

Remuneration Received by Low-Salary Staff: Working in Private Schools of Kathmandu Valley Before and During COVID-19

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Abstract

In March 2020, the government began to lock down on the spread of corona in Nepal. In addition to teachers, various staff is also employed in each private school. Among the employees, are low-salary paid employees like drivers/attendants, Peon, Aaya, swipers, and Security guards. These types of employees were found to be providing various services on the school premises even during the non-operation of the school during the lockdown period.

To investigate the salary of low-paid employees of a private school in Kathmandu Valley before and during the COVID-19 period. Examining the significant difference between the mean salary received before the pandemic and during the pandemic period are the two main objectives of this research.

The population of this research was private schools running in Kathmandu valley. Altogether there were 1500 private schools in Kathmandu valley. Out of them, five secondary schools from each district were purposively selected for the research. In this research quantitative research design was adopted. In the sampling design, the nonprobability sampling technique (purposive technique) was applied to select the required number of schools from each district. The selected school's low-salary paid school staff like a security guard, Driver and conductor, Aaya, peon, and swiper were categorized, and from each category, 15 respondents were selected as a sampling unit from each selected district. The total number of respondents was 60. There is a significant difference in the mean salary received by different low-salary paid staff before and during the pandemic period.

Keywords: administration, mushrooming, Pandemic, Private School, Salary, Staff

Introduction

Three classes of workers are employed in each sector: high, medium, and low. Out of which the lower category employees have to work more physically but the salary they get is so low which is not sufficient to maintain their daily needs. These types of employees have been experiencing the pain of having to work full time at the workplace but not being able to meet their household needs with their salary. Nepal has nearly 6,000 privately funded schools (Ghimire, 2018,p.1). No one can deny that such schools have been playing an important role in Nepal's education sector. The fact that the services provided by private schools are of a higher standard than those run by the government sector is a matter of concern for all sectors. Even so, private schools are still embroiled in controversy over various issues. (Adhikari & Aryal, 2020,p.3) Sometimes they are in dispute over the fees paid by the students and sometimes they are in dispute over the services and facilities provided to the teachers and staff. Even though the schools run by the people have been completed physically and

as human resources, they have not been able to give the expected results due to weak management. The government, which has an annual social cost of 196700 rupees per student, has not been able to achieve the educational goals of the nation through public schools. On the other hand, mushrooming private schools have been giving better returns than expected using limited physical infrastructure and weak human resources. In this way, the private schools have succeeded in attracting the parents' attention by strengthening the schools' management (Ourkids.net n.d, p.1)

Covid-19, which started in Uhan in China at the end of 2019, spread all over the world at the beginning of 2020. Which Nepal could not remain untouched. In March 2020, the government began to crack down on the spread of corona in Nepal. Some schools were able to schedule the final exams while others were able to conduct the exams. The private school could not collect the remaining fee from the students as the final examination could not be held due to the sudden lockdown. Many private schools have been hit hard by the inability to raise fees, the only source of income for private schools. Similarly, the school has not been able to collect the other annual fees including the admission fee due to the continuous delay in starting the academic session in Baishakh. Thus the private schools had to bear the extreme financial burden during the lockdown. (Ghimire, 2020,p.3)

In addition to teachers, various staff is also employed in each private school. Among the employees working were the following unpaid employees: driver attendant Peon Sweeper Aya and Security Guard. These types of employees were found to be providing various services on the school premises even during the non-operation of the school during the lockdown period. Diyo will be the main subject of this study. At the same time, the purpose of this study is to highlight the responsibility and accountability of the school management towards the remuneration of such employees.

Most parents are influenced by the services provided by private schools while following the school model of education in a global environment. Additionally, parents are increasingly choosing to enroll their kids in private schools, especially in south Asian nations (Coleman, et. al, 1982,p.2). This scenario is mirrored in our Nepalese setting, where parents from diverse backgrounds are likely to lose their favorable outlook in favor of the private school. Students now have a wider range of private school options. These youngsters are proud to attend a private school. If students find tremendous joy in the attractiveness of private schools, what will be the students' conduct and culture that influences the entire school environment?

It was found that find that private tutoring has increased significantly in Bangladesh, India, Nepal, Pakistan, and Sri Lanka, focusing especially on the last five years of academic and gray evidence. A lack of sufficient public supply has led to an increase in private offerings. Parents' impressions of higher quality and their desire to gain a competitive edge are the driving forces behind their demand for private education and, to a greater extent, tutoring. Concerns about equality and the possibility that the "shadow" system of private tutoring could start to supersede or eclipse traditional education are just a few systemic repercussions. Given the difficulties in putting current rules into practice and the expansion and diversity of the private tutoring industry, the regulatory structures in the region need to be thoroughly reexamined. (Joshi, 2019,p.2).

In India, both the number of private schools and the percentage of students enrolled there have increased during the past ten years. The percentage of private schools increased from 19.49% in 2007-2008 to 22.74% in 2014-2015. 1 Around the same time, the percentage of students enrolled in private schools between the ages of 6 and 14 increased from 19.3 percent to 30.8 percent. 2 These numbers demonstrate a sizable state-by-state variance. Over 40% of schools were private in Kerala, Delhi, and Meghalaya in 2014–15, compared to fewer than 10% in Bihar and Jharkhand .(Ambast, et.al. 2017,p.2).

An "egalitarian alternative" to public education in Africa and Asia, according to proponents of "low-cost" private education, has long been asserted. This article provides information from recently completed household and school surveys in 17 sub-Saharan African nations that contradicts this. Particularly few students from the poorest homes in remote areas attend private schools. Given low population densities and persistently high poverty rates, for-profit private education is unlikely to be significantly expanded throughout rural Africa. Although enrollment rates in private schools are noticeably higher for kids from the poorest households in metropolitan areas, they are still below 20% in virtually all of these nations. (Bennell,2022,p.1).

Statement of the Problem

Private schools have been facing accusations that they conduct their activities considering only the interests of the directors as the most important. Complaints about the extreme labor exploitation of teachers and staff working in schools have been heard time and again. Complaints are also widespread in the market that academic and administrative activities of private schools are being conducted by semi-skilled human resources with little salary. Private schools are also accused of managing the educational and educational activities of the school by the family members and relatives of the directors. (Chatkuli & Khanal, 2019,p.1)

In this way, the news that the private school administrators are taking all the financial benefits by operating the school by paying the minimum salary and violating the government's salary standards has been appearing in the Nepali press from time to time. There is no doubt that this research will prove to be a milestone to reveal how honest the teachers were in paying their salaries in the difficult situation of lockdown in private schools where labor is exploited despite good earnings in easy conditions.

No research has been done on this subject so far. The following unemployed employees who are working day and night for the development of private schools with their heart and soul have not been able to receive a salary from the school despite being within the school during the lockdown period and performing their roles according to the situation. This study will prove to help give suggestions about it if it can be taken in the future.

Objective

1. To examine the salary of low-paid employees of a private school in Kathmandu Valley (Kathmandu, Lalitpur, and Bhaktapur district) before and during the COVID-19 period

2. To examine the significant difference between the mean salary received before the pandemic and during the pandemic period.

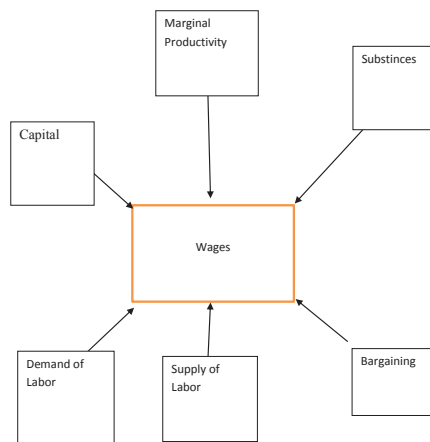
Research Hypothesis

Null Hypothesis: There is no significant difference in average salary received by the low-salary staff of private schools between before the pandemic covid-19 and during the pandemic.

Alternative Hypothesis: There is a significant difference in average salary received by low-salary staff between before the pandemic covid-19 and during the pandemic covid-19

Literature Review

Theoretical Review



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According to wage theory, if the labor supply is increased, the wage decreases and vice versa. According to the classical theory of wages, the market price of wage labor would always tend toward the minimum required for subsistence. If the supply of labor increased the wage would fall and vice versa. If wages rose above the subsistence level, the population would increase until the larger labor force would again force wages down. (Encyclopaedia, Wage theory n.d,p.1)

The wage fund theory held that wages depended on the relative amounts of capital wage level for the payment of workers and the size of the labor force. Wage increase only with an increase in the number of workers. Although the size of the wage would change over time at any given moment it was fixed. (Encyclopaedia Britannica, inc., Wages-fund theory n.d,p.3)

American economist Francis A. Walker(1999) held wages were the remainder of total industrial revenue after deducting rent, interest, and profit (p.1). According to the bargaining theory of wages, there is no single economic principle for governing wages. Wage is determined by workers, employers,

and unions who determine these conditions by negotiation. According to the marginal productivity theory of wages, employers will hire workers of a particular type until the addition to the total output made by the last or marginal workers to be hired equals the cost of hiring one or more workers. The wage rate will equal the value of the marginal product of the hired worker. (Marginal Productivity Theory of wage determination 2016,p.1)

The pay levels are seen by businesses as a direct expense, according to economists, Marshall, Cartter, and King (1976, p.329). However, Keynes suggests that in order to recover costs, companies can slightly reduce wage rates (Keynes, 2008,p. 228). Therefore, this situation also influences how flexible or stiff wages are. In reality, the functioning of global labor markets has been described as having higher salaries that are less flexible downward¹.

Empirical literature review

People have more freedom to select the finest school for their children in the era of education. (Hussin, 2018,p.94). Every parent will search for a school that values their family's educational objectives. Consequently, school administrators must use creativity to maintain the allure of the institutions they oversee in the community (Luhn, 2016,p.6).

This study examines the performance of Nepal's public and private schools using information from the Ministry of Education's 2005 survey for the School Leaving Certificate Exam. Private school students appear to do better than public school pupils, according to the ordinary least square estimates. However, as pupils at private schools can frequently differ significantly from those in public schools, the issue of self-selection bias comes into play. To address this issue, this study uses the propensity score matching method. The results indicate a positive private school impact on the data utilized in this investigation, even after applying the propensity score matching approach. (Thapa,2015,p.52)

Depending on their resources, many nations have taken a variety of actions to combat the epidemic. For instance, technologically advanced nations like Italy, France, Germany, Australia, the United Kingdom, and the United States have embraced distance learning to compensate for the loss. (Dawid,2022,p.2)

We project that 256 million people, or 77% of the population, reside in homes whose income has been negatively impacted by the epidemic. Food instability, a lack of access to basic necessities like food and medicine, and grieving processes are all made more difficult. Finally, we find that among homes with school-aged children, the rate of student-teacher contact has decreased from 96% prior to COVID-19 to only 17%. Governments and international organizations can use these facts to help them decide what actions to take to lessen the COVID-19 pandemic's consequences (Josephson, 2021,p.7)

This study focuses on a survey on the occupational commitment of 5783 kindergarten teachers and its affecting variables in the socioeconomic environment of China during the COVID-19 epidemic. Through the open web platform WenJuanXing, data were gathered. According to quantitative

analysis findings, occupational commitment among kindergarten teachers was generally positive at this time; however, although affective commitment and normative commitment were good, ongoing commitment required strengthening. The type of kindergartens, the affiliation of the staff, the educational background, and the professional position of kindergarten instructors all had a big influence on how committed they were to their jobs. The loss of income was inversely associated to and predictive of occupational commitment in kindergarten instructors. Kindergarten teachers' occupational commitment was favorably linked with and predicted by anti-epidemic action and career confidence. Furthermore, On the occupational commitment of kindergarten teachers, anti-epidemic action, income decrease, and career confidence exhibited combined predictive impacts. There have been discussions on other relevant contexts and ideas. (Wei, Y.,2021,p.16)

Teachers are being impacted by COVID-19's modifications to the educational system in a variety of ways. In accordance with the three-gap concept (access, usage, and pedagogical skills gap), the essay analyzes the perspectives of impacted instructors. A survey was sent to 550 teachers in the Delhi and National Capital Region (NCR) between April 29 and May 29, 2020, and 288 of them answered. The results demonstrate that the shift to online education has exacerbated the disparities between private schools and public institutions. This is made worse by the fact that instructors do not know how to help economically disadvantaged pupils who are also significantly affected by the epidemic and are difficult to reach.(Jain, S.,2021,p.76)

This study's aim was to ascertain how South Kalimantan's Islamic universities managed their finance of education. This study uses a library research data-gathering method and a descriptive qualitative research design. This study will concentrate on how 13 educational institutions in South Kalimantan, including both public and private categories, manage the finance of their educational programs. The findings of this study demonstrate that the Covid-19 epidemic, which is driving a rise in the dropout rate as a result of students' incapacity to pay their tuition, cannot be refuted. However, a few campuses in South Kalimantan have a policy of postponing and cutting back on payments so that students may continue to complete their coursework effectively. In South Kalimantan, Islamic higher education institutions have managed their finances as efficiently as possible throughout the Covid-19 epidemic. To guarantee accountability and transparency, excellent grades are required before receiving government cross-subsidy funding. The findings of this study suggest that the Covid-19 epidemic should be managed very tightly since it has a very large influence on education finance at private Islamic colleges in South Kalimantan, but not at state-run Islamic institutions. (Riinawati, R. 2021,p.388)

A catastrophic economic crisis was brought on by the COVID-19 pandemic in 2020. Independent (private) school enrollments in the US have historically decreased significantly during economic downturns. Therefore, it would be projected that between autumn 2019 and fall 2020, enrolment in independent schools in the United States would have significantly decreased. However, this time was unique. In our sample, during the Pandemic Recession, enrollment rose or stayed the same at 70% of independent schools. Our multiple regression analysis revealed that the primary factor influencing

this favorable shift in independent school enrollments was whether or not the public school districts serving their home counties were open for only online teaching to begin the 2020–21 school year. We discover hints of a greater county-level COVID-19 frequent which ency,was correlated with greater enrollments in independent schools when expressed as fatalities per capita. Changes in enrolment at independent schools do not appear to have been significantly impacted by the economy. (Scafidi,2021,p.312)

The results of the data collection, analysis, and computation led to the following conclusions: the majority of private secondary school teachers in the Federal Capital Territory (FCT) do not receive salaries as a result of the closure of all educational institutions in Abuja; the government did not include private secondary school teachers in their special loan package for various professional bodies working in the F.C.T., and private secondary school teachers in the FCT do not have an association through which they can organize; The research advises that the government should oversee the Central Bank create low-interest loan programs for all private school instructors, particularly those working in secondary schools in the Federal Capital Territory and across Nigeria.(Ogunode, 2020,p.75).

The global education system is impacted by the coronavirus. Universities, colleges, and schools are closed to prevent the coronavirus from spreading. Parents, instructors, and kids all experience challenges when schools are closed. Therefore, distance learning is a way to keep the educational system going. However, distance learning is difficult in poor nations due to a lack of computer and internet infrastructure. This essay examines how the COVID-19 epidemic affected the educational system in emerging nations. Therefore, nations develop an educational technology plan that includes free internet educational materials, online learning tools, and broadcast instruction. Institutions of higher learning develop curricula and post-coronavirus teaching-learning methodologies while they are closed. When schools reopen, the educational institutions create plans to make up for missed learning and welcome back pupils. The coronavirus has had an effect on emerging nations' face-to-face education systems. Therefore, emerging nations should improve the infrastructures for online learning, broadcast education, and virtual classes.

Nepal is not an exception to the chaos the COVID-19 outbreak has caused throughout the world. It has been difficult for the students' and instructors' motivation levels to make the switch from an in-person classroom to an online classroom. Policymakers and other stakeholders frequently overlook the influence of teacher morale, which can cause instructors to become unmotivated or "demotivated." Demotivation in teachers results in tiredness, depersonalization, burnout, lower teacher achievement, and self-worth stress. It is an emotional, cognitive, sociocultural, and psychological condition. The goal of this study was to determine what encouraged and discouraged Nepalese EFL instructors' enthusiasm in the classroom. The research design used for this project was a qualitative case study. For this, four private school instructors of EFL at the secondary level in Kathmandu Valley were chosen. study. A methodical random selection process was used to choose the instructor participants. With the use of survey questions, teacher interviews, and classroom observations as data-gathering tools, the data was processed and interpreted thematically. According to the study's findings, EFL

instructors at private institutions lack motivation both internally and externally. Low pay, a lack of ongoing professional development, pupils' disruptive conduct, job instability, and fewer holidays are some of the causes that demotivate these instructors. (Khanal et.al,2021,p.85)

This article presents information gathered during the COVID-19 Lockdown 1.0 in the United Kingdom from 385 performing arts practitioners who completed the HEartS Professional Survey. Study 1 looked at the employment and health characteristics of performing arts workers and how they related to standardized well-being indicators. Study 2 looked at the respondents' perceptions of the lockdown's consequences on their jobs and general well-being. Results from Study 1 show that both employment and income have significantly decreased. Financial difficulties were noted by 53%, anxiety levels by 85%, and feelings of loneliness by 63%. Only 45% of people requested assistance for health and wellness, compared to 61% for finances. Center for Epidemiologic Studies' multiple regression analyses with the Mental Health Continuum-Short Form Three-Item Depression Scale, Social Connectivity Scale, and loss and vulnerability, including fewer social connections, a lack of support, feelings of vulnerability, a sense of loss and grief, and concern for others; negative effects on health and wellbeing, including anxiety, a low or unstable mood, worsening physical health, and a lack of motivation; and professional and personal opportunities, such as coping well or living more healthily Although Lockdown 1.0 had a significant impact on practitioners in the performing arts, our findings point to potential possibilities and strong connections between healthy wellbeing and physical exercise.(Spiro, et.al, 2021p.)

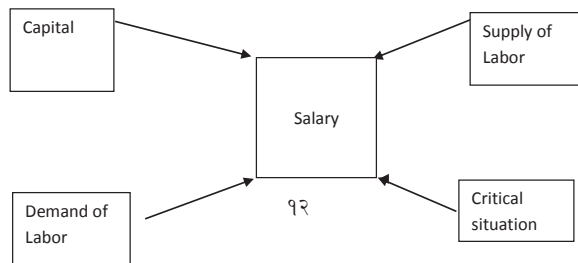
Research Gaps

During the lockdown, no one could make financial income whether it is a service-oriented business or a production-oriented business. In addition, when private schools were closed, the income from fees paid by the students could not be used to cover the salaries of the teachers and staff working in the schools. While studying the articles and literature written on that subject, the basis for this research is based on the extent to which the low-paid employees such as drivers, conductors, security guards, nannies, etc., who have been fulfilling their assigned duties in the school during the lockdown, whether they have been able to receive the salary that they have received?. For this study, private school operating in the Kathmandu valley has been studied. None of the researched subjects were found to have studied this kind of subject matter. Particularly salary of such a group of employees of private schools was not studied before this by any scholars. There is a research gap in the population of the study. Different variables and their relationships which had in this research are also shown research gaps as compared to different previous studies.

Research Framework

After studying different wage theories it is clear that wages depend on different factors. It is influenced by various factors like capital, the demand of labor, supply of labor and marginal productivity, This study will study wages getting by low salary receiving staff of private schools before the pandemic and during the pandemic of COVID-19 period in Kathmandu valley-based

private schools.



During the lockdown period, Private schools were not able to generate income because the payment of salaries to the school staff was affected

Research Methodology

Research design and Population of the research

In this research quantitative research design was adopted. Quantitative research design is a type of research design in which the variables involved in the study are quantitative. In this research low salary received by staff before and during the COVID-19 pandemic, and the salary received by the low salary paid by the staff of private schools before and during the COVID-19 pandemic are quantitative variables.

The population during this research was private schools running in Kathmandu valley including Kathmandu, Lalitpur, and Bhaktapur districts. Altogether there are 1500 private schools in Kathmandu valley. Out of the ten secondary schools from each district were purposively selected for the research.

Sampling Design

In the sampling design, the nonprobability sampling technique (purposive technique) was applied to select the required number of schools from each district. The selected school's low-salary paid school staff like a security guard, Driver and conductor, Aaya, office assistant, and swiper were categorized and one of each from each category was selected as a sampling unit from selected schools. The total number of respondents was 60. From selected 60 respondents primary information was collected by field survey method. A semi-structured questionnaire was prepared as a tool for the collection of data. This study is based on primary data. Every selected respondent was interviewed on the basis prepared questionnaire and required data were collected.

Analysis of the Data

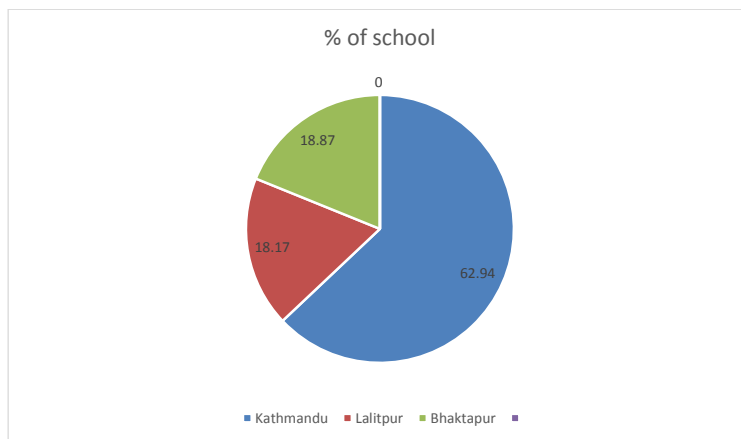
In this research, both descriptive and inferential statistical tools were used to analyze collected data. In descriptive statistical analytical tools mean, standard deviation, on, and range were used to describe the general characteristics of the population under study. On the other hand, inferential statistical analytical tool was also used to analyze the data An inferential statistical tool paired t- statistics was used to study the significant difference in receiving salary before and during a pandemic

A table containing No. of private schools by Districts

District	No. of Schools	%
Kathmandu	1167	62.94
Lalitpur	350	18.87
Bhaktapur	337	18.17

Table No. 1

In the table, no 1 no 0f private schools in three districts Kathmandu, Lalitpur, and Bhaktapur are presented. 62.94% of private schools are in Kathmandu, 18.87 are in Lalitpur and 18.17 are in Bhaktapur districts.

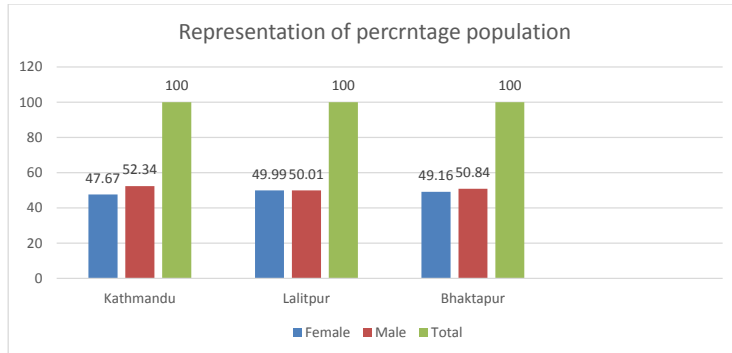
**Demographic data analysis**

District	Sex	Population	% value
Kathmandu	Female	831239	47.65
	Male	913001	52.34
Lalitpur	Female	230050	49.99
	Male	230082	50.01
Bhaktapur	Female	149767	49.16
	Male	154884	50.84

Table No. 2

In table no. 2 population of Kathmandu, Lalitpur, and Bhaktapur districts are presented according to sex. In Kathmandu, Lalitpur, and Bhaktapur districts 47.65,49.99,49.16 percent of the female population are lies respectively. Similarly, 52.34, 50.01, and 50.84 percent of the male population lies in Kathmandu, Lalitpur, and Bhaktapur districts respectively.

Division of low salary received by the employee

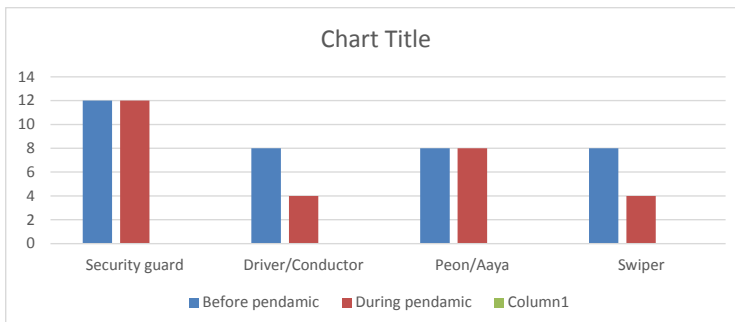


Division of low salary received by the employee

Division	frequency
Security guard	15
Driver/conductor	15
Peon/Aaya	15
Swiper	15

Table No. 3

In table no.3 Frequency of security guard, Driver/conductor, Peon/ Aaya, and Swiper are presented. An equal number of Security guards, Drivers/conductors, Peon/Aaya, and swipers are used in this study.

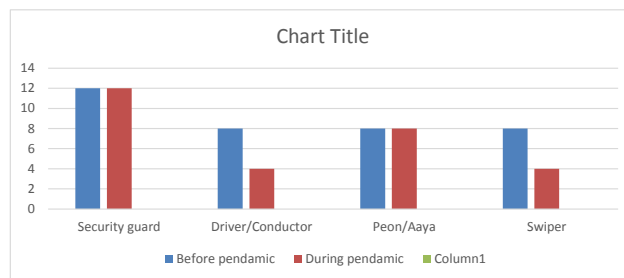


Duty hours of employees before and during a pandemic

Division	Frequency	Mean	S.D	Maximum	Minimum	Range
Security guard	15	13733.33	2685.05	18000	10000	8000
Driver/Conductor	15	20333.33	3109.126	25000	15000	10000
Peon/Aaya	15	9466.66	2545.11	15000	6000	9000
Swiper	15	7933.34	1162.91	10000	6000	4000

Table No.4

In table no.4 duty hours. of a security guard, driver/conductor, peon/Aaya, and Swiper before and after the pandemic are presented. After analyzing the data duty hrs. of security guards and peon/Aaya before and after the pandemic are the same but the duty hrs. of Drivers/Conductors and swipers decreased.



Descriptive statistics of salary received before the pandemic

Division	Frequency	Mean	S.D	Maximum	Minimum	Range
Security guard	15	13733.33	2685.05	18000	10000	8000
Driver/Conductor	15	20333.33	3109.126	25000	15000	10000
Peon/Aaya	15	9466.66	2545.11	15000	6000	9000
Swiper	15	7933.34	1162.91	10000	6000	4000

In this analysis different low salary received employee salary before the pandemic was analyzed. After analyzing the mean salary of security guards working in different schools just got Rs 13733.33. In the present situation, it was very low. Their duty hours per day were found 12hrs. Similarly, the average salaries of Driver/ Conductor, Peon/ Aaya, and swiper were 20333.33, 9466.66, and 7933.34

respectively. Their average salary was also found very low. Among the three groups, swipers were getting a low average salary as compared to the other groups. Variations in salary among the four groups were also very high. S.D. of a Security guard, Driver/ Conductor, Peon/ Aaya, and swiper were 2685.05,3109.126,2545.11, and 1162.91 respectively. It indicated that variations in salary among the four groups were very high. Variation in the salary of the Driver/ Conductor was very high and variation in the salary Swiper is low as compared to others. The range of salary of driver/conductor was very high that was 10000. Similarly, the range of salary of swiper was low compared to others.

Descriptive statistics of salary received during the pandemic

Groups	Frequency	Mean	S.D	Max.	Min.	Range
Security guard	15	5933.33	776.132	7500	5000	2500
Driver/Conductor	15	5533.33	581.460	6500	4500	2000
Peon/Aaya	15	4033.33	789.815	5500	3000	2500
Swiper	15	3500	534.522	4500	2500	2000

The pandemic of Covid-19 has made most countries of the world a financial disaster. At that time, no economic activities could grow. A development-oriented country like Nepal is found to be more affected by it. Various economic sectors of Nepal were greatly affected by this kind of epidemic, among which private schools are also one. During the pandemic, the private schools of Nepal could not operate, so the fees to be collected from the students could not be collected. Whatever businesses and service providers are operating in Nepal, there is a situation where the relevant agencies are not able to properly monitor them / due to which the economic and business governance is not maintained in them. Whenever a business is in financial crisis, the workers who work in it are in trouble.

In the same way, during the pandemic of Covid19, the workers working in private schools in Nepal were affected. It was also found that the lower-paid employees were more affected.

Analyzing the data presented in the table above, it was found that even during the lockdown, the low-paid employees spent the same amount of time in different types of work related to cleanliness in the school, but only 30 to 35 percent of the salary they received was provided by the school administration. The average salary of a security guard among the low salary paid employees is 5333.33, Driver and Conductor 5533.33, Peon and Aaya 4033.33 and Swiper was found to earn an average salary of 3500. What is clear from this? Due to the difficulty of salary cuts, 30 to 35 percent of the low-paid employees have received the salary scale. There is also a huge difference in the salary received. It was found that some schools paid 40 to 50 percent of the salary, while some schools barely paid 30 to 35 percent of the salary. Thus, it is clear from the above data that there is extreme labor exploitation of low paid employees of private schools.

Inferential statistical Analysis

In this research, paired t-test was used to test significance difference of mean salary of low salary paid staff before pandemic of COVID19 and during pandemic of COVID-19

Paired t-test for Security guard

Paired Samples Test

	Paired Differences		t	df	Sig. (2-tailed)	95% Confidence Interval of the Difference	
	Mean	Std. Deviation				Std. Error Mean	Lower
Pair 1X - Y	7800.00000	2630.86080	679.28534	6	3	4	3 . 0 7 7 8 5
	9256.92215	11.483 14	.000				

From samples paired test of mean salary of security guard before pandemic and during pandemic was significantly different because p-value of 95% confidence interval is less than 0.05 for 14 degree of freedom.

Paired t-test for Driver/Conductor

Paired Samples Test

	Paired Differences		t	df	Sig. (2-tailed)	95% Confidence Interval of the Difference	
	Mean	Std. Deviation				Std. Error Mean	Lower
Pair 1X - Y	14800.00000	3266.71526	843.46225	1	2	9	9 0 . 9 5 3 3 9
	16609.04661	17.547 14	.000				

From samples paired test of mean salary of Driver/Conductor before pandemic and during pandemic is significantly different because p-value of 95% confidence interval is less than 0.05 for 14 degree of freedom.

Paired t-test for Peon/Aaya

Paired Samples Test

	Paired Differences		t	df	Sig. (2-tailed)	95% Confidence Interval of the Difference	
	Mean	Std. Deviation				Std. Error Mean	Lower
Pair 1X - Y	5433.33333	3022.92826	780.51672	3	7	5	9 . 2 9 1 4 6
	7107.37520	6.961 14	.000				

From samples paired test of the mean salary of Peon/Aaya before the pandemic and during the pandemic was significantly different because the p-value of 95% confidence interval is less than 0.05 for degree of freedom.

Paired t-test for Swiper

Paired Samples Test

Paired Differences Mean	t	df	Sig. (2-tailed)	95% Confidence Interval of the Difference	
				Lower	Upper
Pair 1 X - Y 5142.10778	4433.33333	1279.88095	330.46384	3 7 2 4 . 5 5 8 8 9	
	13.415 14	.000			

From sample's paired test of the mean salary of Swiper before the pandemic and during the pandemic was significantly different because the p-value of 95% confidence interval is less than 0.05 for 14 degrees of freedom.

Results and Discussion

The economy of the world is affected by various events. In 2019, the Covid-19 pandemic shook the world economy. Most of the countries around the world fell under its grip and the economy of the whole world became a disaster. Even Nepal could not remain untouched by its influence. Among the various types of businesses operating in Nepal, the flourishing business of the service sector, and the financial condition of private schools was also badly affected by this pandemic. Due to the suspension of teaching and learning in the school for a long time, the income of the private school could not be reached. As the income of the private school was affected, the teachers and nonteaching staff working in it could not get a salary. Some had to wash their hands from the job at the place of work on the one hand, due to the tragedy of the pandemic, on the other hand, the teachers and staff working in private schools had to go through the situation of not getting their salaries and losing their jobs. In this way, the situation of having to spend time without getting a salary was caused by the pandemic. At the same time, the teachers and staff were informed that various schools would conduct classes through Virtual. But the previous situation could not be maintained during the pandemic. Due to the limited number of classes and the low attendance of students in the virtual classes, it could not generate as much income as it was supposed to. Even though the school conducts virtual classes, due to the lack of income of the parents, they were not paid the fees of the student. Which caused the teachers and staff could not to get their normal salaries. School administration had decided to pay only a limited amount of salary because of that, 30 to 35 percent of the loss.

The main objective of this study is to find out how much salary the low-paid employees received during the pandemic, so the data was collected and analyzed. This study divided the low-salary

employees into four parts. Including security guards, drivers/conductors, peons/aaya, and swipers. The employees belonging to this category are not even able to get the salary as per the standard of the government, because the situation is still in private schools, and it is not possible to get even more during the pandemic.

The main objective of this study is to find out how much salary the low-paid employees received during the pandemic, so the data were collected and analyzed. This study divided the low-salary employees into four parts. Including security guards, drivers/conductors, peons/Aaya, and swipers. The employees belonging to this category are not even able to get the salary as per the standard of the government, because the situation is still in private schools, and it is not possible to get even more during the pandemic. It is clear from this study that during the pandemic, the employees of this group worked as much time as normal conditions, but the salary was only 30 to 35% of the salary received. Rs.13733 per month average salary getting by security guards under normal circumstances. But during the pandemic Rs. 5933 in average nearly 33% salary got by the security guard. Similarly, Drivers and Conductors were getting in an average of Rs. 20333. 33 before the pandemic ., But only Rs.5533 during the epidemic which is only 33% of the salary of before the pandemic. By doing this, Peon and Aya also had 9466 before the pandemic. But during the pandemic only Rs.4033 which is just 33% of the salary of a normal period. Similarly, the Swipers' condition is still critical. 7933 under normal conditions. It was found that the average salary during the pandemic was Rs.3500 during the pandemic. Which is nearly 45% of the normal salary.

In general terms, it seems that a situation has been created where the low-paid staff working in private schools have to be satisfied with what the school administration has given salary during the pandemic. It has been found out from this study that even in the studied schools, there is no uniformity in the salary of the employees, the salary is paid according to the time, and the standards related to the salary of the government are completely violated. While testing significant differences in mean salary before the pandemic and during the pandemic of the security guard is highly significant. Similarly, the mean salary of the Driver and conductor is also highly significant because the p-Value is low as compared to 0.05. Also, the mean salary of Peon and Aaya before and during the pandemic and the mean salary of swiper before the pandemic and during the pandemic was also highly significant. From this, it is clear that low-salary paid employees in private schools were highly affected by the pandemic of COVID-19. They were able to receive very low salaries during the pandemic as compared to salaries received by them before the pandemic.

Conclusion

This research is mainly based on investigating salaries received by low-salary staff employees in private schools during the pandemic period. For this study primary data has been used. A quantitative research design has been adopted in this research. From the investigation, during the pandemic period, the average salary received by all low salary received staff of private schools in Kathmandu valley including Kathmandu, Lalitpur, and Bhaktapur districts nominal as compared to before the pandemic what salary they received. Salary received during the pandemic period was very low about 30-35%

low salary as they received as compared to the salary before the pandemic. Variation in salary during the pandemic period is also very high. Standard deviations of salary received by four of the groups are obtained very high. It indicates that salary received by them are different from school to school. Some schools provide more salary and some of them provide less salary because of that there is more variation in salary received by low salary paid staff of the private school.

From the result of this investigation, it is a very serious matter to be considered in national policy for providing the appropriate amount of salary to the low salary paid staff in private schools. What amount they are providing as salary to the staff is not sufficient to survive. So concerned authorities should seriously think about this serious problem.

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