

# Employment Retention Strategies and Policies in India - Post COVID

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**Abstract – Occupation maintenance (JR) plans have been one of the fundamental approach apparatuses utilized by various OECD nations to contain the employment and social aftermath of the COVID 19 emergency. By May 2020, JR plans upheld around 50 million positions across the OECD, around tenfold the number of as during the worldwide monetary emergency of 2008-09. By lessening work costs, JR plans have forestalled a flood in unemployment, while they have moderated monetary difficulty and buttressed total interest by supporting the livelihoods of laborers on decreased working time. Looking forward, governments should be cautious to guarantee that JR plans are not downscaled excessively fast, and permit feasible tasks to be obliterated, or too leisurely, and become a hindrance to the financial recuperation. At the point when the wellbeing and monetary circumstance improves, JR support should be better designated to occupations that are reasonable yet in danger of being fired and place a more noteworthy spotlight on supporting specialists in danger of becoming jobless instead of their positions.**

**Keywords – COVID 19, Employment**

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## INTRODUCTION

The boundless flare-up of the COVID-19 infection represents a remarkable test internationally. It has made a general wellbeing emergency as well as a financial emergency as nations across the world have embraced control policies, specifically physical separating measures, to diminish COVID-19 transmissions. The suspension of monetary movement that has followed has introduced an unexampled shock to work markets and levels of unemployment have flooded. In India, gauges from the Center for Monitoring the Indian Economy (CMIE), a private association, which gives high recurrence employment-unemployment measurements dependent on an enormous family overview shows that unemployment rates in the long periods of April and May remained at more than 23%, a three overlap increment from a pace of 7% simultaneously last year. This likely could be only a hint of something larger as India's dualistic work markets where a lopsidedly huge extent of labor force is occupied with casual work plans, are tragically unfit to adapt to a shock of this size. This paper endeavors to comprehend the impact of the pandemic and control measures on work showcases by analyzing the weakness of India's labor force as far as the idea of work game plans (for example status in employment), security of residency and the sectoral piece of employment. Such an activity is significant as the cruel effects of COVID19 are not uniformly circulated across the labor force. They are probably going to be especially extreme for laborers in more unstable types of employment that offer practically zero security of

residency, no composed agreements or essential social insurance. Nonetheless, employment misfortunes won't be confined just to relaxed specialists, who represent a fourth of the labor force (Periodic Labor Force Survey, 2018-19). Indeed, even among Regular Wage Salaried (RWS) laborers, who represent 24% of absolute employment, there are a few who had no composed occupation contracts and were not qualified for any federal retirement aide benefits. This makes them similarly as helpless as easygoing specialists. In 2018-19, such laborers represented 45.9% of all RWS laborers. In these difficult occasions, given the sharp decrease in total interest, firms may lay off numerous ordinary proper laborers, aside from maybe the individuals who have a drawn out relationship with firms and have procured firm explicit abilities. The portion of such specialists seems, by all accounts, to be little, with somewhat more than 2% of the labor force being in RWS occupations with composed agreements for a time of over three years and offering all government managed retirement benefits. Further, the independently employed who are dominantly own record laborers and neglected family laborers are probably going to observe a critical loss of occupations. Without a monetary pad to manage the infection and lockdown, they are probably going to be driven into a critical circumstance.

An examination of the sectoral arrangement of the labor force emphasizes this serious level of weakness. Areas like agribusiness, fabricating,

development, exchange, inns and cafés which all in all utilize almost 80% of India's labor force and 85% of those with auxiliary training and beneath have been the most defenseless against the main wave impacts of the pandemic and lockdown. Additionally, these areas are overwhelmed by casual work 2 courses of action and unfit to move work on the web. In this manner, we can hope to see enlarging imbalance in the work market between the enormous quantities of poor and less instructed who don't have stable employment game plans or social assurance and work in hardest hit areas, from one viewpoint, and the little extent of better taught who have normal proper positions and work in areas that are more manageable to remote work, then again. The primary line of activity in managing these difficulties requires offering quick help through direct pay support and in-kind help to poor and dislodged laborers who have been lopsidedly affected by the COVID-19 emergency.

Such help should be joined with a positions safeguarding plan for formal undertakings to ensure low pay laborers. Associatively, endeavors should be made to redistribute dislodged laborers to those areas of the economy which are seeing a flood sought after and confronting work deficiencies. As we change through the lockdown time frame, these two stages will be useful in limiting further paid positions misfortunes and in giving a pad to some uprooted laborers. Notwithstanding, direct pay backing would in any case stay the chief method for giving prompt alleviation to a lopsidedly enormous portion of the labor force in casual undertakings and casual specialists in conventional endeavors. Employment ensure conspires as well, will assume a basic part in offering help to those delivered jobless. This will require not simply reinforcing and compelling execution of existing provincial employment ensures plans, yet additionally foundation of a metropolitan employment ensures conspire. The requirement for a metropolitan wellbeing net has never been more intense and evident.

Also, remember that the COVID-19 emergency in India has come in the background of previous high and rising open unemployment and this has additionally emphasized the positions challenge. In the period between 2011-12 and 2017-18, outright employment in India (by the typical head and auxiliary status) declined by 6.6 million<sup>1</sup>. The account of India's jobless development transformed into one of 'employment cutback development' during this period as employment levels declined notwithstanding certain yield development (Kannan and Raveendran, 2019). Ongoing GDP gauges recommend that development of GDP also is decelerating pointedly. Between 2016-17 and 2019-20, GDP development divided from 8.3% to 4.2% and is relied upon to turn negative in 2020-21. In this situation, resuscitating financial development will be a main concern for strategy creators. Notwithstanding, restoring development alone won't be sufficient, the recuperation should be work rich and employment concentrated. Embracing a modern arrangement with a more noteworthy spotlight on areas, for example, development and work

concentrated assembling won't just produce employment for enormous masses of India's incompetent/low gifted and semi-talented labor force yet additionally assist with fortifying homegrown interest.

In the beginning phases of the COVID 19 emergency, the abrogating worry for governments has been to help firms and laborers manage the unexpected and flighty decrease if not full shut-down in business action coming about because of the public authority forced limitations to contain the spread of the COVID-19 infection. To expand take up, numerous administrations have changed existing JR plots or presented new ones. These plans give the important liquidity to firms to clutch their laborers, including their ability and experience, and permit them to increase tasks rapidly once financial action recuperates, without going through the most common way of employing and preparing new specialists. In any case, as nations move out of the severe imprisonment stage, strategy producers need to find some kind of harmony between guaranteeing satisfactory help for occupations that are briefly unviable and restricting the degree to which appropriations arrive at occupations that would be saved at any rate or that are unviable in the long haul.

The goal of this Brief is to examine the principle provisions of JR plans sent by nations during the COVID 19 lockdown, and how they ought to be changed as limitations to financial exercises are progressively being removed to keep on ensuring feasible positions without obstructing the redistribution of employment towards growing firms and areas.

**OBJECTIVE**

1. Study on Strategies and Policies in India - Post COVID

**CURRENT SITUATION: WHY ARE LABOUR MARKETS IMPORTANT?**

The COVID-19 pandemic, which has effectively contaminated just about 170,000 individuals in 148 nations, coming about in more than 6,500 deaths,<sup>1</sup> can possibly arrive at a huge extent of the worldwide populace. A few appraisals recommend that 40-70 percent of the total populace could become infected. the emergency has as of now changed into a financial and work market shock, affecting inventory (creation of labor and products) yet additionally request (utilization and venture). Disturbances to creation, at first in Asia, have now spread to supply chains across the world.

All organizations, paying little mind to measure, are confronting genuine difficulties, particularly those in the flying, the travel industry and neighborliness enterprises, with a genuine danger of huge decreases in income, bankruptcies and employment

misfortunes in explicit areas. Supporting business tasks will be especially hard for Small and Medium Enterprises (SMEs). Following travel boycotts, line terminations and isolate measures, numerous specialists can't move to their work environments or do their positions, which has thump on consequences for livelihoods, especially for casual and casually employed laborers.

Buyers in numerous economies can't or hesitant to buy labor and products. Given the current climate of vulnerability and dread, endeavors are probably going to defer speculations, acquisition of products and the employing of laborers. Possibilities for the economy and the amount and nature of employment are crumbling quickly. While refreshed gauges fluctuate extensively - and generally think little of the circumstance - they all highlight a critical adverse consequence on the worldwide economy, basically in the principal half of 2020.3 These troubling figures give developing indications of a worldwide monetary downturn. Quick and facilitated strategy reactions are required at public and worldwide level, with solid multilateral authority, to restrict the immediate wellbeing impacts of COVID-19 on specialists and their families, while alleviating the backhanded monetary aftermath across the worldwide economy. Shielding laborers and their families from the danger of disease should be a first concern. Request side measures to ensure those confronting pay misfortunes on account of disease or diminished financial action are basic to invigorating the economy. Pay security likewise mitigates the disincentives against unveiling expected contaminations, particularly among low-income and right now burdened gatherings of laborers

### **IMPACTS: HOW WILL COVID-19 AFFECT THE WORLD OF WORK?**

Introductory ILO gauges highlight a critical ascent in unemployment and underemployment in the wake of the infection. In view of various situations for the effect of COVID-19 on worldwide GDP development (see Annex I), primer ILO gauges show an ascent in worldwide unemployment of between 5.3 million ("low" situation) and 24.7 million ("high" situation) from a base degree of 188 million of every 2019. The "mid" situation proposes an expansion of 13 million (7.4 million in top level salary nations). However these assessments remain profoundly dubious, all figures show a generous ascent in worldwide unemployment. For correlation, the worldwide monetary emergency of 2008-9 expanded unemployment by 22 million.

### **UNDEREMPLOYMENT IS ALSO EXPECTED TO INCREASE ON A LARGE SCALE**

As seen in past emergencies, the shock to work request is probably going to convert into huge descending changes in accordance with wages and working hours. While independent work doesn't commonly respond to financial slumps, it goes about as a "default" choice for endurance or keeping up with

pay - regularly in the casual economy. Thus, casual employment will in general increment during emergencies. Notwithstanding, the current impediments on the development of individuals and products might limit this kind of way of dealing with stress.

### **VULNERABILITY OF INDIA'S WORKFORCE**

Looking at the weakness of India's labor force expects us to comprehend the construction of the nation's labor force. We endeavor to do as such through two focal points utilizing the unit level information from the Periodic Labor Force Survey (PLFS, 2018-19). One, the idea of employment courses of action and regardless of whether laborers in various employment game plans approach federal retirement aide as well as composed agreements. Two, given the awry impact of COVID-19 on various areas, we look at the weakness of the labor force by contemplating the sectoral creation of employment.

### **NATURE OF EMPLOYMENT ARRANGEMENTS**

It's obviously true that 90% of India's labor force is occupied with casual work plans. As indicated by the PLFS (2018-19), roughly 75% of the labor force was occupied with independent work and easygoing compensation employment and along these lines outside the ambit of standard boss representative connections which offer specialists government managed retirement benefits, security of residency or progression of pay. Moreover, the greater part of these laborers were occupied with exercises that don't give them the advantage of telecommuting. Then again, around one fourth of the labor force was utilized as RWS laborers for example they get a compensation consistently and not based on day by day or intermittent restoration of work contract. Despite the fact that they have some level of pay dependability, which improves them off than easygoing specialists, they also don't generally approach government backed retirement benefits or secure work contracts. Information from the PLFS shows that in 2018-19, the extent of RWS laborers who approached something like one government managed retirement advantage (Provident Fund/annuity, tip, medical care and maternity benefits) and accordingly an insignificant level of social assurance was a simple 40.6%. These laborers alluded to as standard proper specialists represented a simple 9.6% of the all out labor force. It should be noticed that the meaning of formal employment dependent on approaching only one government managed retirement advantage is a genuinely loosened up one. In the event that we move to a more tough standards and analyze the portion of RWS laborers who approach all accessible types of government managed retirement cover, the extent remained at 17.7% . This in turns implies that a simple 4.2% of the labor force had occupations which offered them the most extreme conceivable

level of assurance and would accordingly fit the rules of what is regularly portrayed as a 'great job' or 'nice work'.

## COVID-19 LOCKDOWN

The serious respiratory infection as of late showed up in Wuhan (Hubei area), China. Epidemiological assessments have proposed that the plague was identified with a fish market in Wuhan, China (Fan et al., 2020). COVID-19 is a pandemic that has as of now arrived at 5,934,936 affirmed cases universally, with something like 367,166 passings as revealed by the World Health Organization (WHO) as of May 31, 2020. In the European area, the all out number of affirmed cases is 2,142,547 and 180,085 passings detailed. In areas of the Americas, affirmed cases are 2,743,793 and 157,702 passings affirmed. In Eastern Mediterranean area, all out number of affirmed cases is 505,001 and 12,353 passings detailed. In the Western Pacific area, it is 181,665 affirmed cases and 7,028 passings revealed. In South-East Asia area, affirmed cases are 260,579, and passings are accounted for as 7,431. African area revealed 100,610 affirmed cases and 2,554 passings. World Health Organization hazard evaluation report expresses that COVID-19 is extremely high danger at the worldwide level (World Health Organization, 2020a). Those individuals who are living with NCDs (noncommunicable illnesses) are more vulnerable to turning out to be truly sick or biting the dust from COVID-19 (World Health Organization, 2020b).

World Health Organization likewise gives a few suggestions and counsel to general society. As indicated by WHO, most extreme people tainted with the COVID-19 infection will encounter gentle to direct respiratory ailment and convalesce without requiring any extraordinary treatment. Those individuals who are old and people who have clinical issues like cardiovascular infection, diabetes, malignant growth, and persistent respiratory sickness are bound to foster serious disease. As indicated by WHO rules, people ought to shield themselves as well as other people from COVID-19 contamination by cleaning up or utilizing an alcohol-based rub oftentimes. As per the report of WHO (World Health Organization, 2020c), the COVID-19 infection spreads basically through drops of salivation or release from the nose when a contaminated individual hacks or snuffles. As per the exploration, there is no powerful antibody or supported medication treatment against COVID-19 created. In the present circumstance, the majority of the nations go for lockdown, so that spread of COVID-19 will break soon. A few nations have likewise shut boundaries to stay away from global explorers from spreading the infection (Ghosh, Brindisi, Shahabi, Mackenzie, and Andrew, 2020). As per Business Insider (Kaplan, Frias, and Mefall-Johnsen, 2020), the vast majority of the nations are executing measures to slow the spread of the COVID-19, from public isolates to school terminations.

The vast majority of the nations are applying some type of limitation to the public like lockdown, social removing, and wearing a face cover when you get out of your home. According to the need of great importance, the vast majority of the associations began working on the web and started a work-from-home (WFH) system. Because of lockdown, the vast majority of the associations give the office to their representatives to telecommute. Be that as it may, telecommute is hard for representatives as they don't feel the hierarchical environment at ease, as absence of focus because of regular attack of relatives; work-life struggle emerge because of this. Indeed, even they don't have appropriate gear and devices (PC, mouse, printers, scanners, earphones, webcam, web association, and committed work area—a tranquil work environment). The greater part of the representatives feel anxious because of rising instances of COVID-19 on the planet. They don't know about their professional stability and furthermore about their compensation. Because of these issues, representatives couldn't think/center around their work, so there is a requirement for worker commitment. The superb obligation of the association is to deal with their workers' well-being and draw in them appropriately. Those representatives who are locked in well are giving 100% outcome. Pioneers ought to give some persuasive talk addresses, support their confidence, and give security and open climate so representatives can speak loudly in case they are having a few issues. Pioneers can utilize media for correspondence. There ought to be straightforward approach, so workers don't feel worry over their work and participate in their work polite.

## CONCLUSION

The COVID-19 emergency has highlighted the issue of high unemployment and powerless total interest that the Indian economy was wrestling with even before the beginning of the pandemic. It has not just brought about enormous scope employment misfortunes and loss of livelihoods, yet additionally expanded neediness. With an unbalanced weight of the shock being borne by the individuals who 24 were working in low paying, dubious and casual positions, the double shocks of the pandemic and lockdown have exacerbated disparities in the work market. The greater part of these people cannot manage staying jobless in the months to come and if the possibilities of securing positions soon are dreary, they are probably going to turn to independent work in the casual economy as an endurance instrument. As Ghose (2016) noticed the transcendence of both independent work and relaxed employment in India is to a great extent an outcome of the way that it works with work sharing plans as the functioning individuals from the family share the work and pay from the family endeavor. This element of work sharing empowers own record undertakings to work as a supply of excess work which exists as underemployment of numerous specialists as opposed to as unemployment of

certain laborers (on the same page). Consequently, in the months to come, we can hope to see an expansion in the degree of under-employment and the size of the casual labor force, regardless of whether open unemployment rates decrease. There is a critical need to set up a thorough arrangement to make well paying secure positions, not simply to address the test of open unemployment and underemployment however to improve laborers' income and to help utilization. Such a methodology should be conscious of India's dualistic work markets where a tiny extent of laborers are in formal secure positions. In the prompt term, the chief method for offering help to the huge extent of the casual working poor is through direct pay support.

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