

**Project Dissertation Report on**  
**Impact of COVID-19 on employment and compensation of**  
**Nepalese Firms**

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## **CERTIFICATE**

This is to certify that the dissertation report entitled “Studying the Impact of COVID-19 on employment and compensation of Nepalese Firms” submitted to Delhi School of Management, DTU in partial fulfilment of the requirement for the award of the post graduate degree of MASTER OF BUSINESS ADMINISTRATION (MBA), is an original work carried out by Ms. Sujata Joshi Roll No. 2K19/DMBA/118 under the guidance of Associate Prof. Dr Archana Sign.

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## **DECLARATION**

This is to declare that I have carried out this dissertation titled ‘Studying the Impact of COVID-19 on employment and compensation of Nepalese Firms’ myself in partial fulfilments of the Post Graduate Degree of Master of Business Administration from Delhi Technological University is a record of original work done under the guidance of Associate Prof. Dr Archana Sign. The information & data given in the report is authentic to the best of my knowledge.

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## **ACKNOWLEDGEMENT**

It gives me immense pleasure to be associated with this dissertation. The project was a joyous learning process. The presentation of the report in the way required has been made possible by the way of contribution of various people.

First of all, I would like to express my gratitude towards Dr Archana Sign, my faculty guide, for her valuable advice, guidance, support, precious time & encouragement that she offered to me during the course of dissertation preparation, it made actual complexities of the world a lot easier. I would also like to thank my mentor Ms. Sakshi Kukreja for her support & confidence in me. I would also like to express my deep gratitude to all the respondents whose response was of utmost importance for the project.

I lastly express my gratitude towards the University and the Department for providing me with facilities and environment for the completion of the dissertation.

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## **EXECUTIVE SUMMARY**

This dissertation report is aimed at identifying the impact of COVID-19 pandemic on the employment sector and compensation practices among the organizations of Nepal. The factors to be studied are Employment or the current labour market, Compensation and overall satisfaction of the people with the compensation they are currently receiving in the organization. Since the pandemic is one of its kind, not much studies have been done in the area however in the studies that has been taken into consideration for the research purpose show that there has been some negative impact of COVID-19 on the compensation practices of the country as well as on a global level. This dissertation will also try to study the relationship of these factors with employee compensation satisfaction among employees working in Nepal.

The findings show that there has been number of job losses in various sectors of the country and the majority have been at the receiving end of the pay cuts that was done during the pandemic by their organizations. While the dissertation shows that majority are satisfied with their current compensation that is being provided by their organization, there are some who are not at all satisfied with their current organization's compensation practices.

Key words: employment condition, labour market, compensation, job security, incentives, COVID-19 pandemic

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# **1. INTRODUCTION**

## **1.1 BACKGROUND**

The topic that chosen for my Major Project is in depths study of the impact of the Covid-19 pandemic on the compensation plans and practices along with employee benefits of Nepalese private and public organizations. he widespread has hit Nepal's work showcase difficult, with numerous specialist's interior and exterior losing their occupations. Benefits and facilities provided to employee in the organization helps to attract the best talents and retain the employees in the long run. it also helps in employer branding. In context of Nepal, these benefits are generally linked with financial benefits. There are many benefits that are statutorily defined such as minimum base salary and allowances given to the employees. It can also be categorized into two main domains that is tangible and intangible benefits. Tangible advantage are incentives that can be valued in monetary whereas intangible advantage is working environment, emotional support and more which cannot be measured in monetary terms.

Compensation is known as the whole sum of the money related and non-monetary pay given to a worker by a boss in return for work performed as required. A few of the foremost common recompense are Basic Pay, Commissions, Extra time, Pay, Rewards, Advantage dividing, Justify Pay, Stock Alternatives, Travel/Meal/Housing Stipend, and a few of the other benefits incorporates dental, insurance, medical, vacation, leaves, retirement, taxes etc.

The topographical Starting place of the Novel Corona was Wuhan, China, after 2019. Consequently, it was more or less controlled by China within the, to begin with, a quarter of 2020. Hence the contamination rate has tended towards a steady 0 level in China, as it were extra thirty-nine cases in May and thirty cases in June. In contrast to China, Europe and America seem to be unable to monitor the infection's rapid spread. In July, the most affected countries were Brazil, Mexico, and Peru. Africa's defilement spread is accelerating, with South Africa leading the way from the continent's landmass. Following Europe and America, Covid-19 accelerated in Southern Asia during the current quarter. From the end of March to the end of July, this disease was fifty times more prevalent in India, seventeen times more prevalent

in Pakistan, and 31 times more prevalent in Bangladesh. On April 30, Nepal had the same number of 57. Even it picked up the pace a short time later, with the number of sullied people being 346 times higher on July 31 to demonstrate contempt because it isn't as significant in terms of numbers, and still much less than India, Pakistan, and Bangladesh.

The majority of cases in Nepal have been asymptomatic. Side effects of Covid-19 have not been observed in the majority of patients, despite its disregard for positive PCR testing. The infected people have been healed after spending a long time in segregation and recovery without feeling ill. However, following the end of Lockdown in July, symptomatic cases are spreading primarily within the Birgunj metropolitan area and surrounding areas. With the largest amount of trade and imports, Birgunj is the most critical trade point on the Indo-Nepal border. Corona is a problem in cities with dense populations, such as the primary capital city and Biratnagar in the east, Birgunj in the mid-terai, and Nepalgunj in the western Terai. Biratnagar, Birgunj, and Nepalgunj have all declared lockdown on their claims in the recent period. The government has now asked children under 12 and people at 60+ a long time of age through Service of Wellbeing & Population on July 31 entirely to remain at domestic.

The Wellbeing service record appears that an overpowering, more significant part of the Covid-19 patients entered Nepal from Nepal-India borders. Tracking those within the contacts of tainted people and evaluating is going on with several administrative & specialized troubles. Covid-19 has not yet ventured into the culture, but the danger is real increasingly unmistakable within July when versatility of individuals for distinctive destinations counting work begun to pick up speed.

Additionally, Nepalese both transient labourers and Non-resident Nepalese have been discussed lifted by government of Nepal in synchronization with International safe havens from 3<sup>rd</sup> nations basically Inlet, in June in an arranged form. As a result, the influx of Nepalese from third countries appears to lower infection risk. Although the number of Nepalese in communication with embassies to enter Nepal by plane from foreign appears to be greater than one million, the Nepalese government had, in the first step, pronounced to bring 25,000 Nepalese on need premise from overseas by discuss, of which more than 27,000 in three stages have as of now come to Nepal.



They've been taken to detention centres in the Kathmandu city and quarantine in the affected areas.

Situation in Nepal as of July 31, 2020 (Covid-19)

Total infected persons :	-	19,771
Below 10 years of age	-	776
11-20 years of age	-	3,833
21-30 years of age	-	7,419
31-40 years of age	-	4,662
41-50 years of age	-	2,008
51-60 years of age	-	742
61-70 years of age	-	255
71-80 years of age	-	60
Above 80 years of age	-	16
RT-PCR Testing	-	375,416
RDT Testing	-	312,402
Persons in quarantines	-	12,111
Person in isolation and treatment	-	5,316
Persons recovered & discharged	-	14,399
Death by Covid-19	-	56

Source: Based on Daily Updates of Ministry of Health & Population, Nepal Government

The COVID-19 wellbeing emergency has managed an overwhelming blow to Nepal, with numerous Nepalese interior and exterior the nation losing their occupations. Every year, nearly half a million young people enter the labour market, but the economy has only been able to provide employment for 10% of them. The rest are forced to pursue self-employment, remain jobless, or relocate abroad in search of jobs. This pandemic has added to the difficulties of getting employment opportunities as well as those with jobs are fearing the possibilities of having to lose their jobs.

Nepal is starting to feel the effect at foremost unexpected and far reaching cessation of financial action due to episode of this infection. In the investigation of the Asian Advancement Bank, the flare-up of this dangerous infection will effect nearly each segment of the Nepali economy, shaving up to 0.13 per cent off the net household item and rendering upto 15,880 personal job loss.

The situation is quite critical and many Nepalese are facing crisis to get any employment opportunities and also to keep the job for those who are employed. This

report will study the impact of the pandemic that has been on the employed citizens of the country.

## **1.2 PROBLEM STATEMENT**

The SOP is to determine impact of covid-19 on compensation as well as employment in Nepal. We also endeavour to determine the effect of pandemic on international market and world economy. Covid-19 is affecting each and every sectors and is the main reason for the present unemployment problem. The examination of these orders can be utilized to create a to begin with evaluation of the suggestions of the Covid crisis on the labour markets, conjointly to speculate on short as well as long-term improvements, since the foremost and slightest persuaded segments are likely progressing to proceed to function in an unexpected way before a vaccine or other long-term solution is found. Seeing towards the continuous side of the job and work, Computerized change of job and labourers working from domestic, where topographical separate is kicked off, may make a circumstance of more incorporation of more seasoned and experienced labourers, but at the same time, it may avoid openings for youthful labourers. So in this research paper we focus on the problem created by the pandemic and the repercussion on the employment and compensation in Nepalese firms.

## **1.3 RESEARCH OBJECTIVES**

The main objective of the report is to gain a deep knowledge and comprehending of the impact that the current pandemic has had on the compensation plans and practices, employee benefits of the organizations of Nepal. This report is being prepared with regards to the compensation plans and benefits that are practiced in Nepal and some of its major companies. Some of the major objectives of this dissertation are listed below:

- To determine the effect of Covid-19 on employment opportunities and areas as a whole during the pandemic
- To study the labour market of Nepal pre and post pandemic.
- To study the job loss that has happened in both private and public sector of the country,

- To study job security provided by organizations to its employees.
- To analyse the Nepalese economy before and after pandemic.

#### **1.4 SCOPE OF THE STUDY**

The objective of this research is to know about the effect of covid-19 on the employment and compensation in Nepalese firm. The further process is to study the overall effect of this pandemic on world's economy as whole. We also tried to highlight the problem created by this pandemic and the loss of job sectorial wise. As the widespread isn't over however and the effect on many things including employment is still there so this paper is not over and in future I would like to study more about the same. The coronavirus proceeds to spread over the world taking after a direction that's troublesome to predict. Low-paid jobs, young people, women, ethnic minorities, the self-employed, and casual and fixed-term employees have all been hit hard by the crisis. With the fight against Covid-19 still ongoing and many G20 countries facing a resurgence of the infection, it's become common knowledge that what lies ahead could be a "new normal" in how society is organized and how we work. Whatever the case may be, now is the time to take a closer look at this underutilized resource and get to work on creating a safer, friendly, greener, more productive future of work that will cushion the effects of future emergencies on jobs and earnings. Layoffs and pay-offs for millions of people, as well as simple dismissals from their employment, workplaces, wages, and livelihoods, seem to be a regular phenomenon. Unemployment benefits, help bundles and welfare programs will be deficiently on the off chance that it goes longer. The extreme result will be pay imbalance increasingly. In case of infection, the address is what emphasizes disparity past any expectations and benefits to as it were enormous and capable. The control condition of social orders in support of few and unfavourable to billions with ideal for absolutisms against vote based systems can become a reality in the next ten years.

## **2. LITERATURE REVIEW**

The study of the effect of Covid-19 on the compensation of not just Nepal but many other countries has been done by many international organizations such as United

Nations Development Programme (UNDP), International Labour Organization (ILO), etc.

According to an Asian Development Bank report, the Covid -19 virus outbreak will affect all sectors of the Nepalese economy, slashing 0.13 percent of GDP and leaving 15,880 people jobless. The effect of this widespread has as of now begun to surface in number of divisions of Nepal like tourism, exchange and generation linkages, supply and wellbeing. Particularly the complete benefit businesses tourism, flying and neighbourliness segment have been hit barely by the episode. The country hoped to attract two million tourists by launching the Visit Nepal 2020 campaign in January. However, the initiative was cancelled due to systemic corruption, shattering the neighbourliness and tourism-related trade market. As a result, the traveller entry rate has fallen below Ten per cent, compared to seventy per cent during the Covid-19 episode. The tourism industry is one of Nepal's most important sectors, accounting for eight per cent of the country's annual GDP. At the same time, all spring mountaineering expeditions, including Everest ascents, have been cancelled, resulting in the layoff of nearly 13,000 tour, trekking, and mountain guides who have worked there for years. People's lives, as well as private and public enterprises, have been harmed by the pandemic. Thanks to the coronavirus tourist recession, banks are also losing money on investments in hospitality and aviation. The effect has been particularly severe in the manufacturing industries. The availability of raw materials, including pharmaceutical chemicals, has decreased dramatically due to the raw materials coming from China, which is also a significant issue.

A most recent think about on Fast Appraisal of the Social and Financial Impacts of COVID 19 on the helpless bunches in Nepal commissioned by the Joined together Country Advancement Program in Nepal and conducted by the Established for Coordinates Advancement Ponders uncover that the COVID-19 widespread has disturbed numerous segments like supply chains, near down or debilitated the survival of small and casual undertakings, and made individuals profoundly at hazard to falling back into poverty through the broad misfortune of wage and occupations. The ponder conducted based on an overview of seven hundred businesses and four hundred people, and discussions with over thirty private division organizations and government organizations, conducted stubbornly amid the lockdown. The dubious

effect of the COVID-19 widespread on Nepal's socio-economy will amplify, conditional on how occasions unfurl on three fronts: to begin with, its reliance on tourism, exchange, and remote business – and the results that will engender through the administrations and mechanical scene; moment, on the off chance that or when the spread of the widespread overpowers a horribly lacking wellbeing foundation; and third, Nepal's overwhelming geo-economic dependence on India and China, and the nature of virus starting in those nations. Both formal and casual MSMEs are hit difficult as they tend to have low cash-to-asset proportion. The study finds that each three in five representatives have misplaced their employments within the miniaturized scale and little businesses that were overlooked; they have seen a drop of 95 percent in normal month to month income. These businesses can maintain for as it were around two months in case lockdown proceeds. Moreover, cash endowment from the government was positioned the foremost imperative kind of bolster anticipated as portion of financial jolt, taken after by appropriation on intrigued rate, concessional advance, and rental waiver by proprietors. Appropriation on utility instalments was considered the slightest critical back required by little and casual businesses.

The impact on labour varies by the nature of contract by the organization. Lasting specialists confront pay cuts or unpaid break, sponsored by solid work laws that dishearten cutbacks. Seasonal and unstructured labour who constitute sixty percent of the labour are force to face job cuts and job losses. Temporary labourers, inner transients, day labourers were among the foremost affected one based on their income, and also the ability to sustain through the slowdown of the economy. Not being able to discover an elective source of income. in this condition is judged to be the main impact of the crisis on those already vulnerable or otherwise engaged in precarious work.

The World Bank has as of now cautioned that “the widespread will hit difficult low-income individuals, particularly casual labourers within the neighbourliness, retail exchange, and transport segments who have constrained or no get to healthcare or social security nets” which the COVID-19 stun will likely strengthen imbalance in South Asia.” The extravagance of working from domestic, going to online classes, and requesting basic supplies for domestic conveyance is as it were accessible to the

advantaged few. Those without occupations and investment funds are exclusively subordinate on the government's help bundles and the thoughtfulness of outsiders.

As per the recent research paper by Umesh Upadhyaya: seeing the progressing part of work and business, Advanced change of job and labourers performing from domestic, where geological remove is kicked off, may make a circumstance of more consideration of more seasoned and experienced labourers, but at the same time, it may avoid openings for youthful specialists. Moreover, the effect on geological polarization of pay in support of salary uniformity or in support of disparity is however to be seen in future. It's possible to say with congruity whether this teleworking and expanded house-based, family based nature of work will have gotten to be common in standardized circumstance after the conclusion of this abnormal unusual period of widespread.

Monika Chaudhary and Shankar Das in their paper "effect of covid-19 on Indian economy" concluded that The spiralling and unavoidable Covid widespread has misshaped the world's flourishing economy in unusual and equivocal terms. However, it was clear that the current downturn is distinct from previous recessions that had jolted the country's economic order. But the countries, combinations, enterprises, and multinationals proceed to get it the greatness of the widespread, it is undeniably the need of the hour to prepare for a more prosperous, structurally more viable future for living and working. Here, the unprecedented situation has wreaked havoc on the economy, especially during the lockout, and the country will have to work to find a way out by implementing fiscal steps. The national government considers the security of both lives and property to be critical. After the labour force has been screened, economic activity can begin gradually. As a result, stringent preventative measures should be taken to protect the workers' health.

Marta Fana, Sergio Torrejon Perez, Enrique Fernandez-Macias, in their term paper "effect of Covid-19 emergency from brief-term impacts to long terms prospects", concluded that the foremost negative impacts tend to centralize on the foremost imperilled and distraught specialists in moo efficiency administrations. Employees who more seems to lose their jobs due to lockdown in near future and face unusually high uncertainty in the long term are the same class identified in our study as being the most negatively affected by COVID internment measures; it seems fair to

conclude. These jobs are overrepresented in countries where there has been a recent change in economic structure toward low-value-added services; however, the medium-term consequences of these negative effects, as seen in the automotive sector, extend to countries with higher manufacturing activities that are largely dependent on European "core" value chains. Since they specialized in industries that are more likely to be forcedly closed, countries that are hardest hit by the Covid-19 pandemic (Spain, Italy, and the United Kingdom) are more likely to face the worst job crisis of confinement. The COVID crisis is so severe and dangerous that it will not only have a significant impact on labour markets in the short and medium term, but it will also have a significant impact on how work is organized in various sectors. The conceivable outcomes for financial recuperation are exceptionally obscure and unequivocally depend on the financial approaches embraced at the national and European levels. As in any strongly emergency, we got to acknowledge sharp financial rebuilding inside the nation or between the two or more countries as working edges, salary and request drop strongly within the taking after months and a long time.

Every day wage specialists and those who are portion of the casual economy as of now endure from various imbalances, counting get to healthcare, sanitation and instruction, which shows in failing health, a lower human improvement record, and social separation and avoidance.

### **3. RESEARCH METHODOLOGY**

#### **Research Design**

This research has used descriptive research design that helps to identify the impact of Covid-19 on the employment sector and the compensation practices of Nepalese organizations both private and public. The present study involves descriptive and research design. The study uses primary source of data to draw some inferences out. Basically, well-structured questionnaire in the form of google form is used for collecting the information for analysis.

#### **Sample of the Data**

The sample for this study is the professionals who are currently working in the organizations of Nepal and those who were employed before the pandemic and had

to suffer job loss because of the pandemic. A sample of 70 professionals has been taken into consideration for the purpose of the study.

Sample summary from different sector

Table No. 1

Government sector	Private sector
20	50

I have taken both private as well as government organization in this study. Private organization includes Private Bank, Insurance company, Factories, Microfinances, private Schools etc. Whereas government organization includes Government Banks, Government offices, Government Schools and colleges.

#### **Statistical tools to be used**

The data is analysed with the support of statistical tools like descriptive analysis frequency analysis with the support of SPSS tool.

## **Impact of covid-19 on Nepal's Economy**

### **Overview of Nepalese Economy**

Nepal's economy is to a great extent driven by agribusiness which contributed approximately 26.98 per cent to the country's net household item (GDP) in 2019, a decay from 27.59 per cent within the past monetary year. After horticulture, it is settlements which contribute considerably to the country's economy. Agreeing to a report by Nepal Rastra Bank, in fiscal year 2018-19, remittances contributed to nearly 25 per cent of its GDP. Tourism is another significant sector of its economy. All these segments are presently confronting an intense emergency due to the COVID-19 widespread. It is presently assessed that Nepal seem record a genuine GDP at essential costs of around two per cent or lower. This will extremely influence a nation where about 18 per cent of its populace lives underneath the destitution line.

### **Nepal's Economic Health Before COVID-19**

Nepal's add up to economy is around US dollar thirty-two billion (\$44.73 billion) every year. Since 2016, the nation has been modifying its economy. During this



rebuilding period, the economy grew at 6% or higher, peaking at 7.1 per cent in 2019. Riding on such a reliable development rate, Prime Minister K P Oli's government had been centring on Nepal's graduation from the 'Least Developed Country' status to the alliance of creating nations by 2022. In 2020, it had trusted to attain a development rate of 8.5 per cent. In any case, the tall development did not produce much work. The Nepal Work Constraint Study of 2019 uncovered that 20.7 million out of the full 29 million individuals (2019) are of working age. However, nearly 7.1 million people are employed. This works out to an unemployment rate of around 11.4 per cent. Besides, female unemployment rate is higher than the national normal at 13.1 per cent.

Due to a deficiency of employments close their homes, a huge number of its citizens move to the other parts of Nepal or other nations. It is evaluated that approximately 10.5 million or 36.2 per cent of Nepalese are lifetime transients. Inside relocation in Nepal is much higher than the number of individuals who move abroad. Among remote goals, Nepali vagrants are exceedingly concentrated within the Inlet Participation Committee countries and Malaysia. India is additionally a top choice goal for numerous Nepali vagrant specialists. In terms of settlements, in 2019, Nepal gotten NRs128 .5 billion (S\$1.48 billion) from India and NRs750 billion (S\$8.62 billion) from other nations

Tourism is one of the flourishing businesses in Nepal. In 2018, approximately 1.17 million sightseers gone to Nepal. Concurring to the World Travel and Tourism Chamber (WTTC), the travel and tourism sector pumped around NRs73 billion (S\$2.89 billion) into Nepal's economy and supported over 1.05 million jobs. The WTTC stated that tourism accounted for 7.9 per cent of Nepal's GDP in 2018, up by 3.6 per cent from 2017.

Nepal contains a little number of fabricating units which satisfy nearby requests, trade products and give business to a number of Nepali citizens. Concurring to the Financial Study of Nepal 2018/2019, net esteem included by fabricating division in 2020 was evaluated to be 5.8 per cent. For the final five a long time, yearly normal commitment of mechanical generation to GDP has been 5.5 per cent.

## **Impact of COVID-19 on Nepal's Economy**

Covid-19 has wreaked havoc on nearly every aspect of Nepal's economy. Due to Covid-19, Back Serve, Dr Yuba Raj Khatiwada, lowered the country's growth forecast to 2.3 per cent during the government budget debate on May 28, 2020. This is significantly lower than the pace of growth in Nepal in 2018 and 2019. According to a study conducted by Ganesh Man Singh Institute, Nepal has been losing NRs Ten billion (\$11.58 million) every day due to Covid-19 and the continuous lockdown.

About 5lakh and 6 lakh transient specialists are expected to get back to Nepal as a result of this widespread. In addition, it is estimated that between Ten per cent and Thirty per cent of Nepalese employment in the Inlet countries and Malaysia have been lost. According to the Central Bureau of Measurements, this would affect settlements, which are expected to fall to about 19.01 percent of the country's gross domestic product.

A decline in the economy impacts jobs. According to a study undertaken by the National Arranging Commission, the widespread would result in the unemployment of more than 6 million people. According to the ILO report, the general earthquake has caused business difficulties for 3.7 million Nepalese. According to an ILO report, the new widespread has resulted in the loss of 1.6 million to two million workers in Nepal, with either total job loss or decreased working hours and pay rates.

Agreeing to Nepal Tourism Board (NTB), the number of approaching sightseers has diminished from 81,273 in January 2019 to 79,686 in January 2020, down by two per cent. Since Walk 2020, traveller entries have been nearly halted. The preparatory discoveries from a consider embraced by the NTB highlighted that Nepal's tourism segment has as of now misplaced almost NRs25 billion (\$29 million) in profit and around 272,000 individuals locked in in this division have misplaced their employments. In addition, the widespread emergency has forced 2,600 trekking offices to close, 20,000 visitors and trekking guides to staying inside their homes, 73 rafting offices to place their vessels on standby, and all Fifty-eight planes and Thirty-three helicopters to be grounded by the airlines.

Crafted works, a little scale but income creating industry, has confronted a misfortune of approximately NRs200 million (\$2.3 million). The sends out of these things fell by 95 per cent amid the final two months. This division gives coordinate and circuitous business to around 1.1 million individuals and contributes Twenty billion (\$23 million) to the Nepal's economy through sends out and residential deals.

The decrease within the economy has influenced the government's income collection. On 14 June 2020, Khatiwada said that the nation is confronting shortage in current income collection to meet the liabilities of the government, "We spend around NRs40 billion (\$46 million) a month to meet essential liabilities. But we have been collecting only around NRs15 billion (\$17 million) a month from the customs and a few billion rupees from other internal revenues.

Within the middle the current worldwide wellbeing crisis, a number of nations and worldwide institutions have come forward to assist Nepal.

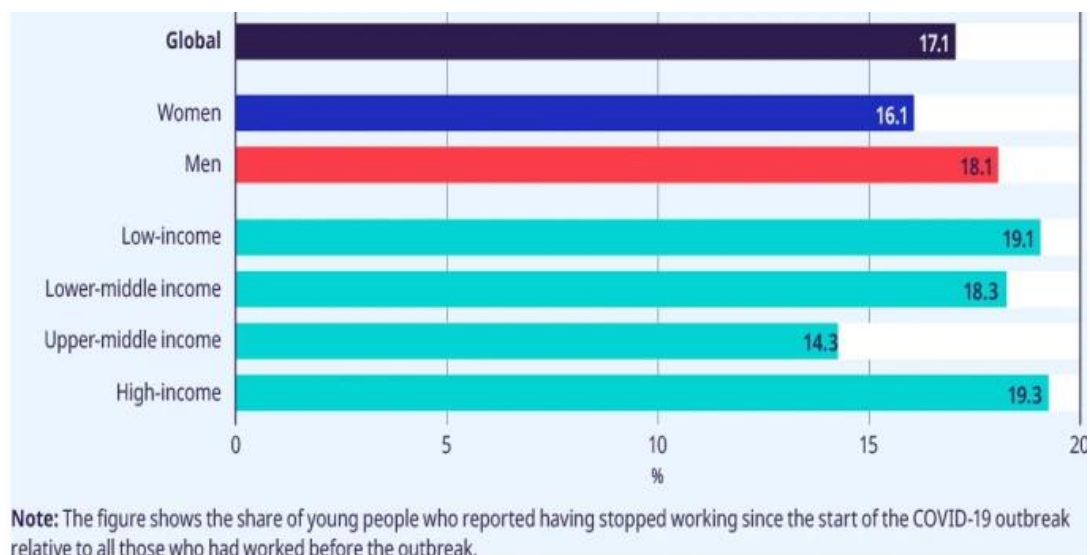
## **The Labour Market Impacts of the COVID-19 globally**

The Covid-19 pandemic is a reason of a global health crisis, which has quickly converted into international economic and labour market shocks that is the main reason of global job crises and unemployment with unparalleled proportion. Using the most recent work of the International Labour Union, this information provides a summary of the global job crisis. The increasingly magnifying economic impact of Covid-19 on the world of work is thought to be much worse than the 2008-2009 financial crisis, which is estimated to affect approximately 200 million full-time jobs in the next three months of the UN labour agency. According to the latest data and report from the UN labour agency, complete or partial lockout steps impact nearly 2.7 billion jobs or four out of every five people on the planet.

Young people were frightened falling to this problem which is going to affect them very badly. Unemployment influenced about 67.6 million youthful ladies and men worldwide, or 13.6 percent of the young people work drive. Countless more millions of individuals were not locked in in work, instruction or preparing. Almost 3-quarters of youthful individuals were utilized within the informal economy, which isn't numbered, however, making them exceedingly helpless to this downturn.

Against this view, the COVID-19 emergency affects youthful individuals of diverse places in three ways: disturbances to instruction, preparing and work-based learning, expanded challenges for job seekers and unused work showcase participants, and work and wage misfortunes, together with degreasing quality of work in several zones.

At the starting of the emergency, 178 million youth were utilized in several divisions, like settlement, nourishment administrations, Tourism and retail exchange, which have been brutal hit by the widespread, driving to cuts in working hours, repetition and extreme misfortunes within the sum of their gaining. Agreeing to the one Worldwide Survey on Youth and Covid-19 executed by the Universal Work Organization at the side of other accomplices, more than 1 in 6 youthful individuals overviewed have halted working since the beginning of the crisis. (figure 1)



*Source:* Global Survey on Youth and COVID-19; ILO Monitor (4th edition)

### **Worst affected sectors by covid-19**

The four significant sectors that have been hit the hardest by the virus and are unable to produce are food and accommodation employees (nearly 144 million), retail and wholesale workers (nearly 482 million), company services and administration workers (nearly 157 million), and manufacturing workers (nearly 157 million) (nearly 463 million people).

According to the International Labour Organization's president, they account for 37.5 per cent of worlds jobs, and the danger of the effects of the Covid-19 pandemic is now being felt by citizens.

### **Frontline workers should be safe in the time of pandemic**

Mr Ryder emphasized that for the 136 million people in the world who work as a health and social workers on the frontlines of the battle against the Coronavirus, the most significant possible effect on the worker was removing the COVID-19 pandemic from the workplace. “We must ensure that those who are at work are well secured and healthy from the virus and that they are provided with all of the resources they need during their working hours.

Although the COVID-19 pandemic affects citizens of all kinds and in all parts of the world, Arab countries and European countries have greatly affected jobs in percentage terms in various fields. The Asia-Pacific States, the world's most heavily populated area, has suffered the most significant numerical losses.

In general, for 2<sup>nd</sup> quarter of 2020 – that is April to June - International Labour Organization be the opinion that the working time ma to decline by 6.7% overall.

### **Agriculture yet to feel worst effects**

Despite the fact the impact of Covid is not felt in the agricultural field but there is chance where we may also face many problem, it is the biggest industry in the most of the developing country like India or the under developing country like Nepal, the risk of food insecurity is emerging now said by International Labour Organization.

This is due to restraining measures such as the closure of the border or the imposition of a state of emergency within the region. Workers in this industry can become more affected over time, particularly if the virus spreads to rural areas.

### **Fiscal stimulus and targeted help**

Inviting the G20 gathering of industrialized countries to agree on monetary jolt steps, the United Nations leader called for “much more emphasis on interventions” for companies that were “viable in any normal circumstance.” It was pivotal that these ventures were in turn able to maintain their representatives, he demanded, as encounter of past emergencies “shows fair how imperative that sort of mediation is

within the long term, especially in terms not as it were of surviving, but of developing from the crisis". International work organization 4-pillar after the Covid-19 recuperation are fortifying the economy and work, supporting ventures, employments and incomes, ensuring labourers within the work environment and depending on social discourse for arrangements so that individuals can get a few benefits from it.

### **Neighbourhood**

Novel Coronavirus-2 has had a large play area in Nepal's two close neighbours separated by land boundaries. We are dealing with a conflict between China, the Covid-19's originator, and India, the world's third most populous country after the United States and Brazil. China had the most challenging 1<sup>st</sup> quarter of 2020, though India had a catastrophic 2<sup>nd</sup> quarter. Both of these near neighbours' course of action responses are critical in terms of effect and power.

### **India**

Analysing the data of Contamination, passing and recuperation, Contamination expanded in India from 33,610 on last of April to 1,690,546 last of July amid the three months and the passing toll from 1079 to 36,497 within the same period, Contamination by 50 times bigger and passing by 34 times more significant as uncovered by the information. Recovery of the polluted individuals, on the other hand, during the same three months is fast from 8,437 to 1,091,018 by 130 times greater. In spite of the fact that recuperation is nice, but infection spread and passing toll are alarming in show disdain toward of moo in rate increment. (based on the data provided by worldometer). As a result, India had a tough three-month stretch from April 30 to July 31. According to the current trend, Eminent could be more troublesome, as there is a high risk of community-level pollution in various Indian cities. Despite the lockdown from Walk 25, the contamination of Covid-19 picked up speed in June and July, and the actual economy has seen extreme misfortunes and lull. The approaches and activity towards recuperation, life-saving, wellbeing security, nourishment help and numerous more requests of the awful times have been tended to by the Indian Government as takes after:

- Comprehensive financial bundle of USD 21.9 billion focusing on 800 million individuals beneath Prime Serve Gareeb Kalyan Yojana.

- Direct cash transfers of USD 21.9 billion focusing on 800 million individuals beneath Prime Serve Gareeb Kalyan Yojana.

- Free nourishment proportion to penniless people & families through open conveyance framework

- Local governments to discharge reserves into bank accounts of development specialists utilizing cess & Development Workers' Welfare Board.

Allotment of USD 1.96 billion to wellbeing division for testing, PPEs, confinement & ICU beds, ventilators and staff protections conspire for wellbeing specialists battling Covid-19.

- Fund transfer of USD 26.25 per farmer under PM Kishan Yojana to 8.69 million farmers.

- Sixty million representatives permitted to pull back up to Three months' basic pay from their employee's provident support account.

- State governments to organize nourishment and protect for needy & poor labourers counting vagrant specialists at their put of work.

- Amid lockdown period, house rents not to be requested from labourers. Counselling issued to the managers not to end specialists, casual or legally binding, and not diminish their compensation amid lockdown.

- PPE & preparing for cutting edge wellbeing specialists.

- Get to paid take off amid lockdown.

- 16 states declared uncommon budgetary help bundle to supply cash exchange, nourishment and shield to impeded bunches & families underneath destitution line.

- Central level exchange unions in meeting and working for compassionate administrations at nearby level.

- At the government level, the lockdown has been lifted in June by a distinctive state Unlock.

Indian Government has pronounced free proportion up to Diwali Celebration (conclusion of October) to 800 million citizens beneath Destitute Welfare

Nourishment Plot. In India, people-level efforts from social and religious organisations to provide nourishment assistance to the poor and their families are commendable. For example, a Sikh Gurudwara in Delhi distributed food to 200,000 poor people in various areas during April. The number of corona case in between the month of September 2020 to February 2021 was under control. The Number of death due to corona was very minimal. But the condition started to become worse as the second wave of covid-19 took place from the first week of march. The number reach to lakhs and the death rate also increased. India has reported 3,14,835 new Covid-19 cases, 2,104 deaths as on 22 April 2021. This second wave of Corona is considered to be much more dangerous than the first wave. Because of this second wave now more number of people will lose their job as India is facing high unemployment problem from the initial day of this pandemic.

### **China**

Since November 2019, China, the world's new superpower, has been the focal point of Covid-19 in Wuhan, it's capital. China had, as of now, crossed the rare way of Covid-19 ambush in April. China has taken complete care of disease, sickness, and death in the second quarter and an additional one month of July, resulting in the unavoidable recovery of sullied individuals approaching 100. Between April 30 and July 31, 1430 people have been infected and are passing themselves off as if they were one person (based on Worldometer). In this way the arrangement and activity of the government and individuals of China has been exceedingly obvious within the to begin with quarter which proceeded for fabulous comes about. Following thinks cover the picture of the Chinese victory:

- Bundle declared to back resumption of job and generation to assess lightning, facilitate financial approach, and increment open investment.
- Budgetary and assess measures to assist SMEs for four a long time and to settle outside exchange and speculation.
- Disallowance of segregation on this pandemic.
- Assurance of restorative labourers through different particular favours.
- Security to local labourers.



- Flexibilisation of working hours of employees.
- Expanded utilize of online stages for social security administrations.
- Damage benefits amplified to the labourers who got to be contaminated at work.
- Brief Decrease of employers' commitment to social protections plans.
- Repayment of the online meeting charges for chronic and common infections.
- Support to street-stall & little stores.
- Received Fundamental Wellbeing Care & Wellbeing Advancement Law, particularly for labourers counting OSH improvement.
- Allotment of 250 million Yuan by ACFTU as destitution alleviation finance for daily labours.

## **Japan**

Japan has been effective in controlling the spread of crown disease, recuperating the contaminated ones, and constraining the misfortune of lives. As seen on April 30, Defilement had secured 13,965 individuals, where 2,368 recovered and 425 lost the life. After a month, the tainted number came to 16,804 (with an extra 2839), while passing toll multiplied 886 and recuperation at 14,406, uncovering the next recovery rate. On June 30, Contamination comes to 18476, giving a toll of 972 and recovery of 16,557. In total, the recuperation rate is 89.6%, and passing has been limited in June to 86 people compared to 425 up to April and 461 in as it were May. In conclusion of June, disease come to 33,049 close to twofold, but passing was entirely restricted to 32 people.

The Japanese government's approaches and actions can be summarized as follows:

- On February 13 and Walk 10, the confirmation and execution of two disaster response packages totalling up to Yen 446 billion were announced (0.1 per cent of GDP).
- A State of an Emergency announcement on 7 April will last until 6 May in all Forty-seven Japanese prefectures. (Removed it from the 25th of May).

- Delay of instalment of charges (evaluated Yen 26 trillion)
- Add up to cash instalments of Yen 15 trillion (Yen 12.9 trillion to all inhabitants of Japan, 2 million to each micro-small-medium businesses and 1 million each to person trade owners)
- Bolsters through rebates & vouchers for nourishment administrations, transport, tourism and other businesses.
- Set of measures declared by Bank of Japan for the smooth working of budgetary advertise and motivating forces to credit.
- Crisis smaller scale credit offices to disturbed families on 0 intrigued up to Yen 6 lakh for three months.
- Lease bolster for low-income family units. Back for parent's work clears out with a present-day blessing system of Yen 8330 per day.
- Extraordinary advances from Crisis Little Reserves - Yen 100,000 to 200,000 at 0 intrigued.
- Business alteration appropriations expanded to companies with no expulsion of workers.
- Back of Yen 2 million to endeavours and one million to individual shop owner whose wage falls by Fifty per cent in 2020 from the past year.
- Contamination anticipation measures at working environment. Avoidance of avoidance & segregation, paid wiped out take off and quick treatment
- Extended bolster for sitter costs.

### **United States of America**

With the most widespread epidemic affecting 4,653,065 people and the highest death toll of more than 155,000 people after July, the United States of America displays disrespect for its superpower status. It is going through a strange & problematic period in history. Recovery from Covid-19 is also notable, as 2,286,492 patients have recovered, although less than half of the total number of people infected. The passing rate is at 3.34% at show diminished from the next 5.8 in April and May (based

Worldometer). The recuperation rate of the US economy is at a troublesome point. The arrangements and activities embraced by US Government are as takes after:

- Allotment of \$ 5 trillion as government help bundle between Walk 27 - April 24 and after that included \$ 484 billion pile in late April
- Ordered Crown Infection Help, Alleviation & Financial Security Act (CARES Act)
  - Pay check Assurance Programme(PPP) of 350 billion of Crisis Catastrophe advance support of \$ 10 billion
  - Corona Infection Help Support set up \$ 150 billion
  - Main Road Loaning Program with \$ 600 billion
- Brought down Intrigued rates, set up credit streams of \$ 300 billion and changed loaning forms for more straightforward access.
- Finance Bolster program for the aircraft industry.
- Widespread unemployment help program.
- OSH Organization and US Middle for Illness Control & Avoidance issued upgraded direction to formwork environment secure with different security measures.
- OSHA issued industry particular direction for development and nourishment benefit.
- Stores and offices gave for community-based testing in expansion to the clinic-based system.
- Crisis financing for child care. Accessibility of telehealth services.
- Food-aid programs, up to May 8, 130 million Americans have gotten coordinated cash (A add up to \$ 218 billion).
- Allotment for extra \$ 12 billion for antibody improvement research.
- Exchange union Confederation AFL-CIO in dynamic part and bipartite and tripartite consultation.

## **Qatar**

In terms of anticipating and treating Covid-19, Qatar has proven to be fruitful. After April, the total number of people infected was 13,409, with ten patients losing their lives. In May, the figure was four times higher. It started to decline at that point, and the rate of recovery increased. In July, the total number of corrupted people was 110,695, with 174 people. However, 107,377 people have been found, with a recovery rate of 97 per cent and a passing rate of 0.15 per cent (based on everyday overhauls of Worldometer). The Qatari government's approaches and operations are as follows:

- Expansive boost bundle for private segment QAR 75 billion (USD 20.6 bln) in impact from Walk 16 and QAR 10 bln liquidity back to stock trade
- The Qatar Development Bank, in collaboration with Back, announced a QAR 3 billion National Ensure Program for one-year interest-free advances to companies impacted by Covid-19.
- Charge instalment conceded up to June 2020.
- Exception on lease for poor enterprises
- Special service by Ministry of Administration Development, Labour & Social  
Affair
  - \* Free tastings and health-related resources are available.
  - \* All specialists to induce wiped out taking off, and compensation in separation & isolate o Advancement to collective understandings
  - \* Transitory work course of action from Walk 18
  - \* Private division to decrease physical nearness at work environment to 20%.
  - \* Job time diminished to six hours
  - \* Buses to transport professionals are just half complete. Security and health orders have been released.

## **Italy**

Italy was the primary nation in Europe to confront Covid-19, same as in the 14th century to confront the dark passing of bubonic Torment. The number of contaminated people comes to 205,463 and passing of 27967 people, exceptionally tall passing rate at 13.6%. But Italy was effective in May, June and July to set speed breakers to the quick race of the Widespread, but the passing rate is nearly the same. Be that as it may, the recuperation rate has expanded altogether from 36.96% in April to 80.78% in July (based on Worldometer). An entirety up of the approaches and exercises of the Italian Government are as takes after:

- For April and March, a portion of the charges and contracts have been suspended.
- Reward up to Euro 100 to specialists with a yearly salary of Most extreme 40,000 who worked in Walk 2020.
- Charge credit to shop-owners break even with to sixty percent for commercial lease for March.
- Work maintenance with wage back (Eighty percent of net compensation & total social security commitment) amid disturbance of generation to all segments but for household work.
- Wage remuneration break even with to eighty percent of the hourly wage to those endeavours which are not qualified for maintenance plot (a most extreme of Euro 600/ month).
- Euro Six hundred per month is given to pay regular misfortune specialists and self-employed ones.
- Hundred Euro per month extra for specialists in basic administrations.
- Voucher care administrations (looking after children) for families who did not have additional paid take off.
- Three hundred Euro cash trade by Locale for those down and out who have no benefits or pay.

- Central Ensure Support set up to back SMEs.
- Ban on advance reimbursement in contracts, renting and short-term loans.
- Instability alteration component for protections companies.
- Get to credit for miniaturized scale undertakings.
- National Speculation Bank's ensure to banks in giving credit to companies
  - Recompense to shareholders and bondholders for the misfortunes due to bank emergency with development instalment (40% due compensation).
  - Work course of action with disentangled teleworking and disentangled offering methods in the open segment.
- Giving reserves to ventures for the buy of gear required to alter the work arrangements.
  - Improved OSH measures to be guaranteed at working environment.
  - For work environments, Covid-19 is considered as a word related mischance.
  - Endowments to companies creating therapeutic gadgets and PPEs.
  - Endowments to ventures to buy PPEs and tax-breaks for acquiring sanitization equipment's.
  - Expulsion strategies solidified up to the conclusion of May 2020 subject to expansion on the off chance that required.
  - Understanding marked by tripartite accomplices to quicken the exchanges of wage substitution to labourers through short-term work plans.
  - Unused enlistment of 20,000 labourers in wellbeing division.

## **UK**

The United Kingdom was one of Europe's most prominent casualties. The total number of infected people was 165,229, and the death of 26,097 people on April 30 in the first quarter was particularly distressing for the UK. Covid-19's spread became

modest and close to twofold in three months, reaching 303,181 and moving close to twofold on July 31. The recuperation rate may have been greater in June and July, although information isn't accessible. The passing rate was exceptionally tall at 15.8% in April, which remained nearly the same at 15.2% after July (based on Worldometer). Joined together Kingdom has confronted extraordinary days of history in this widespread which are not over up to presently. Let us see at its approaches and activities to bargain with the most exceedingly bad circumstance:

- Three hundred thirty billion pounds accessible for advances & ensures to businesses.
- Citizens with Statutory Wiped Out Pay.
- Self-employment payback plot and self-employed people moreover to be secured by social protection.
- The government promise to pay Eighty per cent of compensation to furloughed labourers up to 2500 pounds a month until October 2020, as part of the Corona Infection Work Maintenance Plot.
- Conceded Value Added Tax instalments for firms up to thirty June.
- All retail, neighbourliness, unwinding, and nursery businesses will be affected by a 12-month exchange rate case.
- Corona infection commerce intrusion credit plot up to 5 million to SMEs and 25-50 million for huge businesses based on turnover.
- Unused bundle of 1.25 billion to firms driving development in the UK.
- Issue of direction in interviews with social accomplices & pertinent partners in May to Chance Evaluation and revive businesses & guarantee secure work.
- Get to wellbeing care through a Five-Pillar Arrange covering swab-testing, swab-testing for basic key labourers, blood-testing for right antibodies & resistance and UK-wide observation testing.
- Anticipation of segregation and avoidance subject to this pandemic.
- Centre of Exchange Union Middle of UK on six key ranges

- \* Conventional work & better approach of doing business
- \* Maintainable sector
- \* Genuine security net
- \* Revamping open services
- \*Correspondence at job
- \* Revamping worldwide rules for not too bad occupations & open administrations for all.

## COVID-19 Labour Market Impact in Nepal

### Jobs at risk

Beneath the condition of lockdown in Nepal, Covid-19 driven blockages in worldwide and territorial supply chains, the collapse of the tourism segment, extreme drops in customer certainty and fabricating, and a negligible economic IMF growth estimate of 1.2 per cent in 2020, the study by International Labour Organization study forecast:

1. There are about 3.7 million specialists gaining their vocations within the segments regarded most at hazard to involvement a noteworthy (medium to tall) diminishment in financial yield as a result of the Corona emergency. About four in each five specialists most vulnerable to disturbance are within the development, fabricating and exchange divisions (figure 2).

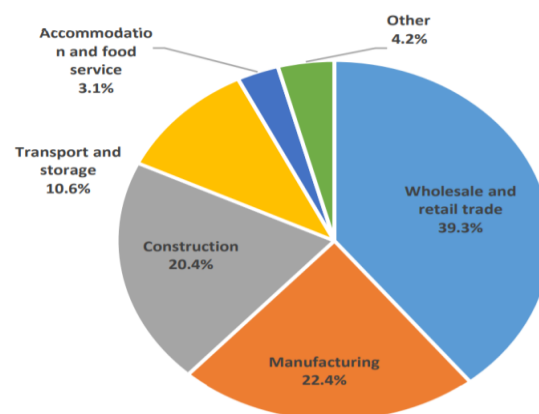


Figure 2: Job risk assessment by sectors of medium-high risk



(Source: ILO assessment based on Nepal Labour Force Survey data, 2017/18)

2. Inside the at-risk segments, the female share of work is more in numerous of the higher-risk segments like development and fabricating. As a result, the share of men's business at hazard of disturbance due to Covid-19 is higher than women's (figure 3).

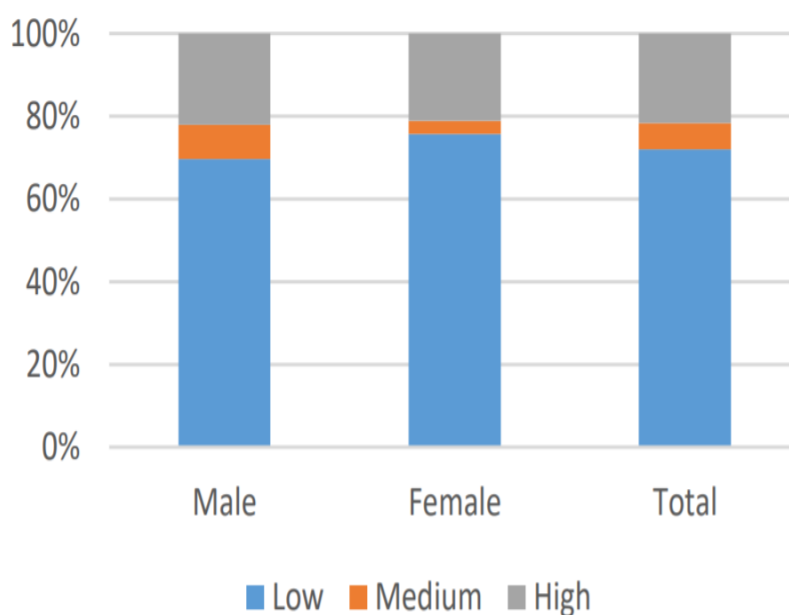


Figure 3: Employment risk level by sex

(Source: ILO assessment based on Nepal Labour Force Survey data, 2017/18).

3. The current crisis is projected to affect between 1.6 and 2.0 million jobs in Nepal, either by total job loss or shortened working hours and salaries. Furthermore, in the higher-risk case, 631,000 female workers (24.3 per cent of the female population in 2018) are at risk, compared to 1.3 million male jobs (too 30.3 per cent of the 2018 male workforce).
4. Based on the higher-impact situation, the employments disturbed incorporates about 780,000 specialists in discount and retail exchange, 446,000 in fabricating, 404,000 in development, 211,000 in transport and 62,000 in convenience and nourishment benefit exercises and 83,000 in other administrations, genuine domain and regulatory exercises (figure 4).

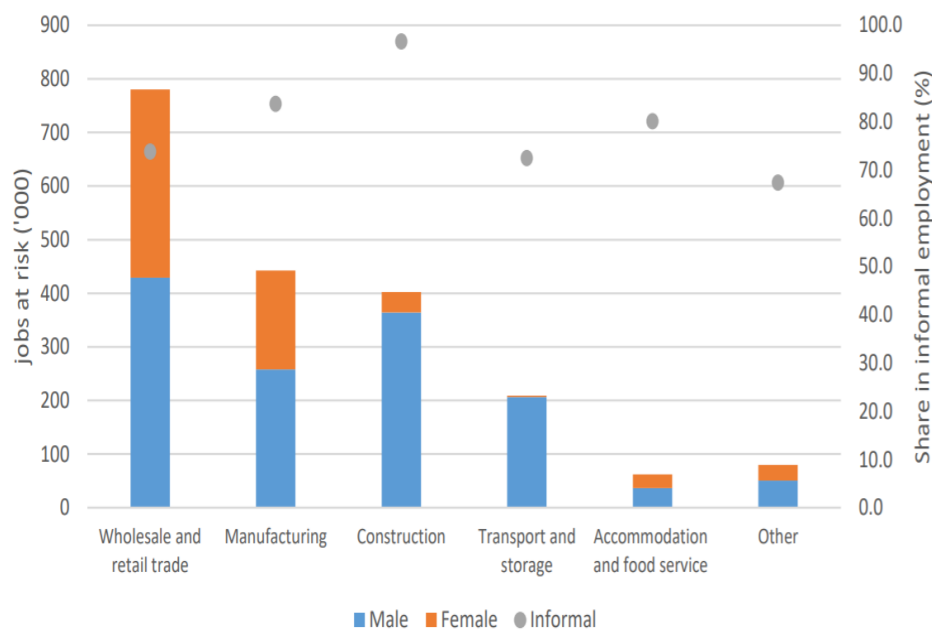


Figure 4: Potential Covid-19 job disruption by sector and sex and informality rate

(Source: ILO assessment (higher risk scenario) based on based on Nepal Labour Force Survey data, 2017/18)

- In Nepal, the tourism division is a critical source of income and occupations. In 2018, the division utilized 573,000 specialists (8 per cent of add up to business) and accounted for 26 per cent of add up to trades. Three-quarters of labourers within the tourism division are in casual employments, clearing out them with no security and no wage as the division has ground to an end.

#### Staff who are at risk

- It is estimated that 5.7 million or 80.8 per cent of labourers in Nepal have casual employments. The lion's share of labourers in all divisions are in everyday work, counting the divisions anticipated to confront the highest degree of disturbance: development (97 per cent), exchange (74 per cent) and fabricating (84 per cent) (figure 3). Casual labourers need the essential benefits as a rule given by formal work, counting social security scope. On the off chance that they halt working due to financial downturn, ailment, or isolation, they have no state-financed security net.
- Another category of unstable specialists are home-based specialists. There are roughly 1.4 million home-based specialists in Nepal – about all ladies – creating

merchandise for trade. With worldwide supply blocked due to the widespread, too this source of vocations is at hazard.

- In its International Labor Organization Screen, third version, the International Labor Organization gauges that the primary month of emergency has come about in a decay in profit of casual specialists of Sixty per cent all inclusive. The misfortune of pay among casual specialists is anticipated to lead to a noteworthy increment in relative destitution. As a low-income nation, the ILO gauges that in Nepal the share of laborers gaining underneath Fifty per cent of the middle seem increment by more than Fifty percent rate focuses.
- The predicament of Nepalese transient specialists is another issue of genuine concern. With the employments of the about 3.5 million Nepalese working and living overseas disturbed, the settlements that serve as a help for numerous Nepali family units are declining. In the interim, the vagrant specialists blocked from returning domestic confront the destroying effect of salary misfortune and wellbeing dangers in their goal nations.

### **Pre-COVID days**

The National Arranging Commission's 3<sup>rd</sup> Nepal Labour Overview (2017-18) stated working age populace (15+) had a share of 71.5 per cent (20.7 million) of the overall populace, of which 55.6 percent were females. Of roughly 20.7 million working-age individuals, 7.1 million were utilized, whereas 908,000 were unemployed, deciphering into an unemployment rate of 11.4 percent. In addition, females detailed unemployment rate of 13.1 percent, 2.8 rate focuses higher than guys.

There were moreover topographical aberrations. Baghmati territory detailed the least unemployment rate (7 %) whereas Territory two detailed the most noteworthy (20.1 percent). Says the NPC study: "1 in each 5 individuals who had employments in Nepal were utilized in horticulture, the greatest utilizing industry. Trade-industry had the moment biggest share of work (17.5 percent), taken after by development (13.8 percent). The casual division had the greatest share of 62.2 percent."

The trust was that the new government, with its two-thirds larger part, would proclaim a period of soundness and make numerous modern occupations. But the desire had demonstrated lost, indeed some time recently the onset of the Covid-19 widespread.

### **During the pandemic**

According to public health experts, even though the latest outbreak of Covid-19 disease is controlled, there is still the possibility of another wave since an antibody is still unknown. However, from the beginning of the lockdown on Walk twenty-four, financial operations have continued unabated, and things could get even bad.

According to data from the NRB four per cent of businesses were fully operational during the lockdown, 35 per cent were partly functional, and 61 per cent were closed during the three months. “There was a 22.4 per cent reduction in industries and businesses” during this period. Two-thirds of workers hired as temporary workers or on a contract basis lost their jobs.” According to the NRB data, hotels, restaurants, transportation, and education suffered the most.

Agreeing to the Inn Association of Nepal (HAN), around 700,000 individuals are utilized in inns. HAN President Shreejana Rana told inns have no arrangement of removing labourers. “There has been an understanding that lodgings will proceed to pay a few sum to their specialists until the conclusion of December,” with the precise sum depending on the hotel’s benefit. Rana told that there have been no constrained cutbacks, indeed in spite of the fact that specialists have the choice of intentional retirement.

According to the NRB study, transportation is another hard-hit sector. According to general secretary of the Alliance of Nepali National Transportation Businessmen, the division employs a million people. In the lockdown, all available transportation was halted, and labourers were rounded up in a reel. The majority of the division's staff lack formal agreement letters and, as a result, no social security. There is no record of how many workers in the transportation sector have lost their jobs since the lockdown started, according to Sitaula.

With the resumption of transportation, a few have returned to work, but business people are still fighting to provide them with a suitable salary,” he stated.

In addition, instruction has been challenging. Schools, universities, and consulting firms have all closed their doors. A few colleges and universities hold their classes online, but many teachers have not been paying because gatekeepers are reluctant to pay for this type of instruction.

These are some of the studies done by various organizations to study the impact that Covid-19 has had on the employment areas of Nepal. It is evident that there has been plenty of job losses and there is estimation of much more damage to the economy in the coming months.

### **Response of Nepal Government**

The government contributed NRs. One hundred million to SAARC finance to battle against Corona. An elevated level committee for Anticipation and control of this pandemic driven by Appointee Prime Serve - Novel Corona Anticipation & Control high Level Coordination Committee was shaped by the Cabinet choice of Walk 1, 2020. An activity group driven by Chief Secretary of the Government was shaped in like manner. The Committee built up Corona Infection Contamination Anticipation, Control & Treatment Finance. Individuals added to the Finance, which seemed to raise more than NRs. Within a month, the figure grew to 2.7 billion. The Corona Contamination Control and Organization Centre (CCMC) at the national level and the Corona Contamination Control and Organization Centre (CCMC) at the district level are also performing admirably. All four security forces in Nepal, including the Nepalese Army, Army Police, Nepalese Police, and Criminal Intelligence Bureau, have been completely mobilized, as have the government's health-related organs. Based on the government approach, the self-mobilization of neighbourhood body agents at the grassroots is successful. Nepal Government has embraced a 6T procedure (Travel Confinements, Testing, Following, Following, Treatment, Together) in this respect. Based on the Cabinet choices, a few Mandates, Official Orders, Rules, and methods have been issued by the government concerning avoidance, testing, treatment, burial service and waste management. The mindfulness campaign on Covid-19 was too heightens. Capacity advancement of Wellbeing care framework was begun in a quick track activity. Anticipation centre works counting the administration of PPEs, Veils and sanitisers in numbers & accessibility and the increment of ventilators and ICU beds were given prompt consideration. From zero capacity of testing, the government has overseen a power of 500 testing day by day, sometimes recently lockdown and right now, the capacity is expanded to 5,000 per day.

The initial stage- Investment in health system throughout the nation

2<sup>nd</sup> level - Compelling reaction to a caseload of 1500 tainted people and 150,000 influenced people.

No custom obligations for the purport of wellbeing and therapeutic equipment. Crown Protections of Nepalese rupees 50,000 and 100,000 presented by the government to be carried on by all available and private division companies. After paying premium of Nepalese rupees 300 or 600, safety net provider individual will get the sum quickly if his/her crown test is positive. Wellbeing protections of NRs. 100,000 to cover 600,000 senior citizens without any premium. Free Wellbeing Protections for 52,000 Ladies Wellbeing volunteers & their family individuals will be prepared in the battle against Covid-19. Portable Protections Program to cover Forty per cent citizens within the nation. Protections of Nepalese rupees Five hundred thousand for each person wellbeing labourer by the government without any premium to be paid. So also, Protections of NRs. 2.5 million to surgeons & staffs specifically included in Covid-19 cases. Cash Save Proportion decreased to three per cent and Bank rate to five per cent by central bank. Support of Nepalese rupees Fifty billion by Central Bank of Nepal for credits in five per cent rate of charmed to house & SMEs and for corona-affected tourism portion endeavours to pay a stipend to workers & agents. Central Bank NRB to set up Re-Financing Support of Nepalese rupees Hundred billion for expansive businesses. Considering the nation's monetary issues, Nepal has marked extend of \$29 million for crisis reaction and well-being framework readiness on 7<sup>th</sup> of April beneath WB Group's Covid-19 Quick Track office. Moreover, the government has marked understandings for \$78.5 million beneath Quick Credit Office of IMF and \$ 60 million beneath Approach Based Loaning of ADB. Additionally, on July, Government has marked an understanding with World Bank for a street venture bargain of USD 450 million to boost post-Covid-19 recuperation. In first week of June, NRs. 10 billion is contributed for setting up remote offices, the purport of therapeutic gear, conveyance of help materials and nourishment back.

# DATA ANALYSIS

The information gathered from the questionnaire was analysed using the google form has been analysed with the help of SPSS. With the support of SPSS, descriptive analysis of the factors that are studied have been presented and analysed.

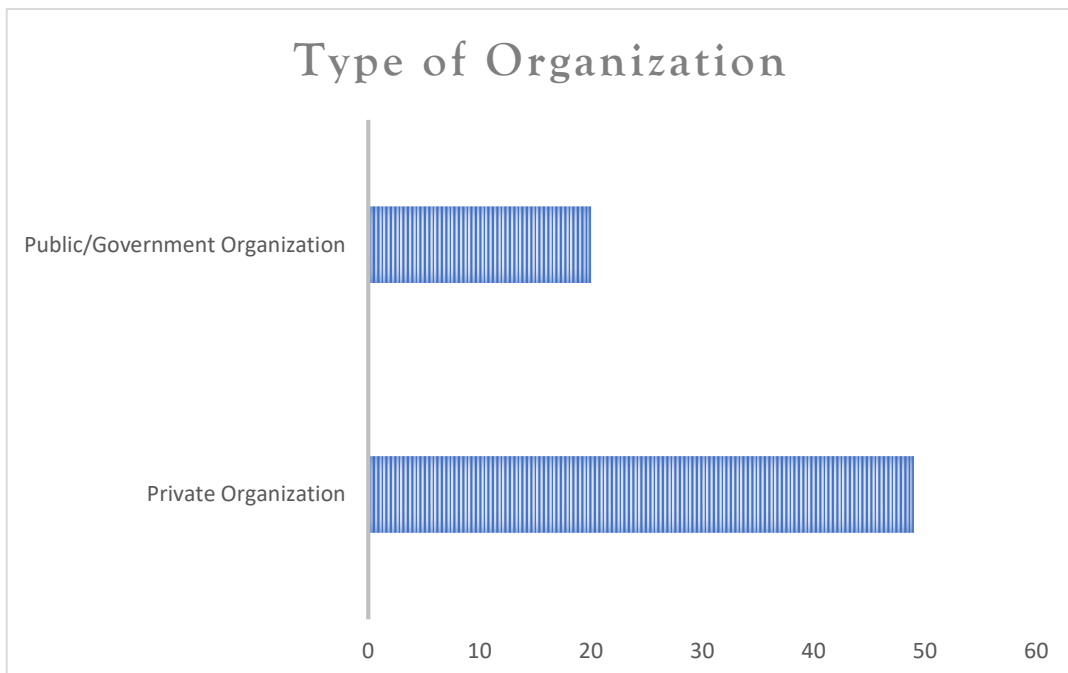
## Descriptive Statistics

### 1. Frequency Analysis of the gender of the Respondent

Gender of the respondent					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	38	54.3	54.3	54.3
	Male	32	45.7	45.7	100.0
	Total	70	100.0	100.0	

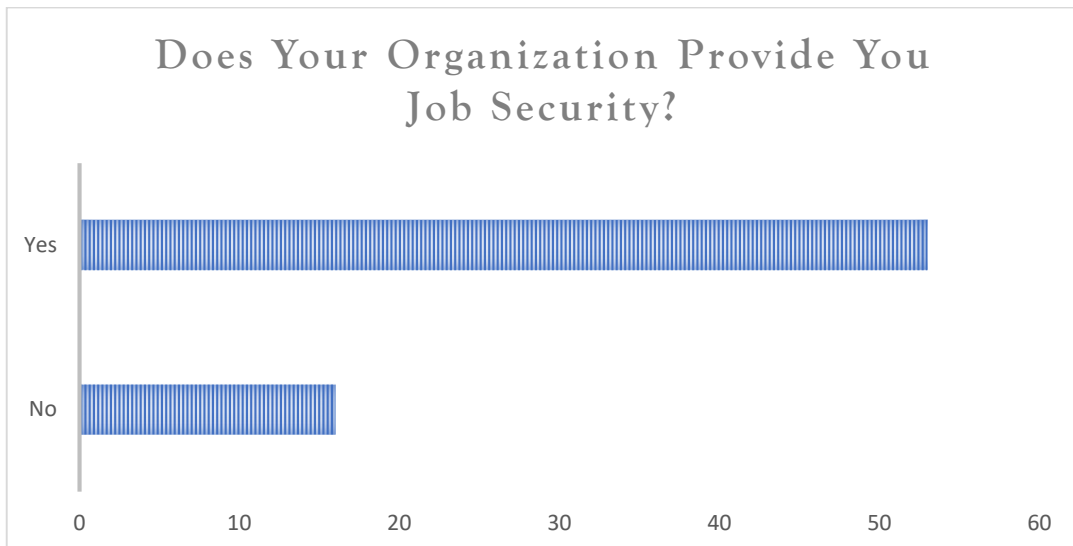
The research was done on the basis of responses collected from 38 female respondents and 32 male respondents.

### 2. Frequency Analysis of the Type of Organization of the Respondent



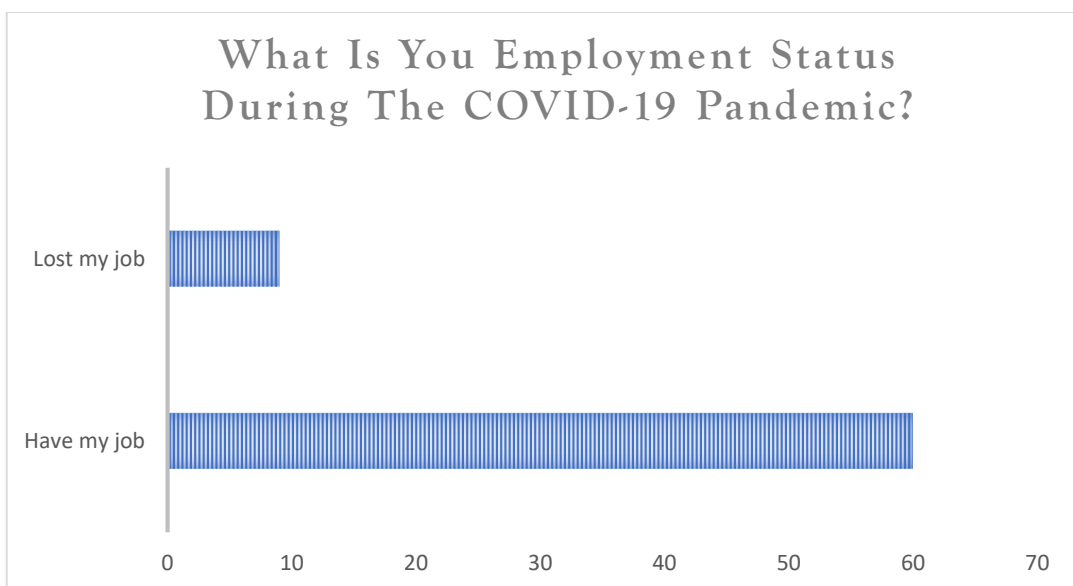
Out of the 70 respondents, 20 belonged to a public or government organization and the rest of the 50 respondents belonged to a private organization. These respondents belonged to different sectors of the country such as some from banking, some from hospitality, some from tourism sector and so on.

### 3. Frequency Analysis of Respondent's Job Security



While analysing the percentage of respondents who were provided with job security from their organization, it was seen that 75.7% or 53 of the respondents had job security provided from their organization but 24.3% or 17 respondents were provided no job security from their organization.

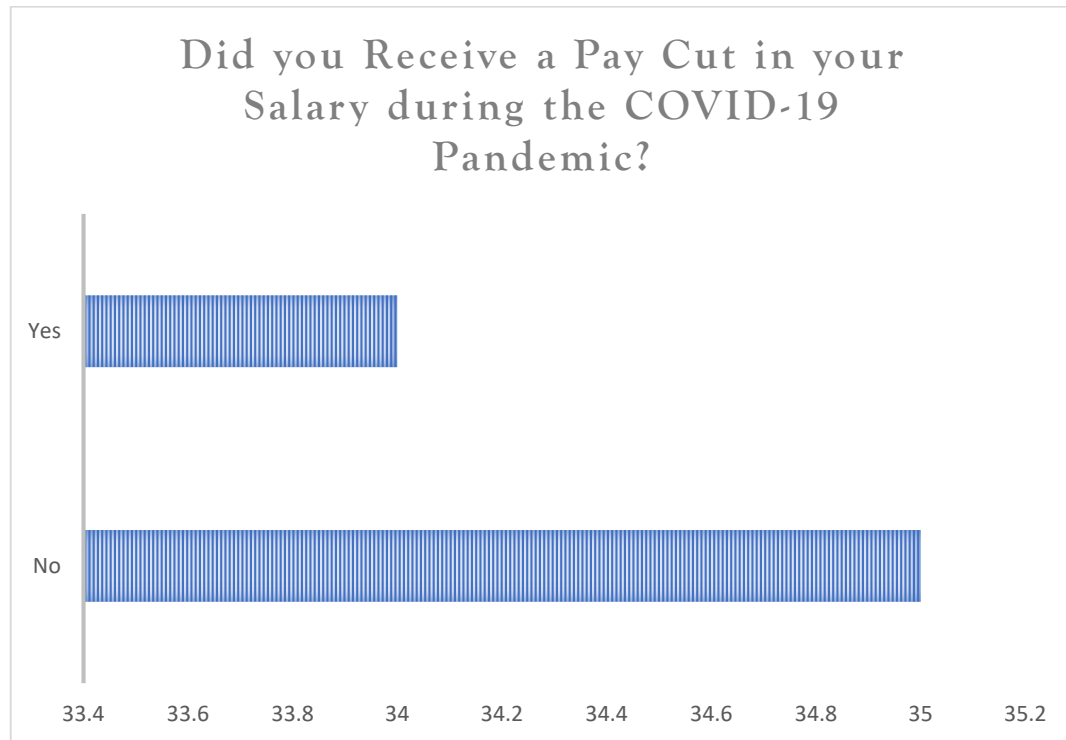
### 4. Frequency Analysis of the Job Status of the Respondents





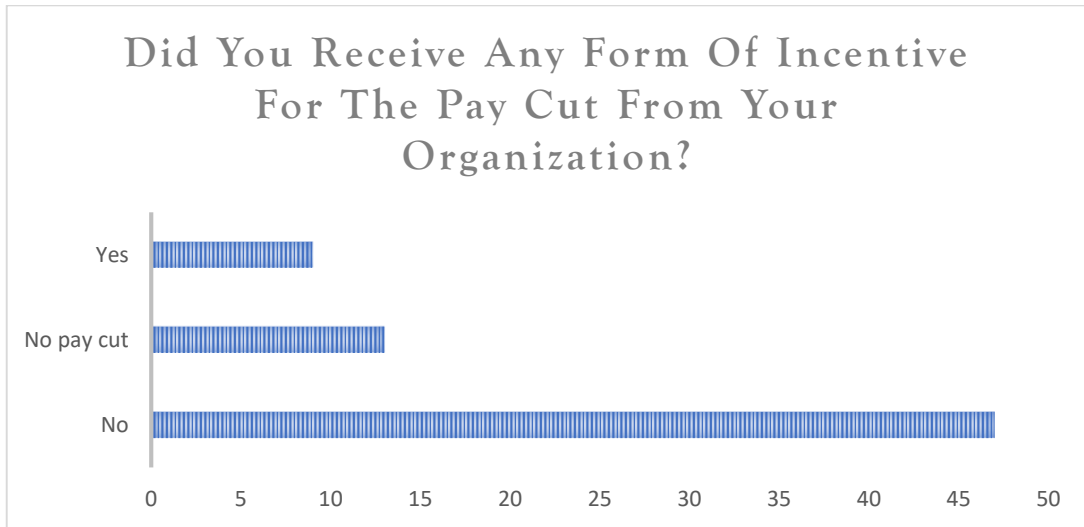
While analysing the employment status of respondents, it was seen that 85.7% or 60 of the respondents still had their job 14.3% or 10 respondents had lost their job due to the pandemic. It can be inferred that while most of the respondents had their job and were not laid off, there were some number of people who were laid off from their organizations.

### 5. Frequency Analysis of Pay Cut Received by Respondents



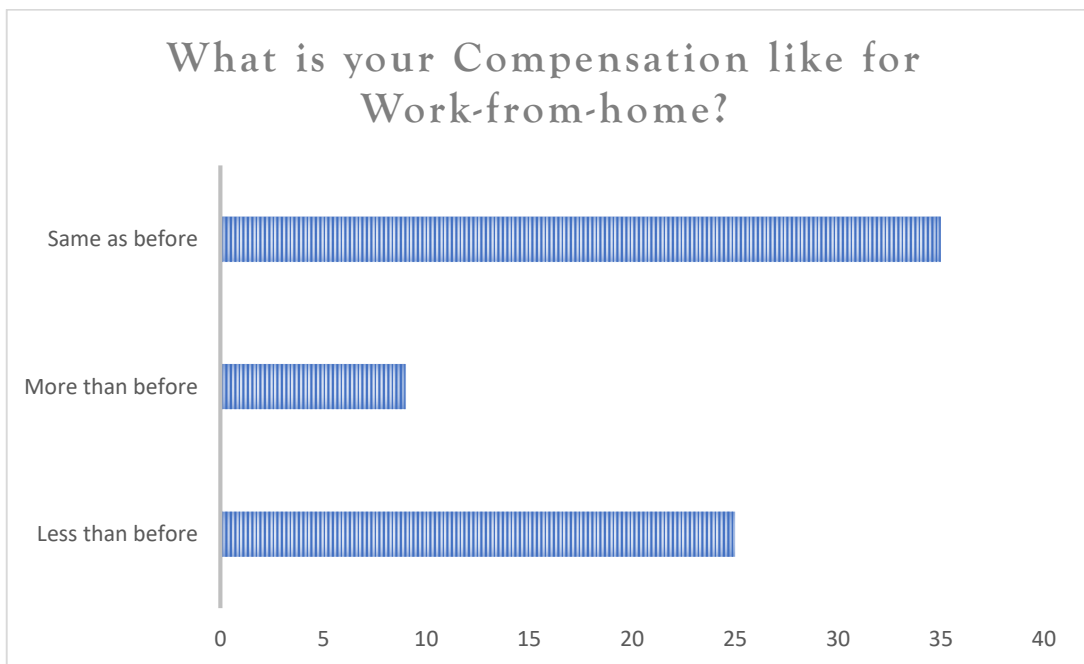
While analysing the percentage of respondents who were given a pay cut from their organization, it was seen that 48.6% or 34 of the respondents had in fact received a pay cut in their salary from their organization while 51.4% or 36 of respondents had not received a pay cut from their organization. This shows that while some of percentage were at the receiving end of the pay cut, majority did not have to go through any pay cut and were still having the same compensation as before.

## 6. Frequency Analysis of any incentive being provided to the Respondents



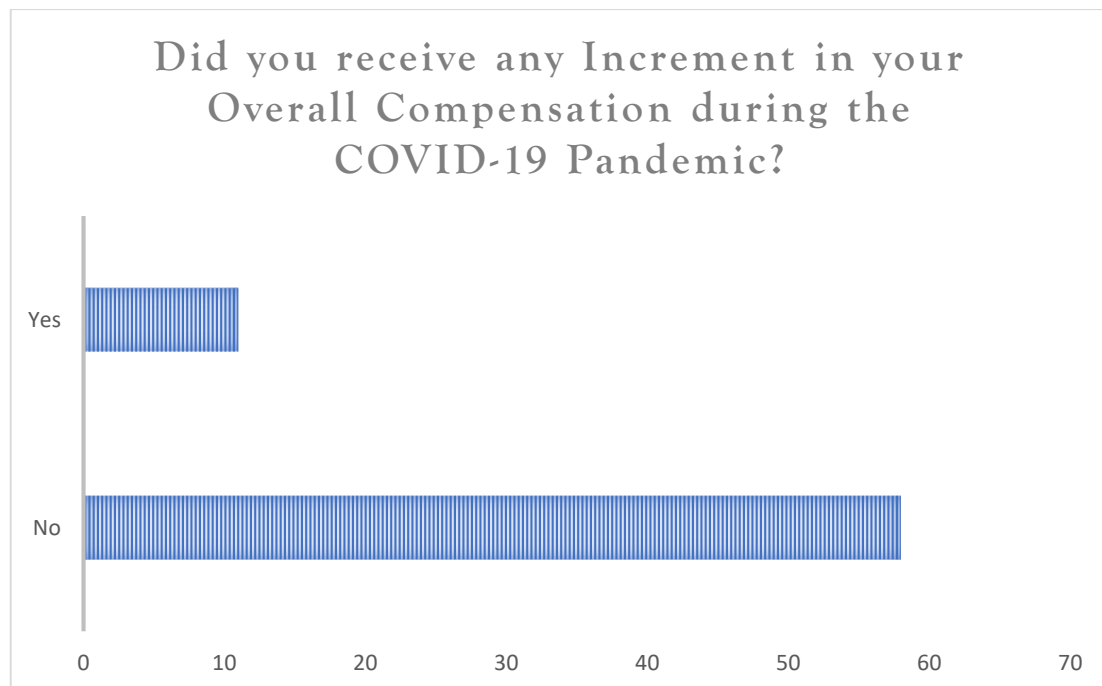
While analysing the percentage of respondents who were given any form of incentive such as bonus, stock options, dividends for the pay cut they received from their organization, it was seen that 68.8% of the respondents received no incentive in return for the pay cut in their salary from their organization while 12.9% of respondents had received some form of incentive in return for the pay cut from their organization.

## 7. Frequency Analysis of the Work-From-Home Compensation of the Respondents



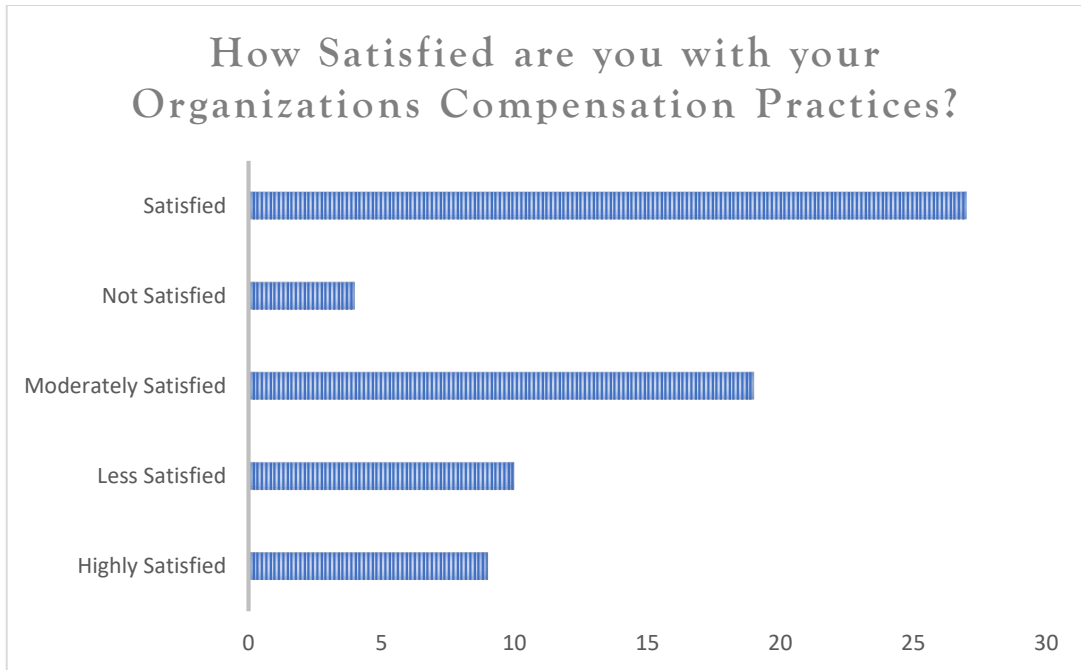
While analysing the compensation of respondents who were working from home during the pandemic, it was seen that 51.4% or 36 of the respondents had the same compensation package as before the pandemic or while they were working from office received from their organization, 35.7% or 25 of respondents had less compensation package as before the pandemic or while they were working from office that they received from their organization and only 12.9% or 9 of the respondents had a greater compensation package as compared to before the pandemic or while they were working from office that they received from their organization. This shows that while some of percentage were at the receiving decrease in the compensation package, majority had the same package as earlier they were getting and there were also some who were receiving more than they did before.

#### **8. Frequency Analysis of any increment in compensation received by Respondents**



While analysing the percentage of respondents who received an increment in their overall compensation package during the pandemic that they received from their organization, it was seen that only 15.7% or 11 of the respondents received an increment in their compensation package from their organization while 84.3% or 59 of respondents had not received any increment in their compensation package from their organization.

**9. Frequency Analysis of the overall satisfaction with the compensation practices received by the Respondents**



As the overall satisfaction with the compensation practices of the organization that the respondents worked for was examined, it was discovered that 5.7 percent or 4 of the respondents were not satisfied at all with the compensation practices of their organization, 14.3 percent or 10 of the respondents were less satisfied with the compensation practices of their organization, 28.6 percent or 20 of the respondents were not satisfied at all with the compensation practices of their organization, and 28.6 percent or 20 of the respondents were not satisfied at all with the compensation practices of their organization. This shows that while some of percentage were not satisfied with the compensation package of their organization, majority were satisfied with compensation package that they were receiving from their organization.

## **FINDINGS**

The study that was done provided some interesting points and highlighted the compensation practices among the organizations of Nepal. After the descriptive analysis of all the factors that were studied and taken into consideration, following are the findings of the study:

1. Majority of the people are being provided job security from the organization that they work for but in the time of pandemic the fear of losing their job still remains and there exists a small but substantial number i.e. 24% of them not being provided with any job security from the organization that they work for
2. A great number of people have lost their jobs in the country during the pandemic as we studied earlier in the literature review, while talking about the study that was conducted while the majority still had their job, almost 15% of the respondents had lost their job due to the pandemic.
3. Another highlight of the study was that almost 49% of the respondents had received a pay cut in their compensation during the pandemic. It shows that even the top organizations have not spared their employees and most of them have had to receive pay cuts.
4. Out of those who received a pay cut in their compensation, only a handful i.e. around 12% of the respondents received some incentive in return from their organization while the rest had to suffer the pay cuts and received no other kind of incentive from their organization.
5. While analysing the compensation of respondents who were working from home it was found that majority are working with the same compensation package i.e. 51% of the respondents had the same salary and the rest were either receiving more than their previous compensation or less than their previous compensation from the organization they worked for.
6. Lastly, it was found that majority of the respondents were satisfied with the compensation package they were receiving from their organization and only a small percentage i.e. around 5% of them were not at all satisfied with their current plan and practices of their organization.

## CONCLUSION

Any future projection of the Nepali economy has gotten to be progressively troublesome because of the exceedingly dubious course of the Covid widespread. Figuring in extreme effect on motel, eateries, residential and universal transportation, and other ranges, the Central Bureau of Insights has anticipated national financial development to shrivel to 2.27 percent opposite the governments point of 7%. But, once more, this will as it were being a provisional assess at best.

Going with this financial decay will be far reaching joblessness over all segments. Covid-19 is driving to emotional work misfortunes over the world and youthful individuals in specific are enduring an incredible bargain. In case of Nepal, thousands of young people have as of now misplaced their employments, whereas thousands more utilized in Inlet nations are returning to Nepal after being diminished of their proficient obligations. Concurring to a National Arranging Commission (NPC) report, around 7 lakhs Nepali vagrant specialists might return due to the Covid emergency. Another 3 lakh people are expected to return from India. They will feel that difficulty due to joblessness. According to Financial Study of Nepal 2020/2021 ½ million adolescents set foot in the country's work constrain every year. This overview address, not giving exact number, that there is tremendous crevice between work request and work forming.

It is important that the government takes care of its citizens by any means it deems suitable. More jobs need to be created in the country as evidently more and more people are facing unemployment. The problem was there even before the pandemic but the pandemic has made the condition even more severe and difficult to manage. The government has to introduce new incentives for the unemployed citizen so that they can continue their livelihood and also bring in schemes and conduct employment drives throughout the country to increase the job opportunities and employment in the country. The pandemic has certainly made it difficult but along with the help of the citizens the government must try to bring in some positive change in the employment sector of the country soon.

## **LIMITATIONS**

There were several hindrances or limitations that came up while conducting this study. Some of them are:

1. There are limited available resources to refer to or to study the effects that COVID-19 has had on the employment sectors of Nepal.
2. Not many people were willing to be a part of the study as they did not feel comfortable enough to share their professional information or information regarding their compensation they were receiving.
3. COVID-19 is still a pandemic that has not yet been recovered from due to which coming up with assumptions or even solutions may or may not be completely right as there is not much that can be rightly said about the effects of the pandemic until it is over.
4. The sample size that we took into consideration for the study was 70 number of people which is not very sufficient for making any concrete findings or statistical measurement.
5. There was some amount of time constraint attached with the course of this research as it required a lot of dedicated amount to time to make it more thorough and detailed which could not be done.

These were some of the limitations that were identified and observed during the course of this research project. However, the study has all the important aspects, information about all that is related with the employment sector and the current compensation practices of the organizations in Nepal.

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“Rapid Assessment of the Social and Economic Impacts of COVID-19”, *United Nations Development Programme – Nepal*

Nepal Labour Force Survey data, 2017/18, *International Labour Organization*

COVID-19 labour market impact in Nepal, Survey Report by *International Labour Organization*

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Data from the Central Bank of Nepal, *Nepal Rastra Bank (NRB)*,



# QUESTIONNAIRE

Gender

- Male
- Female
- Other \_\_\_\_\_

Q. What kind of organization do you work in?

- Private Organization
- Public/Government Organization

Q. Does your organization provide you job security?

- Yes
- No

Q. What is your employment status during the COVID-19 pandemic?

- Have my job
- Lost my job

Q. Did you receive a pay cut in your salary during the COVID-19 pandemic?

- Yes
- No

Q. Did you receive any form of incentive for the pay cut from your organization?

- Yes
- No
- No pay cut

Q. What is your compensation like for work-from-home?

- Same as before
- Less than before
- More than before

Q. Did you receive any increment in your overall compensation during the COVID-19 pandemic?

- Yes
- No

Q. How satisfied are you with your organization's compensation practices?

Not Satisfied                Highly Satisfied



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May 22, 2021

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