



Presentation Pre-Training Report



Name: Babu Kaji Karki

Country: Nepal

Company : Om Hospital And Research Centre

Om Hospital is a multi-specialty 175 bedded hospital running in 25th year with its historic success of being first on many aspects of healthcare in Nepal.



- Managing Director (MD) with chief executive & overall in charge of the organization.
- Solely responsible for overall performance of the organization.
- Head of Human Resource Management (HRM) & Human Resource Development (HRD) as a MD and responsible for developing the strategic plans regarding the same for the betterment of the organization and its proper implementation.



Impact of COVID-19 on Labor

The **impact of COVID-19 on labor** is important for a developing country like Nepal where each & every sector has been impacted negatively by this pandemic. Its management and control was more economically challenging for a developing country like Nepal.

Some reasons for this were :-

- ❖ Lack of social awareness and safety measures among employees.
- ❖ No enough healthcare facilities in Rural Areas increasing the risk of infection to employees.
- ❖ Reduced revenue to cater human capital and day to day operation.
- ❖ Psychological stress to employees due to risk of infection.
- ❖ Poor resource allocation in terms of infection prevention and control.

As soon as a COVID-19 case was found, Government of Nepal imposed nation-wide Lockdown.

As the cases kept increasing, lockdown was extended for more than six months. During this lockdown period, economy was adversely impacted to a great degree.

The greatest challenge was to manage the pandemic with limited resources and revenue.



Covid-19 labour market impact in Nepal

Jobs at risk

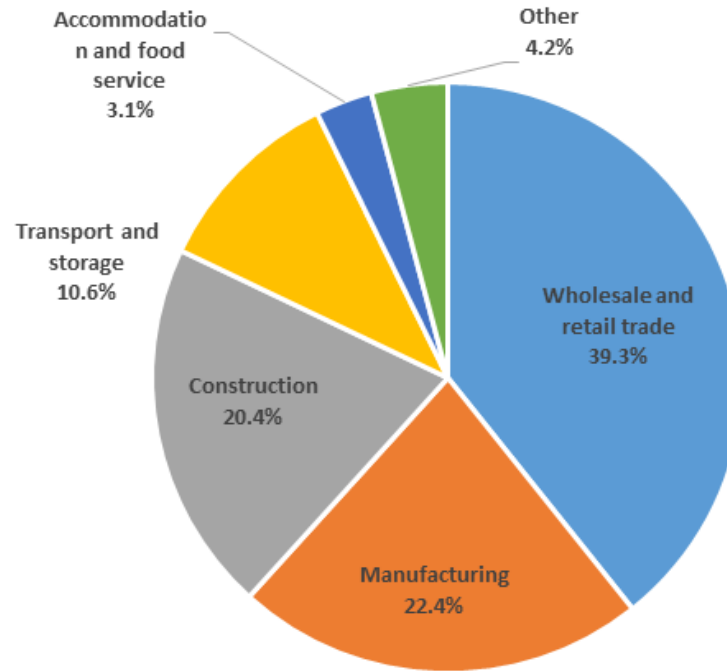
- Under the circumstances of “soft” lockdown in Nepal, COVID-19 driven blockages in global and regional supply chains, the collapse of the tourism sector, severe drops in consumer confidence and manufacturing, and a negligible economic IMF growth estimate of 1.2 per cent in 2020 (down from 5.7 per cent in 2019), the ILO estimates that:

There are nearly 3.7 million workers earning their livelihoods in the sectors deemed most at risk to experience a significant (medium to high) reduction in economic output as a result of the Covid-19 crisis. Nearly four in every five workers most vulnerable to disruption are in the construction, manufacturing and trade sectors (figure 1).

- **Between 1.6 and 2.0 million jobs are likely to be disrupted in Nepal in the current crisis, either with complete job loss or reduced working hours and wages.** In total, 631,000 female jobs (24.3 per cent of the 2018 female workforce) are estimated as at risk in the higher impact scenario, compared to 1.3 million jobs for men (also 30.3 per cent of the 2018 male workforce). (figure 2)



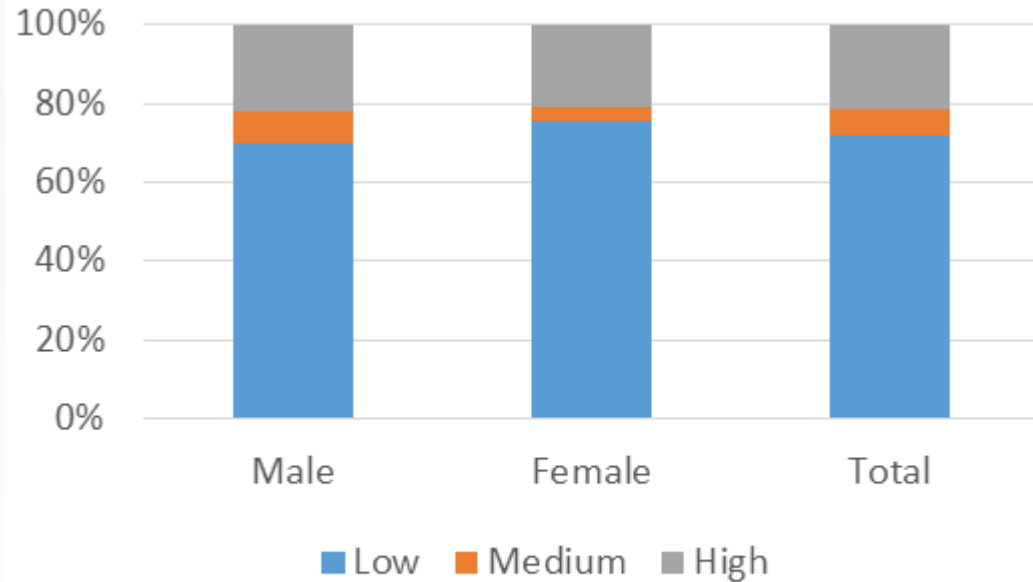
Figure 1. Job risk assessment by sectors of medium-high risk



Source: ILO assessment based on Nepal Labour Force Survey data, 2017/18. See Annex I for methodology.



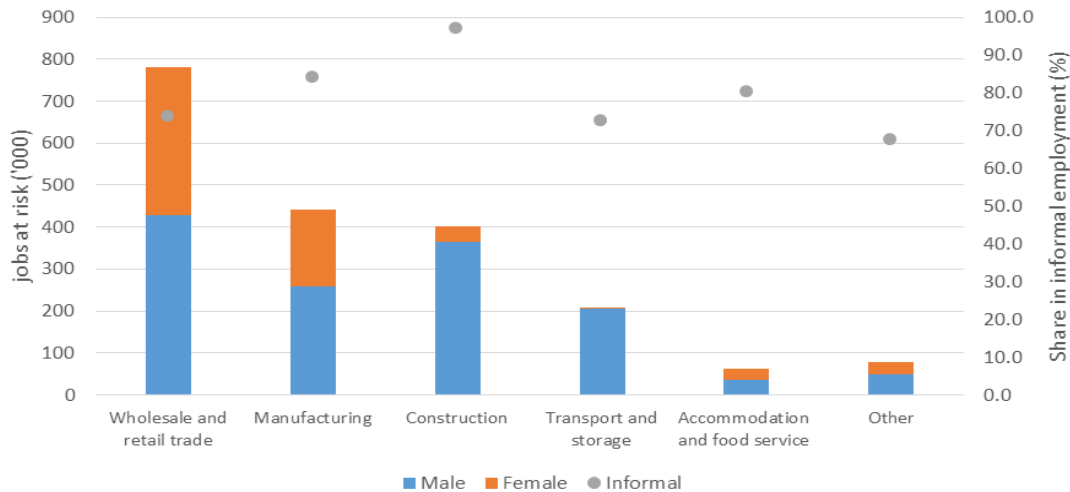
Figure 2. Employment risk level by sex



Source: ILO assessment based on Nepal Labour Force Survey data, 2017/18. See Annex I for methodology.

- Within the at-risk sectors, the female share of employment is low in many of the higher-risk sectors like construction and manufacturing. As a result, the share of men's employment at risk of disruption due to Covid-19 is higher than women's (figure 2).
- Based on the higher-impact scenario, the jobs disrupted includes nearly 780,000 workers in wholesale and retail trade, 446,000 in manufacturing, 404,000 in construction, 211,000 in transport and storage and 62,000 in accommodation and food service activities and 83,000 in other services, real estate and administrative activities (figure 3).

Figure 3. Potential Covid-19 job disruption by sector and sex ('000) and informality rate by sector (%)



Source: ILO assessment (higher risk scenario) based on based on Nepal Labour Force Survey data, 2017/18. See Annex I for methodology.

Sector-wise impact of COVID-19

The impact of COVID 19 were seen on every aspect of human life more importantly on following sectors:

- Economy
- Labor
- Healthcare
- Industries
- Educational institutions

COVID-19 management and its control was one big challenge, even more than that to save the people from hunger and starvation had been even more challenging in Nepal.





Countermeasures implemented by the Government and other Companies to face the COVID-19

- A Nation-wide lockdown including border and airways was imposed for months.
- Awareness and precautions about infection control through electronic media.
- Many organizations reduced their work days to control infection and economic crisis with teamwork and awareness to make people work despite the risk of infection.
- Reduced salary/wages and reduced work days in a month policy were implemented.





Countermeasures implemented by the Government and other Companies to face the COVID-19

- Shops were open in allocated time by the Government.
- Mask, sanitizer, social distancing and protective gear were manufactured from local innovation.
- Government distributed foods to poor people with the help of local governmental bodies. Free vaccination were done by the government.
- **Negotiations with employee unions and stakeholders for creating a win-win labor situation.**





The challenges that my organization faced during this pandemic and the measures that we applied for its management and control

- Psychological stress coped through awareness and teamwork and confidence.
- Economic stress coped through negotiations and win-win policy.
- Revenue management through catering more COVID patients.





The challenges that my organization faced during this pandemic and the measures that we applied for its management and control

- Infection control and management of COVID cases coped through strategic planning.
- Medical treatment of COVID cases coped through hard work and expertise.
- Logistics management coped through day to day inventory management and control.





The challenges that my organization faced during this pandemic and the measures that we applied for its management and control

- Nutritional management coped by operating a subsidized staff canteen.
- Infection control among staff by random PCR tests.
- Trauma and stress coped through psychological counseling and support.
- Protective gear management coped through local innovation and UV recycling.





Thank You!

