**Covid-19 and Diversity of Workforce Management in Companies with reference to White- and Blue-Collar jobs:(A case study of Orient City Software Engineering Companies & Brandix Garment Factories)**

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The year 2020, marked the start of the pandemic caused by the novel Covid-19 contagious virus. In this occurrence, Sri Lanka has been confronted with political, economic, and social issues. During pandemic, GOSL initially imposed applicable new *modus operandi* (modes of operation) to Sri Lanka’s workforce, such as Covid guidelines, work from home, bio bubbles, etc. Software engineering companies (SEC) have utilized that modus. Albeit, garment factories (GF) have undermined employees without utilizing them. Thus, the research aims to investigate key factors causing this and why different approaches for two employee types in same scale companies. A mixed methodology was utilized to collect data. The online questionnaire method and in-depth interviews (telephone interviews), social network evidence regulated for primary data gathering. Academic researches and available online reports as secondary data sources. The data processed using SPSS and Microsoft Office Excel, then analyzed using the “Human Capital Approach”, “Dual Labor Market” and “Job Search” theories.

The research findings explain white-collar job employees relatively favorable with wages, job stability, and health security. Meanwhile, blue-collar job employees labeled to the vulnerable category during a pandemic, even so, both company varieties keep similar profit levels. Through that consistent nexus, depend exists between white-collar job employees and proprietors. In opposite that, the Proprietor of blue-collar jobs defined as bourgeoisie and the employee as the proletariat. The aforementioned factor of the bourgeoisie is, they always intend to maximize their profits while exploiting the Proletariat under minimal facilities. Specialty under this is bourgeoisie control proletariat’s job samples and choices based on distal and proximal factors such as education and social factors etc. Proletariat has to work for their livelihood, even if reluctantly, under detrimental conditions. This makes it crystal clear that blue-collar employees’ management totally in the bourgeoisie’s hands. The effect of the bourgeoisie subdues the employee rights. But white-collar employees are more independent with utilizing conditions associated with social factors.

*Key Words: Blue Collar Jobs, Bourgeoisie, Covid-19, Employee, Proletariat, White Collar Jobs.*