



Vulnerability of population in performing work tasks in the pandemic crisis COVID 19 (Case study Serbia)



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Introduction

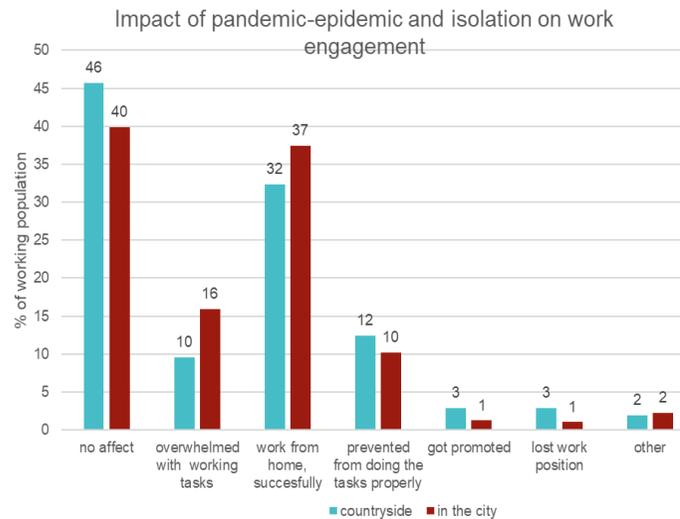
- Covid pandemic crisis has changed life circumstances, and among other things, has shown the weaknesses of companies, systems and communities. The healthcare systems have been demonstrated as extremely vulnerable. The education systems are trying to adjust to the situation. The organization's work process has been greatly compromised.
- The State of emergency (15.03 –06.05.2020.) implied the curfew and restriction of freedom movement in order to reduce public health risk. Overall protection measures, made it difficult to carry out work tasks, both at the individual and organizational level, and required significant adjustment to the situation. During that period, more than 20 decisions, decrees and amendments to the Law were made, which required a rapid reaction and adjustment of the labor process.
- The aim of this paper is to indicate vulnerability of the population to perform their work tasks in the pandemic crisis

Methods

- The methodology is adapted according to the situation (based on voluntary participation), on an anonymous questionnaire and appropriate statistical processing.
- The request to fill-in the questionnaire was sent through certain communication channels: e-mail, Viber, WhatsApp, Facebook etc.

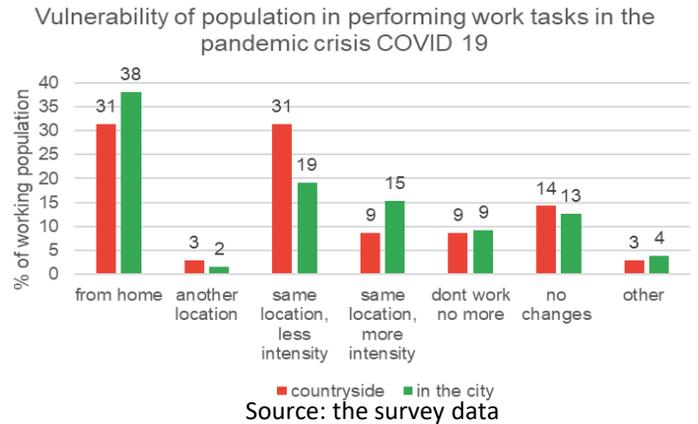
The survey

- This research has been conducted through PhD studies at the Faculty of Technical Sciences UNS, Disaster and fire risk management Department (subject: Public health in the emergency and crisis). The idea was, among other things, to show how this current pandemic, and in what way, disrupts the work (and overall life) population activities.
- The survey included 765 examinees (80% employees), and research results were: living in the countryside have proven to be more resilient regarding work engagement, as opposed to those living in the cities.



Source: the survey data

- Around 30% of respondents have shifted to remote work, which solved many problems in organizations, while at the same time creating new issues regarding defining work engagement and also has had a great impact on family life.
- Less than 10% of the respondents have lost their jobs (which doesn't reflect the actual situation, but confirms those respondents who did not lose their jobs.)



Conclusion

- This global crisis is affecting everyone, from the individual, small businesses to large corporations.
- Vulnerability of the labor reflects on the vulnerability of an individual and vice versa. It is very important to find more efficient methods to strengthen the resilience of different jobs, in order to prepare properly for work under potential future emergencies, and look for the opportunity to define some new possibilities for future labor in the light of the "new normal".