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Bioethical Quandaries during the Period of a Pandemic

By Fereniki Panagopoulou-Koutnatzi

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Abstract- The period of the pandemic gave rise to multiple and intractable bioethical quandaries arising. In the context of the present study, we will limit ourselves to the examination of the critical issues of mandatory vaccination to manage the pandemic; compulsory medical testing, including temperature screening of the population; the use of experimental drugs; making the wearing of face masks mandatory; and the individual responsibility of each of us for the prevention of the pandemic. Participation stresses the importance of education in bioethics. Accordingly, it supports the notion that, once we win the fight for life and health, constitutional lawyers ought to take the reins and determine that the character of restrictive measures and healthcare policies adopted in periods of crisis, when a prime opportunity for their formulation presented itself because of the pandemic, is one of extraordinariness.

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Bioethical Quandaries during the Period of a Pandemic

Fereniki Panagopoulou-Koutnatzi

Abstract- The period of the pandemic gave rise to multiple and intractable bioethical quandaries arising. In the context of the present study, we will limit ourselves to the examination of the critical issues of mandatory vaccination to manage the pandemic; compulsory medical testing, including temperature screening of the population; the use of experimental drugs; making the wearing of face masks mandatory; and the individual responsibility of each of us for the prevention of the pandemic. Participation stresses the importance of education in bioethics. Accordingly, it supports the notion that, once we win the fight for life and health, constitutional lawyers ought to take the reins and determine that the character of restrictive measures and healthcare policies adopted in periods of crisis, when a prime opportunity for their formulation presented itself because of the pandemic, is one of extraordinariness.

I. Introduction

All the conversations we used to have from time to time about things that seemed like science fiction are now unfolding before our eyes in quite a threatening manner. Indeed, no matter how much knowledge we may attain, we will always feel small in the face of nature. It is certain that the global pandemic of the new coronavirus stands to prove that reality can surpass any limits of imagination. The need to manage the pandemic gives rise to many questions, some of which call for contemplations about bioethics. The related issues are many in number and difficult to address.

In the context of the present study, we will limit ourselves to the examination of the critical issues of mandatory vaccination to manage the pandemic; compulsory medical testing, including temperature screening of the population; the use of experimental drugs; making the wearing of face masks mandatory; and the individual responsibility of each of us for the prevention of the pandemic.

II. The Emerging Quandaries

a) *The Issue of Mandatory Vaccination*

The recent coronavirus pandemic and the global irregularity that followed it, coupled with the hope that we are nearing the end of a nightmare that we all had to live through, thanks to the contribution of science, led to the emergence of the debate on whether related vaccination should be made compulsory. This is a matter that has been troubling humanity ever since the invention of vaccines. Following the creation of vaccines, and up to this day, this issue continues to raise great concerns and heated discussions. Those in favor of compulsory vaccination support that the protection of public health is what is of primary importance and value. On the other hand, those opposed to this notion stress their right to self-determination, as well as their reservations concerning the unknowable side effects of vaccines.

The anti-vaccine movement is not a product of the coronavirus. In 1885, for instance, a protest took place in Montreal against the law that made vaccination against smallpox mandatory (James H. Marsh, 2015). Reluctance and anti-vaccine movements occasionally stem from insecurity and mistrust surrounding pharmaceutical companies, which have not, at times, shown the best of conduct, given their subjection to considerable economic interests (Stewart Lyman, 2019). Mistrust is also expressed against science itself (in fact, to be exact, concerning its degree of independence), often precisely because of the existence of scientific controversies. The plurality of dialogue, along with the uncontrollable dissemination of information, has often ended up creating a cacophony. In addition to the above, false news has also contributed to this feeling of mistrust.

The answer on whether vaccination should be mandatory cannot be uniform or apply in all circumstances. Under ordinary circumstances, mandatory vaccination conflicts with the right to self-determination (Hellenic Bioethics Committee, Recommendation of 26.05.2015). Such a thing cannot be imposed upon a person when it may bring about, even entirely individually, certain side effects. The rule is that vaccination is recommended, and in some cases highly so, but it is not imposed; therefore, non-vaccination cannot be accompanied by adverse consequences involving exclusion from social life (Vassiliki Mollaki, 2018). Nevertheless, should vaccination be deemed medically required for the immediate protection of public health, and provided this is assessed on the basis of substantiated studies conducted by the medical community, it may be made compulsory in exceptional circumstances, particularly in relation to specified population groups. In any case, however, before doing so it is necessary to exhaust the possibilities of other, milder measures, such as, for example, the extensive provision of information to people concerning the necessity of vaccination.

The issue of mandatory vaccination in the workplace, as a whole, was a matter that was closely considered by the newly founded Hellenic Bioethics and

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Technoethics Committee, which adopted a recommendation on the question of whether vaccination should be mandatory in certain professional groups within the health care sector (Bioethics and Technoethics Committee, Recommendation). The Committee recommended a "graded initiative" approach on the part of the state, consisting of three stages:

The first stage relies on campaigns that are tailored to each professional group that they are addressed to (doctors, nursing professionals, laboratory personnel, health care unit staff, etc.) and involve the provision of targeted information and the raising of awareness regarding voluntary vaccination. Said campaigns are to be based on scientific data that will be continuously updated on the condition of the prior understanding of existing fears and general perceptions on the matter.

The second stage is based on adopting measures of encouragement/discouragement, which could be designed by the state in collaboration with the management of health care units. For example, these may include the facilitation of vaccination appointment bookings, flexibility in terms of working hours on the days of vaccination, granting priority when it comes to taking time off work, or making the wearing of double face masks and personal protective equipment mandatory.

The third stage pertains to making vaccination compulsory as a last resort solution, which must have a specified time horizon and only be applied if all previous measures do not result in considerably increased vaccination coverage. The precise application of such a measure must, on the one hand, be determined pursuant to applicable employment law or public law. On the other hand, it requires that any potential consequences on the allocation of duties and the staffing of the related units, in the event of non-compliance, must also be taken into account in order to prevent shortcomings in their operation or placing a burden on other staff who work there.

The Committee points out that the aforementioned recommendation relates solely to the specific professional groups of staff working in public and private sector health care units, as well as to the personnel of medical units providing care to vulnerable groups. Lastly, the Committee stressed the fact that, with time, the reluctance shown against vaccines for COVID-19, both in relation to specific professional groups but also in terms of the general population, presents a dynamic decrease. This decrease is evidenced by daily data concerning vaccinations in Greece and constitutes a fact that should be taken under serious consideration in implementing the above proposals.

It is understood by its recommendation that the Committee proposes compulsory vaccination as a last resort only for health care workers, which is likely to be avoided given the decrease in the number of vaccine deniers. Furthermore, its position is that mandatory vaccination should occur only once other, milder measures, such as the provision of information and encouragement, have been exhausted. In any event, if mandatory vaccination is to take place, it must be targeted and time-limited. The reason for this, according to the Committee, is because vaccination constitutes an intense, interventionist act on the body of a person, which is something that cannot be overlooked. Moreover, it is pointed out that making vaccination mandatory entails the danger of diminishing trust in public health institutions or even causing reactions that may reignite any prior existing anti-vaccine movements (Bioethics and Technoethics Committee, Recommendation). Considering these risks, it might be preferable to strongly recommend something, rather than impose it.

The above positions are entirely reasonable, take into account the seriousness of the matter at hand and leave it to the discretion of the acting regulatory administration to adopt further measures, should the need for establishing mandatory vaccination be found to be imperative. Assessing whether compulsory vaccination should also be applied to other professions, rather than be solely confined to those related to health care, would be an even more functional approach. This category could include, for instance, police officers, those working in services providing food and drink, theatres, and so on.

Bearing in mind the above, for the measure of mandatory vaccination to be proportionate, the following must apply: *Firstly*, vaccination should not be physically imposed: a doctor cannot be chasing us with a syringe to administer the vaccine. Something like this would violate the value of the human person. Notwithstanding the above, non-vaccination could be linked to administrative penalties, such as monetary fines or prohibiting access to certain specified public areas or services (Haralabos Anthopoulos, 2020). *Secondly*, vaccination cannot be imposed if it is not accessible to the entire population, meaning that it cannot be made mandatory if it is not available. In the event vaccination is not accessible to everyone, non-vaccination cannot entail negative consequences. *Thirdly*, to render vaccination compulsory, this must be preceded by the conduction of wide-ranging epidemiological studies showing that it does not cause negative side effects beyond those expected. Given the lack of such studies when it comes to children, for example, vaccination may not be made mandatory to attend lessons, and non-vaccination cannot constitute a reason for not allowing pupils into schools. *Fourthly*, vaccination could be imposed for specified population groups and not to the entire population without exception. Some cases in point could be health care professionals, care home

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residents, those working in the food industry, etc. In this respect, it would be crucial for the legislator to predetermine these specific population groups.

Taking into consideration the grave risks posed by COVID-9, both concerning the health of each individual but also vis-a-vis public health, the essential constitutional question is not whether generally imposed compulsory vaccination is constitutionally permissible, but whether it is, in fact, constitutionally necessary: in this sense, what we should also consider is whether the omission on the part of the state to impose compulsory vaccination may be unconstitutional (Haralabos Anthopoulos, 2020).

b) Compulsory Temperature Screening and Medical Testing in General

At first glance, the compulsory temperature screening of the population, as well as mandatory medical testing, in general, appears to conflict with the right to self-determination. Following a calm and thoughtful approach, in the Guidelines that it published on 18 March 2020, the Hellenic Data Protection Authority (HDPA, Guidelines of 18.03.2020) did not endorse an explicit prohibition of temperature checks of employees by their employers, or the installation of thermal cameras in the workplace, in contrast with other European supervisory authorities. On the contrary, it represented that no measure taken to protect health and safety at work, which includes the processing of the personal data of employees, should be discarded from the outset, so long as the measures adopted comply with the regulations set out by the legislation on data protection and the constitutional principle of proportionality.

More specifically, the installation of thermal cameras constitutes a drastic measure that aims at preventing the entry of persons who have a high temperature into workplaces, even though this does not necessarily mean that these persons have contracted the coronavirus. Automated, large-scale processing of special categories of personal data takes place through the use of such cameras, as data concerning identifiable persons is being collected and recorded (Fereniki Panagopoulou-Koutnatzi, 2020). Therefore, even if said data is not stored in a file, the legislation on personal data protection is applicable in this case due to the occurrence of automated data processing, under to Article 2, paragraph 1 of the General Data Protection Regulation. Under "normal circumstances" the adoption of this measure would have been deemed disproportionate and, as such, it would have been prohibited. Nevertheless, given the status of the current global pandemic that has persisted, and given the overall efforts towards the prevention of the spreading of the virus, the measure above is found to be appropriate and effective for the protection of the health of employees, as well as for safeguarding public health in general. At the same time, it is indubitable that serious concerns also arise about the impact that the adoption of such an approach may have on the protection of the personal data of employees and those entering workplaces; therefore, careful planning of the use of thermal cameras by employers is of paramount importance. *Firstly*, this measure must be implemented solely and exclusively during the period of the outbreak of the disease. *Secondly*, data must not be stored in a file. The person responsible for the camera ought to check it in real-time and intervene to prevent entry to anyone who appears to have a high temperature. In case the person who has a high temperature is an employee, the individual responsible for the camera should notify the occupational doctor to activate the application of the relevant procedures. *Thirdly*, only specific individuals should have access to the camera screen. *Fourthly*, the thermal camera may only be placed at the entrance of the workplace, and not in any other area therein. *Fifthly*, the data of the person having a high temperature must not, in any way, be leaked to the remaining personnel; the processing of relevant data must take place by specially authorized staff who will be under the subordination of the occupational doctor. In any event, it is highlighted that the installation of thermal cameras is considered as a "last resort" measure for employers when no milder measures for the protection of the health of employees are available (Fereniki Panagopoulou-Koutnatzi, 2020).

Furthermore, the mandatory medical testing of persons arriving in Greece is, in principle, putting the right to self-determination to the test. In this case, there is an issue when it comes to the validity of the consent granted by the individual in question, given that the alternative would be something potentially onerous for this person, i.e. not being able to enter the Greek territory. Entry to the country may be for reasons of tourism, entertainment and also work. It is, however, noted that such testing does not take place forcefully in a manner that is disrespectful to human value. Given this, it would be sensible to offset the right to self-determination with other, equally important constitutional rights.

In the context of assessing the principle of proportionality, it would be crucial to determine whether a measure is appropriate for the protection of public health in conjunction with balanced economic development. It is deemed that sample checking constitutes an appropriate measure, as proceeding in this manner will prevent entry of COVID-positive visitors to our country. Following this, a less onerous yet equally effective measure may be sought. For instance, a less burdensome option would be submitting a recent certificate evidencing a negative COVID-19 test result. According to the above, such an approach is provided for by legislation, but only as an additional measure, given that another condition is also required, namely

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that of sample medical testing. This is because a negative result certificate does not guarantee that the person in question is not COVID-positive at the time of entry into the country. Moreover, many other issues arise regarding the reliability of such test results, as the existence of fake test certificates has also been documented (Proto Thema, 14.07.2020).

Another alternative to compulsory medical testing of persons entering Greece would be closing the borders to prevent the transmission of the disease. If this option were to be followed, the right to self-determination would not be violated. Still, the economic development that has already been adversely affected financially would be even more gravely impacted. In addition to the above, denying entry to the country may not take place for reasons of public health or the health of citizens (Athanassios Raikos, 2011). Consequently, restrictive measures may be imposed on a Greek citizen who is COVID-positive, but entry to the country itself may not be refused.

Bearing this in mind, with the only exception being the vaccination certificate issued to those who have been vaccinated, there cannot be a milder but equally effective method under the current circumstances. In this sense, sample medical testing during the period of the pandemic is the only method through which we may attain a balance between the rights to health, economic development, self-determination, and the private life of individuals. The obligation to provide a recent negative COVID test result at the time of entry from an area of the country where there are many cases is also in support of this method.

c) The Issue of use of Experimental Drugs

Given the lack of drugs for the treatment of COVID, we are also faced with the question of whether a drug that is used for treating other diseases may be administered to patients who have coronavirus when its effectiveness for treating the new coronavirus is not scientifically proven and, thus, it remains doubtful. We will not consider the framework of clinical testing in general (Dimitra Papadopoulou-Klamari, 2014), but rather the need to set up an emergency legislative framework in particular. More specifically, we must enquire whether, in the light of the current emergency circumstances, it would contravene fundamental principles of bioethics if the administration of drugs, beyond their recommended uses, to patients suffering from COVID-19 by attending physicians were to be allowed. The answer to this question may only be given in the context of a situation that must be deemed exceptional. If we were to wait for a long time to assess the effectiveness and suitability of a drug, this pandemic could well end up being a tragedy. The risk of facing a situation as onerous as what Italy and Spain experienced in terms of the spreading of the virus is not small at all, as time is running in a very threatening manner against us. The basic criteria for the granting of a "green light" to the exceptional speeding up of the otherwise lengthy processes that guarantee the good standing of experimental drugs in periods of "normality", are the following: the granting of informed consent on the part of the patient or by his next of kin, when the patient is unable to grant consent; the certainty that these drugs will not cause harm and, in the worst-case scenario, they will simply not be helpful; the approval of the attending doctor and, following this, that of the special hospital committee before their administration. Given the above, the answer to the question is that procedures may be accelerated in emergencies, provided that the fundamental principles concerning the conduction of clinical trials will not be circumvented (Dimitra Papadopoulou-Klamari, 2014).

d) Making the Wearing of Face Masks Mandatory

Legislative provisions making the wearing of face masks compulsory, particularly in schools, gives rise to the question of whether an individual has the right not to wear a mask and incite other people to do the same. The answer to this could certainly be provided to us by Kant: according to him, legal order constitutes a right in itself. "There can be no justified resistance on the part of the people against the legislative authority of the state. A state governed by the rule of law is only strong when universal subordination to its legislative will exists [...]. The reason why it is the duty of people to tolerate even what is the most intolerable misuse of supreme power is that it is impossible even to conceive of their resistance to the supreme legislation as being anything other than unlawful and liable to nullify the entire legal constitution" (Immanuel Kant, 1970). It is clearly contradictory, according to Kant, for a legal order to provide the ability to resist its mandates, as this essentially self-negates its supreme authority. This reasoning is only founded when the legal order in question has democratic legitimacy (Stavros Tsakyrakis, 2012). In a tyrannical regime, where citizens are excluded from the legislative process, there is no issue of obligation of obedience to a heteronomous legal order, and each individual has a right to resist, as well as a right to revolt against it (Stavros Tsakyrakis, 2012). In a democratic regime, on the other hand, one may express his discontent and voice his views openly. Still, he has no right not to obey, particularly when the law concerns a fundamental right about public health. This is not at all an issue of conflict between natural and statute law. Not complying with rules on hygiene is not related to natural laws. Mask deniers are not in agreement with a certain legislative provision, which is based on research data. It should not escape our attention that, in the same way, they could also disagree with the use of face masks by doctors in surgery, the use of gloves by bread makers during a pandemic, the use of protective equipment by visitors entering

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intensive care units, and so on. They do not purport that masks constitute discrimination against the lower layers of society but rather put forward their disagreement with a scientific finding. In the case at hand, and to begin with, scientists ought to make a convincing case to people based on substantiated arguments.

Nevertheless, if a person decides not to wear a mask without having a medical reason for doing so, then it is wholly reasonable that he should be the recipient of the lawful ramifications of the prohibition of entry to the area specified. Therefore, a pupil will be justly denied entry to a classroom, as will a customer to an indoor cinema theatre, a citizen to a public service, a shop and, even more to the point, to a hospital. Indeed, this is the case as the person in question is unable to support his scientific disagreement. Furthermore, if a person is inciting the public to collective disobedience against the use of masks, which is something required by law in certain circumstances, then it is reasonable that he should face the legal consequences set out in the penal code, under Article 183 of the New Greek Penal Code.

For the above to become more intelligible, the following conclusions could be reached (Fereniki Panagopoulou-Koutnatzi, 2021):

a) The position of "I find the use of masks in schools ineffective, whereas children will not comply with it and thus more problems will be created" is a constitutionally permissible expression of opinion.
b) The position of "I find the use of masks unconstitutional" is also a constitutionally permissible expression of opinion.
c) The position of "do not send your children to school wearing a mask" constitutes incitement to disobedience against a specific provision of the law which, particularly during the period of the pandemic, falls outwith the permissible boundaries of freedom of speech.
d) Not using a mask during the period of a pandemic, when wearing one is mandatory as a matter of law, does not constitute civil disobedience in the spirit of what has been set out above: instead, it is unlawful and, most crucially, antisocial behavior.

e) The Question of Individual Responsibility

The implementation of measures on the part of the state does not, in itself, suffice for the effective protection of public health and, specifically, for managing the pandemic; on the contrary, it requires the activation of individual responsibility by each one of us (Hellenic Bioethics Committee, Recommendation of 17.03.2020). It is a fact that if citizens do not comply with recommendations and the relevant legal provisions relating to the avoidance of social interaction if they do not stop behaving as if they were COVID-positive by being extra vigilant against transmitting the virus to someone else, and if they do not assume their share of responsibility, no state intervention will ever be effective. It is also a fact that if citizens do not perceive voluntarism as an integral part of their responsibility, our society will not overcome this crisis.

This idea of individual responsibility, which stems from notions of Protestant ethics, is provided in Article 25, paragraph 4 of the Constitution (Nikos K. Alivizatos, 2020), according to which "The State has the right to claim of all citizens to fulfill the duty of social and national solidarity". In the light of this provision, the society of citizens has a prime opportunity to assume its share of responsibility and assist in inhibiting the spreading of the virus (Nikos K. Alivizatos, 2020). The meaning of the concept of solidarity that is referred to in the above Article constitutes the ratio of the entire sum of a citizen's constitutional duties, the fulfillment of which is strongly called for by the Constitution, due to their enhanced importance for organized social coexistence (Haralabos Anthopoulos, 2017). This provision is not a rule for the legal production of new fundamental duties beyond those expressly set out in the Constitution (Haralabos Anthopoulos, 2017). One of these duties is the adoption of individual measures towards the protection of public health.

The activation of this sense of social solidarity, however, must be supported through the provision of accurate and reliable information to the public, along with timely and immediate reaction against the provision of misleading information (Hellenic Bioethics Committee, Recommendation of 17.03.2020). Moreover, individual responsibility is augmented through the promotion, as role models, of people in the first line of the fight against the pandemic, who have an increased sense of duty when it comes to striving for the protection of public health (Hellenic Bioethics Committee, Recommendation of 17.3.202).

This obligation of showing social and national solidarity, as enshrined in Article 25, paragraph 4 of the Constitution, may be activated in particularly critical circumstances, such as those present in the situation we are currently facing, and may include mandatory vaccination, making the wearing of a face mask compulsory, the conduction of medical testing, etc. It is also a fact that our Constitution includes an explicit obligation of social and national solidarity, among other duties (such as, for example, the duty to resist against anybody who tries to subvert the Constitution violently, under Article 120, paragraph 4; the obligatory exercise of the right to vote, provided in Article 51, paragraph 5; compulsory schooling, which may not be less than nine years, stipulated by Article 16, paragraph 3; the duty of all Greek citizens, without exception, to contribute towards sharing the burden of public expenditure according to their ability, as seen in Article 4, paragraph 5; and the obligation of every Greek citizen able to bear arms to assist in the defense of the nation, as provided by law, set out in Article 4, paragraph 6). One of the

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duties of citizens towards social solidarity is to contribute, to the extent permitted by one's capabilities, to the creation of the so-called "great wall of immunity against the virus" to assist in the reduction of the number of deaths and of those who will be infected. In this way, we will offer our public health systems the opportunity to take a big breath, so to speak, as well as allow educational, cultural, financial, and social activities to flourish once again.

III. In Lieu of an Epilogue

Constitutional lawyers are not the protagonists of developments during the current situation that we are all facing. At the present instance, it would be wiser if they assumed the position of second fiddle. First place today is justly awarded to those doctors, researchers, nursing staff and all the other unsung heroes who are fighting in the first line for the protection of the most valuable of all goods, namely that of public health. Once the fight for life and health is won, constitutional lawyers may take the reins and determine that the character of restrictive measures and healthcare policies adopted in periods of crisis, when a prime opportunity for their formulation presented itself because of the pandemic, is one of extraordinariness (Spyros Vlachopoulos, 29.03.2020). Notwithstanding the above, it is also imperative to commence a discussion on whether the time has well and truly come to transform our state into one of prevention, where the interests of the public as a whole will take genuine precedence over individual interests (Haralabos Anthopoulos, 2005 and 2020). Indeed, this is a subject matter that requires a lot of attention and serious reflection. It is beyond doubt that we need to carve out a policy for addressing disasters, but we should not transform our state based on the occurrence of an incident of an emergency. What we can do, however, is make good use of one of the main teachings of the pandemic, which is that of the importance of education on matters of bioethics.

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Occupational and Health Risks of Women Garment Workers in Cambodia's Garment Industry: Evidence from a Field Survey during COVID-19

By Hay Chanthol
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Abstract- International trade agreements were linked to improving labor standard in garment sector in Cambodia. Workers in the garment sector are mostly female migrant workers from rural parts of the country. This paper aims to answer the following research questions: How has COVID-19 affected the right to health of garment workers in Cambodia? And what are the risk factors for such workers? A field survey with a sample of 316 workers using purposive and snowball methods was conducted between late October and mid-November through interviews using a questionnaire in three different regions: Phnom Penh, the provincial town of Takeo and two rural villages in Kdanh commune, Preykabass district of Takeo province. Cambodia's garment workers face a lot of occupational risks and health issues such as body pain after work, flue, and traffic related accidents in addition to sanitation related health problems. Our analysis of the health risks of garment workers using logistic regression suggests that buying lunch at the factory gate or outside, living in rented rooms and drinking alcohol were among the causes of falling sick.

Keywords: covid-19, garment sector, right to health, working conditions.

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OCCUPATIONALANDHEALTHRISKSOFWOMENGARMENTWORKERSINCAMBODIASGARMENTINDUSTRYEVIDENCEFROMAFIELDSURVEYDURINGCOVID19

Strictly as per the compliance and regulations of:

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Keywords: covid-19, garment sector, right to health, working conditions.

I. Introduction

The right to health is an inclusive right and is recognized as a human right in the 1966 International Covenant on Economic, Social and Cultural Rights. The right to health is not only associated with access to health-care and the building of hospitals, but also with the underlying determinants of health, including safe drinking water and adequate sanitation, safe food, adequate nutrition and housing, healthy working and environmental conditions, health-related education and information, and gender equality (OHCHR & WHO 2008). Recent data from the National Social Security Fund (NSSF) suggests that the total number of garment and footwear enterprises and establishments in Cambodia in 2017 was 1,021 and the total number of workers was 696,554, of whom 82% were female (National Social Security Fund (NSSF) 2017). The export value of the sector accounted for about 80% of the total export value of the national economy. International trade agreements were used to improve labor standards.

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Garment workers have limited health insurance. A National Social Security Fund (NSSF) provides them with an occupational insurance scheme and a health insurance scheme. The National Social Security Fund (NSSF) is an organization responsible for providing the basic social security to the workers in the private sector only in its initial stage of development. Later in 2018, NSSF expanded its coverage to civil servants, veterans and ex-civil servants. NSSF is under the directive of Ministry of Labour and Vocational Training and Ministry of Economy and Finance. NSSF has three insurance schemes: occupational insurance, health insurance and pension. Currently, NSSF implemented two schemes-occupational insurance scheme and health insurance scheme. Health-care services in Cambodia are provided by both the public and private sectors, largely by the latter in recent years. As of 31 December 2018, the number of private health facilities was 12,785 as opposed to 1,457 public health facilities (MoH's annual report 2018).

The occupational insurance insures workers against commute accident, workplace accident and occupational disease. The coverage of occupational insurance scheme has expanded remarkably since the initial launch in November 2008. Enterprise/ establishment with 8 workers or more are compulsory to register with and pay contribution to NSSF. Fainting and traffic accidents have been the main occupational risks for garment workers in recent years. Thousands of Cambodians died every year in traffic accidents. According to data for nationwide traffic accidents from the Ministry of Interior, from 11 November 2015 to 10 November 2016 there were 4,029 accidents and 1,926 deaths, and from 11 November 2016 to 11 November 2017, 3,815 accidents and 1,913 deaths. The causes of traffic accidents among workers included speeding, mechanical failure, dangerous overtaking, failure to observe the right of way rules, drunk driving, failure to observe the right-hand priority and bad road surfaces. Among garment and footwear workers, there were 4,451 traffic accidents and 43 deaths over the period from 1 January to 10 December 2016 (Report on annual achievements 2016 and action plans of the road traffic safety team for workers' protection, NSSF).

Health insurance scheme under NSSF was developed from health insurance project of NGOs.

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Health insurance scheme of NSSF started in 2016 to provide health insurance to workers or employees in private sector. The number of enterprises that paid contribution to NSSF increased from 282 with 265,761 workers (of which 222,247 are female) to 610 with 608, 965 workers (of whom 505,605 are female). All employers or owners of enterprises/establishments shall be compulsory to collect contribution and pay contribution to NSSF. Contribution rate of employers or owners of enterprises/establishments is equal to 1.3% and of workers is equal to 1.3% of average wage in the classification of workers' monthly wage. In the past the health issues of garment workers were associated with a lack of nutrition, a poor work-place environment and the failure of workers to practice hygiene (World Bank 2006, Chandararoth et al. 2009, BDLINK & HRINC 2011, Mukarat et al. 2018). Jameel et al. (2019) argued that although many factories were compliant with legislation on maternity leave, breastfeeding and child-care arrangements, breastfeeding and antenatal (ANC) services were under-used, resulting in poor child nutrition.

This paper aims to answer the following research questions: (1) how was the right to health of garment workers in Cambodia during COVID-19? And (2) what are the determinants of workers' health? In addressing these questions, a field survey of garment workers in three different regions: Phnom Penh, the provincial town of Takeo to the south and two nearby rural villages, was conducted from the end of October to mid-November 2020 about their perceptions regarding the right to health. The findings of the research are intended to provide some inputs for policy-makers and development partners in improving the health-care of garment workers, as well as other low-income groups in Cambodian society.

II. Research Methodology

A field survey of 316 garment workers was conducted between late October and mid-November through interviews using a questionnaire in three different regions: Phnom Penh, the provincial town of Takeo and two rural villages in Kdanh commune, Preykabass district of Takeo province. Our surveyors wore masks while interviewing workers, but some of their respondents did not. All the interviewed workers were still working in garment factories, but some of them had had their jobs suspended. Purposive and snowball sampling methods were used. After collecting data using hard-copy questionnaires, a Google form was used for data entry. The traditional work of the women the two sample villages is weaving traditional silk skirts, but the arrival of the garment manufacturer has attracted some of weavers to abandon this work. In addition to the primary data we collected, this research also uses secondary data from various sources such as the World Bank and previous research about the garment sector in Cambodia. Logistic regression technique was also performed to analyse the risk factors that affect the health of garment workers using the survey data.

III. Survey Results

a) *Profile of workers*

This section and the subsequent ones use our primary survey data to explore the right to health and the working conditions of garment workers during COVID-19. The survey data are also used to analyze the health risks for workers. The total number of interviewees was 316, as shown in Table 1. The majority of respondents were female workers, representing 88% of total respondents. The majority of the garment workers were young and have low levels of education. About 76% of all respondents were below the age of thirty. 98% of respondents in Phnom Penh lived in rented houses or rooms, being migrant workers from rural parts of the country. Most of the workers who work in factories in Takeo, however (68.6%), were living in their own houses, though 29.4% were renting houses or rooms. All the village workers lived in their own houses, but it took them a long time to commute to work.

Table 1: Profile of respondents

		N	Percent
Sex	Female	278	88.0%
	Male	38	12.0%
Region	Phnom Penh	220	69.6%
	Takeo town	51	16.1%
	Villages	45	14.2%
Marital status	Divorced	11	3%
	Married	167	53%
	Single	136	43%
	Missing	2	1%

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Age group	Between 16 and 20	42	13%
	Between 21 and 25	110	35%
	Between 26 and 30	89	28%
	Between 31 and 35	29	9%
	Between 36 and 40	22	7%
	Older than 41	16	5%
	Unknown	8	3%
Education	No schooling	23	7%
	Primary education	96	30%
	Lower-secondary education	141	45%
	Upper-secondary education	53	17%
	Unknown	3	1%
Garment experience	Less than or equal to one year	39	12.3%
	More than one year to three years	118	37.3%
	More than three year to five years	81	25.6%
	More than five years	76	24.1%
	Unknown	2	0.6%
	Grand Total	316	100.0%
Married with kids	No children	28	16.8%
	1 child	68	40.7%
	2 children	44	26.3%
	3 children	17	10.2%
	4 children	10	6.0%
	Sub-total	167	100.0%

b) COVID-19 and Garment Workers' Living Conditions

The majority of workers who continued to work in garment factories during the pandemic said their working conditions had become worse and that their working hours had been reduced. Social distancing was not widely applied by workers in their workplaces as protection against COVID-19, though wearing face masks and washing hands with alcohol fluid and soap were widely practiced. Of the total respondents, 97% of workers reported they wore masks, 88% washed their hands with alcohol fluid or soap, 28.6% maintained social distancing, and 1% used other measures. COVID-19 reduced the gross salaries of some workers in each survey site. On average workers earned about 13% less during the pandemic than before it: the average gross salary before COVID-19 was USD 266, while during COVID-19 it fell to USD 236, a decline found in each survey site. As announced by the Ministry of Labour and Vocational Training (MoLVT), some factories closed during COVID-19 and suspended their workers for a period of time. Cambodia introduced digital cash transfers for suspended workers in the garment sector. The Ministry of Labour and Vocational Training announced it would provide an allowance of USD 40 a month to each suspended worker plus another USD 30 coming from the factory owners.

c) Occupational Risks

From our survey, we found that 55.5% of respondents in the three survey sites commuted to work on foot, 23% by truck, 13.8% on their own motorcycles, 7.1% by bicycle, and 0.6% by Romork (a long cart pulled by a motorcycle). Many workers who lived in Phnom Penh (74%) commuted to work on foot because they rented houses and rooms located close to their places of work. Workers in the two rural villages normally commuted to work in factories in towns by truck, waking up early in the morning to take the truck and returning to stay in their own homes in their villages the same day. According to one worker in Preychambak village who commutes to work in a shoe factory in Kandal province near Phnom Penh, workers paid a fare of between USD 13 and USD 17 per person per month, depending on the location of their factories. It normally took about an hour and forty minutes to commute one way from her village to her shoe factory. In contrast to the village workers, about half of the workers in Takeo town (43%) used their own motorcycles to commute to work, followed by those who travelled by truck (30%).

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The majority of workers considered commuting to work safe. In response to our question, "Do you agree that commuting to work is safe?" 74% agreed it was, 15.2% disagreed, and the remainder said they did not know. Figure 1 gives responses to questions related to the occupational risks.

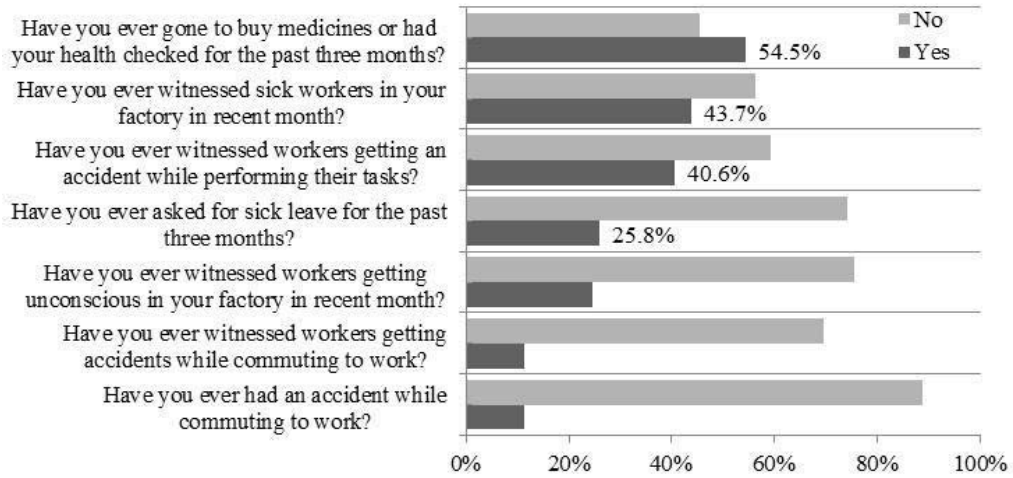


Figure 1: Occupational Risks Faced by Garment Workers

Strikingly, 25.8% of respondents said they had asked to go on sick leave, and 43.7% said they had gone to buy medicines or to have their health checked in the past three months. This information on workers' health issues showed that a large proportion of them needed to buy medicines or have their health checked.

A good work-place environment is very important for the workers' health. Although most workers said their factories had enough clean and hygienic toilets, noise and chemicals were present in the factory. More than 80% of respondents said their factories had sufficient clean toilets for the workers. However, about half said their work-places were noisy and smelled of chemicals. Sickness or falling unconscious was often witnessed by workers in factories. In response to the question, "Have you ever witnessed workers falling unconscious in recent months in their factories", 75.5% said they had never witnessed this, while 24.5% said they had. Similarly, in response to the question, "Have you ever seen sick workers in their factories recently", 43.7% said they had, and 56.3% that they never had. When asked whether they had ever seen workers suffering accidents while doing their work, 41% said they had and 59% that they never had.

d) Food and Accommodation

The choice of foods to consume can also affect the health of workers. Foods sold at the factory gate were not hygienic enough to support good health. Workers can alternatively choose to cook a meal themselves and bring it to the factory to eat or buy food in the factory's cafeteria. However, very few of our respondents said they bought food in a cafeteria, as most factories do not have one. Questions regarding their choice of breakfast, lunch and dinner were asked in order to determine whether there is any relationship between choice of meal and workers' health. In general about half of the workers in Takeo town and Phnom Penh bought breakfast (43%) and lunch at the factory gate (48.7%).Very few workers obtained their breakfast from the factory. Most factories provided facilities for workers to eat their meals but did not provide meals. In contrast to breakfast and lunch, almost all workers, regardless of survey site, cooked their own dinners.

About 98% of workers in Phnom Penh live in rented houses or rooms. Most of them shared rooms to reduce the rent that each person pays. In Phnom Penh, of those who rented a room or house, 16% lived alone, 44% shared with another person, 31% shared with two other persons, and 9% lived in shared room of more than four persons. Only about 30% of workers in Takeo town rent accommodation. Naturally the workers living in the villages live in their own homes, but they become exhausted having to commute about three hours every day for the round trip. Normally a rented room has a toilet inside but no kitchen. Workers therefore bought gas stoves to be able to cook in their rooms. The low return on renting a room probably does not provide enough incentive for owners to make changes such as installing sufficient and sufficiently good equipment for the workers who live there. The average rental fee paid by a worker in Phnom Penh was almost twice that in Takeo town. An average worker in Phnom Penh paid 24 USD a month, while a worker in Takeo town paid 14 USD a month.

e) Health Issues

Although one of every four garment workers had asked to go on sick leave in the past three months, the majority of respondents bought medicines or went to hospital because of health issues in that period. Private health facilities are the main providers of health-care

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services to garment workers. In the past three months, as shown in Figure 2, 25.8% of respondents had asked to go on sick leave, while 74.2% had never asked to do so. Private hospital, clinics and private pharmacies were the main providers of health-care services to garment workers in Cambodia. Of those who bought medicines or went to hospital, 37% went to private pharmacies, 24% to private hospitals or clinics, 25% to health centers, 12% to a public hospital, and the remaining 2% to an NGO-sponsored hospital. Public hospitals therefore played a less important role in providing health-care to garment workers than private health facilities.

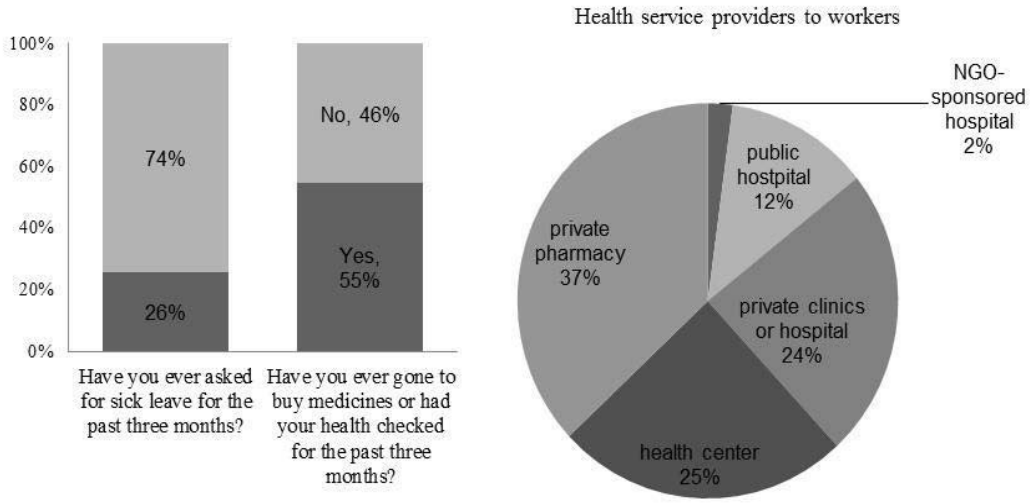


Figure 2: Seeking Health Care and Health Services Providers

Body pain, headaches, having a cold and feeling dizzy were common health issues among garment workers during the survey period. The majority of workers had body pain after working the whole day in the garment factory. As shown in Figure 3, 71.8% of respondents said they had body pain, while 28% did not. Of the 244 respondents who reported body pain, 52% had headaches, 36% had pains in the neck or back, 30.7% the in legs, 26.2% in the arms, 7.4% in the eyes, and 11.9% in other parts of the body.

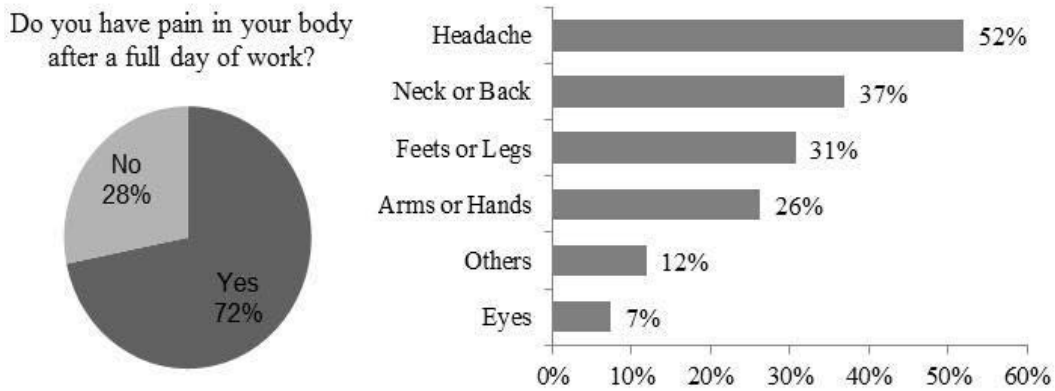


Figure 3: Body Pain and Other Health Issues

In addition to body pain, common health issues among workers include fever, diarrhoea, headaches, dizziness and colds. In response to the question, "Have you ever had the following health issues?", of the total respondents shown in Figure 4, 27% responded that they had not had any health problems in the past three months, while 41% had caught a cold, 37% had a headache, 19 % felt dizzy, 14% had fever, and 7% had diarrhoea.

Regarding alcohol and tobacco consumption, we find that almost all workers in the samples did not smoke, though some of them drank alcohol. Of the total number of respondents, 2.5% said they had smoked in the past month and 15.1% that they had drunk some

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alcohol. To quantify the volume of alcohol consumption, we ask workers how often they had drunk in the past month. 2% said they drank every day, 5.7% a few times a week, 28.3% once a week, 15.1% a few times a month, and 49.1% once a month.

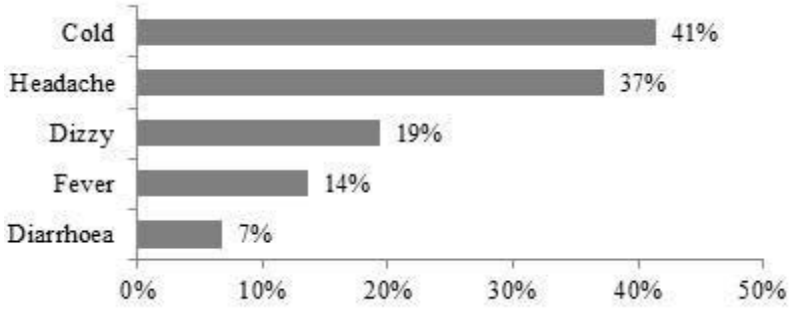


Figure 4: Some Health Issues

Of the total number of respondents, 55.6% said they paid for health services, while 44.4% received health services for free. Almost all the workers in our samples, 91%, have a National Social Security Fund (NSSF) card allowing them free health-care. Asked how easy it is to use the NSSF card, 4.2% said it was very easy to use, 16.4% moderately easy, 55% easy, 14.5% difficult, and 10% very difficult. When asked how often workers used the card, about 80% of all respondents said they did not use it very often. Some workers told us that for minor illness they went to a hospital nearby for treatment because they heard that using the NSSF card was time-consuming, and the doctors there did not take as much care of them as in a private hospital.

f) Health Risks

In this section, we examine the risk factors associated with garment workers' health. We examine the factors that caused workers to (1) buy medicine or go to hospital, and (2) ask for sick leave in the past three months. In our survey we found that 26% of respondents had asked for sick leave and 55% had gone to buy medicines or visited a hospital in the past three months. Factors that may affect the health of workers include whether they are male or female, their age, marital status, education, experience of working in a garment factory, working environment and conditions, drinking or smoking habits and choice of meals. A large proportion of workers choose to buy breakfast and lunch at the factory gates or elsewhere outside, meals that lack sanitation and hygiene.

Logistic regression was performed to investigate the determinants of buying medicine or visiting hospital recently. Column 1 Table 2 reports the result of the logistic regression when the dependent variable is a dummy variable taking the value of 1 if the respondent went to buy medicines or went to hospital recently. The result suggests that female workers, older workers and workers who eat dinner or breakfast outside the factory tend to be significantly less likely to seek medical care than male workers, younger workers, or workers who eat their own cooked breakfast or dinner. However, married workers, workers living in rented rooms or houses, workers who said their work-place was noisy and workers who buy their lunch at the factory gates or outside are more likely to seek medical care by going to buy medicines from pharmacies or going to hospital. These results are consistent with the evidence that shared rented rooms and food sold at the factory gate are not sufficiently hygienic and lack adequate sanitation. Workers who drink, smoke, or work in factories with the smell of chemicals are also more likely to seek medical services than workers who do not drink or smoke, or who work in a factory without the smell of chemicals.

Logistic regression was also performed to investigate the determinants of asking for sick leave. Column 2 of Table 2 reports the result of the logistic regression when the dependent variable is a dummy variable taking the value of 1 if the respondent asked for sick leave in the past month. The results suggest that older workers are more likely to ask for sick leave than younger workers. However, married workers, workers living in rented rooms or houses, workers who said their work-place was noisy and workers who drink are more likely to seek sick leave. Conversely, workers who buy their lunch at the factory gate or outside are not more likely to seek sick leave.

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Table 2: Logistic regression results

Dependent Variable:	(1) have youbought medicines or gone to hospital? (Yes=1, 0=No)		(2) haveyou asked for sick leave recently? (Yes=1, 0=No)	
Independent Variables	Logit Coeff.	Odds ratio	LogitCoeff.	Odds ratio
sex (Female=1, Male=0)	-1.096*	0.334*	0.790	2.203
	(0.606)	(0.203)	(0.702)	(1.547)
age	-0.0573***	0.944***	-0.00301	0.997
	(0.0221)	(0.0209)	(0.0248)	(0.0248)
marital status (Married=1, Other=0)	1.024**	2.784**	1.527***	4.603***
	(0.480)	(1.335)	(0.552)	(2.543)
children (child=1, none or single =0)	0.763	2.145	0.0686	1.071
	(0.493)	(1.058)	(0.531)	(0.569)
education	0.121**	1.128**	0.0885	1.093
	(0.0544)	(0.0614)	(0.0644)	(0.0704)
experience of working in garment factory	-0.0748	0.928	-0.0515	0.950
	(0.0498)	(0.0462)	(0.0587)	(0.0558)
living in rented room (Yes=1, own house =0)	1.255***	3.507***	1.731***	5.647***
	(0.384)	(1.346)	(0.468)	(2.644)
noisy workplace (Yes=1, No=0)	1.858***	6.412***	2.185***	8.892***
	(0.339)	(2.171)	(0.397)	(3.529)
smell of chemicals at workplace (Yes=1, No=0)	0.0602	1.062	0.226	1.253
	(0.316)	(0.336)	(0.381)	(0.478)
smoking (Yes=1, No=0)	0.793	2.210	-0.482	0.617
	(1.428)	(3.156)	(1.142)	(0.705)
drinking (Yes=1, No=0)	0.529	1.698	1.272**	3.569**
	(0.494)	(0.838)	(0.588)	(2.099)
eating breakfast outside (Yes=1, No=0)	-0.924***	0.397***	0.420	1.522
	(0.356)	(0.141)	(0.389)	(0.593)
eating lunch outside (Yes=1, No=0)	1.063***	2.894***	-0.190	0.827
	(0.341)	(0.986)	(0.387)	(0.320)
eating dinner outside (Yes=1, No=0)	-1.702***	0.182***	-1.769**	0.171**
	(0.655)	(0.119)	(0.865)	(0.148)
Constant	-0.478	0.620	-5.935***	0.00264***
	(1.110)	(0.688)	(1.371)	(0.00363)
	Prob> chi2 = 0.0000		Prob> chi2 = 0.0000	
	Pseudo R2 = 0.2361		Pseudo R2 = 0.2745	
	Observations = 295		Observations = 294	

Standard errors in parentheses
**** p<0.01, ** p<0.05, * p<0.1*

IV. Conclusions

Despite the relatively few COVID-19 cases recorded in Cambodia, COVID-19 hit the Cambodian economy hard, particularly the garment and tourism sector, the main pillars of the economy. Due to the low number of COVID-19 cases, the hospitals were not overcrowded and could still function. Non-pharmaceutical interventions were used to contain the spread of the virus, while cash allowance programs were used to compensate suspended workers in the garment sector. The great majority of workers prevented COVID19 spreading through frequent hand-washing or using a face mask, but the majority were not socially distancing. The pandemic reduced the incomes of those garment workers who were still working, probably because of the reduction in overtime. As the fall in income was considered likely to be temporary, this may have had few effects on expenditure for consumption, which is believed to depend largely on having a permanent income. Nonetheless the increase in the cost of living during the pandemic seems to have reduced purchasing power somewhat. Although the minimum wage for workers has continued to increase in recent

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years, workers still faced some health issues, such as fainting, diarrhoea, body pain after work, colds and fever. During COVID-19, workers had some health problems such as body pain, and we uncovered evidence of their buying medicines and seeking health-care in the past three months. Our analysis of the health risks of garment workers using logistic regression suggests that buying lunch at the factory gate or outside, living in rented rooms and drinking alcohol were among the causes of falling sick. The welfare of workers can be improved by improving the sanitation and hygiene of foodstuffs and rented rooms, for example, by providing more training in how to live better, asking one's landlord to provide enough cooking facilities or improving the space of rented rooms. Policies to improve rented housing for garment workers and food safety are recommended. After the outbreak of COVID-19, Cambodia signed a free trade agreement (FTA) in the region with China and the Regional Comprehensive Economic Partnership (RCEP).

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A Study on the Factors Influencing Student's Acceptance of Learning Management Systems: A Case of University of Perpetual Help System Pueblo De Panay

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Abstract- The utilization of Learning Management System (LMS) has been given much emphasis especially during the COVID-19 pandemic period and has become a common phenomenon during the new normal. This study examined the factors that influence LMS adoption among the students. Drawing upon the model of technological acceptance (TAM), five factors have been identified such as facilitating conditions (FC), perceived enjoyment (PE), perceived service quality (SQ), perceived value (PV), and satisfaction (SAT) in successful acceptance of LMS as an observational viewpoint from the of the University of Perpetual Help System – Pueblo de Panay. The study used quantitative with the support of SPSS, SEM, multi-level linear regressions, and regression analysis. The study will add value to the growing figures of investigation on TAM by measuring the factors and their impact on LMS adoption.

Keywords: learning management system (LMS), moodle, technology acceptance model (TAM), facilitating conditions, perceived enjoyment, perceived service quality, perceived value, satisfaction.

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ASTUDYONTHEFACTORSINFLUENCINGSTUDENTSACCEPTANCEOFLEARNINGMANAGEMENTSYSTEMSACASEOFUNIVERSITYOFPERPETUALHELPSYSTEMPUEBLODEPANAY

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Abstract- The utilization of Learning Management System (LMS) has been given much emphasis especially during the COVID-19 pandemic period and has become a common phenomenon during the new normal. This study examined the factors that influence LMS adoption among the students. Drawing upon the model of technological acceptance (TAM), five factors have been identified such as facilitating conditions (FC), perceived enjoyment (PE), perceived service quality (SQ), perceived value (PV), and satisfaction (SAT) in successful acceptance of LMS as an observational viewpoint from the of the University of Perpetual Help System – Pueblo de Panay. The study used quantitative with the support of SPSS, SEM, multi-level linear regressions, and regression analysis. The study will add value to the growing figures of investigation on TAM by measuring the factors and their impact on LMS adoption. The study will benefit the University. It is therefore recommended that the said factors like SQ, FC, PE should be given much focus and emphasis since they influence SAT and PV that play a vital role towards technology adoption. SAT defines Bi whereas PV acts a more significant role which signifies that it has more influence on the intentions to use than what satisfaction does. The research reaffirms significance impact of this on technology adoption, thus building a relevant and heavy association pertinent to LMS adoption.

Keywords: learning management system (LMS), moodle, technology acceptance model (TAM), facilitating conditions, perceived enjoyment, perceived service quality, perceived value, satisfaction.

I. Introduction

Innovation is the keystone and foundation of change especially in education and it increases effectiveness, competitiveness and efficiency of services and establish unique forms of participation which can heard, influence the success of a learning institution towards achieving its national and global agendas (Haas et al., 2009).

During the COVID-19 pandemic, many schools had to adapt to the new normal. In order to make it happen, they invested in learning management system that can support students' learning activities by providing an extensive and integrated range of services and tools for learners (Zanjani et al., 2017). It has become very crucial since this period disabled many functions and movements were limited. Students had to stay at home in a secure environment for them to be safe from any harm brought by this contagious virus. Through LMS, teachers could still facilitate learning and organise learning contents; students could still learn and submit their learning outputs, requirements like projects, and assignments. What is more, both teachers and students could provide feedback and insights to one another for the betterment of all learning contents and outcomes towards achieving one goal which is learning and applying all the learned concepts. Moreover, LMS helps teachers in providing and organising new teaching and learning contents and methods which help students to learn and perform better (Panay et al., 2019).

This study delves on the identified factors that influence student's LMS adoption. Technology Acceptance Model (TAM) is used as its guiding model that explains as to how adoption is made possible. Five factors have been identified like facilitating conditions (FC), perceived enjoyment (PE), perceived service quality (SQ), perceived value (PV), and satisfaction (SAT) in successful acceptance of LMS as an observational viewpoint from the of the University of Perpetual Help System – Pueblo de Panay. All data were collected from students of the University of Perpetual Help System-Pueblo de Panay Campus, Roxas City, Capiz, Philippines.

a) Learning Management System

Learning Management Systems (LMS), also known as Course Management Systems (CMS) or Virtual Learning Environment (VLE) (Bahsh & Daoud, 2016) & (Asiri et al., 2012), is a set of software tools that are specifically designed to support the educational process. The University has been using its own Moodle (Rakic et al., n.d.) that supports learning and training. It provides custom learning environments for students as well as to teachers in creating, providing, and organising learning contents. It a learning platform where students and teacher can collaboratively and actively interactive with each other. It has all the important features that enable students to review the class calendar, submit

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assignments, and take quizzes. This LMS enables students to have a great access to all available learning materials and also enables the University to monitor student's learning progress and evaluate the learning process.

The effectiveness of this LMS has already been studied and proven effective in teaching and training. As studied by (Goyal & Tambe, 2015), their findings revealed that there was a favourable feedback from the students and a successful adoption of MOODLE by the teachers. A similar study was conducted by (Costa et al., 2012) which also reveals that Moodle has a great potential and has been recognized by many student the importance of the use of other functionalities of this platform in order to promote the success of the teaching/learning process.

b) Research Model

The study adopted Technology Adoption Model (TAM) by Davis (1986) since it further explains and describes the adoption process and as to how the identified factors influence and enable the success LMS adoption. By using this model, the study is able to point out and explore the factors that determine and predict student's intention towards LMS adoption.

The figure shows the relationship of PE to SAT and PV, the relationship of SQ to SAT and PV, the relationship of FC to SAT and PV, the relationship of SAT towards Bi, and the relationship of PV towards Bi. Two key moderating factors (PV, SAT) have been identified for they have significant in conjunction with this model.

II. Literature Review

a) Perceived Enjoyment (PE)

Perceived enjoyment is regarded as the level of pleasure as to how individuals perceive something they receive or from using an application. This is further explored and explained by previous studies which support that perceived enjoyment influences technology-aided adoption thus giving the affirmative effect on satisfaction and perceived value (Venkatesh, 2000). PE in this investigation is regarded as the level of pleasure that consumers perceive from using M-coupon applications and can predict student's degree of enjoyment to do or repeat an amusing activity. PE has a favorable link to student's motive to learn and perform thus defining the capability of a certain system to keep student from utilizing the system (Asmi et al., 2017). Moreover, student perceives using something e.g. LMS when it meets the expectations and value of how much he pays for it.

b) Perceived Service Quality (PSQ)

It is included as a factor in this study in order to gauge the student's degree of perception for it leads to student's LMS adoption. Previous studies defined SQ as an influencing factor that leads to successful LMS adoption when student feels like the expectations are met and the service it provides pleases students thus contributing to the overall judgment or assessment which lead to favorable response based on the given service (A. N. Bombaes et al., 2019). Furthermore, service quality refers to the quality of supports provided to the system's end-users (Ghazal et al., 2018).

c) Perceived Facilitating Conditions (PFC)

Facilitating conditions can be any technical, instructional support and infrastructure needed for LMS (Venkatesh et al., 2012). Previous investigations display that FC have an essential impact on student's behavioral intention towards the adoption of technology (Jeng & Tzeng, 2012). FC is a strong predictor for forecasting technology acceptance and usage.

d) Perceived Satisfaction (SAT)

It is defined as the overall affective acknowledgment built upon the performance of a service after expenditure (Oliver, 1980). Moreover, satisfaction is defined as the individual's perceptions of the extent to which the system meets their needs and expectations (Ghazal et al., 2018). Therefore, this is a strong determinant which can predict the success of student's LMS adoption.

e) Perceived Value (PV)

It is a powerful determining factor that leads to LMS adoption. An investigation recommends that PV may be a superior predictor of reacquiring than either SQ or SAT (Cronin et al., 2000). Students feel that it is worth the amount of they paid for since the expectations and needs of the students have been met. It is a strong that leads to students LMS adoption.

f) Behavioural Intention (Bi)

It refers to individual motives to use a particular technology just like LMS that directly affects actual usage (Hussein, 2018). It is an individual's intention to act on a certain situation after receiving, judging or evaluating the benefits, advantages and gains from a certain application, technology, object or activity (A. Bombaes, 2017).

III. Research Design and Method

The study is a conclusive research since the study wants to reveal the links or relationships of the identified towards student's intention. It is a quantitative research since it utilises numerical and experimental tools in coming up with results. The study uses survey as its strategy in gathering data. The structured questionnaire is used to reveal the strong foundation of building behavioural intention towards LMS adoption.

a) Data Collection

All questionnaires were done and conducted via google form and were given to students of the University of Perpetual Help System-Pueblo de Panay; items focused on measuring the attitude and is equipped with

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seven-point Likert Scale as part of quantitative instrument. Quantitative was also used to analyze hypotheses in experiments because of its ability to measure data using statistics.

For statistical analysis the data were collected from Senior High School students who are active users of LMS. There were 160 participants and they were given a structured questionnaire. The questionnaire was used to perform correlation analysis to test the relationship of every variable and Cronbach's Alpha was used to determine the scale reliability. This study is quantitative with the support of SPSS.

b) Data Analysis

As part of statistical approach, this study used SPSS which aims to understand the relationships and behavior of respondents as regards LMS adoption. Descriptive statistical tools were used to describe the relations among the identified factors available in research.

c) Analysis and Findings

The analysis aims to seek answers that validate the proposed hypotheses and model of the study. The proposed hypotheses are shown below.

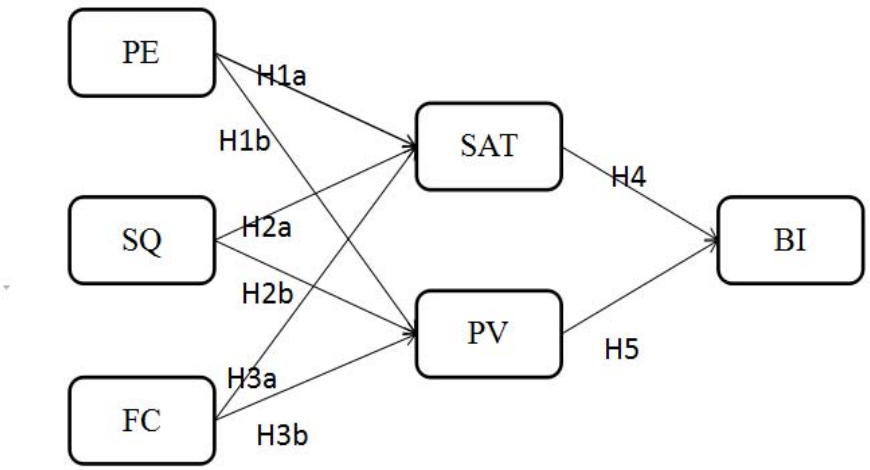


Figure 1: The Proposed Model and Hypotheses.

Figure delves on the structural model evaluation. SEM is acknowledged by many researchers and academicians for its multi-dimensional functions in measuring and analyzing relationships between and among factors. This model can judge the qualities of a component and its interconnectedness and associations among attributing determinants and variables. The investigation used a multi-level linear regression modeling, co-variance-based SEM facilities of AMOS. This investigation pursues a two-step path to assess the model. The evaluation was first analyzed through estimating the construct validity by performing a confirmatory factor analysis (CFA); then the introduced model was assessed by judging structural equation model (SEM).

This part presents construct reliability and convergent reliability, and then followed by discriminant validity analysis. The investigation was assessed by examining the value of Cronbach's Alpha, composite reliability (CR) and the average variance extracted (AVE). The corresponding construct of Cronbach's Alphas were all higher than 0.80 thresholds. Both CR and AVE achieved a satisfactory level.

Table 5-1 presents the outcomes of reliability. Convergent Reliability was used, for it is a measurable factor forming one of a set that categorizes a system or sets of its operation which is often used in sociology, psychology, and other behavioral sciences. CR is tested using the three criteria of all factors such as CR, AVE, and the item loading on all corresponding components should be big enough.

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Table 1: Factor Analysis, Composite Reliability, Average Variance Extracted, and Correlation

	MEAN	ST.DEV	CR	AVE	Bi	PE	FC	SAT	PV	SQ
Bi	4.4335	1.00138	0.797	0.568	**0.754**					
PE	4.3639	1.22556	0.933	0.776	0.202	**0.881**				
FC	4.6276	1.25293	0.886	0.722	0.483	0.338	**0.850**			
SAT	4.4614	1.20519	0.825	0.611	0.425	0.486	0.483	**0.782**		
PV	4.6969	1.29101	0.784	0.554	0.379	0.283	0.514	0.489	**0.744**	
SQ	4.2687	1.45745	0.795	0.565	0.403	0.483	0.456	0.459	0.546	**0.751**

Both tables 5-1 and 5-2 indicate the outcomes of convergent validity whereas based on the overall model the relationship of PE between SAT is statistically significant (β=0.235, t= 4.493, P<00.1); the relationship between FC and SAT is statistically significant (β= 0.258, t= 5.058, P<00.1); the relationship between PE and PV is statistically insignificant (β= -0.041, t= -.032, P=0.527); the relationship between FC and PV is statistically significant (β= .361, t= 5.627, P<00.1); the relationship between SQ and SAT is statistically significant (β= .225, t= 2.844, P<00.4); the relationship between PE and PV is statistically significant (β= .589, t= 5.565, P<00.1); the relationship between SAT and Bi is statistically significant (β= .407, t= 4.884, P<00.1); the relationship between PV and Bi is statistically significant (β= .257, t= 3.976, P<00.1).

Table 2: Results of the Key Model

Hypotheses	Path	Path Coefficient	Conclusion
H1a	PE to SAT	(β= 0.235, t= 4.493, P<00.1)	Supported
H1b	PE to PV	(β= -0.041, t= -.032, P=0.52)	Not supported
H2a	SQ to SAT	(β= .225, t= 2.844, P<00.4)	Supported
H2b	SQ to PV	(β= .589, t= 5.565, P<00.1)	Supported
H3a	FC to SAT	(β= 0.258, t= 5.058, P<00.1)	Supported
H3b	FC to PV	(β= .361, t= 5.27, P<00.1)	Supported
H4	SAT to Bi	(β= .407, t= 4.884, P<00.1)	Supported
H5	PV to Bi	(β= .257, t= 3.976, P<00.1)	Supported

All hypotheses in the current investigation at least at the 0.5 significance level except for H1b which is unsupported. The structural model demonstrates the insignificant impact of perceived enjoyment on satisfaction. The rest of the hypotheses are supported where H1a demonstrates a strong impact of perceived enjoyment on satisfaction (β=0.235, t= 4.493, P<00.1), h2a demonstrates a strong impact of service quality on satisfaction (β=.225, t=2.844, P<00.4), h2b demonstrates a strong impact of service quality on satisfaction (β=.589, t=5.565, P<00.1), h3a demonstrates a strong impact of facilitating condition on satisfaction (β=0.258, t=5.058, P<00.1), h3b demonstrates a strong impact of facilitating condition on perceived value (β=.361, t=5.27, P<00.1), h4 demonstrates a strong impact of satisfaction on behavioral intention (β=.407, t=4.884, P<00.1), h5 demonstrates a strong impact of perceived value on behavioral intention (β=.257, t=3.976, P<001) as regards LMS adoption.

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d) Structural Model

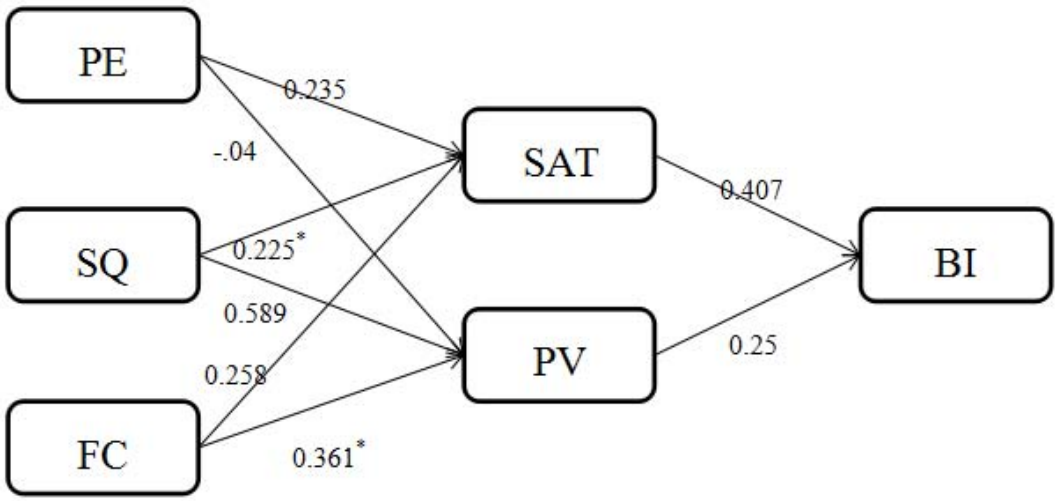


Figure 2: Structural Equation Modeling with Moderation Results

The study came up with conclusive summary about the proposed hypotheses that H1a, H2a, H2b, H3a, and H4 are all supported except for H1b. The researcher therefore concludes that PE is insignificant towards Perceived Value (PV). Although it is an important component, but it is insufficient to define its effect and impact on Perceived Value (PV). All tests were done at the 0.01 significance level. PE has a low correlation to SAT which can be partly attributed to student's perceptions of LMS, and will invariably fluctuate as they use it extensively. However, what is worthy to note is that PE has a negative correlation with PV, meaning that they are mutually exclusive of each other. Even if there is high PV, it does not equate to high PE. The results state that SQ has a low correlation to SAT but a high correlation to PV. This can be explained by students preconceived notions towards LMS adoption. Student service quality can be heightened and exaggerated through grassroots campaigning and word-of-mouth advertising. However, the reality of the matter depends on after use and actual service quality rendered. This is subjective and has too much variance, which explains the low correlation between SQ and SAT. FC puts simply as external conditions (i.e. infrastructure, qualified personnel, ICT facilities, related equipment, and qualified technical support) has a positive relationship with SAT and PV. FC goes hand-in-hand with SAT and PV, although PV slightly edges out SAT. In the end from the model, the researcher ascertain that SAT has a bigger impact (0.407) on Behavioral Intent than Perceived Value (0.250). SAT is most optimally mediated by FC, SQ, and PE. PV is based upon student confidence in LMS, and therefore innately has many problems due to high levels of variance and instability. In conclusion, SAT has the edge over PV in influencing Bi. This can be accounted for due to students trying the platform, investing time in to using LMS and giving school valuable feedback on what they thought was good and what they thought was bad. PV of LMS is excellent but has an innate drawback in that it is subjective and not able to be accurately qualified due to high variance. SAT on the other hand can be quantified due to its robust flexibility and most importantly due to the fact that it relies not on a student's initial feelings towards the platform, but is based on usage time.

Table 3

Rotated Component Matrix[a]				
	Component			
	QUESTIONS		AVE	CRONBACH APLHA
FC1	I have control over using LMS.	.869	0.722	.885
FC2	I have the resources necessary to use LMS.	.805		
FC3	I have the knowledge necessary to use LMS	.839		
BI1	I intend to continue using LMS in the future.	.851	0.568	.789
BI2	I will always try to LMS in my daily life.	.758		
BI3	I plan to continue to use LMS frequently.	.793		

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PE1	I enjoyed LMS very much.	.897	0.776	.932
PE2	This activity (LMS) is fun to do.	.861		
PE3	This activity (LMS) used to hold my attention.	.866		
PE4	I would describe (LMS experience) as very interesting activity.	.883		
SQ1	The likely quality of this site is extremely high.	.825	0.565	.794
SQ2	This site appears to be of very poor quality.	.768		
SQ3	This site must be of very good quality.	.737		
SAT1	I feel pleased with my overall experience of LMS use.	.812	0.611	.823
SAT2	I feel delighted with my overall LMS experience.	.764		
SAT3	I find LMS useful in my daily life.	.795		
PV1	Using LMS increases my chances of achieving things that are important to me in my academics.	.766	0.554	.778
PV2	Using LMS helps me to accomplish things more quickly in my academics.	.826		
PV3	Using LMS platform increases my productivity.	.729		
Extraction Method: Principal Component Analysis. *Rotation Method: Varimax with Kaiser Normalization.*				

a. Rotation converged in 6 iterations.

Exploratory factor analysis is performed using SPSS to evaluate and assess the values of factor loadings higher than 0.5. The outcomes of exploratory factor analysis present that indices are according to benchmark values which validate the proposed model; the values are between 0.729 and 0.897 . The outcomes do not report the issue of cross-loadings, excepts six items. These components are removed from the construct. Confirmatory Factor Analysis (CFA) is used for measuring the model that consists of validity and reliability test. The first item is done through factor analysis. All factors are tested to be higher than 0.7 that are acceptable to run SEM technique. Secondly, the major component analysis is used in order to analyze all the components. In the reliability test, Cronbach's Alpha value is determined and found to be higher than .7.

IV. Conclusion

This part mainly deliberates the primary study as to what factors mainly influence LMS adoption. This provides more details about adoption and other key determinant components that mainly influence adoption of LMS and to offer vivid perception of the whole adoption process by starting from the key determining factors perceived enjoyment (PE), facilitating conditions (FC), service quality (SQ), satisfaction (SAT), and perceived value(PV) that dominate student's motive towards LMS adoption. Among three key determining variables, PE, FC, and SQ by which SQ possesses the most influence which contributes directly to student's perception of using the platform. However, based on the overall findings PE has an insignificant impact on PV. It means that whatever is felt and received, the better the appraisal will be for the students. The findings show that the better SQ the better the level of value received is. It is vital to enhance and enrich SQ to keep on maintaining its long lasting effect on student's motive to use LMS. Therefore, exploring the factors under SQ should be improved for there has a fundamental influence and impact on PV. Facilitating conditions (FC) are components in classifying student's eagerness and fascination to function a certain task. It is emphasized that skills training, information or materials available, information access and connection, and administrative support are the influencing factors of facilitating conditions. These are labeled and quoted as highly critical that drive students from technology adoption. It is therefore, the absence of accessibility to computers; inadequate technical support extended and online support services provided hinder the acceptability of technology. If these challenges are met, there would be a heavy and strong impact on satisfaction which defines the intention to use. Satisfaction (SAT) is received and felt by the users which determines student's desires, expectations, and needs in line with the adoption whereas the PV is noted as student's overall appraisal of the total worth of the experience taken from student's judgment of what is provided and received. It shows that in case of LMS adoption at the University of Perpetual Help System-Pueblo de Panay Campus, SAT defines Bi whereas PV acts a more significant role which signifies that it has more influence on the intentions to use than what satisfaction does.

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Book Sales and Readership Statistics: Ukrainian Trends 2021

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Abstract- The research study explores the phenomenon of consumer book buying behavior in COVID-19. The study focuses on Ukrainian reader's taste. We applied a questionnaire and obtained 100 responses. How much do people spend on books per month? What types of books are they buying? What genres are they selecting? Consumer insights play main role in a publisher's strategies, from acquisitions to pricing and marketing campaigns. The results here indicate book buying habits of Ukrainian readers who participated in the survey in Kyiv «Bukva» bookshop in February 2021.

Keywords: *ukrainian bookstore «bukva», readership statistics, consumer behavior, best sellers in books.*

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Book Sales and Readership Statistics: Ukrainian Trends 2021

Khrystyna Astaptseva

Abstract- The research study explores the phenomenon of consumer book buying behavior in COVID-19. The study focuses on Ukrainian reader's taste. We applied a questionnaire and obtained 100 responses. How much do people spend on books per month? What types of books are they buying? What genres are they selecting? Consumer insights play main role in a publisher's strategies, from acquisitions to pricing and marketing campaigns. The results here indicate book buying habits of Ukrainian readers who participated in the survey in Kyiv «Bukva» bookshop in February 2021.

Keywords: ukrainian bookstore «bukva», readership statistics, consumer behavior, best sellers in books.

I. Introduction

In Ukraine books remain an important part of consumers' daily lives. The current bookstore landscape now includes Yakaboo, Ye Bookstore, BUKVA as well as smaller chains and independent bookstores, such as Bookovka.ua and other.

How much do people spend on books per month? What types of books are they buying? What genres are they selecting? Consumer insights play main role in a publisher's strategies, from acquisitions to pricing and marketing campaigns. We would like to share highlights from book consumer demographics & buying behaviors review, compiled on the basis of the bookstore chain «Bukva» [«The Letter»] sales in February 2021.

«Bukva» [«The Letter»] is a leader in the distribution market of cultural goods with a unique heritage and the legendary history (Bukva, 2021).

«Bukva» – is a chain of Ukrainian modern bookstores (more then 22 bookstores in 11 cities – Kyiv, Vinnicya, Zaporizhzhya, Odesa, Poltava, Rivne, Sumy, Ternopil, Kherson, Khmelnitsky, Chernivtsi). »Bukva» offers customers a wide range of books. Customers can buy classical and contemporary fiction, business literature and popular science editions, children's books for any age category, stationery, bright leaflets and games. In «Bukva» customers will always find actual book novelties of various genres and trends, attractive new discounts and interesting special offers (Bukva, 2021).

BUKVA.ua – one of the largest online bookstores in Ukraine. For regular customers operates discount program. Delivery of orders is carried out throughout Ukraine and abroad (Bukva, 2021).

II. Research Background

Statistics about book publishing in Ukraine are maintained by the state research institution, the Ivan Fedorov Book Chamber of Ukraine (Ivan Fedorov Book Chamber of Ukraine, 2021). According to its data, the number of new titles and reprints published during the 2021 can be characterized as follows (see Table 2.1):

Table 2.1: The number of new titles and reprints published during the 2021

Types of Publications	2021	
	Number of Titles, Publishing Units	Number of Copies, Thousand
Books and brochures	2692	1679,4
Dissertation Abstracts	1360	136,0
Art books	106	270,0

During the last ten years in Ukraine were done only 3 massive research surveys:

a) *Publishing and bookselling in Ukraine: Facts, Trends, Recommendations. Results of a survey carried out in 2012*

It presents a summary of the study of the Ukrainian book sector and its main findings and conclusions, as well as two expert opinions on it. This is the first time that a study of book publishing and book distribution in Ukraine has been carried out on such a scale. The study is based on years of systematic collection of information by the Ukrainian Association of Book Publishers and Book Sellers (UABB), while the report was commissioned by the Publishers Forum (Lviv) as part of the Book Platform project. The report provides information about the state of the Ukrainian publishing sector from 2002 until 2012 (The information

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for 2012 is not presented in all sections, as it had not been processed at the time of the Report's compilation).

Authors:

- Survey methodology, data collection and report by Oleksandr Afonin;
- Comments on the book sector survey by Rüdiger Wischenbart;
- The book sector survey report – a summary by Myroslava Prykhoda;
- Conclusions and Recommendations by Oleksandra Koval (The Book Platform, 2012).

b) Ukrainian Reading and Publishing Data 2018

The all-Ukrainian big project aimed to represent a state of the modern publishing market, readers' preferences and, by that, give the objective information that can influence forming the policy of both the cultural institutions and editorial office portfolios of publishers, as well as give a material to present the Ukrainian market abroad in an efficient visual format - infographic presentation. With the research as a basis, where reader's preferences and the state of the market 2018 was revealed, to create conditions for development of the publishing sphere against the background of the objective and actual data.

Organizers:

- Gutenbergz, a digital publishing house, which unites the story and the interactivity, and creates wonderful stories for mobile devices, cross-platform solutions for the multi-media content, namely for the learning materials in a comfortable and effective format;
- Cultural and publishing project Chytomo, media about the book in all its forms and about reading as a springboard for self-education and realization;
- Razumkov Centre, the leading non-government analytical centre of Ukraine that conducts researches on the state policy, was established in 1994 (Gutenbergz, Cultural and publishing project Chytomo, Razumkov Centre, 2018).

c) Publishing in Ukraine: a review of the sector. Final report 2020.

This research was commissioned by the British Council and authored by Emma Shercliff. Emma is a publishing consultant with over 20 years of experience in the industry. She has worked for publishing houses in Paris, Melbourne, Abuja and London, and for the British Council in Nigeria and Iran.

The results of this study should prove useful to both foreign partners as well as Ukrainian institutions, publishers, booksellers, authors, and other actors in this segment. This independent, external view of the field provides a much-needed challenge to entrenched perspectives, with solutions proffered arising from a welcome reconsideration of the challenges facing the sector to the benefit of both stand-alone projects and the broader publishing industry.

Of particular note is the attention given in the study to the undergraduate community and instructors at industry-related university programmes-the wellspring of emerging publishers, managers, agents, mediators, authors, and literary critics soon poised to join the market (Shercliff, E. 2021).

Also during 2018-2020 years there were published some statistic rewievs about Ukrainian book business:

- Gerden, E. (2018). Retail Pressures: Ukraine's Open-Air Bookselling Marketplaces Appear Headed for Closure;
- Stepurin, I. (2019). Book market of Ukraine;
- Gerden, E. (2020). Ukraine Book Business After Lockdowns: An 'Almost Complete Collapse;
- Rybak, V. (2020). Reading in Ukrainian: The Resurgence of the Ukrainian Book Industry

III. Methodology

The method design consisted of applying an paper form, with eleven statements, based on a 5-point Likert scale (with the options completely disagree = 1, disagree = 2, neutral = 3, agree = 4, and completely agree = 5). The form was applied between January 2021 to February 2021 for customers who visited bookshop «Bukva» [«The Letter»], address location: Ukraine, Kyiv, Arsenalna metro station, Slavy Square [Glory Square], 1, Underpass Arsenal, work time: from 10-00 till 20-00. The author's questionnaire statements were constructed experimentally and previously tested to detect the perception that the professionals had of the readers about the reading of the visualization. In the pilot study, the following questions were adopted:

- Your gender;
- Your age;
- Your education;
- Which book genre You most often purchase;
- Do You purchase books at online or ofline bookstores;
- How often do You purchase a books;
- How often do You visit your local library;
- Do You prefer paper books or e-books;
- How much money are You ready to spend on books;
- Name the life-changing books that shaped your thinking;
- Name the books You've recently read.

In total, the questionnaire was applied to 134 people, reaching a return rate of 25,37 %, with 34 responses. Ten were excluded due to incomplete questionnaire. In the end, we worked with 100 responses. In addition to statements and identity, we

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also asked about age, profession, and educational background. The items on age and training will be used to analyze the results to test the hypotheses. The average age of those who participated in the questionnaire is 40,8 years, 32 men and 68 women.

The population of the survey consists of persons aged from 13 to 71 who permanently live in Kyiv. Table 3.1 shows a part (without including answers on question «Which book genre You most often purchase») of respondents' answers recorded on a questionnaire form.

Table 3.1: Respondents' answers recorded on a questionnaire form

Id	Gender Female/ Male	Age	Education	Do You Purchase Books At Online Or Ofline Bookstores	How Often Do You Purchase A Books	How Often Do You Visit Your Local Library	Do You Prefer Paper Books Or E-Books	How Much Money Are You Ready To Spend On Book Per One Time	Life-Changing Book That Shaped Your Thinking	Book, You've Recently Read
1	F	13	Secondary school	Ofline	No determinable frequency	Never, really	Paper books	$5-20 Dollars	Dandelion Wine by Ray Bradbury	«The Glass Children» Kristina Ohlsson
2	F	14	Secondary school	Ofline	Four times per year	Never, really	E- books	$5-20 Dollars	Gray Matter: Stuff That Got Me To Thinking by Charlie Gray	Stephen King
3	F	14	Secondary school	Online ; Ofline	Once per year	Never, really	Paper books	$30-50 Dollars	Mastermind: How To Think Like Sherlock Holmes by Maria Konnikova	Maria Konnikova, Arthur Conan Doyle
4	F	14	Secondary school	Online	Once per year	Yearly	Paper books	$5-20 Dollars	At a High Price Mikhail Kotsyubynsky	Charlie and the Chocolate Factory by Dahl Roald
5	F	14	Secondary school	Online ; Ofline	Four times per year	Never, really	Paper books, e- books	$5-20 Dollars	The Subtle Art of Not Giving a F*ck: A Counterintuitive Approach to Living a Good Life by Mark Manson	Arthur Conan Doyle
6	M	14	Secondary school	Ofline	Once per year	Monthly	Paper books	$5-20 Dollars	Warriors by Erin Hunter	Warriors by Erin Hunter
7	M	14	Secondary school	Ofline	Once per year	Never, really	E- books	$5-20 Dollars	The Fault in Our Stars by John Green	The Fault in Our Stars by John Green
8	F	15	Secondary school	Online ; Ofline	No determinable frequency	Monthly	Paper books	$30-50 Dollars	The Little Prince by Antoine de Saint-Exupéry	A Thousand Boy Kisses by Tillie Cole

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9	F	15	Secondary school	Ofline	Once per year	Never, really;	Paper books	$5-20 Dollars	Interpersonal intelligence. Interact productively with others by Mikhail Ivanov (Smart Reading Publishing)	Interpersonal intelligence. Interact productively with others by Mikhail Ivanov (Smart Reading Publishing)
10	F	15	Secondary school	Online	Once per week	Monthly	E- books	$5-20 Dollars	The Rules of Management by Richard Templar	The Rules of Management by Richard Templar
11	F	16	Secondary school	Ofline	Once per month	Never, really	Paper books	$5-20 Dollars	Looking for Alaska by John Green	Looking for Alaska by John Green
12	F	16	Secondary school	Ofline	Four times per year	Yearly	E- books	$5-20 Dollars	One Flew Over the Cuckoo's Nest by Ken Kesey	Norse Mythology by Neil Gaiman
13	M	17	Higher (Bachelor degree)	Ofline	Four times per year	Never, really	Paper books	$5-20 Dollars	The Catcher in the Rye by J. D. Salinger	Shantaram by Gregory David Roberts
14	F	17	Higher (Bachelor degree)	Ofline	Once per year	Yearly	Paper books	$50-100 Dollars	Atlas Shrugged by Ayn Rand	The Woman on the Stairs by Bernhard Schlink
15	F	18	Higher (Bachelor degree)	Ofline	Once per month	Monthly	Paper books	$30-50 Dollars	A Clockwork Orange by Anthony Burgess	Memoirs of a Geisha by Arthur Golden
16	F	18	Higher (Bachelor degree)	Online ; Ofline	Four times per year	Never, really	E- books	$30-50 Dollars	Encyclopedia of Relative and Absolute Knowledge by Bernard Werber	Encyclopedia of Relative and Absolute Knowledge by Bernard Werber
17	F	18	Higher (Bachelor degree)	Ofline	Four times per year	Monthly	Paper books	$30-50 Dollars	Flowers for Algernon by Daniel Keyes	The Selection by Kiera Cass
18	F	18	Higher (Bachelor degree)	Ofline	Once per week	Monthly	Paper books	$5-20 Dollars	Atlas Shrugged by Ayn Rand	The Girl in the Fog by Donato Carrisi
19	F	18	Higher (Bachelor degree)	Ofline	Once per month	Never, really	Paper books	$5-20 Dollars	Illusions: The Adventures of a Reluctant Messiah by Richard Bach	The Tragedy of King Lear by William Shakespeare
20	M	19	Higher (Bachelor degree)	Ofline	Once per year	Yearly	Paper books	$30-50 Dollars	Nineteen Eighty-Four by George Orwell	Bakuman by Tsugumi Ohba
21	F	19	Higher (Bachelor degree)	Ofline	Once per month	Never, really	Paper books	$5-20 Dollars	Ulysses by James Joyce	All the Light We Cannot See by Anthony Doerr

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22	F	19	Higher (Bachelor degree)	Ofline	Once per month	Never, really	Paper books	$5-20 Dollars	Big Magic: Creative Living Beyond Fear by Elizabeth Gilbert	Lolita by Vladimir Nabokov
23	F	19	Higher (Bachelor degree)	Ofline	Once per week	Monthly	Paper books, e- books	$50-100 Dollars	In simple words. How to understand your emotions by Mark Livin; Shantaram by Gregory David Roberts; Pollyanna by Eleanor H. Porter,	A Little Life by Hanya Yanagihara
24	F	19	Higher (Bachelor degree)	Ofline	Once per year	Never, really	Paper books	$50-100 Dollars	Emotional Intelligence: Why It Can Matter More Than IQ by Daniel Goleman	The Man Who Laughs by Victor Hugo
25	F	20	Higher (Bachelor degree)	Online ; Ofline	Once per month	Never, really	Paper books	$50-100 Dollars	Consciousness and civilization by Merab Mamardashvili	Know Thyself by Vladimir Bibikhin
26	F	20	Higher (Bachelor degree)	Ofline	Four times per year	Yearly	Paper books	$30-50 Dollars	The Little Prince by Antoine de Saint-Exupéry.	How to Win Friends & Influence People by Dale Carnegie
27	F	20	Higher (Bachelor degree)	Ofline	Once per month	Never, really	Paper books	$30-50 Dollars	The Man Who Mistook His Wife for a Hat and Other Clinical Tales by Oliver Sacks	Gone with the Wind by Margaret Mitchell
28	M	20	Higher (Bachelor degree)	Online	Four times per year	Never, really	Paper books	$50-100 Dollars	45 tattoos personality. The rules of my life by Maxim Batyrev	How to Be the Parent You Always Wanted to Be by Adele Faber
29	M	20	Higher (Bachelor degree)	Ofline	Four times per year	Yearly	Paper books	$30-50 Dollars	Caligula and Three Other Plays by Albert Camus	The Myth of Sisyphus by Albert Camus
30	F	21	Higher (Bachelor degree)	Ofline	Once per month	Monthly	Paper books	$50- 100 Dollars	We Are Our Brains: A Neurobiography of the Brain, from the Womb to Alzheimer's by Dick Swaab	The Fault in Our Stars by John Green
31	F	21	Higher (Bachelor degree)	Ofline	Once per month	Never, really	Paper books	$30-50 Dollars	Me Before You by Jojo Moyes	The Fault in Our Stars by John Green

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32	F	21	Higher (Bachelor degree)	Ofline	Once per month	Never, really	Paper books	$50-100 Dollars	The Effective Executive: The Definitive Guide to Getting the Right Things Done by Peter Drucker	The Effective Executive: The Definitive Guide to Getting the Right Things Done by Peter Drucker
33	F	21	Higher (Bachelor degree)	Ofline	Once per month	Never, really	Paper books	$50-100 Dollars	Inferno by Dan Brown	In bed with your husband. Notes of the mistress. Wives must read! by Nika Nabokova
34	F	22	Higher (Bachelor degree)	Ofline	Once per month	Never, really	Paper books	$30-50 Dollars	The Catcher in the Rye by J. D. Salinger	A Woman Like Her by Marc Levy
35	F	23	Full higher education	Ofline	Once per month	Never, really	Paper books	$30-50 Dollars	Breaking The Habit of Being Yourself: How to Lose Your Mind and Create a New One by Joe Dr. Dispenza	Rich Dad Poor Dad by Robert Kiyosaki
36	M	23	Full higher education	Ofline	Once per year	Yearly	Paper books	$30-50 Dollars	The Bible	All Quiet on the Western Front by Erich Maria Remarque
37	M	23	Full higher education	Online	Once per month	Monthly	Paper books	$5-20 Dollars	How to Win Friends and Influence People by Dale Carnegie	The Air Seller by Alexander Belayev
38	F	24	Full higher education	Ofline	Once per month	Never, really	Paper books, e- books	$30-50 Dollars	At the Mountains of Madness by H. P. Lovecraft	The Passengers by John Marrs
39	F	24	Full higher education	Ofline	Once per year	Never, really	Paper books	$5-20 Dollars	Do Androids Dream of Electric Sheep? by Philip K. Dick	Eight White Nights: A Novel by André Aciman
40	M	24	Full higher education	Online ; Ofline	Once per year	Never, really	Paper books	$30-50 Dollars	Emotional Intelligence by Daniel Goleman	Pitch Anything: An Innovative Method for Presenting, Persuading, and Winning the Deal by Oren Klaff

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41	M	24	Full higher education	Ofline	Once per year	Yearly	Paper books, e-books	$30-50 Dollars	For Whom the Bell Tolls by Ernest Heming way	Three Cups of Tea: One Man's Mission to Promote Peace . . . One School at a Time by Greg Mortenson and David Oliver Relin
42	F	25	Full higher education	Ofline	Once per month	Never, really	Paper books	$30-50 Dollars	Gone with the Wind by Margaret Mitchell	The Heroine's Journey: Woman's Quest for Wholeness by Maureen Murdock
43	F	25	Full higher education	Ofline	Four times per year	Yearly	Paper books	$5-20 Dollars	Flowers for Algernon by Daniel Keyes	Flowers for Algernon by Daniel Keyes
44	F	25	Full higher education	Ofline	Four times per year	Yearly	Paper books	$5-20 Dollars	Conversations D'Un Enfant Du Siecle by Frédéric Beigbeder	Conversation s D'Un Enfant Du Siecle by Frédéric Beigbeder
45	M	25	Full higher education	Ofline	Once per month	Never, really	Paper books	$30-50 Dollars	Churchill: A Life by Martin Gilbert |	The call sign «Cobra» by Erkebek Abdulaev
46	F	27	Full higher education	Online ; Ofline	Once per year	Never, really	E- books	$5-20 Dollars	The Ringing Cedars of Russia series by Vladimir Megre	History of Russian ballerina by Anastasia Volochkova
47	F	27	Full higher education	Ofline	Once per month	Never, really	Paper books	$30-50 Dollars	Crime and Punishment by Fyodor Dostoevsky	A Decent Ride by Irvine Welsh
48	M	27	Full higher education	Ofline	Once per month	Never, really	Paper books	$50-100 Dollars	Exodus by DJ Stalingrad	Thinking, Fast and Slow by Daniel Kahneman
49	M	27	Full higher education	Online ; Ofline	four times per year	Yearly	Paper books	$30-50 Dollars	I am Maya Plisetskaya by Maya Plisetskaya	Iris Apfel: Accidental Icon by Iris Apfel
50	F	28	Full higher education	Ofline	Once per month	Never, really	Paper books	$5-20 Dollars	Nineteen Eighty-Four: A Novel by George Orwell	Never Let Me Go by Kazuo Ishiguro
51	F	28	Full higher education	Ofline	Four times per year	Yearly	Paper books	$50- 100 Dollars	The Woman in the Dunes by Kōbō Abe	The Bells by Richard Harvell
52	F	28	Full higher education	Online ; Ofline	Four times per year	Yearly	Paper books	$50- 100 Dollars	The Bible	Rosehip necklace by Irina Savka

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53	M	28	Full higher education	Ofline	Four times per year	Never, really	Paper books	$5-20 Dollars	Man's Search for Meaning by Viktor Frankl	The City by Valerian Pidmohylny
54	F	29	Full higher education	Ofline	Four times per year	Never, really	E- books	$5-20 Dollars	All Quiet on the Western Front by Erich Maria Remarque	A Clockwork Orange by Anthony Burgess
55	M	29	Full higher education	Ofline	Four times per year	Never, really	Paper books. e-books	$5-20 Dollars	Escape from Camp 14: One man's remarkable odyssey from North Korea to freedom in the West Reprints by Blaine Harden	Nicholas Fandorin series (about Erast Fandorin's grandson, a modern-day British historian) by Boris Akunin
56	M	29	Full higher education	Ofline	Four times per year	Never, really	Paper books	$30-50 Dollars	The Lord of the Rings by J. R. R. Tolkien	La Magdalena by William M. Valtos
57	F	30	Full higher education	Ofline	Once per month	Never, really	Paper books	$30-50 Dollars	The Catcher in the Rye by J. D. Salinger	Notebooks by Sergei Dovlatov
58	F	30	Full higher education	Online	Four times per year	Never, really	E- books	$30-50 Dollars	Cassandra's Path, or Adventures with Macaroni by Julia Voznesenskaya	The Rape of Europe by Evgeny Vodolazkin
59	F	31	Full higher education	Ofline	Once per year	Never, really	Paper books	$30-50 Dollars	Apply Your Problem Solving Know How by Dale Carnegie Forgive myself by Luule Viilma	The Art of Being by Erich Fromm
60	F	31	Full higher education	Ofline	Four times per year	Never, really	Paper books	$30-50 Dollars	Crime and Punishment by Fyodor Dostoevsky	Totem and Taboo by Sigmund Freud
61	F	31	Full higher education	Ofline	Four times per year	Never, really	Paper books	$50- 100 Dollars	My Grandmother Asked Me to Tell You She's Sorry by Fredrik Backman	Britt-Marie Was Here by Fredrik Backman
62	F	31	Full higher education	Online ; Ofline	Once per month	Never, really	Paper books, e- books	$5-20 Dollars	The Rosy Crucifixion by Henry Miller	The Inner World Outside Object Relations Theory and Psychodrama by Paul Holmes

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63	F	32	Full higher education	Online	Once per month	Never, really	Paper books	$30-50 Dollars	The Dolphin Way: A Parent's Guide to Raising Healthy, Happy, and Motivated Kids-Without Turning into a Tiger by Shimi K. Kang	Final Exam by Julio Cortázar
64	F	32	Full higher education	Online	Once per month	Monthly	Paper books	$30-50 Dollars	Confessions of an Advertising Man by David Mackenzie Ogilvy	Steppenwolf by Hermann Hesse
65	F	32	Full higher education	Ofline	Once per year	Never, really	Paper books	$5-20 Dollars	The Master and Margarita by Mikhail Bulgakov	Misèrere by Jean- Christophe Grangé
66	F	33	Full higher education	Ofline	Once per month	Never, really	Paper books	$50-100 Dollars	Atlas Shrugged by Ayn Rand	The Power of Now: A Guide to Spiritual Enlightenmen t by Eckhart Tolle
67	F	33	Full higher education	Ofline	Four times per year	Never, really	Paper books	$30-50 Dollars	Garden of Gethsemane by Ivan Bahrianyi	Whiffet by Vitaly Zapeka
68	M	33	Full higher education	Online	Once per year	Never, really	E- books	$30-50 Dollars	Hands-On Reactive Programming in Spring 5 by Oleh Dokuka, Igor Lozynskyi	-
69	M	33	Full higher education	Ofline	Four times per year	Yearly	E- books	$50-100 Dollars	Thus Spoke Zarathustra by Friedrich Nietzsche	Poems about Europe by Antonin Ladinsky
70	M	33	Full higher education	Ofline	Four times per year	Never, really	Paper books	$50-100 Dollars	A Brief History of the Universe by J.P. McEvoy	Norse Mythology by Neil Gaiman
71	M	33	The PhD in History	Ofline	Four times per year	Weekly	Paper books	$5-20 Dollars	The Diary of a Bookseller by Shaun Bythell	Conversation about the ancient world by Gregory Skovoroda
72	F	35	Full higher education	Online	Once per week	Never, really	Paper books, e- books	$50-100 Dollars	Breaking the Habit of Being Yourself by Dr Joe Dispenza	Das große Buch von Koko und Kiri by Erwin Moser
73	M	35	Full higher education	Online	Four times per year	Never, really	E- books	$50-100 Dollars	The Book of Mirdad by Mikha'il Na'ima	The Casual Vacancy by J.K. Rowling

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74	M	35	Full higher education	Ofline	Once per year	Never, really	Paper books	$5-20 Dollars	Reality Transurfing 1: The Space of Variations by Vadim Zeland	Eugénie Grandet by Honoré de Balzac
75	F	36	Full higher education	Ofline	Once per month	Never, really	Paper books	$5-20 Dollars	In Search of the City of the Gods Volume III - In the Arms of Shambhala by Ernst Muldašev	The King of Warsaw: A Novel by Szczepan Twardoch
76	F	39	Full higher education	Ofline	Once per year	Yearly	Paper books	$30-50 Dollars	Words that Ring Through Time: The Fifty Most Important Speeches in History and How they Changed Our World by Terry Golway	The Fifth Symphony by Jevhen Malanjuk
77	F	40	Full higher education	Ofline	Four times per year	Never, really	Paper books e- books	$50-100 Dollars	Nineteen Eighty-Four by George Orwell	Animal Farm by George Orwell
78	F	40	Full higher education	Ofline	Four times per year	Never, really	Paper books e- books	$30-50 Dollars	The Thirteenth Tale by Diane Setterfield	Bellman & Black by Diane Setterfield
79	M	40	Full higher education	Online	Four times per year	Never, really	Paper books	$50-100 Dollars	Marketing Warfare by Al Ries, Jack Trout	Red Pill. Look the truth in the eyes by Andrei Kurpatov
80	M	41	Full higher education	Online	Once per year	Never, really	E- books	$5-20 Dollars	Light in August by William Faulkner	The Howling Miller by Arto Tapio Paasilinna
81	M	41	Full higher education	Ofline	Once per month	Never, really	Paper books	$30-50 Dollars	Eneyida by Ivan Kotlyarevsky	Kobzar by Taras Shevchenko
82	F	44	Full higher education	Ofline	No determinable frequency	Never, really	Paper books e- books	$50-100 Dollars	The Adventures of Huckleberry Finn by Mark Twain	Ragnarok: The End of the Gods by Antonia Susan Byatt
83	F	44	Full higher education	Ofline	Four times per year	Never, really	Paper books	$30-50 Dollars	Men Are from Mars, Women Are from Venus by John Gray	What You Feel You Can Heal by John Gray
84	F	44	Full higher education	Online	Four times per year	Never, really	Paper books e- books	$30-50 Dollars	One Hundred Years of Solitude by Gabriel García Márquez	Manipulation of the word in the media by Anna Danilova

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85	F	45	Full higher education	Ofline	Once per year	Never, really	Paper books	$30-50 Dollars	Kiss That Frog!: 21 Great Ways to Turn Negatives into Positives in Your Life and Work by Brian Tracy	No Excuses!: The Power of Self-Discipline by Brian Tracy
86	F	46	Full higher education	Ofline	Once per year	Never, really	Paper books e- books	$50-100 Dollars	The Summer Book by Tove Jansson	Black: The History of a Color by Michel Pastoureau
87	F	49	Full higher education	Ofline	Once per year	Never, really	Paper books	$50-100 Dollars	No B.S. Ruthless Management of People and Profits by Dan Kennedy	The Curious Case of Benjamin Button by Francis Fitzgerald
88	M	53	Full higher education	Ofline	Once per week	Never, really	Paper books	$30-50 Dollars	Jo confesso by Jaume Cabré	Il giorno by Giuseppe Parini
89	M	54	Full higher education	Ofline	Once per month	Yearly	Paper books	$30-50 Dollars	Think and Grow Rich by Napoleon Hill	Plato, Not Prozac!: Applying Eternal Wisdom to Everyday Problems by Lou Marinoff PhD
90	M	54	Full higher education	Ofline	Four times per year	Monthly	Paper books	$5-20 Dollars	Everything is in your hands by Oleksandr Shovkovskyi	Pep's City: The Making of a Superteam by by Lu Martin , Pol Ballus
91	M	57	Full higher education	Ofline	Once per week	Never, really	Paper books	$50-100 Dollars	The Complete Essays of Michel de Montaigne by Michel de Montaigne	Strategy: The Logic of War and Peace by Edward N. Luttwak
92	F	57	Full higher education	Ofline	Once per month	Yearly	Paper books	$5-20 Dollars	Still Me by Jojo Moyes	The Giver of Stars by Jojo Moyes
93	F	58	Full higher education	Ofline	Once per month	Monthly	Paper books e- books	$30-50 Dollars	The Woman Who Borrowed Memories by Tove Jansson	Tove Jansson: Work and Love by Tuula Karjalainen
94	M	59	Full higher education	Ofline	Once per month	Never, really	Paper books	$50-100 Dollars	BaZi- The Destiny Code: Your Guide to the Four Pillars of Destiny by Joey Yap	Four Pillars of Destiny Exploring Water Charts by Dr Jin Peh

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95	M	61	Full higher education	Ofline	Four times per year	Never, really	Paper books	$30-50 Dollars	The Bible	Vladimir Shcherbakov
96	F	64	Full higher education	Ofline	Four times per year	Monthly	Paper books	$30-50 Dollars	Thoughts on Art and Life by Leonardo da Vinci	Suite and partita in the piano art of Ukrainian composers of the twentieth century by Maria Kalashnik
97	M	64	Full higher education	Ofline	Once per month	Monthly	Paper books	$30-50 Dollars	A Year in Provence by Peter Mayle	Encore Provence: New Adventures in the South of France by Peter Mayle
98	F	65	Full higher education	Online	Once per month	Never, really	Paper books e- books	$50-100 Dollars	Three Comrades by Erich Maria Remarque	Oedipus of Moscow by Valery Primost
99	F	70	Full higher education	Ofline	Once per month	Never, really	Paper books	$5-20 Dollars	Some Buried Caesar/The Golden Spiders (Nero Wolfe) by Rex Stout	Nine Coaches Waiting by Mary Stewart
100	F	71	Full higher education	Ofline	Four times per year	Never, really	Paper books	$30-50 Dollars	The God Equation: The Quest for a Theory of Everything by Michio Kaku	A Year in Provence by Peter Mayle

IV. Results and Discussion

Demographic Information about respondents can be seen on the *Figure's 1-3*. On a gender basis, women are the more avid book readers, per the study, being 36% more likely than men to have read a book in the prior 6 months (68% vs. 32%).

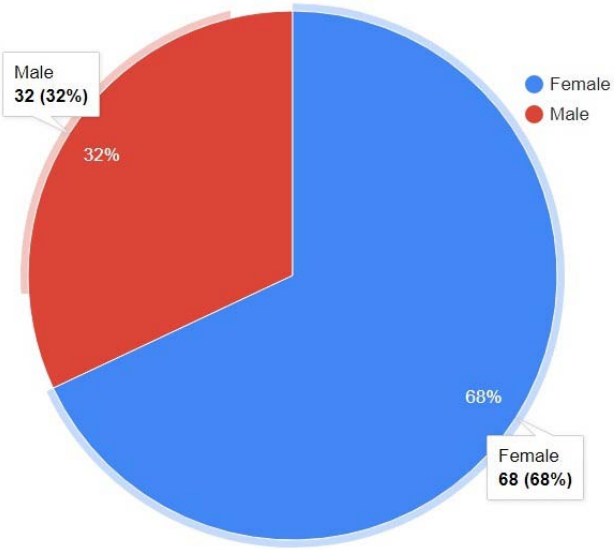
Separately, the results show that the more highly educated the respondents, the more likely they are to have read a book, with a similar positive correlation evident with income. Due to results of questionnaire, 65% respondents have Master's degree, 22 % have bachelor degree, 12% have secondary education, 1% has a PhD degree.

Usually education depends on age: all respondents older than 23 years have Master's degree. Over 80% of respondents have at least some college education, if not a degree.

As we can see from the table, much book readers are 20-40 year old (52,6 %), less –13-20 year old (24,7 %), 40-60 year old (17,%%) and the smallest group consists of 60-71 year old respondents (5,2 %). Poll.

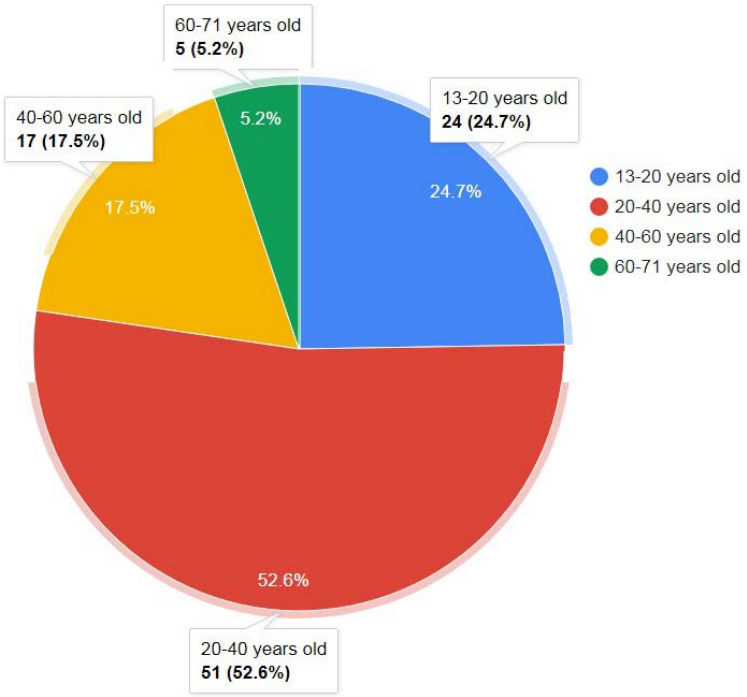
Results show us that the largest pieces of the pie come from readers whose book-buying budged amounts to 30-50$ per once purchase (42%), 33% respondents ready to pay once for the book 50-20$, and only 25% are the richest – they can pay 50-100$ per book. So, respondents with a high financial level more often bought books than respondents with a low financial level.

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Source: Author´s elaboration

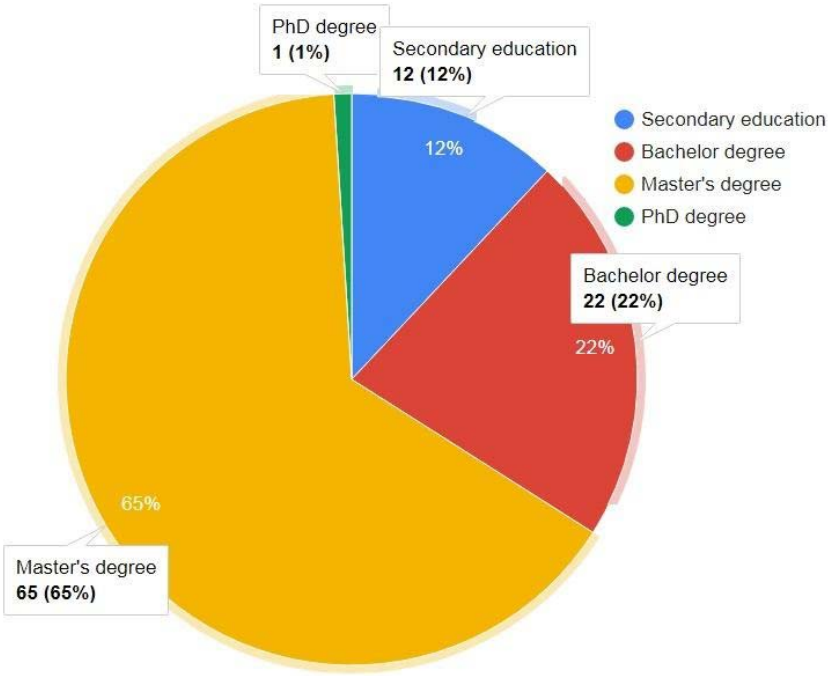
Figure 1: Result of the questionnaire. Demographic Information about respondents. Gender.



Source: Author´s elaboration

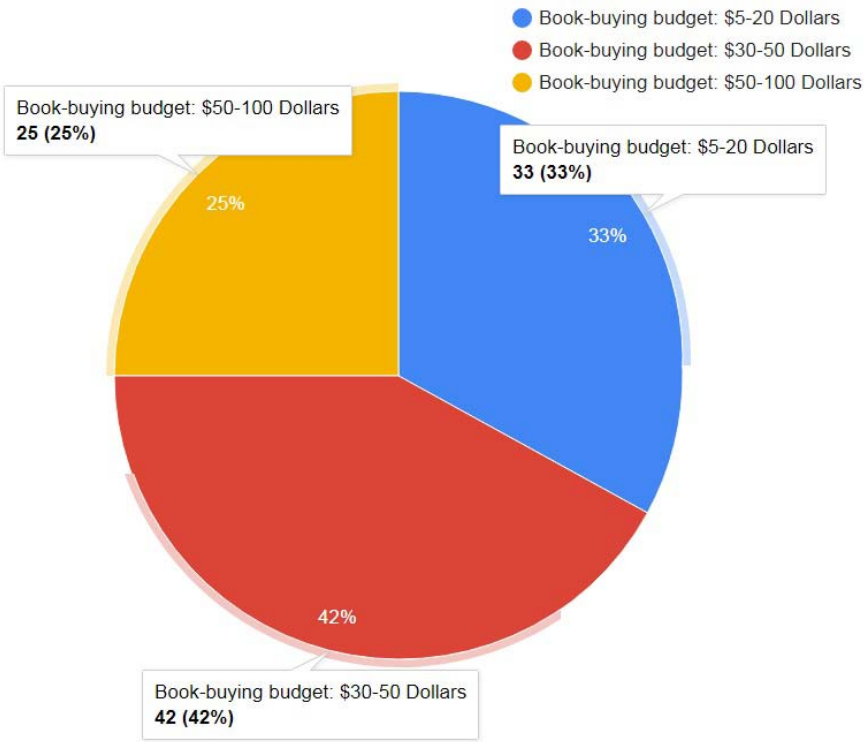
Figure 2: Result of the questionnaire. Demographic Information about respondents. Age.

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Source: Author´s elaboration

Figure 3: Result of the questionnaire. Demographic Information about respondents. Education level.



Source: Author´s elaboration

Figure 4: Result of the questionnaire. Book-buying budget.

The results on *Figure 5* show us that the overwhelming majority of readers (75%) prefer to purchase books offline, in a bookstore. Online book shopping is the prerogative of 15% respondents. Both – online & offline bookstores chose 10% of the survey respondents.

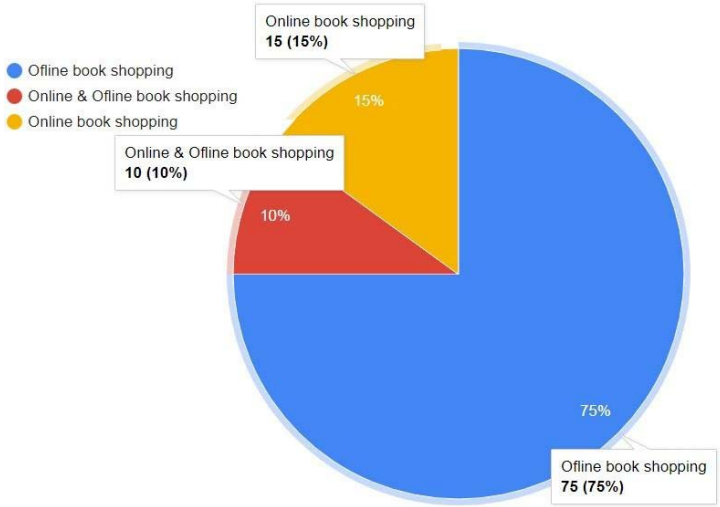
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By answering on the following question «how often they purchase books», 35 % respondents pointed to four times per year, 34% respondents purchase books once per month, 22% once per year, 6% once per week and 3% respondents chose «no determinable» *(Figure 6)*.

Residents buy printed books (74%) slightly more often than e-books (12%). Both – printed and e-book buy only 14% residents *(Figure 7).*

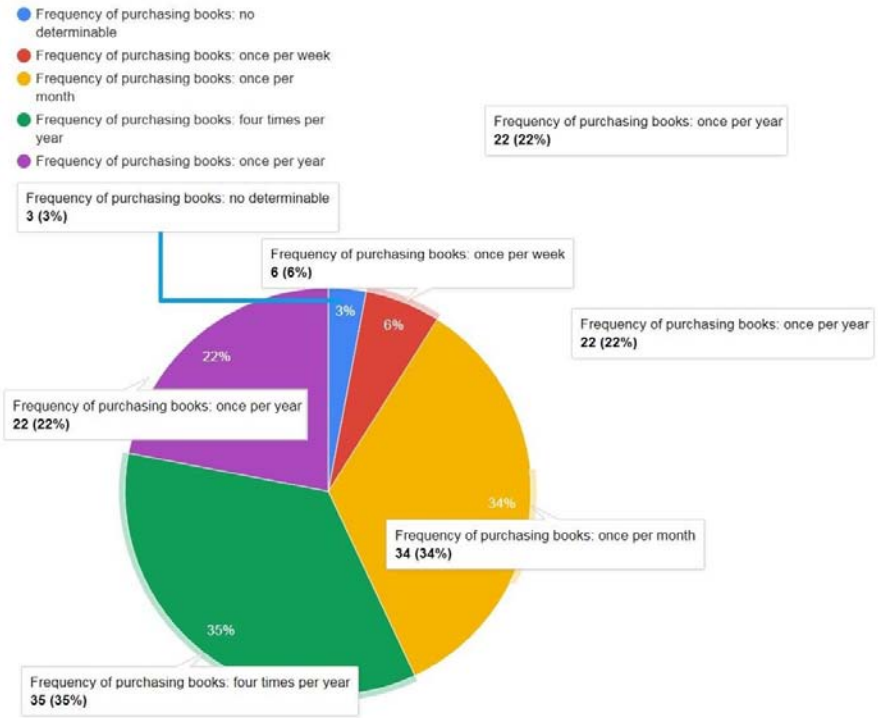
Answering the question how often they borrow books from a library, 14,1% of respondents answered that they visit library every month, 17,2% every year and 68,7% never used library services and resources *(Figure 8).*

13-20 years old 40-60 years old people more often than those from other groups bought borrowed books from a library. School and college students more often than others downloaded books for free, and also borrowed them from a school library.



Source: Author´s elaboration

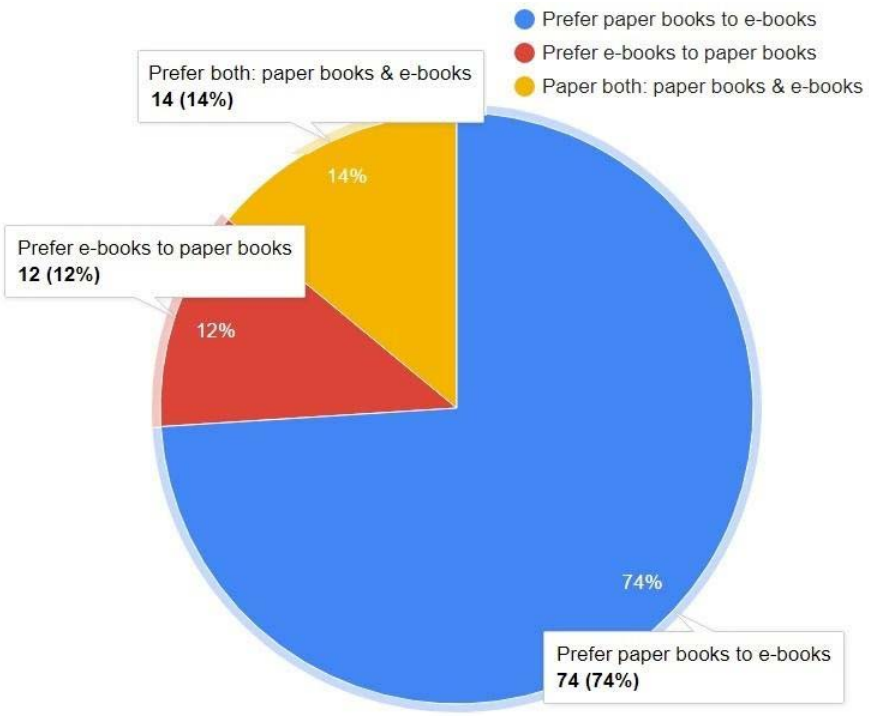
Figure 5: Result of the questionnaire. Statistical data about publishing preferses of respondents. Book shopping.



Source: Author's elaboration

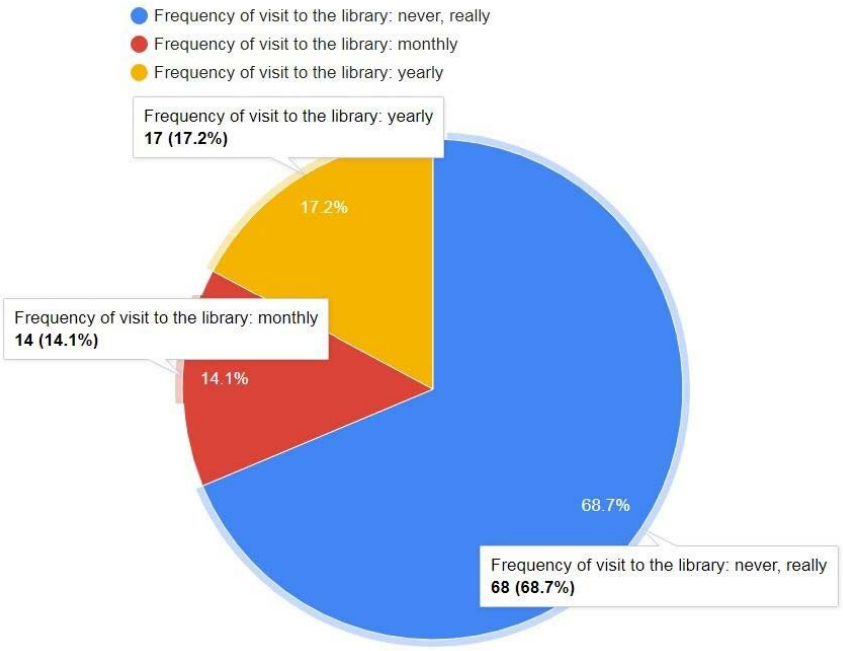
Figure 6: Result of the questionnaire. Statistical data about publishing preferses of respondents. Frequency of book purchasing.

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Source: Author´s elaboration

Figure 7: Result of the questionnaire. Statistical data about publishing preferses of respondents. Paper book vs e-book.



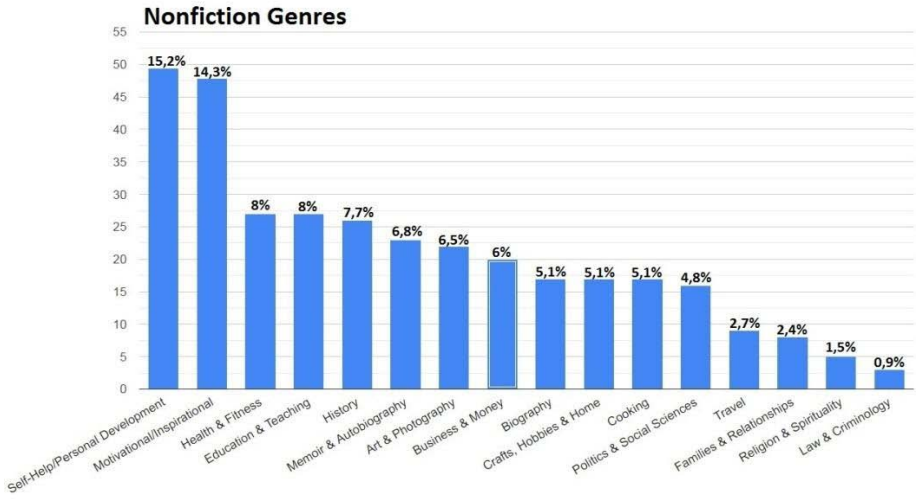
Source: Author´s elaboration

Figure 8: Result of the questionnaire. Statistical data about publishing preferses of respondents. Library visiting.

As we can see on *Figure 10*, the most popular among Ukrainian readers are such nonfiction genres: Self-Help/Personal Development (15,2%), Motivational/ Inspirational (14,3%). During the last year 8% of respondents read Health & Fitness, Education & Teaching books. The most unpopular genres among respondents are Religion & Spirituality (1,5%) and Law & Criminology (0,9%). It should be noted that the level of

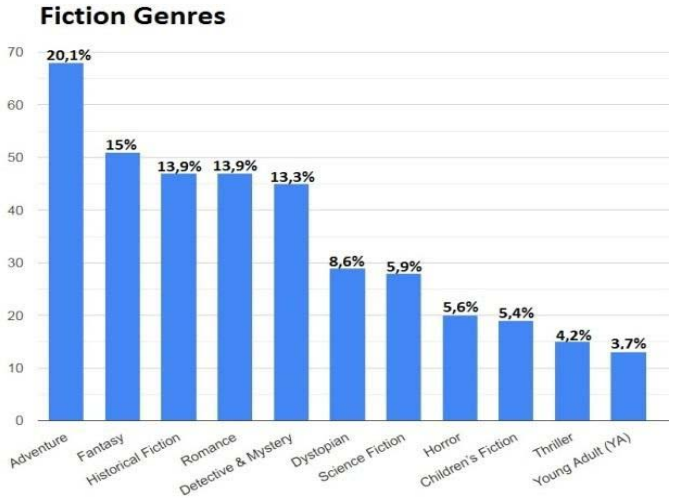
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popularity of various genres differs significantly among different groups of respondents. In particular, the popularity of different genres among young and old respondents is quite different. The picture of fiction genre popularity looks this way (*Figure 11)*: Adventure (20,1%), Fantasy (15%), Historical Fiction and Romance (13,9%), Detective & Mystery (13,3%), Dystopian (8,6%), Science Fiction (5,9%), Horror (5,6%), Children's Fiction (5,4%), Thriller (4,2%), Young Adult (3,7%).



Source: Author´s elaboration

Figure 10: Result of the questionnaire. Statistical data about preferses of nonfiction genres.

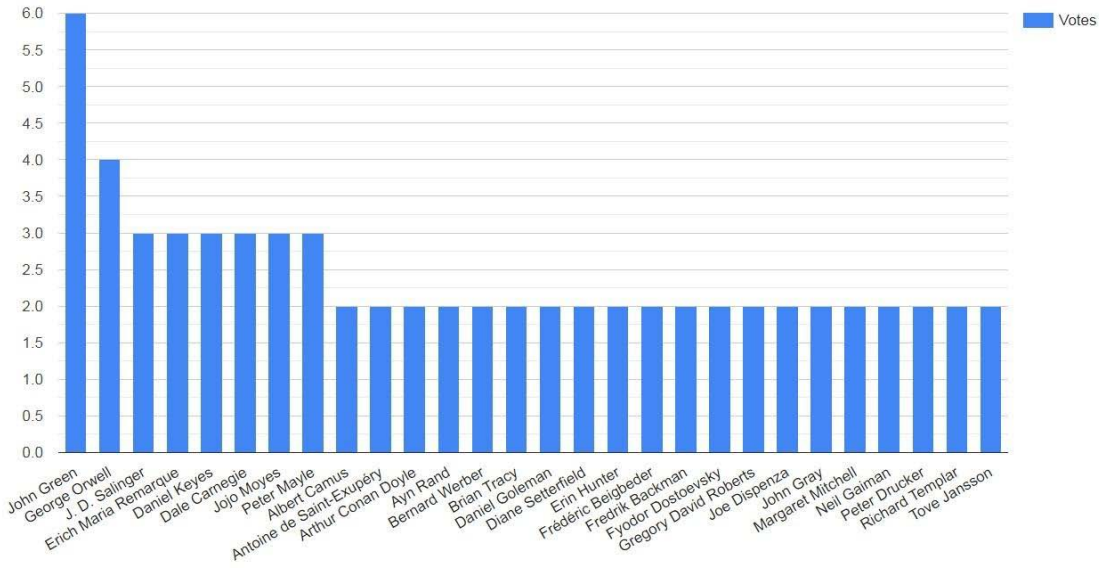


Source: Author´s elaboration

Figure 11: Result of the questionnaire. Statistical data about preferses of fiction genres.

When answering the open-ended questions «Which life-changing books that shaped your thinking?» and «Which book you've recently read?» 6 times respondents named John Green, 4 times respondents named George Orwell, 3 times respondents named Dale Carnegie, Daniel Keyes, Erich Maria Remarque, J. D. Salinger, Jojo Moyes, Peter Mayle; 2 times respondents named Albert Camus, Antoine de Saint-Exupéry, Arthur Conan Doyle, Ayn Rand, Bernard Werber, Brian Tracy, Daniel Goleman, Diane Setterfield, Erin Hunter, Frédéric Beigbeder, Fredrik Backman, Fyodor Dostoevsky, Gregory David Roberts, Joe Dispenza, John Gray, Margaret Mitchell, Neil Gaiman, Peter Drucker, Richard Templar, Tove Jansson. So, John Green was among the top *(Figure 12).*

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Source: Author´s elaboration

Figure 12: Result of the questionnaire. Statistical data about most popular writers among respondents.

V. Conclusion

Based on the data and discussion above, the conclusions are as follows. Books are easy to access without leaving home. It's important fact considering coronavirus outbreak. The results of this study show, first, how COVID-19 has changed reading habits.

The COVID-19 crisis forced Ukrainian bookstores and libraries to close across the country, which has ignited an online book-shopping. According to a our survey conducted in February 2021, 74% of respondents in Kyiv prefer printed books. During the quarantine, Kyiv bookstores acted as book delivery points. Readers still preferred to order books offline, in book delivery points.

Second, Ukrainian libraries are still unpopular. Right now COVID-19 is the biggest challenge facing libraries today, but other problems await too. New tools of information technology have absolutely changed the role of library. But the Ukrainian government is not giving «desired priority» to their library industry while allocating funds.

Third, most part of readers chose Russian-language books. Also they prefer foreign authors to Ukrainian authors.

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The Code on Wages - A Critical Analysis

By Dr. Balwinder Kaur
Hidyatullah National Law University

Abstract- The Indian economy is dualistic. It consists of both sectors one is well organized and another is unorganized/informal sector. The informal sector is dominated by self-employed persons. Employment in the informal sector is uncertain. The workers in the informal sector have no access to social security, wage protection, and a decent wage. To address the issue of decent jobs the government of India tried to focus on the social protection and enforcement of the wage legislation. Article 43 of the Constitution states that "The state shall endeavor to secure, by suitable legislation or economic organization or in any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, conditions of work ensuring a decent standard of life, and full enjoyment of leisure and social and cultural opportunities in particular".[1] Article 39 of the Constitution states that " the State shall, in particular, direct its policy towards securing (a) that the citizen, men, and women equally shall have the right to an adequate livelihood and (b) that there is equal pay for equal work for both men and women."[2] In the light of the abovementioned articles of the Constitution the paper is an attempt to analyzing the code on wages, 2019 and its provisions.

Keywords: *wages, minimum wages, floor wages, workers. establishment.*

GJHSS-H Classification: *FOR Code: 180199*



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Abstract- The Indian economy is dualistic. It consists of both sectors one is well organized and another is unorganized/informal sector. The informal sector is dominated by self-employed persons. Employment in the informal sector is uncertain. The workers in the informal sector have no access to social security, wage protection, and a decent wage. To address the issue of decent jobs the government of India tried to focus on the social protection and enforcement of the wage legislation. Article 43 of the Constitution states that "The state shall endeavor to secure, by suitable legislation or economic organization or in any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, conditions of work ensuring a decent standard of life, and full enjoyment of leisure and social and cultural opportunities in particular".[1] Article 39 of the Constitution states that " the State shall, in particular, direct its policy towards securing (a) that the citizen, men, and women equally shall have the right to an adequate livelihood and (b) that there is equal pay for equal work for both men and women."[2] In the light of the abovementioned articles of the Constitution the paper is an attempt to analyzing the code on wages, 2019 and its provisions. The first part of the paper provides an introduction to the topic. The second part focuses on the background of the wage policy and the need for wage policy in India. The third part analyzing different provisions of the Code on Wages, 2019, and the last part of the paper includes suggestions and conclusions.

Keywords: wages, minimum wages, floor wages, workers. establishment.

I. Introduction

Wage policy refers to a law or government action undertaken to regulate the level or structure of wage, or both, to accomplish definite aims of social and economic policy. It consists of planned efforts of the government to regulate the national wage laws. As far as India is concerned it doesn't have any planned wage policy. There is an indication of a wage policy-like framework is available in numerous ad hoc policy statements made by the government, some of which have also been merged in the labour policy and procedures and institutions influencing wage behavior.[3]

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[1] Article 43 of the Indian Constitution.

[2] Article 39 of the Indian Constitution.

[3] See C.K. John, "Some Aspects of Wage Policy in India", in his edited book, Issues in Indian labour Policy. He points out that "it would be correct to say that instead of a wage policy we [India] have a series of procedures ..." (p. 262). S.A. Palekar attributes this to the government's "refusal to face the wage policy" question in Problems of Wage Policy for Economic Development" (p. 185). K.N. Subramaniam feels that "the planners do not seem to be troubled by the absence of any [wage] policy", in Labour-Management Relations in India (p. 549). The underlying note reflected in these authors is in the direction of pointing out the fact that the need for wage policy is conspicuous.

a) Origin of Wage

Wage is as ancient as our society. In earlier times the artists and craftsmen were used to get wages in kind. The wages were paid by the king or village guilds. The evidence of this can be found before the Vedic age and Mahabharata. Wages in the form of money were not known until ancient India. The first reference to wages is found in Kautilya's 'Arthashastra' and 'Nitisara' by Sukrecharya. In common language, "the wage is a reward for the services rendered or payment for the work done." Wages play an important role in an economy. They are a reward for work as a factor of production; they provide an instrument for allocating manpower between occupations, industries, and regions. They also have an efficiency function: output-related earnings tend to improve worker efficiency and serve as an incentive to further effort. And, finally, wages contribute to the pattern of distribution of the national income: variability in the share of wages in national income also affects the size of other income shares. In short, wages perform productivity-related, allocative, and distributive functions.[4] India is a weak or underdeveloped country.[5] It was in the year 1951 India through its five-year plan aimed at achieving fast economic growth, stability in prices, increase in employment opportunities, and trying to raise the living standard of every especially the working class.[6] According to C095 - Protection of Wages Convention,[7] the term "wages mean remuneration or earnings, however, designated or calculated, capable of being expressed in terms of money and fixed by mutual agreement or by national laws or regulations, which are payable in virtue of a written or unwritten contract of employment by an

[4] For a more detailed discussion, see Lloyd G. Reynolds, "Objectives of Wage Policy in Developing Countries", in A.D. Smith (ed.), Wage Policy Issues in Economic Development, p. 219.

[5] Per capita income in India has averaged in recent years at Rs. 525 annually; net increase in GNP per capita has averaged between 1-15 per cent per year; population growth has averaged 2.4 per cent per year; like most other underdeveloped countries India also has a huge stock of surplus labour. Clark Kerr et al. reminded us over a decade ago that developing countries "are plagued with an overabundance rather than a scarcity of labour resources", Industrialism and Industrial Man, 1960, p. 181

[6] Reserve Bank of India, Report on a Framework for Incomes and Prices Policy, p. 1.

[7] C095 - Protection of Wages Convention, 1949 (No. 95)

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employer to an employed person for work done or to be done or for services rendered or to be rendered."[8]

b) Need of a Wage Policy

According to International Labour Organisation "wages are among conditions of work that have the most direct and tangible effect on the everyday life of workers. Although wages are necessary for the maintenance of workers and their families, in many parts of the world access to adequate and regular wages is not guaranteed."[9]

The following are main International Instruments on wages that prescribes wage protection to the workers.

Protection of Wages Convention, 1949- It provides regular payment of wage in case wages are paid in kind then it is the obligation on the part of the employer to see that the value of payments must be just and rational. If an employer becomes insolvent then wages shall be significant in the dispersal of liquidated assets. India has not ratified this convention.[10]

Minimum Wages Convention- The purpose of this convention is to insist on the states who have ratified this convention to establish in their country mechanism related to the minimum wage for shaping and reviewing minimum wage. India has not ratified this convention.[11]

Protection of Workers' Claims (Employer's Insolvency) Convention- It prescribes protection of the wages in case of insolvency and bankruptcy. This convention is ratified by very a smaller number of countries. India has not ratified this Convention.[12]

Despite international instruments, in many countries, workers face problems because of wage arrears. In some cases, because of the bankruptcy of the enterprise wages are never paid to the workers. When a larger part of wages is paid in kind instead of money workers face problems, such circumstances force the workers into poverty. In such situation's workers compel them to work like bondage labor. The Versailles treaty has placed the belief of the provision of a satisfactory living wage. In 2009 the Global Jobs Pact adopted by the ILC was a response to the international economic crisis.[13] It is mentioned in the pact that consistent modification of wages in consultations with the stakeholders reduced the poverty and give stability to the economic crisis.

c) Wage policies in India

India was considered a pioneer to introduce legislation on wages. It was as early as 1929 minimum wage policy in India was started. The Royal Commission's report on Labour was a pioneer in enacting the different legislations on wages. The purpose of the Payment of Wages Act was enacted to legalize bonuses paid to the employee. Despite these legislations, the wage policy has unable to produce the desired results. According to the India Wage Report, "there is a sign of prevalent low wages, wage inequality, working poverty and high gender pay gap, associated with international standards (ILO 2018)." Based on such findings there was a need for wage policy reform and the formation of a legislative national minimum wage.

d) Labour Law Reforms

India's labor practices and laws have borrowed from British rule. It was only after liberalization the government thought of changes in Labour legislations. The second National Commission on Labour[14] suggested justification of existing laws and a broader regulation for guaranteeing a basic level of wages to wage-earners in the formal/organized sector. In 2002 the Commission submitted its report and recommended that labor laws should be amalgamated. It suggested they should be amalgamated into four codes based on legislation related to Industrial Relations, Social Security, Wages, and Occupational Safety, Health, and Working Conditions. The worker represents the underprivileged and most helpless sections of the country.[15] As per the World Bank India is at 63rd position on 'Ease of Doing Business Rankings, 2020'.[16] According to the Global Competitiveness Report, 2019 issued by World Economic Forum India stands at 128th position.[17] The various reports show that to improve our ranking and to achieve new heights it is mandatory to reform and

[8] Article 1 of the ILO CO95 C095 - Protection of Wages Convention, 1949 (No. 95)

[9] Available at https://www.ilo.org/global/standards/subjects-covered-by-international-labour standards/wages/lang--en/index.htm Visited on 17.6.21.

[10] C095 - Protection of Wages Convention, 1949 (No. 95)

[11] C131 - Minimum Wage Fixing Convention, 1970 (No. 131)

[12] Ratifications of C173 - Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173).

[13] Available at https://www.ilo.org/ilc/ILCSessions/previous-sessions/98thSession/texts/WCMS_115076/lang--en/index.htm last visited on 15.5.21.

[14] The 2nd National Commission on Labour (NCL) set-up in 1999.

[15] Department of Economic Affairs (2019): *Economic Survey 2018-19, Volume 1*, Ministry of Finance, Government Press, New Delhi. International Labour Organization (2018): "India Wage Report: Wage Policies for Decent Work and Inclusive Growth," Available at https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_638305.pdf last seen on 30.4.21

[16] The New Indian Express 'Eyebrows raised over India's ease of doing business ranking by World Bank' by Arshad Khan, published: 29th August 2020 12:09 PM.

[17] The World Economic Forum 'The Global Competitiveness Report 2019'Professor Klaus Schwab World Economic Forum Editor.

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change old laws with new laws. India is beholding the long-awaited reorganizations in the Labour Law regime.

The Bill on the Code on wages was introduced in the Lok Sabha in August 2017. This bill was lapsed due to the suspension of the Sixteenth Lok Sabha. The Ministry re-introduced the revised wage Code in the Lok Sabha. Both houses of Parliament have passed the bill and it received the Presidential assent on 8th August 2019. The Code on Wages (henceforth referred to as the Wage Code), has codified India's four wage-related laws namely the Payment of Wages Act, the Payment of Bonus Act, Equal Remuneration Act, and the Minimum Wages Act. The Wage Code has amended the provisions of previous legislation.

According to National Sample Survey Office (NSSO)[18] India's 400 million workforces, nearly 49% reliant on wages for the nourishment of their livelihood. According to the Economic Survey held in 2018-19 has discovered that out of three workers one worker is not getting the minimum wage laws because of defective implementation machinery.[19] Out of these 400 million workers, approximately two-thirds of workers are informal and denote the deprived and weakest segments of the country (NSSO 2010; NCEUS 2008).[20] According to the study undertaken by Patrick Belser and Uma Rani (2011) suggests full implementation depicts that "extending the legal coverage certainly reduced the wage inequality by 10 percentage points; there would be chances of the lower poverty level from 8-9% points among regular and around 18 percentage points among casual workers."[21] It is not only India but other countries like Brazil and China also supported through empirical evidence "that minimum wage policy may contribute to a reduction in income inequality by raising the earnings of low-paid wage workers (Lin and Yun 2016; Engbom and Moser 2018)"[22] The purpose of the wage code 2019 is to provide a universal statutory minimum wage to all workers irrespective of the sector in which they are employed. It also guarantees timely payment and removes gender discrimination.

e) Applicability of the Code

Before the Wage code, the applicability of various wage legislation was different. The Payment of Wages Act applicable to specific eight different industries and establishments like mines, oil and manufacturing units, etc. it also covers employees drawing salaries below a statutory limit (24,000). The code covered all the establishment against the specified industries factories under the Act. There is no wage threshold. The Minimum Wages Act applies to workers engaged in scheduled establishments. The code on wages extended its scope and it applies to all employees not restricted to scheduled employments. The wage code prescribes that "no employer shall pay to any employees wages less than the minimum wages less than the minimum rate of wages notified by the appropriate government."(GoI 2019d: 6).[23] Moving on to another act the Payment of Bonus Act, this act covers all industries that hire 20 or more persons. It also covers all the employees who earn at 21000 per month. Now under the wage code, it applies to all establishments. Equal Remuneration spread over to all industries. The Wage code includes an unorganized sector within its preview. Unorganized workers are not defined under the wage code but it is mentioned in the statement of objects and reasons of the code. Apart from that all kinds of employees/workers whether employed directly or indirectly would be covered under the purview of the code. According to the Periodic Labour Force Survey(PLFS) data (NSO 2020), the wage code is a good initiative and it is going to benefit around 22.47 crore wage earners in 2018-19 and protecting an additional 7.64 crore wage earners.[24] According to the government, the wage code will apply to all employees and will cover 500 million workers. But it is still not clear that whether self-employed workers who constitute 38.6% of the self-employed will be entitled to get minimum wages. The definition of establishment excludes wage-earners in the household and those persons who are engaged in agriculture sectors. In addition to this Section 50(4) of the code on wage excludes employers employing less than five workers for domestic and agricultural purposes.[25] According to the

[18] National Sample Survey Office (2011): "Employment and Unemployment Situation in India 2009-10," Ministry of Statistics & Programme Implementation, Government of India.

[19] Department of Economic Affairs (2019): *Economic Survey 2018-19, Volume 1*, Ministry of Finance, Government Press, New Delhi.

[20] NCEUS (2008): "Report on Conditions of Work and Promotion of Livelihoods in the Unorganised Sector," National Commission for Enterprises in the Unorganised Sector, Government Press, New Delhi.

[21] Belser, Patrick and Uma Rani (2011): "Extending the Coverage of Minimum Wages in India: Simulations from Household Data," *Economic & Political Weekly*, Vol 46, No 22, pp 47–55.

[22] Lin, Carl and Myeong-Su Yun (2016): "The Effects of the Minimum Wage on Earnings Inequality: Evidence from China," Forschungsinstitutzur Zukunft der Arbeit (IZA) Discussion Paper No 9715, Available at http://ftp.iza.org/dp9715.pdf.visited on 13.6.21.

[23] (2019d): "The Code on Wages, 2019, No 29 of 2019," Ministry of Law and Justice, Legislative Department, Government of India, New Delhi, Available at http://egazette.nic.in/WriteReadData/2019/210356.pdf visitted on 16.6.21.

[24] (2020): "Periodic Labour Force Survey (PLFS)—Annual Report, July 2018–June 2019," Unit-level Records National Statistical Office, Ministry of Statistics and Programme Implementation, Government of India, New Delhi.

[25] Section 50(4) of the Code states that "*agricultural* income tax law" means any law for the time being in force relating ... Apprentices Act, 1961), *employed* on *wages* by an establishment to ... *purposes* of section 3, the dispute shall be decided by such authority ... 5.

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government, the wage code will apply to all employees and will cover 500 million workers. But it is still not clear that whether self-employed workers who constitute 38.6% of the self-employed will be entitled to get minimum wages. As far as the agriculture sector is concerned it is not included how then persons who are involved in this sector will get the stipulated minimum wages.

The three important terms *Employer, Employee, and Worker* are defined by the Payment of Wages, Payment of Bonus, and the Minimum Wages Act. As far as the code on wages is concerned it widens the scope of each term. The definition of 'employee' is broader than that of 'worker'. As per the new definitions, all the workers are an employee but all workers are not an employee. Barring the minimum wages Act which is restricted to only workers. An '*Employee*' under the Wage Code is "any person employed other than apprentice on wages by an establishment to do any skilled, semi-skilled or unskilled, manual, operational, supervisory, managerial, administrative, technical, or clerical work for hire or reward, whether the terms of employment be express or implied."[26] The term '*worker*' refers to "any person except an apprentice employed in any industry to do any manual, unskilled, skilled, technical, operational, clerical, or supervisory work for hire or reward, whether the terms of employment be express or implied and also includes working journalists and sales promotion employees, but excludes persons who are employed mainly in a managerial or administrative capacity; or the person who is employed in a supervisory capacity drawing a monthly wage exceeding INR 18,000 or such amount as may be notified by the Central Government from time to time."[27] *Employer* -Means a person "who employs whether directly or through any person or on his behalf or behalf of any person, one or more employees in his establishment, and includes occupier and manager in case of a factory. In the case of any other establishment, the person who has ultimate control over the affairs of the establishment, a manager or managing director who has been entrusted with the affairs. Also includes a Contractor and Legal Representative of the deceased employer."[28] For the factory act, the owner has been excluded from the definition of employer. As far as Payment of Bonus is concerned the owner is included as the employer. A legal representative of the deceased owner has been excluded from the ambit of the factory but it has been covered from the ambit of other establishments. Section 2(f) of the Code defines a 'contractor' as an employer.

Wages- Means all "remuneration whether, by way of salaries, allowances or otherwise, expressed in terms of money or capable of being so expressed which would if the terms of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment, and includes, — a) Basic pay; b) Value of house accommodation/supply of water, light, medical attendance or other amenity Dearness allowance; and c) Retaining allowance if any."[29] The following components would be excluded.

"Value of house accommodation/supply of water, light, medical attendance, or another amenity;

Employer's contribution to Provident fund, pension, and interest accrued thereon;

Conveyance allowance/value of traveling concession;

House Rent Allowance;

Remuneration payable under award or settlement;

Gratuity payable on termination;

Overtime Allowance;

Retrenchment Compensation and Other Retiral Benefits/ Ex-gratia."

The definition of 'wages' was entirely different across labor laws in India. The Code tries to prescribe an unvarying definition of 'wages'. This common definition of wages applicable to various legislations. The definition of wage is almost similar but there are few changes in their construction. As far as equal remuneration and Payment of wages are concerned the few exclusion components shall be considered for the computation of wages.[30] The Code on Wages specifies that if payment under the components which are excluded from the wages exceed one-half or amount as notified by Central Government of the total wages in such cases the amount which exceeds added under wages.[31]

f) Fixing of Minimum Wages

Under the Minimum Wage Act, there were two methods to fix minimum wages. First method fixing wages through committees and subcommittees.[32] The second method of fixing minimum wages through the appropriate Government shall by notification, in the Official Gazette publish its proposals for the information of persons likely to be affected thereby and specify a date not less than two months from the date of

No *employer* shall *pay* to any *employee wages less than* the ... of *section 50*;

[26] Section 2(k) The Code on wages, 2019.
[27] Section 2(z) The Code on wages, 2019.
[28] Section 2 (l) The Code on wages, 2019.
[29] Section 2 (y) of the Code on Wages, 2019.
[30] Second Proviso to Clause 2(y) of the Code on Wages, 2019
[31] Section 2 (y) of the Code on Wages, 2019
[32] Section 5(1)(a) of the Minimum Wages Act, 1948

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notification, on which the proposals will be taken into consideration.[33] Based on this the different states were having different minimum wages. As far as the Wage Code is concerned the procedure for fixing of minimum wage is on the administrators. The administrator is hardly concerned about the rights of workers to wage that is sufficient for leading a dignified life (Sundar and Sapkal 2018).[34] In January 2018 the center constituted an expert committee under the chair of Dr. Anoop Sathpathy (henceforth Sathpathy committee) with a wide mandate to make a detailed review of minimum wages given the historical and the judicial context and recommend the national and regional minimum wages. Keeping in mind global best practices and their adaptability and relevance to the Indian context. The committee submitted national d its report in 2019. The committee recommended a national minimum wage of Rupees 9,750 and a housing allowance of rupees 1,430 for workers living in the urban area and region-wise minimum wages. This report was not accepted by trade unions. The Code on Wage does not discuss anywhere the components on which the wages would be fixed. In earlier legislation, there was a procedure for fixing minimum wages.[35] The Indian Labour Conference in its 15th conference which was held in 1957 decided the need-based minimum wage for a single industrial work. According to need-based workers, a normal family is consists of a spouse and two children below the age of 14, the consumption units would be 3. Dr, Wallace Aykroyd a famous nutritionist had suggested that according to an activity performed by an average Indian adult daily he must consume 2,700 calories comprising 65 gm of protein and around 45-60 grams of fat. The purpose of minimum wages crucially depends on calorie requirements. In the newly passed Code on Wages 2019, the specified energy requirement is 2,700 kilocalories. The government for fixing minimum wages divides the concerned geographical area into three major areas metropolitan, non-metropolitan and rural area. For fixing of minimum wages employees are categorized into brackets viz. unskilled, semi-skilled, skilled, and highly skilled. Arduous nature of work specified in Schedule E to the rules, with a provision for modification/ addition/ deletion therein.[36]

The appropriate Government shall fix a minimum rate of wages for piece work or for time work. If an employee is employed based on piece work, the government shall fix a minimum rate of wages on a time work basis. If it is time work the rates may be fixed by the hour, or by the month, or by the day. The minimum wages will vary depending upon the arduousness of the work assigned to the worker, the skill required for a particular work, and the geographical location.[37]

g) National Floor Wage

The Code announces the national minimum wage be fixed by the central government. On the basis of the Floor wage, the states fix their minimum wages. The NFLMW (herein referred to as National Floor Level Minimum Wages) is non-statutory. The purpose of Floor Wage is to prescribe a wage below which the states shall not be allowed to fix the minimum wages. The central government prescribes minimum wages for its employees. The next important change is the specific timeline for payment of wages to the workers was not prescribed under the Payment of Wages Act. The Act simply prescribes that wages must be paid within the month and the so-called wage period shall not exceed one month. The Act incorporates two different wage periods for payment of wages based on the workers. The new Wage Code prescribes two working days for clearing payments concerning the full and final settlement of the employee's resignation. The Wage Code prescribes in case of daily wages worker the wage period would be at the end of the shift. In the case of weekly wage-earner wage, the period would be the last working day of the week before every week holiday. Fortnightly wage earners will get their wages before the end of the second day after a fortnight. In the case of a monthly wage earner, the wage period would be 7the day of every month. The wage code added convicted of sexual harassment a new ground for the disqualification of receiving the bonus.

h) Equal Remuneration

Equal Remuneration act prohibits gender discrimination in recruitment, promotion, wages, training, and transfer for workers performing the same work and it also prescribes the constitution of a board to promote female employment. When we compare gender-based discrimination the wage code prohibits gender-based discrimination only in terms of wages and recruitment. The Wage Code included transgender employees within its preview after passing the Transgender Person (Protection of Rights) Bill 2019. The concept of the same employer was not there in the equal remuneration Act. Under the wage code, the 'same employer' has been incorporated. It means if a male and female employee is engaged in the same work in separate units of an organization but under the same employer, they will be entitled to the same remuneration.

[33] Section 5(1) (b) of the Minimum Wages Act, 1948.

[34] The Bussinessline 'The many misses of the Wage Code' K. M. Shyam Sundar/Rahul S Sakpal March 14, 2018

[35] Section 5(1)(a) of the Minimum Wages Act,1948.

[36] The Code on Wage, 2019 available at https://egazette.nic.in/WriteReadData/2019/210356.pdf visited on 18.6.21.

[37] Section 6 of the Code on Wages, 2019.

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i) Duties of the Employer

The employer has certain duties towards its employees irrespective of sectors. He has to pay the minimum wages, the bonus, payment of overtime wages, and timely payment of wages to the employee. Apart from this, the employer has to maintain a register containing details of workers engaged, a register containing details of wages to be paid, and the issuance of wage slips. The Wage Code enhances the limitation period for filing claims. Under the payment of wages Act the limitation period was 12 months and under the minimum wages period was 6 months this limitation period enhances to 3 years. Under the Wage code now inspection would be web-based and information would be provided electronically.

j) Working hours

According to Wages Rules, 2019, the given number of hours of work is nine. This is conflicting with the normal practice of eight hours of work. The government prescribes the minimum wage for the eight-hour work period. The Wage Code 2019 and OSHWC nowhere prescribes the Concrete number of working hours, rest intervals, and for determination of overtime, etc, and leave to the appropriate government. Developed countries are working on reducing work hours. The Wages Rules 2019 suggests that work hours shall constitute a normal working day, including a period of rest, should not exceed 12 hours. According to this rule, the employer would change three shifts to two shifts. The 12-hour detaining of the workers at the workplace shall be misused.[38] The inspection system under the wage code prescribes limited inspection. India is a founding member of the ILO. India has ratified the convention on Labour inspection in 1947. The limited inspection in the wage code is not in line with ILO Convention.

k) Penalties

The wage code enhanced the penalty for contraventions of the provisions. The trade unions are authorized to make complaints about the offense under the code. Before the wage code, the Minimum Wages Act and the Payment of Bonus Act prescribed punishment of imprisonment of up to six months. Unlike earlier legislation, the Code penalizes a second conviction within five years from the first offense with imprisonment. In case of first offense – Penalty of Rs. 50,000 and in case of repetitive offense within Five years may lead to imprisonment up to three months and a fine may extend up to one lakh rupees or both. If the employer contravenes any other provisions then fine up to Rs. 20,000 and repetitive offense within Five years may lead to imprisonment up to one month and a fine may extend up to Forty thousand rupees or both. The offenses of non-maintenance or improper maintenance of records and registers in the establishment are punishable only with a fine of up to ten thousand rupees.

II. Suggestions and Conclusion

With the enactment of Wage-Code, many workers come under the ambit of minimum wages. There is no second thought that the application of code on the unorganized sector and introducing a national level floor is going to hugely benefit a large number of wage-earners. The government has to clear certain areas where there is little ambiguity. The minimum wages are not defined under the code in my opinion when we are having a full chapter on minimum wages its needs to be defined under the code. One of the objectives of the Code is to implementation of the universal wage for all workers. The Wage Code itself prescribes a different basis for determining the minimum wages viz based on the skill of the workers, nature of work, and geographical peculiarities. The minimum wage is a basic wage that fulfills the basic needs of a wage-earner. It should be common for all workers. This needs to be clarified. The Wage Code prescribes formal payment to the wage-earners through banks and digital platforms for effective implementation of formal payment the workers must be aware. The Code on Wage is being welcomed as a significant step towards labor reforms. The Code would protect the vulnerable wage -earners and also implement it with transparency and clarity.

[38] The WIRE 'Here Are All the Issues that Remain Unresolved in the Draft Code on Wages Rules' by Kingshuk Sarkar, 08/JUL/2020.

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Acknowledgments

Contributors to the research other than authors credited should be mentioned in Acknowledgments. The source of funding for the research can be included. Suppliers of resources may be mentioned along with their addresses.

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Authors can submit papers and articles in an acceptable file format: MS Word (doc, docx), LaTeX (.tex, .zip or .rar including all of your files), Adobe PDF (.pdf), rich text format (.rtf), simple text document (.txt), Open Document Text (.odt), and Apple Pages (.pages). Our professional layout editors will format the entire paper according to our official guidelines. This is one of the highlights of publishing with Global Journals—authors should not be concerned about the formatting of their paper. Global Journals accepts articles and manuscripts in every major language, be it Spanish, Chinese, Japanese, Portuguese, Russian, French, German, Dutch, Italian, Greek, or any other national language, but the title, subtitle, and abstract should be in English. This will facilitate indexing and the pre-peer review process.

The following is the official style and template developed for publication of a research paper. Authors are not required to follow this style during the submission of the paper. It is just for reference purposes.

Manuscript Style Instruction (Optional)

- Microsoft Word Document Setting Instructions.
- Font type of all text should be Swis721 Lt BT.
- Page size: 8.27" x 11'", left margin: 0.65, right margin: 0.65, bottom margin: 0.75.
- Paper title should be in one column of font size 24.
- Author name in font size of 11 in one column.
- Abstract: font size 9 with the word "Abstract" in bold italics.
- Main text: font size 10 with two justified columns.
- Two columns with equal column width of 3.38 and spacing of 0.2.
- First character must be three lines drop-capped.
- The paragraph before spacing of 1 pt and after of 0 pt.
- Line spacing of 1 pt.
- Large images must be in one column.
- The names of first main headings (Heading 1) must be in Roman font, capital letters, and font size of 10.
- The names of second main headings (Heading 2) must not include numbers and must be in italics with a font size of 10.

Structure and Format of Manuscript

The recommended size of an original research paper is under 15,000 words and review papers under 7,000 words. Research articles should be less than 10,000 words. Research papers are usually longer than review papers. Review papers are reports of significant research (typically less than 7,000 words, including tables, figures, and references)

A research paper must include:

a) A title which should be relevant to the theme of the paper.
b) A summary, known as an abstract (less than 150 words), containing the major results and conclusions.
c) Up to 10 keywords that precisely identify the paper's subject, purpose, and focus.
d) An introduction, giving fundamental background objectives.
e) Resources and techniques with sufficient complete experimental details (wherever possible by reference) to permit repetition, sources of information must be given, and numerical methods must be specified by reference.
f) Results which should be presented concisely by well-designed tables and figures.
g) Suitable statistical data should also be given.
h) All data must have been gathered with attention to numerical detail in the planning stage.

Design has been recognized to be essential to experiments for a considerable time, and the editor has decided that any paper that appears not to have adequate numerical treatments of the data will be returned unrefereed.

i) Discussion should cover implications and consequences and not just recapitulate the results; conclusions should also be summarized.
j) There should be brief acknowledgments.
k) There ought to be references in the conventional format. Global Journals recommends APA format.

Authors should carefully consider the preparation of papers to ensure that they communicate effectively. Papers are much more likely to be accepted if they are carefully designed and laid out, contain few or no errors, are summarizing, and follow instructions. They will also be published with much fewer delays than those that require much technical and editorial correction.

The Editorial Board reserves the right to make literary corrections and suggestions to improve brevity.

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It is necessary that authors take care in submitting a manuscript that is written in simple language and adheres to published guidelines.

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Author details

The full postal address of any related author(s) must be specified.

Abstract

The abstract is the foundation of the research paper. It should be clear and concise and must contain the objective of the paper and inferences drawn. It is advised to not include big mathematical equations or complicated jargon.

Many researchers searching for information online will use search engines such as Google, Yahoo or others. By optimizing your paper for search engines, you will amplify the chance of someone finding it. In turn, this will make it more likely to be viewed and cited in further works. Global Journals has compiled these guidelines to facilitate you to maximize the web-friendliness of the most public part of your paper.

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A major lynchpin of research work for the writing of research papers is the keyword search, which one will employ to find both library and internet resources. Up to eleven keywords or very brief phrases have to be given to help data retrieval, mining, and indexing.

One must be persistent and creative in using keywords. An effective keyword search requires a strategy: planning of a list of possible keywords and phrases to try.

Choice of the main keywords is the first tool of writing a research paper. Research paper writing is an art. Keyword search should be as strategic as possible.

One should start brainstorming lists of potential keywords before even beginning searching. Think about the most important concepts related to research work. Ask, “What words would a source have to include to be truly valuable in a research paper?” Then consider synonyms for the important words.

It may take the discovery of only one important paper to steer in the right keyword direction because, in most databases, the keywords under which a research paper is abstracted are listed with the paper.

Numerical Methods

Numerical methods used should be transparent and, where appropriate, supported by references.

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Authors must list all the abbreviations used in the paper at the end of the paper or in a separate table before using them.

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Authors are advised to submit any mathematical equation using either MathJax, KaTeX, or LaTeX, or in a very high-quality image.

Tables, Figures, and Figure Legends

Tables: Tables should be cautiously designed, uncrowned, and include only essential data. Each must have an Arabic number, e.g., Table 4, a self-explanatory caption, and be on a separate sheet. Authors must submit tables in an editable format and not as images. References to these tables (if any) must be mentioned accurately.

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Figures are supposed to be submitted as separate files. Always include a citation in the text for each figure using Arabic numbers, e.g., Fig. 4. Artwork must be submitted online in vector electronic form or by emailing it.

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Although low-quality images are sufficient for review purposes, print publication requires high-quality images to prevent the final product being blurred or fuzzy. Submit (possibly by e-mail) EPS (line art) or TIFF (halftone/ photographs) files only. MS PowerPoint and Word Graphics are unsuitable for printed pictures. Avoid using pixel-oriented software. Scans (TIFF only) should have a resolution of at least 350 dpi (halftone) or 700 to 1100 dpi (line drawings). Please give the data for figures in black and white or submit a Color Work Agreement form. EPS files must be saved with fonts embedded (and with a TIFF preview, if possible).

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Tips for writing a good quality Social Science Research Paper

Techniques for writing a good quality homan social science research paper:

1. Choosing the topic: In most cases, the topic is selected by the interests of the author, but it can also be suggested by the guides. You can have several topics, and then judge which you are most comfortable with. This may be done by asking several questions of yourself, like "Will I be able to carry out a search in this area? Will I find all necessary resources to accomplish the search? Will I be able to find all information in this field area?" If the answer to this type of question is "yes," then you ought to choose that topic. In most cases, you may have to conduct surveys and visit several places. Also, you might have to do a lot of work to find all the rises and falls of the various data on that subject. Sometimes, detailed information plays a vital role, instead of short information. Evaluators are human: The first thing to remember is that evaluators are also human beings. They are not only meant for rejecting a paper. They are here to evaluate your paper. So present your best aspect.

2. Think like evaluators: If you are in confusion or getting demotivated because your paper may not be accepted by the evaluators, then think, and try to evaluate your paper like an evaluator. Try to understand what an evaluator wants in your research paper, and you will automatically have your answer. Make blueprints of paper: The outline is the plan or framework that will help you to arrange your thoughts. It will make your paper logical. But remember that all points of your outline must be related to the topic you have chosen.

3. Ask your guides: If you are having any difficulty with your research, then do not hesitate to share your difficulty with your guide (if you have one). They will surely help you out and resolve your doubts. If you can't clarify what exactly you require for your work, then ask your supervisor to help you with an alternative. He or she might also provide you with a list of essential readings.

4. Use of computer is recommended: As you are doing research in the field of homan social science then this point is quite obvious. Use right software: Always use good quality software packages. If you are not capable of judging good software, then you can lose the quality of your paper unknowingly. There are various programs available to help you which you can get through the internet.

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8. Make every effort: Make every effort to mention what you are going to write in your paper. That means always have a good start. Try to mention everything in the introduction—what is the need for a particular research paper. Polish your work with good writing skills and always give an evaluator what he wants. Make backups: When you are going to do any important thing like making a research paper, you should always have backup copies of it either on your computer or on paper. This protects you from losing any portion of your important data.

9. Produce good diagrams of your own: Always try to include good charts or diagrams in your paper to improve quality. Using several unnecessary diagrams will degrade the quality of your paper by creating a hodgepodge. So always try to include diagrams which were made by you to improve the readability of your paper. Use of direct quotes: When you do research relevant to literature, history, or current affairs, then use of quotes becomes essential, but if the study is relevant to science, use of quotes is not preferable.

10. Use proper verb tense: Use proper verb tenses in your paper. Use past tense to present those events that have happened. Use present tense to indicate events that are going on. Use future tense to indicate events that will happen in the future. Use of wrong tenses will confuse the evaluator. Avoid sentences that are incomplete.

11. Pick a good study spot: Always try to pick a spot for your research which is quiet. Not every spot is good for studying.

12. Know what you know: Always try to know what you know by making objectives, otherwise you will be confused and unable to achieve your target.

13. Use good grammar: Always use good grammar and words that will have a positive impact on the evaluator; use of good vocabulary does not mean using tough words which the evaluator has to find in a dictionary. Do not fragment sentences. Eliminate one-word sentences. Do not ever use a big word when a smaller one would suffice.

Verbs have to be in agreement with their subjects. In a research paper, do not start sentences with conjunctions or finish them with prepositions. When writing formally, it is advisable to never split an infinitive because someone will (wrongly) complain. Avoid clichés like a disease. Always shun irritating alliteration. Use language which is simple and straightforward. Put together a neat summary.

14. Arrangement of information: Each section of the main body should start with an opening sentence, and there should be a changeover at the end of the section. Give only valid and powerful arguments for your topic. You may also maintain your arguments with records.

15. Never start at the last minute: Always allow enough time for research work. Leaving everything to the last minute will degrade your paper and spoil your work.

16. Multitasking in research is not good: Doing several things at the same time is a bad habit in the case of research activity. Research is an area where everything has a particular time slot. Divide your research work into parts, and do a particular part in a particular time slot.

17. Never copy others' work: Never copy others' work and give it your name because if the evaluator has seen it anywhere, you will be in trouble. Take proper rest and food: No matter how many hours you spend on your research activity, if you are not taking care of your health, then all your efforts will have been in vain. For quality research, take proper rest and food.

18. Go to seminars: Attend seminars if the topic is relevant to your research area. Utilize all your resources.
Refresh your mind after intervals: Try to give your mind a rest by listening to soft music or sleeping in intervals. This will also improve your memory. Acquire colleagues: Always try to acquire colleagues. No matter how sharp you are, if you acquire colleagues, they can give you ideas which will be helpful to your research.

19. Think technically: Always think technically. If anything happens, search for its reasons, benefits, and demerits. Think and then print: When you go to print your paper, check that tables are not split, headings are not detached from their descriptions, and page sequence is maintained.

20. Adding unnecessary information: Do not add unnecessary information like "I have used MS Excel to draw graphs." Irrelevant and inappropriate material is superfluous. Foreign terminology and phrases are not apropos. One should never take a broad view. Analogy is like feathers on a snake. Use words properly, regardless of how others use them. Remove quotations. Puns are for kids, not grunt readers. Never oversimplify: When adding material to your research paper, never go for oversimplification; this will definitely irritate the evaluator. Be specific. Never use rhythmic redundancies. Contractions shouldn't be used in a research paper. Comparisons are as terrible as clichés. Give up ampersands, abbreviations, and so on. Remove commas that are not necessary. Parenthetical words should be between brackets or commas. Understatement is always the best way to put forward earth-shaking thoughts. Give a detailed literary review.

21. Report concluded results: Use concluded results. From raw data, filter the results, and then conclude your studies based on measurements and observations taken. An appropriate number of decimal places should be used. Parenthetical remarks are prohibited here. Proofread carefully at the final stage. At the end, give an outline to your arguments. Spot perspectives of further study of the subject. Justify your conclusion at the bottom sufficiently, which will probably include examples.

22. Upon conclusion: Once you have concluded your research, the next most important step is to present your findings. Presentation is extremely important as it is the definite medium though which your research is going to be in print for the rest of the crowd. Care should be taken to categorize your thoughts well and present them in a logical and neat manner. A good quality research paper format is essential because it serves to highlight your research paper and bring to light all necessary aspects of your research.

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Informal Guidelines of Research Paper Writing

Key points to remember:

- Submit all work in its final form.
- Write your paper in the form which is presented in the guidelines using the template.
- Please note the criteria peer reviewers will use for grading the final paper.

Final points:

One purpose of organizing a research paper is to let people interpret your efforts selectively. The journal requires the following sections, submitted in the order listed, with each section starting on a new page:

The introduction: This will be compiled from reference matter and reflect the design processes or outline of basis that directed you to make a study. As you carry out the process of study, the method and process section will be constructed like that. The results segment will show related statistics in nearly sequential order and direct reviewers to similar intellectual paths throughout the data that you gathered to carry out your study.

The discussion section:

This will provide understanding of the data and projections as to the implications of the results. The use of good quality references throughout the paper will give the effort trustworthiness by representing an alertness to prior workings.

Writing a research paper is not an easy job, no matter how trouble-free the actual research or concept. Practice, excellent preparation, and controlled record-keeping are the only means to make straightforward progression.

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- In every section of your document, use standard writing style, including articles ("a" and "the").
- Keep paying attention to the topic of the paper.
- Use paragraphs to split each significant point (excluding the abstract).
- Align the primary line of each section.
- Present your points in sound order.
- Use present tense to report well-accepted matters.
- Use past tense to describe specific results.
- Do not use familiar wording; don't address the reviewer directly. Don't use slang or superlatives.
- Avoid use of extra pictures—include only those figures essential to presenting results.

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Choose a revealing title. It should be short and include the name(s) and address(es) of all authors. It should not have acronyms or abbreviations or exceed two printed lines.

Abstract: This summary should be two hundred words or less. It should clearly and briefly explain the key findings reported in the manuscript and must have precise statistics. It should not have acronyms or abbreviations. It should be logical in itself. Do not cite references at this point.

An abstract is a brief, distinct paragraph summary of finished work or work in development. In a minute or less, a reviewer can be taught the foundation behind the study, common approaches to the problem, relevant results, and significant conclusions or new questions.

Write your summary when your paper is completed because how can you write the summary of anything which is not yet written? Wealth of terminology is very essential in abstract. Use comprehensive sentences, and do not sacrifice readability for brevity; you can maintain it succinctly by phrasing sentences so that they provide more than a lone rationale. The author can at this moment go straight to shortening the outcome. Sum up the study with the subsequent elements in any summary. Try to limit the initial two items to no more than one line each.

Reason for writing the article—theory, overall issue, purpose.

- Fundamental goal.
- To-the-point depiction of the research.
- Consequences, including definite statistics—if the consequences are quantitative in nature, account for this; results of any numerical analysis should be reported. Significant conclusions or questions that emerge from the research.

Approach:

- Single section and succinct.
- An outline of the job done is always written in past tense.
- Concentrate on shortening results—limit background information to a verdict or two.
- Exact spelling, clarity of sentences and phrases, and appropriate reporting of quantities (proper units, important statistics) are just as significant in an abstract as they are anywhere else.

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The introduction should "introduce" the manuscript. The reviewer should be presented with sufficient background information to be capable of comprehending and calculating the purpose of your study without having to refer to other works. The basis for the study should be offered. Give the most important references, but avoid making a comprehensive appraisal of the topic. Describe the problem visibly. If the problem is not acknowledged in a logical, reasonable way, the reviewer will give no attention to your results. Speak in common terms about techniques used to explain the problem, if needed, but do not present any particulars about the protocols here.

The following approach can create a valuable beginning:

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- Present a justification. State your particular theory(-ies) or aim(s), and describe the logic that led you to choose them.
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Use past tense except for when referring to recognized facts. After all, the manuscript will be submitted after the entire job is done. Sort out your thoughts; manufacture one key point for every section. If you make the four points listed above, you will need at least four paragraphs. Present surrounding information only when it is necessary to support a situation. The reviewer does not desire to read everything you know about a topic. Shape the theory specifically—do not take a broad view.

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This part is supposed to be the easiest to carve if you have good skills. A soundly written procedures segment allows a capable scientist to replicate your results. Present precise information about your supplies. The suppliers and clarity of reagents can be helpful bits of information. Present methods in sequential order, but linked methodologies can be grouped as a segment. Be concise when relating the protocols. Attempt to give the least amount of information that would permit another capable scientist to replicate your outcome, but be cautious that vital information is integrated. The use of subheadings is suggested and ought to be synchronized with the results section.

When a technique is used that has been well-described in another section, mention the specific item describing the way, but draw the basic principle while stating the situation. The purpose is to show all particular resources and broad procedures so that another person may use some or all of the methods in one more study or referee the scientific value of your work. It is not to be a step-by-step report of the whole thing you did, nor is a methods section a set of orders.

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Materials may be reported in part of a section or else they may be recognized along with your measures.

Methods:

- Report the method and not the particulars of each process that engaged the same methodology.
- Describe the method entirely.
- To be succinct, present methods under headings dedicated to specific dealings or groups of measures.
- Simplify—detail how procedures were completed, not how they were performed on a particular day.
- If well-known procedures were used, account for the procedure by name, possibly with a reference, and that's all.

Approach:

It is embarrassing to use vigorous voice when documenting methods without using first person, which would focus the reviewer's interest on the researcher rather than the job. As a result, when writing up the methods, most authors use third person passive voice.

Use standard style in this and every other part of the paper—avoid familiar lists, and use full sentences.

What to keep away from:

- Resources and methods are not a set of information.
- Skip all descriptive information and surroundings—save it for the argument.
- Leave out information that is immaterial to a third party.



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Results:

The principle of a results segment is to present and demonstrate your conclusion. Create this part as entirely objective details of the outcome, and save all understanding for the discussion.

The page length of this segment is set by the sum and types of data to be reported. Use statistics and tables, if suitable, to present consequences most efficiently.

You must clearly differentiate material which would usually be incorporated in a study editorial from any unprocessed data or additional appendix matter that would not be available. In fact, such matters should not be submitted at all except if requested by the instructor.

Content:

- Sum up your conclusions in text and demonstrate them, if suitable, with figures and tables.
- In the manuscript, explain each of your consequences, and point the reader to remarks that are most appropriate.
- Present a background, such as by describing the question that was addressed by creation of an exacting study.
- Explain results of control experiments and give remarks that are not accessible in a prescribed figure or table, if appropriate.
- Examine your data, then prepare the analyzed (transformed) data in the form of a figure (graph), table, or manuscript.

What to stay away from:

- Do not discuss or infer your outcome, report surrounding information, or try to explain anything.
- Do not include raw data or intermediate calculations in a research manuscript.
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References	Complete and correct format, well organized	Beside the point, Incomplete	Wrong format and structuring

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