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MEASUREMENT OF DECENT WORK PROVISION IN HARYANA USING PLFS DATA**KANTA****Ph. D. RESEARCH SCHOLAR
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KURUKSHETRA****ABSTRACT**

The provision of decent work can influence the family labour supply decisions and thus may improve the employment scenario. The present paper is an attempt to measure the decent work provision status in Haryana using Periodic Labour Force Survey (PLFS) July 2019 – June 2020 data. The decency of work has been across the districts of Haryana has been measured using a Decent Work Index based upon eight variables namely – location of workplace, enterprise type, number of workers in the enterprise, type of job contract, social security benefits, regular job status, average wage earnings and hours actually worked. The Decent Work Gap Index and Decent Work Earnings Gaps have also been measured. The study is mainly descriptive-analytical in nature. The absence of written contracts between employers & employees, social security benefits, large unorganised sector and low wages are main reasons of the poor decent work provision in Haryana.

KEYWORDS

decent work

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INTRODUCTION AND BRIEF REVIEW OF LITERATURE

The United Nations Economic and Social Council defines “decent work” as employment that “respects the fundamental rights of the human person as well as the rights of workers in terms of conditions of work safety and remuneration respect for the physical and mental integrity of the worker in the exercise of his/her employment”.¹

Decent work is applied to both the formal and informal sector. Decent work involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organise and participate in the decisions that affects their lives and equality of opportunity and treatment for all women and men. The decent work agenda was developed in 1999 by the International Labour Organization around four pillars: employment creation, rights at work, social protection and social dialogue. It has achieved high-level international endorsement, first in 2008, when it was included in the Millennium Development Goals under MDG-1, and later as part of the 2030 agenda for sustainable development and the accompanying Sustainable Development Goals, where it is specifically included in SDG-8: Promote sustained, inclusive and productive employment and decent work for all.

The sustainable development goals (SDGs) aim to encourage sustained economic growth by achieving higher levels of productivity and through technological innovation. Promoting policies that encourage entrepreneurship and job creation are key to this, as are effective measures to eradicate forced labour, slavery and human trafficking. With these targets in mind, the goal is to achieve full and productive employment, and decent work, for all women and men by 2030. Decent work is one of 17 global goals that make up the 2030 agenda for sustainable development. An integrated approach is crucial for progress across the multiple goals.² Chen et. al. (2006)³ focused attention on growing challenge of decent work for the working poor in the informal economy. The authors suggested that attention should be paid to the differential location of the working poor for both women and men in multi-segmented labour markets in developing nations. They further argued that there is a need to reorient economic policies to promote decent employment in order to reduce poverty and rethink economic models of labour markets to both male and female informal workers.

Kantor et al. (2006)⁴ made an attempt to measure the availability of decent work in informal economy among males and females in informal economy of Surat in Gujarat. The authors found prevalence of deficit in the supply of decent work which was manifested in inadequate earnings of the informal workers. Further, structural insecurities had increased among informal workers on account of the poor working conditions in decent work particularly in case of female employees. The study has suggested various measures as improvements in pay levels, regulation of working hours and provision of training of workers especially female workers.

Jhabvala (2005)⁵ study felt the need for implement social security measured for the protection of rights and welfare of about 93 per cent of the total workforce in India. It has been increasingly recognized that there is a need to do something for the informal workers so as to enable them to have access to minimum level of protection. The proposed Unorganized Workers Bill may provide the social security to a large category of workers in the informal sector and even those who may not be directly governed by an employer-employee contract.

Sakthivel and Joddar (2006)⁶ analysed the trends, patterns and social security coverage in the unorganized sector of India and indicated that 92 per cent of the workforce was employed unorganized segment with entire farm sector was falling under the informal category except crop plantation. The study observed decline in the share of informal sector is declined with in the unorganized while, remained stagnate in case of agricultural sector. The study further revealed that the coverage of social security schemes has remained extremely sparse among the economically and socially vulnerable section. As far as the social security schemes were concerned, 85 percent workers from non-farm sector belonged to the categories of scheduled castes and OBCs did not enjoy any social security benefits, while, the corresponding figures were 75 percent in case of non-scheduled castes.

Ali (2000)⁷ studied quality of working life amongst young employees in Air India with special reference to life and job satisfaction. Out of the various physical and psychological reasons working conditions, pride in organization, job earned community respect, sensible working hours, etc. are positively correlated with job satisfaction than friendship with colleagues, better work location, physical and mental strain, variety of skills and risks of injury etc. Research also indicates that strong family bonding and rural background are more positively correlated with life and job satisfaction. Expectations and aspirations of young employees affect the quality of working life.

The brief review of literature indicates that it is extremely important to generate decent work to eradicate poverty & improve standards of living so that the productive forces gain a momentum.

RATIONAL OF THE STUDY

It can be observed that in Haryana a large number of migratory workers from Uttar Pradesh, Bihar, Rajasthan & Madhya Pradesh, are working in low and jobs in agricultural manufacturing, trade, hotels, and retailing. The low labour force participation rate (40.1%) in Haryana can be attributed to lack of availability of decent work opportunities for the local youth. So, on one hand Haryana is providing employment to youth of other states and on the other hand local youth of Haryana are waiting for the employment as we observed high unemployment rate of 28.9 %. It can be deduced that the state of Haryana is facing serious deficit of decent work.

Haryana is a landlocked state in northern India one of the 29 states in India. It is bordered by Punjab and Himachal Pradesh to the north, and by Rajasthan to the west and south. Haryana surrounds the country's capital Delhi on three sides, forming the northern, western and southern borders of Delhi. Consequently, a large area of south Haryana is included in the National Capital Region for purposes of planning for development. As of 2011 census of India, the state is eighteenth largest by population with a GDP of Haryana is 5.72 lakh crore in 2019 - 2020.⁸

Haryana is one of the most economically developed regions in South Asia. Total Employed persons in Haryana have been found 73.7 lakhs with high unemployment rate of 22.89 %. The LFPR and employment rates can be increased by creating decent work job opportunities particularly for the educated youth of Haryana. For this a careful planning and targeted strategies are required in organized & unorganized and public & private sectors.

The present paper focuses on the measurement of decent work gap in districts of Haryana.

THE METHODOLOGY USED

The main objective of the study is to measure the Decent Work Index (DWI) for Haryana using Periodic Labour Force Survey (PLFS) July 2019 – June 2020 data. The index has been computed using eight variables, namely – location of workplace (LW), enterprise type (ET), number of workers in the enterprise (NW), type of job contract (JC), social security benefits (SSB), regular job status (RJS), average wage earning (AWE) and hours actually worked (HAW).

The data has been downloaded from the website of “Ministry of Statistics and Programme Implementation, Government of India”.

In the downloaded pdf, there were four data files (two files for household level and two files for persons level) for each of four quarters (July 2019 – June 2020). The details of data layout are given in a separate file.

In this paper, only the person level data for first visit (available in Per.v1) has been used. The total number of records at person level for all India were 4,18,297.

The data files available in text format and with their respective variable's names were decoded. So, it was tough to understand. For understand the data, text data file was decoded. For Haryana state (code 06) 2882 records were extracted which can be treated as the sample size of the paper. An excel sheet with 57 columns (out of total 129) has been prepared using PLFS data to cover all eight variables used for developing the Decent Work Index as discussed further. Total 129 columns in the PLFS file have been given in the Appendix A.

In this paper, the DWI is given equal weightage to all the eight variables. A person has been considered decent worker if the condition according to the chosen variable is fulfilled for every yes/no a score 1/0 has been assigned. The safe work environment is the first condition.

In this paper, the location of workplace has been used as proxy for safe work environment. A person has not been considered decent worker if the workplace is in rural areas and is located in on dwelling unit, employer's dwelling unit, others, open area adjacent to own dwelling unit, others, no fixed workplace.

A person has been considered decent worker if the workplace is in rural areas and located in structure attached to own dwelling unit, open area adjacent to own dwelling unit, detached structure adjacent to own dwelling unit, own enterprise/unit/office/shop but away from own dwelling, employer's enterprise/unit/office/shop but outside employer's dwelling, street with fixed location, construction site, workplace in urban areas and located in: own dwelling unit, structure attached to own dwelling unit, detached structure adjacent to own dwelling unit, own enterprise/unit/office/shop but away from own dwelling, employer's dwelling unit, employer's enterprise/unit/office/shop but outside employer's dwelling, street with fixed location, construction site.

The essential condition for decent work is stability and security of the work which is considered depending upon type of enterprise, number of workers in the enterprise and type of job contract.

The employment in enterprise types which includes proprietary, partnership, government/local body, public sector enterprises, autonomous bodies, public/private limited company, co-operative societies, trust/other non-profit institutions has been considered decent. The employment in all other enterprise type has not been considered decent.

The enterprises where number of workers are less than ten are considered in unorganized sector and in such enterprises the working conditions are not regulated by any labour law. The employment in enterprises where number of workers are more than ten has been considered decent.

If there exist a written job contract between the employer and the employee, the work has been considered decent.

If the workers are eligible for any of the benefits including GPF, CPF, PPF, EPF, pension, gratuity, health care and maternity benefits then the employment has been considered decent.

The employment of all workers with regular salaries and wages has been considered decent.

The PLFS survey records two type of activities for each individual for seven days of week assuming that a person may be occupied in two jobs on same days. This information has been used to find out whether a person is getting work on all seven days.

For every individual average daily wage earnings have been computed and the employment has been considered decent if the average daily wage earning is more than the minimum DC rate for unskilled worker for the period under survey in their respective districts. The minimum DC wage rate (given in appendix B).

Decent working time in this paper is the number of hours actually worked. To find out hours actually worked, the number of hours worked for both the activities in seven days have been added and then divided by seven.

It has been assumed that if a worker gets work for more than or equal to four hours, then one is a decent worker.

The expression for decent work index used in this paper is:

$$DWI = LW + ET + NW + JC + SSB + RJS + AWE + HAW$$

Where,

LW->location of workplace

ET -> enterprise type

NW -> number of workers in the enterprise

JC -> type of job contract

SSB->social security benefits

RJS-> regularity of job status

AWE->average wage earning

HAW-> hours actually worked

Since for every condition of decent work fulfilled, a score of one has been assigned therefore, the DWI can vary between 0 - 8.

We have used three tools for analysis in this paper: DWI, DWGI, DWEGI.

The tool of analysis used in this DWGI has been computed by using DWI. The Decent Work Gap Index has also been used using the formula = (8 – DWI)/8

$$DWGI = \frac{1}{n} \sum_{i=1}^n (L - DWI/L)$$

DWGI - represents decent work gap index,

L -maximum limit or decent work line,

DWI- aggregate decent work indicators value,

i - individual persons,

n -total number of persons.

j - the districts.

Decent Work Earning Gap (DWE) has also been used, here which is the total sum of the differences between DC wage rate and actually received daily income by workers for a district.

DIVISION OF DISTRICTS

For the sake of comparison among districts, all the districts have been classified into three categories namely, good decent work providing (GD) districts, moderate decent work providers (MD) and low in decent work provision (LD) categories on the basis of values of index. This categorization is made by assuming that the data follows a normal distribution with mean (μ) and standard deviation σ . The groups are categorized by using the following cut-off points.

Best Decent (BD) $\geq \mu + 0.5 \sigma$

Moderate Decent Work (MD) $\mu - 0.5 \sigma \leq$ and $< \mu + 0.5 \sigma$

Least Decent Work (LD) $LD \leq \mu - 0.5 \sigma$

Using this methodology results have been presented.

RESULTS AND INTERPRETATION

In the PLFS data for first visit at person level, there are 2882 records of Haryana persons aged between 12 to 82 years of which 2801 persons are between 15-60 years in the labour force. The Table 1 shows the districts in descending order of DWI with their rank and status. The districts Faridabad, Gurugram, Yamunanagar, Jhajjar and Kaithal have been termed as Good Decent work providers (GD). While the districts namely, Panchkula, Panipat, Ambala, Hisar, Kurukshetra, Karnal, Jind, Sonipat, Rewari and Sirsa are moderate in decent work provision (MD) and remaining six districts are termed as low decent work providers. Mewat stands at the last position in decent work provision. The DWI for whole ranges between 3.320-5.257 with a mean value of 4.313 and very low standard deviation 0.494 indicating that the provision of decent work in Haryana is low with little inter-regional variation.

TABLE 1: DISTRICT WISE DECENT WORK INDEX IN HARYANA (2019-2020)

Districts	DWI	Rank	Status
Faridabad	5.257	1	GD
Gurugram	5.088	2	GD
Yamunanagar	5.027	3	GD
Jhajjar	4.658	4	GD
Kaithal	4.652	5	GD
Panchkula	4.519	6	MD
Panipat	4.502	7	MD
Ambala	4.466	8	MD
Hisar	4.465	9	MD
Kurukshetra	4.455	10	MD
Karnal	4.384	11	MD
Jind	4.345	12	MD
Sonipat	4.245	13	MD
Rewari	4.231	14	MD
Sirsa	4.072	15	MD
Fatehabad	3.938	16	LD
Mahendragarh	3.772	17	LD
Rohtak	3.770	18	LD
Bhiwani	3.746	19	LD
Palwal	3.678	20	LD
Mewat	3.320	21	LD
Mean	4.313		
St. Deviation	0.494		

Source: Developed by researcher using PLFS data.

Note: Where $BD \geq 4.56$, $4.066 \leq MD < 4.56$, $LD \leq 4.066$

The low decent work index can be explained in terms of the chosen variables of the index. It is found that 12.81 per cent labour are not working at good workplaces. About 70.45 per cent employed persons are working in organizations having less than 10 workers considered as unorganized sector, whereas about 9.44 per cent employed persons are in such enterprises which are informal as well as unorganized. The very bad thing is that 85.57 percent workers do not have any signed contract with their employers. Only 52.93 per cent workers have been able to any type of social security benefits. It is also reported that only 48.96 per cent workers got the regular work at the time of survey in primary and secondary activities. The worst thing is that only 27.48 per cent workers have been found getting wages above the DC rate as declared in the districts which can't be termed 'remunerative'. At the time of survey 6.76 percent workers got work between 0-4 hours and about 22.07 percent workers had been working for more than 8 hours a day. Too less or too much work in a day is also a spoiler of the decent work. To develop a targeted policy approach, it is important to understand each type of decent work gap based upon the indicators. However, in this paper we present only the total decent work gap and decent work earning gaps of all the districts based upon the sample.

TABLE 2: TOTAL DECENT WORK GAP INDEX AND DECENT WORK EARNING GAP IN HARYANA DISTRICTS (2019-20)

Districts Name	Decent Work Gap Index	Decent Work Earning Gap
Bhiwani	0.5316	265.7
Panipat	0.4372	255.2
Rewari	0.4710	235.8
Sonipat	0.4693	220.3
Mahendragarh	0.5283	217.4
Rohtak	0.5286	215.7
Karnal	0.4520	213.5
Kurukshetra	0.4430	207.7
Jind	0.4568	203.8
Sirsa	0.4909	200.7
Panchkula	0.4350	195.6
Ambala	0.4416	185.5
Fatehabad	0.5076	158.5
Yamunanagar	0.3715	150.2
Mewat	0.5849	149.5
Hisar	0.4418	124.6
Jhajjar	0.4177	115.7
Kaithal	0.4184	112.3
Palwal	0.5401	103.1
Faridabad	0.3428	80.7
Gurugram	0.3639	75.1
Haryana	0.4458	175.38

Source: Computed by researchers based upon PLFS Data (2019-20)

The Decent Work Gap Index (DWGI) can vary between 0-1. Thus, a DWGI of 0.4458 for Haryana means there is a need to improve the working environment, terms of contract, social security benefits, regularity of jobs, working hours and remuneration by 44.58 percent. The Decent Work Earning Gap (DWE) for each district is requirement of increasing the earnings in rupees per labour force participant per day. It can be computed that for whole of Haryana with DWE of Rs. 175.38, a minimum Rs. 229 crores per day increase in wage bills is required to bridge the gap.

IMPLICATIONS

The provision of decent work depends upon designing and implementation of job contracts (with job profiles) between employers & employees. Since, the job requirements, work environment, market conditions and resulting cost implications of wages & social security benefits vary largely over the industrial sectors and occupations in organized and unorganized sectors; therefore, targeted policy need to be designed for each strata of the labour. The questions also arise – who should bear the costs of providing social security benefits and wage gaps emerging due to market situations. More studies are required to study the impact of providing decent work on the family labour supply decisions.

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APPENDIX A

The list of variables on which PLFS data has been collected are: File identification, schedule, quarter, visit, sector, state code, district code, nss-region, stratum, sub-stratum, sub-sample, food sub-region, fsu, Sample sg no., second stage stratum no., sample household number, person serial no., relationship to head, sex, age, marital status, general education level, technical education level, no. of years in formal education, status of current attendance in educational institution, whether received any technical training, whether training completed during last 365 days, field of training, duration of training, type of training, source of funding the training, status code, industry code, occupation code, whether engaged in any work in subsidiary capacity, (principal) location of workplace code, (principal) enterprise type code, (principal) no. of workers in the enterprise, (principal) type of job contract, (principal) eligible of paid leave, (principal) social security benefits, status code, industry code, occupation code, (subsidiary) location of workplace code, (subsidiary) enterprise type code, (subsidiary) no. of workers in the enterprise, (subsidiary) type of job contract, (subsidiary) eligible of paid leave, (subsidiary) social security benefits, status code for activity 1 and activity 2 separately on seven days of the week, hours actually worked for activity 1 and 2 on all seven days of the week, wage earning for activity 1 and 2 for all seven days of the week, hours actually worked for activity 1 & 2 on, hours available for additional worked, current weekly status, industry code, occupation code, earnings for regular wage activity, earnings for regular wage activity, ns count for sector x stratum x substratum x sub-sample, ns count for sector x stratum x substratum, sub-sample wise multiplier, occurrence of state x sector x stratum x substratum in 4 quarters.

APPENDIX B

The DC wage rate for unskilled worker used as minimum wages rate for decent work in each district for the period July 2019 to June 2020 in rupees is given below: Panchkula = 528, Ambala = 530, Yamunanagar = 500, Kurukshetra = 537, Kaithal = 489, Karnal = 560, Panipat = 562, Sonipat = 525, Jind = 532, Fatehabad = 460, Sirsa = 500, Hisar = 476, Bhiwani = 520, Rohtak = 532, Jhajjar = 473, Mahendragarh = 550, Rewari = 570, Gurugram = 524, Nuh / Mewat = 565, Faridabad = 550, Palwal = 520.

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