

Status Of Decent Work In The Urban Informal Sector Of Punjab

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ABSTRACT

Without rural-urban migration of labour, no country can reach the heights of development. However, with urbanization comes the informalization of the labour force as the formal sector fails to give employment to all the labour coming to urban areas in search of employment. The informal sector is crippled with so many problems like low job security, low employment security, low-income security, low representation security, and low basic security. So, in the present scenario, it becomes very difficult to achieve the objective of "Decent Work for all" as suggested by the International Labour Organization for almost all the nations and India is no exception. Rather, India is a country where about 90% of the workers are employed in the informal sector which makes the situation even worse. Still, the Indian government has managed to take some steps toward improving the country's decent work status. This paper attempts to measure the decent work status of labour employed in the urban informal sector in Ludhiana and thus contribute to the existing measures which have been devised till now for the same.

Key Words : Decent work, Informal sector, Urbanisation, Income, employment, Labour.

JEL Classification: J8, J80, J81.

1 Introduction

The term "informal sector" was coined by Keith Hart in 1971 during a presentation on urban employment in Ghana (Naik, 2009; Jolly, 2006). This concept gained prominence after the International Labour Organisation's (ILO) 1972 employment mission to Kenya, leading to the development of a conceptual framework for collecting statistics on the informal sector whose report was presented at the 15th International Conference of labour Statisticians (ILO, 2004). The United Nations Statistical Commission endorsed this framework, incorporating it into the System of National Accounts in 1993 (UN, 1993).

The rural-urban wage gap plays a significant role in large-scale migration to urban areas, supported by economic models like Harris-Todaro's and Lewis's migration models. As people migrate in search of higher wages and better opportunities, the informal sector absorbs a substantial portion of the migrating population due to limitations in the formal sector. Factors such as better employment opportunities, education, and quality of life contribute to the rising informalization of the workforce in developing countries. NSSO identifies unorganized enterprises in manufacturing as those not covered by ASI, and in services as all except government and corporate-run entities (Ministry of labour report, 2013-14).

In India, the informal sector plays a crucial role, employing a significant portion of the workforce and contributing substantially to the GDP. However, despite its importance, this sector often lacks adequate government policies. The National Commission for Enterprises in the Unorganized Sector (NCEUS) categorizes employment in India, providing insights for targeted policies. The NCEUS defines the unorganized sector as unincorporated private enterprises with less than ten workers, excluding regular workers with social security in households or the unorganized sector. The informal economy encompasses the informal sector and its workers, including those in the formal sector without employment and social security benefits (Ministry of

labour report, 2013-14). As of 2017-18, 90% of India's workforce was engaged in the informal sector (Economic Survey, 2019-20).

To understand the growing informalization of the labor force in India, two viewpoints are considered. The first suggests that liberalization measures in 1991 led to "jobless growth," where capital-intensive production in the organized sector replaced labor, forcing many into the informal sector (Singh, 2017). The second viewpoint argues that rigid labor protection laws have made the formal labor market less attractive, leading to an informalization trend (Bhattacharjee and Chaudhuri 1994). Both these reasons have led to increased informalization of labour in India to some extent or the other. Labor protection laws in India, such as the Industrial Dispute Act of 1947 and the Trade Union Act of 1926, aim to safeguard workers but may contribute to informality. Employers, reluctant to navigate complex regulations, may prefer informal labor arrangements. States amending labor laws in favor of employers have experienced faster growth (Aghion et al. 2008; Besley and Burgess 2004; Hasan et al. 2007).

While the informal sector provides a safety net for those excluded from the formal sector, it faces numerous challenges, including a lack of skilled labor, stringent labor laws, limited access to capital, inadequate infrastructure, and exploitation of labor. Informal workers often experience low wages, poor working conditions, minimal job security, and limited social security benefits. Despite these challenges, the informal sector remains a critical component of the economy, offering livelihoods to vulnerable populations. According to a Ministry of Statistics and Programme Implementation study conducted in 2019–20, 69.5% of India's non-agricultural workforce works for informal businesses, highlighting the importance of this industry and the difficulties faced by its workforce (Ministry of Statistics and Programme Implementation, 2019-20).. India has joined the ILO's Decent employment Country Programs (DWCPs) to address these problems, with an emphasis on encouraging decent employment, particularly in the unorganized sector (International Labour Organisation, 2018).. The Indian government highlights the importance of reliable data and is committed to improving the nature of work in the future. Consequently, there is a need for more funding to be allocated to the collection of thorough statistics on the unorganized sector, including employee and business numbers. A thorough grasp of the scope of the problem is necessary for developing effective policies to promote decent employment, which calls for the collecting of micro-level data on employees, informal businesses, and the difficulties they face (Anker et. al, 2002).

In conclusion, the informal sector's growth in India is influenced by both economic liberalization measures and labor protection laws. While serving as a safety net for those excluded from the formal sector, the informal sector faces challenges that need to be addressed to improve the standards of decent work for its labor force. The complex dynamics between formal and informal sectors require nuanced policy considerations for sustainable economic development.

2 Objectives of the paper

The purpose of this essay is to evaluate quality of work of employees of the urban informal sector of Punjab. To achieve this objective, the authors will create a Decent Work Index (DWI) based on an index of seven work-related security. Stated differently, the study would use a DWI and an index of seven work-based values to assess the dignity of employment for workers in Punjab's informal sector. Policymakers will use the study's findings as a roadmap to determine which occupational sectors and worker categories should get the most priority.

3 Review of Literature

Studies on the informal sector show that the number of casual workers is increasing and that informal sector workers have poor working conditions and low social security.

Regular workers' percentage of the entire workforce fell, according to a research by Pais (2002), from 44.93% in 1983 to 44.66% in 1987–1988 and then to 42.83% in 1993–1994 (Pais, 2002). According to the 2012 NSSO survey report number 539, the informal sector employed roughly 71% of all workers in the non-agricultural and AGEHC sectors (Ministry of Statistics and Programme Implementation, 2012). According to an ILO research from 2002, between 45% and 85% of people working in non-agricultural jobs in metropolitan areas did so in the informal sector (ILO, 2022a). In 2000, this percentage varied between 40 and 60% in Asia. Strict legal procedures, capital-intensive jobless growth in economies, structural transformation towards capitalism, the inability to afford unemployment due to high levels of poverty, and the issue of surplus labor were identified by the report as the main causes of the growing trend of informalization. An further ILO study addressed the issues facing businesses and labor organizations that lacked legal status and were thus particularly susceptible (ILO, 2002b). The research attributed the growing informalization problem to a lack of employment possibilities in the official sector. According to Bandopadhyay's research, different forms of subsidies given to unofficial laborers have a favorable effect on employment and income levels in cities (Bandopadhyay, 2010). A study analysing the different approaches used to measure the informal sector concluded that the approach of using a questionnaire containing a detailed set of questions is more accurate in capturing the profits of informal enterprises than the approach of using a questionnaire containing single-shot direct questions although the latter approach saves time and resources (Joshi et.al, 2011).

The Policy Integration Department of the International Labour Organization (2002) developed eleven statistical indicators to measure decent work. These indicators revolve around the six defined dimensions of decent work: employment opportunities, unacceptable work, adequate earnings and productive work, decent hours, stability and security of work, combining work and family life, fair treatment in employment, safe work environment, social protection, social dialogue and workplace relations, and economic and social context of decent work (Anker et al., 2002). The ILO has also conducted a People's Security Survey (PSS) to undertake a micro-based study of the decent work status of the informal sector. The PSS methodology can be used for more studies to be conducted in different regions of the world (Anker, 2002). The ILO indicators for measuring decent work have been very helpful in measuring the status of decent work in different sectors of different countries of the world.

4 Database and Research Methodology

4.1 Design of Survey

This study aims to analyze the decent work status of the urban informal sector of Punjab at the micro level. To do this, a primary survey was conducted in urban areas of two cities of Punjab i.e. Ludhiana and Amritsar, which have the highest urban population among all the districts of Punjab according to the 2011 census.

The seven work-based securities including labour market security, employment security, income security, job security, work security, skill reproduction security and representation security, defined in the PSS (People Security Survey), the ILO's InFocus Programme on Socio-Economic Security, were used to measure the decent work status in the urban informal sector of Punjab.

Due to the lack of micro-level secondary data on the informal sector, a complete population enumeration of the survey area was not possible. Therefore, a sample of 520 workers i.e. 260 workers from both the districts was selected using a purposive sampling technique, with 65 workers each from the four occupational groups of manufacturing, construction, trade activities, and hotels and restaurants.

Data on the decent work status of workers in this sector was collected using personal interviews based on a well-structured questionnaire that included questions about the seven securities listed above and their characteristics. Statistical analysis was performed to understand the survey findings. Finally, an attempt was made to construct a Decent Work Index (DWI) using these indicators.

4.2 Demographics of the sample

In the selected sample, most workers are male (61.92%) and Hindu (70.77%). The majority of the workers are also between the ages of 31 and 40 (35.96%). About 41.54% of the workers are illiterate and only 7.50% have received an education up to higher secondary. The majority of the workers are regular/salaried workers (45.77%), followed by casual workers (29.81%). Over 60% of the workers do not own any agricultural land. Table no.1 shows that the majority of casual workers are illiterate, which is the highest percentage among all categories.

Table 1: Level of education among workers

Educational Qualification	Regular/salaried	Contractual	Casual	Piece Rate
Illiterate	32.30	49.24	58.07	32.82
Upto Class5	28.10	10.91	22.60	37.79
Upto Class10	22.75	36.52	14.84	23.53
Higher Secondary	13.49	0.00	1.91	5.84
Diploma	1.68	0.00	0.62	0
Graduation and above	1.68	3.33	1.97	0

Source: Calculated by author.

4.3 Constructing the Decent Work Index (DWI) and Scoring

To calculate the Decent Work Index (DWI), each indicator of the seven decent work dimensions is scored. For indicators with two categories, the scores are 0 and 1, where 0 represents the worst performer and 1 represents the best performer. For indicators with three categories, such as potential underemployment, irregularity of work, and level of saving, the scores are 0.33, 0.66, and 1, which are obtained by dividing the scores of 1, 2, and 3 by 3. For indicators with five categories, such as annual income, past job experience, and sufficiency of income, the scores are 0.2, 0.4, 0.6, 0.8, and 1, which are obtained by dividing the scores of 1, 2, 3, 4, and 5 by 5. Seven sub-indices of work-based securities are then constructed by taking the average of the scores of their indicators. Finally, the DWI is constructed by taking the average of these sub-indices.

In simpler terms, the DWI is calculated by giving each indicator of decent work a score based on its performance. The scores are then averaged to create a sub-index for each of the seven decent work dimensions. Finally, the DWI is calculated by averaging the sub-indices.

The DWI is a useful tool for measuring the quality of work in a given country or region. It can be used to track progress over time and to identify areas where improvement is needed.

5 Overview of the Status of Decent Work Dimensions and their Indicators

The ILO has recognized the importance of micro-level analysis in measuring the status of decent work in a particular sector. To address this, the ILO has developed people security surveys based on one basic and seven work-based securities (Anker, 2002). The indicators used to measure these seven dimensions of decent work can be adapted to account for regional, work-based, and gender-based differences. Table 2 in the paper shows the indicators used to measure various dimensions of security based on the ILO's PSS and the work done by Kantor, Unni, and Rani, with a special focus on the requirements of the informal sector (Anker, 2002 and Kantor et. al, 2006).

Table 2: Decent work Dimensions and their indicators based upon ILO's PSS (People Security Survey)

Decent Work Dimension	Indicators Used
1. Labour Market Security	Potential underemployment (Level 1 and Level 2), Difficulty in Finding a new job, Unemployment faced in last year, Benefit from any Unemployment related scheme
2. Employment Security	Fear of losing work, Irregularity of work (Level 1 and Level 2), Written contract, Job satisfaction, Willingness to continue the job
3. Income Security	Annual Income, Timely wages, Income Sufficiency, Level of saving, paid leave, medical leave and maternity leave
4. Job security	Entry in current job, Difficulty in learning skills by others, Perception of their skill level, Present job help in getting new one, Past experience in work life
5. Work security	Availability of basic amenities, Involvement in dangerous work and availability of protective gear (Group 1 and Group2), Job affecting health, Work-life balance, getting injured and compensated
6. Skill Reproduction Security	Training Received, Access to training at the workplace, need to get formal training, Benefit received from NULM scheme, Perception about the adequacy of their skills
7. Representation security	Presence of Trade Unions at workplace, Membership of trade Union, Perception about the usefulness of union

Source: Calculated by Authors.

5.1 Labour Market Security

Labor market security refers to having a reliable source of income from productive work (Anker, 2002). This includes wage employment, self-employment, and home-based economic activity. This paper measured labour market security by looking at how many people are underemployed, have difficulty finding a new job, have been unemployed in the past year, or have received unemployment benefits.

5.1.1 Potential underemployment: "Potential underemployment" refers to a situation where an individual is willing to work more hours than they are currently working. This indicator is based on two factors: whether the individual is working more than 8 hours a day and whether they are willing to work more hours than they are currently working. Accordingly, there are two levels of potential underemployment. Level 1 is when an individual is working more than 8 hours a day but is not willing to work more hours. Level 2 is when an individual is working more than 8 hours a day and is willing to work more hours. Since this indicator has three categories, the scores are given as the average out of three. A score of 1 is given to those with no potential underemployment, a score of 0.66 is given to employees who face potential underemployment of level 2, and a score of 0.33 is given to employees who face potential underemployment of level 1.

From the given survey findings, it can be noted that the average daily working hours for the informal sector workers of Punjab are 9.98 hours. 91.15% of the sample workers from Punjab are potentially underemployed according to the above definition, out of which 40.58 face Level 1 underemployment and 50.58% face Level 2. 95.44% of the piece rate workers reported that they are potentially underemployed which is the highest among all the categories.

The average daily working hours for all respondents from Ludhiana are 10.1 hours. 90% of the sample workers are potentially underemployed: 42.31% are Level 1 and 47.69% are Level 2.

For the second district Amritsar, the average daily working hours are 9.86 hours. The study reveals that 92.31% of the sampled workers from this city face potential underemployment, with 38.85% at Level 1 and 53.46% at Level 2.

5.1.2 Difficulty in Finding a new job: One way to measure labour market security is to look at how difficult it is for workers to find new jobs if they lose their current ones. This survey found that 75.57% of workers in the sample said it would be difficult to find a new job if they lost their current one. The survey also found that casual workers were most likely to find it difficult to find a new job if they lost their current one.

The reports from the survey done in the informal sector of workers in Ludhiana highlight that 76.15% of the people responded that they would face difficulty in finding a new job.

For the second district Amritsar, a significant finding indicates that 75% of the surveyed workers anticipate difficulties in finding a new job if they were to lose their current one. Furthermore, casual workers exhibit a higher likelihood of facing challenges in finding new employment, with 82.19 % expressing concerns.

5.1.3 Unemployment faced in last year: One way to measure labour market security is to look at the unemployment rate. A high unemployment rate means that it is more difficult for workers to find new jobs if they lose their current ones. A recent survey found that 51.73% of workers in the sample had faced unemployment in the last year. This means that labour market security is a significant concern for many workers. The survey was conducted from May 2022 to October 2022, and the reference year was taken one year before COVID-19 to make the analysis free from the impact of COVID-19.

For the same year, 53.46% of workers from Ludhiana reported that they faced unemployment during the last one year taken for reference.

For the second district Amritsar, the survey reports a substantial 50% of workers experiencing unemployment in the last year, emphasizing the pronounced concern regarding labour market security.

5.1.4 Benefit from any Unemployment-related scheme: Unemployment benefits provide a financial safety net for workers who have lost their jobs, allowing them to meet their basic needs while they search for new employment. So, it is a significant indicator of Labour Market Security. This paper found that 87.69% of the sample workers in Punjab have not received any government unemployment benefits. This means that only 12.30% of workers have had access to this important form of labour market security.

Out of two districts selected from Punjab, for the first district Ludhiana, 86.15% of workers employed in the informal sector reported that they have not received any benefit from employment-related scheme.

Alarming, 89.23% of surveyed workers in Amritsar disclose not receiving any government unemployment benefits, underscoring the limited access to this vital form of security.

Tables 6, 7, and 8 display the current state of the labour market security index, indicating that 36.44% of workers in Ludhiana, 35.39% of workers in Amritsar, and 35.91% of workers throughout Punjab have poor levels of labour market security.

Table 3: Overview of Labour Market Security Indicators in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average Working Hours	9.84	10.06	10.08	11.52	10.1
% of people Potentially Underemployed (Level 1)	32.23	39.39	55.56	52	42.31
% of people Potentially Underemployed (Level 2)	57.02	42.42	37.04	44	47.69
% of people with no Potential Underemployment	10.74	18.18	7.41	4	10.00
% of people who find it difficult to search new job	74.38	66.67	83.95	72	76.15
% of people who do not find it difficult to search new job	25.62	33.33	16.05	28	23.85
% of people reporting Unemployment (last one year)	49.59	57.58	59.26	48	53.46
% of people not reporting unemployment (last one year)	50.41	42.42	40.74	52	46.54
% of people who have not received any benefit from Unemployment related scheme	88.43	81.82	85.19	84	86.15
% of people who have received some benefit from Unemployment related scheme	11.57	18.18	14.81	16	13.85

Source: Calculated by Authors.

Table 4: Overview of Labour Market Security Indicators in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average Working Hours	9.68	10.33	9.74	10.3	9.86
% of people Potentially Underemployed (Level 1)	32.48	38.71	46.58	43.59	38.85
% of people Potentially Underemployed (Level 2)	61.54	54.84	41.10	51.28	53.46
% of people with no Potential Underemployment	5.98	6.45	12.33	5.13	7.69
% of people who find it difficult to search new job	71.79	80.65	82.19	66.67	75.00

% of people who do not find it difficult to search new job	28.21	19.35	17.81	33.33	25.00
% of people reporting Unemployment (last one year)	37.61	61.29	56.16	66.67	50.00
% of people not reporting unemployment (last one year)	62.39	38.71	43.84	33.33	50.00
% of people who have not received any benefit from Unemployment related scheme	94.87	77.42	83.56	92.31	89.23
% of people who have received some benefit from Unemployment related scheme	5.13	22.58	16.44	7.69	10.77

Source: Calculated by Authors.

Table 5: Overview of Labour Market Security Indicators in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average Working Hours	9.76	10.195	9.91	10.91	9.98
% of people Potentially Underemployed (Level 1)	32.36	39.05	51.07	47.79	40.577
% of people Potentially Underemployed (Level 2)	57.57	48.63	39.07	47.64	50.577
% of people with no Potential Underemployment	10.07	12.32	9.87	4.56	8.846
% of people who find it difficult to search new job	73.09	73.66	83.07	69.33	75.577
% of people who do not find it difficult to search new job	26.91	26.34	16.93	30.67	24.423
% of people reporting Unemployment (last one year)	43.60	59.43	57.71	57.33	51.731
% of people not reporting unemployment (last one year)	56.40	40.57	42.29	42.67	48.269
% of people who have not received any benefit from Unemployment related scheme	91.65	79.62	84.37	88.15	87.692
% of people who have received some benefit from Unemployment related scheme	8.35	20.38	15.63	11.85	12.308

Source: Calculated by Authors.

Table 6: Status of labour Market Security Index in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.38	0.39	0.34	0.35	0.35
Maxima	0.71	0.85	0.77	0.57	0.73
Minima	0.21	0.12	0.12	0.16	0.14
Low Level of Security (less than 0.33)	25.65	28.38	44.05	39.88	36.44
Medium Level of Security (0.33-0.66)	70.60	64.47	51.10	60.12	58.29
High Level of Security (greater than 0.66)	3.75	7.14	4.85	0.00	5.27

Source: Calculated by Authors.

Table 7: Status of labour Market Security Index in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.39	0.35	0.35	0.34	0.36
Maxima	0.77	0.80	0.75	0.48	0.80
Minima	0.13	0.14	0.12	0.18	0.12
Low Level of Security (less than 0.33)	28.85	61.19	35.03	33.28	35.39
Medium Level of Security (0.33-0.66)	68.82	21.90	62.03	66.72	60.93
High Level of Security (greater than 0.66)	2.33	16.90	2.94	0.00	3.69

Source: Calculated by Authors.

Table 8: Status of labour Market Security Index in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.38	0.39	0.34	0.35	0.35
Maxima	0.71	0.85	0.77	0.57	0.73
Minima	0.21	0.12	0.12	0.16	0.14
Low Level of Security (less than 0.33)	25.65	28.38	44.05	39.88	36.44
Medium Level of Security (0.33-0.66)	70.60	64.47	51.10	60.12	58.29
High Level of Security (greater than 0.66)	3.75	7.14	4.85	0.00	5.27

Source: Calculated by Authors.

5.2 Employment Security: Employment security is how safe you feel about keeping your job. It can be measured by how often you have work to do, whether you have a written contract, how happy you are with your job, and how likely you are to stay. These things can help us understand how secure workers feel about their jobs.

5.2.1 Having fear of losing work: If you are afraid of losing your job, then your employment security is at risk. This means that your employer could fire you at any time, without warning. 86.15% of people in a recent survey said they are afraid of losing their jobs. Contractual workers are the most likely group to be afraid of losing their jobs, with 87.59% of them saying they are worried. But at the same time, casual workers are also at almost the same level. In the survey, 0 means "afraid of losing the current job" and 1 means "not afraid of losing the current job."

For the first district Ludhiana, an alarmingly high 85.77% of the informal sector of Ludhiana have fear about losing their current job.

A staggering 86.54% of respondents from Amritsar express fear of job loss, with contractual workers notably vulnerable, as 90.32% of them report job insecurity.

5.2.2 Irregularity of work: This indicator measures how many months a worker finds employment in a year. Workers who are unable to find work for the full year are considered to be facing irregular work. In this paper, irregular work is measured at two levels: Level 1: Workers who find work for less than 7 months in a year; and Level 2: Workers who find work for 9-11 months in a year. The best-case scenario is when a worker finds work for the full 12 months. 60.19 % of respondents reported that they were unable to find work for the whole year. Of these, 20.96% faced Level 1 irregular work and 39.23% faced Level 2 irregular work. This indicator is scored out of 3, with 1 being the best case and 0.33 being the worst case.

The findings of the primary survey conducted in the informal sector of Ludhiana shows that about 63.85% of the respondents have to face the problem of irregular work.

The survey reveals that 56.54% of respondents from Amritsar face some form of irregular work, with 21.15% experiencing Level 1 irregularity (less than 7 months of work) and 35.38% facing Level 2 irregularity (9-11 months of work).

5.2.3 Having a Written contract: A written job contract gives workers security about their employment. Measuring the percentage of workers who have a written job contract is a good way to assess employment security. In a recent survey, 97.50% of workers said they did not have a written job contract with their employer. This indicates that employment security is very low for workers. This indicator is scored as binary, with 0 being the worst case (no written job contract) and 1 being the best case (written job contract).

The survey highlights that 95.77% of the informal sector employees of Ludhiana responded that there is no provision of written contract in their jobs.

For the second district Amritsar, a staggering 99.23% of workers report the absence of a written job contract, indicating a severe lack of employment security.

5.2.4 Job satisfaction: Job satisfaction is a very important indicator of employment security because it measures how happy an employee is with their job. Employees who are happy at their jobs are more likely to be productive and engaged, and they are less likely to leave their jobs. In a recent survey, 66.15 % of the sample workers from Punjab reported that their job satisfaction level was less than average. This means that the majority of workers are not happy with their jobs. This is a serious concern, as job dissatisfaction can lead to a number of negative consequences, such as decreased productivity, increased absenteeism, and turnover. The survey used a 5-point scale to measure job satisfaction, with 1 being the lowest (very poor) and 5 being the highest (very good). The average job satisfaction score was 0.6, which is below average.

For the informal sector of Ludhiana, only 15.38% of the workers rated their job satisfaction as above average. For the second district Amritsar, a crucial determinant of employment security, is alarmingly low, with 62.69% of workers reporting job dissatisfaction. The average job satisfaction score of 0.6 is below average, highlighting the potential negative consequences such as reduced productivity and increased turnover.

5.2.5 Willingness to continue the job: A worker's willingness to continue in their job is a good indicator of whether they feel secure in their employment and are satisfied with their job. If a worker is happy with their job, they are more likely to want to stay in it and not look for a new one. In this survey, about 59.23 % of workers said they wanted to continue in their current jobs. This means that a large fraction of workers are looking for a new job, which suggests that employment security is a major concern for many people. This indicator is scored from 0 to 1, with 0 being given to workers who do not want to continue their current job and 1 being given to workers who want to stay in their current job. The average employment security index for all informal workers is only 0.39, which shows that employment security is very low for this group of workers.

For the informal sectors in Ludhiana, about 39.62% of workers were willing to continue their current jobs. Unfortunately, about 41.92% of the workers in Amritsar express a desire not to continue in their current roles, indicating significant concerns about employment security. The average employment security index for all informal workers is a mere 0.39, emphasizing the low level of security for this demographic.

The status of the employment security index is shown in Tables No. 12,13 and 14 where 40% of workers in Ludhiana, 33.6% of the workers from Amritsar and 36.84% of the workers in Punjab have a low level of employment security.

Table 9: Overview of Employment Security Indicators in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
% of workers who fear losing their current work	86.78	84.85	86.42	80	85.77
% of workers who don't fear losing their current work	13.22	15.15	13.58	20	14.23
% of workers who face irregularity of work (Level1)	13.22	30.30	29.63	16	20.77
% of workers who face irregularity of work (Level2)	35.54	54.55	48.15	48	43.08
% of workers who don't face irregularity of work	51.24	15.15	22.22	36	36.15
% of workers with no written contract	92.56	96.97	98.77	100	95.77
% of workers with written contract	7.44	3.03	1.23	0	4.23
% of workers reporting job satisfaction as very poor	5.79	33.33	14.81	12	12.69
% of workers reporting job satisfaction as poor	61.98	33.33	60.49	52	56.92
% of workers reporting job satisfaction as average	13.22	18.18	13.58	24	15.00
% of workers reporting job satisfaction as good	16.53	15.15	9.88	12	13.85
% of workers reporting job satisfaction as excellent	2.48	0.00	1.23	0	1.54
% of workers willing to continue the job	29.75	39.39	55.56	36	39.62
% of workers willing to continue the job	70.25	60.61	44.44	64	60.38

Source: Calculated by authors.

Table 10: Overview of Employment Security Indicators in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
% of workers who fear losing their current work	83.76	90.32	87.67	89.74	86.54
% of workers who don't fear losing their current work	16.24	9.68	12.33	10.26	13.46
% of workers who face irregularity of work (Level1)	7.69	38.71	24.66	41.03	21.15
% of workers who face irregularity of work (Level2)	27.35	45.16	52.05	20.51	35.38
% of workers who don't face irregularity of work	64.96	16.13	23.29	38.46	43.46
% of workers with no written contract	98.29	100.00	100.00	100.00	99.23
% of workers with written contract	1.71	0.00	0.00	0.00	0.77
% of workers reporting job satisfaction as very poor	15.38	12.90	30.14	0.00	16.92
% of workers reporting job satisfaction as poor	50.43	48.39	39.73	41.03	45.77

% of workers reporting job satisfaction as average	17.95	19.35	20.55	53.85	24.23
% of workers reporting job satisfaction as good	11.11	19.35	9.59	5.13	10.77
% of workers reporting job satisfaction as excellent	5.13	0.00	0.00	0.00	2.31
% of workers willing to continue the job	29.06	16.13	53.42	79.49	41.92
% of workers willing to continue the job	70.94	83.87	46.58	20.51	58.08

Source: Calculated by authors.

Table 11: Overview of Employment Security Indicators in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
% of workers who fear loosing their current work	85.27	87.59	87.05	84.87	86.154
% of workers who don't fear loosing their current work	14.73	12.41	12.95	15.13	13.846
% of workers who face irregularity of work (Level1)	10.46	34.51	27.14	28.51	20.962
% of workers who face irregularity of work (Level2)	31.44	49.85	50.10	34.26	39.231
% of workers who don't face irregularity of work	58.10	15.64	22.75	37.23	39.808
% of workers with no written contract	95.43	98.48	99.38	100.00	97.500
% of workers with written contract	4.57	1.52	0.62	0.00	2.500
% of workers reporting job satisfaction as very poor	10.58	23.12	22.48	6.00	14.808
% of workers reporting job satisfaction as poor	56.21	40.86	50.11	46.51	51.346
% of workers reporting job satisfaction as average	15.59	18.77	17.06	38.92	19.615
% of workers reporting job satisfaction as good	13.82	17.25	9.73	8.56	12.308
% of workers reporting job satisfaction as excellent	3.80	0.00	0.62	0.00	1.923
% of workers willing to continue the job	29.41	27.76	54.49	57.74	40.769
% of workers willing to continue the job	70.59	72.24	45.51	42.26	59.231

Source: Calculated by authors.

Table 12: Status of Employment Security Index in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.45	0.36	0.34	0.38	0.36
Maxima	0.88	0.71	0.63	0.69	0.70
Minima	0.14	0.13	0.12	0.14	0.13
Low Level of Security (less than 0.33)	25.33	31.02	47.44	36.90	40.03
Medium Level of Security (0.33-0.66)	59.75	66.35	52.56	48.21	51.96
High Level of Security (greater than 0.66)	14.92	2.63	0.00	14.88	8.01

Source: Calculated by Authors.

Table 13: Status of Employment Security Index in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.4	0.4	0.3	0.3	0.4
Maxima	0.9	0.6	0.7	0.4	0.9
Minima	0.1	0.1	0.1	0.2	0.1
Low Level of Security (less than 0.33)	23.3	17.1	51.0	35.1	33.6
Medium Level of Security (0.33-0.66)	71.4	72.9	44.8	64.9	61.9
High Level of Security (greater than 0.66)	5.2	10.0	4.2	0.0	4.5

Source: Calculated by Authors.

Table 14: Status of Employment Security Index in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.44	0.38	0.33	0.36	0.37
Maxima	0.88	0.67	0.69	0.56	0.79
Minima	0.14	0.13	0.12	0.18	0.13
Low Level of Security (less than 0.33)	24.33	24.08	49.21	35.98	36.84
Medium Level of Security (0.33-0.66)	65.60	69.61	48.68	56.57	56.92
High Level of Security (greater than 0.66)	10.07	6.32	2.11	7.44	6.25

Source: Calculated by Authors.

5.3 Income Security: Income security refers to having enough money to meet your basic needs, such as food, shelter, and clothing. It also includes having enough money to save for the future and to cover unexpected expenses. annual income earned, timely wages, level of income sufficiency, level of savings and paid casual, medical and maternity leaves are some indicators which are used in this paper to measure income security among workers.

5.3.1 Annual Income: Annual income is an important indicator of income security. In this study, annual income is calculated by multiplying the monthly wages of regular salaried and contractual workers by the number of months they worked in the year, and by multiplying the daily wages of casual and piece rate workers by the number of days they worked in the year. Annual income is then divided into five groups: Group I: Less than 50,000; Group II: 50,000-100,000; Group III: 100,000-150,000; Group IV: 150,000-200,000 and Group V: More than 200,000. Each group is given a score from 0.2 to 1, with 1 being the best case and 0.2 being the worst case. In the present survey, more than half of the workers surveyed in Punjab i.e. 54.80% lie in the two lower-income groups (Group I and Group II).

From the findings of the survey conducted in the informal sector of Ludhiana, it can be figured out that only 5% of the respondent's earn incomes that falls into the two higher income groups(Group IV and Group V) Shockingly, 48.08% of the population surveyed in Amritsar falls into the two lower-income groups (Group I and Group II), underlining significant income insecurity.

5.3.2 Timely wages: Getting paid on time is essential for workers to meet their basic needs. In this study, 28.65% of workers reported that they face delayed payment of wages. This problem of delayed wages is worst in the case of regular/salaried workers. This indicator is scored in binary, with 0 indicating delayed payment of wages and 1 indicating timely payment of wages.

In the first district Ludhiana, around 30.38% workers complained about delay in the payment of their salaries. However, 26.92% of workers in Second district, Amritsar, report facing delayed payment of wages, with regular/salaried workers being disproportionately affected.

5.3.3 Income sufficiency: A person's income sufficiency is a key indicator of their income security. Income sufficiency refers to whether a person's income is enough to meet their basic needs. In this study, 62.30 % of the informal sector workers of Punjab reported that their income was not sufficient for their survival. Casual workers were more likely to report that their income was not sufficient for their needs than their counterparts. This indicator is scored on a 5-point scale, with 0.2 indicating the lowest level of income sufficiency and 1 indicating the highest level of income sufficiency. The average score for income sufficiency in this study was 0.47, which is not a very satisfactory performance.

About 63.85% of the informal sector of Ludhiana reported that they have insufficient level of income.

A majority (60.77%) of workers from the informal sector of Amritsar report insufficient income for their survival, with casual workers being more likely to perceive their income as inadequate, showing the same trend as Punjab. The average income sufficiency score of 0.47 indicates a suboptimal performance in ensuring workers' financial well-being.

5.3.4 Level of saving: Savings are an indicator of whether a person's income is greater than their expenses. If a person earns more money than they spend, they will be able to save money. However, if a person spends more money than they earn, they will not be able to save money and may even go into debt. From the workers in the informal sector of Punjab, 55.38% of them reported that they do not save any money at all. This means that their income is not enough to cover their expenses, and they are at risk of financial hardship in the event of an emergency. Casual workers are the worst affected group, with 70.39% of them reporting that they do not save any money. This indicator is scored out of 3, with 1 being the best case (saving a lot of money) and 0 being the worst case (not saving any money). The average score for this indicator in this study was 0.46, which is below average.

Only 13.08% of the sample workers reported that they earn enough income so that they can save some amount of their incomes.

Savings, indicative of financial stability, are distressingly low among the informal sector workers of Amritsar, with 56.15% of workers reporting no savings. The category wise trend is same in this city as of Punjab.

5.3.5 Paid leave, medical leave and maternity leave: Paid leave is an indicator of income security because it allows workers to take leave from work without having to lose their wages. This is important because it allows workers to care for themselves and their loved ones without facing financial hardship. In this study, only 2.50% of workers reported that they get any paid leave, and 97.73% of workers reported that their salary gets cut if they take a leave for any reason. Only 3.6% of the female workers reported that they got maternity leave from work. These results suggest that paid leave is a major concern for many workers. This is a serious issue, as lack of paid leave can make it difficult for workers to cope with unexpected life events and adversely impact the work-life balance.

99.62% workers in the informal sector workers surveyed in Ludhiana shared their serious concern about not getting paid for any leaves that they take.

Only 2.31% of workers surveyed in Amritsar reported receiving medical leave, and a staggering 97.69% report a salary cut if they take any leave. The absence of maternity leave for female workers further compounds the challenges, highlighting a significant gap in income security.

The status of the Income Security Index is shown in Tables 18,19 and 20 which shows that the average value of this sub-index in Ludhiana is 0.39, in Amritsar its value is 0.42 and throughout Punjab, its value is 0.41 which highlights the fact that these workers are not very financially sound.

Table 15: Overview of Income Security Indicators in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Annual income (Group I)	10.74	3.03	16.05	8	11.15
(Group II)	50.41	45.45	58.02	32	50.38
(Group III)	35.54	45.45	23.46	40	33.46
(Group IV)	3.31	6.06	2.47	16	4.62
(Group V)	0.00	0.00	0.00	4	0.38
% of people not getting wages on time	30.58	30.30	25.93	44	30.38
% of people getting wages on time	69.42	69.70	74.07	56	69.62
% of workers reporting income sufficiency as very poor	6.61	6.06	22.22	0	10.77
% of workers reporting income sufficiency as poor	54.55	54.55	50.62	52	53.08
% of workers reporting income sufficiency as average	32.23	36.36	24.69	44	31.54
% of workers reporting income sufficiency as good	5.79	3.03	2.47	4	4.23
% of workers reporting income sufficiency as excellent	0.83	0.00	0.00	0	0.38
% of workers who save regularly	13.22	24.24	6.17	20	13.08
% of workers who save sometimes	35.54	33.33	28.40	28	32.31
% of workers who don't save at all	51.24	42.42	65.43	52	54.62
% of workers who don't get any paid leave	100.00	100.00	98.77	100	99.62
% of workers who get paid leave	0.00	0.00	1.23	0	0.38
% of workers who don't get any medical leave	97.52	100.00	98.77	100	98.46
% of workers who get any medical leave	2.48	0.00	1.23	0	1.54
% of workers who don't get any maternity leave	25.62	39.39	49.38	16	92.63
% of workers who get any maternity leave	3.31	3.03	2.47	0	7.37

Source: Calculate by Authors.

Table 16: Overview of Income Security Indicators in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Annual income (Group I)	10.26	6.45	13.70	7.69	10.38
(Group II)	34.19	29.03	56.16	20.51	37.69
(Group III)	48.72	58.06	13.70	53.85	40.77
(Group IV)	5.98	6.45	9.59	15.38	8.46
(Group V)	0.85	0.00	6.85	2.56	2.69
% of people not getting wages on time	35.04	25.81	20.55	15.38	26.92
% of people getting wages on time	64.96	74.19	79.45	84.62	73.08

% of workers reporting income sufficiency as very poor	5.98	25.81	20.55	23.08	15.00
% of workers reporting income sufficiency as poor	52.14	32.26	60.27	10.26	45.77
% of workers reporting income sufficiency as average	29.91	41.94	16.44	33.33	28.08
% of workers reporting income sufficiency as good	11.97	0.00	0.00	33.33	10.38
% of workers reporting income sufficiency as excellent	0.00	0.00	2.74	0.00	0.77
% of workers who save regularly	11.11	25.81	5.48	7.69	10.77
% of workers who save sometimes	37.61	51.61	19.18	30.77	33.08
% of workers who don't save at all	51.28	22.58	75.34	61.54	56.15
% of workers who don't get any paid leave	89.74	100.00	100.00	100.00	95.38
% of workers who get paid leave	10.26	0.00	0.00	0.00	4.62
% of workers who don't get any medical leave	94.87	100.00	100.00	100.00	97.69
% of workers who get any medical leave	5.13	0.00	0.00	0.00	2.31
% of workers who don't get any maternity leave	36.75	32.26	53.42	28.21	39.62
% of workers who get any maternity leave	0	0	0	0	0

Source: Calculate by Authors.

Table 17: Overview of Income Security Indicators in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Annual income (Group I)	10.50	4.74	14.87	7.85	10.769
(Group II)	42.30	37.24	57.09	26.26	44.038
(Group III)	42.13	51.76	18.58	46.92	37.115
(Group IV)	4.64	6.26	6.03	15.69	6.538
(Group V)	0.43	0.00	3.42	3.28	1.538
% of people not getting wages on time	32.81	28.05	23.24	29.69	28.654
% of people getting wages on time	67.19	71.95	76.76	70.31	71.346
% of workers reporting income sufficiency as very poor	6.30	15.93	21.39	11.54	12.885
% of workers reporting income sufficiency as poor	53.34	43.40	55.45	31.13	49.423
% of workers reporting income sufficiency as average	31.07	39.15	20.56	38.67	29.808
% of workers reporting income sufficiency as good	8.88	1.52	1.23	18.67	7.308
% of workers reporting income sufficiency as excellent	0.41	0.00	1.37	0.00	0.577
% of workers who save regularly	12.17	25.02	5.83	13.85	11.923
% of workers who save sometimes	36.57	42.47	23.79	29.38	32.692
% of workers who don't save at all	51.26	32.50	70.39	56.77	55.385
% of workers who don't get any paid leave	94.87	100.00	99.38	100.00	97.500
% of workers who get paid leave	5.13	0.00	0.62	0.00	2.500
% of workers who don't get any medical leave	96.20	100.00	99.38	100.00	98.077
% of workers who get any medical leave	3.80	0.00	0.62	0.00	1.923
% of workers who don't get any maternity leave	31.19	35.83	51.40	22.10	66.123
% of workers who get any maternity leave	1.65	1.52	1.23	0.00	3.684

Source: Calculate by Authors.

Table 18: Status of Income Security Index in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.4	0.4	0.4	0.4	0.4
Maxima	0.7	0.6	0.7	0.5	0.6
Minima	0.2	0.2	0.2	0.3	0.3
Low Level of Security (less than 0.33)	19.8	17.7	27.9	7.1	25.4
Medium Level of Security(0.33-0.66)	79.6	82.3	70.8	92.9	74.2
High Level of Security(greater than 0.66)	0.6	0.0	1.3	0.0	0.4

Source: Calculated by Authors.

Table 19: Status of Income Security Index in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.43	0.44	0.39	0.41	0.42
Maxima	0.82	0.56	0.54	0.54	0.82
Minima	0.25	0.30	0.20	0.30	0.19
Low Level of Security (less than 0.33)	19.06	22.38	31.00	19.97	22.71
Medium Level of Security(0.33-0.66)	77.26	77.62	69.00	80.03	75.68
High Level of Security(greater than 0.66)	3.68	0.00	0.00	0.00	1.61

Source: Calculated by Authors.

Table 20: Status of Income Security Index in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.42	0.44	0.39	0.41	0.41
Maxima	0.78	0.58	0.62	0.52	0.70
Minima	0.24	0.27	0.22	0.30	0.22
Low Level of Security (less than 0.33)	19.42	20.03	29.46	13.56	24.06
Medium Level of Security(0.33-0.66)	78.45	79.97	69.90	86.44	74.95
High Level of Security(greater than 0.66)	2.13	0.00	0.64	0.00	1.00

Source: Calculated by Authors.

5.4 Job security: Job security refers to having a stable job that provides opportunities for advancement. It is important for workers to feel secure in their jobs so that they can focus on their work and plan for the future. The micro-level indicators like entry in current job, skills learnt by others, perception of their skill level, present work help in getting a new job and perception of past experience in work-life etc. are used to measure job security in this study.

5.4.1 Entry in current job: This micro-level indicator measures the way workers got their current job, which can be an indicator of job security. Workers who got their job through someone's help are more likely to have job security than those who got their job because it was available or because they were interested in the work. This indicator is categorized into three groups: Group 1: Workers who got their job through someone's help; Group 2: Workers who got their job because it was available and Group 3: Workers who got their job because they were interested in the work. Only 9.42% of workers in this study reported that they got their job because they were interested in the work, and this percentage is even lower for piece rate workers (4%). This suggests that there is a lack of jobs available that women are interested in. The highest share of male contractual workers and female contractual and casual workers got their jobs because it was available. This indicator is scored on a scale of 0.33 to 1, with 0.33 being the worst case and 1 being the best case.

Only 10.38% of the sample workers from Ludhiana have entered in their current job due to their interest and for the second district Amritsar, the data reveals that only 8.46 % of workers got their jobs due to personal interests, indicating a potential scarcity of jobs aligned with women's interests.

5.4.2 Difficulty in learning skills by others: Workers with skills that are difficult for others to learn are more likely to have job security, as employers will have a hard time replacing them. In this study, 78.85% of workers said that their skills can be easily learned by others, which puts their job security at risk. Contractual workers are in the worst position, with 89.10% of them saying that they do not have any skills that cannot be easily learned by others, so their jobs are not very secure. This indicator is scored as 0 or 1, with 0 indicating that a worker's skills can be easily learned by others and 1 indicating that a worker's skills cannot be easily learned by others.

A concerning 81.15% of workers from Amritsar and 76.54% of workers from Ludhiana feel their skills can be easily acquired by others, jeopardizing their job security. Notably, 94.87% of piece-rate workers express vulnerability, highlighting the need for skill diversification.

5.4.3 Perception of their skill level: A worker's perception of their skill level is a good indicator of their job security. Workers who feel that they have mastered their skills are more likely to have job security than workers who do not feel confident in their skills. In this study, only 4.81% of workers reported that they are masters in their skills. Piece rate workers have the highest share in the category of workers who perceive themselves as unskilled. This means that they are most likely to feel insecure about the continuation of their jobs. This indicator is scored on a scale of 0.33 to 1, with 0.33 being the worst case (perceiving themselves as unskilled) and 1 being the best case (perceiving themselves as highly skilled).

For the first district Ludhiana, a mere 5.38% of workers and for the second district Amritsar only 4.23% of workers consider themselves masters in their skills, raising concerns about confidence levels. Piece-rate workers stand out as the group most likely to perceive themselves as unskilled.

5.4.4 Present job help in getting new one: If one is currently involved in such a work which will ensure his getting a new and better job, then he feels secure about his occupational niche and thus it is a significant

indicator of job security. 52.69% of the total workers reported that they find their present job will help them in fetching a new job while the rest others think that they are currently working at such a job that will not help them in getting a new one if they somehow lose their current job. 64.29% of the casual workers, which is the highest among all category workers, reported that they don't think that their present job will help them get a new and better job. This indicator is also scored as 0 and 1 where 1 depicts the case of the present job helping in getting a new job.

For the first district Ludhiana, 60% of the workers expressed that their current job is helping them to gain some skills which can help them in getting new jobs.

While 45.38% of workers surveyed in Amritsar and feel their present job enhances their prospects, a staggering 76.92% of piece-rate workers lack this confidence.

5.4.5 Past experience in work life: People's perceptions of their past work experiences affect how secure they feel about their current and future work lives. 58.08% of workers from Punjab rate their past work experiences as below average, which suggests that they are sceptical about their current jobs continuing to go smoothly. This is a 5-point scale, so the scores are averaged out of 5.

With 56.92 % of the workers surveyed in Amritsar and 59.23% of workers surveyed from Ludhiana rating their past experiences as below average, concerns about job continuity arise.

The %status of the job security index can be seen in Table No.10 which presents the average value of the job security index of these informal workers as 0.36 which is categorized as low level of security.

Tables 24, 25, and 26 display the current state of the labour market security index, indicating that 46.17% of workers in Ludhiana, 27.26% of workers in Amritsar, and 36.72% of workers throughout Punjab have low levels of job market security.

Table 21: Overview of Job Security Indicators in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Entry in current job (Through someone's help)	50.41	24.24	34.57	68	43.85
entry in current job (work was available)	36.36	69.70	56.79	24	45.77
entry in current job (Through own interest)	13.22	6.06	8.64	8	10.38
% of workers reporting that their skills can be easily learnt by others	67.77	87.88	85.19	76	76.54
% of workers reporting that their skills cannot be easily learnt by others	32.23	12.12	14.81	24	23.46
Perception of themselves as unskilled	61.98	51.52	65.43	48	60.38
Perception of themselves as semi-skilled	31.40	42.42	30.86	48	34.23
Perception of themselves as highly skilled	6.61	6.06	3.70	4	5.38
Present job help in getting new one	58.68	54.55	64.20	60	60.00
Present job will not help in getting new one	41.32	45.45	35.80	40	40.00
Past experience in job as very poor	4.96	24.24	14.81	8	10.77
Past experience in job as poor	48.76	51.52	49.38	40	48.46
Past experience in job as average	32.23	15.15	25.93	24	27.31
Past experience in job as Good	9.09	6.06	8.64	12	8.85
Past experience in job as Excellent	4.96	3.03	1.23	16	4.62

Source: Calculated by Authors.

Table 22: Overview of Job Security Indicators in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Entry in current job (Through someone's help)	65.81	35.48	30.14	71.79	53.08
Entry in current job (work was available)	27.35	48.39	57.53	28.21	38.46
Entry in current job (Through own interest)	6.84	16.13	12.33	0.00	8.46
% of workers reporting that their skills can be easily learnt by others	78.63	90.32	73.97	94.87	81.15
% of workers reporting that their skills cannot be easily learnt by others	21.37	9.68	26.03	5.13	18.85
Perception of themselves as unskilled	66.67	41.94	65.75	84.62	66.15
Perception of themselves as semi-skilled	29.06	51.61	28.77	15.38	29.62
Perception of themselves as highly skilled	4.27	6.45	5.48	0.00	4.23
Present job help in getting new one	42.74	38.71	64.38	23.08	45.38

Present job will not help in getting new one	57.26	61.29	35.62	76.92	54.62
Past experience in job as very poor	3.42	16.13	17.81	7.69	9.62
Past experience in job as poor	40.17	58.06	47.95	58.97	47.31
Past experience in job as average	42.74	3.23	19.18	25.64	28.85
Past experience in job as Good	11.97	22.58	6.85	7.69	11.15
Past experience in job as Excellent	1.71	0.00	8.22	0.00	3.08

Source: Calculated by Authors.

Table 23: Overview of Job Security Indicators in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Entry in current job (Through someone's help)	58.11	29.86	32.35	69.90	48.46
Entry in current job (work was available)	31.86	59.04	57.16	26.10	42.12
Entry in current job (Through own interest)	10.03	11.09	10.49	4.00	9.42
% of workers reporting that their skills can be easily learnt by others	73.20	89.10	79.58	85.44	78.85
% of workers reporting that their skills cannot be easily learnt by others	26.80	10.90	20.42	14.56	21.15
Perception of themselves as unskilled	64.33	46.73	65.59	66.31	63.27
Perception of themselves as semi-skilled	30.23	47.02	29.82	31.69	31.92
Perception of themselves as highly skilled	5.44	6.26	4.59	2.00	4.81
Present job help in getting new one	50.71	46.63	64.29	41.54	52.69
Present job will not help in getting new one	49.29	53.37	35.71	58.46	47.31
Past experience in job as very poor	4.19	20.19	16.31	7.85	10.19
Past experience in job as poor	44.47	54.79	48.66	49.49	47.88
Past experience in job as average	37.48	9.19	22.55	24.82	28.08
Past experience in job as Good	10.53	14.32	7.75	9.85	10.00
Past experience in job as Excellent	3.33	1.52	4.73	8.00	3.85

Source: Calculated by Authors.

Table 24: Status of Job Security Index in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.37	0.35	0.31	0.42	0.36
Maxima	0.86	0.63	0.69	0.84	0.76
Minima	0.12	0.17	0.14	0.14	0.14
Low Level of Security (less than 0.33)	32.84	53.95	51.28	36.90	46.17
Medium Level of Security (0.33-0.66)	57.64	38.91	46.25	38.69	45.91
High Level of Security (greater than 0.66)	9.52	7.14	2.47	24.40	7.91

Source: Calculated by Authors.

Table 25: Status of Job Security Index in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.44	0.44	0.42	0.41	0.43
Maxima	0.68	0.74	0.65	0.50	0.76
Minima	0.21	0.26	0.24	0.24	0.21
Low Level of Security (less than 0.33)	27.31	29.76	30.24	13.47	27.26
Medium Level of Security (0.33-0.66)	67.28	60.48	68.48	86.53	68.59
High Level of Security (greater than 0.66)	5.41	9.76	1.28	0.00	4.16

Source: Calculated by Authors.

Table 26: Status of Job Security Index in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.40	0.39	0.37	0.42	0.39
Maxima	0.77	0.68	0.67	0.67	0.76
Minima	0.17	0.22	0.19	0.19	0.18
Low Level of Security (less than 0.33)	30.08	41.85	40.76	25.19	36.72
Medium Level of Security (0.33-0.66)	62.46	49.69	57.36	62.61	57.25
High Level of Security (greater than 0.66)	7.46	8.45	1.88	12.20	6.04

Source: Calculated by Authors.

5.5 Work security: This refers to having a safe and healthy workplace, free from all types of physical and mental hazards, such as injuries, occupational diseases, and stress. Availability of basic amenities which include potable water, toilet facilities, hygiene of toilets, separate toilets for women, involvement in dangerous work and availability of protective gear, jobs affecting health, work-life balance, getting injured and compensated etc. are some of the micro-level indicators used in this paper to measure this aspect of decent work.

5.5.1 Availability of basic amenities: Basic amenities at the workplace like clean drinking water, hygienic toilets, separate toilets for women etc. are essential for a decent working environment. This survey found that 49.23% of informal workers from Punjab do not have access to potable water at work. About half of informal workers also do not have access to toilets at work, and those who do often find the toilets to be unhygienic. Only 13.07% of the informal workplaces have separate toilets for women. These findings are concerning, as basic amenities such as clean drinking water and toilets are essential for workers' health and well-being. Workers who do not have access to these amenities are more likely to suffer from dehydration, illness, and other health problems. They are also more likely to experience stress and discomfort, which can impact their productivity and job satisfaction. The survey authors conclude by emphasizing the importance of ensuring that all workers have access to basic amenities at the workplace. They argue that this is essential for creating a decent working environment and protecting the health and well-being of workers.

53.08% of the informal sector workers from Ludhiana report that they do not have access to potable water and 52.31% of them report about absence of toilet facility.

Shockingly, 45.38% of the workers from the informal sector of Amritsar lack access to potable water, and only 12.69 % have separate toilets for women.

5.5.2 Involvement in dangerous work and availability of protective gear: Another problem with working in the informal sector is that workers often have to work in dangerous conditions, sometimes without protective gear. To measure this, workers in the survey were categorized into three groups based on whether or not they had to work in dangerous conditions and whether or not they were provided with protective gear. Group 1: Workers who do not have to work in dangerous conditions; Group 2: Workers who have to work in dangerous conditions but are provided with protective gear and Group 3: Workers who have to work in dangerous conditions without protective gear. Overall, 44.61 % of the workers reported having to work in dangerous conditions. Of those workers, only 10.19% of them were provided with protective gear. Contractual workers had the highest share among those who had to work in dangerous conditions without protective gear. This indicator is scored on a scale of 0 to 1, with 1 being the best score. Workers in Group 1 are given a score of 1, workers in Group 2 are given a score of 0.66, and workers in Group 3 are given a score of 0.33.

Approximately 48.46 % of the workers surveyed from the informal sector of Amritsar and 40.77% of workers from Ludhiana work in dangerous conditions, with only 10.77% and 9.62% provided protective gear respectively.

5.5.3 Job affecting health: Informal sector workers, who often work in unsafe and unhealthy conditions for long periods of time, are at increased risk of developing a variety of health problems, including growth retardation, vision loss, and mental stress. The field survey found that 65.76% of informal workers reported experiencing some kind of health problem due to their work, with casual workers being the most affected group. This indicator is scored in binary form, with a value of 1 indicating that the worker reported a health problem and a value of 0 indicating that they did not.

For the first district surveyed Ludhiana, 66.92% and for the second district Amritsar, a substantial 64.62% of workers report health issues due to work, highlighting the occupational health challenges in the informal sector.

5.5.4 Work-life balance: For work to be considered decent, it should allow for a balance between working hours and leisure time. Two indicators of work-life balance are whether an employee gets a lunch break and whether they have to work night shifts. In a sample of workers, 39.80% of the workers from Punjab reported not getting a lunch break and about 55% reported working night shifts sometimes. Both of these indicators are scored in binary form, with 0 indicating that the employee does not have a lunch break or does not work night shifts, and 1 indicating that they do.

About half of the workers surveyed from Ludhiana reported that they do not have a lunch break and 33.08% of them expressed their concerns about requirement to work at night.

Nearly 28.46% of the informal workers from Amritsar reported that they lack lunch breaks, and 76.92% of workers reported that they occasionally work night shifts.

5.5.5 Getting injured and compensated: Informal workers often work in dangerous environments, which puts them at increased risk of injury. One indicator of work-based security is whether or not injured workers receive compensation from their employers. In a sample of informal workers from Punjab, 55% reported being injured on the job, and of those, 41.34% did not receive any compensation. This indicator is scored on a three-point scale, with 0.33 representing the worst case (injured and no compensation), 0.66 representing the middle

case (injured and received some compensation), and 1 representing the best case (injured and received full compensation).

Nearly 55% of the sample workers from Ludhiana reported that they got injured during their working hours and out of those only 16.54% got compensated.

Of the informal sector workers surveyed from the second district Amritsar, of those injured, 44.23% receive no compensation.

The work security index status is presented in Tables Nos. 30, 31, and 32, where low work security is indicated by 27.38% of workers in Ludhiana, 36.10% of workers in Amritsar, and 31.74% of workers in Punjab.

Table 27: Overview of Work Security Indicators in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Non-availability of potable water	34.71	60.61	79.01	48	53.08
Availability of potable water	65.29	39.39	20.99	52	46.92
Non-availability of toilet facility	47.93	66.67	59.26	32	52.31
Availability of toilet facility	52.07	33.33	40.74	68	47.69
Rating hygiene of toilets as very Poor	13.22	15.15	24.69	4	16.15
Rating hygiene of toilets as Poor	51.24	63.64	46.91	56	51.92
Rating hygiene of toilets as Average	19.01	9.09	16.05	16	16.54
Rating hygiene of toilets as Good	12.40	3.03	8.64	20	10.77
Rating hygiene of toilets as Excellent	4.13	9.09	3.70	4	4.62
Non-availability of separate toilets for women	85.95	81.82	92.59	76	86.54
Availability of separate toilets for women	14.05	18.18	7.41	24	13.46
Involved in dangerous work and non-availability of protective gear	21.49	48.48	41.98	20	31.15
Involved in dangerous work and availability of protective gear	4.96	15.15	9.88	24	9.62
Not involved in dangerous work	73.55	36.36	48.15	56	59.23
Job affecting health negatively	66.12	63.64	75.31	48	66.92
Job not affecting health negatively	33.88	36.36	24.69	52	33.08
Non-availability of lunch breaks	56.20	45.45	51.85	32	51.15
Availability of lunch breaks	43.80	54.55	48.15	68	48.85
Have to work at night	28.10	33.33	30.86	64	33.08
Don't have to work at night	71.90	66.67	69.14	36	66.92
Getting injured and not getting compensation	33.06	51.52	44.44	28	38.46
Getting injured and compensated	7.44	27.27	24.69	20	16.54
Not getting injured	59.50	21.21	30.86	52	45.00

Source: Calculated by Authors.

Table 28: Overview of Work Security Indicators in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Non-availability of potable water	28.21	67.74	83.56	7.69	45.38
Availability of potable water	71.79	32.26	16.44	92.31	54.62
Non-availability of toilet facility	41.03	51.61	67.12	43.59	50.00
Availability of toilet facility	58.97	48.39	32.88	56.41	50.00
Rating hygiene of toilets as very Poor	22.22	12.90	24.66	5.13	19.23
Rating hygiene of toilets as Poor	47.86	58.06	54.79	56.41	52.31
Rating hygiene of toilets as Average	17.95	6.45	12.33	15.38	14.62
Rating hygiene of toilets as Good	8.55	22.58	5.48	15.38	10.38
Rating hygiene of toilets as Excellent	3.42	0.00	2.74	7.69	3.46
Non-availability of separate toilet for women	91.45	93.55	84.93	74.36	87.31
Availability of separate toilet for women	8.55	6.45	15.07	25.64	12.69
Involved in dangerous work and non-availability of protective gear	27.35	54.84	42.47	46.15	37.69
Involved in dangerous work and availability of protective gear	5.98	16.13	16.44	10.26	10.77
Not involved in dangerous work	66.67	29.03	41.10	43.59	51.54
job affecting health negatively	70.94	54.84	73.97	35.90	64.62
job not affecting health negatively	29.06	45.16	26.03	64.10	35.38
Non-availability of lunch breaks	22.22	41.94	45.21	5.13	28.46
Availability of lunch breaks	77.78	58.06	54.79	94.87	71.54
Have to work at night	79.49	74.19	73.97	76.92	76.92
Don't have to work at night	20.51	25.81	26.03	23.08	23.08

Getting injured and not getting compensation	30.77	48.39	53.42	64.10	44.23
Getting injured and compensated	5.98	25.81	12.33	10.26	10.77
Not getting injured	63.25	25.81	34.25	25.64	45.00

Source: Calculated by Authors.

Table 29: Overview of Work Security Indicators in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Non-availability of potable water	31.46	64.17	81.29	27.85	49.231
Availability of potable water	68.54	35.83	18.71	72.15	50.769
Non-availability of toilet facility	44.48	59.14	63.19	37.79	51.154
Availability of toilet facility	55.52	40.86	36.81	62.21	48.846
Rating hygiene of toilets as very Poor	17.72	14.03	24.67	4.56	17.692
Rating hygiene of toilets as Poor	49.55	60.85	50.85	56.21	52.115
Rating hygiene of toilets as Average	18.48	7.77	14.19	15.69	15.577
Rating hygiene of toilets as Good	10.47	12.81	7.06	17.69	10.577
Rating hygiene of toilets as Excellent	3.78	4.55	3.22	5.85	4.038
Non-availability of separate toilet for women	88.70	87.68	88.76	75.18	86.923
Availability of separate toilet for women	11.30	12.32	11.24	24.82	13.077
Involved in dangerous work and non-availability of protective gear	24.42	51.66	42.22	33.08	34.423
Involved in dangerous work and availability of protective gear	5.47	15.64	13.16	17.13	10.192
Not involved in dangerous work	70.11	32.70	44.62	49.79	55.385
job affecting health negatively	68.53	59.24	74.64	41.95	65.769
job not affecting health negatively	31.47	40.76	25.36	58.05	34.231
Non-availability of lunch breaks	39.21	43.70	48.53	18.56	39.808
Availability of lunch breaks	60.79	56.30	51.47	81.44	60.192
Have to work at night	53.79	53.76	52.42	70.46	55.000
Don't have to work at night	46.21	46.24	47.58	29.54	45.000
getting injured and not getting compensation	31.91	49.95	48.93	46.05	41.346
getting injured and compensated	6.71	26.54	18.51	15.13	13.654
Not getting injured	61.38	23.51	32.56	38.82	45.000

Source: Calculated by Authors.

Table 30: Status of Work Security Index in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.455	0.42	0.375	0.435	0.405
Maxima	0.785	0.74	0.705	0.64	0.6625
Minima	0.175	0.205	0.13	0.225	0.175
Low Level of Security (less than 0.33)	16.98	35.34	35.62	17.26	27.38
Medium Level of Security(0.33-0.66)	76.10	59.40	56.68	63.69	66.76
High Level of Security(greater than 0.66)	6.93	5.26	7.69	19.05	5.86

Source: Calculated by Authors.

Table 31: Status of Work Security Index in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.4	0.4	0.3	0.4	0.4
Maxima	0.7	0.7	0.7	0.6	0.7
Minima	0.2	0.1	0.1	0.2	0.1
Low Level of Security (less than 0.33)	18.8	46.2	65.2	25.2	36.1
Medium Level of Security(0.33-0.66)	75.5	48.8	30.6	73.1	59.4
High Level of Security(greater than 0.66)	5.7	5.0	4.2	1.8	4.5

Source: Calculated by Authors.

Table 32: Status of Work Security Index in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.45	0.41	0.34	0.44	0.41
Maxima	0.74	0.71	0.70	0.64	0.68
Minima	0.17	0.17	0.13	0.20	0.15
Low Level of Security (less than 0.33)	17.87	40.76	50.39	21.21	31.74
Medium Level of Security(0.33-0.66)	75.82	54.10	43.65	68.37	63.09
High Level of Security(greater than 0.66)	6.32	5.13	5.96	10.42	5.17

Source: Calculated by Authors.

5.6 Skill reproduction Security: This refers to the availability of opportunities that allow people to develop skills that can lead to good incomes. If workers have access to training at their jobs, they can develop skills that can help them find better jobs. To measure this aspect of decent work, researchers used the following micro-level indicators: accessibility to training at the workplace, need for formal training, benefit from the NULM scheme, and perception of the adequacy of their skills.

5.6.1 Training Received: Workers who have received formal training are more likely to earn a decent income. In a survey of workers, 77.12% said they had not received training for their work, and the highest share of untrained workers was among female contractual and piece rate workers. This indicator is scored in binary, meaning that workers either have or do not have formal training.

A substantial 78.46% of workers from Ludhiana and 78.30% of the workers from Amritsar reported not receiving formal training, highlighting the gap in skill development.

5.6.2 Access to training at the workplace: Employers that provide training to their employees help them improve their skills and become more marketable in the long run. Therefore, access to training is a key indicator of skill reproduction security. In this survey of workers, 90.38% said they did not have access to training at their workplace, and casual workers were the most likely to be without training. This indicator is scored in binary, with 0 representing the worst case (no access to training) and 1 representing the best case (access to training).

A concerning 96.49% of the sample workers from Amritsar and 85% of the workers from Ludhiana lack access to workplace training.

5.6.3 Need to get formal training: Workers who feel they need formal training believe that it will help them get better-paying jobs. In this study, 41.92% of workers from Punjab felt they needed formal training, which suggests that they believe they lack skills that need to be improved. This is highest among contractual workers, at 59.34%. This indicator will be scored as 0 or 1, with 1 indicating that the worker does not need to learn any new skills.

A notable 53.85% of the workers from Ludhiana and 37.34% of the workers from Amritsar feel the need for formal training, indicating a perceived deficiency in skills.

5.6.4 Benefit received from NULM scheme: This indicator measures whether workers have benefited from the National Urban Livelihood Mission (NULM), a government program that provides skill training and loans to help people in urban areas become employable and earn a living. In this field survey, 88.08% of workers said they had never benefited from the NULM program. This indicator is scored as 0 or 1, with 1 indicating that the worker has benefited from the program.

A staggering 83.08 % of the workers of Ludhiana and 95.31% of the workers from the second district Amritsar report no benefit from the NULM scheme, highlighting underutilization.

5.6.5 Perception about the adequacy of their skills: Workers' perceptions of their own skills are also a strong indicator of their skill reproduction security. Workers who are confident in their skills and believe they are well-suited for their jobs are more likely to feel secure about their ability to continue working. In this survey of Punjab, 66.54% of workers said their skills were moderately adequate, 12.69% said they were highly adequate, and 20.77% said they were inadequate for their jobs. Casual workers were the most likely to say their skills were inadequate (37.63%). Because this indicator is based on a three-point scale, the scores are averaged out of 3.

With 19.23% of the workers from Ludhiana and 24.97% of those surveyed from Amritsar, considering their skills inadequate, the three-point scale underscores the imperative of boosting workers' confidence in their skills.

Tables 36, 37, and 38 display the current state of the skill reproduction security index, indicating that 30.92% of workers in Ludhiana, 41.07% of workers in Amritsar, and 36% of workers throughout Punjab have low levels of skill reproduction security.

Table 33: Overview of Skill Reproduction Security Indicators in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Have not received Training	85.95	63.64	79.01	60	78.46
Received Training	14.05	36.36	20.99	40	21.54
Don't have access to training at the workplace	85.95	84.85	85.19	80	85.00
Have access to training at the workplace	14.05	15.15	14.81	20	15.00
Feel the need to get formal training	40.50	60.61	54.32	28	46.15
Don't feel the need to get formal training	59.50	39.39	45.68	72	53.85
No benefit received from NULM Scheme	82.64	72.73	87.65	84	83.08
Benefits received from NULM Scheme	17.36	27.27	12.35	16	16.92
Perceive their skills as inadequate for the job	6.61	18.18	38.27	20	19.23
Perceive their skills as moderately adequate for the job	76.03	78.79	55.56	72	69.62
Perceive their skills as highly adequate for the job	17.36	3.03	6.17	8	11.15

Source: Calculated by Authors.

Table 34: Overview of Skill Reproduction Security Indicators in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Have not received Training	72.65	61.29	83.56	82.05	75.77
Received Training	27.35	38.71	16.44	17.95	24.23
Don't have access to training at workplace	94.02	93.55	100.00	94.87	95.77
Have access to training at workplace	5.98	6.45	0.00	5.13	4.23
Feel the need to get formal training	29.91	58.06	53.42	15.38	37.69
Don't feel the need to get formal training	70.09	41.94	46.58	84.62	62.31
No benefit received from NULM Scheme	89.74	100.00	94.52	94.87	93.08
Benefit received from NULM Scheme	10.26	0.00	5.48	5.13	6.92
Perceive their skills as inadequate for the job	13.68	25.81	36.99	17.95	22.31
Perceive their skills as moderately adequate for the job	63.25	64.52	57.53	74.36	63.46
Perceive their skills as highly adequate for the job	23.08	9.68	5.48	7.69	14.23

Source: Calculated by Authors.

Table 35: Overview of Skill Reproduction Security Indicators in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Have not received Training	79.30	62.46	81.29	71.03	77.12
Received Training	20.70	37.54	18.71	28.97	22.88
Don't have access to training at workplace	89.98	89.20	92.59	87.44	90.38
Have access to training at workplace	10.02	10.80	7.41	12.56	9.62
Feel the need to get formal training	35.21	59.34	53.87	21.69	41.92
Don't feel the need to get formal training	64.79	40.66	46.13	78.31	58.08
No benefit received from NULM Scheme	86.19	86.36	91.09	89.44	88.08
Benefit received from NULM Scheme	13.81	13.64	8.91	10.56	11.92
Perceive their skills as inadequate for the job	10.14	21.99	37.63	18.97	20.77
Perceive their skills as moderately adequate for the job	69.64	71.65	56.54	73.18	66.54
Perceive their skills as highly adequate for the job	20.22	6.35	5.83	7.85	12.69

Source: Calculated by Authors.

Table 36: Status of Skill Reproduction Security in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.46	0.445	0.41	0.445	0.42625
Maxima	0.77	0.595	0.625	0.675	0.65875
Minima	0.24	0.275	0.205	0.265	0.24125
Low Level of Security (less than 0.33)	25.86	24.81	33.06	27.38	30.92
Medium Level of Security(0.33-0.66)	64.04	75.19	66.94	57.74	64.09
High Level of Security(greater than 0.66)	10.10	0.00	0.00	14.88	4.99

Source: Calculated by Authors.

Table 37: Status of Skill Reproduction Security in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.39	0.30	0.27	0.35	0.33
Maxima	0.79	0.59	0.54	0.54	0.79
Minima	0.13	0.12	0.13	0.21	0.12
Low Level of Security (less than 0.33)	27.95	58.57	67.19	26.14	41.07
Medium Level of Security (0.33-0.66)	60.34	41.43	28.96	70.29	51.69
High Level of Security (greater than 0.66)	11.71	0.00	3.85	3.57	7.24

Source: Calculated by Authors.

Table 38: Status of Skill Reproduction Security in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.42	0.37	0.34	0.40	0.38
Maxima	0.78	0.59	0.58	0.61	0.72
Minima	0.19	0.20	0.17	0.24	0.18
Low Level of Security (less than 0.33)	26.91	41.69	50.13	26.76	36.00
Medium Level of Security (0.33-0.66)	62.19	58.31	47.95	64.02	57.89
High Level of Security (greater than 0.66)	10.90	0.00	1.92	9.23	6.11

Source: Calculated by Authors.

5.7 Representation security: Representation security is the ability of all stakeholders in the world of work (workers, employers, and government) to participate in social dialogue. This means that workers have a collective voice to raise their concerns and ensure that the relevant parties take action to solve them. Indicators used in this paper to measure the level of representation security include the presence of trade unions at the workplace, membership of trade unions and workers' perceptions of the usefulness of trade unions

5.7.1 Presence of Trade Unions at the Workplace: Trade unions are a significant indicator of workers' representation security, as they give workers a platform to raise their issues. However, the survey data shows that 78.26% of workers from Punjab do not have a trade union at their workplace. Only 20.49% of the regular/salaried workers have access to a trade union. The indicator for trade union presence is scored in binary, with 0 representing the worst case (no trade union) and 1 representing the best case (trade union present).

For the first district Ludhiana, about 74.23% of the workers lack access to trade unions at workplace.

For the second district, a concerning 82.69 % lack trade unions at their workplaces, limiting workers' platforms for raising concerns.

5.7.2 Membership of trade Union: Many workers are losing their rights at work because their unions are getting weaker. It's not clear if this is because more and more workers are informal workers, or if it's the other way around (Amin,2002/04). If any employee is a member of a trade union, he /she can raise his/her concerns and he feels very secure about his/her representation among the stakeholders but only 18.07% of workers in this study were members of a trade union. In this indicator, the scores are given as 0 and 1 where 1 depicts the case of employees who have membership of any trade union

For the district Ludhiana, with 26.15% of the workers and for the second district Amritsar, with only 10 % being union members, representation security faces challenges.

5.7.3 Perception about the usefulness of a union: Workers who believe that trade unions are useful are aware of their importance in workers' lives. In this study, workers were divided into three clusters: those who believe that trade unions are not useful at all, those who believe that trade unions are moderately useful, and those who believe that trade unions are very useful. The results showed that 13.07% of workers fall into Cluster 1, 66.92% fall into Cluster 2, and 20% fall into Cluster 3. Casual workers were most likely to believe that trade unions are not useful at all (18.78%). This indicator is three-point, with scores of 0.33, 0.66, and 1. A score of 1 represents the best-case scenario (workers believe that trade unions are very useful).

For the informal sector workers surveyed from both districts, worker perceptions of union usefulness vary, with about 20.38% of the workers from Ludhiana and 19.62 % of the workers from Amritsar finding them very useful.

The representation security index status is presented in Tables Nos. 42, 43, and 44, where low representation security is indicated by 52.09% of workers in Ludhiana, 73.23% of workers in Amritsar, and 62.66% of workers in Punjab.

Table 39: Overview of Representation Security Indicators in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
No Trade union at workplace	73.55	69.70	76.54	76	74.23
Trade union at workplace	26.45	30.30	23.46	24	25.77
No membership of Trade union	71.90	69.70	75.31	84	73.85
Membership of Trade union	28.10	30.30	24.69	16	26.15
Perceive Trade union as not useful at all	11.57	12.12	19.75	12	14.23
Perceive Trade union as moderately useful	65.29	66.67	64.20	68	65.38
Perceive Trade union as very useful	23.14	21.21	16.05	20	20.38

Source: Calculated by Authors.

Table 40: Overview of Representation Security Indicators in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
No Trade union at workplace	85.47	70.97	82.19	82.05	82.31
Trade union at workplace	14.53	29.03	17.81	17.95	17.69
No membership of Trade union	90.60	80.65	91.78	92.31	90.00
Membership of Trade union	9.40	19.35	8.22	7.69	10.00
Perceive Trade union as not useful at all	10.26	6.45	17.81	10.26	11.92
Perceive Trade union as moderately useful	76.07	70.97	56.16	66.67	68.46
Perceive Trade union as very useful	13.68	22.58	26.03	23.08	19.62

Source: Calculated by Authors.

Table 41: Overview of Representation Security Indicators in Punjab

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
No Trade union at workplace	79.51	70.33	79.37	79.03	78.269
Trade union at workplace	20.49	29.67	20.63	20.97	21.731
No membership of Trade union	81.25	75.17	83.54	88.15	81.923
Membership of Trade union	18.75	24.83	16.46	11.85	18.077
Perceive Trade union as not useful at all	10.91	9.29	18.78	11.13	13.077
Perceive Trade union as moderately useful	70.68	68.82	60.18	67.33	66.923
Perceive Trade union as very useful	18.41	21.90	21.04	21.54	20.000

Source: Calculated by Authors.

Table 42: Status of Representation Security Index in Ludhiana

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.41	0.42	0.37	0.34	0.37
Maxima	0.94	0.94	1.00	0.66	0.84
Minima	0.11	0.17	0.11	0.17	0.15
Low Level of Security (less than 0.33)	40.40	53.95	60.26	66.07	52.09
Medium Level of Security(0.33-0.66)	43.37	22.18	19.78	24.40	31.93
High Level of Security(greater than 0.66)	16.23	23.87	19.96	9.52	15.98

Source: Calculated by Authors.

Table 43: Status of Representation Security Index in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.30	0.40	0.27	0.29	0.31
Maxima	0.78	0.88	0.61	0.83	0.94
Minima	0.11	0.17	0.11	0.17	0.11
Low Level of Security (less than 0.33)	70.69	43.57	78.32	84.74	73.23
Medium Level of Security(0.33-0.66)	23.90	39.52	9.92	11.69	18.96
High Level of Security(greater than 0.66)	5.41	16.90	11.76	3.57	7.81

Source: Calculated by Authors.

Table 44: Status of Representation Security Index in Amritsar

Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.35	0.41	0.32	0.31	0.34
Maxima	0.86	0.91	0.80	0.74	0.89
Minima	0.11	0.17	0.11	0.17	0.13
Low Level of Security (less than 0.33)	55.55	48.76	69.29	75.41	62.66
Medium Level of Security (0.33-0.66)	33.64	30.85	14.85	18.05	25.45
High Level of Security (greater than 0.66)	10.82	20.39	15.86	6.55	11.90

Source: Calculated by Authors.

6 Status of Decent Work Index (DWI)

The Decent Work Index (DWI) is calculated by averaging seven sub-indices that measure different aspects of decent work, such as employment, rights, social protection, and dialogue. The DWI score for all urban informal workers is 0.39, which is considered a medium level of decent work. Table 47 shows that the category of casual workers has the lowest DWI score. As shown in Table nos. 45, 46 and 47 about 69.32% of the workers in Ludhiana, 66.49% of the workers in Amritsar and 67.91% of all workers throughout Punjab have a medium level of DWI. This is not a very positive sign, as there is still room for improvement. More efforts need to be made to ensure that all workers have decent work, regardless of their gender or employment type.

Table 45: Status of Decent Work Index in Ludhiana

Decent Work Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.42	0.4	0.36	0.395	0.395
Maxima	0.595	0.565	0.525	0.565	0.615
Minima	0.265	0.24	0.245	0.265	0.23
Low Level of Security (less than 0.33)	12.91	26.50	43.86	32.14	30.68
Medium Level of Security(0.33-0.66)	87.09	73.50	56.14	67.86	69.32
High Level of Security (greater than 0.66)	0.00	0.00	0.00	0.00	0.00

Source: Calculated by Authors.

Table 46: Status of Decent Work Index in Amritsar

Decent Work Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.43	0.39	0.34	0.37	0.38
Maxima	0.59	0.54	0.50	0.50	0.59
Minima	0.32	0.28	0.23	0.27	0.23
Low Level of Security (less than 0.33)	23.33	36.67	47.66	21.59	33.51
Medium Level of Security (0.33-0.66)	76.67	63.33	52.34	78.41	66.49
High Level of Security (greater than 0.66)	0.00	0.00	0.00	0.00	0.00

Source: Calculated by Authors.

Table 47: Status of Decent Work Index in Punjab

Decent Work Indices	Regular/salaried	Contractual	Casual	Piece Rate	Total
Average	0.43	0.40	0.35	0.38	0.39
Maxima	0.59	0.55	0.51	0.53	0.60
Minima	0.29	0.26	0.24	0.27	0.23
Low Level of Security (less than 0.33)	18.12	31.59	45.76	26.87	32.09
Medium Level of Security(0.33-0.66)	81.88	68.41	54.24	73.13	67.91
High Level of Security(greater than 0.66)	0.00	0.00	0.00	0.00	0.00

Source: Calculated by Authors.

7 Conclusion

According to this study, male regular/salaried workers in Amritsar are the closest to achieving decent work status. They are better off than other informal workers in terms of all seven forms of work-based security. However, they still face some problems, such as low income, lack of job satisfaction, and irregularity of work. Casual and contractual workers are the worst off in terms of all types of securities. They are most likely to be underemployed, get low wages, have irregular work hours, fear dismissal, and face occupational hazards. Female salaried workers are also not doing well, as they face low wages for the same work, underemployment, long working hours, and conflict between wage work and household work. Male and female piece-rate workers are better off than their casual counterparts, but they still face problems such as low income, lack of job satisfaction, irregularity of work, and long working hours.

The government can address some of the problems faced by informal workers by taking the following steps:

- Make workers aware of their rights to be members of trade unions.
- Ensure strict implementation of the minimum wage law.
- Collect official statistics on informal workers so that social security schemes can reach them.
- Initiate adequate skill development programs.
- Make it mandatory for employers to sign written contracts with contractual workers.
- Guide urban planning to make basic amenities like water and sanitation more accessible to informal workers.

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