already a possible model; and only 3.3% said that COVID-19 outbreak didn't influence the WFH implantation.

Rating the perceived experience of Work From Home, we used and Likert scale from 0 to 5, and most women related a good evaluation with remote job: 0% valued it 0 for the home office experience; 6.5% (2 participants) rated 1; 3.2% (1 participant) rated 2; 29% (9 participants) rated 3; 51.6% (16 participants) valued 4; and the last 9.7% (3 participants) rated 5.

Regarding non-professional activities, 90.3% (28 participants) of women had to perform them, against 9.7% (3 participants) that had not to do these activities while work from home. From those who perform non-professional activities, 32.1% (9 participants) related caring for children; 89.3% (25 participants) related homework; 85.7% (24 participants) cooked while working from home; 42.9% (12 participants) studied parallel to remote work; 10.7% (3 participants) related caring for someone (for example: elderly, disabled and/or sick person); and 3.6% (1 participant) used the "Others" field to related answer the door as a non-professional activity perform while WFH during COVID-19 pandemic.

We made a Likert Scale to evaluate the impact of these non-professional activities on productivity and 6.5% (2 participants) said that are not impacted by them; 22.6% (7 participants) rated the impact as 1; 25.8% (8 participants) rated 2 to the impact of non-professional activities; 19.4% (6 participants) rated 3; 12.9% (4 participants) valued 4; and the last 12.9% (4 participants) evaluated 5 for - in a scale from 0 to 5 - the impact of non-professional activities on productivity.

When asked if received support to perform these non-professional activities, 6.5% (2 participants) said that did not receive any, rating with 0; 0% rated with 1; 9.7% (3 participants) rated with 2; 25.8% (8 participants) rated with 3; 29% (9 participants) with 4; and the last 29% (9 participants) with 5.

The last question was qualitative and ask for three words that represents the WFH to the participants. The answers are in Table 3.

Table 3

Qualitative answers

Percent	Amount of use	Word
6.5%	6 times	Practicality
5.4%	5 times	Tiredness
5.4%	5 times	Comfort
5.4%	5 times	Productivity
4.3%	4 times	Quality of life
3.2%	3 times	Time
3.2%	3 times	Novelty
3.2%	3 times	Freedom



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3.2%	3 times	Safety
3.2%	3 times	Adaptation
3.2%	3 times	Loneliness
2.2%	Twice	Challenge
2.2%	Twice	Anxiety
2.2%	Twice	Availability
2.2%	Twice	Flexibility
2.2%	Twice	Isolation
2.2%	Twice	Peace
2.2%	Twice	Adaptability
2.2%	Twice	Connectivity
1.1%	Once	Economy
1.1%	Once	Hope
1.1%	Once	Routine
1.1%	Once	Discipline
1.1%	Once	Learning
1.1%	Once	Tranquillity
1.1%	Once	Difficulty
1.1%	Once	Convenience
1.1%	Once	Practical
1.1%	Once	Trend
1.1%	Once	Multitasking
1.1%	Once	Help
1.1%	Once	Accumulation
1.1%	Once	Responsibility
1.1%	Once	House
1.1%	Once	Impersonal
1.1%	Once	Simplify
1.1%	Once	Synergy
1.1%	Once	Journey extension
1.1%	Once	Disposition



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1.1%	Once	Children
1.1%	Once	Need
1.1%	Once	Disorganization
1.1%	Once	Help
1.1%	Once	Distraction
1.1%	Once	Balance
1.1%	Once	Versatility
1.1%	Once	Disjointed
1.1%	Once	Family
1.1%	Once	Flexible
1.1%	Once	Permanent work
1.1%	Once	Immersion
1.1%	Once	Extra hour
1.1%	Once	Self-management

Source: By the author (2021).

3 Discussion

For 76.7% of participants, the pandemic was a determinant to the implantation of WFH model. Most of the women (61.3%) never had experienced work from home before COVID-19 outbreak and 71% said that still at home office. It represents a great rupture in the way of work due to the social distancing and others restrictions in the pandemic.

According to the literature, "In the COVID-19 crisis, employers in effect requisitioned the home as a site to maintain productivity, but in most cases, they did not compensate for this imposition" (Jenkins & Smiths, 2021, p.4), collaborating with the 67.7% of sample that did not receive any support during WFH in the pandemic. However, as the literature says women, parents and people with disabilities may be disproportionately affected by pandemic in productivity and wellbeing, and require an extra support (Ralph, Baltes & Adisaputri et al, 2020).

The closure of schools increased dramatically the time amount of time of the children at home (Carli, 2020; Yildirim & Eslen- Ziya, 2020) and both women and men spent more time with children during COVID-19 pandemic, but women are still more involved in family and domestic activities than men (Feng & Savani, 2020; Carli, 2020), due to traditional the gender papers that still persists.

What happened was that the gender distribution of responsibilities within the household became more apparent, what typically meant to increase the responsibilities for women due to the domestic and care activities associated to WFH (Yildirim & Eslen- Ziya, 2020), that is: the majority of women in remote work during COVID-19 pandemic worked from home and worked for home (Sharma & Vaish, 2020). However, WFH has increased the men's childcare, and it is have a potential to



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increase men's domestic and childcare responsibilities in long term and reduce the gender gap (Carli, 2020). It was confirmed in the survey too: 58.06% (18 participants) indicate (rating with 4 or 5) that receive support in non-professional activities from spouse, relatives or/and others homemates while working from home during pandemic. Only 6.5% (2 participants) said that did not receive any support in non-professional activities and nobody rated with 1. But according to Carli (2020), it's too soon to understand the impacts of COVID-19 pandemic on gender equity.

Regarding the activities performed, 32.1% (9 participants) of women in this study take care of children while WFH, 89.3% (25 participants) do homework, 85.7% (24 participants) cook, 42.9% (12 participants) study, 10.7% (3 participants) take care for someone (for example: elderly, disabled and/or sick person) and 3.6% (1 participant) answer the door, showing how strong the tendencies of women to have some non-professional activities while work from home. From those participants that had to do non-professional activities and rated the support received from homemates with 0, 1 or 2 (4 participants), the main activities carried was caring of children (2 participants), caring for someone (1 participant), cook (4 participants), homework (3 participants) and study (2 participants), and yet they obtained an average of 4 in the evaluation of how positive the experience with WFH was (varying between 3 and 5).

In productivity, the literature pointed that the impact of unequal distribution of non-professional activities is several: According to Feng & Savani, (2020), during the COVID-19 pandemic women have lower perceived work productivity and job satisfaction. A study with Academic women indicate that those who have caring responsibilities are disproportionately affected by the pandemic, and it can turn into long-term effects on women's careers (Nash & Churchill, 2020). Caring includes paid and unpaid social and health care for children, the elderly and the disabled, but it is only included on measures of the economy when it involves monetary transaction, and it is traditionally made by women (Jenkins & Smiths, 2021), many times in often in parallel with paid work.

Proving the studies point out, in the survey, 61.29% (19 participants) rated with 4 or 5 the impact of non-professional activities on productivity, indicating that they hinder a lot. On the other hand, 29.03% (9 participants) rated with 0 or 1 the impact of non-professional activities on productivity.

A study pointed that women with children spend fewer hours to their jobs than men's, and fathers have twice as many uninterrupted paid work hours as mothers do, even in single-parent families, and have more support than mothers (Carli, 2020). Having children meant to decrease the productivity in women, but not in men (Yildirim & Eslen- Ziya, 2020).

The impact of WFH in COVID-19 outbreak increase significantly in cases of women with children (Yildirim & Eslen- Ziya, 2020), but this is not a negative impact that falls only on mothers: Single women living alone also were impacted by the pandemic (Gao & Sai, 2020). In general, the caring responsibilities carried by women makes them show greater problems in handling the work-life interface (Palumbo, 2020).

The five most spoken words in the last question of the survey, where was asked for three words that represents the home office for the respondents, were: 1) Practicality, 2) Tiredness, 3) Comfort, 4) Productivity and 5) Quality of life, revealing how singular can be the experience of WFH. The second word, particularly, remits to a study of Oakman et al, (2020) that pointed that women have much more difficulty to separate the job and domestic roles, many work-family-conflicts due to inability to disengage from work and poor mental and physical health in WFH, experiencing most fatigue than man.



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Even so, 74.2% of the participating women stated that their workplace wanted to extend the WFH model beyond the pandemic, interspersed with the face-to-face model. It confirms that WFH may be seen as a model organization-centered, focused on reduce of costs, intensification and extensification of work (Palumbo, 2020).

The average obtained with the women that never had experienced the WFH before COVID-19 pandemic was 2.42, while those who already had experienced obtained 2.58 as average. The increase is timid, but reveals that women who were not prepared were the most impacted. According to Hodder (2020), women are disproportionately affected by automation due to the gender roles, and this may be a reason to this perceived and related negative experience.

4 Conclusion

COVID-19 changed the world of work in a way never seen before (Cho, 2020), and women were one of the most impacted public. Women, regardless of employment status or country, spend more time than men in non-professional activities, such as childcare and domestic activities, and both increased the time spent in time with children (BLS, 2020; ILO, 2018; OECD, 2016). In fact, the literature suggests that women do more work in the same amount of time, often sacrificing their leisure time (Mattingly & Bianchi, 2003).

The disproportionate pressure above women for caring for dependents reflects in less time in paid work and extension of the double-shift (Wheatley, 2012), impacting on health and productivity of them. Briefly, 'the economic and social consequences of the crisis are far greater for women and threaten to push them back into traditional roles in the home which they will struggle to shake off once it is over' (Connolly et al., 2020).

Essential jobs are more likely to be female-dominant, and these occupations are more exposed to risk to infection of a work-related stress. Also, the rate of unemployment due to the COVID-19 is more occupied by women than men (Carli, 2020)

Only a minority of mothers in heterosexual relationships reported equal sharing of childcare and housework, but the egalitarian houses increased since the beginning of COVID-19 pandemic and there is so much to see about the repercussions of pandemic on WFH for women with non-professional responsibilities (Carli, 2020). What the papers suggest is that, during the pandemic, the ability to manage time and negotiate with people who share the same residence are fundamental to the quality of remote work (Cho, 2020). According to Kniffin et al (2020, p.66), "employees who live with others also face a larger set of challenges than those who live alone because they need to navigate others' space as well", but it was possible to know that single women (with or without children) also are impacted by working from home during the pandemic. So, a support from the company is an important way to minimize these impacts and make a WFH more healthy and productive with women.

Making a minimal transition to the model may help women to adapt and not suffer a negative "bump" impact in the home office. Adaptability to remote work is related to the flexibility and permeability of their role, with personal preference regarding the segmentation between family and work and with the previous preparation to deal with the format (Cho, 2020). Due to the sanitary urgency, it was not possible to make this gradual transition, but it serves as a lesson to the extension of the model in next remote workers, specially women.

Originality/value



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It is important to understand the panorama negative implications of work in health, productivity and career of women caused by COVID-19 to prepare the individual paths of each professional in the face of these realities (Cho, 2020), specially in a country considered an important global epicentre of cases (Neiva et al, 2020).

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