

Potential Socio-Economic Impact of the Covid-19 Pandemic on the Human Development of Bangladesh

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Abstract

Bangladesh is one of the high-risk countries for the COVID-19 pandemic and its consequent losses. Through quick administrative action and raising awareness for individuals on social distancing, stringent steps were taken to manage the spread of the disease. On 30th October 2021, there were 15,70,485 confirmed cases besides 27,887 deaths in Bangladesh. The primary purpose of this study is to assess and assess the potential socio-economic impact of the COVID-19 pandemic on the human development of Bangladesh. This paper is a general literature review with an informative purpose that examines recent and relevant literature and current study works, domestic and foreign working papers. The economy of Bangladesh is seriously affected because of its small number of economic attributes to meet the demand of a vast population. Bangladesh RMG industry has received work order cancellations of nearly \$3 billion. Around 2 million workers in the industries will be affected by this. The millions of Bangladeshi skilled and unskilled remittance earners working worldwide are severely impacted. Bangladesh will also face difficulty in attaining SDGs goals. The pandemic hardly stunned the money market and stock market.

In a Perception-Based assessment report, 62% of the respondents agreed that the healthcare system of Bangladesh is fragile and unable to deal with the recent outbreak of COVID-19. In this context, the novelty and the complexity of the COVID-19 represent a significant challenge that might compromise the achievement of organizational goals. Therefore, proper and effective policies, initiatives, coordination and awareness buildup are inevitable to avert the severity of the crises to overcome this pandemic, and coordinated efforts are inevitable for governments and NGOs. Focus on people's long-term capabilities. Follow a coherent multidimensional approach. Beyond FY2021, we must be forward-looking and consistent with Vision 2041 and 8th FYP, designing the best growth path with distributional equity.

Keywords COVID-19 · Human Development · Bangladesh

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1. Introduction

Bangladesh is one of the high-risk countries for the COVID-19 pandemic and its consequent losses. It is the world's most densely populated and impoverished country. Although the country's recent economic growth has been outstanding, in the fiscal year 2020–2021, 20.5% of the population lived under the national poverty line, and 10.5% were in extreme poverty, according to the latest government announcement.

Bangladesh has employed international travel bans and a gradual lockdown to combat this. However, countries like Bangladesh are at a greater risk because of the large population density, inadequate infrastructure, and healthcare systems to provide the necessary support (Ma et al., 2020). Bangladesh is one of the most vulnerable countries due to its high population density (170 million people in 147,000 sq. km), poor health care systems, and a weak economy. COVID-19 has advanced into a pandemic, initially as small clusters of transmission combined into larger clusters in many countries, resulting in widespread transmission. Social isolation, institutional and home quarantine, social distancing, and community containment measures were applied without delay. Through quick administrative action and raising awareness for individuals on social distancing, stringent steps were taken to manage the spread of the disease by cancelling thousands of locations that involved social gatherings, including offices, classrooms, reception centres, clubs, transport services, and travel restrictions, leaving many countries in complete lockdown.

The government of Bangladesh has taken some bold and timely steps to counter the negative impact of the 'global pandemic' from COVID-19 on Bangladesh's economy. Like many other countries, Bangladesh recognizes the need to address effectively the severe consequences of COVID-19 with curtailed economic activities manifested in factory closures, sudden loss of employment and income with a significant reduction in national output. Cancellation of export orders, declining remittance inflows, and depressed demand for domestically produced goods and services have already had an adverse impact. The services sector, including trade, transport and communication, hotels & restaurants, banking and finance, and education, has predictably shrunk in capacity utilization.

2. Background

The novel coronavirus disease (COVID-19) began spreading in November 2019 in Wuhan, China. Following this, the World Health Organization (WHO) announced COVID-19 as a global pandemic on 11th March 2020. In Bangladesh, the first infection of COVID-19 was reported on 8th March 2020. The Institute of Epidemiology, Disease Control and Research (IEDCR) confirmed the first cases of coronavirus patients. Bangladesh reported its first confirmed COVID-19 death on 18th March 2020, 10 days after the first confirmed case. It is not the first time that humanity is facing a pandemic. The Black Death upended the structures of

economies and societies in medieval Europe. Italy pioneered quarantines and other measures during the Renaissance to protect travel and commerce. Global cholera outbreaks in the early 19th century led to unprecedented global cooperation on public health in international sanitary conferences during the middle of the 19th century. Almost 100 years ago, large movements of people around the globe in the aftermath of World War I contributed to the spread of an influenza virus that led to one of the most lethal pandemics on record: the 1918 Flu pandemic.

Moreover, over ten years ago, hundreds of thousands died during the H1N1 pandemic. Recent outbreaks of new zoonotic (meaning that jump from non-human animals to humans) diseases (SARS, MERS) had significant impacts in many parts of the world, as did outbreaks of already known zoonotic diseases (Ebola). AIDS has caused more than 32 million deaths since the early 1980s. The still largely unknown characteristics of the virus that causes COVID-19 (which is likely also to have jumped from a non-human animal; scientists have been pointing out for years that human pressures on the environment increase the risk that such transmission will become more frequent along with our globalized world spread the SARS-CoV-2 virus in a matter of weeks. However, this pandemic has been unprecedented because it evolved from a health shock to an economic and social crisis¹.

As of 30th October 2021, there are 15,70,485 confirmed cases besides 27,887 deaths in Bangladesh, whereas total global COVID-19 cases have risen to 259.5 million, with the total number of fatalities escalating to 5.1 million². The 21st century has seen four pandemic outbreaks: N1H1 in 2009 ('bird flu'), Severe Acute Respiratory Syndrome (SARS) in 2002, Middle East Respiratory Syndrome (MERS) in 2012, and Ebola, which peaked in 2013-14. However, this COVID-19 pandemic is different; economically speaking hit both economically dominant and economically dependent nations. Since the Covid-19 epidemic out raises, there has affected millions of people and claimed the lives of more than three hundred thousand people worldwide. Likewise, the current Covid-19 epidemic has affected all walks of life and businesses in several ways, including a sharp drop in domestic demand, supply disruptions, and a reduction in tourism and travel (Abiad et al., 2020; Hutt, 2020; Report, 2020).

The accelerating spread of COVID-19 and its outcomes worldwide has led people to experience fear, panic, concern, anxiety, stigma, depression, racism, and xenophobia. Bangladesh confirmed their first COVID-19 case on the 8th March 2020, followed by a nationwide lockdown from 26th March 2020, which had been extended several times until 10th August 2021 to prevent human transmission.

Given the rapid spread of the COVID-19 virus, these countries have implemented several non-pharmaceutical measures intended to reduce its spread, such as social distancing. Lockdown measures were imposed; people were

¹ 2020 Human Development Perspectives, COVID-19 and Human Development: Assessing the Crisis, Envisioning the Recovery (2020), UNDP

² Website: <https://covid19.who.int/region/searo/country/bd>

quarantined; schools, universities, non-essential businesses, and non-governmental organizations were temporarily closed; travels were restricted; flights were cancelled, and mass public gatherings, as well as social events, were prohibited (Brodeur, Gray, Islam & Bhuiyan, 2020; Gourinchas, 2020).

According to data compiled on 4th May 2020 by the WHO, with a population of more than 160 million, the country had one of the lowest numbers of tests in the world. The lack of PCR machines, proper biosafety labs, insufficient testing kits, and unprepared health workers have further worsened the situation.

3. Objectives

The primary purpose of this study is to assess and assess the potential impact of the COVID-19 pandemic on the economy of Bangladesh. The assessment was to get an impression of the coping mechanism of general people regarding the emerging pandemic and to have an idea of the impact of COVID19 and its long-term consequences. This study will help us identify the area of emergency response needs & requirements to explore future working scope or working areas considering this public health crisis. There are very few studies that have investigated this impact.

4. Methodology

This paper is a general literature review with an informative purpose that aims to examine recent and relevant literature which investigated the impact of COVID-19. To understand the possible psychosocial, socio-economic, and environmental impact of the COVID-19 outbreak in Bangladesh, we considered and identified several relevant and possible items based on the socio-economic situation, political analysis, the existing healthcare system, environmental analysis, potential emerging issues utilized from scenario developments, analysis of local and global reports of the COVID-19 pandemic from the print and electronic media, and a literature review.

This study is based on an empirical overview of recent study work, reports, and domestic and foreign working papers on the economic crisis. Therefore, the study uses available resources to investigate the potential impact of the 'Covid 19 pandemic and various economic indicators, notably ready-to-wear, remittances abroad, local trade, international trade, government revenues, employment, financial institutions, manufacturing and distributions because of isolation, quarantine, dissociate and shutdown measures in Bangladesh. The study collected most of the review material, exploring the covers of Google Scholar, ProQuest and Scopus, and other online resources.

5. Limitations

The contribution of this paper should, however, be considered in light of some limitations. First, our research is a general literature review with an informative

purpose, which might suggest that there is a possibility of a subjective selection of literature. Notwithstanding, the databases we used (Google Scholar, Ebsco, and Semantic Scholar) provide the most cited articles. Besides, this paper's purpose and informative character do not require a systematic literature review. Second, while writing this paper, COVID-19 is still present. Therefore, it is impossible to identify the long-term challenges and opportunities accurately. Future research should focus on longitudinal analysis to identify these challenges and opportunities.

6. Literature Review

The potential impact of COVID-19 on global monetary poverty through per capita household income or consumption contraction. The effect will spread among low, medium, and high-income people (Sumner et al., 2020). The other influential discussions over monetary and fiscal policy responses to the COVID-19 epidemic and the ensuing economic fallout (Guerrieri et al., 2020). The looming financial crisis may create panic, mass unemployment, poverty, and homelessness. The economic implications related to COVID-19 in those countries include a high cost of care, market failures in pluralistic health systems, high out-of-pocket expenses, the added burden of non-communicable diseases, missed economic opportunities, and socio-economic consequences like unemployment and poverty (Rodela et al., 2020). The ability of an enterprise to make its employees motivated, skilled and committed is one of the critical determinants of its competitiveness. It can only be achieved in a workplace environment characterized by a spirit of social dialogue, mutual trust and respect, non-discrimination, and the absence of violence and harassment. According to the ILO research brief on May'2021, "it was already clear that the world at large, and the corporate world, in particular, was facing global challenges related to rapid technological changes and artificial intelligence, environmental degradation, the uneven pace of globalization, inequality, demographic shifts, and migration. Not only has the COVID-19 pandemic amplified these challenges, but it has also presented further challenges in itself. Managers tend to agree that hybrid working is difficult for those who come back and those who stay at home. People working from home may suffer regarding career advancement or financial rewards. These are often based on a "command and control" management approach: visibility in the workplace is considered a central aspect of a worker's performance and commitment to the organization. The COVID-19 crisis has created an opportunity to revisit corporate HRM policies to ensure that pay and promotion decisions are based on objective, performance-related measures³."

According to the Psychosocial and Socio-Economic Crisis in Bangladesh due to COVID-19 Pandemic: a perception-based assessment report, 62% of the respondents strongly agreed with the statement that the healthcare system of Bangladesh is fragile and unable to deal with the recent outbreak of COVID-19 (HSB1). Nearly 61–65% of respondents strongly agreed that "the shutdown or lockdown of regular activities was

³ ILO research brief May 2021 (2021)

a good decision to reduce the chance of infection of COVID-19” (SEI1) (mean 4.53 ± 0.77), “this will have an economic and social impact in the future” (SEI2) (mean 4.51 ± 0.77), and that “both formal and informal businesses will be hampered” (SEI3) (mean 4.5 ± 0.71). For the fourth statement, 85.6% of respondents strongly agreed that “poor people living off daily wages will be severely affected” (SEI4), with a mean of 4.78 ± 0.60 . In comparison, 60.5% strongly agreed that “most of the poor people living in urban areas have to leave the city due to not having any options for income” (SEI5) (mean 4.42 ± 0.87). 54.8% (mean 4.36 ± 0.85) of the respondents agreed that “many people will lose their livelihood/ jobs at this time” (SEI6). 56.4% (mean 4.39 ± 0.82) of respondents strongly considered that “there is a chance of community transmission of COVID-19 in Bangladesh” (IEI1) and that “a huge number of people will be infected” (IEI2) with a mean value of 4.208 ± 0.93 . Moreover, 69% of the respondents strongly agreed (mean value 4.56 ± 0.74) that “there is a chance that many infected patients will not be detected due to a lack of testing facilities, and this will not show the actual number of infected cases” (IEI3). Approximately 61– 67% of the respondents strongly agreed that “there is a chance of an increasing number of deaths from infection due to a lack of proper health facilities”⁴.

Trying to recover from this economic shock, companies have started reopening (Major & Machin, 2020), in the mid of this ongoing pandemic, under special rules and a new functioning (e.g., physical distancing in the workplace) (Shaw, Main, Findley, Collie, Kristman, & Gross, 2020) that no one can predict when it will end. Therefore, this pandemic has led to a complex and challenging environment for managers and human resource management (HRM) practitioners who need to find ingenious solutions to sustain their company’s business and help their employees cope with the challenges of this unprecedented situation. COVID-19 is not only a physical health risk, but it also represents a significant risk for individuals’ mental health (Brooks et al., 2020; Chen, Ning, Yu, Huang, Li, & Luo, 2020; Hamouche, 2020; Qiu, Shen, Zhao, Wang, Xie, & Xu, 2020). It might be psychologically demanding for employees working from home, who can feel isolated and torn between work and their private life (Prasad & Vaidya, 2020). Moreover, employees who are required to be physically present in the workplace might return to work with the fear of contracting the virus or transmitting it to their family (Tan et al., 2020), which might increase their level of stress as well as the risk of mental health issues (Hamouche, 2020), especially for employees who were facing high psychological demands at work, before the pandemic (Quaedackers et al., 2020), or those who have a high-risk job position, e.g., healthcare workers (Hamouche, 2020)⁵.

⁴ Bodruddoza. M., Shammi. M., Bahlman. L., Islam. A. R. M. T., & and Rahman. M. M., Psychosocial and Socio-Economic Crisis in Bangladesh Due to COVID-19 Pandemic: A Perception-Based Assessment (2020), *Frontiers in Public Health*, www.frontiersin.org, June 2020, Volume 8, Article 341

⁵ H. Salima, Human resource management and the COVID-19 crisis: implications, challenges, opportunities, and future organizational directions; *Journal of Management & Organization* (2021), page 1 of 16

Barkat et al. 2020 have mentioned in their NUPRP study findings that according to the WHO's advice on possible preventive measures on COVID-19, frequent hand washing; maintaining social distancing; using the face mask; avoiding touching the nose, mouth and face; following cough etiquette; staying at home, and seek for doctor's help if feeling unwell are all highlighted measures. About three-fourths of the households are aware of frequent hand washing, and nearly two-thirds of the surveyed households know about using a face mask. 40.2 per cent of the beneficiary households know about social distancing, which is 51.7 and 41 per cent in semi-control and pure control households, respectively. "Not touching face, nose and eyes with hands" was mentioned by 26.1, 30.1, and 21.3 per cent of the beneficiary, semi-control and pure control households, respectively.

Community discussions confirmed that urban poor children and adolescents are also facing depressions like the adults. FGD participants informed that children had lost their interest in studying, which is fuelling depression. Community discussion also revealed that urban poor parents are forcing their children against their will into child labour to support the financial need of the household inducing depression among children. Adolescent girls forced into child marriage are also becoming more depressed due to the unexpected burden of marital life and the discontinuation of their studies⁶.

The readymade garments industries are the principal source of foreign exchange earnings, and the readymade garments sector covers more than 85% of total export earnings. More than four million workers are employed in the RMG industries, and more than 85% are illiterate women from rural villages. Due to the commencement of COVID-19, the Bangladesh readymade garments (RMG) industry has already received work order cancellations of nearly \$3 billion. Around 2 million workers in the industries will be affected by this. About 4 million people are directly engaged with the RMG sector, e.g. backward linkage industries, accessories and packaging factories, and the transportation sector⁷.

Compared to February 2020, the study found a 10% reduction in EPI sessions, 35% reduction in TT vaccination services and terms of family planning services, a whopping 91% drop in child delivery services, 66% and 87% reduction in Antenatal Care (ANC) and Postnatal Care (PNC) services respectively. 86% of respondents stated they faced more family problems than others. Other affected issues were food consumption, education, mental health and disturbances in family relations. 55% of respondents mentioned they faced economic loss as they had less income and no job due to the lockdown. Some said having lost their savings and faced

⁶ Barkat. Abul., Osman. A., Ahamed. F. M., Mamun. M. H., Rabbey. F., Begum. L., Nurunnahar., & Sarwer. M. N; Socio-Economic Assessment of COVID-19 under National Urban Poverty Reduction Programme HDRC, Dhaka, Oct 2020

⁷ Alam. M. S., Ali. M. J., Bhuiyan. A. B., Solaiman. M., & Rahman. M. A. (2020). The impact of Covid -19 pandemic on the economic growth in Bangladesh: a conceptual review. *Available at SSRN: <https://www.researchgate.net/publication/344895166>*

ill-treatment from their family members/problems in family relationships. As a mitigation plan for current family loss, most plan to return to their native village, and some plan to reduce unnecessary expenses. 55% mentioned they are taking less food; their leafy food intake has increased, whereas protein-rich food such as meat, fish, eggs, milk and other nutritious food intake has decreased. 58% of the respondents mentioned they feel deprived of the following basic needs due to the crisis: lack of food and other commodities due to the increased price of goods and shortage in markets, lack of medicine due to increased price and shortage in pharmacies, children's education being hampered as schools remain closed, many have not received a salary as the workplace is shut down, many have not received any support/relief from the government and other sources yet. 71% of pregnant respondents reported that they had missed their routine ANC check-ups as the health facilities were closed, there were no transportation facilities to help them arrive at those facilities, and some responded that they did not have enough money to continue ANC check-ups. 78% of pregnant female respondents mentioned they had changed their dietary habits, such as less food intake than before, avoiding/cannot afford nutritional foods, and lack of medicine due to the shortage of iron and folic acid tablet. Among all the respondents with an eligible child for vaccination, 20% missed last month's vaccination because of closed EPI sessions⁸.

The COVID-19 pandemic decelerated economic growth in 2020. The pace of poverty reduction slowed, exports declined, inequality increased across several dimensions, and the poverty rate in 2020 increased to 18.1 per cent from 14.4 per cent. Nevertheless, strong remittance inflows and a rebound in the export market have helped the economy recover gradually. To recover fully and achieve its growth ambitions of achieving upper-middle-income status, Bangladesh needs to address the challenge of containing COVID-19. Vaccinating the population will reduce the incidence of the disease and mortality and enable the full resumption of economic activities. Bangladesh also needs to address the challenge of creating jobs/employment opportunities through a competitive business environment, increased human capital and skilled labour force, efficient infrastructure, and a policy environment that attracts private investments. Other development priorities include diversifying exports beyond the RMG sector, deepening the financial sector, making urbanization more sustainable and strengthening public institutions. Addressing infrastructure gaps would accelerate growth and reduce spatial disparities in opportunities across regions and within cities. Addressing vulnerability to climate change and natural disasters will help Bangladesh to continue to build resilience to future shocks. Pivoting toward green growth would support sustainable development outcomes for the next generation⁹.

Employment relationship refers to 'the connection between employees and employers through which individuals sell their labour' (Budd & Bhawe, 2010).

⁸ Rapid-Assessment-Report-on-COVID-19-effects-on-Urban-Health (2020), CARE

⁹ <https://www.worldbank.org/en/country/bangladesh/overview#1>

From a labour law perspective, COVID-19 has created critical challenges for employees and employers (Biasi, 2020; Sagan & Schuller, 2020). Due to the lockdown and mandatory closure of business, both could not accomplish their contractual obligations (Biasi, 2020). Rebuilding the organizational culture is needed to facilitate the adoption of flexible work arrangements and the transition toward a hybrid working model (AM et al., 2020; Ngoc Su et al., 2021). Moreover, developing and maintaining a cohesive culture that supports employees' connections and interactions is required (Lund et al., 2021) to encourage social support and collaboration among employees, particularly those working remotely. Virtual interactions might affect the socialization process and the acquisition of tacit knowledge related to the organizational culture (Asatiani et al., 2021).

7. Findings

The economy of Bangladesh is seriously affected because of its small number of economic attributes to meet the demand of a vast population. In addition, the global health and economy, among others, are being hit hard by the Covid-19 pandemic, as it is the boom and the trap of globalization. This global health issue comes with a high degree of uncertainty, such as more extended quarantines, travel restrictions, closures of non-essential restaurants and businesses, remote social ordering, lockdowns, and more regarding the severity, magnitude and extent of the problematic consequences of the Covid-19 pandemic.

As in the case of each of the pillars of the economy of Bangladesh is sternly battered, and consequently, it will take time to get back usual pace in economic activities. The most significant export earnings sector in the readymade garments industries is highly shaken due to isolation, lockdown, travel ban, and supply chain disruption worldwide. The government has already declared a stimulus package for improving the RMG sectors. The government immediately should take a comprehensive support plan until this crisis removes to make this sector sustainable.

Bangladesh will also face difficulty in attaining SDGs goals. The goals most likely to be explicitly affected are GOAL 1: No Poverty; GOAL 2: Zero Hunger; GOAL 3: Good Health and Well-being; GOAL 4: Quality Education; GOAL 8: Decent Work and Economic Growth; GOAL 10: Reduced Inequality. The goals which might suffer implicitly due to divergence in the priorities are GOAL 5: Gender Equality; GOAL 6: Clean Water and Sanitation; GOAL 7: Affordable and Clean Energy; GOAL 9: Industry, Innovation, and Infrastructure; GOAL 11: Sustainable Cities and Communities; GOAL 13: Climate Action; GOAL 14: Life Below Water; GOAL 15: Life on Land; GOAL 16: Peace and Justice Strong Institutions. Restrictions on worldwide economic activities may lead to some relief for nature, therefore making some improvements relating to SDGs no 13, 14, and 15. These, however, may not be enough to compensate substantially for the overall impact (Alam et al., 2020).

The millions of Bangladeshi skilled and unskilled remittance earners working worldwide were severely impacted (i.e. about 0.50 million workers returned to Bangladesh) by the COVID-19 pandemic for draconian movement control measures, lockdown, travel ban, and factory closure. Authorities need financial support for these returned expatriate workers and make them engage in production or entrepreneurial activities.

The pandemic hardly stunned the money market and stock market for work station closure and deteriorated the financial health of both markets. Along with the above, Cottage, Micro, Small and medium scale enterprises (CMSME) or backward linkage enterprises are seriously affected by supply chain disruption, lockdown, and factory closure.

The COVID-19 pandemic is compounding risks to further progress towards gender equality. The crisis is deepening preexisting inequalities and exposing vulnerabilities which are in turn amplifying the impacts of the pandemic. The effect on women and girls span economic (earning less, saving less and job insecurity), reproductive health, unpaid care work, bargaining house power and gender-based violence¹⁰.

While it is too soon to assess the economic impact of the pandemic, it is already being described as the worst plunge in economic activity since the Great Depression. As of early May 2020, most countries had implemented emergency monetary and fiscal measures, and numerous countries had also implemented trade and balance of payments measures.

The government of Bangladesh has taken the following steps: a) Free food distribution; b) Sale of rice under the Open Market Sale (OMS) program with a highly subsidized price (Taka 10 per kg); c) Cash transfer to the targeted vulnerable population; d) Expansion of allowance programs (Old Age Allowance and Allowance for Widow/husband Deserted Women) to all eligible persons (100 per cent) of the 100 most poverty-stricken Upazilas of the country; e) Expedite construction of the house for the homeless people.

The SAM-based calculations of direct and indirect effects of injection of funds into the top 10 value-added sectors in Bangladesh economy on the eight different household groups, which include both rural and urban households at various levels of income and classified according to other related socio-economic criteria, are given below in table 1¹¹:

¹⁰ UN 2020e “Policy Brief: The Impact of COVID-19 on Women.” 9 April. <https://www.unwomen.org/en/digitallibrary/publications/2020/04/policy-brief-the-impact-of-covid-19-on-women>.

¹¹ Haider A. Khan, Economic Impact of COVID-19 On Bangladesh: Agenda for Immediate Action and Planning for the Future, MPRA, 13 May 2020

Table 1: Multipliers for eight different household groups for the top 10 value-added sectors

	Retail Trade	Land Transport	Other Services	Building	Wholesale Trade	Paddy Cultivation	Public Administration & Defense	RMG-Woven	RMG-Knitting	Miscellaneous Industry
Sectoral VA	1,512,540	1,404,807	1,322,765	1,037,226	927,041	831,226	784,407	660,534	636,446	440,973
Rank of % GTVA	1	2	3	4	5	6	7	8	9	10
% GTVA	8.09%	7.51%	7.07%	5.55%	4.96%	4.45%	4.19%	3.53%	3.40%	2.36%
Small Farmer	0.232	0.224	0.274	0.187	0.24	0.182	0.254	0.212	0.199	0.183
Medium Farmer	0.166	0.161	0.193	0.135	0.172	0.135	0.18	0.153	0.143	0.132
Large Farmer	0.148	0.155	0.133	0.135	0.151	0.169	0.137	0.148	0.133	0.13
Non-Farm SE	0.199	0.207	0.187	0.18	0.204	0.218	0.189	0.197	0.178	0.174
Non-Farm WE	0.42	0.404	0.498	0.337	0.435	0.328	0.46	0.384	0.36	0.331
Day Labor	0.179	0.173	0.212	0.144	0.186	0.141	0.196	0.164	0.154	0.142
Salaried	0.218	0.214	0.243	0.181	0.225	0.188	0.23	0.203	0.189	0.177
Self-Employ.	0.203	0.212	0.188	0.185	0.208	0.226	0.191	0.202	0.182	0.178

Analyzing Table 1, the study has shown that in addition to the RMG sector, which most commentators have focused on, other sectors contribute significantly in terms of total value added to the various households, including the poor households.

After the outbreak of Covid-19, the import and export-oriented companies are also at risk. The Chattogram Port is the main port in Bangladesh. Almost 92 per cent of import-export activities are performed through this port; reported that imports and exports through this port declined in March by over 12 per cent and 26 per cent. Due to the income and asset distribution inequality, the advantages of higher GDP growth are not evident in society. On 5th April, the government unveiled a Tk. 72,750 crore stimulus package, including the previously declared Tk. 5,000 crore packages to address the economic impacts of the coronavirus outbreak.

Challenges

As history teaches, the impact and responses to pandemics have the potential to reshape the world for generations to come. As the consequences of the crisis unfold—including the effects of reactions amid great uncertainty—articulating a vision can contribute to framing policies for outcomes aligned with the aspirations of the 2030 Agenda for Sustainable Development and the Sustainable Development Goals.

In this context, the novelty and the complexity of the COVID-19 represent a significant challenge that might compromise the achievement of organizational goals. Bangladesh is the fastest-growing developing country, and its Gross Domestic Products Bangladesh, like other countries, faces the daunting challenge of fully recovering from the COVID-19 pandemic, which has constrained economic activities and reversed some of the gains achieved in the last decade.

It is essential to distinguish between the short-term and longer-term impacts of pandemics—and major shocks in general. From a broad and deep historical analysis, Walter-Scheidel has shown that significant shocks such as wars and pandemics can reduce income inequality but that the outcome depends on the policy response. When pandemics result in high mortality, the relative returns to labour increase compared with the returns to capital because workers demand higher compensation—partly because there is a lower labour supply due to mortality and partly because they are afraid to be infected and require more to show up for work¹².

Perhaps one of the more glaring aspects of the response to the crisis is to remind us of the importance of collective action – actions that we take thinking not only of ourselves but on behalf of everyone. Everyone remains vulnerable until the spread of the virus is stopped everywhere – until a vaccine or treatment is deployed.

Bangladesh is a developing country with an impoverished banking system with fifty-nine commercial banks, thirty-four non-banking financial institutions, and sixty-two insurance companies (Wikipedia). These institutions are highly interdependent with each other and dependent on the industrial sector of Bangladesh. Due to the outbreak of Covid-19, the banking industry is in the critical stages of mounting non-performing loans (NPLs). The banking system will collapse if the RMG industry and its backward linkage industries fail. Commercial banks, non-banking financial institutions, and general insurance companies rely heavily on garments and related industries for their business. In the long run, the amount of deposits and the investment will decrease dramatically, and these institutions will not be able to pay enough to their employees. Many employees will lose their job, and the number of banks and financial institutions will collapse. The current scenario of non-performing loans indicates horrible situations in the banking sector. (Alam. M. S. et al. 2020). In December 2020, the non-performing loan ratio stood-7.66%; in June 2021, the ratio was 8.18%.

8. Conclusion

As a result of the COVID-19 crisis, enterprises have to adjust their recruitment and selection procedures towards the heavy use of virtual tools. This situation requires great care in using tools such as virtual assessment centres and interviews, which aim to evaluate candidates' technical skills and understand how they might fit in with the organization's values.

¹² Scheidel, W. 2017. *The Great Leveler: Violence and the Global History of Inequality from the Stone Age to the Present*. Princeton, NJ: Princeton University Press.

The study also revealed that the magnitude of the economic losses would depend on how the outbreak evolves as any pandemic disease and its economic consequences are vastly ambiguous, making it challenging for policymakers to work out an axiomatic and appropriate macroeconomic policy guideline. Therefore, suitable and effective policies, initiatives, coordination and awareness buildup are inevitable to avert the severity of the crises to overcome this pandemic. An unprecedented wake-up call and coordinated efforts are inevitable for governments and private organizations.

9. Recommendations

To ensure a smooth flow of foreign remittance, the government may implement various strategies, e.g., export of human resources with safety and security by government agencies, searching for new labour markets, improving diplomatic relationships with importers countries, and ensuring compensatory packages for wage earners.

Focus on people's long-term capabilities. It could reconcile apparent tradeoffs between public health and economic activity (a means to the end of expanding capabilities) but would also help build resilience for future shocks.

Follow a coherent multidimensional approach. Since the crisis has multiple interconnected dimensions (health, economic and social aspects), a systemic approach is essential rather than a sector-by-sector sequential approach.

In the immediate crisis with a time horizon of from now to three months into the future, the main problem will be to contain the infection, prevent widespread hunger and shortages, and give incentives for the private sector to follow an optimal restorative path.

Increased public expenditure with a target to create a job. Foreign tour and luxury expenditures will be discouraged. Introducing a fiscal stimulus package to retain workers in the manufacturing sector, maintain the competitiveness of the enterprises, especially in the export-oriented manufacturing sector and revitalize the economic activities and business environment. Expansion of social safety net programs to meet the basic needs of people below the poverty line, day labourers and those who are engaged in the informal sector.

Increase the money supply to maintain the economy's liquidity so that the shock arising from the pandemic can be absorbed and daily businesses can operate smoothly. Bangladesh Bank has already lowered CRR (cash reserve ratio) and Repo rate to increase the money supply, which will continue if needed. However, special attention will be given, so inflation does not increase due to the increased money supply.

Beyond FY2020. Here we need to be forward-looking and consistent with Vision 2041 and 8th FYP and design the best growth path with distributional equity.

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