



INTERNATIONAL JOURNAL OF ADVANCE RESEARCH, IDEAS AND INNOVATIONS IN TECHNOLOGY

ISSN: 2454-132X

Impact factor: 6.078

(Volume 6, Issue 3)

Available online at: www.ijariit.com

An alert to focus on self-development for post COVID world

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ABSTRACT

The work world is profoundly affected by the global pandemic Covid-19. It is impacting not only the health of millions, but also their livelihood and wellbeing are in stake. It has presented unique challenges for all forms of learning's to skill development processes. It has stimulated the need to accelerate all form of online learning and skilling. In this context to the need to explore innovative, upgrading methodologies and skills in workplace

Keywords— Covid-19, Skilling, Digital, Upgrade skill, Learning, Sustainability, Explorer

1. THROUGH THE LOOKING GLASS

Whole world is right now fighting a battle against the pandemic named “COVID-19”. This outbreak is affecting hundreds to thousands of people. This human tragedy has a terrible impact on the global economy. This global pandemic is exacting a human toll and menacing economy. The concept of the world of work is also being affected by this global pandemic. The Corona virus pandemic has presented unique challenges to the world including the working world. Ongoing lockdowns, travel restriction and social distancing are just some of the challenges.

Several sectors are shut and many have changed their working culture to “work from home”. This global pandemic is sweeping contemporary work-from-culture with implication of technologies and Virtual presentation tools. Before corona virus work-from-home was not on the to do list for companies but now a ‘well-thought-out-work-from-home plan’ is on demand. Remote working was gaining currency before the catastrophe, but the pandemic has shown that mechanization is here to stay. The workplace is

hanged and so the skills required. Whole world will transform after we get the coronavirus under control, but it is not sure that things will just go back to exactly the way they were before.

“We are really looking for people with experience ... in similar responses or people who we can confidently say that they can deal with the difficulty of this response.”

— Azadeh Hasani,

Global Humanitarian Director, Relief International

Many organizations are now reshuffling their staff internally and using rosters to quickly deploy where possible, but they're also counting on experts working remotely to support their teams on the bottom. Workers across industries must find out how they will adapt to rapidly changing conditions, and corporations need to find out how to match those workers to new roles and activities. This dynamic is about more than remote working. It's about how leaders can reskill and upskill the workforce to deliver new business models in the post-pandemic era.

To meet this challenge, companies should craft a talent strategy that develops employees' critical digital and cognitive capabilities, their social and emotional skills, and their adaptability and resilience. Developing this muscle also will strengthen companies for future disruptions. The crisis has accelerated the levels of digitization to help reduce avoidable physical interactions. This has meant finding ways to reinvent work and, in some cases, a partial disruption of jobs and changes in the way workers perform them. sectors have had to train the workforce in new skills as they repurposed their operations to battle the pandemic.

Meeting the basic needs is paramount, laid-off workers should utilize this intervening in their careers in advancing new skills, which can drastically help them find their next opportunity in an unpredictable post-corona virus labor market. Even before the crisis, the planet of labor was undergoing a “digital transformation,” during which technologies, like automation and AI, were changing the way people use to work and therefore the skills necessary to do their jobs.

2. TRENDING SKILLS

Digital skills, design thinking, entrepreneurship, and innovation will all be crucial skills in post-pandemic world. While learning new skills encounter might not be the highest priority for the unemployed workers, proactively utilizing online courses to accumulate new skill sets—in a foreign, socially distant capacity—could make a dramatic difference in post-pandemic abilities to return to figure or start a replacement career.



Table: The table below reflects the information provided as of 11th May collected by Eurostat through a survey of EU/EEA/EFTA countries

COUNTRY	Mode or fieldwork Impact	Other impacts/changes
South Africa	Field operations stopped 20 th March impacting ongoing LFS. Next steps unclear.	None indicated
Mauritius	Face to face interviewing stopped. CATI will continue for repeat interviews (households are interviewed 4 times over 16 months). Decision awaited on new households which would have been interviewed by CAPI.	None indicated
Kenya	LFS is ongoing with face to face interviewing. Change to smaller groups of interviewers to lower levels of exposure.	None indicated
Namibia	LFS cancelled due to Census of Population which is due in 2020. This decision was taken prior to the COVID-19 crisis.	Impact on mapping exercise for Census but no decision yet on alteration to plans.
Seychelles	Fieldwork for Q12020 LFS (including STWS) cancelled in March (normally 3 rd week of the month). Plans for Q22020 LFS unsure	None indicated
Burkina Faso	Census and SWTS already completed. Some knock on effects on analysis and processing but minimal impact.	None indicated
Cabo Verde	LFS finished in December 2019. Census planned for 2020 and will be delayed, new date not confirmed	None indicated
Cote d'Ivoire	LFS was completed in 2019. Publication of results may be delayed due to impact on operations of the NSO.	Census planned for April/May 2020 – may be delayed, preparatory work already complete. Work to collect data from administrative data sources is being suspended.
Gambia	Ongoing Integrated Household Survey (includes a Labour module) suspended	None indicated
Ghana	Census planned for 2020 – delays are expected.	None indicated
Liberia	Census 2020 has been suspended	None indicated
Nigeria	Quarterly LFS has been delayed.	Socioeconomic survey was completed in December 2019 – data being processed – no impacts yet.
Senegal	Using telephone interviewing in place of face to face.	None indicated
Algeria	LFS for April has been suspended. Impact on September collection is unclear so far. Possible modification of the questionnaire (i.e. more questions on working time)	Changing the mode of data collection may need time for development, testing and additional funding.
Burundi	LFS activities continued as there is no lockdown at this stage	None indicated
Cameroon	LFS was planned for May 2020 – now suspended	None indicated

Morocco	LFS field activities stopped. Alternative modes being studied to replace direct interviews with households and businesses.	None indicated
Mozambique	All field surveys stopped. Possible delay of Census mapping preparation and planning the Household Budget Survey.	None indicated
Egypt	All field collection activities suspended. Alternatives being considered. Commencing telephone interviewing.	Adding some questions on COVID-19 impact.
Tunisia	LFS field operation stopped from 16th March, which result in partial executed sample. Only CPI data collection continued beyond that date.	Hoping to capture the current labour market situation using retrospective questions in the next round hoping for a post-estimation of reduction in employment or increase in labour underutilization.
Ethiopia	LFS has been planned for April/May 2020 – operations impacted. Next steps unclear.	None indicated
Zambia	Plans were being developed for LFS in 2020 but plans now unclear.	None indicated
Namibia	No LFS planned for 2020.	None indicated
Mauritius	Moved to telephone interviews using smaller sample.	None indicated
Angola	Suspended quarterly survey for Q2 2020.	None indicated
Zimbabwe	Released LFS results on 17 March before lockdown. Stopped all field operations after the lockdown was announced.	None indicated
Asia and the Pacific		
South Korea	Shifting away from face to face interviewing – offering email, telephone, and web-based interviewing. Face to face interview has been completely prohibited for the most badly affected regions, Deagu city and near provinces. For other regions, it is only allowed if necessary.	No delay of sample surveys, but one major field operation (Census on Establishments) has been postponed. Intends to make increased used of administrative and big data (e.g. mobile phone data for population migration trends).
China	Move from CAPI to CATI.	None indicated
Fiji	LFS postponed to begin in August 2021 (was due to start in July 2020 with fieldwork for 12 months)	None indicated
Maldives	HIES fieldwork suspended and unknown date of recommencement.	None indicated
Sri Lanka	LFS temporarily suspended	None indicated
Malaysia	Temporary postponement of LFS field interviews, moving to telephone and web interviewing (to be developed). Considering reference period to apply (currently one reference week for employment etc).	Using administrative data to supplement LFS
Pakistan	LFS planned to commence in July 2020 – no alteration to plans yet.	None indicated

Bangladesh	LFS planned to start in July 2020, no alteration to plans yet	Recruitment cost survey completed before COVID-19 crisis.
India	Field operations suspended until End March – then to be reviewed.	None indicated
Nepal	LSS has been suspended (includes labour module) – temporary for the moment but likely to be extended	Census pilot suspended
Thailand	Suspension of monthly data collection by CAPI, and move to quarterly as from Q2. Plans to recommence as soon as the lockdown is over, and cover full quarterly sample in the remaining period of Q2. No decision on proposed mode yet.	None indicated
Mongolia	Continuing as normal in rural areas. In the capital city dropping off and collecting forms.	Has added questions on COVID-19 impact on income
Philippines	Approximately 3 week delay in publication of data. Now using mixed mode (CAPI/CATI/CAWI – previously all CAPI face-to-face).	Introduced additional questions on telecommuting, absences and short-working hours due to COVID-19
Iran	Planning to move from CAPI to telephone interviewing.	None indicated
Indonesia	No changes to operations reported yet; February data collection completed as normal.	None indicated
Vietnam	No changes to operations reported yet	None indicated
Japan	Now allowing online response as well as postal response in some regions.	None indicated
Singapore	Face-to-face interviewing has been temporarily suspended. Interviews are now conducted via telephone and via internet.	Questions on responses of companies/employers to COVID-19 have been added to regular surveys.
New Zealand	CAPI suspended – continuing with CATI. Exploring means to initiate contact with ‘First time in’ respondents, in the absence of CAPI. Contact Centre staff redeployed to support Government’s wider COVID-19 pandemic response. Survey Interviewers operating as virtual Contact Centre.	Included Wave 9 for the June 2020 quarter (i.e. Wave 8 from the March 2020 quarter), so as to help ensure the sample size is fit for purpose. Planning to add a short supplementary questionnaire to the June 2020 quarter HLFS on different impacts of the crisis (e.g. wellbeing, income, and poverty-related data).
Australia	Only around 10% of response was CAPI before COVID-19. CAPI was suspended at the end of the March survey, with strategies put in place to further increase CATI and CAWI (both already in use) in future months. CATI has always been delivered using a decentralised workforce.	Producing additional hours analysis (focusing on categories of hours of work and reasons for working fewer hours than normal), using existing data, on a monthly basis. Begun releasing weekly administrative data on paid jobs and wages, on a fortnightly basis. Introduced a new business survey and new household survey to measure COVID-19 impacts as a

		supplement to existing surveys.
Europe and Central Asia		
Denmark	Interviewing already done by CATI/CAWI – some disruption to CATI operations but not major	Greater use of administrative data – e.g. daily data on newly registered unemployed.
Sweden	100% CATI. However some disruption due to temporary inability of some interviewers to work from home.	Possible increased analytical focus on data on absences. LFS nominated as one of the priority activities of the NSO meaning resources may be reallocated from other activities if needed to ensure it continues.
Finland	No further CAPI interviewing (already small so no major impact). Plans for introduction of CAWI from 2021.	Some tests being done in case of very low response rates and how to handle it. Will publish additional information such as home working, numbers laid off, underemployment. LFS identified as priority meaning resources may be reallocated to it if need.
Germany	CAPI cancelled. Some Lander (regions) have suspended activities completely meaning no LFS data collected. Plans for future collection undetermined	None indicated
Norway	No impact so far – all interviews completed by CATI and interviewers are able to do interviews from home.	Have produced an information note on how COVID-19 is likely to impact unemployment and lay offs data in LFS.
France	Switched to CATI for all waves (some issues with incompleteness of phone number registers). Was previously using CAPI for 1 st and last interview Also lack of field listing activities has impact on sample (inability to identify vacant households etc). Anticipating an impact on response rates.	Additional information being issued to interviewers and additional training provided on how to convince respondents to answer, how to deal with certain types of absence due to COVID-19 etc.
Luxembourg	No impact to date, already using CATI/CAWI	None indicated
Switzerland	No impact to date, already using CATI	None indicated
Cyprus	Moving from CAPI to CATI (from interviewers homes – same interviewers)	None indicated
Latvia	Moving CAPI interviewers to CATI (first interviews were CAPI previously) – challenge to get phone numbers	None indicated
Iceland	Impact undetermined so far	None indicated
Portugal	Moving CAPI interviews (first interview plus some for other waves) to CATI. Concerns about response rates due to lack of contact information for telephone interviews. Efforts being made to update sample of newly introduced households to ensure contact information available using matching to other sources.	Some additional questions being planned for introduction in Q2 2020 covering work from home, use of technology and COVID-19 impact.

Belgium	First interview was CAPI (plus some of other waves) – moving to CATI if phone numbers found. Most interviews done by CATI/CAWI already	None indicated
Turkey	Moving CAPI interviewing to CATI from regional centres. Response rate concerns for first wave.	None indicated
Malta	Moving interviews from CAPI to CATI. CATI already used for follow up interviews so main concern is contact information and maintaining response	None indicated
Estonia	Changed CAPI interviews to CATI (same interviewers).Some impact on response rates due to lack of contact details but not major so far.	None indicated
Croatia	Using CAPI and CATI up to now. Now CAPI suspended entirely with interviews moved to CATI. Also some impact on CATI operations as fewer interviewers working in the call centre.	None indicated
Poland	Moved CAPI interviews to CATI (at interviewer’s home). Additional information included on letters to new respondents to get contact information. Proposed to continue with CATI only for Q22020 and some updates to sample being planned to attempt to maintain response rates.	Adding some questions to assess COVID-19 impact.
Bulgaria	Was using PAPI, attempting to collect information by telephone (same interviewers) – low response rates so far	None indicated
Slovakia	Moving to CATI from CAPI/PAPI. Also some loss of response due to absent interviewers.	Planning a 6 th wave (used to be 5 waves) instead of a new wave 1
Romania	No field interviewing taking place. All interviews will be conducted by phone or self-completed online	None indicated
Ireland	Switched first interview to CATI (other interviews were already CATI) – no other changes yet.	Will consider changes in questionnaire content and change analytical approach.
Czechia	CAPI suspended. Wave 1 lost but attempts being made to make contact by mail to get contact information for CATI.	Intentions to introduce additional questions in the questionnaire to discuss the recent situation, endangered jobs as well as impact of Government rescue plan.
Italy	CAPI for first interview suspended. Also CATI company stopped operating. CAPI interviewers will do the interviews of all waves by phone (when telephone numbers are available) using the CAPI questionnaire.	Considering allowing longer recall period/data collection period – 5 weeks from the reference week.
Moldova	Current PAPI interviewing is being switched to telephone still using pen and paper forms.	None indicated
Albania	Face-to-face suspended. CATI continuing for wave 2 to 5. Was using CAPI for first interviews and to collect phone numbers, so unsure how to deal with first contact for future quarters.	None indicated

Austria	Was using mixed mode CAPI/CATI/CAWI. All CAPI now moved to CATI from interviewers homes, with existing call centre and CAWI continuing as before. Some impact on response rates being experienced following the Government lockdown.	Adding some questions on teleworking to Q2 2020 questionnaire
Hungary	Was using mainly CAPI – moved to telephone interviewing from interviewers homes. Unable to complete first wave interviews due to prohibition on face to face interviewing, now using letters to try to collect contact information for telephone interviewing. Impact on response rates expected.	Planning an independent short telephone survey from April to cover additional information about recent labour market changes.
Spain	Suspension of CAPI, moved fully to CATI with a small element of CAWI but concerns for response due to lack of introduction letter or first CAPI visit	Increased analytical focus on reasons for absence (layoff) and other elements.
Ukraine	Suspension of face-to-face interviewing. Doing telephone interviews with previously interviewed households with contact information available. Will be reviewed for April data collection.	None indicated
United Kingdom	CAPI suspended. Fully CATI. Could be an impact on response rates for wave 1 data (first interview). Interviews were temporarily suspended to allow IT updates but now up and running again.	Additional questions being added about absences and changes in work hours and whether changes are COVID-19 related. Also launching a web only survey in parallel to normal LFS on 'core' labour market issues for supplementary information.
Americas		
Mexico	Fieldwork suspended. Attempting to move to telephone interviewing and considering alternative sampling approaches.	None indicated – currently in the middle of Census of Population so impact could be major for Census operations also.
Paraguay	Field interviewing postponed. Exploring potential to use telephone (without CATI system in place) to reach selected households (due to panel design 50% of the sample was previously interviewed, so contact information available – for 50% new sample assessing options to get contact information)	Planning to reduce questionnaire content. Considering creating a specific panel for information before / after break in operations.
Uruguay	Temporary postponement of field interviewing, now using CATI (high contact levels so far)	Considering implementing a panel design
Ecuador	Expected to stop field interviewing and evaluating possibility to reach selected households via telephone (no CATI system in place). Using administrative records to identify contact information. Concerns with uneven telephone coverage in the population	Considering reducing questionnaire content.
Costa Rica	CAPI interviewing suspended, moving to telephone interviewing (23 rd March).	Census mapping exercise still in the field.
Argentina	All field operation suspended from 26 th March. Evaluating alternative modes of data collection	None indicated
Chile	Field operations suspended. Moving to telephone interviewing (no CATI system in place), no phone contacts for selected households, planning to send/deliver NSO contact information	May reduce questionnaire content to improve response.

	to households requesting to call NSO to complete interview or use CAWI option (launched for testing in January). Also exploring use of administrative records to generate telephone contacts for selected households	
Brazil	Suspended field operations. Proposing to introduce alternative modes but no details yet	None indicated
Peru	Field operations suspended. No alternative approach yet	None indicated
Dominican Republic	Field operations suspended. No alternative approach yet	Once operations resume planning a parallel survey alongside LFS to gather additional retrospective information.
Montserrat	Field operations suspended	None indicated
St. Lucia	Moved from PAPI to telephone interviewing (paper form). 80% response by phone so far.	Census has been postponed (due
Dominica	LFS planned during 2020 but planning on hold	None indicated
Grenada	Switched to telephone interviewing to finish fieldwork for Q4 2019 – significant impact on response rates so far. Unsure of plans for upcoming quarters	None indicated
Antigua	LFS planned for Q3 2020 – no impact on plans yet but will be kept under review	None indicated
St Vincent	LFS finished before the pandemic. Next LFS likely to be 2022	Census planned for 2021. No impact known yet.
Bermuda	Attempting to move to telephone interviewing. Considering reusing Q42019 sample for which contact details are available	None indicated
Colombia	Evaluating a postponement of field interviews. Considering telephone interviewing and planning tests.	May also use reduced questionnaire with telephone interviewing.
Belize	LFS planned for September 2020, planning to complete this using telephone interviewing (was originally planned as face to face).	Census 2020 has been postponed to 2021.
Canada	All surveys to be done by CATI/CAWI, now remotely rather than from a central location. CAPI interviewers now doing telephone interviewing from home.	Launching a new ‘Disaster – Catastrophe Module’ in March to gather additional relevant information. Also developing a dashboard or social impacts of COVID-19. LFS is identified as one of the ‘critical’ programs which will continue in case resource prioritisation is needed.
United States	Changing to all CATI/CAWI or email. CATI from interviewers home as call centres closed.	ATUS suspended. Additional instructions to LFS interviewers on treatment of absences due to COVID-19 etc. Reviewing some updates to estimation if response rates fall. 4 new questions to be added to CPS on effects of COVID-19 on labour force

		activity. Adding information to the National Longitudinal data in September 2020.
Arab states		
Jordan	Forced to halt LFS approximately 50% through field collection. No indication yet of plans to cover remaining sample and consideration being given on how to use data already collected.	None indicated
Iraq	LFS postponed – proposed to commence early June	None indicated
Lebanon	LFS not planned for 2020	MICS suspended until at least June (child labour module included).
United Arab Emirates	Currently processing LFS 2019. LFS 2020 proposed for October 2020 so no impact yet.	Has administrative data which may be used for analytical purposes.
Saudi Arabia	First quarter data collection completed. No confirmed plans for Q2 data collection	None indicated
Oman	No LFS or household surveys planned for 2020. Has CATI capacity already and will use for future exercises	None indicated
Yemen	No LFS planned in 2020	None indicated
Syrian Arab Republic	No LFS planned in 2020	None indicated

3. ADAPTABILITY AND FLEXIBILITY

One thing is surely , the ways companies operate and work are getting to change. The world was already changing rapidly, but the pandemic has accelerated the process. There will be few “jobs for life.” for Someone that is going to succeed in a post-corona virus-world, He will need to be able to adapt to ever-evolving workplaces and should possess the ability to continuously update and refresh his skills.

3.1 Tech Savvies

One of the best ways to prepare yourself for a post-corona virus-world is to acquire the technology skills. The COVID-19 pandemic is fast-tracking digital transformations in companies as they're trying to become more resilient for future outbreaks and disruptions. The reality is that technologies like the big data, the web of Things, the virtual and the augmented reality, and robotics will make businesses more resilient at future pandemics, and anyone which will help companies exploit these technologies are going to be during a great position. Whether you work in a factory or an accounting office in a post-corona virus world, you need to be comfortable with these tech tools as well as be able to work with them effectively.

3.2 Artificial Intelligence

The World Economic Forum identified the artificial intelligence specialists as the number 1 emerging data jobs in the future. According to the LinkedIn’s online education website, LinkedIn Learning, artificial intelligence is a listed top hard skill for 2020, adding an extra level of efficiency to the human workforce.

3.3 Problem-solving or critical thinking

A survey by the Society for Human Resource Management (SHRM) found that 37% of employers quoted problem-solving and critical thinking among the top soft skills that candidates were inadequate with. Applicants who can prove that they are able to think critically and find solutions to the business problems will have a much better chance of being hired.

3.4 Digital or social media marketing

Specialists who are the experts in search engine optimization (SEO), search engine marketing (SEM), and email campaigns are highly in demand. Applicants with marketing and digital skills that can help the companies to build their brands will be very alluring to employers in the coming years.

3.5 Creativity and innovation

We have already seen the significance of creativity and innovation during the pandemic. Businesses that are ready to come up with ways to deliver services virtually (like many healthcare providers have done) or quickly shift to new products. In a post-corona virus world, we will need human ingenuity to invent, dream up new products and even the ways of working. Human creativity is going to be the most essential tool.

The electronic modification of organizations got a heave due to the corona virus; therefore, the professionals with digital skills, including coding, web development, and digital marketing, will become even more salient than they are now. Individual who can support the digital business flowing and flourish during

this economic deterioration or pandemics that build in-person business unfeasible or less systematic are getting to get on the must-hire list. And, basically, ALL companies are now digitally based in how, therefore the opportunities to place digital skills to figure are countless.

4. CONCLUSION

According to the planet Economic Forum, in only five years, 35 percent of the talents deemed essential today will change. There's only one way to remain relevant in a post-corona virus reality: commit to a lifetime of learning. The coming months will not be easy and reskilling via online courses will not be the highest priority. But as unemployed or furloughed workers begin to believe their next role and returning to figure during this era of sheltering in situation, they ought to consider evaluating their current skill sets and employ online courses to develop new ones.

While employers will have an outsize talent pool to settle on from once the pandemic is over, applicants should do everything they will to re-skill to become as attractive to employers as possible. When faced with a decent job market, professionals with advanced and expert job skills will still be in demand and can likely struggle less to seek out employment.

The upright news is that upgrading your skills has never been easier. Today, it doesn't require years of study or hefty loans to create up your skillsets to be prepared for a post-coronavirus

world. There are endless free and open online courses (MOOCs) available which will assist you improve your skills.

See lockdown as a chance to enhance your skills in order that you're ready for the post-coronavirus job market. Instead of getting lost within the sea of scary news and social media posts, turn your attention back to figure. With numerous live events progressing digital, then more resources already accessible online, now's the time to urge ahead and bolster your résumé. This is how you boost your skills or learn new ones for free of charge.

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