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## Covid-19's Impact on Fresh Graduate's Job Market in Bangladesh: An Observational Study

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### ABSTRACT

Due to Covid-19, many organizations cut of their operations, employees and job positions to survive, and generates more unemployment in Bangladesh. This directly and indirectly affect the new graduates and the unemployment in numbers increase more. The purpose of this study is to explore how Covid-19 creates impact on fresh graduate's (who recently completed their under-graduation or both under-graduation & post-graduation) job market in Bangladesh. This study will contribute in three different ways. Firstly, it will provide insights on job market of fresh graduates which forthwith impacted by Covid-19 crisis. It will help to explore the actions taken by organizations in response to Covid-19. It also discuss about the change in job nature & context, which generate shift in career among fresh graduates. For developing the theory, qualitative data have been used to explain the different factors. This is a desk research, so only secondary sources of data have been analyzed and interpreted. This research is conducted within a timeframe of March to September. The study reveals that there are impacts on job market due to Covid-19 crisis and careers of the fresh graduates might be in danger. So, coping up with the new normal and digitalizing the possible aspects of daily life including education to earnings can be advantageous for both individuals and organizations. This particular study not only endows with insights of Covid-19's impacts on job market and careers of fresh graduates but also provides recommendations about digital educations for university graduates and new normal organizational rules, laws and context. The study suggests to find alternative solutions rather than jobs for fresh graduates to cope up with the pandemic.

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### 1. Introduction

Since December 2019, the sought-after coronavirus disease (Covid-19) pandemic originating from the epicenter, Wuhan, China, started to spread quickly throughout the world (Wang et al., 2020). Due to its rapid worldwide exposure and the challenges it brought with, the World Health Organization had to declare it to be a pandemic in early March 2020. Bangladesh reported the first Covid-19 case on March 8, 2020 (Satu et al., 2020) and the virus spread slowly in the initial period although, a rapid case increment started in April. The government initially declared a 10-day general holiday from March 26 to curb the spread of novel coronavirus. The holiday was later extended till April 11 and then to April 14. Again, it was extended to April 25 in the fourth phase, May 5 in the fifth phase, May 7 to May 16 in the sixth phase and finally up to May 30 to tackle the worsening coronavirus situation in the country. Covid-19 has affected each and every single individual as well as the overall economy of Bangladesh with a ponderous impact on business, jobs, career and education system. Like many other countries in the world, the coronavirus outbreak has disrupted the business models in Bangladesh which will have an impact on the employment landscape, and the job market. Many industries are expected to experience a significant effect on jobs, ranging from job creation to job displacement, from enhanced labour productivity to increasing skills gap. As a large number of opportunities are being cut, many fresh graduates will lose out on a vital step into the world of work. A fresh graduate is a person that has just recently graduated, and do not have any prior work experiences. So, to enter the job market early in this

year are likely to be not possible for them. In this pandemic, every passing day is bringing new challenges and obstacles to the fresh graduates who are supposed to get into work anyhow, as early as possible.

As, most of the studies on Covid-19 are economic, demographic, and clinical (Lin, et al., 2020). A few report have done on the extent of Covid-19's impact on job market. Keeping that on head it motivate us to do this study on impact on job market for fresh graduates in Bangladesh. Regardless of so many negative impacts, a few positives can also be viewed and that are being discussed in this study. So, this study is based on both the positive and negative impacts of responses to covid-19 on fresh graduate's job market.

### **Theoretical Concepts**

The Covid-19 pandemic is a global health crisis affecting all the aspects, and all the spheres of our life. In Bangladesh, we are now faced with multiple challenges - from the risk of contracting the virus itself and its impact on overstretched health services, to the knock-on repercussions from containment measures on work, health, education and earnings. The effects of the pandemic goes beyond the loss of thousands of lives in Bangladesh and now consider as economic and social crisis

### **Response to Covid-19**

The government of Bangladesh has enacted widespread surveillance to ensure home quarantine and social distancing from 26<sup>th</sup> March. As of April 9, 27 districts have been put on partial or complete lockdown in Bangladesh as the number of Covid-19 positive cases has been rising every day. More than 65 clusters in the capital Dhaka have been under lock-down that time. People of Bangladesh enjoyed a form of partial lockdown for several weeks to stop the spread of Covid-19. Only hospitals, kitchen markets, drug stores and other essential services remained open that time. Early response to Covid-19, for example temporary lockdown, shutdown of market and institutions, work from home circumstances, the new normal way of living and social distancing, have impacted on every aspects of the country. As the Covid-19 pandemic keeps on assaulting the health, wellbeing and security of the residents of Bangladesh, the economy plunges because of temporary closure. The pandemic has made significant change to the lives of many people in Bangladesh over last five months, particularly those who have lost their jobs. Low income and labor-intensive jobs, which represent most of the informal sector and a significant share of SMEs and start-ups, have been mostly affected. Some jobs are temporary and some of the job losses will be more permanent. According to CRI estimates, the "permanent" impact job loss estimates are 6 million, which would nearly double the unemployment rate. It would affect approximately 24 million people.

### **Job Market for Fresh Graduates**

As the economic impact of the pandemic is becoming clearer, businesses and organizations cut of so many workers and employees to reduce cost. The Bangladesh Economic Association (BEA) estimates that nearly 36 million jobs were lost during the 66 days of general holidays announced by the government in a bid to contain the coronavirus. Most of the job losses were in the agriculture, industry and service sectors. Fresh graduates, with very recent graduation, and not having any prior work experiences, may get highly affected by the recent economic crisis. They supposed to be missed out on work experience, as opportunities have been cancelled both during lockdown and beyond. The pandemic will not only impact on access their access to job market, but also to the other related opportunities which are an important route into the professional workplace for them. Young workers who are more likely to be employed in occupations such as support, services and sales-related jobs were highly affected by the recent economic crisis, making them more vulnerable to the coronavirus fallout. Considering this, the situation has had an impact on their mental well-being as well. The survey found that 50 per cent of the young generation are possibly subject to anxiety or depression while a further 17 per cent are probably already affected.

## **2. Literature Review**

With oscillation of the economic condition of the country, workforces face switches among employment, unemployment, and non-participation (Krof et al., 2016). In our country, there are a huge competition in job markets, as a lot fresh graduates come out every year. Among them not all look for jobs, many of them start new business or manage their family business and many go abroad for higher studies or continue studies in Bangladesh. But those fresh graduates who are looking for job, they find it hard to get jobs. There are so many reasons that not finding suitable/right jobs is riskier for their career. But now, it was inevitable that the pandemic of Covid-19 posed high challenges to the job industry for fresh graduates. Dr. Abul Barkat, current President of the BEA said, some 59.5 million Bangladeshi have been pushed down into lower/different socio-economic strata during this period. Of these, 25.5 million people are now living in extreme poverty. Bangladesh's national poverty rate rose to 35 per cent in 2020 from 24.3 per cent in 2016 due to the adverse impacts of the coronavirus pandemic, according to an analysis of the Centre for Policy Dialogue (CPD). The country's GDP growth rate is also expected

decline by more than half in the current fiscal year (FY2019-20). Estimates of growth include 1.6 per cent by the World Bank, 2.5 per cent by the CPD, and 3.8 per cent by the International Monetary Fund.

Youth were already vulnerable within the workforce prior to the crisis; the recent advent of massive job losses and growing precarity of work is having particularly painful impacts on young people across the globe (International Labor Organization, 2020). Young people including fresh graduates are one of the segment who are directly and indirectly affected by Covid-19. Fresh graduates entering the job market this year are likely to be particularly badly hit. This Covid-19 will dismount a lot fresh graduates, who are just waiting for their career to proceed. Fresh graduates are in for a rough start in their career hunt, in the middle of a gloomy economic climate triggered by the Covid-19 Pandemic, which could last beyond this year and causing companies to close or suspend recruiting and throwing thousands out of jobs. At this time, fresh graduates who are looking for work are burdened with many problems and affected by different factors or are facing unexpected challenges and heightened concerns about their career. . Things will get more terrible for new graduates who are willing to have a job just after Covid-19 period. According to the Labour Force Survey-2017, around 60.8 million people were in various employment or engaged in economic activity while the informal employment was dominating as 85.1 percent of the employed population engaged in the country's informal employment. The contribution of informal jobs to urban areas was 13.1 million while 38.6 million in rural areas. Although in near future the problems will continue to increase day by day because the number of new graduates come out every year, that much jobs are not created in the job market of Bangladesh and for this corona crisis the job opportunity is further decreasing.

The impact of Covid-19 goes to be uneven in both space and time (Hall et al., 2020). There's substantial interest in business and organizational responses to crisis and disaster (Chang and Falit-Baiamonte, 2002; Altay and Ramirez, 2010; Chowdhury, 2011; Hällgren et al., 2018), especially in regard to resilience (Erkip et al., 2014; Williams et al., 2017) and recovery (Webb et al., 2002; Liu et al., 2012; O'Donovan, 2019). The consequences of Covid-19 to job markets are likely deep and long lasting. While data and information point to a clear job market disruptions. But to understand and to address the factors which are the main forces of a job market, will require identifying the jobs, organizations, industries, and the employees & workers, who most directly affected by the pandemic. Professor Mustafizur Rahman, distinguished fellow at the Centre for Policy Dialogue (CPD) disclosed, business and employment are confronting the adverse impact of the shutdown of the economic activities. A large portion of our labour force involved in service sector who do not get monthly salary are badly affected by the coronavirus shutdown (CPD, 2020). The way people work in cities has changed since government-imposed lockdown in the whole Bangladesh and has pushed companies for a new dimension "Work from Home". Mainly in most private job sectors, working from home became an option supported by video conferencing and different technology or various online platform for keeping their operations running. However, such arrangements are made for certain nature of jobs with employee's concern. This reportedly not suitable for every kind of jobs. Large to small all type of organization had to close their office and wait a few weeks to start everything like before. Closing their offices have impacted on the ability of many companies to run their usual operations. This created not only temporary but also permanent impact regarding their sustainability and survival. So, to cut the cost they laid-off some employees and work position. Some of this may be temporary, for example organizations needing time to adapt to online delivery and remote training. For other firms, the impacts may be longer lasting, either due to the financial effects of the crisis or the difficulty of moving placements online. Reduction of opportunities like this, is likely to impact on fresh graduates' progression to the workplace. Large numbers of graduates and undergraduates who currently not working in any formal or informal job sectors, are already feeling the impact on their access to support into employment. Ever since the outset of the pandemic, more than 70 per cent of the people who are still students or combine work with studies have been adversely affected by the closure of educational institutions and training centres, the ILO said in a statement. According to the organization's report titled, 'Youth and Covid-19: impacts on jobs, education, rights and mental well-being', 65 per cent of the youth reported having learning less after the coronavirus outbreak and the subsequent transition from physical to online classes. As per the report, 38 per cent of the youth are uncertain of their career prospects as the ongoing crisis is expected to create more obstacles for the labour market and to lengthen the transition from school to work for many individuals.

### **3. Methodology**

This is an explorative research. Qualitative data has been used for conducting the research. For carried out the present research only secondary sources of data are used for analysis and interpretation. Secondary sources include blogs, news portals, books, journals, and internet. For analyzing data descriptive statistics has been used. Deductive approach is used in

reaching the decision. This particular study endows the impact of Covid-19 on the fresh graduate job market in Bangladesh within March to September.

The prime objective of the study is to find how the response to Covid-19 impacted on the job market for fresh graduates of Bangladesh. To achieve this objective the following specific objective has been designed:

- To understand how the response to Covid-19 might affect the careers of fresh graduates.
- To explore the actions taken by organizations in response to Covid-19 and thus might impact on the job market.
- To ascertain how the response to Covid-19 affect job nature & context and thus might generate shift in career among fresh graduates.

### 3.1 Objective 1: Careers of Fresh Graduates

Bangladesh, a country with high density, also packed up with a lot of problems. A large number of its population is jobless or even not self-employed. Besides, many graduates do not have any job or unable to make themselves self-employed to support their families. While a lot fresh graduates are being added every year to the existing job market, make the situation even more complex. As, opportunities become harder to come by, it will be tough for fresh graduates to sustain if they make any further mistake regarding their career. Some jobs are being obsolete while new opportunities are opening up in the job market. Regardless, it will be easier for the graduates if he/she can learn the right set of skills to make them employable for the post corona job market on the break of Covid-19. Though the low quality of education during this pandemic will narrow down the upcoming employment opportunities for the fresh graduates. Also the opportunities of studying or working in abroad for the students have already been decreased for pandemic.

Around 1.7 million youths in Bangladesh may lose jobs this year due to the Covid-19 pandemic if the virus containment measures continue to be in force for six months, predicts an international study. The report, jointly published by the Asian Development Bank (ADB) and the International Labour Organisation (ILO) on Tuesday, also shows the pandemic might cause job losses to about 1.18 million youths in the three-month virus containment. The rise in the unemployment rate will be more than double the last year's figure (11.9%) if the containment is extended to six months in Bangladesh.<sup>17</sup>

Table 1: Employed Population Aged 20 or Older, By Age, Group and Gender (In 000)

Age Group	Bangladesh		
	Male	Female	Total
20-24	3775	2009	5783
25-29	5373	2892	8265

Table 2: Youth Labour Force (In 000)

Category	Bangladesh		
	Male	Female	Total
Working Age Population	54080	54974	109054
Total Labour Force	43528	19976	63504
Employed	42182	18646	60828
Unemployed	1347	1330	2677
Not in Labour Force	10551	34998	45549

Source: Labour force survey Bangladesh, 2016-17, BBS

Table 1 shows the youth employed population both male and female by age, group and gender and Table 2 shows youth labour force including different categories. This LFS data of BBS in 2016-17 are used to show unemployment and employment youth population as well as other standard labour market indicators by industry, occupation, public and private sector, hours worked and much more. According to Labour force survey Bangladesh, 2016-17 data, total employed labour force was 60828000 where total employed population in age group 20-24 were 5783000 and in age group 25-29 were 8265000. In the context of Bangladesh we consider this age group as 'Fresh Graduates', who just finished their under-graduation, or both under-graduation and post-graduation.<sup>18</sup> Thus, it is seen that very few fresh graduates people are employed in the total employed population and turns out most of the people at these age groups were facing unemployment problem. If this was the state of youth unemployment in 2016-17, then just think about the unemployment in this pandemic, which will increase much more in numbers for fresh graduates.

### **3.2 Objective 2: Actions of Organizations and Job Market Impact**

Due to the lockdown, all employees able to do so have been encouraged to work from home since the end of March. Many companies' physical offices have been empty, with remote work quickly becoming the norm for millions of office workers. Real victims in this circumstance are the entrepreneurs, small medium businesses and Startups. These organizations are the life and soul of the economy. This lockdown period is destroying them. Huge numbers of them won't have the option to endure the brunt of paying pay rates, Rent, bills and remarkable Loans. Individuals are being given up from their business and their advantages are being cut. Even large businesses and conglomerates are battling to keep above water in this time of lockdown. Let's discuss about some companies' and industries' response on the pandemic, and how they act on their change in operations during last few months:

- LafargeHolcim Bangladesh Ltd, a public listed cement multinational company, has declared layoffs at its head office in Dhaka in April 2020.
- Grameenphone, looks to terminate a good number of permanent employees to minimize costs in the light of negative growth of revenue and users. Those 182 employees were working from home after the Covid-19 outbreak in March.
- Pathao implement 'Progressive Pay Cut' as a part of their response to Covid-19 in April.
- Bangladesh Association of Banks, among others, came up with a suggestion to reduce the salary of bankers by up to 15 per cent. At least 80 employees of AB Bank were either terminated or forced to resign during the ongoing coronavirus pandemic. City Bank suspended the increment and performance bonus of its employees until 2021, and will provide performance bonus and promotions to its employees from 2022 when the situation would become normal.
- SureCash, a mobile financial platform of Progoti Systems Ltd, recently terminated 108 of its permanent employees.
- The Daily Star has started sacking the first batch of employees as the English-language newspaper's circulation shrank and ad revenue collapsed amid the coronavirus pandemic. The newspaper has drawn a plan to sack about 35 employees, asking them to resign by August 19 or be terminated.
- Few private universities laid off their teachers and increased the workload. UGC Chairman Professor Kazi Shahidullah claimed, they received several written complaints regarding termination and non-payment of salaries over the last few months from teachers of different private universities.

With the observation so far, we can claim that, Covid-19 is pushing many companies like MNC, Educational Institutions, Banks, Telecommunication Companies and many private organizations to take actions such as cutting down of operations, cutting employees & job positions, and decreasing salaries, wages & festive bonuses to sustain/survive in the market. Not only that, many companies are not able to pay salaries of the employees and as a result their salaries are stuck. In some circumstances, employers may want to reduce their workforce temporarily as companies are faced with short-term liquidity challenges also the need to look at costs and profitability. It's a scenario about how many employees have been in such miserable situation and this is increasing day by day. There are human experiences of loss of income, lack of jobs, financial security, confidence and identity behind the staggering number of layoffs as well as it creates less opportunities for fresh graduates in job market of Bangladesh. Fresh graduates without experience are less likely to get jobs where experienced people/employees are being laid off. Moreover, lacking of skills and declining number of jobs are also becoming a career barrier for fresh graduates.

### **3.3 Objective 3: Change in Job Nature and Context & Career Shift**

Since Bangladesh is a more populous country and coronavirus is a contagious disease that spreads from one person to another, social or physical distancing in this country is required. In this situation as earlier discussed many companies make changes in job nature and adopt their operations by working from home flexibly during lockdown. When the lockdown has finished at the end of May as directed by the government, many companies are still continuing their work from home and many companies have started their activities in office but with reducing working hours. Where employees can get a break in the middle of their work, they are now able to return home earlier by working continuously without break due to reducing working hours. In a company not all employees work from home. Some percentage of them require to attain office everyday (mainly which are in administrative level) and who are working from home as per the roster basis, on their assigned particular day they should be available on telephone and electronic means of communication at all times. On the other hand, some companies job description or responsibilities has changed like many HR managers have to take interviews face to face but now they have to arrange interview through online for recruiting candidates. Besides different tests for recruitment are taken with using technology and for this HR managers have to have knowledge about this matter. New skills added in job description that having the skills like technology literacy. So, the graduates have to do something new and change the trend of our employment system.

Many graduates try to change their path by shifting themselves to business. Today's generation prefer business more than jobs but as they don't have prior experiences and capital or proper infrastructure, they just don't likely to take the risk. Better they wait for jobs. Though, many graduates are doing online business with clothing, jewelry, home decors, food etc. But it is seen that they feel unwillingness about doing agricultural works or any small businesses when they fail to get any jobs. Many graduates get disappointed as they will not get jobs soon. So they permanently shifted to village because of not having the ability to bear the expenses for living in Dhaka. As many people have lost their jobs in the private sectors in the pandemic, it impacted on the fresh graduates to make a move on their career thoughts. Since they have already experienced has become difficult to get/find a job there without the experience of fresh graduates. As a result, it is seen that fresh graduates are having more interest in government job sector for more job security and they take preparation for those jobs or for BCS. According to Bangladesh Public Service Commission (BPSC), the total number of applicants in the 41stBCS exam is 475,000 for roughly 2,135 posts and it is the highest in the history of BCS exam. Some 223 candidates will vie for a single post. That has broken all the previous records. This denotes that how fresh graduates are changing their mind to shift their career paths, even their long term goals. Fresh graduates are also more likely than other experienced employees to work in less-secure, lower-wage employment, frequently with limited contracts, social protection, and representation. Employees, right now are considering taking a job in a different industry, whether it's because they've been laid off from a job in a struggling industry or because the crisis caused them to rethink about their career. Fresh graduates are not different from them and considering the same. Shifting to a new career isn't something to take lightly, especially with all the uncertainty that comes from living and working through a pandemic. It's important to think carefully about why one might feel, he/she want a career change at this particular time. As some industries have been hit harder than others, including RMG, retail, transportation, hospitality etc. If anyone expect it will take a long time for the industry he/she work in, to bounce back, it might make sense to look for ways to use skills and experience in a new field. But for a fresh graduates it is hard to shift his or her career or goals which he/she yet not started,

## **4. Results and Discussion**

This study confirms that there are impacts on job market due to Covid-19 crisis and careers of the fresh graduates are in a vulnerable position. There are some more findings to be followed:

- Graduates from new generations are fond of governments' jobs rather than private ones.
- 'Work from home' culture might create flexibility but not for all kind of jobs and positions.
- The new normal condition will be more challenging for the newcomers if precise decisions about their future are not taken in an immediate manner.
- Keeping things digital might be a solution for many educational institutions.
- Digitalizing the possible aspects of daily life including can be handy in new normal.
- Experience and essential skills, both are important for is a fresh graduates to get jobs.
- Opportunities may not come but for new or fresh graduates it should be good enough to try something by their own.
- Universities are lack in implementing job-based skills and it must be changed soon.
- Organizational job duties and responsibilities also the culture are changing, and could remain flexible till next year.

- Possible digital skill development can be a key source of competency for next few years.
- Learning multiple skills and versatility in tasks are key to sustain during the pandemic for any graduates.
- Sustaining and surviving in next few years will be challenging for small and medium organization, and more likely for new start-ups.

Before the pandemic, Bangladesh had around 27 lacs unemployed people and now the number of unemployed people has been doubled (Liton, 2020). During the Covid-19, many fresh graduates looked for new jobs who finished their graduation just before the pandemic. Many people in private sectors have already lost their jobs during pandemic. Competition for private jobs is higher comparing to the government jobs now. In the post-pandemic situation, there will be a lot fresh undergraduates and postgraduates, who just finished their study, will seek jobs in government and private sectors.

In the context of Bangladesh, the pandemic has created two kinds of employment loss: “temporary” lockdown-induced jobs and “permanent” impact jobs. Estimates from various sources put the immediate temporary job loss figure (for 2 months of lockdown) between 12 to 17 million. Since the lockdown started earlier this year for the pandemic, it is a great trouble for fresh graduates to find jobs in both government and private sectors. Nearly one million fresh graduates are being added every year to our existing unemployed population making the situation even more complex. According to the Bangladesh Bureau of Statistics (BBS), the unemployment rate in Bangladesh is 4.37 per cent. Among this rate about 46 per cent of the total unemployed youth are university graduates. After this pandemic, there will be more graduates who will demand jobs in government and private sectors. ILO recently made an assessment of economic and job market crisis cost around the world. Bangladeshi economists and entrepreneurs also fear that the outbreak of the deadly disease could have a widespread impact on the job market for Bangladeshis. As, some employers are already planning to cut the number of employees they may employ. At least 1.3 crore people in the country, particularly part-time and temporary workers, are at risk of losing employment and incomes due to the adverse impacts of the coronavirus outbreak, according to the Citizen’s Platform for SDGs, Bangladesh.

New normal, lockdowns, work from home situations and other restrictions etc., cut the demand and many businesses have been forced to close or cut back operations, with serious impacts on workers and employees. The challenges in employment opportunities for graduates are getting higher and higher in economic crisis. Given their relative lack of experience, fresh graduates face higher rates of unemployment than others. Undergraduates and post-graduates with no experience in job market will hit harder than experienced graduates in the immediate crisis and also bear higher longer-term economic and social costs. Even before the Covid-19 pandemic, graduates with no experience faced a lot of problems in their access to decent work. Moreover, the unfortunate truth is that graduates from traditional education system cannot fulfill the demands of today’s job market.

## **5. Conclusion**

Around two million Bangladeshi young graduates enter into the job market each year; but more shocking alarm is coming to the youths that they are waiting for extremely inhospitable and harsh job market in the time of pandemic (AsiaOne, 2020). Everywhere around the world millions of people are laid off due to the immense effect of Covid-19. For some experts, they think this going to be a global pandemic of unemployment. “The capacity for a destination to respond to pandemics has been framed in terms of the stages of a disaster, which also highlights the extent to which destinations and industry may learn from prior pandemic or other disaster experiences and adapt accordingly”(Hall & Prayag, 2020). So, to keep pace with the upcoming challenges, the graduates have to be skilled in digital devices and other modern technologies for the competitive job market. At the same time, the universities and other educational institutions need to teach high-tech science and digital media as their demand is increasing globally. Being in fourth industrial revolution, digital education is becoming a necessity now.

Most of our graduates are from general side, so they don’t have any technical knowledge and skills. Somehow all of this leads to, skilled manpower shortage. There is a gap between education and employment in our country or mismatch between the graduates’ skills and the job market demands. Undoubtedly, our graduates can utilize in these in this pandemic for their better future. The short-term and media-based education can be a better solution for the graduates as it opens the universal job opportunities. There are only limited opportunities of job-oriented curriculums and skill-based training in universities. Just getting an education is not enough to get jobs, different skills are needed for that. It is absent in universities to define the skills needed by corporate bodies for employability and prepare their students with these knowledge, skills, attitudes and abilities by providing practical examples/scenarios. That’s why graduates don’t feel confident in joining the job market and

grow themselves professionally. Also, the pandemic has made them to switch career and justify it both socially and professionally as they face fewer options like short-term contract offers with less salary than expectations. Like, many finance background graduates choose marketing related jobs with less salary and huge pressure. So, graduates are very worried about their careers. Many are getting depressed or frustrated and many are stronger and softening their thinking towards Govt. jobs. With Covid-19 spreading fast across the country, the work from home culture and shift in careers have slowly become the expected trend for most of us. So, we need to cope up with this new normal life. If any worker or employee feel sick or unable to go to office for any emergency, they can have the ability to work from home by adopting this new digitalized system. Companies should make modules for work from anywhere if the job is not needed any field work or so. This concept can be added in the organizational bluebooks and laws.

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