

Dr. Mritunjay Kr. Pandey

Asst. Professor, Department of Commerce,

Mahatma Gandhi Kashi Vidyapith, NTPC Campus, Shaktinagar, Sonebhadra

Dr. Anumeha Priyadarshni

Ex- Guest Faculty, Department of Commerce,

Mahatma Gandhi Kashi Vidyapith, NTPC Campus, Shaktinagar, Sonebhadra

ABSTRACT

Present study aims to make a brief assessment of COVID-19 lockdown and its impact on different fields of Indian economy. It has also been tried to examine the effect of lock down on changes in work practices in Indian scenario. The study is based on secondary source of information and published reports are used as a study instrument. Study reveals a high regard to nature and relationships during pandemic times rather than a negative approach towards it. It is time to ensure employees and their needs make them able to feel valued. In the present time the situation demands systematic, well targeted and aggressive fiscal monetary measures.

Key Words: ***Covid-19, Lockdown, Productivity, CMIE***

Introduction

First time on 31st December 2019 China reported to W. H. O about virus with uncertain Etiology. International Public Health Emergency about the epidemic of SARS-CoV-2 declared by W. H. O on 30 January 2020. The Chinese Center for Disease Control and Prevention (CCDC) identified this infection as novel Corona Virus and on 11th February, in early stage of this virus outbreak travelled with unexplained pneumonia across the national borders and WHO named virus as COVID-19.

COVID-19 resulted in lockdown affecting businesses globally, leads to:

Loss of Income

Job Reduction

Income Reduction

Feeling of job insecurity leads to mental health problems

It has also posed a global health crisis, mental, physical, social and economic threat. Lockdown affected global economy leading to halting of services and products, leaving work from home as the only option for multi-national companies to sustain. As per Mark Zandi, Moody's Chief

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economist, Wall Street Journal, April 5, 2020 told the Journal. This is natural disaster. There's nothing in the Great Depression that is analogous to what we're experiencing now. More than 25 million of workers are affected from COVID- 19, According to Director IMF Great Depression of the 1930s the world had experienced the toughest global downturn which was crucial phase for developing under developed countries with low paid income labour force.

In India before complete lockdown 'Janta Curfew' was on 22nd March, Sunday and a complete 21 day lock down from 24th of March across country.Citizen of whole country were advised to follow COVID-19 protocol like wearing masks, social distancing, proper sanitation etc. **According to Report of Center for Monitoring the Indian Economy(CMIE)**. Within the two-week period of lockdown, 119 million workers had lost their jobs resulting unemployment rate risen drastically and crossed its record of last 45 years.

OBJECTIVES OF THE STUDY

- To examine the effect of lock down in Indian scenario
- To focus on emerging changes in work practices and their impacts on different activities,
- To suggest practices and methods to be adopted by companies during the period of post COVID-19

SCOPE OF THE STUDY

This will help to find out factor influencing and decision making system of different aspect during lockdown and trieshelping to identify different source of information used during this period. It also provides an integrative approach for considering the implications of COVID-19 for work and organizations while also identifying issues for future research and insights to inform solutions.

METHODOLOGY AND DATA COLLECTION

The study is based on secondary source of information and published reports are used as a study instrument. These reports were collected from different source of information like, books,Worldometer, CMIE database, journals, libraries, websites etc. we consulted different survey studies has beenanalysed and interpreted to make a clear and viable study.

Covid -19 has changed in every walk of life and posed enormous challenges to the entire population. Present study highlights the impact of lockdown nationwide which was enforced by government on March 22, 2020 to reduce the spread of covid-19. To sustain in the worldwide scenario it is necessary to take some changes that have become part of our lives during lockdown like more dependency on digital work culture, online teaching, shopping, health and hygiene, etc.

EFFECT OF LOCKDOWN ON ECONOMY

Due to restrictions made by government during lockdown our GDP slashed down by 23.9% in first quarter (April-June 2020) against 3.1 % growth in previous quarter (Jan-March 2020) whereas the economy grew by 5.2 per cent in the same period last fiscal year. According to International Labour Organisation (ILO) more than 40 crore jobs in India alone and more than 200 crore jobs were losses globally in both formal and informal sector were recorded.

It was observed that Gross Domestic Product (GDP) growth rate has gone downward since 2015-16 and slowed down to 4.2% in 2019-20 which was lowest ever since 2002-03. According to the data of CMIE the total outstanding investment projects between 2015-16 and 2019-20 declined by 2.4%, whereas new projects fell down by 4%.

EFFECT ON EMPLOYEES

It became very crucial to retain their employees during lockdown as migration of the workers started in both formal and informal sectors. Motivation of the employees towards job security and their engagement becomes a critical component that any organisation has to face challenges as employee expectations and priorities have gone changed the level of motivation, commitment, their value in the organizations needs to be re structured and redefined. In the period of covid -19 different phases of lockdown imposed a stressful impact on employees.

EFFECT ON MIGRANT LABOURERS

Labourers may be broadly divided into two groups registered and non- registered. Government packages are only to protect the life of registered migrant workers; therefore, Government must release an adequate relief package on an urgent basis to prevent millions of non-registered migrant workers. Government should prepare new database for both kinds of labourers. Impact of Covid – 19 is shown in table – 1.

Table - 1

Impact of COVID-19 on Migrant Population

Issues	Percentages
Not finding work	83.1
Run out of ration	80.8
Not able to return village	47.8
illness	15.1
Issues with organizing weddings	8.7
Don't know	5.0
Won't face any problem	3.5
Not able to pay for education	2.4

Source: Jan Saahas Survey (2020).

Table exhibits that more than 80% workers could not find their job and ration. For ration they were compelled to manage through various relief camps operating in those days moreover, majority of them were taking one time meal. Almost 50% were outsiders so; they were not able to return their homes due to lockdown. Very close to 25% workers were facing some disease and problems related marriage of their near and dear. Only a few workers not faced any problem.

EFFECT ON EMPLOYMENT

As per records of CMIE employment rate is systematically decreasing since 2016- 2017 (42.8%) and decreased to 39.4 per cent in 2019-2020. It dropped drastically in the month of April to 27.2 percent which increased to 30.2 per cent in May and 37.8 per cent in October but never reached its pre-lockdown levels. The deterioration of labour metrics in November again signifying early exhaustion of the recovery process. India has been celebrating a quick recovery of its economy from the precipitous fall suffered in April and May. However, the recovery seen in the increased economic activity till September or October is running out of steam. Labour statistics indicate a substantial slowing down of the economy in November.

Announcement of lockdown every economic activity stopped. Covid 19 not only affected international borders even shut down production and created massive employees jobless. Restricted import-export policy resulted in stagnation in domestic needs, reduced purchasing power due to losses at employment and wage cuts trickle-down consequences of demand deferment.

Table – 2
Unemployment Rate (%)

Months of 2020	India	Urban	Rural
April	23.52	24.95	22.89
May	21.73	23.14	21.11
June	10.18	11.68	9.49
July	7.40	9.37	6.51
August	8.35	9.83	7.65
September	6.67	8.45	5.86
October	6.98	7.15	6.90
November	6.51	7.07	6.26

Source: CMIE Reports

Now as per report of Global Economic Data, Indicators, Charts and Forecast (CEIC) data India labour force participation rate dropped to 49.2 % in Dec.2020, as all time low in past 30 years. Labour participation rate decreased by 9 million during January to March before lock down this year. If we discuss in the context of unemployment rate the situation was very serious and alarming in March, 2020 due to lockdown. Now things are changing and unemployment rate is declining as per data represented by CMIE. The unemployment rate was at its peak of 23.52 in April 2020 due to nationwide closure of any business activity as expected a decline in labor participation. But by passing time most of the activities resumed which forced gradually decline in unemployment rate from April 2020 23.52 to 6.51 in November 2020. In the present time it is because our economy turned to V- Shaped economy.

Table 3
Weekly Unemployment Rate

Weekly Unemployment Rate(%)			
	India	Urban	Rural
27 September	5.84	8.25	4.73
04 October	8.01	8.17	7.93
11 October	7.71	7.05	8.01
18 October	6.11	7.83	5.31
25 October	6.86	6.79	6.89
01 November	7.15	7.10	7.17
08 November	6.89	6.61	7.01
15 November	5.45	7.05	4.70
22 November	7.77	7.94	7.69
29 November	7.51	6.72	7.85
06December	8.43	8.15	8.56

Weekly unemployment rate has registered a fluctuating trend and fluctuated between 5.45 per cent on 15th of November 5.45 to 8.43 percent on 6th December, 2020 in India. This was lowest in case of urban on 8th November and highest on 20th September, 2020 whereas in case of rural area lowest per cent of unemployment was recorded on 15th November and highest on 6thDecember, 2020 as we find in case of India too.

Table 4
Unemployment rate Month wise in (%)

Months	2016	2017	2018	2019	2020
January	8.72	5.93	5.10	6.86	7.16
February	8.46	5.51	5.87	7.20	7.78
March	8.73	4.67	6.00	6.65	8.74
April	8.90	3.87	5.57	7.35	23.52
May	9.65	4.03	5.14	4.03	21.73
June	8.91	4.12	5.75	7.87	10.18
July	8.51	3.37	5.66	7.34	7.40
August	9.59	4.07	6.27	8.19	8.35
September	8.43	4.63	6.47	7.16	6.67
October	6.71	5.00	6.83	8.10	6.98
November	6.51	4.72	6.65	7.23	6.51
December	6.40	4.74	7.02	7.60	N.A

Source: CMIE data

Month wise unemployment rate is presented in table 4. Table transpires this rate was higher always more than 8 per cent between January to September, 2016 but decreased to 6.40 per cent in the end of the year which reduced to 4.74 per cent at the end of December, 2017. This unemployment rate increased in 2018 and was always more than 5 and reached to more than 7 in the month of December, 2018. The position of unemployment not changed in the year 2019 barring the month of May when it decreased to 4.03 per cent but this was for very temporary for that month only and further jumped very quickly and reached very close to 8 in next month and finally closed at 7.6 per cent in the month of December. Unemployment rate was up to 8.74 per cent up to March, 2020 but increased rapidly in the month of April, 2020 at 23.52 per cent due to lockdown in the country. But slowly position changed and it came down to 6.51 per cent in the month of November, 2020.

Table -5

Unemployment Rate - 30 day moving average (%)

Date	India	Urban	Rural
13 November	6.41	7.02	6.13
14 November	6.33	6.97	6.04
15 November	6.33	6.88	6.07
16 November	6.45	6.89	6.26
17 November	6.57	6.94	6.41
18 November	6.63	6.99	6.46
19 November	6.66	7.00	6.50
20 November	6.67	6.98	6.53
21 November	6.57	7.06	6.35
22 November	6.57	7.21	6.28
23 November	6.45	7.22	6.10
24 November	6.51	7.12	6.23
25 November	6.51	7.17	6.21
26 November	6.63	7.22	6.36
27 November	6.49	7.06	6.23
28 November	6.47	7.10	6.19
29 November	6.60	7.11	6.37
30 November	6.60	7.10	6.37
01 December	6.64	7.11	6.42
02 December	6.74	7.04	6.60
03 December	6.61	7.10	6.38
04 December	6.75	7.18	6.56
05 December	6.80	7.31	6.57
06 December	7.03	7.31	6.90

Source: CMIE data

By in depth analysis of table 5 it is clear that unemployment rate on the basis of 30 days moving average this per cent fluctuated between 6.33 on 20th November to 7.03 on 6th December in case of India. Same position was noted in case of urban area when this rate fluctuated between 6.88 on 20th November to 7.31 on 6th December. It is interesting to note that in both the cases this rate was always very close to 7. This rate fluctuated between 6.04 per cent on 14th November to 6.90 per cent on 6th December, 2020, this rate was always more than 6 during the month.

EFFECT OF LOCKDOWN ON PRODUCTION

Industrial production declined by 16.6% in June largely due to lower output of manufacturing, mining and power generation. Manufacturing sector production recorded a decline of 17.1%, mining 19.8% and power sector 10%, respectively. However, an improvement in the Index of Industrial production was recorded which was 53.6 in April, improved to 89.5 in May and 107.8 in June, 2020. As per government guideline and nationwide lockdown in order to minimise the spread of COVID-19 pandemic, a large number of the industrial sector establishments were not operating from the end of March, 2020 onwards. Unemployment rate was 6.1 per cent which was highest in last 45 years according to data published by Government regarding unemployment every year. During lockdown only some industries were excluded and allowed to produce like, power generation, steel processing, fertilizers, fuel, drugs, petroleum products and mining etc. Now after lifting of restrictions in the subsequent periods, industrial activity is resuming and production started by different producers. The Ministry of Statistics and Programme Implementation declared Index for July 2020 stands at 118.1 as compared to 54.0, 89.5 and 108.9 in April, May and June 2020, respectively. Industrial production declined by 10.4% in July and as per Index of Industrial Production (IIP) data, manufacturing sector production registered a decline of 11.1%, while the output of mining and power fell 13% and 2.5%, respectively.

ASSISTANCE BY GOVERNMENT

Time to time government announced assistance to boost up our economy. As per home.kpmg report on 2nd December, 2020 **On 26 March:** INR 1.7 trillion (~USD 22 billion) relief package announced by the Finance Minister **On 15 May:** the Prime Minister of India declared a COVID relief package of INR 20 trillion (~USD 260 billion) **On 14 Nov:** INR 2.65 lakh crore comprehensive stimulus package announced by the Finance Minister to revive Indian economy. Government has planned a future roadmap and started taking different measures to different

sectors like, employment related measures, economic stimulus measures and other measures in different sectors like Infrastructure, Healthcare, Public Private Collaboration. The package amounting to 10% of the nation's gross domestic product will help the economy get back on its feet. The assistance will include measures already unveiled by the government and also by the central bank such as provision for cheap cash to banks and the reduction in its cash reserve ratio.

INDIA MOVING TOWARDS V-SHAPED ECONOMY

Rapid growth of Indian economy is now showing a positive trend of recovery. India 460 million working-age Indians — who are poised to become the world's largest labour force by 2030. Now India is on the path of recovery from August-November 2020, job posting across industries such as Import/Export (15%), Logistic, Courier/Freight/Transportation (14%), Retail (13%), BPO/ITES - 9%, Garments/Textiles/Leather, Gems & Jewellery (8%) improved in comparison to the lockdown period (April-July 2020)(as per Economic Times dated 8th December 2020).

“We should now plan for what happens after the lockdown, if the virus is not defeated. It will be hard to lock down the country entirely for much longer periods, so we should also be thinking of how we can restart certain activities in certain low-infection regions with adequate precautions.”

– Raghuram Rajan, former Governor, Reserve Bank of India.

CONCLUSION

The study concludes various aspects of lockdown for increasing productivity. The present study reveals a high regard to nature and relationships during pandemic times rather than a negative approach towards. It is time to ensure employees and their needs make them able to feel valued. Regular interaction should be arranged in this period to motivate them. Workers expect open communication, respect and recognition, job security etc. The challenge is to prepare situations for a wider ecumenical approach. The government has to play vital role for uplifting its citizens. It is also required to resetting work for future agenda to the ways in which work, workplaces and workforces will be organized and employee-employer relationship bonding are to be strengthened. So, it is required to start a dialogue and discussion to design and implement plans and policies which utilize the strengths of the workers. In nutshell we can say that in the present time the situation demands systematic, well targeted and aggressive fiscal monetary measures.

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