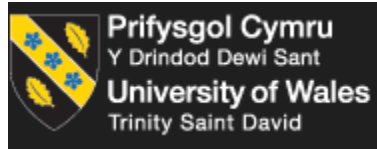


University of Wales Trinity Saint David



Name : Karthick Murugan

Student Number : 2130644

Module : LCMB7000

Lecturer : Gladius Kulothungan

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1. Introduction:

This paper aims to evaluate the labor market in United Kingdom and during the pandemic period and its impact on the labor market and employability rate. And analyzing of Brexit and its impact on labor market and economy and how the new strategy is implemented to recover from the economy.

2. Labor market:

It is defined as the supply and demand for availability in the labor market, where the employee provides supply of labor force and employer provides demands for the labor in the market, it is also called as job market,

3. Factors affecting labor market:

- Increase in population
- Immigration of people
- Un-employment
- employment rates,
- income inequality,
- discrimination,
- seasonality,
- and the overall economic climate.

4. Literature review:

the author proposed dual labor market theory, the author classifies the working sector into two types like primary sector and secondary sector in primary sector where the employee receives benefits like high salary, job security, advances to another level, equity. Were in secondary sector low salary, insecurity. For choosing people in sector, they are having partiality in sector like poor should work in secondary sector, (Piore, 2018)

the author investigated and conducted survey to workers, and he found that they are maintaining the dignity in work place in Walmart, they found that high position has some advantages like , they receive salary twenty percent extra than others and bonus and other advantages while low dignity workers are having less pay (Dube, 2021)

the author collected data from worker and he analyzed with the information he received, while comparing to other firms data, he found that, the worker are not receiving the salary for their work, for solving this issues, the suggest by using some theories or standard method in organization were the workers should be know about the work and salary for that work. (Card, 2018)

now a days the organization, the machines are replacing the employee, the organization are doing this increase the production and efficiency, but it will affect employee working in the

organization and they might lose job. The author found that approximately sixteen percent to twenty percent of employees will have no job if they mechanized everything and there are some things the machines can't do work, that can be done only by a human work force (F, et al., 2018)

temporary jobs are better than the unemployment, because having no job but we need money to survive in this world, but the temporary jobs has some negative impacts, in temporary jobs the worker experiences heavy stress and insecurities and low pay from another point of view from author about gender based employment, in family if the male is working and female is having temporary job, the male won't consider it as the problem in another case if the female is having permanent job but male having temporary job or unemployment then there will rise in issues within the family and that will also affect the workplace (Inanc, 2018)

In Thailand, they launched the Thailand 4.0 project, for that project they recruited skilled people for neighboring countries, which causes local people some unemployment and someone need to work for low wages, this causes international immigrant increase and causes increase in unemployment rate in Thailand (Tipayalai, 2020)

The females and males are having more responsibility like taking care for their families and need to overcome from work stress, but the male and female doing the same work but they are receiving salary based on the gender, according to the author the organization should have to equally treated without considering the gender. (Reena., 2018)

5. Brexit impact on economy and work force:

Brexit planned to leave from the European union, and most of the votes are accepted that decision, they believed that leaving the EU will re-shape the economy and culture, and political landscape of the UK, and the UK wanted to be freed from the burdens of EU regulations and membership fees. according to Author, proposed the results that are indicative of an aging UK population seeking isolation from the national, racial and religious diversity associated with globalization. (Matti & Zhou, 2017)

The author uses, the Centre for Business Research (CBR) macro-economic model on the UK economy to investigate impact of Brexit that can be faced in the future, following the referendum decision to leave the EU. The author forecast some predictions, and classified in to two case, first case of small impact and Brexit, there can be minor loss of GDP by 2025 (around 1%) but no loss of per capita GDP, and less unemployment in United Kingdom, but more inflation. In the second case, Treasury-based scenario the loss of GDP is nearer 4% (2.5% for per capita GDP), inflation is higher and the advantage in unemployment is less. (GRAHAM GUDGIN, 2018)

The author carried out some research and predictions, and discussed about the different cases because no one can give or propose exact result which are faced in the future, Some may thought that Brexit may bring a change to their nation, but they don't know about the impacts faced by the UK economy, some may think that after leaving from the EU it would bring free trading platform which may help to increase economy, and some proposed that after 15 years the may rise 4% greater than current economy and there are many proposal that the Brexit may cause

positive impact and negative impact, positive impact will help the economy but negative economy would bring more critical situation (Tetlow & Stojanovic., 2018)

The author done research on the British - Slovak trade relations proposed some analysis to figure out their impact within the Brexit consequences on the future, the author work majorly focused on Slovak economy and its status in international economic relations and theoretically proves that the Brexit can cause a significant weakening and slowdown in the Slovak economy. The impact of Brexit on Slovakia's economy not only be in reducing the growth of the economy, but also in employment and price increases and the Brexit not only affects the economy of the Britain but also European union

Brexit caused 14% loss in export and import sector, because before when it is connection with European union, trade has been performed without distribution but after leaving the European union territory whenever the trade is made there is some delay while inspecting goods and services it causes to loss of dealers

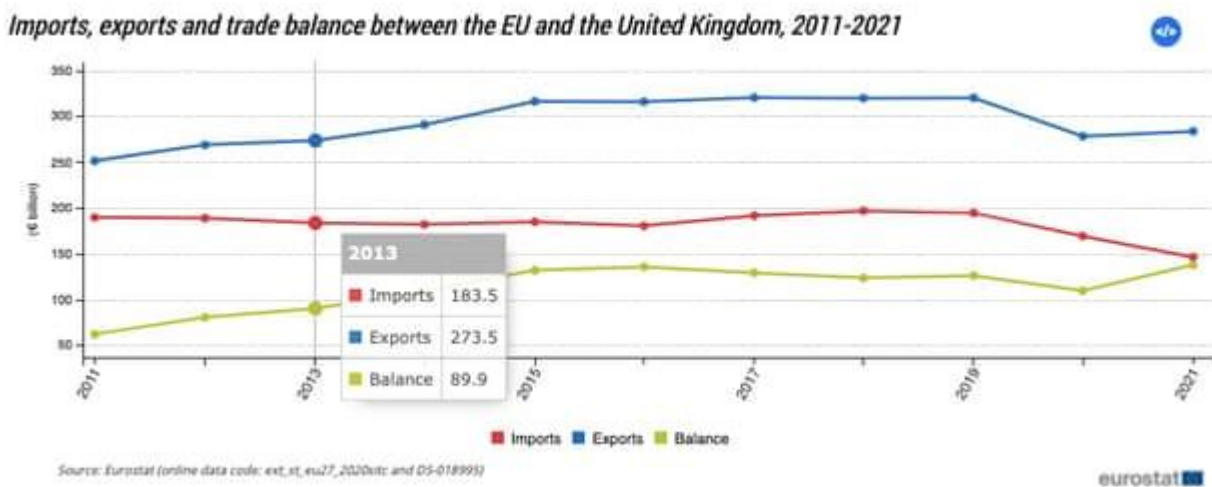


Figure 1 Brexit import and export

From the picture we can really understand how the import and export are affected we can clearly see that from 2013 to 2019 the trade was done smoothly but in 2019 it started to decrease, but balance is also decreased to 2020 and started to rise after 2020 (O'Carroll, 2022)

The covid-19 which caused sudden loss in people's life and the daily life routine, and decrease in economic, because of the un-expected pandemic situation the government made some restrictions in order to reduce the impact, between 2020 and 2021 the UK government implemented 3 national lockdowns, the government debt also raised to 330 Billion in between 2021-2022, because to support the people's loss and loss in business sector, during the pandemic period the unemployment also increased to 10 percentage because the people feared about their lives and the treasury department estimated, in March second quarter there may be a severe hit which is unimaginable of 35% hit in GDP (Lombardelli, 2022)

The author collected data and analyzed that data and found that, there is an improvements in the volume of business activity this was an unexpected, wage growth has fallen during the pandemic about two percentage its not exceeded than and maintained at stable after some period, and during the pandemic the cost of the rice is increased about six percentage, Brexit caused 24% firms were affected in export and 33% firms were affected by import and small-scale company are affected heavily and 61 % of service sector were affected by Brexit and 33% of industrial sectors were affected by Brexit which has resulted to decrease their costs of product. And some off them had a profit of 20 % in business sector by establishing trade between the Britain and Northern Ireland. (Dhingra, 2021)

according to the author, the author done analysis on covid pandemic, and provided some suggestion that public should co-operate with the government also follow restrictions in order to reduce the impact faced by the covid, as covid caused unexpected impact in the UK economy the government itself finding hard because the economic support may insufficient to compensate for longer term (Keogh-Brown, et al., 2020)

as the covid has affected the economy and social activities and public sector similar it also affected the construction sector and engineering sector, the ongoing construction also stopped and the worker also faced heavy loss, and there is also some material for the construction is also stopped the author collected data globally

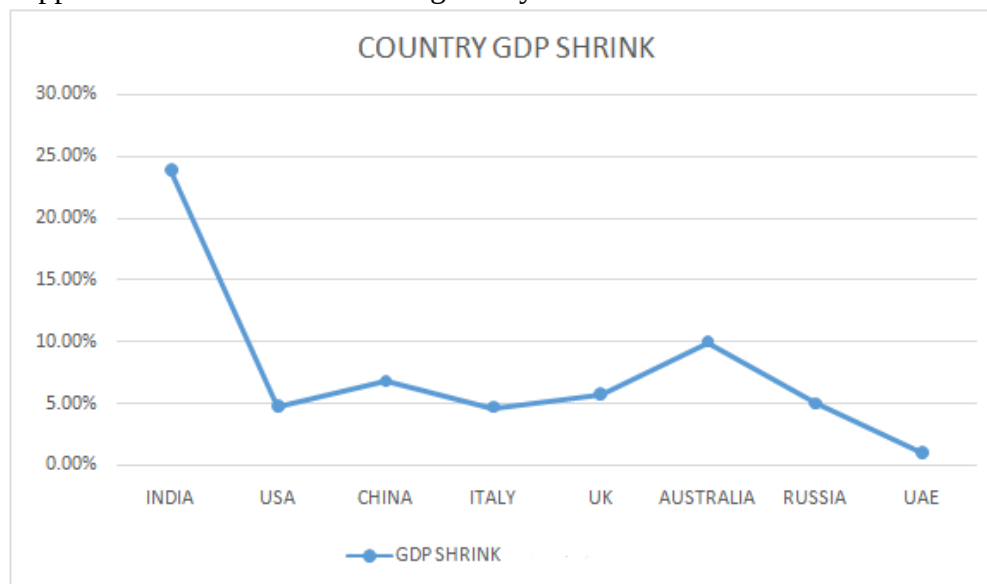


Figure 2 impact of covid on UK economy

at last, the author suggests following the covid restriction and use of technology to finish the work after the vaccine (Biswas, et al., 2021,)

6. Impact of covid in HR

during the covid second wave the UK experienced lots deaths most of the people aged sixty above, as the covid is something related to acute respiratory disease which made them very dreadful disease which easily affected ang easily transferred and the UK government also

implementing new method to reduce the spreading and technology to reduce the death rate (Flynn, 2020)

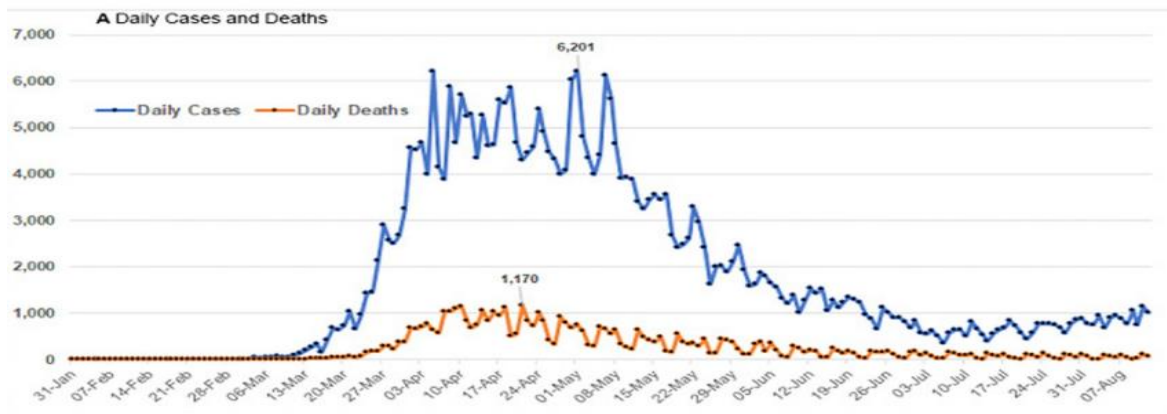


Figure 3 covid cases

7. Findings From the analysis of the information received from this paper and found that

- There is no equity in working environment.
- Salary is not provided according to their work.
- Gender-based pay.
- Immigration of skilled people from one country to the another
- Lack of knowledge about the work
- Lack of skills
- Pandemic period, lockdowns, and deaths

8. Impact on Human Resource Management due to labor market and post-covid and Brexit in UK

- From the analysis of data collected, the author suggests that there is still partiality in the workplaces which makes the employee feel depressed and work done by the employee will also not satisfied
- Due to Brexit the economy is quiet affected in the terms trading and some organizations severely affected, it does not affect the company, it also affects the employee working in the organization and due to Brexit the affected employers provide salary less it will cause the employee to look for another company or they might go back to their own country for their survival.
- Gender partiality in the working environment is also cause the employee to immigrate to another company, which also affects work force of the company
- Immigration people from various countries and affect the employability rate.

- If some the organization is recruiting an employee, then employee must possess the skills required for that task, some of them are rejected to the lack of the skills
- during the covid-pandemic only most of the sector experienced loss because it not only affects the people it takes the peoples life. This pandemic causes the company to change in strategy and change in the structure of the company and made the employee to follow the rules.
- During the covid the medical sector only had some profit
- At covid lock down the employee are affected due to salary, some companies provided the salary other sector like construction, export, and import and small companies and self-employed persons are majorly affected
- At covid pandemic caused more deaths which also feared people, so some of them not went to the company which caused lack of work force in the organization.

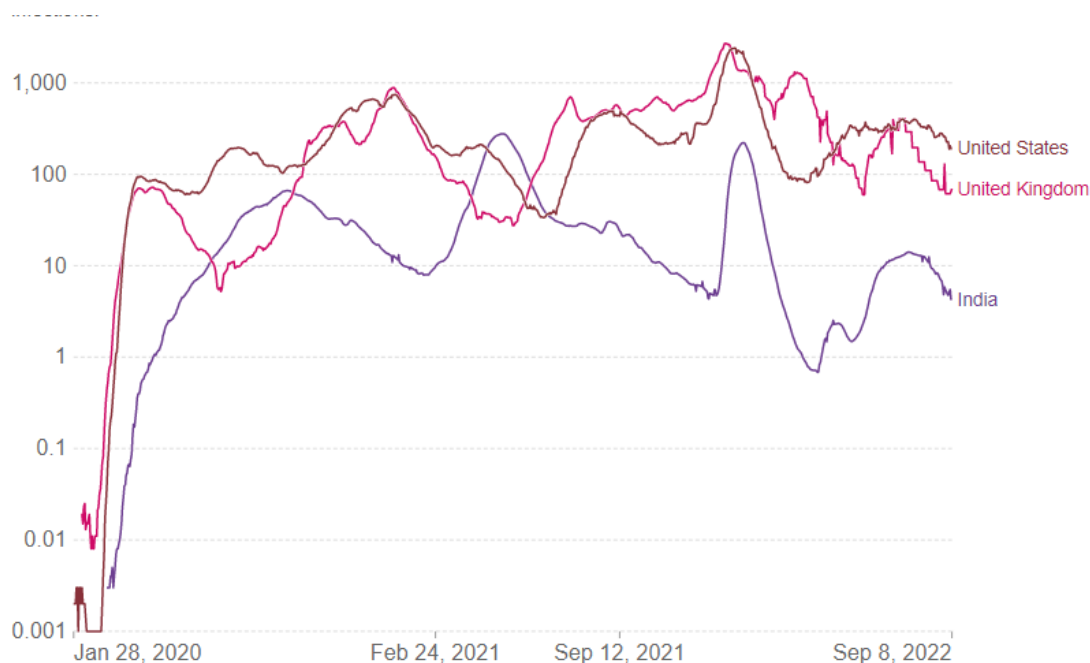


Figure 4 covid cases from 2020 to 2022

From figure 4 we can understand, that how the covid have affected globally , due to this some sector has trouble in work force and some sector have implemented new strategy like work from home which made the organization successfully balanced the economy and education sector also followed this method but online studies is different from the offline studies, the students are not gained knowledge there is some draw back while in covid-19,

9. Recommendation and conclusion:

The covid is unexpected pandemic situation, it made some changes in firm's sector and rules and promoted digital methods, not all sectors can be work from online, the medical sector, retail

sector, production sector they are still having loss of work force and they experienced lots of trouble during pandemic lockdown some of them are had death. And the impact of the Brexit has made loss to economy, in the Brexit the most of the sector faced loss is trading sector , financial sector, small business and unemployment .during the Brexit and covid pandemic which made the organization to implement new strategy to overcome the problem and all the one should be aware of surrounding and use the available resource enhance your profile which will used to increase the employment availability

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