

Effects of Drug Usage During The Covid-19 Pandemic: An Empirical Study on Those Who Worked-From-Home.

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Abstract

Problem of drug abuse is an escalating problem during the pandemic of covid-19. People; were forced to stay confined in their homes and work from home. This paper focuses on the hazards of drug abuse in work-from-home employees. The situation of lockdown forced most employees to work from home. The descriptive method; has been used for research with the help of a questionnaire prepared. This paper aims at analyzing the scenario of drug addiction in work-from-home employees. The employees' lifestyle has changed a lot. There are various adverse consequences of drug abuse. It includes social, mental, and physical effects. This study draws an inference on the hazards of intoxicating substance abuse in work-from-home employees and the Legal approach towards drug abuse. This paper also discusses the measures that should be taken; to control the 'addiction situation.'

Key Words: Drug Abuse, Covid-19, Lockdown, Employees, Addiction.

1.Introduction

The fear of addiction taking over a person's life is one of the most painful elements of addiction. Addiction is a dreadful reality that can strike at any time. Substance abuse is defined as the destructive or harmful use of psychoactive drugs such as alcohol and illegal narcotics. Psychoactive substance use has a negative impact on the health and social well-being of those who use them, as well as those in their families and communities.[2] Individuals, families, and societies can utilize increased understanding to take appropriate public health interventions to avoid health and social issues related to the use; and dependency on cigarettes, alcohol, and illegal drugs. The use of psychoactive substances endangers; the health, social, and economic well-being of families, communities, and nations. The incidence of alcohol use disorders is much larger than that of drug use disorders worldwide. Addiction has numerous adverse effects on the entire family. Everything is on the line, including relationships, money, and safety. The families experiencing difficulty will determine the precise consequences of drug abuse. The problem becomes severer when a drug addict becomes a drug abuser.[3] Everyone, whether wealthy or impoverished, has the potential to become addicted. Work-at-home workers, digital nomads, and freelancers all make up this group.[9] The world was in a pandemic. And it's not just the virus that could be life-threatening but also the aftermath of the pandemic itself. Telecommuting and misusing drugs or any substance can lead to mental and physical problems. Combining their professional and personal lives can be a difficult situation. It is especially true for individuals that are combating the drug addiction problem. And were; under a lot of work pressure. Chronic drug use might be dangerous out of the blue. However, it was more hazardous during a lockdown period. Lockdowns were a state of isolation; that happened when there was a chance of getting a disease like Covid-19 in the work environment. Because of the lockdowns, individuals' drug consumption might increase. [6]

2.Pandemic Repercussion on Employee

Work-from-home employees are especially vulnerable to addiction because of their lack of social interaction and supervision. Many companies are now offering counseling or support groups to help curb addiction. There are many remedies that employers can do to help their work-from-home employees and keep them healthy and safe. The work-from-home; employees have even shared their struggles with addiction counselors. Working in a confined environment can increase anxiety, tension, and loneliness. It is damaging intellectual health. To; get away from the gloom and doom of repetitive labor, there are realistic ways an employee can control his day-to-day work pressure. Many humans grapple with shutting down their laptops and separate work and domestic spaces. A few extra minutes adds up to many hours leading into the night. Higher stages of discomfort-ness are bodily signs such as Sporadic pain, Anxiety, and Depression. An individual has to consider searching for professional therapy if their intellectual fitness has notably declined, as through charges of despair or anxiety.

2.1 Covid-19 pandemic and its Negative effects on those who worked from home.

- There is an increase in anxiety and sadness due to extended confinement in houses.
- During the epidemic, many individuals use drugs and intoxicating substances to suppress unpleasant feelings.
- Consumption of any intoxicating substance delivers pleasure and a sense of accomplishment. To deal with a challenging lifestyle and change in the workplace.
- Sharing cigarettes, alcohol, and 'intravenous medicines increase the likelihood of covid-19 infection.
- Drug addicts are unwilling to seek medical assistance for their addiction issue because they are afraid of contracting covid-19; infections.
- As a result of the ongoing lockdown, the number of drinkers has grown compared to previous scenarios.
- Life stress has grown as a result of covid-19. The significant rise in binge drinking has had unintended consequences.
- Long-term health concerns might occur as a result of persistent drinking. It encompasses irreversible organ damage as well as organ aging.[7]

2.1.1 Life Situations and Challenges of the work from home employees during Pandemic.

The globe had to deal with a health crisis that has resulted in a loss of human life, and it has caused numerous nations to take various; measures to control the havoc of the COVID-19 virus. Every factor of everyday regimen had been impacted by the strict restrictions, which included the freedom to travel, how people spend their free time, and how employment was structured. The COVID-19 pandemic had taught us that we need to heed in order to protect society from the results of highly contagious infections. Illegal drugs additionally; antagonistically impact social and monetary headway while excessively hurting the most vulnerable individuals. Because of the travel limitations and social isolation arrangements set up by legislatures to control COVID-19 changes in Existence, the exercises of social activities; differently affect drug supply, dispersion, and request. During the early Lockdowns, drug trafficking may have decreased dramatically. It quickly returned; to the same or even higher levels after the restrictions were restored by the government. Risks for those who sell drugs at the retail level have escalated due to lockdown procedures and curfews put on the general populace. Drug dealers swiftly modified their retail distribution strategies to get around the challenges of illegal drug transshipment. The limits imposed in place for internal and international travel, both in the early phases of the epidemic and later stages, have had an impact on drug trafficking as well. Working from home, however, has certain disadvantages. Some people may feel alone and unable to maintain a healthy balance between work and life. There's also the likelihood that employees will abuse drugs. For some people, working from home is a dream come true. You have your own office space, and you have complete freedom to do anything you want, whenever you want. Working in a warehouse is a very different experience from working in an office.

2.2 Legislative Framework on Drug Abuse

The Legislation that mainly deals with drug crimes in India is Narcotic Drug and Psychotropic Substance Act 1985. Some of the relevant sections of the Act; are mentioned below:

An "Addict" means a person; who depends on a narcotic drug and psychotropic substance.¹

Also, In terms of drugs and psychoactive substances, illicit traffic refers to activities such as production, manufacturing, possession, sale, purchase, transportation, warehousing, concealment, use or consumption, import interstate, export interstate, import into India, export from India, or transshipment.²

The activities stated in the Narcotic Drugs or Psychotropic Substances other than those "referred to in sub clause (i) to (ii)".³

The Drugs, "prescribed" means prescribed by a rule made under the act of narcotic drug and psychotropic substances act 1985.⁴

Also, "Psychotropic substance" means any substance, natural or synthetic or any Natural material or any salt or preparation of such substance or material included in the list of psychotropic substances specified in the schedule.⁵

Information relating to "Small quantities" concerning narcotic drugs and psychotropic substances means any; quantity less than the quantity specified; by the central government by notification in the official gazette.⁶

The applicable Act specifies the penalty for "funding illicit drug trafficking and harboring criminals." States who directly or indirectly service or fund any of the actions described; in sub-clauses (i) to (v) of clause (viii a) of section 2 of narcotic drugs and psychotropic substances in 1985. Or harbors or anybody participating in any of the foregoing; actions. They face a one lakh rupee fine and rigorous imprisonment for not less than ten years but up to twenty years, with a two lakh rupee fine. The court may fine two lakh rupees.⁷

Offenses are to be cognizable and non-bail-able despite anything in the Code of Criminal Procedure 1973. In addition, "presumption from possession of illegal items" may be inferred in trials under this act unless and until the country proves that the accused committed an

¹ Section 2(i) Narcotic Drug and Psychotropic Substance Act 1985.

² Section 2(viii b)(iii) Narcotic Drug and Psychotropic Substance Act 1985.

³ Section 2(viii b)(iv) Narcotic Drug and Psychotropic Substance Act 1985.

⁴ Section 2(xxi) Narcotic Drug and Psychotropic Substance Act 1985.

⁵ Section 2(xxiii) Narcotic Drug and Psychotropic Substance Act 1985.

⁶ Section 2(xxiii a) Narcotic Drug and Psychotropic Substance Act 1985.

⁷ Section 27A Narcotic Drug and Psychotropic Substance Act 1985.

infraction under this act concerning any narcotic drug, psychiatric substance, or regulated substance.⁸ [4]

2.2.1 Provisions concerning the immunity of an offender.

“The ability to provide immunity from prosecution is determined by; whether the government or state governments are involved. It is necessary to collect evidence from anybody accused of breaching any of the Act's requirements, whether directly or indirectly. A rule or an order granting immunity from prosecution for any breach of this Act to such individual. Under the Indian Penal Code of 1860 or any other Central or state statute in effect at the time. On the condition that he offers a thorough and accurate description of the facts surrounding the infraction.⁹

Addicts who volunteer for treatment are likewise immune from prosecution under the statute. Any addict charged; with a Section 27 offense or a crime involving a trace quantity of a narcotic substance or psychotropic chemical. Receipts for de-addiction medical treatment from a hospital or an institution administered by the government or a local authority that receives such care are not susceptible to criminal prosecution. For a crime involving a small amount of a narcotic or a psychotropic substance under Section 27 or any other Section. If; the addict does not finish comprehensive de-addiction rehabilitation. The penalties imposed; on the prosecution of the offender may be drawn.¹⁰ [4]

2.3 Hypothesis

Male work-from-home employees are considerably more vulnerable to substance addiction and abuse than female work-from-home employees.

2.4 Limitation

The particular research study started during the pandemic. Because of constraints, the number of replies is limited; to 60. Taking responses from respondents in person was dangerous. As a result, Google forms; were used to gather responses.

2.5 Methods

The researcher surveyed 60 participants covering the age group of 20-60. For collecting response's survey questionnaire was designed. The main questionnaire consists of 14 research questions and; 5 basic information questions. The survey was collected; from employees of different sectors. This research follows the Inductive approach research. The researcher analyzed qualitative data. The study intends to

⁸ Section54 Narcotic Drug and Psychotropic Substance Act 1985.

⁹ Section 64 Narcotic Drug and Psychotropic Substance Act 1985.

¹⁰ Section64A Narcotic Drug and Psychotropic Substance Act 1985.

derive meaning from the acquired data by evaluating the effects of drug abuse; on employees during the Covid-19 pandemic.

Table No.1 Distribution of respondents according to gender (Source: Authors' depiction, 2021)

Gender	Number	Percentage
Male	32	53.3
Female	28	46.7
Total	60	100

- The respondents who took part in the research were from India and abroad.
- The respondents who participated in the survey were either employed in jobs or different occupations.

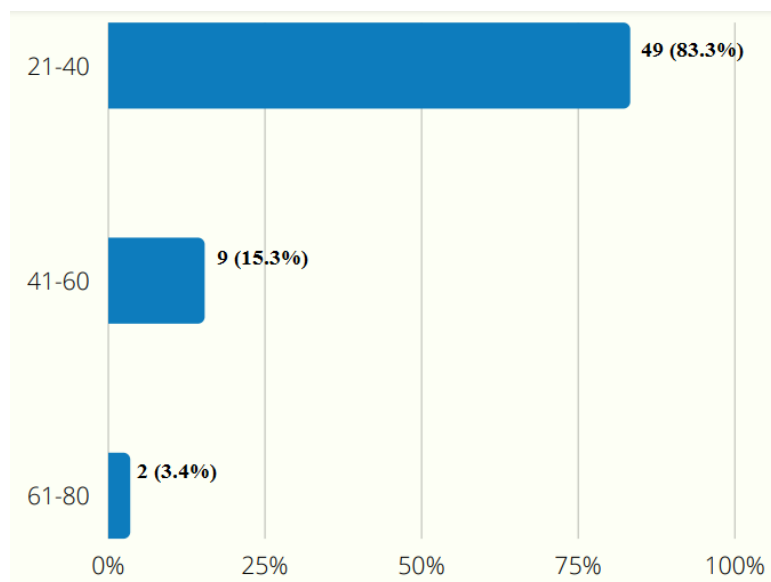


Figure 1: Shows the distribution of respondents according to age group (Source: Authors' depiction, 2021)

Figure No. 1 Shows the age group distribution where 83.3% of respondents were from the 21-40 age group, 15.3% of respondents were from the 41-60 age group, 3.4% of respondents were from the 61- 80 age group.

1. Do you know about the term “addiction”?

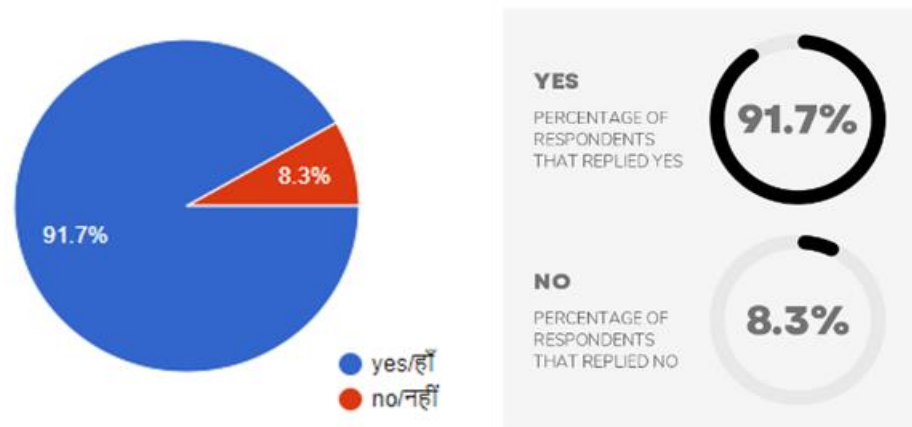


Figure 2: Respondents replied concerning whether they knew about the term “addiction”. (Source: Authors’ depiction, 2021)

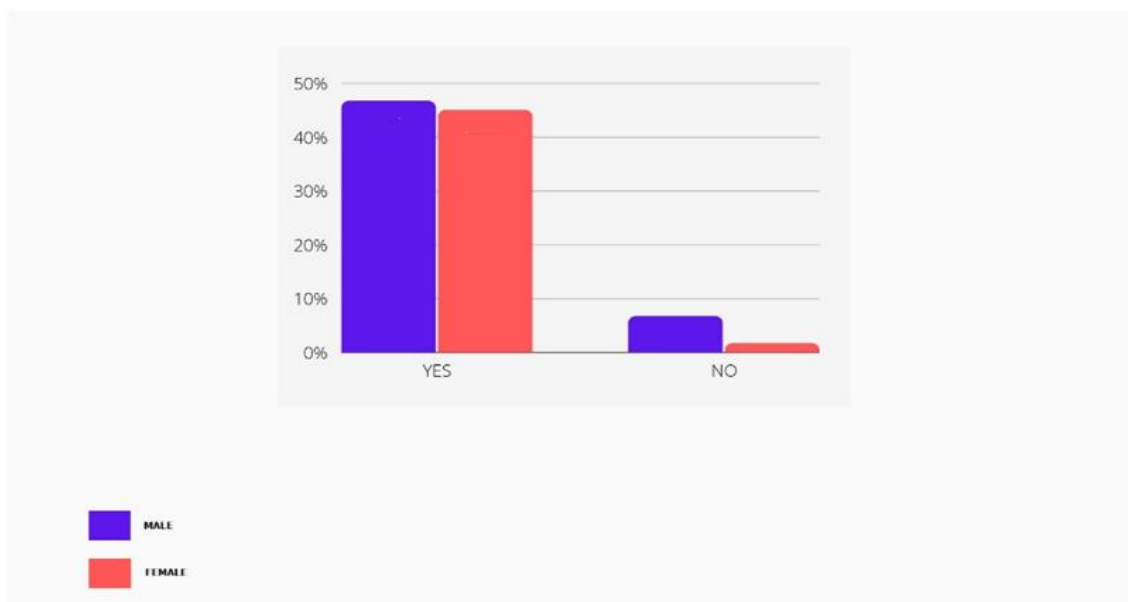


Figure 2.1 : Respondents replied concerning whether they knew about the term “addiction”. (Source: Authors’ depiction, 2021)

Out of all 60 respondents, 91.7% answered yes to knowing about addiction, and 8.3% answered no concerning; knowing about addiction. Among these Yes, answered by 46.67% of male respondents and 45% by female respondents. Also, No was answered; by 6.66% of male respondents and 1.7% of female respondents.

2. Do you crave a particular food product or medicine?

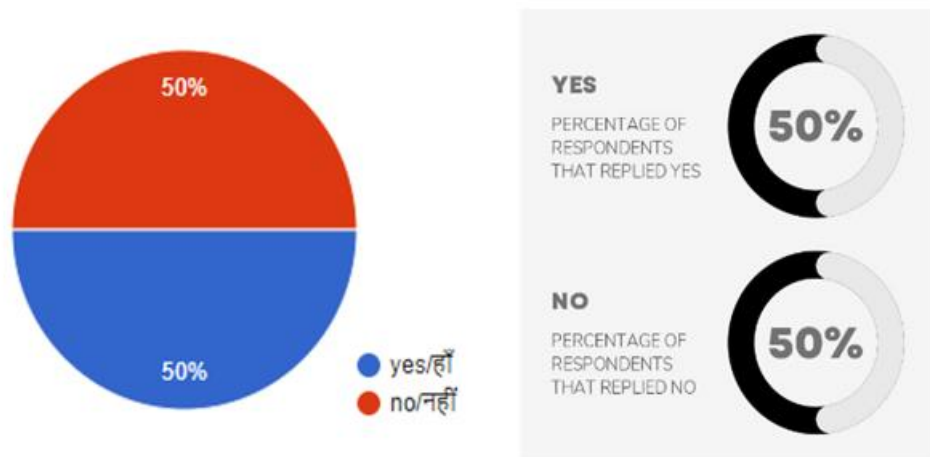


Figure 3: Respondents replied about craving a particular food product or medicine. (Source: Authors’ depiction, 2021)

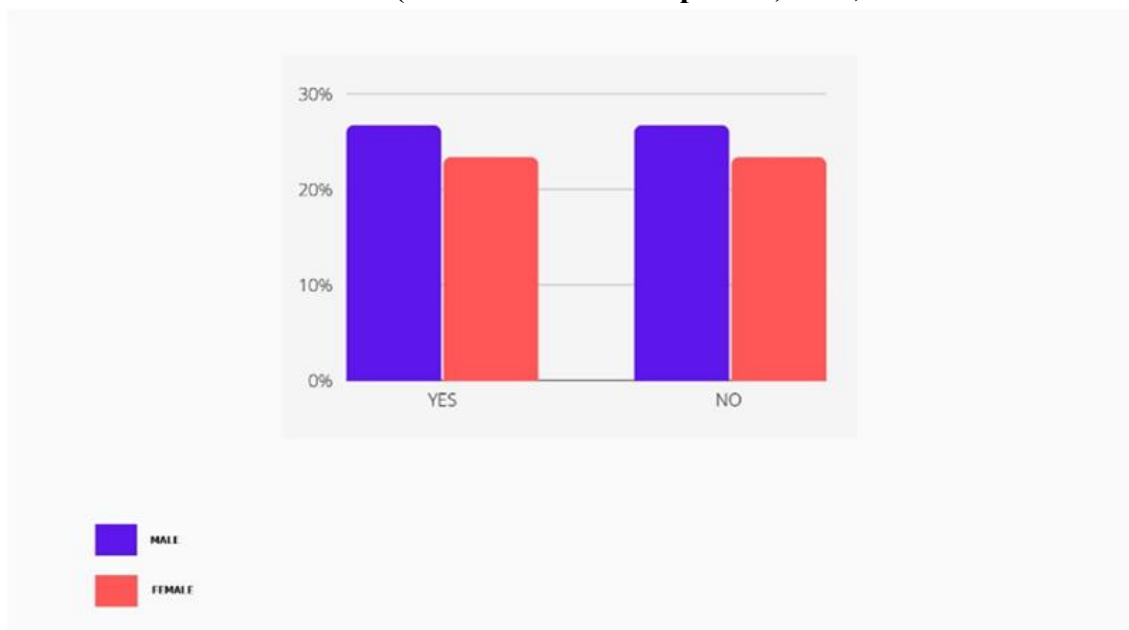


Figure 3.1: Respondents replied about craving a particular food product or medicine. (Source: Authors’ depiction, 2021)

The above figure shows that out of all 60 respondents, 50% of respondents crave a particular food product or medicine, and 50% of respondents; do not crave food products or medicine in particular. Which yes was answered by 26.66% of male respondents and 23.33% female respondents. No was answered; by 26.66% male respondents and 23.33% female respondents.

3. Have you worked from home during lockdown situation?

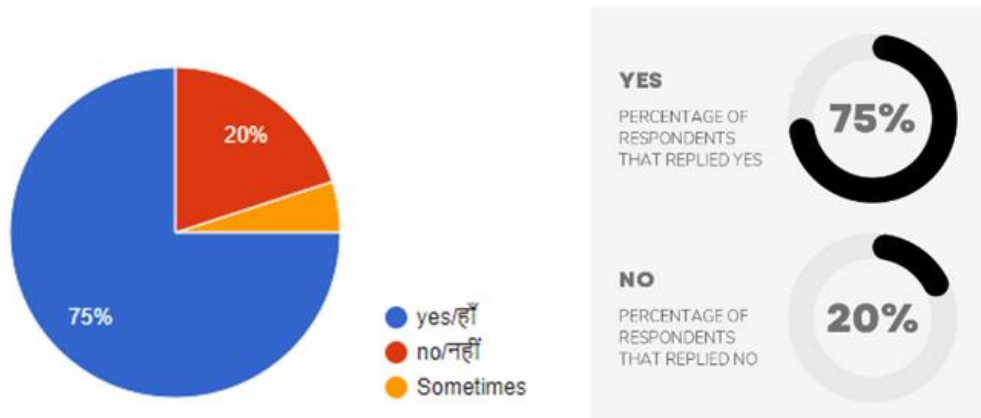


Figure 4: Respondents replied about working from home during the lockdown situation. (Source: Authors’ depiction, 2021)

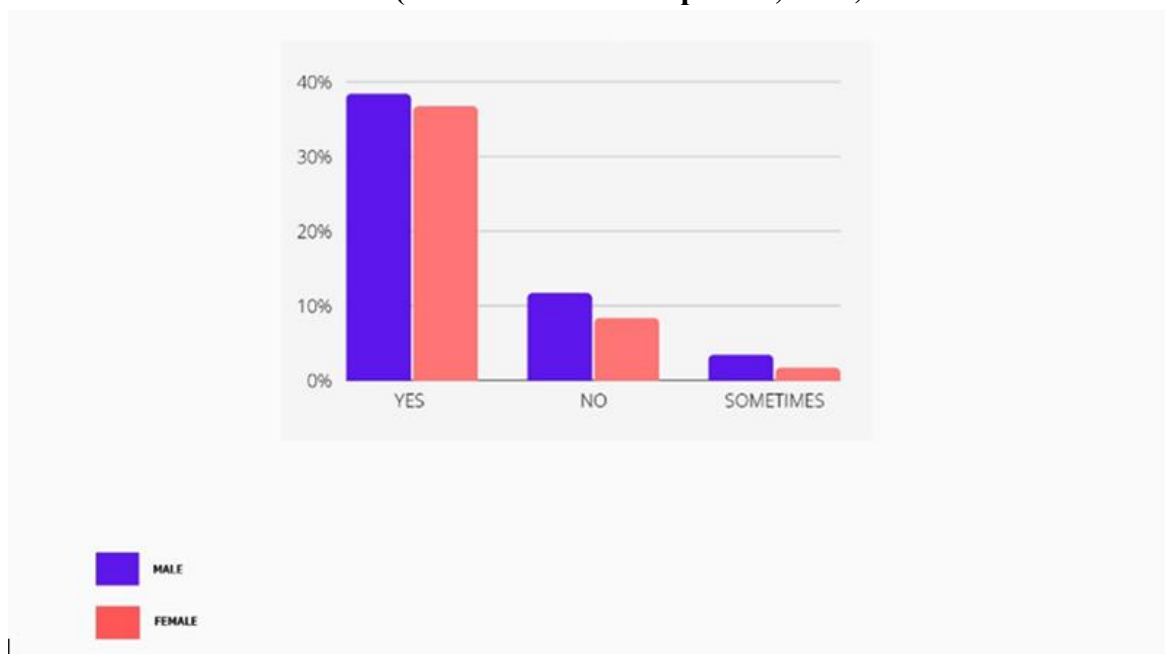


Figure 4.1: Respondents replied about working from home during the lockdown situation. (Source: Authors’ depiction, 2021)

The above representation of the pie chart shows that out of all 60 respondents, 75% of respondents; answered yes about working from home, 20% responded no, and 5% of respondents; replied that; sometimes they work from home. Out of that, the respondents that opted for yes were 38.33% male respondents and 36.66% female respondents. The respondents; responded no, of which 11.66% were male Respondents, and 8.33% were female Respondents. 5% of respondents; answered that they work "sometimes" from home. Among these, 3.4% were male Respondents, and 1.7% were female Respondents.

4. Did you ever suffer from anxiety, depression, or stress during the lockdown?

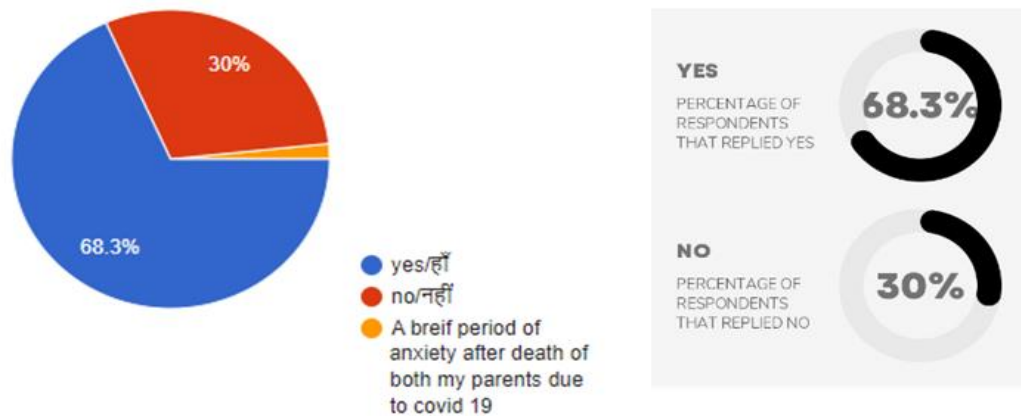


Figure 5: Respondents replied about suffering from anxiety, depression, or stress during the lockdown. (Source: Authors’ depiction, 2021)

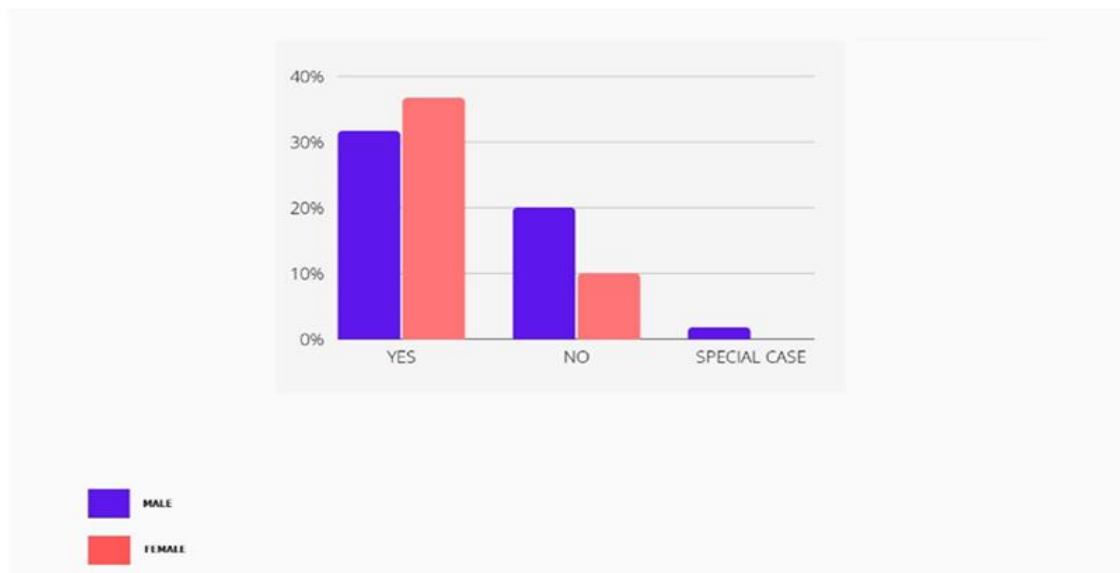


Figure 5.1: Respondents replied about suffering from anxiety, depression, or stress during the lockdown. (Source: Authors’ depiction, 2021)

From the above figure, it was observed that, out of Sixty respondents, 68.3% of respondents suffered from anxiety and depression or stress during the lockdown, and 30% of respondents did not suffer from anxiety, depression, or stress during the lockdown. Also, 1.7% of respondents suffer from anxiety after the death of both of their parents due to Covid-19. Out of the respondents, yes was answered by 31.66% male respondents and 36.66% female respondents. No was answered; by 20% of male respondents and 10% of female respondents. 1.7% of male respondents replied that they had suffered from anxiety during the lockdown.

5. Do you feel overburdened in a stressful work environment?

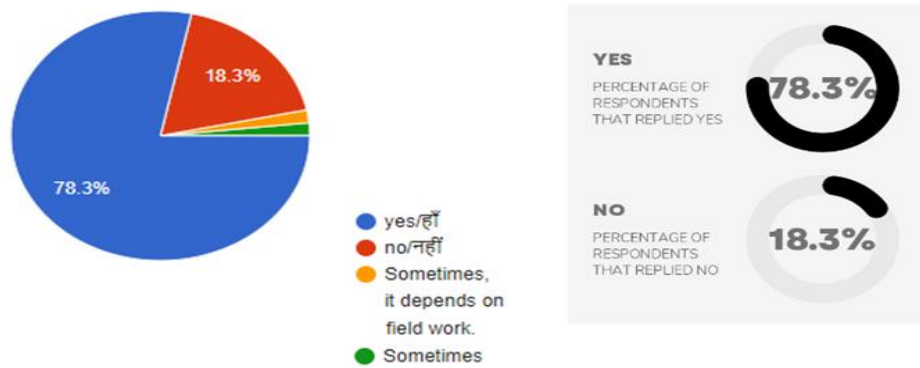


Figure 6: Respondents replied about feeling overburdened in a stressful work environment. (Source: Authors’ depiction, 2021)

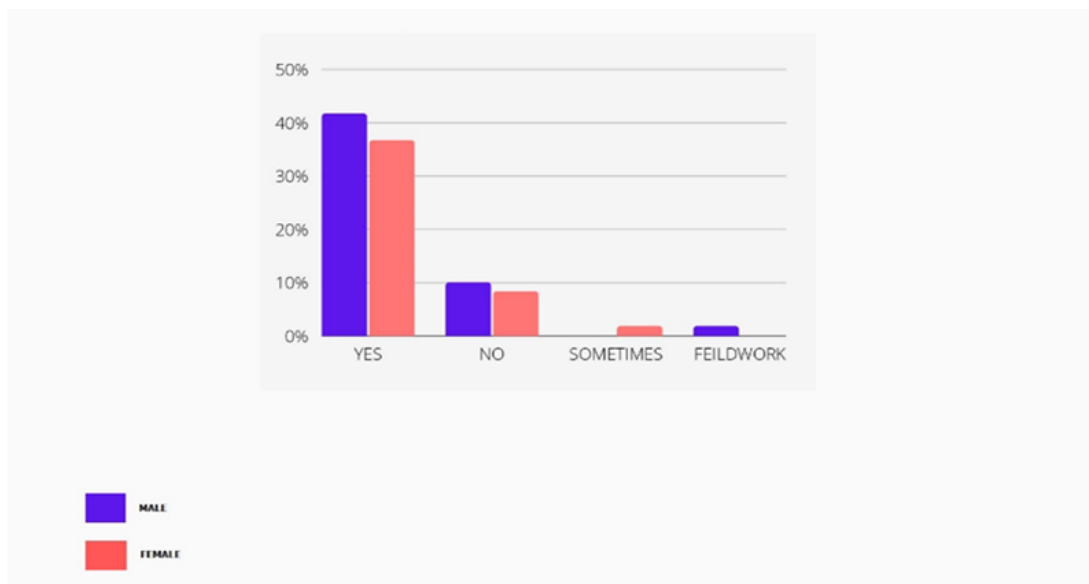


Figure 6.1: Respondents replied about feeling overburdened in a stressful work environment. (Source: Authors’ depiction, 2021)

From the above pie-chart observation is that; out of 60 respondents, 78.3% of respondents feel overburdened in a stressful work environment. 18.3% responded did not feel burdened in a stressful work environment. 1.7% of respondents sometimes feel overburdened in a stressful work environment, and 1.7% of respondents sometimes feel overburdened in a stressful work environment depending on their fieldwork. Out of which respondents replied yes, 41.66% male respondents, and 36.66% female respondents. No, was answered by 10% of male respondents and 8.33% of female responders. Also, 1.7% of male respondents; replied that they felt overburdened sometimes in a stressful work environment depending on their fieldwork, and 1.7% of female respondents felt overburdened in a stressful work environment sometimes.

6. Do you have private space for working from home?

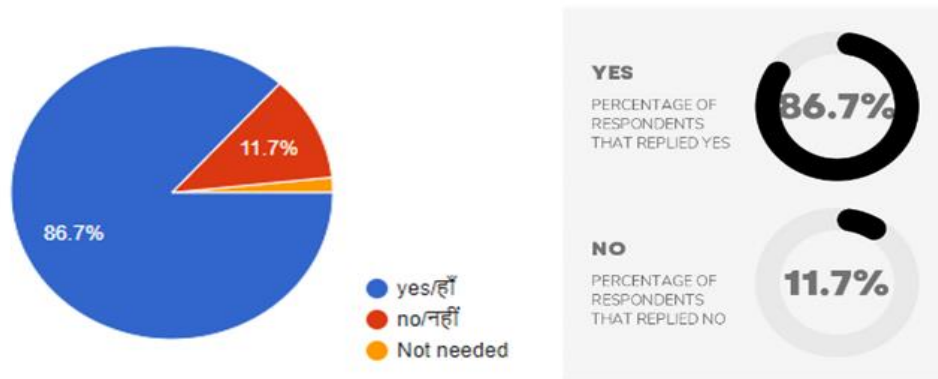


Figure 7: Respondents replied about having private space for working from home. (Source: Authors’ depiction, 2021)

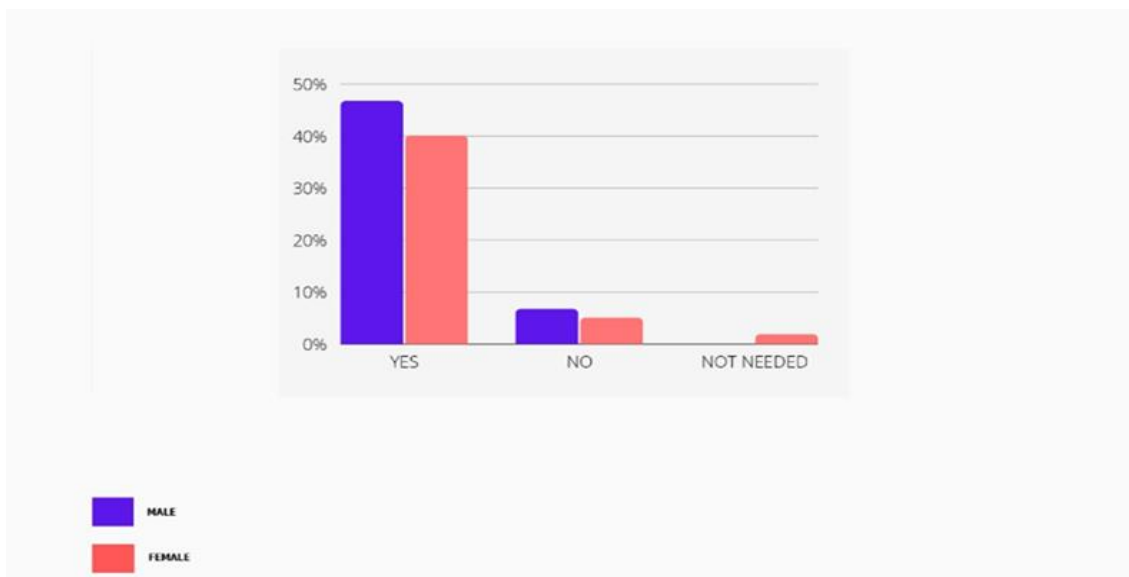


Figure 7.1: Respondents replied about having private space for working from home. (Source: Authors’ depiction, 2021)

In the above pie chart, out of all 60 respondents, 86.7% respondents replied yes that they have private space for working from home, 11.7% of respondents; replied that they do not have a private space for working from home, and 1.7% of respondents replied; that they do not need private-space for working from home. Among the respondents, 46.66% male and 40% female replied yes. 6.66% of male and 5% of female respondents replied; No that they do not have private space for working from home. 1.7% of female respondents; replied that they do not need a private space for working from home.

7. Are you getting an additional target to achieve from your institution during working from home?

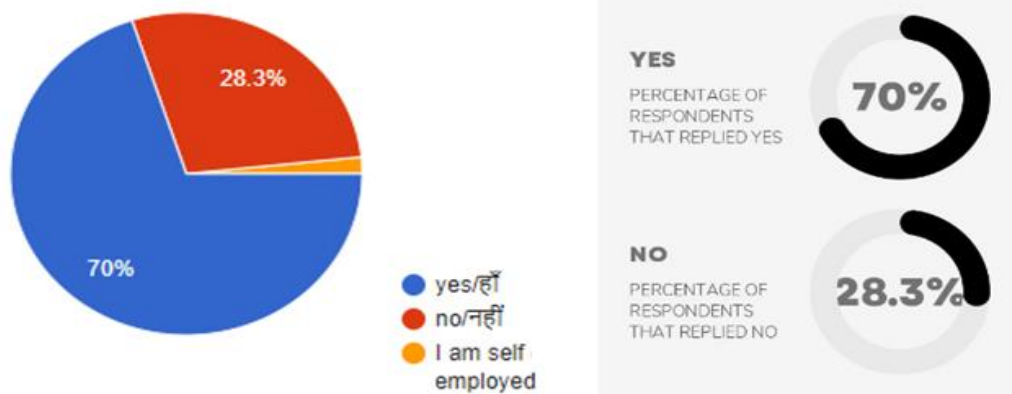


Figure 8: Respondents replied about getting an additional target to achieve from their institution during working from home. (Source: Authors’ depiction, 2021)

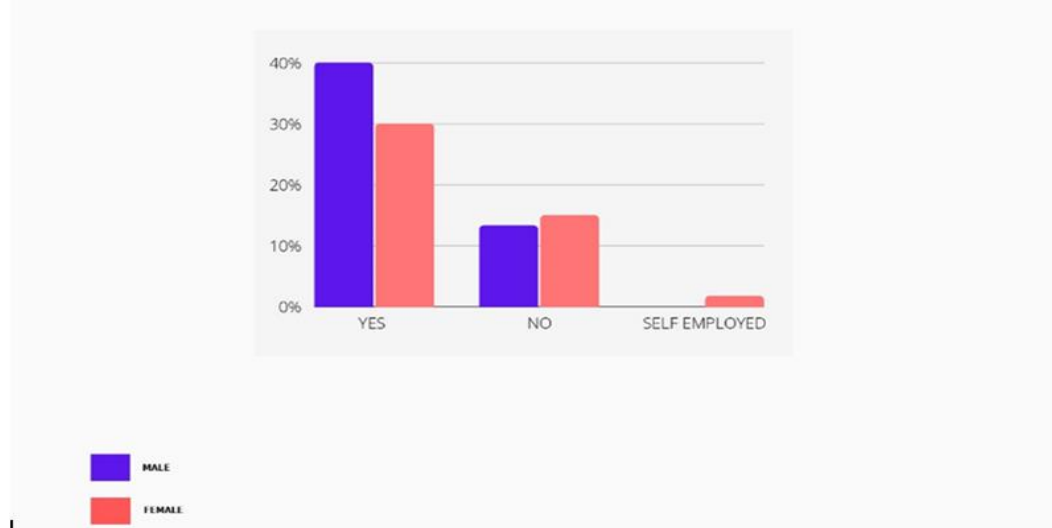


Figure 8.1: Respondents replied about getting an additional target to achieve from their institution during working from home. (Source: Authors’ depiction, 2021)

In the above pie chart of all 60 respondents, 70% of respondents answered yes that they are getting an additional target to achieve from their institution during work from home and 28.3% of respondents replied no to the same question. 1.7% of respondents; reply that they are self-employed. The respondents who; replied yes were 40% male respondents and 30% female respondents. Respondents who, Replied no; were 13.33% male respondents, 15% female respondents, and 1.7% who replied that they are self-employed were female respondents.

8. Do you feel tired and overburdened during working from home?



Figure 9: Respondents replied about feeling tired and overburdened during working from home. (Source: Authors’ depiction, 2021)

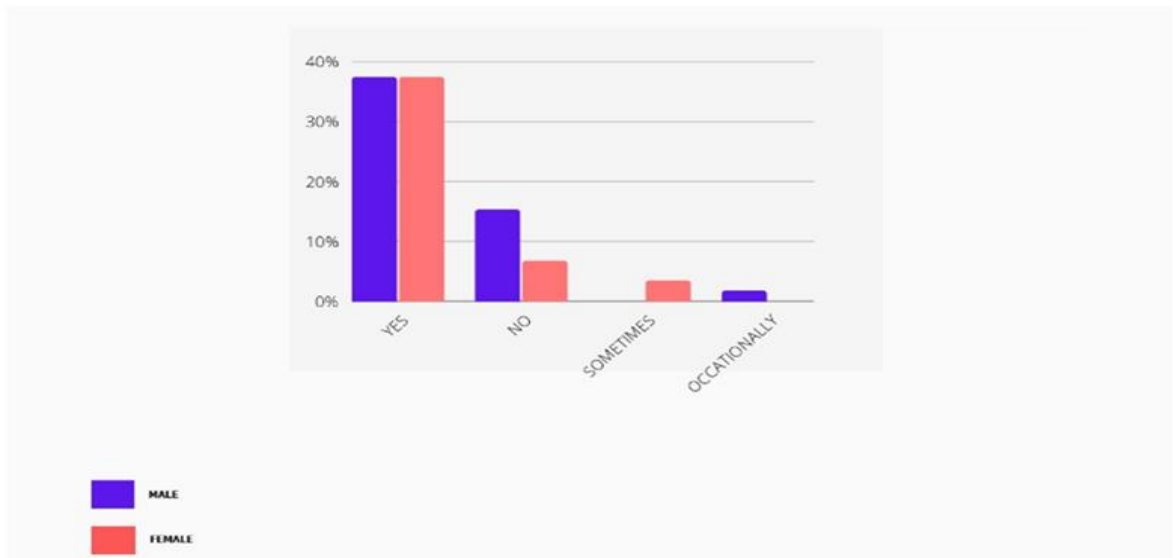


Figure 9.1: Respondents replied about feeling tired and overburdened during working from home. (Source: Authors’ depiction, 2021)

In the above pie chart of all 60 respondents, 73.3% of Respondents replied yes, that they feel tired and overburdened during work from home and 21.7% of respondents replied no to the same question. 3.3% of respondents; replied that sometimes they are overburdened during working from home, and 1.7% of respondents answered that they work from home occasionally. The respondents who; replied yes were 37.4% male Respondents and 37.4% female respondents. The respondents who; replied no were 15.3% male Respondents and 6.8% female respondents. Also, 1.7% of male respondents Replied; that they work occasionally, and 1.7% of female Respondents replied that they sometimes feel tired and overburdened during work from home.

9. Do you take any pain killers which include opioids for pain and stress relieve?

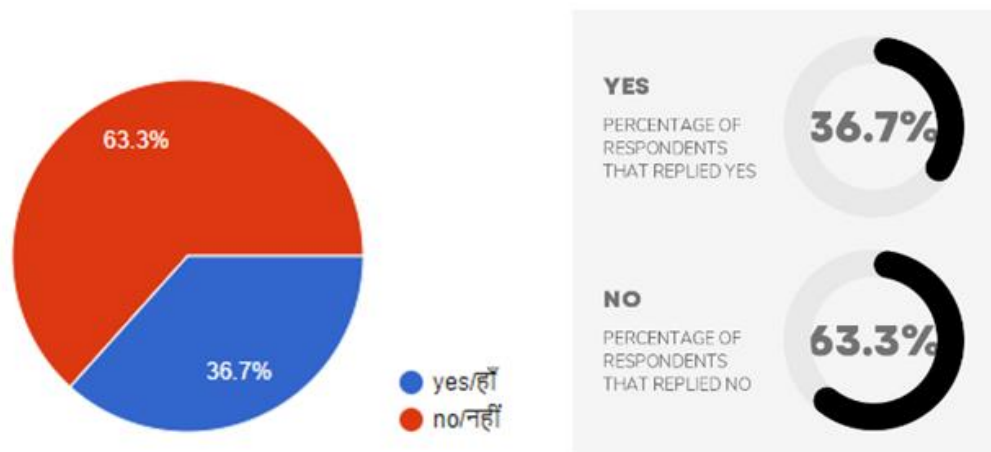


Figure 10: Respondents replied about taking any painkillers, including opioids for pain and stress relief. (Source: Authors’ depiction, 2021)

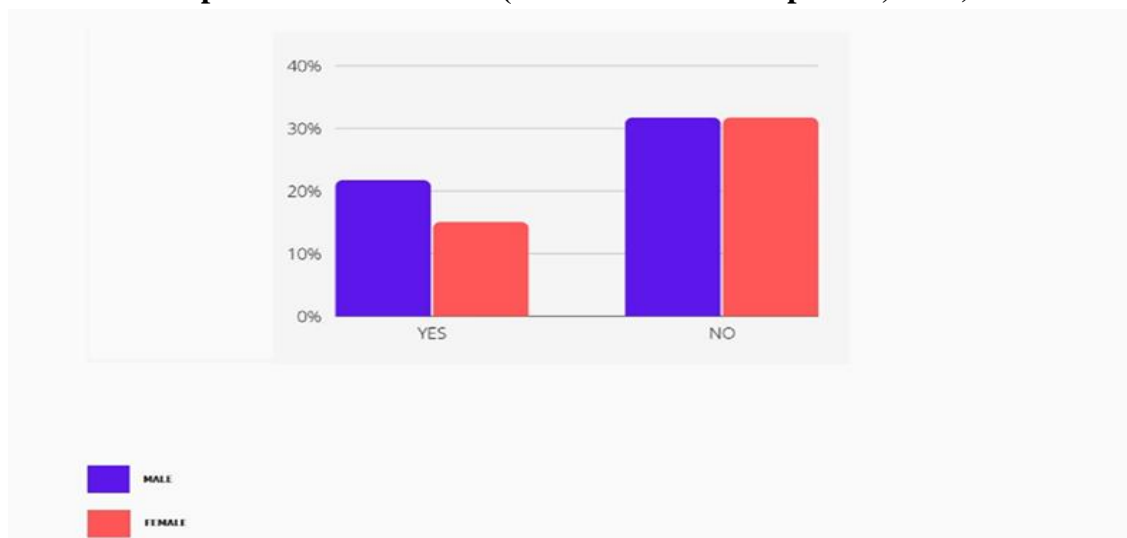


Figure 10.1: Respondents replied about taking any painkillers, including opioids for pain and stress relief. (Source: Authors’ depiction, 2021)

In the above figure of all 60 respondents, 63.3% of respondents replied no that they do not take any painkillers, including opioids, and 36.7% of respondents replied yes; they take painkillers which included opioids. The respondents who answered no to the above question were 31.66% male respondents; and 31.66% female respondents. The respondents, Replied yes were 21.66% male respondents and 15% female respondents.

10. Have you ever thought of consuming any intoxicating substance to reduce the work pressure?

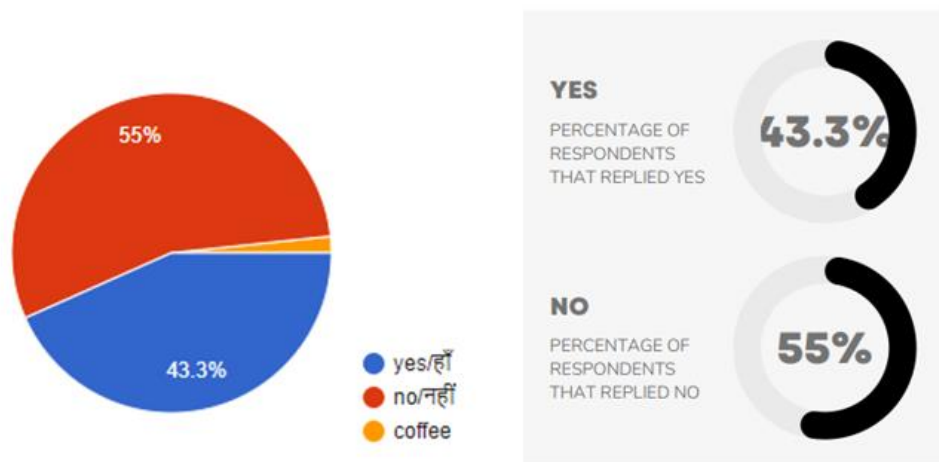


Figure 11: Respondents replied about thoughts of consuming any intoxicating substance to reduce the work pressure. (Source: Authors’ depiction, 2021)

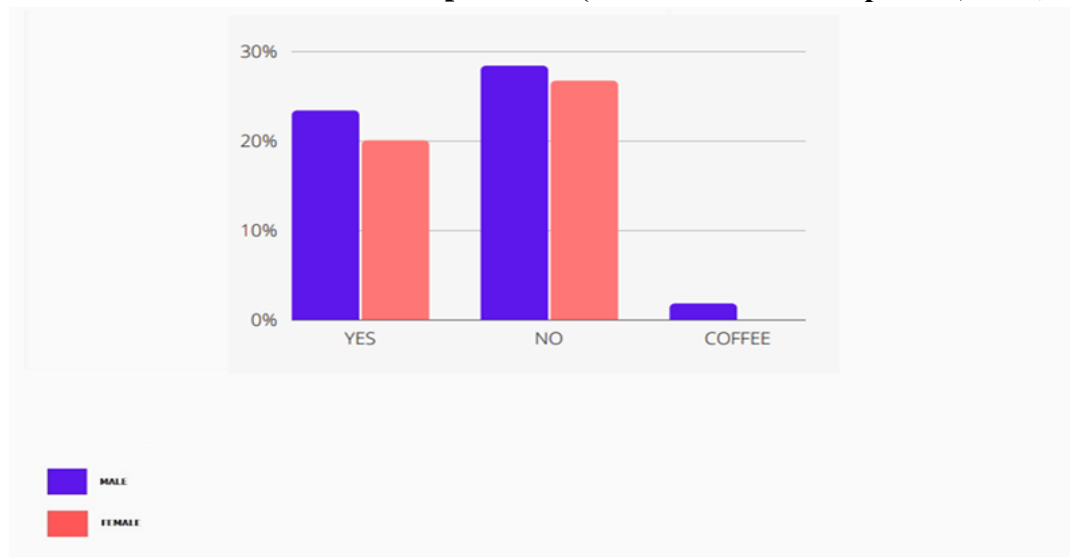


Figure 11.1: Respondents replied about thoughts of consuming any intoxicating substance to reduce the work pressure. (Source: Authors’ depiction, 2021)

In the above pie chart of all 60 respondents, 55% of respondents answered No; That they have never thought of consuming any intoxicating substance to reduce their work pressure, and 43.3% of respondents replied yes to the same question. 1.7 percent of respondents replied that they consume coffee to reduce their work pressure. Among the respondent, 23.33% were male respondents, and 20% were female responded and replied yes. 28.33% of the male respondent and 26.66% of female respondents replied no to the above question. 1.7% of male respondents replied that they consume coffee to reduce work pressure.

11. Do you attend any social gatherings or parties related to your work, company, or institution?

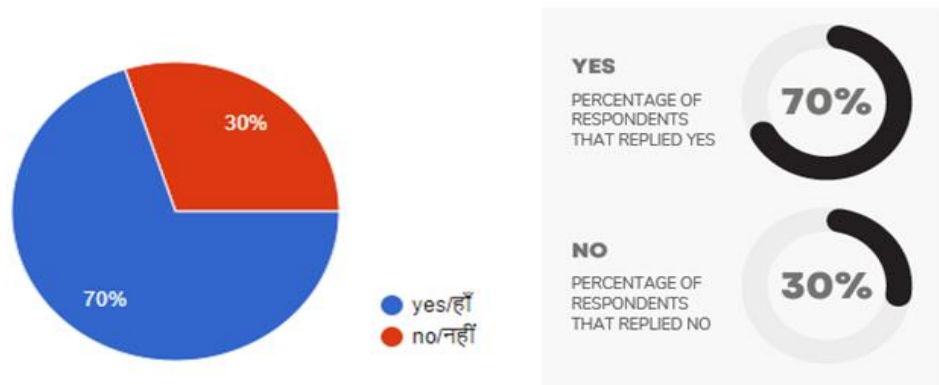


Figure 12: Respondents replied about attending any social gatherings or parties related to their work, company, or institution. (Source: Authors’ depiction, 2021)

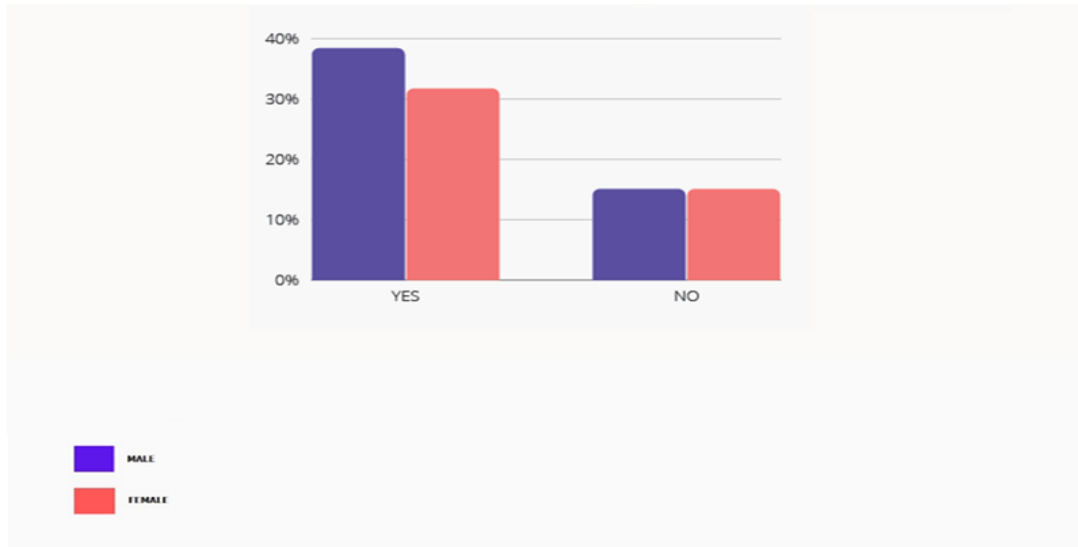


Figure 12.1: Respondents replied about attending any social gatherings or parties related to their work, company, or institution. (Source: Authors’ depiction, 2021)

In the above pie chart of all 60 respondents, 70% of respondents replied that they attend social gatherings or parties related to their work company or institution, and 30% of respondents replied no to the same question. Among the respondents, 38.33% of male respondents and 31.66% of female respondents reply yes to the above question. 15% of male respondents and 15% of female respondents reply no to the above question.

12. Have you ever been compelled, to join or consume any intoxicating substance by any specific group of people?

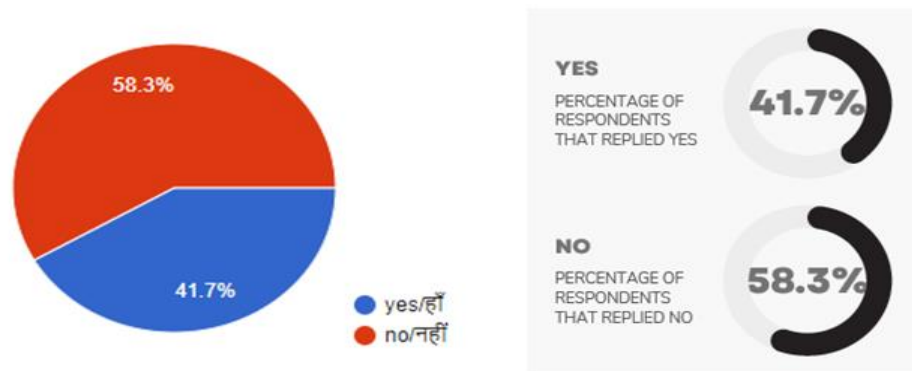


Figure 13: Respondents replied about being compelled to join or consume any intoxicating substance by any specific group of people. (Source: Authors’ depiction, 2021)

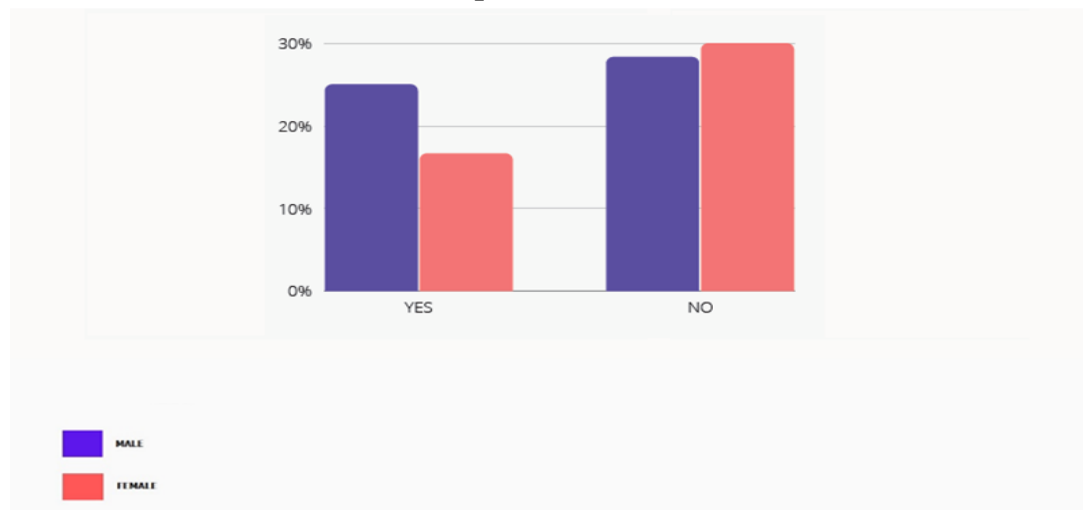


Figure 13.1: Respondents replied about being compelled to join or consume any intoxicating substance by any specific group of people. (Source: Authors’ depiction, 2021)

In the above pie chart of 60 respondents, 58.3% replied no that they have never been; compelled to join or consume an intoxicating substance by any specific group of people, and 41.7% replied yes to the same question. 25% of male respondents and 16.66% of female respondents replied yes to the above question. 28.33% of male respondents and 30% of female respondents answered no to the above question.

13. Do you think consuming drugs make stressful situation easy to handle? If yes, Then for you out of the following; Which makes stressful life situations easy to Handle? (Medicine, Alcohol, and other substances.)

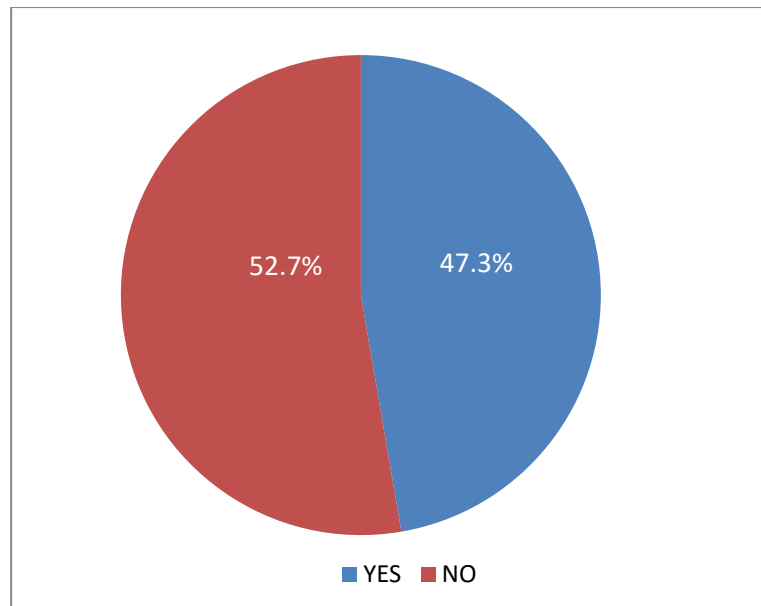


Figure 14: Respondents replied about thoughts of consuming drugs make the stressful situation easy to handle and, If yes, Then for them, out of the following, that makes stressful life situations easy to Handle. (Medicine, Alcohol, and other substances.) (Source: Authors’ depiction, 2021)

Out of all 60 Respondents, 47.3% agreed that they; consume drugs or any intoxicating substance. And out of all respondents, 52.7% Respondents; said no.

Table 2: Respondents replied about thoughts of consuming drugs make the stressful situation easy to handle and, If yes, Then for them, out of the following, that makes stressful life situations easy to Handle. (Medicine, Alcohol, and other substances.) (Source: Authors’ depiction, 2021)

Gender	Medicine	Alcohol	Others
Male	20.4%	5.1%	5.1%
Female	11.9%	-	3.4%
Total	32.3%	5.1%	8.5%

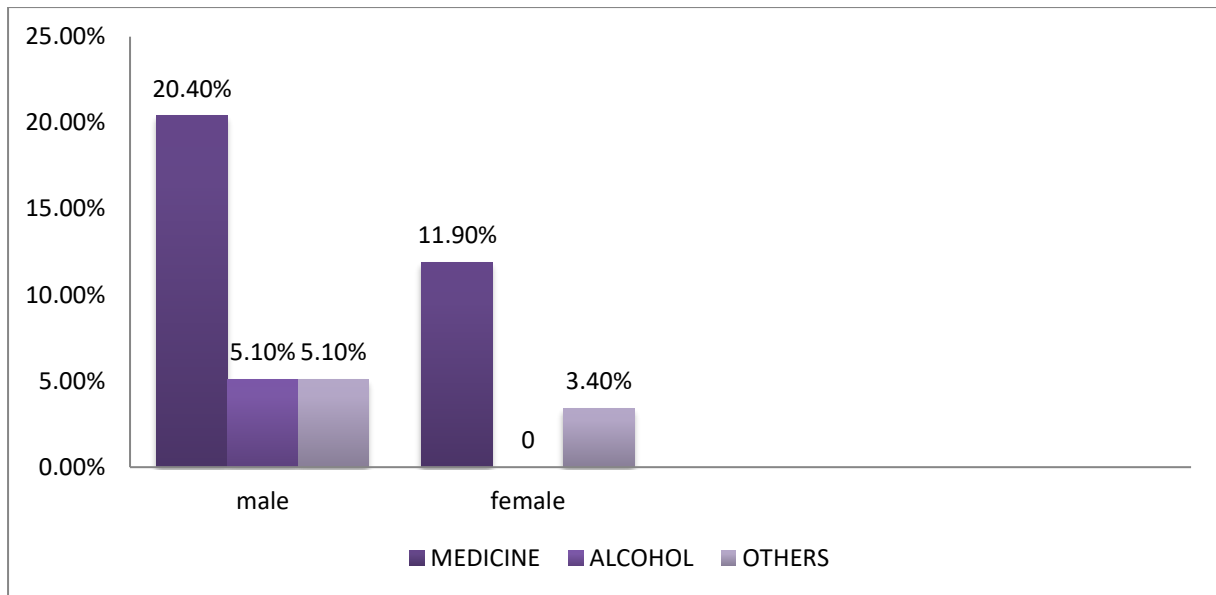


Figure 15: Respondents replied about thoughts of consuming drugs make the stressful situation easy to handle and, If yes, Then for them, out of the following, that makes stressful life situations easy to Handle. (Medicine, Alcohol, and other substances) (Source: Authors’ depiction, 2021)

The above question is open-ended. Which; out of 60 respondents, 33 were male respondents, and 27 were female respondents. Out of all 60 respondents, 20.4% of male respondents and 11.9% of female respondents consume medicines including; pain killer medicine, aspirin, Paracetamol, Dolo tablets, Avil tablets, and Paracep tablets. 5.1% of the male Respondents and 0% of female respondents consume alcohol. 5.1% of male Respondents and 3.4% of female respondents consume other things.

14. What steps do you take to relax and keep your mind motivated during the lockdown and working from home?

Table 3: Respondents replied about steps they take to relax and keep their minds motivated during the lockdown and working from home. (Source: Authors’ depiction, 2021)

Gender	Walking/cycling Exercise/yoga/gym	Meditation	Other activities
Male	18.7%	5.1%	11.9%
Female	10.2%	-	10.2%
Total	28.9%	5.1%	22.1%

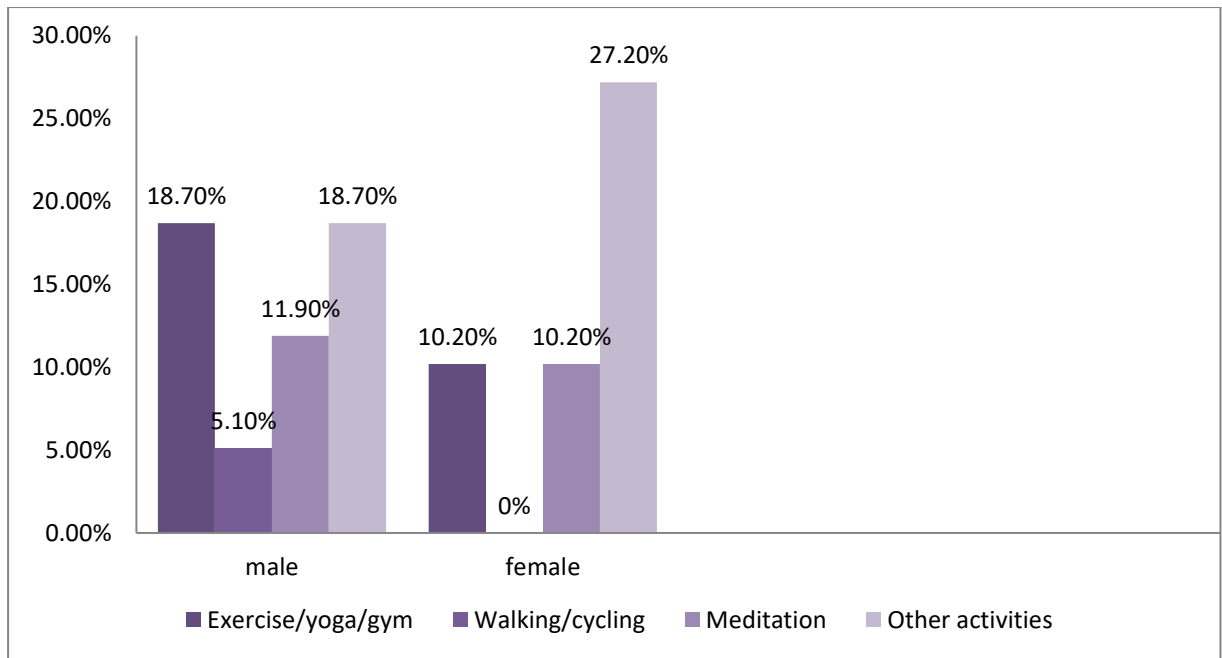


Figure 16: Respondents replied about steps they take to relax and keep their minds motivated during the lockdown and working from home. (Source: Authors’ depiction, 2021)

Out of all 60 respondent's replies were received answering the question; what steps do you take to relax and keep your mind motivated during the lockdown and working from home. 6.8% Of Male respondents and 3.4% of female respondents replied that; they meditate. 6.8% Of female respondents, and 3.4% of male respondents answered that they do yoga. 6.8 % Of Male respondents replied that they do exercise. 3.4% Of male respondents replied that they do walk. 3.4% Of Male respondents replied that; they go to the gym. 1.7% Of Male respondents replied that; they do cycling. 1.7% Of male respondents replied that they do aerobics. 1.7% Of Male respondents replied that proper sleep and interaction with family keep their mind motivated during the lockdown and working from home. 1.7 % Of Male respondents replied; that they take some rest, meditate and go out and refresh themselves. 1.7% Of Male respondents replied that they meditate, listen to music, and play games. 1.7% Of Male respondents replied that talking to people who make them happy and do things and hobbies keeps them motivated and Stress-free.

2.6 Result and Analysis

According to the responses received; from the various respondents to Whom, The Questionnaire; was sent. It; was noticed that; The majority; of people, both male, and female, working from home during the pandemic lockdown had suffered from addiction. The female respondents suffered from depression, anxiety, and stress during; work from home. Most people feel overburdened in a stressful work environment, Including; both males female respondents. Males are more overburdened as per their response. The maximum number of individuals have private work-from-home space. But male respondents replied more than female respondents. Additional Work targets to achieve our given to both; male and female employees in which male employees get more work targets according to their response.

During working from home, both male and female employees feel overburdened. The maximum number of employees do not take painkillers, including opioids. Of male; respondents. It; was observed that; there was a considerable increase in drug abuse during the Covid-19 Pandemic. It; was observed that; male respondents were comparatively more responding yes; than female respondents that they thought of consuming; an intoxicating substance. The; Majority of male respondents replied yes that they attend social gatherings or parties related to work for their company institution compared to female respondents. The; Majority of the male respondents; were; compelled to join and consume intoxicating substances by a particular group. Last; but not least, there were mixed responses from individuals. But eventually, it was observed that; male respondents were more vulnerable to drug abuse than female respondents. The respondents also discussed the remedies to overcome stress and keep themselves relaxed. The; Majority of individuals indulge themselves in physical activities such as Yoga, meditation, exercising, cycling, listening to music, playing games, other hobbies, also interacting with others.

3. Conclusion

By doing this particular study, it was; established that there is a negative effect of drug abuse; on employees during the Covid-19 pandemic. The usage of drugs has increased among employees because of various reasons. Both physical and psychological effects were; observed in the responses received. There is a lack of legal framework on this particular issue. The companies and institutions have no internal mechanism for controlling drug abuse. There is also a lack of awareness among the employees relating to the negative effect of drug abuse. It may be a misconception among the employees; that taking drugs may increase their work performance. In reality long term, drug usage will harm their health and working capacity. The introduction of legal initiatives, such as act amendments, and rehabilitation initiatives, is necessary. Legal protections for specific categories of workers are essential for their betterment. The term "Work from Home" is not included in the Narcotic Drug and Psychotropic Substances Act 1985. There are provisions in Narcotic Drug and Psychotropic Substance Act; that is needed to be Amended. So that; the employees can be protected; from the negative effect of Drug abuse. There are no particular laws for controlling drug misuse in work-from-home employees. It should be made clear by the company or institution about its rules and regulations concerning drug usage. And when can an employer look into an employee's code of conduct? Also, when can a company investigate drug usage and impose sanctions on a drug abuser? Employers should be aware of drug testing. Employers with drug-testing policies must take special care not to target any particular workers for testing because they appear or act in a way that suggests they are under the influence of drugs or alcohol. Drug usage and social restraint have a mutually beneficial relationship. People who lack social self-control tend to take Drugs more frequently. That is further destroying their social self-control. Institutionalizing social programs can be helpful for employees. The policies that aim at avoiding drug usage among working people can be very beneficial.

4. References

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