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POST-COVID-19 SUSTAINABILITY ISSUES

The paper is devoted to the social aspects of counteracting the spread of the disease, which challenged global economic relations, brought down global markets and undermined national economies. The purpose of the article is to consider a set of measures to preserve social sustainability. Research methods: comparative, genetic and factors types of analyzes. Results: the topic is presented in the context of the concept of a post-modern state, where sovereignty depends on multiple international and domestic factors, including oligarchical elites. Research novelty: global pandemic situation has forced to rethink the issues of economic security, optimized medicine, global factors of regional sustainability. Viruses as a nano factor on the scale of our macro universe have actualized the synergetic teachings on the antinomic connection between the living and nonliving, global and regional, scientific and mythological. When at school, we were taught about four traditional kingdoms of life, i.e. animals, plants, fungi and bacteria. The recent advent of the coronavirus pandemic made humanity face the fifth kingdom, the viruses. This paper is devoted to research of legal instruments containing both administrative and criminal law measures intent to organize the society in times of the pandemic. Within a few weeks, the novelty virus COVID-19 has spread worldwide by crossing national borders and sparking hot debates about national and global biosafety hazards. Conclusion: the research maintains that liberal models of public management can work effectively only where normal life conditions and law-abiding population can accept regular methods of governance. The world of work is different to many of us in COVID times and this change is global. For engineering professionals, working in VUCA world remote working i.e. work from home is today’s reality. Remote working, remote meeting, remote decision-making, remote control, and at the same time ensuring productivity is the scenario most of the professionals are currently passing through. Too much virtual interaction with no fixed working hours is impacting mental health. There is a need for a work life balance too.
Social life will be most affected while working from home permanently. Once the ongoing pandemic situation gets into control, there may be an option of allowing employee to work from home if need be. Also, everybody cannot work from home. Too much of seclusion and no face to face interaction with peers and colleagues can have a negative impact on individuals particularly mental stress would increase. The HR model would now need to focus on Well-being as DNA of the company. The remote working should also have defined start and stop time. Healthy mind overall sustains the healthy organization. Austerity and Pragmatism is a way to go ahead. It is a total IT spin therefore HR's role is more on trust development.

**Keywords:** sustainable development, controllability, 2019-nCoV, SARS-CoV-2, COVID-19, pandemic, global security, national security

11 March 2020 will go down in history, like 9 September 2001. Similar to the aftermath of the impudent terrorist attacks, the world will never be the same again. 11 March 2020, the World Health Organization (WHO) announced the pandemic of SARS-CoV-2 or a coronavirus which strain showed unprecedented virulence and contagiousness. Mortality of coronavirus varies from 2 to 6%, which is significantly lower than such infectious diseases as Spanish flu (20%), typhoid and smallpox (40%), plague (50%), prion infection and tetanus (80%), anthrax and rabies (100%). A rather long incubation period inspires fear. The disease can be asymptomatic, though the carrier has been spreading pathogens all the time.

The virus needs a carrier for reproduction and after the defeat of the system it starts to use cells for reproduction. One drop of patient sputum contains several thousand pathogens that can remain active on the surfaces and even in the air from 1-2 hours to several days. If we compare the virus with an amoeba, individual species of which 0.4 mm in size can be seen under a magnifying glass, and then a coronavirus, ranging in size from 70 to 165 nanometers, can only be seen with an electron microscope. If you compare an amoeba with an apple, then the virus will be the size of a grain of sand. The virus has a complex genetic program consisting of approximately 29 thousand nucleotides. The set of virus molecules is well packaged and can undergo low temperature, while maintaining the genetic program. At the same time, it changes its shell and proteins, which discards the opportunities for mass vaccine. Each strain is different from the others, so vaccinations will not give complete protection for 10 years, like measles, or for 7 years like BCG from tuberculosis. Coronavirus mutates rapidly, its strains change, it has a high ability to reproduce [6].

The most effective way to counteract the spread of viral infection is to ensure maximum distance from possible carriers. The self-isolation mode means that a person stays in one’s home during the incubation period of a new corona-
virus infection (up to 14 days) and leaves it only in case of emergency, in a less crowded time and in a mask.

**Globalization: benefits and risks**

Wuhan is the most populated city in Hubei Province with more than 11 million people living there. The city is Chinese Chicago because the metropolis is considered the industrial, financial, commercial, political, transport, construction, cultural and educational center of the middle part of the country. There is a large seafood market in Wuhan, which covers an area of 5 hectares and has thousands of leaseholders. In addition to fish and oysters, one could buy meat of any Asian frills: camels, crocodiles, salamander, koalas, marmots, peacocks, porcupines, pangolins, bats, civets, poisonous kraits and cobras. In this wholesale market, sanitary conditions were not followed thoroughly and freshened animals were kept nearby. It was from there that the first complaints of market workers about a mysterious disease came, which in symptoms resembled SARS.

Seven patients out of the 27 cases were in critical condition, the first of whom died on 11 January 2020. On 23 January, Wuhan and other regional cities were closed for air and rail communications. Residents were advised not to leave the city unnecessarily. At the same time, infected people appeared in South Korea, Hong Kong, Japan, France, Australia, and Canada. 31 January, Italy closes air traffic with China due to infected tourists from this country [2].

11 March, when the pandemic was announced on, coronavirus affected 118,000 people in 114 countries. 13 March, the United States introduced a state of emergency. By the end of March, more than 1,500 confirmed cases had been reported in Russia, 49 recovered and 8 died. Whereas worldwide there had been half a million sick, 134 thousand recovered, and 28 thousand dead.

On November 8th 2020 the statistic data for Russia is as follows: 1.7 people total were infected, 1.3 million people recovered, 29.8 thousand died. In the world 48 million cases of the disease were registered, 32 million people recovered, 1.24 million people died.

When the World Health Organization acknowledged the spread of a new coronavirus infection caused by 2019-nCoV worldwide, calling it pandemic, the head of the organization, Tedros Adhanom Ghebreyesus, predicted an increase in the number of deaths, infections, and countries affected by coronavirus in the near future.

Three different strains of coronavirus infection have been identified, yet all subspecies A, B, and C pass as an acute viral disease with a primary lesion of the upper respiratory tract accompanied with severe intoxication of the body and problems with a digestive system.
The possible danger of the emergence, infecting, and spread of the dangerous virus is directly related to biological safety and associated with an unfavorable economic, sanitary, and epidemiological situation in some highly urbanized areas. To ensure biological safety in connection with the spread of new coronavirus infection in the world, several comprehensive and coordinated actions have been taken. In the paper, they are analyzed according to the level of severity, starting from informative and preventive up to administrative and penal.

Media policy and open society

We live in a free and open world, where the measures of large-scale security are based on information, communication, and civil responsibility. An example of such actions is the creation and operation on the Internet of practical instruments such as an online map and data collection system, which track the dynamics of the spread of new coronavirus infection in the world, including the Russian Federation, Yandex index of self-isolation on the street, social network and messengers #IStayHome campaign.

Ministry of Health of Russian Federation, together with the Ministry of Digital Development, Communications and Mass Media has launched a special service dedicated to coronavirus on the Unified Portal of Public Services (www.gosuslugi.ru) that allows one to determine one’s position in risk groups and inspire to keep a health diary.

An analysis of activities to prevent the spread of a new coronavirus infection, including the Italian Republic and the Kingdom of Spain, showed that the arrangements should be accompanied by a set of measures carried out by the state, including the use of coercive power, where criminal and administrative means occupy an important place.

Today, epidemic outbreaks of newly emerging infectious diseases can create a potential danger to the national security of the Russian Federation. They are characterized by sudden onset, hospital overflow with the dead, the absence of specific diagnostic and treatment methods, and the high cost of anti-epidemic measures [1].

Ensuring the national security of Russia, in connection with the scale of the spread of the new coronavirus infection, agencies of general and special competence at the federal, regional, municipal and departmental levels have set a variety of measures [4, 7, 8, 9].

1 Onlayn karta rasprostraneniya koronavirusa v mire i Rossii Koronavirusa (2020) [Online map of the distribution of coronavirus in the world and Russia], April, 11, available at: https://coronavirus-monitor.ru/ (accessed 08.11.2020) (In Russ.)
Mass production of soap and disinfectants, running water and sewage, clean drinking water – all these seemingly ordinary and normal benefits, were gained as a consequence of hygienic revolution, which allowed people to live in relative safety for the past 200 years. Infant mortality and death from infectious diseases have decreased drastically. The bronchopulmonary system is now the most vulnerable place for pathogens to enter after humanity defeated social diseases of the unsanitary conditions of urban clusters – plague, typhoid fever, and cholera [5].

The majority of epidemics in modern civilization were associated with the respiratory system, the most unprotected organ today: Spanish flu (1918-1919), Asian flu (1957), Hong Kong flu (1968), severe acute respiratory syndrome (2003), swine flu (2009).

In the fight against pathogens attacking the respiratory system, information has proven to be the fastest, most massive, and inexpensive way to counter the spread of the disease. Social distancing, methods for sterilizing surfaces and equipment, the use of personal protective equipment and thermal detection devices at entrances and checkpoints, isolation measures for suspected cases – these measures depend on civil self-discipline. Governors are reluctant to use severe administrative measures like complete lockdown of the city, ban for all nonresidents from entering the city, since complete isolation and obedience contradict free market economy. Sterilize, use thermometer, do not leave the house, – the prescriptions bear the nature of recommendations broadcast through the media and require personal risk assessment. The most effective and massive measures are exhortatory in nature: to persuade one not to go outside, not to visit friends, not to use public transport [15].

Political leaders turn to communication as first aid in a democratic society. Mayor of Moscow Sergey Sobyanin became the first political figure in Russia to address the issue 23 March 2020. It was imbued with concern for Moscovites, especially the elderly, and contained certain social measures. In particular, the mayor ordered the mobile and Internet operators not to disable elderly and chronically ill people from access to communication, even with a negative balance. Actually, when concluding an agreement on the Internet and communication, clients do not indicate their diagnoses, and the mayor’s suggestion looked like a goodwill offer.

The information resource for ensuring civil security remains the key one, since conditions of government spending are optimized for conventional life support, not a crisis one. Those who come from abroad must self-isolate at home for 14 days, which is the incubation period for the new virus. The authorities rely on the civil liability of people who voluntarily take these measures.

The coercive measures that were used in the USSR in the fight against cholera, smallpox, plague, meningococcus, anthrax, probably are beyond the
power of democracy. Expensive civil defense measures were designed in the USSR, building codes and standards were designed for the protective underground structures for civilian population and a series of measures were taken to maintain them (water and food supply change, ventilation and diesel-engine generators checking) [3].

Market economy revised mobilization plans and reduced spending. The new concept assumes that after a nuclear warfare the survivors in the bunkers will not be able to get out anyway, so serious expensive protective structures are no longer put forward. Active maintenance of civil defense is costly because it is necessary from time to time to change the canned products, medicines, filters, water, and carry out a scheduled technical inspection. A large number of shelters were privatized. Other civil defense facilities are in the operational management of the Russian Ministry of Emergency Situations and are leased. The most valuable strategic objects are mothballed.

The USSR there had enough power to provide up to 80% of urban residents with shelter, whereas in the market economy, extreme situations are not foreseen. The likelihood of using nuclear, biological weapons is deemed to be small, and in the case of its use, shelters are not estimated to help. The realities of today's economy are forcing to change the concept of protection, which does not provide for general evacuation and special protection bunkers for the population. What is said directly applies towards pandemic. In Russia and worldwide large-scale medical measures to counter the epidemic require enormous financial and economic costs — more new hospitals, more tests, more specialists. Therefore, we rely mainly on information methods: to warn and explain, counting on civil self-discipline. Standard mantra for COVID emergency is as follows: stay home and take paracetamol in case you have a fever. Introduction of pandemic status is mainly done for the government: in case there is a state medicine collapses people will blame the government.

Health care globally had been tuned for common diseases and conditions: mental disorders, cardiovascular dysfunctions, cancer, diabetes, arthritis, asthma, flu. There is no standard coronavirus treatment protocol; neither there is widely acknowledged vaccine for COVID-19. People are advised to stay at home and not to go to hospitals so as not to spread viruses and not to become infected themselves. Otherwise, the health system may fall apart. Medical staff confronts severe worsening of working conditions during the pandemic. Not only they are prone to become the first COVID victims, many doctors and nurses, exposed to infection may be denied leave because of coronavirus-related emergencies, in some places sick doctors are being forced to use vacation time in case they contract coronavirus; in still other regions doctors and paramedics risking their lives work in 14 days shifts in temporary COVID-19 hospitals. In some countries,
there is such an overflow of patients that telephone triage nurses have to persuade the persons with mild and moderate COVID symptoms stay at home. Only severe cases with pneumonia or acute respiratory distress syndrome receive treatment which in many ways, except intubation and mechanical ventilation, appears to be an experimental therapy: tocilizumab, chloroquine, arbidol, bioRxiv, convalescent plasma, Qingfei Paidu, – exact treatment regimen is a way to go.

Humanity has become more disciplined and informational, meekly accepting constrained isolation measures so ruinous for economy. Lockdown restrictions have impacted events industry. A significant number of gatherings have been modified due to pandemic: contests, awards, meetings, expos, parades, pilgrimages, festivals, fairs, memorials, concerts, pageants, conferences, trade shows, conventions, tournament, competitions, and elections. Tokyo has postponed summer Olympics for 2021. In Russia a decision was taken an unprecedented decision to postpone the 75-th V-day celebrations.

The holy lunar month of Dhu al-Hijjah began on 22 July, 2020. For 10 days, usually, several million followers perform the collective duties of Muslim faith. The practice of memorization consists of joint actions: ritual running, kissing and touching the Kaaba, bathing at the Zamzam well, upcoming Arafat Mountains, going around shrines. All these actions include contacts that can trigger the growth of infected people.

If Hajj, the centering religious practice for Muslims, was not available for foreign pilgrims this year. This indicates a rational understanding of the problem even by such a temperamental religion as Islam, where the health of believers is put first by modern Saudi leaders. On the spot, to shield this media event, headlines appeared “Hajj has been cancelled 40 times in history”, “Cancelling the Hajj? How conflict, the disease often stopped pilgrimage to Mecca long before the coronavirus”. News that this wouldn’t be for the first should explain and pacify muted Ramadan celebrations.

Unfortunately, so far no sanctions have been removed against Russia, Iran, Syria, North Korea due to pandemics. UN secretary appeal “Silence the guns; stop the artillery; end the airstrikes” – have neither been heard. Conflicts in Syria, Afghanistan, Donetsk, Luhansk, Burkina Faso go on amidst pandemic despite UN rhetoric “The fury of the virus illustrates the folly of war”. Humanity doesn’t hear the call to radically change the conquering lifestyle.

Controllability issues

National leaders worldwide appealed to their respective countrymen, demonstrating the degree of imminence. In Russia an urgent address to the nation was announced by the press secretary. Vladimir Putin canceled the trip to
St. Petersburg, and instead recorded a video message. The President postponed voting on amendments to the Constitution of the Russian Federation, planned shortly before the announcement of the pandemic, which was an important issue for the governing elite. On the same day 25 of March a decree was signed No. 206 on declaring days off from 30 of March to 3 of April that were later extended until the end of April.

The announcement of the non-working days with pay sparkled a discussion in the media over who will provide for anti-crisis measures. It is hard to imagine how an employer can dissolve, for example, erectors or barbers, and guarantee wages for them. The global aftermath is therefore very much predictable: economy has been greatly affected by COVID-19, and there is no immediate recovery in sight [12].

Here we may observe an interesting phenomenon of emerging law, which treads off the routine track like in the cases of martial law or revolutionary law, when the events occur faster, then you can possibly process by the extant or newly passed enactments. Emergency law has two important attributes: it allows restricting civil rights and it has a deficient legislative technique [11].

Many builders, turners, assemblers and similar representatives of piece rate jobs remained in the workplace by writing a statement expressing a desire to continue working.

Enterprises providing non-essential goods and services had to close. Though some shopping centers landlords immediately after the President’s speech announced to their leaseholders that they would continue to work, as otherwise, rent would not have been received. However, after pressure from local authorities, the owners were forced to close their facilities to avoid administrative monetary penalty.

The coronavirus is raising issues of international law and global governance. The virus has shown how fragile the manageability of the world is, how easy it is to bring it to the brink of a new depression. There are always those who believe in the absolute justice of social processes, that any socio-economic action can be considered in court and recover damages. For example, to force China to pay for not providing information about the coronavirus. Allegedly, cases of SARS began in December 2019 in Italy, when the epidemic had not yet been declared in Wuhan.

Another accusation of China concerns the indirect creation of conditions for the mutation of the virus. Asian habits of eating everything have irritated Europeans for a long time. It’s improper to eat everything that moves, the world religions have repeated this again and again. In Judaism and Islam, pure (lawful to consume) animals are distinguished, the rest are prohibited. In Christianity, following the Abrahamic tradition, the practice of eating certain types of domes-
ticated animals were fixed. Hinduism, Buddhism, and Jainism, given the tropical and subequatorial climate, as well as the unethical nature of carnivorousness, generally prohibited any meat. In China, anything that walks with its back to the sky was considered good for consumption. Snakes, caterpillars, bats, raw donkey meat, monkey brains; turtles boiled alive; naked baby mice, live shrimps; pregnant sheep, roasted alive; embryos in an egg, silkworms, sea urchins, ram genitals, rooster testicles, bird nests, fried scorpions, seahorses, sparrows, frogs, rats – is it any wonder that such cuisine is not only unethical and unaesthetic, but it can become a transmitter of viruses from the wild to the human environment [10].

This is not to say that all Chinese people like to cook with particular cruelty, or that these dishes constitute the main diet. These inhuman dishes are strangely combined with the ideal of longevity, the main goal of traditional Chinese medicine, which, following the animistic tradition, believes that the life force is contained in bird's claws, ram penis, and fetuses. Such slaughter products are not only not visually appalling, but fraught with the danger of parasitic micro fauna. China had become a hotbed of several enzootics and epizootics: bird flu, Asian flu, Hong Kong flu, SARS, coronavirus. There is a hypothesis that the Spanish flu also began in China and then appeared in the United States and Europe.

Environmentalists are urging China to close its wildlife markets. Australian bioethical philosopher Peter Singer returns to the very beginning of the epidemic and ponders over its root cause. He draws attention to the fact that coronavirus infection, as well as SARS atypical pneumonia (SARS), which spread in 2003, began in the bat slaughter markets. Such open bazaars are the apogee of unsanitary conditions and dehumanization. Animals are not only kept in terrible conditions, they are also skinned at the buyer's place, and slaughter by-products are not taken to veterinary sanitation plants and create a favorable environment for the mutation of viruses in slaughterhouse waste, which is carried by animals¹.

The international community has no way of making the coronavirus case justifiable and punishing China for inaction. However, there was a media reaction and China has removed pangolins from an official 2020 listing of ingredients approved for use in traditional Chinese medicine. This step is laudable yet it can hardly affect demand for pangolins and other exotic animals. Such civilized country as China, known for effective management, should become concerned

with the topic of human keeping of animals, sanitary standards during the slaughter, and skinning of wild species in poultry markets [13; P. 125].

In this regard, international media law is being updated, key media appeals to China to persuade to control the practice of slaughtering and skinning wild animals for consumption\(^1\). Animistic beliefs about the power of a tortoise, pangolin, and bat eaten do not fit well with the image of an ancient rational civilization. There is a hypothesis that AIDS and Ebola have also passed from monkeys and then spread among people. Atypical pneumonia and coronavirus are the results of eating something that has long been discarded in the process of evolution. It is no accident that meat-eating is often condemned in all world religions at all, and limited only to the slaughter of “pure” animals. The bushmeat market is a testament to China's prosperity since some rich consumers appreciate bushmeat restaurants. Avian influenza, SARS, and coronavirus clearly demonstrate that humanity needs to be selective about what we eat and how we treat animals.

**Conclusions**

The coronavirus threat has highlighted the strength and weaknesses of social institutions. The positive conclusion is that the world has become free and global. 19 years ago, the peoples were united by the fight against terrorism, today we must become even more united, standing in one line in the fight against the invisible viral threat. The hope is that the recovered humanity will really change and rally around global threats, forgetting about sanctions and wars.

The negative trend is the weakening of the political institution of the state. The observed measures make it possible to foresee the implementation of the concept of the post-modern state as a limited liability institution, the anti-crisis existence of which is fraught with the division of the share of responsibility and risks among those who do not own shares in the authorized capital.

In the face of a real threat, the state can only offer an information curtain. The measures of the government are communicative in nature. They must show that “National leader in the Kremlin thinks about us,” that is, they demonstrate the strength of power and the weakness of civil society. Measures to strengthen civil society would mean payments for workers to small businesses, tax holidays until the situation stabilizes, and the suspension of payments for housing and communal services.

COVID-19 exposed global and national economic threats, primarily employment precarization. Temporary workers, part-time, self-employed, on-call work, outstaffing, personnel leasing – this is a global labor reality. Precarization returns to the agenda the issue of surplus population, oversaturation of the labor market with highly qualified specialists, and devaluation of education.

Even Ortega y Gasset was surprised at the emerging era of the mass man, whom the Spanish philosopher characterized as ignorant, ungrateful. Let's correct the thinker of a century ago: the modern mass man, in general, is disciplined, hardworking, smart, learning quickly, yet with precarious engagement. Ant-Man, a young professional with a low income, living in a commune, with unclaimed skills (overskilling). The precariat means limited labor rights, a minimum of social guarantees, and an unstable income.

While Vladimir Putin is promoting measures to support the poor, while citizens are outraged: “It's better not to give money to the poor, but to provide normal jobs.” A significant share of wage labor in Russia receives an income at the level of 1.5 times the minimum wage, 17000 rubles, what the President defined as the “middle class”. This income still needs to be divided among children. If the family has two workers and three dependents, then for the status of “middle class” the family must receive an income of 85000 rubles. That is 425000 thousand rubles each for a working wife and husband. Yet even such income as 17000 rubles per capita, that is Eu 180, is disputable as a middle class revenue, especially by European standards.

In an oligarchic society, there will never be equal opportunities to start, so the children of the poor follow the path of their parents. Supporting large families by the state in conditions of trillions of reserves and control of the country's wealth by billionaires looks like alms for maintaining the status quo of tycoons. Indeed, for the functioning of the golden elite, a mass of service personnel is needed [14].

The coronavirus has exposed the flaws of an optimized healthcare system. To achieve a qualitative breakthrough in the fight against COVID-19, enormous expenditure is required, that compromise the program for optimizing medical care. We need new colossal spending on training medical personnel, strengthening testing, creating a vaccine, and increasing the number of hospitals. Coronavirus actualizes social Darwinism – those who could buy mechanical ventilation survive. The virus kills the sick, the elderly, and the poor. This is a new social disease, for the radical eradication of which Russia has extra resources, since the created vaccine will hardly protect against mutating new strains.

Presuming this pandemic dies out, the world will start revitalizing. The VUCA is real with COVID-19 crisis. The lock-down staying at home is crisis.
Countries see opportunity in adversity. "Doing more with Less" is expected. For the innovative mind, the mental wellbeing is base, when people work in organization they do water cooler meetings. Those things keep them emotionally and psychologically connected. Therefore, it is very important for professionals to stay connected. VUCA uncertainties are to be handled by variety of ways.

If employees are fine, any company or organization will benefit. Wellbeing makes anyone more productive in life generally. Employee engagement is the need of the hour. For example: a lot of companies are finding ways and means to interact with their employees by technology. On line meetings, virtual yoga sessions, virtual social gatherings, organizing online musical concerts, online coffee chat, are the topics of the day at many organizations worldwide.

Psychological wellbeing does not simply mean being healthy physically. Mental health nowadays is equally important as physical health. Let us discuss about how our mental health and mental states influence our psychological wellbeing. Mental health concerns our stability of our minds, our ability to control our thoughts, emotions, and perceptions. Mental states are influenced by those abilities. How we react to things around us? How we behave towards others in different situations? How we filter the messages we receive from media, social media, and our physical environment? All these determine our mental. It may sound easy right now but if we think about personal events and situations and how we have behaved or reacted to those, this may give you an idea of how your reactions contribute to your mental health. Have you ever come across a situation wherein your behaviour has caused more harm to the situation? Or maybe you have come across a situation where you thought right, and everything turned out for the better? This led to you being a happy person then. Happy because the other person was equally satisfied with what happened and you too. Therefore, happiness and satisfaction contribute to your mental state. When you are happy, when you feel satisfied, when you are all smiling and being nice to people around you, all these reflect your mental state.

Finally, the employees should be retained. In many organizations globally, employees benefit from insurance, gym membership, welfare allowance (at Air Mauritius for example, and many airline companies provide all their staff an allowance to get their hair done, basically to go to beauty salons). But how about the person? As a person are we satisfied with everything? As a person are we happy with our lives? In the VUCA world it is more likely that an individual should look into their own happiness and how to make it better. The adaptation and adjustment will come from the individual. Not from the employers or from other people. And as a human being, this is possible for any of us. Our brain will function as per the command that is sent to it through our thoughts. Eventually, what is expected from us is that we should be able to manage our anxiety, anger,
sadness, shame, fear, frustrations which are considered as normal. Every person is unique. It is this uniqueness that make us great. During the lockdown we might have learnt a few things if not many. It is not the time to deny the truth or hide it. Face it with confidence and nothing is impossible. All we need to do is to manage ourselves. Don’t expect anything from others and learn to manage our emotions. Employers should in fact look into the benefit of employees but how will that be under VUCA.

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