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## **THE IMPACT OF GLOBALISATION AND CORONAVIRUS ON EMPLOYMENT**

Globalisation is a term that means that the world is becoming more and more interconnected by trade and cultural reciprocation. There are several reasons for the influence of this phenomenon, its advantages and disadvantages.

The key factors which have influenced the process of globalization:

Improvements in transportation

Freedom of trade

Improvements of communications

Labour availability and skills

There are identified seven aspects of employment on which economic globalisation may have an impact.

Number of jobs. World trade firstly influences the number of available jobs in the economy, and thus affect key macroeconomic variables as the unemployment rate and the employment-to-population ratio. While at the micro economic level it impacts establishment, enterprise, economic activity. Offshoring is a case in which an enterprise can move from country A to country B thus it may have both positive and negative effects on those countries' economies. Country A would have job gains because of higher productivity while country B would lose jobs in the economic activity of country A. What is more, because of consumer demand and collaborative access to goods the number of jobs available in the world is rapidly increasing.

Structures of jobs. Economic globalisation may also have influence the distribution of jobs across economic activities. That is why jobs linked to certain economic fields may tend to disappear whereas jobs linked to others would be created to change competitiveness and patterns of specialisation. There may be also some changes caused by technological progress.

Composition of jobs. This term merely represents the mix of skilled and unskilled jobs in the economy. In developed countries, low-skilled workers are most affected by the instability of revenues or increasing unemployment due to competition with developing countries' workers and technological progress. However, the workforce in developing countries is becoming better qualified and is engaged in sophisticated, only service-oriented activities. Subsequently, this leads to the clash between the workers from developed and developing countries.

R and D workforce (research and development). They hold strategic importance for national economies because of their link with innovation. On the one hand, there are enterprises moving their R and D workers abroad to bring them closer to trade markets or to benefit from qualification more readily somewhere far away. On the other hand, there are also enterprises moving their production force abroad to make them focus on research and development activities at home.

Job earnings. Firstly, not only the overall efficiency of the economy may increase, but productivity, real incomes may be shared with job earnings. Also, the job earnings may widen the job gap between the best and least qualified workers at the global level.

Migrations. A great and increasing number of people are moving between countries and continents. It is obvious that 30 per cent of migration is linked to labour. It is usually fostered by regional agreements liberalising and allowing the movement of people by changing specialisation or by the development of multinational enterprises. The migration process leads to inflows and outflows of workers whose

impact on labour markets is still unclear. In developing countries, migration may cause so-called “brain drain”.

Employment conditions. As for multinational enterprises it is characteristically to lower safety requirements, increase the number of working hours or ban trade unions. Of course, this spurs offshoring. Changing patterns of specialization induced by globalisation may negatively affect the employment conditions (increased working hours in the source countries).

Speaking about coronavirus and employment it is obviously for everyone that work will never be the same. And what can be clearly said is that the sudden shift to distributed work has provided a once-in-generation opportunity to reimagine everything about the way people do jobs and run companies.

Nowadays there is a chance for leaders to develop companies faster than ever before. With a remote working system, the number of ineffective meetings, inefficient processes and bureaucracy has reduced.

From the employees’ points of view, the shift has never been this massive and consequential, cause people to make new choices about their future place of residence and employment. They create new expectations about flexibility, working conditions and life-work balance. For instance, only 12% want to return to full-time office work, 72% want a hybrid remote office model moving forward.

Talking about coronavirus and employment we cannot forget to mention digitalization. Of course, there were appearing more and more sites and platforms for employment in the Internet. One of them was Slack, the website for creating a digital career. So, Slack had an important role to play as a new kind of headquarters for the digital world. Yet the opportunities for digital transformation are expansive, wide-ranging and still growing. Companies able to adjust to this up to the minute system would have a competitive advantage and always benefit even during this new era of work.

It is significant to remember the impact on the workers that remote jobs leave behind. The higher educated quartile that has an opportunity to choose the way of working can be affected significantly. In the nearest future people would work three days in the office and two at home. This hybrid model is likely to convey balance into work: both efficiencies gained by remote work, social interactions, innovation and creativity would evolve.

Despite this positive outlook the greatest challenge society is facing currently is what happens to the other 60% of workers who cannot work from home. One-in-four workers are in the transportation, food service, cleaning and maintenance, retail and personal care industries, fields of labour which has been affected mostly during the pandemic. These usually underpaid jobs are at risk of disappearing in a few years. For this reason, thousands of people would become unemployed all around the globe. Humanity needs to shore up social safety and draw attention to the vulnerability of such groups of people and invest more into their further education and development. Or if hard find some equal professions to replace the previous with.

Now that the world is familiar with video communications, the way businesses and individuals communicate and connect will be forever changed. Healthcare, education, finance and businesses large and small are growing and improving with the help of video communications.

In the near future, some organisations will adopt a hybrid-work model, with certain days in the office and others remote, and might align employees' in-office and remote schedules to create equity. Other companies will use video communications to be completely remote. Both models will enjoy increased productivity and deeper collaboration, and the ability to attract a more diverse workforce.

We are seeing a massive rewriting of the social contracts between employers and employees because of Covid-19. The way business's function and employees work fundamentally changed overnight which forced both to reset their expectations of how work fits into life. The traditional 9-to-5 workday as we know it has also changed, as

employers seek to accommodate their employees with flexible windowed hours of working.

These new social contracts between employers and workers centre on blending in-person offices with remote capabilities as well as traditional office hours with asynchronous work, all enabled by technology. As a result, when I think about the future of work and how it will evolve in years to come, I believe our workday will be more virtual and automated. The rise of 5G networks and connected machines will enable virtual on-the-go workstations. These virtual stations will provide employees with all the amenities of a digital workplace, from AI-powered assistants that prep whiteboard presentations to virtual reality headsets that put you at the table of a morning meeting with co-workers around the world.

Ultimately, businesses will need to create digital workplaces that make it easier for all kinds of employees to work in flexible environments while also living their lives.

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