A STUDY ON DETERMINANTS OF WAGES OF THE TEMPORARY WORKFORCE IN MAHARASHTRA

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ABSTRACT

In this paper, the researcher has discussed the determinants of temporary work and wages of temporary workforce in Maharashtra. Among all the states in India, Maharashtra has the highest number of temporary workforce. Therefore the researcher has decided to focus on the determinants of temporary work in Maharashtra. The finding is based on National Sample Survey Organisation (NSSO), 68th round data. The researcher has used the Logistic regression method by using STATA. All the variables which have been considered have been defined and interpreted as per NSSO. The researcher has used 'nature of employment i.e. Permanent or temporary" as dependent variables and there are multiple predictor variables, which are a mix of continuous and categorical variables. The dependent variable is binary in where zero has been assigned to "permanent employment" and one has been assigned to "temporary employment". All the independent variables which are categorical in nature and have two categories have been represented by single dummy variable.
Keywords: temporary employment, wages, workforce, labour market

INTRODUCTION

There has been a significant increase in young unemployment across the country, as well as limited occupational mobility, lower labor force participation rates, and a lack of adequate working conditions. It is now critical to evaluate the increase of productive labor market options for people. In this scenario, with a higher frequency of job hopping and job insecurity, both employees and employers are turning to 'third party' intermediaries to assist them negotiate labor market.

Globalization has caused numerous significant changes in the world, especially in the Indian labor market. Economic & social reforms implemented after 1991had an influence on labor market functioning. Many changes have occurred in Indian labor, such as changes in the form of employment, advancements in worker skills and education, shifts in skill demand, and so on. The NSSO (National Sample Survey Organisation) Round 68 data show a significant shift in labor force awayfrom agriculture and toward othersectors of economy. India is now experiencing a demographic dividend due to its large youth population. The overall population of India is 1,210,569,573, while estimated working age population (15-59) is 744,024,762, accounting for 61% of the total population.[1] The large young population available for employment in the Indian labor market makes the country affluent, and if used properly, may drive India to new heights of economic progress.

In this context, there is a large population in India working in unorganized sector under bad working conditions, dealing with issues of unemployment, disguised employment, & working in low-quality occupations. According to most recent NSSO 68th round statistics, India's unorganized sector is relatively vast, accounting for around 93% of the labor force. The majority of these people labor in an environment with no formal contractual link between employer and employee, no legal protection, no social security, and limited access to credit. The majority of workers in the unorganized sector make relatively little money. There is a lack of skills, training, education, and other factors that operate as substantial hurdles to successful work.

LITERATURE REVIEW

K. Meagher (2016) investigate the truth underneath the outbreak of informal economic optimism, as well as why African labor markets are presented in such glowing terms. Images of a "African Boom" have shown labor markets with high potential: a dropping dependence ratio, low unemployment, and a thriving middle class. This upbeat vision of African labor markets masks a less upbeat reality of catastrophic young unemployment and growing informality. How did the continent recognized for having the greatest percentage of informal labor in the world become a beacon of prosperity.[2]

The function of regional labor marketintermediaries (LMIs) inmatching supply (skills) & demand (job opportunities) in regional labor markets is investigated by Dobbins Tony and Alexandra Plows (2016). Some LMIs occur as a result of the failure of the HCT paradigm. Shaping the Future (StF), a Welsh LMI, is experimentally investigated using qualitative approaches. StF mostly accepted HCT principles, with some emerging demand-side emphasis. Despite their ability to assist employees in adjusting to labor market shocks, LMIsare ill-equipped to address structuraldemand-side problem of limited quality employment possibilities in deindustrialized regions that emphasize skill utilization. A broader'skill eco-system' approach, emphasizing the basic economy, is necessary.[3]

Jo Ingold and Danat Valizade (2017) study the influence of active labour market programmes (ALMPs) on employers' recruitment of disadvantaged groups using a unique comparative survey of enterprises in the UK and Denmark. The influence of ALMPs on employer recruitment was assessed in relation to organisational characteristics such as company size and selection criteria, using the Bonet et al. paradigm to envision agencies offering ALMPs as labour market intermediaries (LMIs). Despite the fact that ALMPs boosted employers' likelihood of employing long-term jobless in both countries and lone parents in Denmark, the effect was minimal when compared to firm size and employer selection criteria. While ALMP agencies have the potential to boost employers' recruitment of underrepresented groups, their power to do so is limited when they function as basic 'information provider' LMIs. Because ALMP agencies are unable to act successfully as'matchmaker' LMIs, considerable intra-organizational impediments to such recruitment remain.[4]

Lorquet et al. (2017) analyze extent to which initiatives help to increased regulation of modern labor markets using a multidimensional grid. As flexible career routes grow increasingly popular in European labor markets, the focus of political discussion is on how to balance flexibility demanded by non-standard work with new patterns of security. Some European Union (EU) nations have implemented dramatic labor market changes, while others have implemented just moderate reforms. This paves door for bottom-up solutions produced by business & non-profit labor market intermediaries to assist non-standard workers with job transfers. We will describe two ideal-typical techniques. The first considers workers as 'quasi-employees,' extending internal labor markets to triangular employment arrangements. The second approach incorporates more disruptive alternatives, such as classifying non-standard employees as "quasi-self-employed".[5]

Giesing et al. (2018) assess causal effect of a job search assistance program on asylum seekers' employment in Germany. Asylum seekers often require more time than other migrants to find work in their host nation. Individual abilities such as education and labor market experience are undoubtedly significant. Furthermore, the job search process necessitates the acquisition of skills & institutional knowledge, which may be lacking in certain groups, such as recently

arrived immigrants, particularly non-economic migrants. We believe that the role of these frictions is an understudied aspect. We make an attempt to provide a rigorous evaluation of a software targeted at lowering matching frictions. We intend to conduct a field experiment to determine how lowering matching frictions enhances recent immigrant labour market integration in Germany. We conduct interviews with around 400 job-seeking migrants who attend job-counseling sessions offered by a Munich-based NGO. [6]

Mattia Martini et al. (2019) investigate the link between employment agency support, temporary agency worker employability, & influence ofclient corporate investments inworker development. We hypothesise that support from a temporary labour agency affects perceived career performance, employability skills, and employment possibilities. Furthermore, we contend that client firm investments reduce the influence of Temporary Work Agency assistance on employment outcomes. The research assumptions were put to the test on a group of temporary workers employed through an Italian employment agency. According to the findings, perceived career success and marketable qualities are favourably associated to employment agency support, owing to the partial mediation of client firms' investments. Temporary Work Agencies, according to the poll, play a vital role in increasing the employability of temporary agency workers, even affecting client businesses' investments in workers' growth. This study adds to our understanding of the methods and conditions that allow investments in contract workers from both Temporary Work Agencies and client organisations to be effective predictors of their employability.[7]

Duncan Mcvicar et al. (2019) use a different method that involves sequence analysis. Evidence for the occurrence of routes that correspond to the € bridge' and € trap' characterizations of contingent employment is discovered using longitudinal data from Australia. Furthermore, in the case of casual work, which is the most common kind of contingent employment in Australia, these two types of labour market trajectories are almost equally widespread, with € traps' being more probable for women and those with low educational attainment than € bridges'.[8]

Bas Koene (2020) develops a novel theoretical framework for evaluating such contributions based on the type of services provided and their relative participation in institutional innovation. Nonstandard career pathways, in which employees move from oneemployment arrangement toanother based on projects they workon, have grown more common in today's labor markets. Traditional techniques for organizing & managing workrelationships & job transitions have becomeless successful for such workersdue to hazards of precariousness & economic reliance. Envisioning the future necessitates a respect for what has been accomplished over the last century, as well as a grasp of what is required to replace and adapt these accomplishments. A increasing number of thirdparty labor market operators are providing emergingsolutions for managing workrelationships, although appraisal of their contributions in the literature is sparse. We present instances of skilled worker solutions developed in two institutional contexts: Netherlands & Belgium, & show how our methodology may help differentiate at least 3 categories of actors who contribute to labour market growth in diverse ways.[9]

Abdullah Zafar Sheikh et al. (2020) present anin-depth analysis of deceptive labor market intermediaries,through whichemployers seek to circumvent legislative duties affecting employees' constitutional rights. Based on qualitative interviews, a case study investigation concluded that agencies were 'made' or 'organized' to demonstrate the ambiguity of the employment relationship by misclassifying effectivelypermanent employees as 'agencyworkers.' The data suggests that thereis an increasing trend for agencies tobe little more than asham setup. Beyond classic functional modelof lawful labor marketintermediaries, this study expands our understanding of nature of temporary agencyemployment & subsequent labor market dualism inPakistan. Precarious

employment in Pakistan, a huge and rising economy, has many characteristics with rest of globe. Thesefindings have policy and societal consequences for both national & global corporations.[10]

According to Sergei Hoxha and Alfred Kleinknecht (2020), labor market rigidities generate positive incentives for innovation. Many supply-side economists advocated for reducing labor market rigidities through "structural changes." Our estimates based on German panel data corroborate Schumpeterian method (2007-2015). Using Peneder's (2010) industry taxonomy, we discover that evidence of Schumpeterian approach is especially strong in R&D-intensive manufacturing enterprises and service sectors with high levels of accumulated knowledge. There is less evidence for Schumpeterian strategy in low-technology sectors & start-ups, as organisations rely on publicly available information rather than firm-specific and tacit knowledge accumulated in past.[11]

Christina Stringer et al. (2021) investigate the function of recruiting agencies in the intricate network of forced labor. Our main concern is the mistreatment of Indonesiancrew members onboard SouthKorean industrial trawlersfishing in New Zealand seas. We obtained information from a variety of sources,including (1) papers such as Indonesian national legislation and employment contracts for migrants; (2) 27 interviews withIndonesian personnel; & (3) translationwork forNew Zealand government departments, court cases, and film projects. We examine how recruiting agencies are entangled at three stages, as perceived through crew's eyes:before departure, onboard vessels, & after they returnhome.[12]

C. Hutter (2021) uses big data ononline activityfrom GermanFederal EmploymentAgency's jobexchange & its internalplacement-software to provide measurements for employer and job seeker search activity, as well as, in an unique feature, employment agency placement activity. Furthermore, averagesearch perimeter injob applicants' searchprofiles may be calculated. The information is utilized to forecast behavior of search & placement operations across business & labor market cycles, as well as theirseasonal trends. The findings indicate that corporate & employment agency search efforts are procyclical. Job seekers' search intensity, on the other hand, exhibits acountercyclical tendency, at least prior to COVID-19crisis.[13]

According to Martina Maletzky de Garca (2021), professional chambers serve as middlemen b/w economic players, government, & refugees, each of whom has their ownlogics & beliefs about labor market participation (state, market and the community logic). Refugee labor-force integration has been a heated topic in Germany in recent years due to their enormous number. Due to a lack of research on the effects of mesolevel actors on labour market inclusion, as well as transcending importance of organisations in modern society, this essay focuses on role of German professional chambers in refugee inclusion process. Professional chambers' actions mostly reflect a governmental goal (reducing immigrant unemployment) mixed with market logic (to provide human resources to economic actors). A communal logic (altruism) appears as an unexpected outcome of efforts addressing the other two logics. Two sorts of professional chambers' measurements are contrasted. Close parallels demonstrate that the organization type is theoretically relevant in explaining the types of metrics that organizations choose.[14]

Studies on contingent employees by Jérôme Sulbout and Francois Pichault (2022) underline their boundaryless & ephemeral nature, portraying them asfree agentswho reject organizational forms ofcareer assistance. Beyondthis existing perspective, the purpose of this study is toshed light on career assistance offered by labor market intermediaries (LMIs) to skilled contingent workers (SCWs), also known asfreelancers & consulting firm employees. The authors demonstrate that LMIs assist SCWs' careers through a variety of career management strategies & operational support, & account managers are expected toplay a crucial rolein SCWs' careers by providing

transactional & relational careersupport. Furthermore, authors emphasize that SCWs arefree agents who seek assistance from LMIs.[15]

METHODS AND SOURCES

The researcher employed secondary data sources in this investigation. Secondary data was gathered from other sources such as National Sample Survey Organization, CIETT & ISF publications, government websites, and so on. The 68th round unit-level data from the National Sample Survey Organization (related to employment and unemployment) was utilized to determine the present situation for temporary work in the Indian labor market. This information is based on employment & unemployment survey conducted every five years. The concepts & processes used in this survey are mostly basedon expert suggestions. All of the variables utilized are the same as those stated in the NSSO schedule. In order to capture the description of the primary household's industry, NSSO data utilized National Industry Code (NIC), (five-digit codes). It has utilized the National Classification of Industries, 2004 to capture the description of the primary household's occupation (three-digit code).

The Census data is provided every 10 years, with the most recent data referring to 2011. Similarly, quinquennial NSSO statistics on employment and unemployment are only available for 2011-12. The countrywide Employment & Unemployment (EandU) surveys havebeen superseded by Periodic LabourForce Survey(PLFS), which began in 2017-18 and is performed by the MoSPI's National Statistical Office (NSO). On a yearly basis, PLFSdata is provided for both rural & urban areas, as well as the entire population. Quarterly data, on other hand, are only available for urban families.

DISCUSSION

1. Determinant of Temporary work

Table 1 presents three models with different predictor variables and nature of employment (temporary or permanent) as dependent variables. The first model, which is base model features the determinants of temporary work without any controlled variables, second model includes all the variables in the base models as well as controlled variables and in the third model uses base model with the controlled variable as well as interaction variables.

As Logistic regression method has been used, the values below in Table 1 present the odds ratio and value in the bracket presents the p values. The researcher will discuss all the models one by one. The logistic model quantifies effect of predictor variables in terms of logodds ratio by using maximum likelihood estimation. From the following Table 1, it can be interpreted that age, age squared and education attainment are not statistically significant in determining the temporary work in Maharashtra.

Log wages is statistically significant at 1% level of significance. One unit decrease in log wages of workforce in Maharashtra increases odds of being in temporary work by 18.3 per cent. Therefore, we can say that in Maharashtra if the worker is getting low wages there are more chances that they are working as a temporary employee. Next variable which is Monthly per capita expenditure determines temporary work in Maharashtra as it is statistically significant at 10% level of significance. One unit decrease in MPCE increases odds of temporary work by approximately thirteen per cent.

Nature of the workplace is a statistically significant determinant of temporary work in Maharashtra at 1% level of significance. People who are working in the formal space as compared to the workforce who are working in informal space, the odds of temporary work decrease by

seventy-nine per cent. Another predictor which determines the temporary work in Maharashtra is whether the workforce is involved in subsidiary activities or not. People who are involved in subsidiary activities as compared to people who are not, the odds of temporary work increases by forty-two per cent.

The number of workers working in organisation is also a statistically significant predictor of nature of employment in Maharashtra. As number of workers increases in organisation odds of temporary work also increases by 33 per cent at 5% level of significance. Nature of job contract determines the temporary work in Maharashtra. The workforce who have less than one year of job contract as compared to the workforce who don't, the odds of temporary work In reases by almost eighty-five per cent. On the other hand if the workforces have more than three years of contract the odds of temporary work decreases by sixty-eight per cent at 1% level of significance.

From Model II in Table 1, we can interpret that after controlling the social category, industry, occupation, etc. age, age squared and education attainment is not the significant predictor of nature of employment in Maharashtra. But when it comes to involvement in subsidiary activities in Maharashtra, which was a significant predictor in Model I (without controlled), variable, is no more significant.

The number of workers working in organisation is significant predictor when it comes to determinants of temporary work in Maharashtra at a 10% level of significance. As the number of workforce increases, from twenty and above, as compared to less than six workers, the odds of temporary work increases by twenty six per cent at 10% level of significance.

Type of job contract portrays almost the same picture as in the Model I. Sex, is not a statistically significant predictor of temporary work in Maharashtra i.e. both male and female are equally involved. Sector and social group are not significant. Marital status of the workforce is statistically significant at one percent level of significance. The odds of temporary work reduce by thirty-seven per cent for the people who are currently married as compared to who are never married in Maharashtra.

From Model III, in the table 1, which includes controlled variables as well as interaction variables, we can interpret that wages of the workforce are a significant predictor of nature of employment in Maharashtra at 10% level of significance. One unit decrease in wage increases the odds of temporary work by fifteen per cent. Log MPCE shows the same trend as in the previous two models.

When it comes to nature of the workplace (formal or informal), it is no more significant after including interaction variables. Nature of job contract is one of the determinants of temporary work in Maharashtra. Workforce, who have three years of job contract, as compared to who do have not written contract, the odds of temporary work reduce by fifty-three per cent at 5% level of significance.

Marital status, sex, sector show the same picture as in the previous model. When it comes to the effect of interaction variables in order to determine the temporary work in Maharashtra, we can see from the table 1, the number of workers in formal space has a significant effect in determining the temporary work in Maharashtra. It is clear from the table below that as number of workers increases in formal sector odds of temporary work reduces in Maharashtra.

Another interaction variable which determines temporary work in Maharashtra is the nature of job contract in the formal space. When it comes to the workforce who have more than three years of job contract as compared to who do not have and they are working in the formal space, the odds of temporary work reduces by seventy-two per cent in Maharashtra.

TABLE 1 DETERMINANTS OF TEMPORARY WORK IN MAHARASHTRA

INDEPENDENT VARIABLES	DEPENDENT VARIABLE: NATURE OF EMPLOYMENT (0=PERMANENT EMPLOYMENT, 1=TEMPORARY EMPLOYMENT)		
	ModelI	Model II	ModelIII
	Odds Ratio	OddsRatio	Odds Ratio
Age	0.9714607 (0.256)	1.024953 (0.420)	1.027178(0.383)
Age Squared	1.000043 (0.897)	0.9994793 (0.175)	0.9994589(0.161)
Educational Attainment (R:Matriculation)			
Not Literate	0.8982081 (0.61)	0.7700172 (0.244)	0.7695174 (0.239)
Just Literate	0.8403378 (0.477)	0.8023644 (0.383)	0.8178052 (0.420)
Primary	0.9629092(0.828)	0.9027765 (0.568)	0.9413502(0.733)
Middle	0.9685101 (0.818)	0.9542507 (0.745)	0.9599104 (0.773)
Higher Secondary	1.079693 (0.596)	1.138292 (0.394)	1.069852(0.656)
Graduate	1.080497 (0.621)	1.120359 (0.506)	1.102664(0.574)
Post Graduate	1.100373 (0.651)	1.279374 (0.294)	1.33026(0.244)
Log wage (Natural Logarithmof wages)	0.8170958***(0.007)	0.8280184**(0.023)	0.855271*(0.063)
Log MPCE (Log of Monthlyper capita expenditure)	0.8689024*(0.100)	0.765339***(0.005)	0.7664596***(0.004)
Formal (R: Informal)	0.2155134***(0.000)	0.2498934***(0.000)	0.5011472 (0.325)
Subsidiary (R: Not into subsidiary activities)	1.424339*(0.08)	1.209057 (0.374)	1.141545 (0.567)
Number of Workers in the organisation (R: Less than six)			
Six to Nine	0.874154 (0.341)	0.9007514 (0.491)	0.9804073 (0.909)
Ten to Twenty	0.9682653 (0.827)	0.9901633(0952)	1.026634 (0.885)
Twenty and above	1.331305**(0.019)	1.261299*(0.100)	1.04852 (0.772)
Type of Job contract (R: Nowritten job contract)			
Written job contract for lessthan one year	1.855344***(0.000)	1.950267***(0.000)	0.7483339 (0.405)
Written Job Contract more than	1.162762 (0.423)	1.143773 (0.499)	0.6244138 (0.371)
one year but less than three years			
Written Job contract more than one year but less than three years	0.3186316***(0.000)	0.357575***(0.000)	0.4651506**(0.033)
Sex (R: Male)		1.056581 (0.695)	1.146486(0.413)
Marital Status (R: Never Married)			
CurrentlyMarried		0.6390775***(0.001)	0.6491211***(0.002)
Widowed		0.5646281*(0.055)	0.580121*(0.067)
Divorced		0.4230812(0.130)	0.4767736 (0224)
Sector (R: Rural)		1.142518 (0.254)	0.9817036 (0.92)
Social Group (R: Other Backward Class)			
Scheduled Tribe		0.9502588(0.812)	0.9423351 (0.867)
Scheduled Caste		1.071706 (0.611)	0.7972549 (0.437)

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Others		1.225094*(0.053)	1.075664 (0.716)
State	No	Yes	Yes
Occupation	No	Yes	Yes
Industry	No	Yes	Yes
Interaction of two variables			
Formal x less than six Workers (Reference group)			
Six to Nine workers in Formal Sector			0.2206159***(0.002)
Ten to Twenty workers in formal Sector			0.3140915**(0.029)
Twenty and above workers in the Formal Sector			0.3071602***(0.001)
Formal x Subsidiary Activity (Reference group)			
Formal x No Subsidiary Activity			2.074755 (0.263)
Formal x No Written JobContract (Reference group)			
Written Job contract for less than one year in Formal sector			1.163849 (0.752)
Written Job contract for more than one year but less than three years in Formal Sector			0.8841123 (0.804)
Written Job contract for more than 3 years in formal sector			0.2778221***(0.000)
Urban x Other backward Class (Reference group)			
Rural Scheduled Tribe			0.9923571 (0.986)
Rural Scheduled Caste			1.491917 (0.225)
Rural Others			1.189097 (0.458)
Constant	12.34247***(0.002)	1.761823 (0.691)	1.012509 (0.993)

(Source: Values calculated by the researcher. Note: Numbers in parentheses are the standard errors of the coefficients.)
*** indicates that value differs significantly from zero at 1 per cent level.
** indicates the value differs significantly from zero at five per cent level.
* indicates the value differs significantly from zero at 10 per cent level.

2. Determinants of wages of the temporary workforce

The researcher has used three different models in order to determine the wages of the temporary workforce in Maharashtra. The first model is the base model in which researcher has used Age, age square, education, Log of Monthly per capita income, nature of workspace, subsidiary activities, number of workers in organisation and type of jobcontract. In the second model apart from the variables which have been considered in the base model researcher has also considered some controlled variables which include gender, marital status, sector, social group, state, industry and occupation. The third model does not only consider all the variables in model II but also uses some interaction variables which include the interaction of number of workers and formal space, subsidiary activity and formal space, formal space and job contract, and sector and social group. Table 2 presents the coefficients of predictor variables which have been used in three different models.

The model I, from table 2, it can be interpreted that age is a significant predictor of determinants of wages of temporary workforce in Maharashtra. As age increases log wage of the workforce also increases. Age square is also statistically significant at 1% level of significance. However, it shows that as age square increases the wages of temporary workforce reduces but the value remains very less. Education attainment of temporary workforce in India has statistically significant effect on the wages of temporary workforce in Maharashtra. As compared to the workers who have matriculation degree, as education declines it is not statistically significant. Whereas as the education increases from matriculation wages of temporary workforce increases in Maharashtra.

As log MPCE increases by one unit, the wages of the temporary workforce increases by 0.25 units at 1% level of significance. Nature of workplace where temporary workforce work, do have statistically significant effect in determining the wages of temporary workforce in Maharashtra. As compared to informal sector, temporary workers in formal sector get high (0.27) wages in Maharashtra. When it comes to the involvement of temporary workforce in subsidiary activities, it does not have any significant effect in determining the temporary worker's wages in Maharashtra.

The number of workers in organisations is significant determinant of wages of temporary workers in Maharashtra. As number of workers increases in workplace, wages of temporary workersalso increases at 1% level of significance. Next variable which is the nature of job contract, only those contracts which are more than one year but less than three years, have a statistically significant effect in determining the wages of temporaryworkers in Maharashtra. As years of job contract increases until three years, the wages of temporary workers increases by 0.24 times.

Model II, which includes all the variables of Model I and in addition to that some controlled variables, shows that most of the variables have the same effect. When it comes to sex of the workforce in Maharashtra, as compared to male females get 0.38 times less wages. Marital status of worker has statistically significant effect on wages of temporary workers in Maharashtra only when they are currently married. As compared to workers who are never married, currently married workers tend to get 0.14 times higher wages in Maharashtra. A social category is not a significant determinant of wages of temporary workforce in Maharashtra. Except the workforce who belongs to other categories, which is statistically significant at 1 percent level of significance. As compared to other backward class, workers belonging to other category gets 0.12 times higher wages in Maharashtra.

In model III, which include all the variables from the base model I, controlled variables and interaction variables. Mostly, all the variables project the same picture as it has been discussed in previous models. When it comes to interaction variables, temporary workers who are involved in subsidiary activities as compared to workers who are not getting less wages (0.62) in Maharashtra at 10% level of significance. The nature of the workplace and the nature of contract have a statistically significant effect in determining the wages of temporary workers in Maharashtra at 5% or 10% level of significance. As compared to the workers who do not have any written job contract and they are working in formal sector, workers who have less than three years job contract tend to get less wage in Maharashtra.

TABLE 2 MODELS FOR DETERMINANTS OF WAGES OF TEMPORARY WORKFORCE IN MAHARASHTRA

INDEPENDENT VARIABLES	DEPENDENT VARIABLE: NATURAL LOGARITHM OF WAGES OF TEMPORARYWORKFORCE		
	MODEL I	MODEL II	MODEL III
	Coefficients	Coefficients	Coefficients
Age	0.0569495***(0.000)	0.0330677***(0.000)	0.0333991***(0.000)
Age Squared	-0.0006714***(0.000)	- 0.0002852***(0.000)	- 0.0002889***(0.000)
Educational Attainment (R: Matriculation)			
Not Literate	-0.3138637***(0.000)	- 0.192998***(0.000)	- 0.1837965***(0.000)
Just Literate	-0.1053151***(0.001)	- 0.1024563***(0.000)	- 0.1019171***(0.000)
Primary	-0.1336989***(0.000)	- 0.1082616***(0.000)	- 0.1113173***(0.000)
Middle	-0.0556395***(0.008)	- 0.0921144***(0.000)	- 0.0938951***(0.000)
Higher Secondary	0.0402023*(0.083)	0.1022886***(0.000)	0.103123***(0.000)
Graduate	0.1247752***(0.000)	0.2003525***(0.000)	0.2042851***(0.000)
Post Graduate	0.2424774***(0.000)	0.3302771***(0.000)	0.3304131***(0.000)
Log MPCE (Log of Monthlyper capita expenditure)	0.3625346***(0.000)	0.3076438***(0.000)	0.3034887***(0.000)
Formal (R: Informal)	0.3523081***(0.000)	0.5818309***(0.000)	0.7784876***(0.000)
Subsidiary (R: Not into subsidiary activities)	0.172998***(0.000)	0.1417671***(0.000)	0.2536001***(0.000)
Number of Workers in the organisation (R: Less than six)			
Six to Nine	0.0979651***(0.000)	0.139593***(0.000)	0.0793099***(0.000)
Ten to Twenty	0.1818641***(0.000)	0.1612522***(0.000)	0.1488236***(0.000)
Twenty and above	0.2443508***(0.000)	0.1773833***(0.000)	0.2308858***(0.000)
Type of Job contract (R: No written job contract)			
Written job contract for less than one year	-0.0168686 (0.564)	- 0.1085966***(0.000)	- 0.1500072***(0.005)
Written Job Contract more thanone year but less than three Years	0.0339297 (0.385)	-0.0642083***(0.017))	- 0.0458295 (0.505)
Written Job contract more thanone year but less than three years	0.0864136***(0.004)	0.0943139***(0.000)	- 0.0734526***(0.003)

 (Source: Values calculated by the researcher. Note: Numbers in parentheses are the standard errors of the coefficients.)
*** indicates that the value differs significantly from zero at one per cent level.
** indicates the value differs significantly from zero at five per cent level.
* indicates the value differs significantly from zero at 10 per cent level.

CONCLUSIONS

Maharashtra has the biggest number of workers among all Indian states. Despite the development of educational options, there has been no suitable direction when it comes to workers' abilities. Because of the skill mismatch, many employees are forced to labour in low-wage positions with bad working conditions. Many efforts are being made by the Government of India,

and these missions aim to contribute in terms of skilling millions of youth and providing them with gainful and decent employment. In India, the majority of the workforce works in the informal sector, with no documented job contracts or social security benefits.

The researcher has focused on the factors of work and pay of workforce in Maharashtra. Various models have been used to investigate this. In Maharashtra, temporary work is determined by age, log salary, log MPCE, kind of workplace, number of workers in the organisation, and nature of job contract. Aside from that, societal variables such as gender, marital status, and industry influence the form of work. In Maharashtra, the situation was nearly identical to that of India, except that age and social variables such as sex and sector did not impact employment. The type of employment is influenced by the workforce's marital status. The kind of employment in Maharashtra is determined by the workers who work in the formal sector, the structure of their job contract, and the number of workers in the organisation.

The researcher has concentrated on the wage aspect of the workers in the last portion. In Maharashtra, considerable variations in pay between private and permanent workers have been discovered. In Maharashtra, the major predictors of workforce pay were age, age squared, education attainment, Log MPCE, kind of workplace, engagement in subsidiary activities, number of workers in the organisation, and form of job contract. Wages in Maharashtra are also determined by social features such as gender, marital status, industry, and social group. The earnings of employees in Maharashtra are determined by the number of workers in their organisation, their engagement in auxiliary activities, social category, and kind of job contracts.

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