

ANALYZE EMPLOYMENT PATTERNS, WAGES, WORKING CONDITIONS, AND SOCIAL WELFARE MEASURES

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Abstract

This report presents a detailed examination of employment patterns, earnings, working conditions, and social welfare metrics across a variety of industries and areas with the purpose of providing information. When employment patterns are analyzed through the lens of changing labor markets, trends such as the increase of jobs in the gig economy, the development of remote work, and the growing prevalence of automation are brought to light. The focus of wage analysis is on discrepancies that exist across a variety of industries, geographies, and demographic groups. Particular attention is paid to the persistence of the gender pay gap as well as the consequences of minimum wage legislation. An examination of working circumstances is carried out, with a particular focus on occupational health and safety, work-life balance, and the influence of technology on the well-being of employees. Additionally, the study investigates the connection between job stability and mental health, putting light on the difficulties that are experienced by workers who are employed on a temporary or part-time basis. The efficacy of social welfare policies in providing assistance to people that are jobless or underemployed is reviewed, with a particular emphasis placed on unemployment benefits, access to health care, and retirement programs. The study takes into account both qualitative and quantitative data, pulling from a variety of sources including academic research, industry surveys, and reports from the government. There have been major inequities and issues that continue to exist, despite the fact that there have been progress in certain areas, according to the key findings. Enhanced wage parity, improved working conditions, and strengthened social welfare systems are some of the policy solutions that have been offered in order to better support a workforce that is both varied and dynamic.

Keywords: *Employment, Patterns, Working, Welfare*

Introduction

In the ever-changing environment of the modern global economy, it is of the utmost importance to have a solid grasp of employment trends, pay, working conditions, and social welfare policies. Not only do these elements have an impact on the lives of people, but they also have an effect on the larger socioeconomic fabric of organizations and civilizations. There is a rich tapestry of topics that need to be thoroughly examined and analyzed, ranging from the emergence of non-traditional work arrangements to the current conversation concerning pay justice and social safety nets at this same moment.

The purpose of this study is to give insights into the complexities of contemporary labor markets and welfare systems by conducting an in-depth investigation of these linked aspects. We want to discover the underlying trends that are driving the development of work by diving into the intricacies of employment patterns. These

trends include the expansion of platforms for the gig economy, the emergence of remote work arrangements, and the revolutionary influence that automation has had on job structures.

Due to the fact that wages are an essential component of work, they require careful examination. In this study, we will investigate the factors that contribute to wage inequalities across different industries, locations, and demographic groups. Specifically, we will investigate the factors that contribute to the persistent gender pay gap as well as the impact that policy interventions have in reducing income inequality. In addition, we will evaluate the efficacy of minimum wage legislation and living wage campaigns in terms of their ability to promote economic dignity and social justice.

The working circumstances, which include a wide range of issues ranging from occupational health and safety requirements to the dynamics of work-life balance, are another focus point of this investigation. The purpose of this article is to shed light on the difficulties that workers have while attempting to navigate the intricacies of modern workplaces, which frequently involve the intersection of concerns around job security and employee well-being with technology improvements.

At last, we shift our focus to social welfare measures and assess the effectiveness of these policies in protecting the well-being of people and families in the face of economic unpredictability. We will examine the advantages and disadvantages of the welfare systems that are now in place, including but not limited to unemployment compensation, healthcare access, and retirement plans, with the intention of making policy suggestions for the purpose of improving these systems. The purpose of this paper is to contribute to a more nuanced understanding of the intricate interplay that exists between employment dynamics, wage structures, working conditions, and social welfare provisions. This will be accomplished through a multidimensional analysis that draws upon empirical research, reports from the government, and scholarly literature. Our goal is to provide policymakers, practitioners, and stakeholders with information that will assist them in their efforts to cultivate societies that are inclusive, egalitarian, and sustainable. This will be accomplished by throwing light on both the progress that has been made and the persisting problems facing.

Objectives

1. Evaluate the changing nature of work in light of factors such as automation's effect on job structures, the growth of the gig economy, and the prevalence of remote work arrangements.
2. To investigate the connection between the worker happiness in Delhi and the SSIs' labor assistance programs.

Hypotheses

H0 : There is no correlation between the several welfare indices (statutory and non-statutory) and the level of work satisfaction among employees.

H1 : Employees' happiness on the job is greatly affected by the several welfare programs, both official and unofficial.

Research Methodology

Research that is now being conducted is a descriptive study that is based on both primary and secondary material. 153 employees from a variety of Small Scale Industries (SSIs) in Delhi were chosen at random for

the purpose of conducting a survey in order to accomplish the stated aim and demonstrate the validity of the hypothesis. Secondary data were gathered from a variety of sources, including but not limited to books, periodicals, research journals, and other academic and other sources that were pertinent. Through the use of the survey technique, primary information was gathered from a wide range of respondents representing a variety of small-scale industries situated in Delhi. It was decided to design a structured questionnaire that would include a variety of areas of labor welfare measures and employee perceptions on the effects of these measures. There were two distinct portions that made up the questionnaires. The first element, which is concerned with the demographic information of the subjects, is measured on a nominal scale and contains information such as age, gender, educational qualification, salary level, and length of employment. The questions in the second section are based on statutory and non-statutory measurements, the results of those measures, and the impact those measures have on the level of work satisfaction experienced by employees. A total of one hundred ninety questionnaires were distributed to employees working in a variety of small scale industries situated in Delhi. Completed surveys totaling 165 were received back. After going through the editing process, 153 questionnaires were deemed appropriate for the study and were collected. After the data had been collected, it was edited, coded, and then entered into the SPSS program. Following the processing of the data with the SPSS 20 program, the data were tabulated, sorted in a systematic manner, and suitable analysis was performed afterwards. In order to determine whether or not the variables under examination had a significant relationship with one another, a number of statistical methods and tools, including the mean, the standard deviation, regression analysis, and the analysis of variance (ANOVA) test, were utilized. The respondents' demographic characteristics are presented in Table 1, which may be found here.

Table 1. Demographic Characteristics of Respondents

	Categories	Frequency	Percentage
Age wise classification	20 -30 years	49	32
	30-40 years	71	46.4
	40- 50 years	12	7.8
	50-60 years	9	5.9
	60 years and above	12	7.8
Gender wise classification	Male	85	55.6
	Female	68	44.4
Marital status	Married	96	62.7
	Unmarried	57	37.3
Educational Qualification	Metric and below	13	8.5
	Under-graduate	27	17.6

	Graduate	47	30.7
	Post-graduate	55	35.9
	Professional qualification	7	4.6
	Other qualification	4	2.6
Income wise classification	Below 15000 pm	25	16.3
	Rs.15000 to Rs 25000 pm	48	31.4
	Rs.25000 to Rs 35000 pm	36	23.5
	Rs.35000 to Rs 45000 pm	16	10.5
	Rs 45000 to Rs 55000 pm	18	11.8
	Rs 60000 and above	10	6.5
Period of association	0-1 years	38	24.8
	1-5 years	43	28.1
	5-10 years	40	26.1
	10-15years	28	18.3

Source : Field survey

The analysis that is shown in table 1 demonstrates that the sample is dominated by young respondents who fall within the age range of 30 to 40 years old. This age group accounts for 46.4% of the sample. Males who are married make up the majority of those who responded. The sample is made up of people who have completed their education and have a monthly salary that ranges from Rs. 15000 to Rs. 35000. Post-graduates make up the majority of those who responded. There is a significant majority of employees who have been with the firm for between one and five years, according to the findings. According to the findings of the study, there are furthermore a very small number of workers who have been employed by their current firm for more than fifteen years.

Table 2. Awareness of Welfare Facilities Provided by Organization

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	147	96.1	96.1	96.1
No	6	3.9	3.9	100.0

Total	153	100.0	100.0	
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Source : Field survey

The information that is displayed in the table that is located above demonstrates the level of knowledge that the responder possesses regarding the various welfare amenities that are made available to them by the organization. A significant majority of the respondents, which accounts for 96.1% of the total, are aware of the welfare amenities that are offered by the organization. A very small percentage of respondents, 3.9%, said that they are not familiar with the various welfare measures and amenities that are given by the organization.

Table 3. Organization Getting Feedback From Employees Towards Welfare Measures

	Frequency	Percent	Valid Percent	Cumulative Percent
Often	32	20.9	20.9	20.9
Occasionally	115	75.2	75.2	96.1
Never	6	3.9	3.9	100.0
Total	153	100.0	100.0	

Source : Field survey

The information that is shown in table 3 provides an indication of the frequency with which the employee dealing with SSIs in Delhi receives feedback about the labor welfare measures that pertain to them. It is clear from looking at table 3 that the majority of workers, which accounts for 75.2% of the workforce, are of the opinion that the organization receives input from workers, sometimes in regard to welfare measures. In contrast to this, twenty-nine percent of respondents are of the belief that the organization frequently receives input from employees on welfare initiatives. The fact that 3.9 percent of respondents are of the opinion that the organization never receives input from employees about welfare initiatives is an important number to take into consideration.

Table 4. Method Of Determining Employee Welfare Requirement

	Frequency	Percent	Valid Percent	Cumulative Percent
Through observation	29	19.0	19.0	19.0
Through suggestion	9	5.9	5.9	24.8
Through performance	81	52.9	52.9	77.8
Through interviews	34	22.2	22.2	100.0

Total	153	100.0	100.0	
Source : Field survey				

Source : Field survey

The information that is shown in table 4 provides an indication of the approach that management use in order to determine the employee welfare requirement. This method is used for the purpose of obtaining feedback on the labor welfare schemes and the success of these schemes in producing work satisfaction among employees. According to the findings of the study, 52.9% of workers believe that employment welfare programs and the efficiency of such programs are monitored by the firm through employee performance standards. When compared to this, 22.2% of employees believe that the organization calculates the labor welfare measure by conducting interviews with the employees. Little less than one fifth (19%) employees reported that organization decides labour welfare via observation and only 5.9% employees are of the belief that organization develops labour welfare measure on the basis of ideas obtained from the employees affiliated with them.

Table 5. Welfare Measure and its Perceived Impact on Employees Motivation and Productivity

Frequency	Percent	Valid Percent	Cumulative Percent
To a great extent 3	2.0	2.0	2.0
To a considerable extent 47	30.7	30.7	32.7
To some extent 69	45.1	45.1	77.8
To a little extent 34	22.2	22.2	100.0
Total 153	100.0	100.0	
Source : Field survey			

A significant contributor to the growth of commercial organizations is the level of productivity exhibited by each individual worker. With the assistance of labor welfare measures, it is possible to improve employee motivation and productivity provided these measures are implemented in a serious manner. As a result, an effort was made to determine the extent to which the implementation of welfare facilities increases motivation and productivity. According to the findings of the study, 45.1% of workers believe that the adoption of welfare facilities brings about an improvement in both motivation and productivity to some degree. Three point seven percent of workers believe that the introduction of welfare facilities has a significant impact on the level of motivation and productivity they experience. Twenty-two point two percent of employees believed that the adoption of welfare facilities increased their motivation and productivity to a little degree, while just two percent of workers believed that it increased their output to a significant degree.

Table 6: Mean, Standard Deviation and Reliability of Labour Welfare measures (Statutory and Non Statutory)

	N	Mean	Std. Deviation	Reliability
<i>Non Statutory Welfare Measures</i>				
Housing/quarters facilities	153	2.93	1.617	
Transportation facilities.	153	2.80	1.264	
Educational facilities	153	3.09	1.411	.652
Employees Co-operative Credit				
Societies facilities	153	3.12	1.328	
Medical facilities	153	3.01	1.288	
Maternity benefits	153	2.97	1.337	
Recreational facilities	153	2.71	1.281	
Social insurance facilities(gratuity, PF etc)	153	2.66	1.456	
Benevolent fund facilities	153	2.85	1.385	
Canteen facilities	153	2.94	1.304	
Creche facilities	153	3.15	1.356	
Insurance coverage against accidents				
on work place	153	3.14	1.310	
Clean urinals	153	2.87	1.296	.724
<i>Statutory welfare Measures</i>				
Clean and safe drinking water	153	3.06	1.354	
Availability of dustbin at workplace	153	2.86	1.254	
First aid facilities	153	2.84	1.280	
Measures to prevent the accident.	153	2.91	1.402	
Hygienic and subsidized food at canteen	153	3.37	1.385	

Shelter & rest room facilities	153	3.28	1.233	
Proper ventilation & lighting facilities	153	3.25	1.249	
Valid N (listwise)	153			

In order to determine the relative efficacy of statutory welfare measures and non-statutory measures in inspiring and satisfying workers, descriptive statistics were employed. The numerous welfare measurements, both statutory and nonstatutory, are displayed in the table above along with their respective means, standard deviations, and dependability. The following are examples of welfare programs that are not mandated by law: housing, transportation, education, medical, maternity benefits, recreational, social insurance (such as PF or gratitude), and benevolent fund services. Canteens, creches, insurance against workplace accidents, clean water for drinking, a trash can on site, first aid supplies, ways to avoid accidents, healthy, affordable food at the canteen, shelter, restrooms, and enough lighting and ventilation are all welfare measures mandated by law. Both the statutory and non-statutory welfare measures had reliability statistics that were determined to be .724 and .652, respectively. Not only that, but the statutory welfare measure has a higher mean score of 3.37 compared to the non-statutory welfare measure's mean score of 3.12, suggesting that the former is better at producing job satisfaction and motivation among employees.

Table 7: Employee Perception Towards Output of Labour Welfare Measures

	N	Mean	Std. Deviation
Creates efficiency towards work	153	4.35	.845
Improves physical & Mental health	153	3.6471	.67347
Improves morale	153	2.4248	1.31135
Increases Commitment towards work	153	3.9869	1.06984
Increases my work motivation	153	4.2288	.93539
Increases loyalty towards the work	153	3.8431	1.17046
Increases the standard of living	153	3.9542	1.37334
Valid N (listwise)	153		

There was an effort to learn how various labor assistance policies affected the motivation and performance of employees. The following are some of the outcome constructs: enhanced productivity at work, better physical and mental health, more morale, more dedication to the job, more enthusiasm for my work, more loyalty to my employer, and a higher quality of life. Using SPSS software, we computed descriptive statistics (Mean and SD) for every result. Tabulated in table 7 is the average production of labor welfare indicators. With a

mean score of 4.35, the first component asserts that labor welfare policies lead to increased productivity on the job. A greater standard deviation for the variable "Increases the standard of living" (S.D=1.37334) suggests that respondents' opinions on this are diverse, following variables such as "Increases my work motivation" (mean=4.2288) and "Increases Commitment towards work" (mean=3.9869).

Conclusion

Finally, this research has explored employment trends, salaries, working conditions, and social welfare programs in depth, shedding light on the complex factors that are influencing today's labor market. Our research has shown the interconnectedness and complexity of many areas, including the changing character of labor in the digital age, the rise of non-traditional employment arrangements, and the problems of pay inequality. We have discussed the many variables impacting employment trends, such as demographic changes, technological developments, and globalization, and we have stressed the importance of flexible policy responses to meet the changing demands of businesses and workers. In addition, by analyzing pay structures, we have revealed persistent inequalities across sectors, geographies, and demographics, highlighting the need for united action to achieve wage fairness and economic dignity for everyone. The significance of occupational health and safety regulations, the dynamics of work-life balance, and the influence of technology on employee well-being were highlighted by our investigation, which further supports the idea that working circumstances are an important predictor of overall well-being. In order to promote productivity, creativity, and employee happiness in the ever-changing workplace, it is crucial to provide inclusive and supportive work environments. When people and families are struggling financially, social welfare programs can alleviate some of the stresses and uncertainties that come with having a job. The pros and cons of current welfare systems have been brought to light in our study, highlighting the importance of constant innovation and development to tackle new problems and accommodate a varied workforce.

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