



## EMPLOYEES FACING ECONOMICAL PROBLEM IN PANDEMIC SITUATION

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### ABSTRACT:

The covid viral is unpredictable. suddenly that viral attack on the whole society and the people are suffered by so many critical problems primarily from September 20 to 21 large numbers of people are die because the attack of covid-19 viral. So, in that situation the government has to implement numbers of policies, rules, norms and restriction. Like All the Government offices are working with 50% capacity, all private offices are also working with 50% capacity and all hotels and restaurants are closed but only corona worriers are working in full-fledged for saving the life of peoples in our society. So many peoples are striving for surviving their life because the unavailability of proper medical facility. In India May 2021 the situation is out of controlled so many people are died because of unavailability of medical facilities like the beds are not available for admitting the affected patients and also there will be shortage of medicines so the situation is going so worst. So many families are thrown on the street. Because the peoples are lost their jobs so in that situation the whole economy is suffered with economic crises. Large number of peoples are Dismissed by their jobs they don't having any income source for survive their families. many peoples in our society are suicide because they are not able to survive their families for the reason of unemployment

**Key words:** -Economic, Pandemic, employees, unemployment

### INTRODUCTION:

Unemployment is the biggest problem of our whole economy especially Indian employees are suffered by that critical problem of unemployment. The government has no option without to lock down the whole economy. The transportation facility is stopped only necessary goods are transported from one state to another state. secondly migration of workers will be the most important problem during the period of covid-19 pandemic because the whole economy is locked peoples doesn't have any light of availability of any type of work. All the hotels or restaurants are closed only parcel facility is available, Transportation facility is also stopped, Contractual basis employees also not getting salary, Private companies are not able to provide salaries to their employees so in that situation employees are thrown out by their jobs Another side those companies are able to provide salary so that salary providing companies employees are getting the work from home facility but that

type of companies are not in a position to recruited the new employees . e- Commerce business run smoothly. All the retailers shops in market area are closed because of lockdown excluding necessities shops .so the shopkeepers also having a loss in that pandemic time period and that retail shopkeepers are not able to bear salaries of sales boys/girls in a shop. another side shopping malls, gym, theaters, swimming pools all that places are closed during that time period of covid-19 pandemic situation so all the workers who will be working in all that places are suffered by the problem of unemployment and because of that unemployment problem they all are facing a critical situation about the survival of their families.

### Migration of workers:

Migration of workers is the biggest problems for our economy. Indian workers are migrates during the period of Covid-19 pandemic because they are facing multiple problems in that period. Indian government-imposed lockdown in the

country because the situation is out of control and number of peoples died. So, the Indian government does not having any option rather than lock down in factories and work places, construction sites or shops are also closed. So in that situation millions of workers had to deal with loss of income food shortage and uncertainty about their future following this many of workers and their families went hungry because the workers do not having any income source and they are not able to fulfill their basic need like food, cloth, and shelter.

Thousands of workers because of unemployment problems in Covid-19 pandemic situation begins to walking back home with no means of transportation due to lockdown. Various central and state government took various measures to help them and arranged transportation facilities for them 198 migrant workers died due to lockdown with reasons of road accidents.

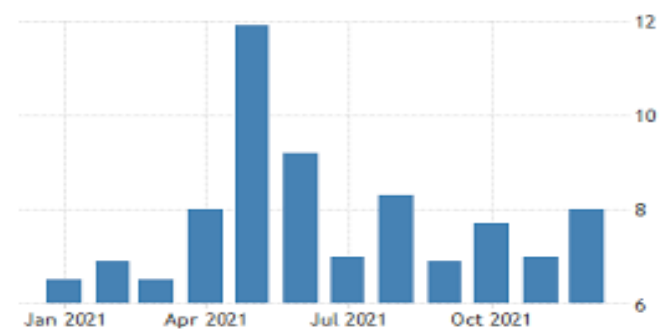
### **Inflation Creates Unemployment during Pandemic**

India is facing economic during the period of coronavirus pandemic because the price of goods are rises rapidly and when the prices are rises so in that situation inflation is rise inflation means increasing the prices of goods and commodities and decreases the value of money. So, in that situation unemployment situation is speeded all over economy.

Economists have said India will likely be struck in the near future with persistent unemployment high inflation, low demand and falling savings and investment unemployment is especially concern or relates with young peoples trying to enter in to the job market and on another side, inflation puts pressure on people's saving that both the factors are especially responsible for rising economic inequality in India. A sustained spike in food inflation could have a damaging effect on Indian's poor according to economics, who said that higher food prices would put pressure on earnings.

Which are already very low of a time when there is widespread economic pain in the country. "This rise in price coming at a time when employment and livelihoods have collapsed." By Jayanti Ghosh executive secretary of international development economics associates said that many peoples who lost their jobs during the pandemic because of the economic crises or slowdown and these employees not able to find new jobs/employment and those employees who have jobs are often working of lower wages and another side income level of self-employed peoples are a fraction of their previous levels. So, there is no doubt that there been a tremendous increase in poverty and hunger.

### **India Unemployment Rate**



### **Unemployment in education system during covid-19**

During the period of covid -19 Those who are working in non-granted part in educational system

They all are suffer by losses. because of lock down online classes of students are started and they are not able to pay remaining fees. Because number of students those who are from rural areas their families are suffer by economic crises. Some student's parents are died due to attack of covid viral. So, for that reason the educational institutions are not able to paying salaries of their staff members. In that situation the families of educational institution employees are also facing so many economic problems. Due to rapidly spreading of that Covid 19 viral the situation of educational institutions is going to

worst and unemployment problems in educational system is getting start to increase.

**Government policies regarding unemployment during the period of Covid 19 pandemic.**

The orders made by the Central Government and for aiding the implementation of measures announced at the Centre, the State Governments have also notified orders, under the Epidemic Diseases Act 1897 ('ED Act') read with the DM Act, including measures in respect of termination and reduction of wages.

**Policies:-**

**Work during Lockdown:** Depending on the sector, whether organized or unorganized, and on the nature of the industry, employers can ask employees to work from home. Further, in relation to establishments which are completely non-operational due to COVID -19, the employees of such units will be deemed to be on duty, per the circular issued by the Central Government to employers associations. There is a similar advisory from the State of New Delhi, Ministry of Health and Family Welfare.

**Salaries and Wages:** Employees working from home as well as employees/workers who are unable to work from home owing to the sector of employment and nature of industry, are entitled to full salary for the duration of the lockdown. The circular issued by the Central Government in this regard, issued to all industries, shops and establishments discouraged reduction of salary and/or wages, as such reduction is likely to impact the financial situation of the individual concerned.

**Termination:** The Central Government, has advised all the employers of public/private establishments to extend their coordination by not terminating their employees, particularly casual or contractual workers during this period.

**Leave:** In relation to establishments which are completely non-operational due to COVID-19, the employees of such units are to be deemed to

be on duty, and, therefore, no deduction should be made from the entitled leave accrued.

**Employees Provident Funds (Amendment) Scheme 2020**

In view of the on-going COVID-19 epidemic, the Finance Minister has announced a series of financial and regulatory reliefs to companies and individuals, including proposed amendments to the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 ('EPF Act') to permit a non-refundable withdrawal from the provident fund of an individual.

**CONCLUSION:**

From the above explanation the conclusion is drawn that because of the economical crises unemployment problem is expanded so for removing that problem. The Government of India has to take proper steps. High rate of economic growth designate the need for additional labor market. On the other hand, recession indicates increase the unemployment rates due to lose in job. "Supply creates it's a own demand".

Policy makers, governments and economists to devise such strategies are both on fiscal and monetary fronts. On fiscal front government should announced relief packages to the industries, SMEs and common masses to maintain aggregate demand. Moreover; on monetary front the national banks of country should go for Expansionary monetary policy to encourage investors to invest in different sector with low cost of debt servicing. Moreover the people as a whole and charity groups specifically should increase their cooperation to safe unemployed, disable and orphan children's, even the people should prevent any illegal group's movement. To increase the hiring capacity of our economy, government expenditure should be allocating properly to fight this pandemic.

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