
CONCUSSION OF COVID-19 ON THE JOB MARKET

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ABSTRACT

The paper focuses on the skill segment and its impact on the youth during the lockdown period of Corona Virus Pandemic. The Academic sector and its alignment to the online platform are specially studied and the dynamics of the global lockdown on this sector with its positive and negative impact has been studied. As the paper has been drafted during the Covid-19 lockdown phase the language of the researcher would vary as per the global sentiments drifting from deep pessimism to highly optimistic approach. The study also takes into consideration the impact of the lockdown on the global environment and its relevance for the generations to come. No doubt the immediate infected toll for covid-19 is vast (more than 1 million in United States) and has spread to most developed countries, it would be more practical to study the real impact of the pandemic in the coming months, where the economy has to struggle and restructure itself after a major setback. The study highlights a section as Silver lining which looks upon the positive aspect in terms of Jobs and new explored online platform for interacting to performing of various arts and skills.

Keywords: - *Concussion, Lockdown, Aviation, Hospitality, Tourism, Covid-19, Government, Corona Virus, Skill training, Employment, Online platform, Jobs, Retrenchment*

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INTRODUCTION

One thing needs to be understood that skill training or technical knowledge until and unless converted into a sustainable employment facet, would be worthless and would do no good to the trainee or to the industry for which it was meant to be. Until the skill segment works in a close pattern with the employment industry, it would be lacking the final punch that would decide upon its fate as success or failure. Analyzing the sample data had made things very clear that most of the participants attach the success of the skill enhancement training program to the relevant advantage in the job scenario or the placement assistance that it provides thereafter.

No doubt many participants while being in the formal education are more inclined towards the completion of the degree or the diploma in which they are involved into, cause apart from the formal education degree it is more of a social stigma that they need to fulfill by either being a school pass out or a graduate or a post graduate. Just a handful of the participants have been into skill training exclusively for the same of learning a skill or their interest in the skill that is being imparted.

The ministry and all the dedicated department with the skill industry needs this clarity that until the skill training sector is linked to the relevant industry that may be the recipient of the skilled labor, the skill training would not fulfill its desired goal. The responsible people making skill policy should focus all their energies and resources into setting up the Liaoning between the unorganized job market and the skill training segment. Not all the skilled labor can be absorbed in the organized sector. Opportunities should be exploited in the core job market, which comprises of mostly the unorganized job sector.

The World Economic Forum, Jian Lu states that Skill is the new Currency of the labor market, stated with reference of China but true globally.² The Government at this juncture has to realize the potential of youth in the country and the talent that the basic education system has already provided to the industries and the job market. The youngsters once out of school and colleges need exclusive tracking in terms of the future prospect when contributing to the family or the society.

Career counseling has to be an integral part of the school curriculum in the higher education system. The students or the skill trainees for that matter needs to be trained and updated

² Jian Lu, *Skills not Job are the new Metric for the labor market*, (July 5 2019) <https://www.weforum.org/agenda/2019/07/skills-not-job-titles-are-the-new-metric-for-the-labour-market/>

regarding the skill set they need to be expert in and the probable job opportunities that would be presented if they complete the learning process into that skill set.

The parents are also taking a great deal of interest in joining the online learning platforms through real time video tutorials as the students are studying in front of their eyes and they can supervise the studies and the schedule of the students by themselves.

The entire major coaching classes and even the traditional academic schools and colleges have shifted their focus towards the new online learning platform through audio and video conferencing. The New flashing speed of internet up to 1 GBPS (some cases even more) has proved to be a boon, a blessing that the online platform had bestowed upon.

Several companies such as White hat etc, are providing the young graduates and even graduation undergoing students with great opportunities to earn from home and even work in the flexi mode of 24 x 7. The platform have generated international clientele and greatly benefitting by the current situation that the globe is facing at this point of time (Mar-Apr – 2020)

These factors were far from our imagination and would have constituted a nice fiction story a few years back, maybe a decade back when we use to admire the speed of the net if we could download an email without interruption. The cyber world had truly revolutionized the job market and this is where the skill training dynamics need to be at place to cater the demand that has arisen due to the current global medical emergency.

Another important point has been highlighted in this testing time (or opportunity for online platform agencies) that the world is one, the term globalization or a global village had been in use for more than a decade but now it has been proved that if the world is one, the problems that the globe face is also but one and so are the opportunities.

The skill market needs to be dynamic in nature so as to realize the changing scenario and react to the demand of the market with great speed. The major challenge that we as the skill trainers and the policy makers are facing that after formulating one set of rules and policy in the skill market, we cannot sit at ease because the wave of change is surely to sweep away all the home work and would surely present with new challenges and opportunities all rolled into one. The fact that business related to the online forum had threatened the physical brick and mortar business is of no doubt, but then another segment that is far away from the online segment has promoted as being the client of the physical business. Even after such

propaganda and fanfare, the humble kirana store that operates in the neighborhood is still doing a roaring business.

This difference that is being faced by the skill market needs to be closely monitored and analyzed and the skill segment should react to the same at a great speed so that the youth and skilled labor may be available to the business when the demand arises for the same. Like the early starters in the online business are having a great deal of advantage and have taken a vast lead from the late starters. It is rightly said that if you want to win a race, either start early or run very fast. This is all the matter of judging the skill market and taking the necessary steps to react to the upcoming tide of employment.

COVID-19 EFFECT:

At this juncture while working on the computer to type the conclusion of the study, I would like to take on the opportunity to pen down my experience in this phase of life. When I call this a phase of life, I am sure that this is my first experience that I had in the past five decade of my life that I had spent. No doubt I had seen many emergencies like curfew, communal riots, emergency but this state of life is one of the rare and would not hope to see again.

We always use to talk and teach our students 30 years back or so as the IT skill trainers that there would be some day when the world would be one. We are all advancing towards the globalization that this world would be a global village. We would be some day all joined by a network and would lose the difference of boundaries. So finally in the advent of the year 2020, we were able to do it or to put it more correctly a Virus was able to do it. Yes friends I am referring to COVID-19 (Corona Virus Disease) due to which we are in a global lockdown state.

We in India on this Easter Week (**07th April 2020**) are locked down in our homes for the past 20 days or so, and the lockdown has been officially till the 14th of April for the entire country. We in Indore, Madhya Pradesh, India are in a state of Total lockdown. The patients of Covid-19 had already crossed the 150 till date and an official death toll of around 20. These figures are officially released but what the ground reality may be quite different. The people are shocked and the daily wages workers are walking down to their destination small towns that are thousands of kilometers away.

In her article relating to the stress in which the rural economy is going “*Lockdown puts rural economy under stress*”, states that prolonged lockdown along with rain and hail storms have put the rural economy under tremendous stress. Every day the news is full of horrifying

stories of people from UP and Bihar walking or more appropriately trying to walk down to their home towns that are nearly 1000 or more kilometer away from their work place.³

These people are Hungry & Thirsty with no resources what so ever to take care of their basic needs. All they know is to keep moving in the direction of their home towns, just like migrating birds, no choice just follow your gut feeling. Now this is the situation that has redefined the work scenario. As our study concerns less with the class of daily wages workers but then this is the segment that forms the backbone of the job market and industries could hardly imagine to move an inch further until this segment of workers apply their shoulder to the grid.

The majority of industries apart from the Pharmaceutical industries are entirely shut down as per the Government directives to control the spread of Corona virus. The employment sector had taken a plunge along with the stock market and all financial institutions are dead stuck in the track. The scenarios are just like a Hollywood flick, which dramatizes the situation to make it look like one that would apply the brakes to the spinning of the Globe. US which are one of the most advance countries in the world have been lately hit in one of the worst possible way. Italy, Spain, Japan had been badly hit after China from where the entire script of the current Global disaster had been written.

So friends let's all consider this as a wakeup call and specially the skill industry has the greatest opportunity in this hour of distress to make a lemonade of the lemon that had been handed over to it. Today all the major industries are shut down due to the lockdown of Covid-19, but still there is one segment that is slowly but sturdily growing out of the rumbles of the economic slowdown and distress that the business and job market is facing and that is the WFH (Work from Home) segment.

All of a sudden the WFH has been the in thing and as the number of the patients keep ticking over the world without a sign of slowing down and the in response the lockdown extends, the companies and the organizations, especially the service, Academic and the software industry had woken up to the reality and had realized the importance of work from home.

Today the newspaper had a whole page describing the advantages of the work from home segment, the huge saving on the cost of transportation, infrastructure cost, cost in terms of

³ Jayashree Bhosale, *Lockdown puts rural economy under stress*, (April 27, 2020), <https://economictimes.indiatimes.com/news/economy/agriculture/lockdown-puts-rural-economy-under-stress/articleshow/75396151.cms>

wastage of man-hours around the coffee machine and canteen is suddenly being taken into account by the industries. The contribution and productivity of the employees has suddenly risen to 200% without the employee complaining about the 24x7 job segment that he is into.

All of a sudden the family is one unit again, getting together for all three meals and then finding their own space in the house to work from and getting the same salary or even earning more at this juncture due to the increased productivity. Suddenly the stress hours getting ready and travelling to the work place have disappeared and a comfort zone has been created. All of a sudden employers and employee are talking about Zoom meetings and are dot on time for the reporting of the work and following the schedules to second's arm of the clock.

The job industry is exploring the opportunity of increasing more and more productive options while the employees are at connected through virtual networks. Here two industries are to be mentioned and kudos to the forerunner like Google, Apple, Infosys and several IT companies that had already given the WFH option to its employees and were the ones that were most prepared for the upcoming disaster in the form of Covid-19.

When the world is facing the lockdown and largely doomed upon the future of the business and industries, they are the one that had already have a contingency plan at place and have immediately shifted gears onto the track that is steering them safely into the helms of continuity of work, if not increasing the productivity but at least the unbreakable sequence of continuity. The Academic industry has suddenly realized that the students could be very well connected through a virtual world and while the parents are at home they could always monitor the presence or to the attendance of the student on the online app, whereby the learning goes on without interruption.

THE WORST HIT SECTORS:

There may be hardly any sector that may have not suffered a fatal blow in the period of lockdown but some of the sectors are worst hit. MSME (Medium, Small and Micro Enterprises) seems to be in the worst case scenario and that does not need any explanation as the moment you see millions of migrant laborers migrating towards their native places. As a business study one thing is for sure that this tenure of Covid-19 is going to have a vital and great impact on the Global economy. Be it negative (far more impact) or positive (far less

impact) but this time of global lockdown is sure to crash the economy and bring the giants of the globe to their knees.⁴

The Indian market has crashed to a great extent from 50k to 25k and is now hovering around 30k and not sure which news would again make it dip to new lows. The US today has the current statistics of approx 5 lakh of Corona Virus positive cases and the death toll has risen to 18,700. This surely can be marked as one the greatest failure by the world superpower in predicting or controlling the predictable epidemic.

The Job market is surely to suffer a great blow, especially due to the economic slowdown the companies and the industries are not going to hire new work force any time soon and that would certainly affect the job seekers and the youth sitting idle in search of a job. The scenario may seem to be grim at the moment and it is expected to last in this way for some time as of now.

TRAVEL & TOURISM:

The worst hit sectors would be the travel and tourism, hospitality, aviation and sports. Why at this juncture I had mentioned sports would certainly justify with reasons, but let us first get to the industry that would take a jab on the chin due to the current situation and that is for sure the Travel and Tourism industry. As of now most of the future travel plans have been canceled due to the uncertainty of the lockdown period, as nobody knows when the same would last, would it take a few days more, few weeks or maybe a few months? Travel to most of the Corona hit countries would be a far cry.

Traveling to these countries has been a taboo now and in the near future the travel prospects seems bleak and so does the tours and travel industry has taken the greatest hit and the job market in these segments is sure to be in a worst case scenario situation. One thing is sure and that is the uncertainty looms largely in this scenario and the clouds of doubts are not going to end anyway soon.⁵

HOSPITALITY:

It does not take a great logic or Einstein brain to contemplate the effect of the Covid-19 on the hospitality industry. As the tour and travel industry is hit, the same goes true with the

⁴ Mudit Misra, , *Explained: why are medium, small and micro enterprises worst hit by Covid-19, lockdown*, (May 7, 2020), <https://indianexpress.com/article/explained/coronavirus-india-lockdown-msme-sector-crisis-government-relief-package-6395731/>

⁵ *Sector scan*, (April 13, 2020), <https://www.moneycontrol.com/stocks/marketstats/sector-scan/bse/month-to-date.html>

hospitality as it goes hand in hand with the tours and travel industry. The hospitality industry is another that is worst hit as the global scenario in terms of holidays and travelling is grim and people would surely abstain from traveling in near future and so would be true for vacations and partying along.

As I continue typing in the research, locked in the realms of my home with the home quarantined period of around 40 days I still wonder as to how we would be able to recover from the global jolt that the world had received in the form of Corona virus. The word Epidemic seems to be miniscule in relation to the current situation, which is rightly being addressed as Pandemic. The World Health Organization (WHO) on 11.03.2020 has characterized COVID-19 as pandemic.

The ministry of Shipping had even floated an advisory to be implemented at the ports, thereby putting in all efforts to prevent the corona virus from spreading across the nation via water transport system, dated: 01-04-2020

THE SILVER LINING

Amidst all the confusion and utter chaos, millions infected and lakhs dead, still there is a silver line to the dark cloud of Covid-19. We are sure of the huge loss that the economy has faced and would be facing in the coming period of post lockdown, we can guarantee that the skill labor market, the employment status is going to be bleak and thousands of the laborers would be shifting their base from the work place towards more near home type of locations.

The utmost task in which most of the multinational are engaged is to identify the losses incurred or foresee the upcoming wake of cancelled orders and non-productive session. To a great extent this was unstoppable after effect of the pandemic that the world had gone through and we sincerely hope that this is the first and the last time that such a period is encountered in our life.

India today has floated an article where it highlights the impact of lockdown on the environment. No doubt that the future generation will remember this period with great awe and fear but the positive effect on environment is sure to last a life time. After the evaluation of the loss and negativity, several of the sectors have started looking at the whole episode with a positive reaction and have started to dance at the tune of the current situation.

CONCLUSION

Academic is one such industry that has explored new avenues in this period and backed up by high-speed internet services ranging to several GB, online platform have proved to be a greatest boon for the students and faculties. Zoom classes have been now a buzz word that is being floated the moment we talk about the academic session and learning. The online platform that was struggling to establish itself among the academic fraternity has now found the most respectable place, Centre stage.

The smart phone that was banned from schools and colleges have been now a must have for the students to catch up with the fast completing syllabus of the schools and colleges.⁶

Academics have taking a whole new meaning and the academic world has been rocked by the upfront use of technology to not only get the forms filled or the data entered remotely but to interact and teach in a real sense.

That is something that has rocked the Academic world as if the event that made Newton wonder that why did that apple not fly up in the air instead of falling on his head. Colleges and Universities across the globe have launched its courses and have proceeded with the completion of syllabus and are planning to hold online assessments. That has no doubt saved a lot of time, energy, fuel and resources for both the faculties, staff and the students. While in consultation with the students on several occasion, it has been noted more and more of the students and parents are now inclined towards online platform, instead of giving in to the demand of the wards to study abroad or to move to other cities for academic purpose.

So we can rightly state that *‘The woods may be dark and deep but we have promises to keep and miles to go before we sleep and miles to go before we sleep.’*

⁶ *The Silver Lining*, (April 26, 2020), <https://www.indiatoday.in/india-today-insight/story/the-silver-lining-air-pollution-dips-amid-the-lockdown-1671422-2020-04-26>